**Peer Educators Network – PEN**

**Strategic planning**

**2017-2021**

**PEN team**

# Peer Educators Network – PEN

# Strategic Planning 2017 – 2021

***January 2017***

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## ****Background of organization****

Peer Educator Network (PEN) is a non- governmental and non-profitable youth organization that aims to contribute towards creating a community where youth are mobilized and empowered to act as agents of social change for an inclusive society. PEN has the status of an NGO working all over Kosovo, with headquarters in Prishtina. PEN has a hierarchical structure with 33 employees and its board of directors. PEN is active in 36 municipalities in Kosovo and has more than 4000 volunteers/peer educators, which are represented by Municipal Coordinators at PEN Council.

Purpose of PEN is to empower young men and women of all genders, ethnicities, religions, and sexualities through programmes to increase their capacities and mobilize them as agents of change through peer education approach. PEN’s programmes tackle youth empowerment and employment, voluntarism, gender equality, social innovation and entrepreneurship, healthy lifestyle, and anti-violence.

# ****Vision****

***Contributing towards creating a community where youth of all genders are mobilized and empowered to act as agents of social change for an inclusive society.***

# ****SWOT analysis****

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| **STRENGTHS**  Active in 36 municipalities;  Wide geographical coverage;  Human resources, experienced and competent staff members;  Exclusive Peer to peer approach;  Space for activities;  Contemporary management tools (such as PODIO, Quickbooks);  Wide array of equipment;  Defined duties and responsibilities;  Flexibility;  Commitment of staff and readiness to support other projects teams;  International visibility through participations in different trainings, conferences, seminars, workshops and other events;  Openness and skills to supports other organizations in their capacity building;  Wide spread visibility in traditional media and social media;  Communication strategy – PR;  Team spirit  International recognition/accreditation (EVS, Making Sense Committee, Men engage, Y manual) |
| **WEAKNESSES**    Lack of a Programme manager;  Lack of communication / PR assistant;  Lack of mutual believes among staff members in all values promoted by the organization;  Project based funding;  Lack of sustainability plan;  Lack of full time staff member in Fundraising process (lack of time and human resources to focus only on fundraising);  Having to adjust our operational plans to inconvenient donor requests;  Lack of acknowledgment for employees work;  Database of peer educators (volunteers);  Lack of evidence for the achieved results;  Lack of technical staff (IT) / graphic designer;  Database for our partners;  Steering documents and agreements need to be shared in PODIO;  Functionalization of working groups (fundraising, communications, visibility);  Functionalization of PEN’s internal policies;  PEN’s Employees evaluation. |
| **OPPORTUNITIES**  Establish a Memorandum of Understanding with Ministry of Education, Science and Technology (MEST);  Establish a Memorandum of Understanding with Ministry of Culture, Youth, and Sports (MCYS);  Establish a Memorandum of Understanding with Ministry of Health;  Establish a Memorandum of Understanding with Municipality of Prishtina, respectively Directorate of Health;  Expand partnership with local, regional, and international NGOs;  Become a member of Y-PEER network;  Increasing capacities of other local, regional, and international NGOs;  Provide training and counseling for caregivers of Family Medicine Centers;  New donors and possibility to get additional financial support from the existing donors;  Continuous development of staff skills and capacity building;  Expand the network of peer educators, volunteers, and beneficiaries;  Functionalize the office in Kacanik, Elez Han, Shale/Lipjan, Cermjan/Gjakove, Kamenica;  Establish Memorandum of Understanding with Students Union (UP), Career Development Center;  Recruit international volunteers in project through European Volunteer Service;  Advance the Sustainability plan;  Establish a Career Center, and/or Research Center;  New strategic approach for alternative donors (private sector);  Possible collaboration with private sectors accordingly on Law on Sponsorship and Donations no.05/L-028. |
| **THREATS**  Decrease of funds from Donors;  Lack of financial support from institutions and businesses;  Donors’ shifting interest in their operational fields;  Society reacting against PEN’s initiatives (taboo topics)  Lack of information on importance of youth initiatives;  Lack of motivation to participate in social activities;  Lack of quality of formal education;  Bad image in general public regarding on NGO activities and mission. |

# ****Context (Needs Assessment/Demographic Profile)****

General:   
*Youth trends*

* lack of active youth especially in smaller cities;
* lack of volunteerism values;
* lack of infrastructure (such as space, equipment, tools);
* lack of information for the opportunities available for youth;
* lack of investment from institutions in youth activities;

Operation consideration (staff constrains, budgeting issues etc.)

* Lack of IT officer/graphic designer;
* Lack of communication / PR assistant;
* Lack of general manager;
* Lack of emergency fund;
* Lack of volunteer coordinator;
* Minibus;
* Car.

Suggestions:

* The approach towards youth: the peer to peer approach has proved to be the appropriate practice while working with youth groups in various youth activities.
* Internship: given the fact that PEN is devoted to building capacities of youth, PEN continuously offers internships opportunities to interested youth (including EVS).
* Gender perspective: PEN’s work and core values shall rely upon a gender perspective as a way to promote gender equitable norms both internally and externally.
* Human rights based approach: In all its activities PEN ensures to use the human rights based approach and gives equal opportunity to ethnic communities and other non-represented groups.
* Volunteer of the year for peer educators - PEN shall commence to give the award to volunteer of the year for peer educators as a means of motivations and appreciation for their hard work.
* Organizational culture/behavior training - organize trainings on organizational culture/behavior training in order to improve internal functioning.

Guiding principles (philosophy)

* Service beyond self
* Respect for people’s rights & human dignity
* Youth empowerment
* Gender equity
* Drive social change
* Maintain a vision
* Professionalism & Responsibility
* Cooperation beyond borders
* Accountability
* Comprehensive viewpoint
* Voluntarism
* Fun
* Commitment to success
* Inspiring
* Efficiency

# ****Mission****PEN mission is to contribute towards creating a community where youth of all genders are mobilized and empowered to act as agents of social change for an inclusive society.

# ****Vision****

PEN envisions a community of men and women who act on social change and inclusion.

# ****Problem statement****

As stated in the mission statement PEN’s main working area are: (1) youth empowerment and employment, (2) voluntarism, (3) gender equality, (4) social innovations and entrepreneurship, (5) healthy lifestyle, and (6) anti-violence. As such, below is presented the problem statement and rationale.

1. While people under 25 years of age represent some 53 percent of Kosovo’s population, those between 18 and 25 years old constitute one in five Kosovars. Findings from a recent youth opinion poll (UNICEF & IKS, 2010) reveal that the majority of young people perceive themselves as participating “little” or “not at all” in decision-making processes. Some legislation on youth participation and empowerment is in place, but its implementation is still lacking. Firstly, the mechanisms at the local level (youth action councils, Municipal Departments of Youth, etc.) are either totally absent or not properly functional. Secondly, both central and local institutions do still not consider young people’s development as a priority, demonstrated by the very low rates of budget allocation for youth.

It is necessary for Kosovo to cultivate civil society by and for youth, through international cooperation and institutional support. Furthermore, the disorganization of youth representative bodies and the lack of coordination among youth NGOs, local, regional and central institutions are evidence that additional support is needed by the Ministry of Culture, Youth and Sport and the Department of Youth and the donor community.

1. It is generally accepted that many young men who use violence were themselves victims of violence, and have learned from experience that violence is expected as recourse to any situation. Increasingly, boys and girls are facing bullying in schools, and in settings of youth culture. The media has reported increasing incidents of youth violence which has often turned deadly throughout the Western Balkans region, including Kosovo. Baseline research conducted in 2009 with over 2000 young men found important relationships between non equitable gender norms, high levels of alcohol consumption and perpetration and/or involvement in violent acts[[1]](#footnote-1). Close to 50% of young men in the targeted secondary schools reported being involved in some type of violent act or perpetration of violence. In addition, patriarchal attitudes and rigid forms of manhood are often promoted through different sectors of society, including in the home, in media messages, in schools, by political representatives and other private and public spaces. Gender equality and violence prevention are linked by these norms that often idealize different forms of behavior that put young men and young women at risk. Recent research affirms that rigid gender norms of masculinity and femininity are “gateway factors,” linked to a range of harmful outcomes including gender-based violence and poor reproductive health. Moreover, results of a recent study conducted in Kosovo, indicate that compared to female adolescents, male adolescents display higher level of stereotypical attitudes toward women as well as higher level of gender inequitable attitudes (Lokaj, 2012)[[2]](#footnote-2). Around 30 percent of the adolescents participating in the study agreed totally or partially to the statement “there are times when a woman deserves to be beaten‟ - if she does not take care of and house chores, cheats on her husband, abuses her children, lies to her husband or does a wrong deed, doesn’t listen to or respect her husband, talks a lot and spends unnecessarily of lot of money and if she does not have sexual intercourse (Lokaj, 2012).

Successful interventions working with men to deconstruct masculine identities have successfully shown the positive contribution that men can make as allies and anti-violence activists. Evidence further demonstrates that interventions explicitly designed to engage boys and men in transforming gender norms are more effective in producing positive health and gender outcomes than those without these approaches (Barker, Ricardo and Nascimento, 2007)[[3]](#footnote-3). Considering the fact that youth in Kosovo present the largest portion of population, they represent a key opportunity to construct alternative definitions of gender norms and reduce gender-based violence. Working with young men and young women to reduce gender-based violence is critical because young men are more apt than older men to use alternatives to violence in communicating respectfully with their partners. Furthermore, youth is a key developmental stage when gender identities are constructed and can be reshaped. Gender researchers note that behaviors toward women or partners are rehearsed and carried into adulthood, and reaching boys is a way of changing the way men interact with women. In the context of youth development efforts, working to support gender equitable constructions among youth also can strengthen their own leadership development, including their ability to engage as actors or advocate for gender equality more broadly.[3]

1. Since year 2000, number of infected people with HIV virus in Kosovo has increased for four times and as result of this there comes the need for active engagement on dealing with this problem.

Maternal and child health indicators in Kosovo are considered to be one of the poorest in Europe and provided statistical data are not reliable due to systematic under-reporting. Although the knowledge of various contraceptive methods is high among all women in Kosovo (95.3%), the use of modern contraception is low and decreasing, with only 15% of married women of reproductive age using a modern contraception method; in 2003 it was 22.6 % of them.[[4]](#footnote-4)

Although the estimated incidence of HIV is still less than 1 % of the population, the growing numbers of intravenous drug users, the discriminated MSM community and sex workers, the changing social norms, the large mobile and migrating community and the low awareness about HIV prevention methods, have led to an increased vulnerability to HIV/AIDS and Sexually Transmitted Infections (STIs), which the weak and underfunded health sector might have difficulties to address[[5]](#footnote-5).

Moreover, according to informal research that PEN did with youth during implementation of its project all-over Kosovo, it is proved that knowledge of new generation in schools related to HIV/AIDS is approximately 50% while for STI is less.

Kosovo young population lacks information on their rights or life skills such as unprotected sex, drugs, alcohol, tobacco and HIV/AIDS. Political and cultural barriers often prevent information and services from reaching young men and women; there is a general reluctance in families, communities and schools to discuss reproductive health and sexual behavior. Health education in the formal school system is poor and sexual and reproductive health is not taught at all.

To summarize, PEN will provide education programs on HIV/AIDS and STI i with special focus on youth groups.

# ****Goals & Objectives****

**General goal:**

*By the end of 2021, 25 000 youth and adolescents of all genders between the ages of 15 to 29 in Kosovo will be reached through programs on youth empowerment and employment, voluntarism, social innovations and entrepreneurship, healthy lifestyle practices, gender equality, and anti-violence by organizing at least four initiatives per month around Kosovo.*

**Specific objectives**

***Objective 1.*** *By the end of 2021, at least 20000 youth and adolescence of all genders in Kosovo will benefit directly from capacity building programs such as trainings, workshops, seminars, coaching sessions, lecture and conferences.*

* ***Innovations Lab Kosovo***
  + ***UPSHIFT: Social Impact Workshop***
  + ***StartUp: Social Venture Workshop***
  + ***PONDER: Critical Media Literacy***
  + ***PODIUM: Young Advocate Workshop***
  + ***KoVo: Volunteers Management Workshop***
* ***Pro WO+MAN***
  + ***PEN Gender Resource Hub***
  + ***Coaching sessions***
  + ***Study circles***
* ***Act on Equality***
  + ***Community empowerment***
  + ***Sexual gender based violence training***
  + ***Leadership and decision making for young women***
  + ***Round tables with villages councils leaders***
* ***Making Sense***
  + ***Bootcamp***
  + ***Hackathon***
  + ***Impact calibration***
  + ***Non-formal environmental education***
  + ***General assembly***
* ***Child protection***
  + ***Professional readiness for children in conflict with law***
  + ***Building capacity of children in conflict with law who design and implement advocacy campaigns***
  + ***Psychological session for children in conflict with law***
  + ***Preventing children with high risks of being in conflict with law***
* ***Engage man in fatherhood***
  + ***Building capacity of health workers***
  + ***Building capacity of men and caregivers***
  + ***Campaigns to promote positive fatherhood***
* ***Young Men Initiative / Engage man to promote gender equality***
  + ***Be a Man Club***
  + ***Building capacity of teachers in high schools***
  + ***Residential training for gender equality with students***
  + ***Teaser campaigns***

***Objective 2.*** *By the end of 2021, 30% of youth and adolescents of all genders in Kosovo from non-represented groups will be included directly and indirectly in the following program activities.*

* ***Innovations Lab Kosovo***
  + ***UPSHIFT: Social Impact Workshop***
  + ***PODIUM: Young Advocate Workshop***
* ***Child protection***
  + ***Professional readiness for children in conflict with law***
  + ***Building capacity of children in conflict with law who design and implement advocacy campaigns***
  + ***Psychological session for children in conflict with law***
  + ***Preventing children with high risks of being in conflict with law***

***Objective 3.*** *By the end of 2021, 150 000 youth and adolescents of all genders in Kosovo will benefit directly and indirectly from program activities on healthy lifestyle practices.*

* ***Making Sense***
  + ***Bootcamp***
  + ***Hackathon***
  + ***Impact calibration***
  + ***Non-formal environmental education***
* ***Young Men Initiative / Engage man to promote gender equality***
  + ***Be a Man Club***
  + ***Residential training for gender equality with students***
* ***Act on Equality***
  + ***Sexual gender based violence training***

# ****Action Plan****

|  |  |
| --- | --- |
| Objectives | |
| Objective 1. By the end of 2016, at least 10000 youngsters of all genders in Kosovo have benefited directly from capacity building programs such as trainings, workshops, seminars, coaching sessions, lecture and conferences.    Objective 2. By the end of 2016, 30% of youth of all genders in Kosovo from non-represented groups have been included directly and indirectly in all program activities.  Objective 3. By the end of 2016, 150000 youngsters of all genders in Kosovo have benefited directly and indirectly from program activities on healthy lifestyle practices. | |
| UNICEF Innovations Lab Kosovo / 2017 – 2021 | |
| By Youth for Youth | |
| 2017 | |
| Implement eight (8) cycles of UPSHIFT: Social Impact Workshop and two (2) StartUP: Social Venture Workshop in the entire Kosovo. Target group are youth and adolescents aged 15-24 years old. In addition to four (4) cycles of workshops fully-organized by the BYFY team, there will be four (4) cycles of workshops with external partners. In a reference to this, Telecom of Kosovo, University for Business and Technology, IPKO Foundation and College Riinvest are partners selected. Moreover, two MoU are planned to be signed with international banks operating in Kosovo, Reiffeisen Bank and TEB. | |
| 2018 | |
| The focus in 2018 shifts from traditional UPSHIFT and StartUP workshops in Sustainable Development Goals (SDG) thematic workshops. Therefore, the plan is to conduct only four (4) UPSHIFT: Social Impact Workshop in areas of: Quality of Education, Innovation and Infrastructure, Gender Equality and Sustainable Cities and Communities. In addition, it is foreseen that in line with the legislation for social enterprises and in close collaboration with Ministry of Social Welfare, four (4) cycles of StartUP: Social Venture Workshops will be completed with the previous supported projects derived from the UPSHIFT: Social Impact Workshop. | |
| 2019 | |
| The main focus during 2019 is to accredit the UPSHIFT and StartUP facilitation guides in the Ministry of Education, Science and Technology. Therefore, in coordination and collaboration with at least three (3) high schools in Kosovo we plan to pilot the process and seek to incorporate it as school curriculum. Furthermore, we will expand our collaboration with public and private institutions in implementing up to eight (8) UPSHIFTs and STARTUPs. | |
| 2020 | |
| Expand the implementation of UPSHIFTs in other UNICEF offices in the world. Also, the main focus of BYFY pillar during 2020 is to be the leading accelerator in job creation in Kosovo through methodologies used through UPSHIFT and STARTUP. | |
| 2021 | |
| Expand BYFY expertize; Upgrade the methodology of UPSHIFT and STARTUP; Triple-helix between government, public and private institutions, and academia; Expand the donors list, partners, and beneficiaries. | |
| Lead person: | Laurat Raca |
| Remarks: | Contract ends in August 2017 |
| Other potential donors: | European Commission, ADA, GIZ, DANIDA, Swiss Cooperation |
| Youth Empowerment Platform | |
| 2017 | |
| PODIUM: Advocate for change implemented three (3) cycles of PODIUM Workshops including non-majority youth and adolescents, and adolescents in conflict with the law in collaboration with Correctional Facility. As such, Save the Children and Child Protection (UNICEF) are implemented partners. Nine (9) youth-led campaigns were implemented within most marginalized groups from different communities where youth and adolescents were engaged in decision-making processes with stakeholders. PONDER: Critical Media Literacy implemented five (5) cycles of PONDER with youth and adolescents across whole Kosovo. One hundred and fifty (150) youth and adolescents in Kosovo were trained on critical thinking and 25 of them were involved in the internship programme with media institution in Kosovo (TV, Radios, Online Portals, and Newspapers). As a result, four (4) young people who participated in this programme got employed in media institutions, Insajderi.com (1), Zeri newspaper (1), Kosova Press (2). Also, twelve (12) MoUs with established with media institutions. Kosovo Volunteers implemented one (1) workshop where were trained 20 NGOs with focus on youth and volunteerism. Thirty four (34) NGOs are already registered in Kosovo Volunteers Platform, and more than one thousand (1000) volunteers are also part of the platform. In close collaboration with Ministry of Culture, Youth and Sports and OSCE Mission in Kosovo the Administrative Instruction for Youth Voluntary Work. | |
| 2018 | |
| PODIUM: The plan for 2018 is to implement three other cycles of PODIUM with most marginalized youth and adolescents of Kosovo, while including them in decision making processes with relevant stakeholders, as well as municipal officers. PONDER: The plan for 2018 is to implement four other cycles of PONDER with various municipalities of Kosovo, involve 40 youth and adolescents in internship programme and provide opportunity to write articles for Wikipedia. Kosovo Volunteers: Train more NGOs on the Volunteers management and focus more on promotion of the Kosovo Volunteers Platform within the NGOs and volunteers around Kosovo in collaboration with Ministry of Culture, Youth and Sports. | |
| 2019 | |
| The main focus during 2019 is to accredit the Podium and Kosovo Volunteers facilitation guides in the Ministry of Education, Science and Technology. Therefore, in coordination and collaboration with at least three (3) high schools in Kosovo we plan to pilot the process and seek to incorporate it as school curriculum. Furthermore, we will expand our collaboration with public and private institutions in implementing up to three (3) Podiums and four (4) Ponders. | |
| 2020 | |
| Expand the implementation of PODIUMs, PONDERs, and Kosovo Volunteers in other UNICEF offices in the region and worldwide. Also, the main focus of YEP pillar during 2020 is to be the leading accelerator of youth engagement in decision making processes through Podium, employment through PONDER, and promoting volunteerism in Kosovo through Kosovo Volunteers platform. | |
| 2021 | |
| Expand YEP expertize; Upgrade the methodology of three main programmes (PODIUM, PONDER, and Kosovo Volunteers); Expand the donors list, partners, and beneficiaries | |
| Lead person: | Valon Nushi |
| Remarks: | Contract ends in August 2017 |
| Other potential donors: | European Commission, ADA, GIZ, DANIDA, Swiss Cooperation |
| Required budget: | 1,200,000.00 EUR |
| Young Men Initiative / 2017 – 2021 | |
| 2017 | |
| Organizing (3 day) Intensive Training of Trainers on the Young Men Initiative (YMI) approach for school teachers and psychologists; Organizing baseline and end-line survey for the Young Men Initiative (YMI) workshops; Organizing (3 day) intensive introductory Training of Trainers on the Young Men Initiative approach; Organizing high school workshops (15 topics) with Young Men Initiative (YMI) approach; Establishment of the Be a Men Club in targeted school; Implementing (3) campaigns addressing non- violence and GE; Establishing Partnership with Kosovo Institutions (Municipality of Prishtina Municipal Directorate for Health and Social Welfare and Main Family Health Center); Training of 40 family medicine doctors; Conducting 11 training sessions with fathers and men caregivers on positive fatherhood; Organizing (6) campaigns. | |
| 2018 | |
| To renew the 1st year contract with Organization for Security and Co-operation in Kosovo “OSCE” and look for other potential donors especially fundraising to ADA and Embassies, International organization such UNFPA, UNICEF, etc. Organise education and training for educators, pupils, and ToT, pedagogy students in partnership with Ministry of Education and University teaching faculties. | |
| 2019 | |
| Continue accreditation of Program Y and accredit program P from Ministry of Education and Health as a life skills and violence prevention program and fatherhood, 20 teachers to training to become ToT in Program M, 20 doctors and nurses to training to become ToT in Program P, 500 Educators and youth workers to participating sites and to have the training and tools to implement Program M in schools and the community, 200 students of pedagogy to complete training in program M at participating teaching colleges. | |
| 2020 | |
| Resource centre’s for boys and men; Organize education and training for educators, pupils, ToT and pedagogy students in partnership with Ministry of Education and University teaching faculties; 20 staff for capacity building and skills in Youth research and evaluation; 2 roundtables, forums and or conferences to organize promoting research, good practice and policy related to engaging boys and men in gender equality and violence prevention; Organize (1) training for journalist and media representatives related to GE and GBV. | |
| 2021 | |
| Expand the implementing YMI Programs in wide Kosovo; working with boys and men on issues related to characteristics of male socialization, gender, boys, youngsters, men in traditional patterns, relation father-son, gender specific defense of emotions, gender transformative process and approach; Training (20) Cycle for Counsellors for Perpetrators. | |
| Lead person: | Kadri Gashi |
| Remarks: | Contract ends in December 2017 |
| Other potential donors: | OSCE Mission in Kosovo, UNFPA, ADA, OAK Foundation, European Commission, Sweden Embassy |
| Required budget: | 293,000.00 EUR |
| Pro Wo+Man / 2017 – 2021 / Olof Palme | |
| 2017 | |
| Training package for 4 labour unions and other interested NGOs and university students; produce 12 infographics, 1 animated video, 1 gender bootcamp, 3 policy briefs. | |
| 2018 | |
| Expand networking with other stakeholders in integrating gender perspective in organizational and program level. Create collaboration with regional and international stakeholders. | |
| 2019 | |
| Create a manual in integrating gender mainstreaming in Entrepreneurship/ Start up ideas; Collaborate with the Kosovo Corporate Social Responsibility (CSR) Network in integrating gender perspective in their businesses. | |
| 2020 | |
| Collaborate with governmental institutions, local and central bodies in integrating gender perspective, especially gender budgeting in institutional and programmatic level. | |
| 2021 | |
| To renew the 5-year contract with OPIC and look for other potential donors | |
| Lead person: | Mimoza Pachuku |
| Remarks: |  |
| Other potential donors: |  |
| Required budget: | 175,000.00 EUR |
| Making sense / 2017 – 2021 / European Commission | |
| 2017 | |
| Training and empowering local communities to tackle pressing environmental challenges, through sensing, campaigning and local action. The objective will be reached through: digital bootcamps, non-formal environmental education, hackathons, topical barcamps, trainings, debates, articles, campaigns, digital sensing, and data gathering. | |
| 2018 | |
| Expand networking with other local stakeholders and state institutions, towards tackling pressing environmental challenges. Monitor implementation of Environmental Law, and establish neighborhood councils to track and report pollution in a local level. Start addressing other fields apart from Air Quality. | |
| 2019 | |
| Establish a structured group of youngsters trained in environmental sensing, environmental protection, understanding of environmental policy, and best environmental practices. The structure can be organized a group of Scouts, Non-formal Environmental Officers, or other. Establishing of a curricula and course for this group, and developing an activity and organization cycle. | |
| 2020 | |
| Involve established environmental groups in healthy lifestyle activities, create new trainers for upcoming generations of environmental members, and promote a snowball effect in engaging youth in these structures. Actively involve citizen in all decision making processes regarding environmental issues with state institutions. Promote green jobs. Involve regional and international partners in sharing best practices and spreading the already established courses. | |
| 2021 | |
| Conducting an environmental assessment of existing conditions, legislation implementation, qualitative results with citizens and youth, and state institution strategies for upcoming years. | |
| Lead person: | Trim Ilazi |
| Remarks: |  |
| Other potential donors: |  |
| Required budget: | 400,000.00 EUR |
| Act on equality / 2017 – 2021 / U.S. State Department | |
| 2017 | |
| Organizing (6) roundtables with Village Councils Leaders; Organizing (16) community meetings with man and women from rural areas; Organizing (6) Peer to Peer trainings in leadership and decision making; Implementing (12) campaigns addressing Sexual and Gender Based Violence; Organizing (1) roundtable with different stakeholders from local and national level. | |
| 2018 | |
| To renew the 2-year contract with U.S. State Department and look for other potential donors. Expanding the implementation of the program in other municipalities. Expand the collaboration with local and central institutions. | |
| 2019 | |
| Expanding the project and including more high schools around the country in order to engage more young boys and girls in gender equity and local activism. Cooperating with schools in addressing the text books sensitivity towards gender roles and stereotypes. | |
| 2020 | |
| Support youth projects in isolated villages and work with municipal institutions in establishing youth educational centers in rural areas. Work closely with young women in advancing the role of women in the Kosovan society and break gender roles and stereotypes through awareness raising programs and campaigns. | |
| 2021 | |
| Analyze the results achieved and the success of the project and in accordance to that prepare a continuation plan in line with the needs and the necessities of the community. | |
| Lead person: | Ideal Hoxha |
| Remarks: |  |
| Other potential donors: |  |
| Required budget: | 220,000.00 EUR |
| Child Protection / 2017 – 2021 / UNICEF | |
| 2017 | |
| Reintegration through psycho-social support (500 counseling sessions in both municipalities), community-service projects (4 initiatives), 40 lectures to raise awareness against conflict, violence and bullying, 21 skilled-based trainings and 2 roundtables with stakeholders. | |
| 2018 | |
| Conduct a research to assess the presence of bullying in schools in 7 municipalities of Kosovo. Identify two municipalities per year- respectively 10 schools that are highly affected by bullying and work with them. Expand the project idea to promote anti-violence and anti-bullying practices by involving parents, teachers and children. Involve schools from other communities in Kosovo (Serbian, Roma, Ashkali and Egyptian etc.). They will come up with community-based ideas on promoting safe school environment. | |
| 2019 | |
| Create a manual on anti-bullying that will be implemented by the schools themselves. Collaborate and advocate to the Ministry of Education, Science and Technology to adopt the anti-bullying in their curricula Identify two municipalities per year- respectively 10 schools that are highly affected by bullying and work with them. | |
| 2020 | |
| Identify two municipalities per year- respectively 10 schools that are highly affected by bullying and work with them. Create collaboration with regional and international stakeholders that work in the same field by sharing best practices and organize a regional campaign on anti-bullying and anti-violence. | |
| 2021 | |
| Identify two municipalities per year- respectively 10 schools that are highly affected by bullying and work with them Advocate to the central governmental institutions and facilitate local institutions and schools in creating better legal mechanisms to report and sanction bullying in schools. | |
| Lead person: | Tringa Lajci |
| Remarks: |  |
| Other potential donors: |  |
| Required budget: | 288,200.00 EUR |

# Evaluatio**n**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Indicator and Target** | **Means of Verification** | **Assumptions** |
| **Goal:**  By the end of 2016, 20% of youth of all genders between the ages of 15 to 29 in Kosovo have been reached through programs on capacity building, social inclusion and healthy lifestyle practices and organize one initiative per month around Kosovo. | Indicator:  % of youth between ages 15-29  Target:  Youth between the ages of 15 to 29 in Kosovo have been reached through programs on capacity building, social inclusion and healthy lifestyle practices and organize one initiative per month around Kosovo. | Yearly PEN reports  PEN Database | Youth in Kosovo lack opportunities to partake in programs on capacity building, social inclusion and healthy lifestyle practices and organize one initiative per month around Kosovo.  Youth in Kosovo are interested to participate in programs on capacity building, social inclusion and healthy lifestyle practices and organize one initiative per month around Kosovo. |
| **Objective 1:**  By the end of 2016, at least 10000 youngsters of all genders in Kosovo have benefited directly from capacity building programs such as trainings, workshops, seminars, coaching sessions, lecture and conferences. | **Indicator**:  # of youngsters  **Target:**  10000 youngsters who benefit directly from capacity building programs such as trainings, workshops, seminars, coaching sessions, lecture and conferences. | Yearly PEN reports  PEN Database | Youth in Kosovo lack the necessary opportunities to benefit from capacity building programs such as trainings, workshops, seminars, coaching sessions, lecture and conferences. |
| **Result 1.1:**  An enabling environment for youth to realize innovative youth-led projects that channel their creative energies through development of project ideas as well as the execution of those ideas, through 2 regional iInnovate Camps (Gjilan and Mitrovice) and 1 Open Call (Kosovo-wide) as indicated by the successful implementation of 20 BYFY projects, and mentorship support related to Monitoring, Evaluation and Administration & for implementation of the 9 youth-led projects supported through SI Camp-YAP!. | **Indicator 1.1.1.:**  # of youth implementing their youth-led projects (project leaders and assistants)  **Target 1.1.1:**  55 youth implementing their youth-led projects (project leaders and assistants)  **Indicator 1.1.2:**  # of youth participating in iInnovate camps  **Target 1.1.2:**  60 youth in 2 iInnovate Camps to convert their ideas into project proposals with the support and facilitation of the mentors.  **Indicator 1.1.3:**  #of iInnovate Camps  **Target 1.1.3:**  2 iInnovate Camps  **Indicator 1.1.4:**  # of youth who applied with ideas in 2 iInnovate Camps  **Target 1.1.4:**  150 youth apply for ideas in 2 iInnovate Camps  **Indicator1.1.5:**  # of Open Calls  **Target 1.1.5:**  1 Open Call for project proposals for youth from the whole territory of Kosovo.  **Indicator 1.1.6:**  # of youth applying with project proposals in Open Calls  **Target 1.1.6:**  **XX** youth apply with project proposals for Open Calls | * Project proposals submitted * Reports submitted by project leaders * Photo/video documentation during project monitoring activities * List of iCamp attendees * Minutes from iCamp * Post Action Report * iCamp website * Photographic and Video documentation of the action * Participant feedback forms * Monthly reporting * Quantitative data on the Database | Youth in Kosovo are generally interested to take on such initiatives.  Youth in Kosovo by and large lack the means and resources to take on such initiatives. |
| **Result 1.2:**  Enhanced capacities of youth on peer education skills with focus on gender, violence prevention and raising awareness around these and relevant themes to their lives. | **Indicator 1.2.1:**  # of youth trained  # of modules  #satisfaction of youth with training  **Target 1.2.1:**  Target: 20  60 youth trained (30 female, 30 male)  2 training cycles with 12 school sessions and 12 training modules in 2 residential trainings  80 % of youth are satisfied with training | Participation Lists  Evaluations forms  Small scale service project ideas  Reports | Youth in Kosovo do not possess enough opportunities to enhance their capacities on peer education skills focusing on gender and violence prevention.  Youth in Kosovo are generally motivated to participate in capacity-building programs focusing on gender and violence prevention. |
| **Result 1.3:**  Increased youth participation and mobilization who promote gender equitable norms, challenge their attitudes on Gender Based Violence (GBV) and are able to articulate the importance of human rights for all citizen by addressing gender equality, gender based violence (GBV) and unhealthy lifestyles. | **Indicator 1.3.1:**  # of fields assistants trained  # of NGOs involved  **Target 1.3.1:**  2 field assistants trained (1 in Gjilan and 1 in Gjakova- are trained)  **Indicator 1.3.2:**  #of small scale service projects  **Target 1.3.2:**  6 small scale service projects with 60 peer educators (3 small scale service projects in Gjakova | Project reports  List of participants  Promotion materials  Photos | Youth in Kosovo do not possess enough opportunities to participate and mobilize on themes focusing on gender, gender-based violence prevention, and unhealthy lifestyle.  Youth in Kosovo are interested in participating and mobilizing on themes focusing on gender, gender-based violence prevention, and unhealthy lifestyle. |
| **Result 1.4:**  By the end of 2014, 13 Olof Palme partner NGOs have adopted gender-sensitive approaches and policies that encourage increased women participation in all aspects of its work. | **Indicator 1.4.1:**  # of NGOs who have adopted gender-sensitive approaches and policies  **Target 1.4.1:**  13 NGOs have adopted gender-sensitive approached and policies  **Target 1.4.2.:**  Satisfaction with workplace | 1. Availability check  2. Analysis of satisfaction with workplace | NGOs are willing and eager to be part of this project and adopt gender sensitive approaches and policies. |
| **Result 1.5:**  NGOs have benefited from coaching modules on gender-sensitive approaches. | 1. Coaching modules (Manual) prepared 2. Plan of trainings with NGos 3. 13 NGO have undergone coaching modules 4. XX number of employees/participants have been trained 5. Satisfaction with coaching   XX number of sessions | 1. Coaching modules(manual) 2. Plan of training for each NGO available 3. Coaching materials 4. List of participants 5. Participants evaluations | NGOs dedicate the right amount of time in order to attend all the sessions of the coaching modules. |
| **Result 1.6**  13 NGOs have benefited from regular coaching and support to adopt approaches and policies. | **Indicator 1.6.1:**  # of NGOS who have been supportive to adopt gender-sensitive policies.  **Target 1.6.1**  13 NGOs have been supported to adopt gender-sensitive policies  **Indicator 1.6.2:**  # of policies adopted within the 13 NGOs  **Target 1.6.2:**  X number of policies adopted within 13 NGOs | 1. Minutes of meetings  2. List of NGOs with adopted policies  3. Desk review | Flexibility of NGOs to adopt and enforce those policies. |
| **Result 1.7:** Gender Transformative Life Skills program (Program M) adopted, accredited and teachers trained by Ministry of Education for use in secondary schools; | Program M accredited in all 4 countries as a life skills and violence prevention program, and piloted in 8 schools (2 per country).  20 teachers trained to become ToT in Program M  500 Educators and youth workers in participating sites have the training and tools to implement Program M in schools and the community, including 20 Roma, Ashkali and Egyptian facilitators and 80 Community and NGO activists  200 students of pedagogy in 4 countries complete training in program M at participating teaching colleges | Baseline and final evaluation,  MoU with education ministries,  Attendance records,  Minutes of meetings  Project reports  Media reports | Educators and youth workers have time off to participate in training.  Political changes in ministries and accreditation process halted or slowed. |
| **Objective 2:**  By the end of 2016, 30% of youth of all genders in Kosovo from non-represented groups have been included directly and indirectly in all program activities. | Indicator:  % of youngsters  Target:  30% of youngsters in Kosovo from non-represented groups have been included directly and indirectly in all program activities. | Yearly PEN reports  PEN Database | Non-represented groups in Kosovo are not included in program activities.  Non-represented groups in Kosovo are willing to partake in program activities. |
| **Result 2.1:**  An empowering environment by initiating, encouraging and facilitating linkages between youth and public institutions ( as indicated by securing institutional support as well as support from other organizations for a minimum of 4 projects), other youth-empowering organizations, as well as a Kosovo-wide youth network. | **Indicator 2.1.1:**  # youth-led projects adopted, supported, and/or otherwise linked with public institutions.  **Target 2.1.1:**  1-4 youth-led projects linked with project institutions  **Indicator 2.1.2:**  # of youth-led projects which have established partnerships with youth-empowering organizations.  **Target 2.1.2:** 1-4 youth-led projects established partnerships with youth-empowering organizations.  **Indicator 2.1.3:**  # of youth participating in a Kosovo-wide youth network  **Target 2.1.3:**  XX youth participating in a Kosovo-wide youth network.  **Indicator 2.1.4:**  # of established co-operations between the youth-led projects  **Target 2.1.4:**  XX established co-operations between the youth-led projects | * MoU * MoM * Letter of Agreement * Monthly reports * List of atendees | Public institutions in Kosovo related to youth-work, education, culture, and the like are willing to co-operate with youth project leaders.  There is a discrepancy between grassroots youth work and the work of public institutions in Kosovo related to youth. |
| **Result 2.2:**  An inclusive environment for the youth of Kosovo by conducting outreaches and mobilization to reach out the youth. | **Indicator2.2.1:**  # of youth reached via outreach and mobilization activities  **Target 2.2.1:**  800 youth reached out via outreaches (with a focus on marginalized youth).  **Indicator 2.2.2:**  # of youth applying for iInnovate Camps and Open Call (with a focus on youth from marginalized groups).  **Target 2.2.2:**  250 youth applying for iInnovate Camps and Open Call (100 youth from marginalized groups).  **Indicator 2.2.3:**  # of outreaches conducted  **Target 2.2.3:**  25 outreach activities conducted in the whole Kosovo (with a strong focus on marginalized localities).  **Indicator2.2.4:**  # of visibility materials disseminated (traditional channels and social media)  **Target2.2.4:**  XX of visibility materials disseminated (traditional channels and social media). | * Outreach Reports * Ideas submitted * Photo/video documentation of mobilization activities * Agreements for joint programming with partners cultivated via outreach activities * Monthly reporting * Quantitative data on the Database | Youth in the marginalized areas of Kosovo lack the “social capital”; thus, they are unable to show, harness, and grow on their capacities.  Youth in the marginalized areas of Kosovo welcome being reaching out by organizations related to youth. |
| **Result 2.3**  Increased awareness of general public and relevant stakeholders in Dragash, Gjakova and Gjilan about GBV and gender equality. | **Indicator 2.3.1:**  # of roundtables  # of stakeholders (participants)  **Target 2.3.1:**  2 roundtables with 15 stakeholders (1 roundtable in Gjilan  1 roundtable in Gjakova)  60 trained beneficiaries 500 youth  1000 people | List of participants  Roundtable report with recommendations  Media coverage | Stakeholders are ready to be informed on GBV and gender equality policies.  Stakeholders lack information on GBV and gender equality policies. |
| **Result 2.4**  Youth from rural areas are identified and participate on the trainings about awareness raising sessions on RH/RR including FP, STI, HIV and GBV. | # of youth from rural areas participating in the sessions  XX youth from rural areas participating in the sessions  # of rural youth groups.  XX of rural youth groups  # of training sessions on raising awareness  XX training sessions on raising awareness | Participation lists  Photo/video documentations.  Training materials | Youth from rural areas in Kosovo do not possess enough opportunities to participate on awareness raising trainings on RH/RR including FP, STI, HIV and GBV.  Youth from rural areas in Kosovo are motivated to participate on awareness raising trainings on RH/RR including FP, STI, HIV and GBV. |
| **Objective 3:**  By the end of 2016, 150000 youngsters of all genders in Kosovo have benefited directly and indirectly from program activities on healthy lifestyle practices | Indicator:  # of youngsters  Target:  150000 youngsters in Kosovo have benefited directly and indirectly from program activities on healthy lifestyle practices | Yearly PEN reports  PEN Database | Youth in Kosovo have not enough means to participate in program activities related to healthy lifestyle practices.  Youth in Kosovo are willing to participate in program activities related to healthy lifestyle practices |
| **Result 3.1:**  Enhance capacity of local NGOs focused in GBV to articulate a voice, participate in local and national development debates around gender equality, work with young people and violence prevention and engage policy makers in dialogue around gender and violence related topics from the youth perspective. | **Indicator 3.1.1:**  # of fields assistants trained  **Target 3.1.1:**  2 field assistants trained (1 in Gjilan and 1 in Gjakova- are trained)  **Indicator 3.1.2:**  # of NGOs involved  **Target 3.1.2:**  At least 2 NGOs are involved | List of participants  Training materials  List of NGOs involved  Media coverage  MoM | NGOs are willing to enhance their capacities in GBV and participate in local and national development debates around gender equality.  NGOs lack the required capacities on the topic on GBV. |
| **Result 3.2**  Through six by-monthly meetings with PEN Council,  new peer educators are recruited to contribute by spreading further information on SRH/RR including FP, STI, HIV and GBV to their fellow peers | **Indicator 3.2.1:**  # of recruited new peer educators  **Target 3.2.1:**  # XX recruited number of peer educators | Participants list  MoM  Agendas  Names of the recruited peer educators | PEN Council monthly meetings are a necessity for good co-ordination and recruitment of new peer educators.  Youth in Kosovo are interested in becoming peer educators for such themes.  You in Kosovo have not enough opportunities to participate in such programs. |
| **Result 3.3**  250 youth are recruited and engage as volunteers in their community. | **Indicator 3.3.1:**  # recruited youth  **Target 3.3.1:**  250 youth recruited and engaged as volunteers in their community | List of volunteers | There is a lack of youth volunteer programs in Kosovo.  Youth in Kosovo are willing to participate in volunteer programs. |
| **Result 3.4**  10 trainings will be conducted through awareness rising sessions on SRH/RR including FP, STI, HIV and GBV to the rural youth groups (ten in total). Youth trained will then become peer educators | **Indicator 3.4.1:**  # trainings  **Target 3.4.1:**  # of youth become trained educators  **Indicator 3.4.2:**  # of youth participating in the trainings  **Target 3.4.2:**  XX youth participating in the trainings | List of participants in the trainings  List of trained educators  Training material  Yearly reports | Low level of awareness prevails in Kosovo on topics such as SRH/RR including FP, STI, HIV and GBV.  There is a general interest in Kosovo about topic such as SRH/RR including FP, STI, HIV and GBV. |
| **Result 3.5**  The implementation of 10 small-scale activities (campaigns on the topic of SRH/RR including FP, STI, HIV and GBV) will be supported by youth beneficiaries in their respective regions | **Indicator** **3.5.1**:  # small scale activities  Target **3.5.1**:  XX of small scale activities  **Indicator 3.5.2:**  # of youth beneficiaries in their regions  **Target 3.5.2:**  XX of youth beneficiaries in the region | Activity materials  List of participants  List of regions covered | Youth in Kosovo are motivated to spread the information on topics such as SRH/RR including FP, STI, HIV and GBV. |
| **Result 3.6:**  The general public is informed and the level of awareness is increased on topics of SRH/RR including FP, STI, HIV and GBV). | **Indicator 3.6.1:**  # of promotional materials distributed  (flyers, brochures, posters, social networks, buttons and bracelets).  **Target 3.6.1**:  XX promotional materials distributed  (flyers, brochures, posters, social networks, buttons and bracelets), as well as materials germane to the topic (condoms, role play, quizzes, exhibitions, etc.) | Promotional materials  Social media posts | More information availability and access is needed in Kosovo for SRH/RR including FP, STI, HIV and GBV. |
| **Result 3.7**:  Lifestyle and social norms campaigns to engage boys and men on issues of violence prevention, gender equality and fathererhood are developed and reach the targeted audience;; | 25,000 youth exposed to violence prevention campaign in 4 countries  Real Men forums established in 4 countries with celebrities engaged promoting the campaign  2,000 fathers, sport coaches and care givers targeted as part of real men forum and campaign  Campaign guide with activities for use by educators and youth workers developed for implementing the campaign in schools and community. | Interviews, official statistics of education ministry and schools  Media documentation  Project documentation | Youth respond to campaign  Schools and NGOs participate in campaign activities |
| **Result 3.8:** Local NGO partners act as national resource centres and promote practice, policy and research work engaging boys and men | 4 resource centre’s by local partners develop strategic plans for 3-5 year period and annual action plans  20 staff from local partners and resource centres have increased their skills in Youth research and evaluation.  12 roundtables, forums and or conferences organised by local partners promoting research, good practice and policy related to engaging boys and men in gender equality and violence prevention  4 policy briefs and issue based publications produced and disseminated (3 in each country)  4 trainings (1 in each country) organised for journalist and media representatives related to gender sensitivity and violence prevention. | Training reports  and evaluation  Minutes of meetings  Project reports  Baseline and final evaluation  Monitoring data  press releases, media reports, | Interest and available staff for developing and running resource centres  Interest in government in findings from research and political climate for policy advancement  Journalists interested in improving skills and participating in trainings |
| **Result 3.9:**  Increased youth participation and mobilization that promote gender equitable norms, challenge their attitudes on Gender Based Violence (GBV) and are able to articulate the importance of human rights for all citizen by addressing gender equality, gender based violence GBV and unhealthy lifestyles | **Indicator 3.9.1:**  #of small scale service projects  **Target 3.9.1:**  6 small scale service projects (3 small scale service projects in Gjakova  3 small scale service in Gjilan)  **Indicator 3.9.2:**  #of peer educators engaged in small scale service projects  **Target 3.9.2:**  60 peer educators engaged in small scale service projects. | Project reports  List of participants  Promotion materials  Photos | Youth in Kosovo do not possess enough opportunities to participate and mobilize on themes focusing on gender, gender-based violence prevention, and unhealthy lifestyle.  Youth in Kosovo are interested in participating and mobilizing on themes focusing on gender, gender-based violence prevention, and unhealthy lifestyle. |

1. Care International [↑](#footnote-ref-1)
2. Lokaj, Lirie (2012). Attitudes of kosovar adolescents toward gender equality. [↑](#footnote-ref-2)
3. [**http://www.who.int/gender/documents/Engaging\_men\_boys.pdf**](http://www.who.int/gender/documents/Engaging_men_boys.pdf) [↑](#footnote-ref-3)
4. Demographic, Social and Reproductive Health survey in Kosovo (2009), Statistical Agency of Kosovo

   Demographic, Social and Reproductive Health survey in Kosovo (2003), Statistical Agency of Kosovo [↑](#footnote-ref-4)
5. Human Development Report ( 2010), UNDP [↑](#footnote-ref-5)