



**EUROPEAN YOUTH PARLIAMENT SERBIA**

# **Strategy 2019-2020**

*Serbia*



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# 1. INTRODUCTION

European Youth Parliament Serbia (EYP Serbia) was established in 2006 with the main goal to support the development of young people into tolerant, politically aware, proactive and responsible young citizens by introducing them to European political thought and processes while promoting intercultural understanding. Our mission is to encourage interaction between the youth from Serbia and other European countries as well as to improve their participation on the local, national and international level.

## 1.1 General Information

This document is proclaimed in order to serve as a general guideline for EYP Serbia's work for the period 2019-2020. It relies on a document called "International Strategy 2016-2020" adopted on the network level of European Youth Parliament (EYP). International Strategy is an umbrella guideline for 40 National Committees (NCs) operating under the network of EYP. EYP Serbia represents one of those NCs and therefore adopts the following Strategy.

Currently, EYP Serbia exists as a registered association under Serbian legal system for 13 years already. It consists of 3 Regional Offices in Novi Sad, Belgrade and Niš, with offices in Novi Sad and Niš being registered as separate sub-associations operating within Serbian legal system. EYP Serbia has also been organising events and was present in other cities such as Bačka Palanka, Zrenjanin, Subotica, Kragujevac, Valjevo, Aleksinac, Leskovac etc. The executive duties are performed by the Executive Board, which is being advised and supervised by the Audit Committee. The organisation also consists of internal teams specialised in different areas such as communication or fundraising.

During its existence, more than 2500 high school and university students have participated in the work of the organisation in more than 80 different scale events (i.e. conferences - regional, national and international; workshops, seminars and meetings). Currently, we are proud to say that around 150 young people are actively involved in the organisation. In the past, EYP Serbia has been supported by the Ministry of Youth and Sport of the Republic of Serbia and most recently by the Ministry of Education, Science and Technological Development as a relevant and trustworthy organisation involved with the education of the Serbian and European youth. Besides from that, through the years EYP Serbia has cooperated with many different partners sponsors, donors, institutions and media on its projects such as Konrad Adenauer Stiftung, Visegrad Fund, Central European Initiative, Foreign Office of the Federal Republic of Germany, Atlantic Group, RTV Vojvodina and many many others.

At the moment, EYP Serbia organises the following events on a regular annual basis:

- 3 four-day Regional Selection Conferences in Novi Sad, Belgrade and Niš;
- 1 five-day National Selection Conference rotating between the Novi Sad, Belgrade and Niš;
- 1 three-day Alumni Training;
- two-day Outreach Weekends organised in the cities outside of Novi Sad, Belgrade and Niš according to the regional strategy of each Executive Board;
- 1-day Chairperson, Media Team Member and Organiser Workshops for new Members in Novi Sad, Belgrade and Niš;
- Annual Assembly of EYP Serbia;



- Meetings of the Members of Regional Offices.

## 1.2 Mission, aims and values of EYP Serbia and the Preview of the Strategy

The mission, aims and values of EYP and therefore of EYP Serbia can be found in the document named “EYP Code of Ethics”.

Our **mission** is to inspire and empower young Serbian and European students to become open-minded, tolerant and active citizens.

Our **aims**, considered as the further elaboration of our mission are:

- Raising awareness on current European issues and encouraging and motivating students to get engaged in European politics;
- Promoting international understanding, intercultural dialogue and diversity of ideas and practices;
- Contributing to the personal skills development of the Serbian and European youth through informal education;
- Providing a forum in which young people of Serbia and Europe can express and debate their own opinions with their fellow peers.

Our **values**, considered as the core principles permeating all of our activities are: independence, non-partisanship, democracy, inclusion, empowerment, contribution, cooperation, pluralism and intercultural understanding.

This Strategy is divided in four parts (4 main pillars) as titles and areas of work:

- Inclusion;
- Empowerment;
- Contribution;
- Stability and Continuity.

Under each pillar, further aims are presented as subchapters which call for more concrete issues being tackled by EYP Serbia.

Each of the subchapters is laid out separately with all the good practices, issues and challenges arising from it. Each subtitle also consists of measures needed in order to achieve the implementation of the Strategy as well as success indicators.



## 2. INCLUSION

EYP Serbia is a welcoming organisation to all young students in Serbia without discrimination based on their sex, ethnicity, race, religious beliefs, political opinions, socioeconomic status, ability notwithstanding and place of residence, providing equal opportunities for everyone.

### 2.1 Inclusion

There are no and never can be certain requirements regarding sex, ethnicity, race, religious beliefs, political opinions, socioeconomic status, location of living or other status in order to participate in activities of EYP Serbia. Our National Committee welcomes every high school student who is ready to voluntarily join and who sends a proper application for Regional Session, showing a motivation, good will and a decent knowledge of English language. Moreover, when they finish high school, as university students, our members are still encouraged to continue their careers in EYP until whenever they see fit.

Keeping in mind that not everyone has the equal access to the information, and that people might have doubts when it comes to joining the organisation, EYP Serbia works on advertising of the EYP through different ways of communication (presentations in schools, media collaboration, social media etc.) spreading the awareness through the whole country. A member of the Board responsible for communications, together with his/her team, works on promotion of the organisation so that students can better understand who we are, what we aim for, and how open we are to any newcomer.

Measure	Sub-measures and success indicators
Identifying and reducing barriers for participation	<p>Evaluating the impact of the price of the participation fees for the NC events on the number of participants and potentially lowering them.</p> <p>Making each event organised by EYP Serbia available to marginalised groups of the society.</p> <p>Forbid and work actively on reducing discrimination on all grounds as well as nepotism within the organisation.</p> <p>Larger participation of marginalised groups such as Roma, ethnic minorities, disabled students, and students with lower socioeconomic status on our events.</p> <p>Making all the selection processes and work of the internal bodies within the organisation transparent and available to all the members for inspection.</p>
Ensuring communications portray a picture of an inclusive organisation	<p>Ensuring that all the media outlets (Internet and Facebook pages, TV, radio, newspaper, presentations...), visuals and promo materials issued by EYP Serbia represent the openness and inclusion of the organisation.</p> <p>Organising a periodical event for both Members and external actors (sponsors, media, institutions) promoting</p>



	<p>the value of inclusion.</p>
<p>Identifying and reducing exclusive practices within the National Committee</p>	<p>A review of the number and extent of exclusive practices within the National Committee is done.</p> <p>An action plan is made to address exclusive practices.</p> <p>The number of exclusive practices identified are changed.</p> <p>Reduction and striving towards further eradication of exclusive practices done by EYP Serbia and its bodies.</p>
<p>Promoting an inclusive culture within the organisation</p>	<p>Inclusivity is addressed and presented as a value at Alumni Trainings, training events, and other relevant events.</p> <p>Intercultural environment will be cherished and promoted through all the events organised by EYP Serbia.</p> <p>Emphasising the principle of inclusivity in the delegates' and officials' selection process for the sessions of EYP Serbia through awareness on providing diverse working environment.</p> <p>All the discriminatory acts will be reviewed and sanctioned accordingly by the Executive Board.</p> <p>Larger-scale cultural and inclusive sensitivity of all participants at EYP Serbia's events exists.</p> <p>Realistically, a more diverse environment is created through the inclusion of marginalised groups.</p>
<p>Ensuring volunteers have the skills to be inclusive</p>	<p>A module on inclusivity and tolerance is included in relevant training events (Alumni Trainings, CMOJ trainings/other workshops).</p> <p>As defined in the documents of EYP network - "Safeguarding Safety and Dignity in EYP" and "Welfare policy of EYP", Event Safe Person is to be introduced on a national level as well as a session level, to whom the participants having any kind of issue of this nature could address. The Event Safe Person will have the certain authority in order to act regarding the complaint. The Event Safe Person will be provided with the training on the international level of EYP network in order to do this job.</p>
<p>Evaluating the state of inclusiveness of the National Committee</p>	<p>Basic data on inclusivity/main barriers for participation is gathered and evaluated on a regular basis (e.g. annual) through a kind of a Members' survey.</p> <p>The Board's annual work report to members includes a section on the state of inclusiveness.</p> <p>After every event the proposed quotas on inclusivity are evaluated in order for the Board to ensure that selection panels have followed them and possibly adapt them to contemporary circumstances.</p>



## 2.2 Outreach

Starting from 2016, EYP Serbia took measures to make EYP more accessible to students of lower socioeconomic background, those from vocational schools and those living in geographically remote areas.

A plan of Involving such young people in the organisation consists of the following actions:

1. Besides three Regional Sessions that take place where EYP Serbia has its Regional Offices (Novi Sad, Belgrade and Niš), we are organising 2-day events called Outreach Weekends in other areas and schools, providing equal opportunities to ones who happen to skip or not be able to come or reach the previous Regional Sessions. The purpose of these actions is to provide a more diverse community and open the organisation to young people from all over the country.
2. Adjustment of the annual budget with bearing in mind that our Members have different socioeconomic backgrounds. Therefore, we strive to ensure travel reimbursements for all the events of EYP Serbia such as Alumni Trainings, regional office meetings and sessions in the country. Moreover, in 2017, for the first time EYP Serbia offered to strip 5 applicants of the obligation to pay the participation fee for the National Session and that practice was continued in 2018.

Measure	Sub-measures and success indicators
Agreeing which outreach target groups are most meaningful to the National Committee and how they should be approached	<p>Identifying all the cities and places outside Novi Sad, Belgrade and Niš which could be included in the outreach strategy and where potential events could be organised.</p> <p>Establishing cooperation with high schools and media representatives in those cities.</p> <p>Continue organising Outreach Weekends in the cities where they were already organised and evaluate new areas for potential future Outreach Weekends.</p>
Identifying schools in Serbia who fall into the “outreach category”	<p>All high schools outside of Belgrade, Novi Sad and Niš are identified as “outreach category”.</p> <p>Having more than 10 presentations annually done in high schools outside of Belgrade, Novi Sad and Niš.</p>
Enabling schools and students from low socio-economic backgrounds to take part in NC activities	<p>A tool is developed to identify people from low socio-economic backgrounds in a non-targeting manner.</p> <p>Fundraising is done in order to ensure participation of identified group at the events.</p> <p>For each event organised by EYP Serbia, the Board will offer a certain amount of “scholarships” meaning that students with lower socioeconomic status will not have to pay the participation fee.</p>
Enabling (and targeting specifically) students from vocational schools to take part in sessions	<p>At least 10 presentations are held in vocational schools annually prior to the application period of the Regional Sessions.</p> <p>At least 12% of delegates at Regional Sessions come from vocational schools.</p> <p>At least 10% of delegates at National Sessions come from</p>



	vocational schools.
Enabling (and targeting specifically) students living in geographically remote areas	<p>Outreach Weekends take place in the geographical remote areas and applicants (delegates and officials) outside of Novi Sad, Belgrade and Niš will be prioritised in the selection process for these events.</p> <p>At least 10 presentations are held in high schools in geographically remote areas annually prior to the Outreach Weekends and Regional Sessions.</p> <p>At least 12% of delegates at Regional Sessions come from geographically remote areas</p> <p>At least 10% of delegates at National Sessions come from geographically remote areas</p>
Future development of Outreach Strategy	After a couple of Outreach Weekends organised in certain area, the Board will evaluate and assess the possibility of opening a Regional Office in that place, considering the number of active members, potential, and financial and media environment.

## 2.3 Mobility

For applying to a session abroad one has to first of all be informed. Thus, our Members are being constantly updated on the sessions that are happening outside the country via email newsletter and Facebook group by a Board Member responsible for international relations. All the information regarding the sessions abroad are shared regularly and calls advertised transparently.

Board Members are as well always ready to help Members with their applications, consulting them and giving the biggest support to apply.

When it comes to finances, it is common that not everyone has the equal opportunity to travel and attend sessions abroad, especially because trips sometimes could be equal to a parent's monthly salary. In order to give our Members as better support and help as we can, we strive to, in the following years, ensure a budget intended for ones who cannot afford attending sessions abroad. Meanwhile, our members are introduced to a practice of writing financial aid requests to their city administrations or municipalities.

Measure	Sub-measures and success indicators
Sending Members and delegations to events abroad	<p>Open calls by National Committees are promoted to Members in a timely and balanced manner via email newsletter or Members Facebook group.</p> <p>Members are encouraged to apply to events abroad and supported by the Board when writing the applications, choosing the right session and finding financial aid.</p> <p>Member of the Board in charge of international relations keeps a record of Members attending events abroad and presents the complete statistics in their annual work report to the Members.</p>



	<p>Members attending events abroad are required to fill in the survey upon coming back from the event.</p> <p>Support and striving towards the 50+ participations at international events annually both in Delegate and Official positions.</p> <p>EYP Serbia delegations consist of 6+ members at each of the annual EYP network International Sessions.</p> <p>Actively promoting the large-scale participation at international events, especially the ones in the Western Balkans, considering the cooperation between the NCs in the region.</p>
<p>Welcoming participants from abroad to events of EYP Serbia</p>	<p>A fair, transparent and inclusive selection is organised for all Officials' positions at our sessions.</p> <p>Events are promoted actively and in a balanced and timely manner through all relevant communication channels.</p> <p>At least 40% of the Officials' team at Regional Sessions consists of international participants.</p> <p>At least 40-50% of the Officials' team at National Sessions consists of international participants.</p> <p>EYP Serbia is welcoming foreign delegations of Delegates at National Session every year. Delegations from the Western Balkans region have the priority in participation.</p> <p>At least 10% of delegates at National Sessions is foreign.</p> <p>The Board of EYP Serbia, all Serbian Officials and Delegates will provide a welcoming environment for all the foreign participants and try hard in presenting Serbia in the best light. Speaking only English at all the events hosting international participants will strongly be encouraged.</p>
<p>Participation in the bodies of EYP network</p>	<p>All members of EYP Serbia are encouraged to take part in the work of all the EYP network structures such as, but not limited to: Working Groups, Councils, the Board of BNC, Governing Body, International Office.</p> <p>Calls for these positions are strongly promoted amongst the EYP Serbia's Members.</p> <p>EYP Serbia's Members participating in these structures will work hard on promoting the aims and interests of EYP Serbia as well as presenting Serbia in the best possible light.</p>
<p>Cooperation with new National Committees</p>	<p>Giving support to new National Committees, especially in neighbour countries (Croatia, Bosnia &amp; Herzegovina, Montenegro and FYROM) by providing them with needed information and tools to develop as well as including their Members in EYP Serbia's events.</p>



	<p>EYP Serbia will not support the EYP Initiative of Kosovo*<sup>1</sup>, considering the current political situation and will interact with this organisation within the scope of the UN Security Council Resolution 1244 and positive laws of the Republic of Serbia. EYP Serbia will not send its Members to the events of the aforementioned, considering the fact that EYP Serbia cannot guarantee and be responsible for the safety of its Members at the territory of Kosovo and Metohija. EYP Serbia will not receive participants from EYP Kosovo* for the same reasons. However, EYP Serbia will try to establish an environment for the dialogue.</p> <p>Cooperating with the Regional Development Council in the process of supporting newer National Committees.</p>
Including travel grants in the budget for events of EYP Serbia and events abroad	<p>Presidents of the Regional Sessions and National Session receive travel reimbursement based on decision of the Board.</p> <p>EYP Serbia will strive towards providing reimbursements for all the leadership positions at a National Session.</p> <p>EYP Serbia will set up a budget for delegations going to International Sessions in order to ease their travel costs.</p>

## 2.4 Regional Representation

Measure	Sub-measures and success indicators
Striving for regional balance in the Officials' teams at our sessions and equal representation of all NCs	<p>Regional balance is one of the criteria for all selections in EYP Serbia.</p> <p>International balance is one of the criteria for all selections in EYP Serbia.</p> <p>A maximum of 3 people from the same NC take part at Regional and National Sessions, except from participants from EYP Serbia.</p>
Sharing skills in organising/event management with other NCs by hosting and sending international organisers	<p>At least 5 Organisers from EYP Serbia are sent to foreign events annually.</p> <p>At least 1 Organiser from foreign NC will participate at every National Session.</p>
Internationalising national events	<p>At least 40% of the Officials teams at the Regional Sessions is international.</p> <p>At least 40-50% of the Officials team at the National session is international</p> <p>At least 1-2 international delegates per committee at the</p>

<sup>1</sup> This designation is without prejudice to positions on status, and is in line with UNSC 1244 and the ICJ Opinion on the Kosovo Declaration of Independence.'



	<p>National Session.</p> <p>International trainers take part in Alumni Weekends of EYP Serbia.</p>
<p>Joining the work of the Regional Development Council</p>	<p>A Member of EYP Serbia participates in the work of Regional Development Council at least once in every 3 years.</p>



### 3. EMPOWERMENT

EYP Serbia provides valuable educational opportunities to young people at all stages of their participation in the EYP. It critically examines its educational goals and methodology, developing them further and adapting them to different target groups.

EYP Serbia positioned itself as a relevant organisation in Serbia’s educational system with providing unique informal education on the issues of the EU as well as its functioning. Being completely non-partisan and objective, EYP Serbia provides valuable education and skills to students in the critical stages of their academic development, which serves them in all stages of later life. As such, EYP Serbia has been recognised with a support letter as a relevant and long-lasting organisation in this area by the Ministry of Education, Science and Technological Development of the Republic of Serbia.

Further steps require obtaining letters of support by other Serbian Ministries, such as Ministry of European Integrations and Ministry of Youth and Sport with whom EYP Serbia already cooperated closely on the past projects. With this and cooperation with other relevant stakeholders in the areas of youth, international relations, education, EU integrations, EYP Serbia strives to become a well-known and popular organisation in Serbian society and especially amongst the Serbian youth.

#### 3.1 Transversal skills

As an organisation targeted at civic education, EYP Serbia seeks to equip its Members with transversal skills (“21st century skills”) that formal education does not often cater to. Measures should be taken to identify which skills the EYP is in a special position to offer and to consciously integrate these into our educational experience. Through understanding this aspect of our educational work better and marketing it more effectively both internally and externally, we can ensure taking part in and volunteering for the EYP is an attractive prospect to Serbian youth willing to succeed in working life and the society more generally.

Measure	Sub-measures and success indicators
Staying in contact with former older Members (Alumni) in order to use their support throughout the work	<p>A database with centralised information on EYP Serbia’s Alumni is established (i.e. contact information and their current working positions) with the aim of contacting them and asking for help of any kind.</p> <p>Involving Alumni in the long-term strategic planning.</p> <p>Organising EYP Serbia anniversaries or other events such as balls or fundraisers and inviting Alumni.</p>
Involving Alumni in the knowledge sharing process within organisation	<p>At least 2 Alumni to attend training events organised by EYP Serbia.</p> <p>Alumni stay active in the organisation through advising and supporting the Executive Board and Audit Committee or other means of external support (e.g. employees with sponsors stakeholders, governmental institutions etc.).</p>



## 3.2 Educational Value

We should constantly seek to increase the educational value of what we do: this does not necessarily mean increasing what is commonly referred to as “academic quality”, but working on better fulfilling our educational goals. Measures should be taken to adjust our educational methodology, as well as activities themselves to clear target groups, raising and homogenising the educational quality of our events across the network and fostering innovation in this field.

Measure	Sub-measures and success indicators
<p>Raising awareness of the EYP’s educational aims and methods (outlined in the document “Education in the EYP”)</p>	<p>“Education in the EYP” is included in some Chairs’ trainings in EYP Serbia.</p> <p>Workshops are held at Alumni Training on EYP as an educational organisation.</p> <p>“Education in the EYP” is considered when planning events and new formats.</p> <p>“Education in the EYP” or its summary is translated into Serbian and incorporated into external communications.</p> <p>“Education in the EYP” or its summary is shared with teachers involved in EYP.</p>
<p>Organising educational opportunities in cooperation with local schools and universities</p>	<p>Long-term cooperation with different high schools and educational institutions is established by official documents. Contacts with teachers are made and cherished in order to promote the work of EYP Serbia in schools.</p> <p>Regional Coordinators are in charge of organising educational trainings and workshops in their region.</p> <p>Cooperation with schools is done by the Communications team and the Secretary General of the organisation regarding long-term cooperation, and with separate session teams regarding session related issues.</p> <p>At least 5 teachers from different schools attend events of EYP Serbia annually.</p>
<p>Developing new methods to educate delegates and active volunteers</p>	<p>Workshops on EYP as an educational platform are held during Alumni Training and other events.</p> <p>External experts are assigned to the topics at the events of the National Committee.</p> <p>Partnerships are achieved with the organisations with the expertise on specific soft skills</p>
<p>Developing session methods further to educate more/better</p>	<p>Keeping the methodology used in the session work contemporary and engaging.</p> <p>Raising the quality of the academic output of each EYP Serbia’s session in order to make them presentable to external partners.</p>



	Evaluation of the participation of external experts at the sessions of EYP Serbia and maintaining the fruitful cooperation.
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### 3.3 Opportunities for personal development

EYP Serbia is dedicated to provide its Members with opportunities to grow and develop themselves and their skills in many different fields. Main event organised with that intention is an annual Alumni Training, where both older and new Members are gathered together in order to attend workshops and trainings lead by experienced Members of the organisation.

Starting from 2016, the new concept of the training and its structure is conducted. The training consists of the Head of Trainers who is an experienced and qualified international EYPer, who has been through all the session positions. The Head of Trainers leads a team of 6 Trainers (2 for Organisers, 2 for Chairpersons and 2 for Media Team Members) where 3 of them are international and 3 are Serbian. In that way, we present diverse methods, techniques and perspectives of work. Moreover, having Serbian Trainers strengthens our National Committee and gives an opportunity for our Members to grow, develop their Trainers' skills and share their knowledge in a more formal way.

Alumni Trainings are strongly recommendable for our Members because, in order to be an Official at any of the EYP Serbia's sessions, Delegates who participated at a National Session or any larger international event organised by EYP Serbia (i.e. International Forums) need to go through this training or any of the later organised 1-day Trainings within the Regional Offices.

EYP Serbia also sends our experienced Members each year to the T4T (Training for Trainers) and Summer Academy, which are two events organised with the support of International Office of EYP network in order to equip the experienced EYPers with the tools to be Trainers in the future and strengthen their home NCs.

Measure	Sub-measures and success indicators
Regularly organising training events for our members	<p>1 annual Alumni Training is organised for all the Members.</p> <p>9 additional 1-day Trainings are held for our Members each year (3 per each Regional Office, 1 for each session position).</p> <p>90-100 people take part in training events hosted by EYP Serbia.</p>
Support training within EYP in general	<p>5 Members of EYP Serbia will be on the list of trainers of EYP network.</p> <p>At least 3 Members of EYP Serbia are participating annually at Trainings of other NCs as Trainers.</p>
Sending Members to training events organised by other National Committees	<p>Training events organised by other National Committees are actively promoted through internal channels of communication.</p> <p>Agreement will be made with neighbouring National Committees on exchange of participants at training events.</p>



Establishing trainers within your NC	At least 5 members of EYP Serbia should attend T4ET over the course of 5 years.
Taking part in international knowledge sharing events	At least 2 members of EYP Serbia should attend the EYP Summer Academy or NCMD (National Committee Management & Development Training Course) trainings every year.
Preparing Delegates for sessions	Delegates participating at the sessions of EYP Serbia receive Academic Preparation Kit at least one week prior to the session.
Academic preparation and Delegate trainings	<p>EYP Serbia organises a preparation event for outgoing delegations for International Sessions.</p> <p>Board Member in charge of international relations actively follows the preparation of delegates for sessions abroad.</p>



## 4. CONTRIBUTION

EYP Serbia consists of a large number of dedicated and motivated volunteers. Active Members of EYP Serbia are integrated into the work inside the National Committee, its development and decision-making regarding National Committee in a transparent, discrimination-free and democratic way.

EYP Serbia is led by young people and for young people; it is built on the work of thousands of young volunteers. We believe in the power of volunteering and take pride in the achievements of our volunteers. Participants are expected and encouraged to take responsibility for their organisation quickly and to bring in their own ideas. This is integral both to making our activities possible and to empowering young people through skills development. Furthermore, we not only simulate democratic processes but apply them in the running of our organisation. Our many volunteers are those who plan, prepare and carry out our activities, so they are also be those who make decisions on its running.

We offer many opportunities to volunteer – there is no shortage of work to be done – but there is work to be done in rewarding our volunteers. Running a non-governmental voluntary organisation is not a simple task, and rewarding our volunteers and showing the added value of volunteering is both an ideological goal and a strategic necessity for the long-term development of EYP Serbia. In order to grow, we must strengthen the pool of volunteers by strengthening the volunteer experience we provide.

To be true to our values, of which democracy is one, the selection of decision-makers must be democratic across the network. EYP Serbia has democratic structures in place as well as it is done on international level. But the establishment of democratic structures, which must be an absolute priority, is only the first step. We must strengthen our democratic structures and increase participation to truly live up to our democratic values and make our active volunteers feel they have a say in the running of EYP Serbia.

In the field of contribution, we wish to focus on two distinct areas: volunteering and democracy.

### 4.1 Volunteering

Internal structure of EYP Serbia consists of:

- The Executive Board (6-8 members with 1-year mandate led by the President of EYP Serbia);
- The Audit Board (1-4 members with 1-year mandate led by the President of the Audit Committee);
- Regional Coordinators (3 - one per each Regional Office);
- Communications Team (number of members varies and depends on the vision of the Board Member in charge of Communications and PR);
- Fundraising team (number of members varies and depends on the vision of the Board Member in charge of Project Financing);
- Head Organisers (3-6 for Regional Sessions; 1-2 for the National Session; 1-2 for Alumni Training; 1-2 for Outreach Weekends);

All Members are welcomed and supported to apply for the positions above that enable them to give an input and contribute to the organisation. Also, it is important to keep in mind that the internal structure may vary



depending on the vision of each Executive Board within the field of their discretionary decision-making regarding this issue.

EYP Serbia respects persuasion and determination, hard work and passion that our Members show, so at the selection panels it is also one of the things that we consider when selecting people for our sessions and teams.

As a type of reward, EYP Serbia opens calls for a Wild Card for International Sessions. Each Member, and not only Delegates that are selected for the International Sessions, can apply for this opportunity.

EYP Serbia also tries hard to provide financial reimbursement for traveling expenses or participation fees as a kind of reward for our volunteers' hard work. But most generally and importantly, our volunteers get a lot of experience and knowledge useful for their future careers, considering the width of the area of work that EYP network covers.

Finally, EYP Serbia is a rewarding and fruitful environment for giving back to its volunteers and is striving hard to being thankful to all of those being involved in its development (e.g. members, external helpers, institutions, other organisations etc.).

Measure	Sub-measures and success indicators
Explicitly highlighting the power of volunteering at our events	Training events have modules on the importance and value of volunteers and their work.
Experience sharing among Members and Alumni on impact of voluntarism	Stories by Members explaining the impact of EYP on their personal skills will be posted on website and promoted through all EYP Serbia's publications.  Talks on EYP experience and its impact by Alumni are part of the Member events in EYP Serbia.
Improving image of volunteering externally	The role of volunteers is highlighted in annual report of the Board (e.g. through a section on this topic or explicit mention of volunteers throughout).  The importance of volunteers for EYP Serbia is mentioned in all press-releases, interviews or other media contact explicitly and promoted as the main characteristic of the work of EYP Serbia.

## 4.2 Democracy

Decisions made on the national and international levels of the EYP affect all our participants, and they should not be made by a select few but through an open and inclusive process. Taking greater responsibility of the EYP begins with living up to the value of democracy which we aspire to. Measures should be taken to strengthen (and, where necessary, establish) democratic processes and increase participation in elections and public debate within the organisation. As the international governance of the EYP relies on the Board of National Committees acting as a voice for the National Committees, measures must also be taken to increase the engagement of the National Committees in international matters and thus ensure their representation.

On the national level, EYP Serbia works hard in order to make all the decision-making processes of the Executive Board and Audit Committee visible and transparent to all the Members of EYP Serbia. Also, all of the active Members who have paid the annual participation fee earn the right to vote at the Annual Assembly (and if there are Extraordinary Assemblies). Member participation is of core value to our organisation since it is completely led by its Members.



Measure	Sub-measures and success indicators
Ensuring EYP Serbia and all of our bodies are democratically elected and that our Members can decide who runs the organisation on a regular basis	The democratic elections processes are defined in details in the Statute and two internal documents of the organisation – Rule Book on the Election and Functioning of the Executive Board and Rule Book on the Election and Functioning of the Audit Board.
Making membership (and thus the ability to vote) inclusive and open to all	A high school student who has participated at one of the National Sessions of EYP Serbia, has paid the small annual fee and has signed the accessory sheet is considered an official Member of EYP Serbia.
Informing participants at all events how the NC works and how the participants can participate in the decision-making if they become Members (voting in NC Board elections, etc.)	<p>After participating at a National Session, future Members of EYP Serbia are notified with an official email on further steps in participating in the organisation.</p> <p>Before each election, Members are notified by the leaving Board on conditions for applying to the Board. The new Board informs timely and transparently all the Members on conditions to apply for all the internal structures.</p> <p>All the elections are held transparently and without nepotism.</p> <p>One whole day of the Alumni Training is dedicated to explaining the internal EYP Serbia and international EYP structure to new Members.</p> <p>Members have the ability to contact any of the Board Members at any moment in order to ask for clarifications on any issue.</p> <p>Members have the ability to contact the Audit Committee with the complaints and concerns on the work of the Executive Board. Members can also ask a question to the Audit Committee.</p>
Participating as an NC vote in the GB elections	<p>EYP Serbia votes in Governing Body elections regularly.</p> <p>EYP Serbia strongly encourages and promotes GB elections amongst its Members and urges them to vote individually too.</p>
Participating in the BNC chair elections	EYP Serbia votes in the BNC chair elections regularly.
Informing Members (at events) about the international structure of the EYP and how EYP works	One whole day of the Alumni Weekend is dedicated to explaining the internal EYP Serbia and international EYP structure to new Members.
Informing our Members at events about the structure of our NC and how the NC works	One whole day of the Alumni Weekend is dedicated to explaining the internal EYP Serbia and international EYP structure to new members.
Preparing and participation in the BNC Meetings	<p>EYP Serbia regularly participates in the both annual BNC meeting and sends 1-2 Board Members as participants.</p> <p>Usual participants are the President of EYP Serbia and Member of the Board in charge of International relations, but if they cannot go, any two of Board representatives</p>



	<p>should go.</p> <p>EYP Serbia’s representatives are encouraged to prepare for the meeting thoroughly, participate actively during the meeting as well to give proposals before the meeting.</p> <p>EYP Serbia’s representatives will represent the best interests of EYP Serbia in the BNC meetings, as well as trying to acquire connections amongst representatives of other NCs.</p>
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## 5. STABILITY & CONTINUITY

The EYP Serbia is managed strategically and responsibly, with stable structures providing the platform for continued growth. EYP Serbia is focused on financial stability and media representation. Funding is secured from a variety of sources and with a strengthened focus on long-term partnerships.

EYP Serbia has quite long tradition in Serbia – 13 years. For one youth voluntary organisation, that is quite a lot. Many young people (more than 2500) has participated in more than 80 EYP Serbia’s events throughout the years and each of them left their special mark on the organisation and put one brick in the house that we are all building together. Without that kind of continuity, the existence and good work of EYP Serbia would not be possible. However, a lot still has to be done in order to make EYP Serbia recognisable and relevant organisation both on national and international level.

Over the years, EYP Serbia cooperated with a large number of external stakeholders. Also, EYP Serbia has been a stepping stone for many people now having successful careers both in Serbia and abroad. It is very important to keep track of all of those participations and cherish them for future generations in order to ease their work and provide a better base for advancement. There is no need to start over every year, and that is why every Executive Board should pay close attention to this area of their work – Stability and Continuity. A lot of measures need to be taken in order to achieve this goal, but it is always a work in progress.

### 5.1 Continuity & organisational stability

EYP Serbia pays close attention to continuity of its organisation and projects. All of the leaving Board Members are trying hard to leave enough time for the transition with the new Board Members and do their best to transfer all the knowledge, tips, documents and information in order for the newly elected Board to perform their duties in the best possible way.

A special kind of continuity is established with building and cherishing external partnerships with sponsors, partners and institutions. It is very important for all the Members of EYP Serbia to know how to behave around external actors at our events, show gratitude after the help provided and maintain good relationships in between the projects. Board Members in charge of finances and project management are also in charge of taking care of these kind of relationships for the benefit of EYP Serbia. Financial stability is and always will be one of core concerns for EYP Serbia and thus deserves the most attention in order for our events to keep being organised and every time in better quality too.

Measure	Sub-measures and success indicators
Ensuring proper knowledge transfer between the outgoing NC Board and the newly elected NC Board	<p>EYP Serbia traditionally has a transition period of at least one month (August) prior to the new Board starting the mandate.</p> <p>During that period, each of the new Board Members has multiple meetings with their predecessor during that month and there is at least 1 joint meeting of the old and the new Board.</p> <p>Each outgoing Board Member prepares a transfer document, listing current and outstanding tasks, where to find documents and important features of the portfolio</p>



	etc.
Setting up knowledge management systems in your NC	<p>EYP Serbia’s Executive Board uses a Google Drive account to store all of the documents and files relating to the work of the Board.</p> <p>The folder is managed with responsibility and care for all the future Boards.</p> <p>A separate copy of the folder should be made offline each year on the computer of the current President of EYP Serbia.</p>
Getting in touch with the international structures of EYP network	<p>The new Executive Board will inform the Governing Body, the Board of BNC and the International Office of their mandate and seek for assistance and support of these structures in realising their vision.</p> <p>If needed, the Board will also establish relations with specific Councils regarding the focus area in the strategy for the Board’s annual mandate.</p>
Recording lessons learned	<p>Executive Board and Audit Committee provide annual and if necessary, more frequent reports with good practices, errors in mandate, and future challenges and the new Boards read them.</p> <p>A report of good and bad practices from each event should be written (either by the Head Organiser(s) or Project Coordinator in the Board) to keep in mind for the future.</p> <p>Head-Organisers read the lessons learned from previous events when planning theirs.</p>

## 5.2 Professionalism & Responsibility

EYP Serbia is an organisation by young people, for young people, but it is important that we pay attention to running it by sound professional procedures and standards. Measures should be taken to professionalise our events, offering a better experience to all participants and establishing the EYP Serbia as a youth-run organisation with a high level of credibility. This means working on the quality of both the content and the execution of our events, our contact with external partners, our public image and our functioning as an organisation at large.

Measure	Sub-measures and success indicators
Improving the organisational quality of sessions	<p>EYP Serbia will establish a plan for improving the organisational quality of events and follow it meticulously.</p> <p>Sessions should be improved by raising the number of committees, Delegates and days of the session as well as providing higher funding, more quality participants and paying attention to academic output quality.</p> <p>Head Organisers of National Sessions should have at least 3 organising experiences of any kind in EYP.</p>



	<p>Head Organisers of Regional Sessions should have at least 2 organising experiences of any kind in EYP.</p> <p>Core Team Organisers of National Sessions should have at least 1 organising experience of any kind in EYP.</p> <p>National Sessions of EYP Serbia should not have first time Organisers.</p> <p>Maximum half of the team should be first time Organisers at a Regional Session.</p>
Communication with external partners	<p>All the communication on behalf of EYP Serbia with external entities should be authorised by the Executive Board.</p> <p>EYP Serbia has a communication guideline as well as sponsor publication which is shared with all volunteers who contact external partners.</p> <p>All volunteers who contact external partners should familiarize with the Communication Manual published by the International Office.</p> <p>All external communication is done using the official templates of the EYP.</p> <p>Communication should be done in a well-mannered, responsible and polite way.</p>
Working together with other national youth organisations	<p>EYP Serbia is a member of “National Youth Council of Serbia (KOMs)”, which is an umbrella union for all the youth NGOs in Serbia.</p> <p>Close cooperation with other NGOs, and especially youth NGOs in realising joint projects, sharing knowledge or exchanging members.</p>
Setting up clear procedures to protect all participants	<p>EYP Serbia follows and implements all of the policies adopted on an EYP network level that are binding.</p> <p>Already adopted Welfare Policy, Safeguarding Safety and Dignity in EYP and EYP Code of Ethics should be implemented during the period of duration of this Strategy (until 2020).</p> <p>As one of the key measures of these documents, EYP Serbia will create position of an Event Safe Person on both national and session levels for dealing with issues of participant welfare.</p>
Making legal provisions at events	<p>Participants sign a code of conduct when taking part in EYP Serbia’s events, (e.g. including an outline of the organisation’s responsibility in case of accidents and the right to use photos of the person from the event).</p> <p>Participants under 18 bring a consent form signed by their legal guardians (e.g. including an outline of the organisation’s responsibility in case of accidents and the</p>



	<p>right to use photos of the person from the event).</p> <p>Participants at EYP Serbia’s events are obliged to abide by the rules outlined in these documents, and can face repercussions or sanctions if not, issued by the Executive Board jointly.</p>
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### 5.3 Administrative capacity and management skills

Running EYP Serbia requires considerable administrative capacity and management skills, something young volunteers do not often have, at least at the start of their participation in the EYP. Measures should be taken to increase our administrative capacity and improve our management skills, making us able to take on and manage more as our organisation grows. Measures should be taken both to develop management skills among our volunteers and to build capacity for the administration of the organisation, for example through offices and staff members.

Measure	Sub-measures and success indicators
Taking long term decisions and planning far ahead in our NC	<p>Once this Strategy is adopted, it should serve as a long-term general plan and something that all the future Boards will follow carefully.</p> <p>Strategy is adopted for the period of 4-5 years, except for this one that will serve for the 2-year period.</p> <p>Each Board should be able to see beyond their mandate and measure their decisions in the light of the future of organisation.</p> <p>EYP Serbia has a plan to organise large scale events, such as International Forums or potentially and International Session in autumn of 2021.</p>
Developing a strategy for our NC based on the International Strategy	<p>EYP Serbia will adopt the National Strategy 2019-2020 based on International Strategy 2016-2020, and after the evaluation period, new Strategy will be drafted.</p> <p>The National Strategy will be evaluated and updated every year.</p>
EYP Serbia funding	<p>EYP Serbia will deal with two types of funding: short-term and long-term.</p> <p>Short-term funding refers to each specific event source of funding.</p> <p>Long-term funding refers to establishing partnerships with long-term sponsors who would provide the annual budget for EYP Serbia. Until 2020 there should be at least 1.</p> <p>All the funding will be handled by the Member of the Board in charge of Project Financing and their Fundraising team.</p> <p>The Board will try hard to maintain good and strong</p>



	<p>relations with all the previous donors and establish connections with new ones.</p> <p>Ideally, budget of EYP Serbia should always contain sufficient funds to cover all the ongoing administrative expenses. Each Executive Board should try hard to leave as much funds for the next mandate.</p>
Sending participants to EYP Fundraising trainings	Members of the Fundraising team will participate in EYP network organised fundraising trainings, as well as fundraising events organised by third-parties.
Office and employees	<p>One office space per Regional Office city should be obtained as a meeting and public promotion space, or at least a central office space should be established in Belgrade.</p> <p>Potentially, an accountant/legal consultant should be hired permanently in order to ease the administration work.</p>

## 5.4 Representation in media and institutions

Measure	Sub-measures and success indicators
Setting up PR/communications as a constant portfolio in our board	<p>EYP Serbia already has a constant portfolio of PR/communications officer in the Board.</p> <p>That person is responsible for creating/continuing previous visual identity strategy in order to keep EYP Serbia recognisable to external stakeholders.</p> <p>PR officer also respects EYP network communication strategy.</p> <p>He/she is responsible for keeping the image of EYP creative, eye-pleasing, professional and continuous with respect to the mission, aims and values of EYP Serbia.</p>
Having press coverage of our work	<p>Each event organised by EYP Serbia should be covered by the media. There should be at least 1 written text and 1 TV or radio mention of each event.</p> <p>Person responsible for representing EYP Serbia in media is PR officer, somebody from their team, Board members or Head Organisers.</p> <p>All of the media coverage should be shared and exploited on all EYP Serbia's social media as well as website.</p>
National and international politicians' attendance	<p>Even though EYP Serbia is a non-partisan organisation, it will cooperate with all the governmental institutions in order to provide for financing and institutional support.</p> <p>In 2017, position of a "patron" was firstly introduced for the National Session. A patron is a politician or a public figure meant to support and promote the cause of the session and EYP Serbia in general.</p>



	<p>The patron is treated with greatest respect by all the participants involved with the event or EYP Serbia.</p> <p>EYP Serbia is striving towards cooperating with international politicians too.</p>
<p>Institutional support</p>	<p>EYP Serbia cooperates closely with all the governmental institutions of the Republic of Serbia - such as schools, universities, ministries, the government etc.</p> <p>EYP Serbia cooperates closely with all the non-governmental stakeholders operating in Serbia – such as foundations, embassies, youth organisations, umbrella organisations, international EU/UN supported organisations etc.</p> <p>EYP Serbia should strive hard towards establishing contacts with all of the abovementioned stakeholders through different contact pathways such as EYP Serbia Alumni or already existing partners.</p> <p>EYP Serbia is to obtain written official support from different ministries and governmental institutions in order to be able to legitimately present itself as a relevant youth educational organisation and apply for governmental grants.</p> <p>All the Boards are to carefully and responsibly cherish and renew this kind of cooperation and develop it further.</p>



## **6. IMPLEMENTATION AND RENEWAL**

This National Strategy of EYP Serbia outlines the 4 key pillars upon which the EYP Serbia's development for the next two years will be built. They have been derived from the values of the EYP, as well as a comprehensive evaluation of the EYP Serbia's current strengths and weaknesses. The four focus areas should be taken into consideration at all levels of the organisation, from the national to the local, and taking the EYP Serbia forward in these areas will require a concerted effort by all members of EYP Serbia. The National Strategy takes effect upon its adoption on the Assembly of Members of EYP Serbia, and the next strategy cycle will be five years.

To support the four general focus areas outlined in this document, more specific goals and measures have been developed. The EYP Serbia is responsible for developing, implementing and renewing this Strategy every 5 years. The first strategy is being adopted for the duration of 2 years. The sole strategy drafting should be in the portfolio of the Board Member in charge of administration/finances or the President of EYP Serbia, with the help and input of all internal structures of EYP Serbia. The implementation period will start immediately upon adoption. Evaluation period will start 6 months prior to the expiration of the Strategy.

No strategy is set in stone, and the International and National Strategies of the EYP must also be regularly reviewed and renewed, as progress is made and weaknesses found, and as circumstances change. In order to track progress, the National Strategy will be reviewed once every year at the end of the mandate of each Executive Board and the new Board will be provided with the evaluation report in order to renew or update the Strategy according to new circumstances. The Governing Body will evaluate both progress on international measures and that of the National Committees annually.



## **7. Conclusion**

Our mission is to inspire and empower young Europeans to become open-minded, tolerant and active citizens.

In nearly three decades of the existence of EYP network and 13 years of existence of EYP Serbia, the organisation has been transformed from a humble but promising project for schools to a leading pan-European organisation for civic education of young people. It cannot be accurately predicted what the EYP Serbia will look like in 15, ten or even five years, but we can choose the directions we would like it to develop towards. This National Strategy does so by outlining the key areas of development we wish to focus on: inclusion, empowerment, contribution and stability and continuity. By taking concrete action in these fields, we believe we can again transform the EYP. The responsibility of doing so lies with each and every member of our organisation.