



Sindikati i sekcije mladih

novi pokretači omladinske participacije

Trade unions and their youth sections

new impetus for youth participation

ANALYSIS OF QUESTIONNAIRES ON TRADE UNION ACTIVISM OF YOUTH EMPLOYED IN PUBLIC SECTOR

May 2020

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I ABOUT THE PROJECT

Project "Trade unions and their youth sections - new impetus for youth participation" brings together partners from six countries - Serbia, Bosnia and Herzegovina, Northern Macedonia, Montenegro and Slovenia, with the active participation of organizations from Greece and Albania, combining youth and trade union sector.

Project will have several phases.

The first step is to research among young people about youth activism and participation in trade unions, as well as using these structures for active participation in society. The results will be presented through a national and consolidated reports. Precisely because the voice of youth is very important to us, we started the project with surveys because we wanted young workers to tell us what they are missing in order to activate in trade unions and local communities. Based on their answers contained in the document we are presenting, we have started creating further activities.

Central activity will be the Trade Union Academy, which will be attended by 35 participants from participating countries.

The Academy is planned for July 2020 and during the same, participants will learn through non-formal education how they can get involved in youth-related processes, both through the trade union and in their own environment. It will also help them develop social skills necessary for successful active involvement in the community.

In the role of peer educators, participants will continue to disseminate lessons learned – organizing field activities to transfer information and knowledge to peers from their environment. Also, their suggestions will be appreciated on how young people should be addressed through the media campaign "Trade unions are IN – involve, act, influence" to spread the message to as many people as possible, especially young people who may be wondering what kind of opportunities are offered through trade union membership.

End of the activity will be marked with the Final Conference during which the project participants will meet with other actors relevant for the topics of youth and trade union activism – representatives of international trade union organizations, institutions dealing with project topics, media.

Project was supported by the European Youth Foundation of the Council of Europe.

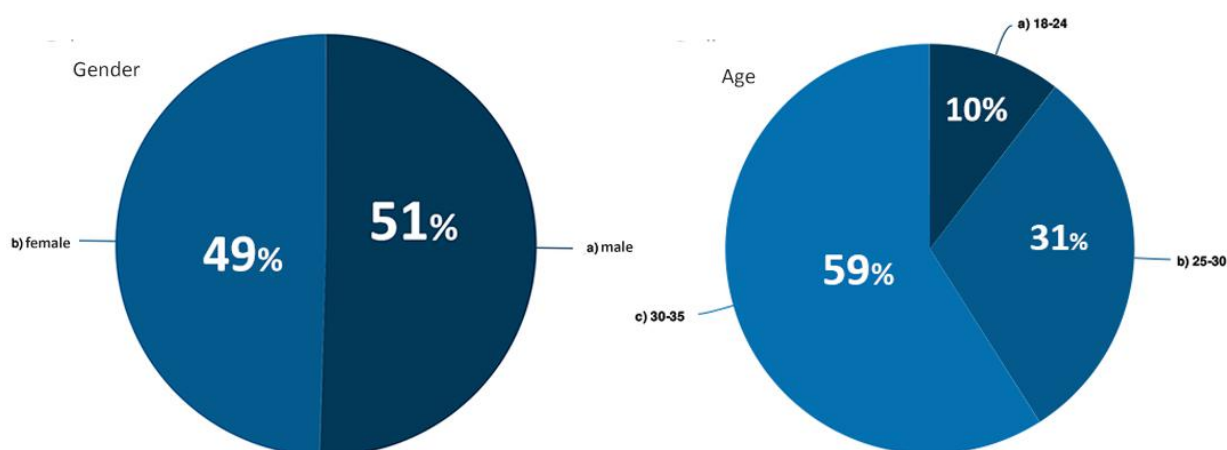


II REPORT ON REALIZED RESEARCH

II.1. REPUBLIC OF SERBIA

Survey on trade union activism of youth in the public sector was fulfilled by required number of respondents in relation to predefined criteria - they are up to 35 years old, employed in the public sector and engaged in trade unions. All questions were closed-ended, i.e. with pre-offered answers that covered a wide range of different answering options. In answering, respondents had to choose the option closest to their position (no multiple choice was offered), as the consortium sought to obtain the most accurate data possible on real attitude of young trade union activists in regard to issues of relevance for future work of trade unions. Respondents were required to answer 18 questions and average time of the survey completion was 3 minutes.

Statistical data show that the survey has been completed by 51% of males and 49% of females, which represents a real ratio of membership structure between young men and women of youth section in the Confederation of Autonomous trade unions of Serbia (whose members filled out the survey), representative trade union's headquarters.

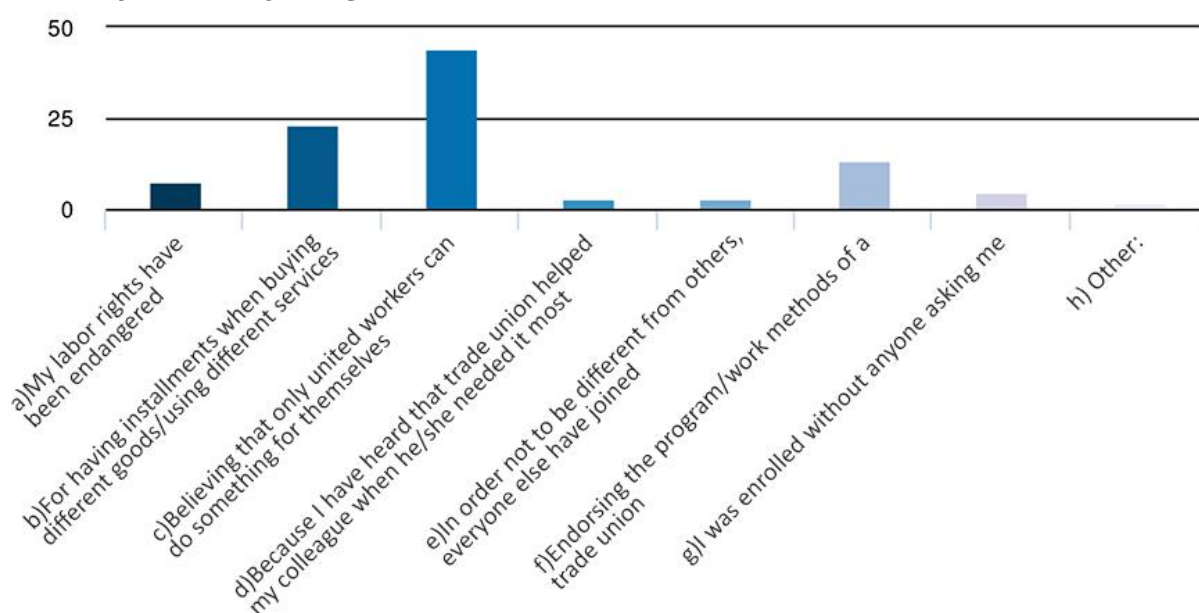


90% of respondents are in the category 25-35 years old, and only 10% in the category 18-24 years old - this can be explained by the fact that almost 70% of respondents have bachelor or university degree, which automatically affects the years of graduation and employment (and thus a trade union membership, since it is in direct relation to employment).

After the basic demographic questions, questions that are directly related to trade union activism followed, starting with the basic - reason why young people are joining the trade union. 42% of respondents believe that only united, workers can do something for themselves, 23% of respondents were motivated by the possibility of paying goods and services in installments, 15% of respondents indicated that they agreed with the program and work of the trade union, while 7% of respondents saw trade union membership as an opportunity to protect their own labor rights. These data indicate that the programmatic labor component and the role of trade unions as promoters and protectors of labor rights is more important for young activists than various one-time benefits that can come from membership (such as discounts and introduction of installments when paying for certain

goods and services). Bearing in mind that all involved trade unions have expressed the need to approach more to young workers in the future, and bring them closer to the trade union and opportunities offered through it (influencing creation of a positive image of the trade union among young people), this fact needs to be remembered when creating a positive campaign in order to encourage young people to join trade unions - **the focus should be on the program and specific working plans of trade unions, especially those directly related to improvement of the status of young employees.**

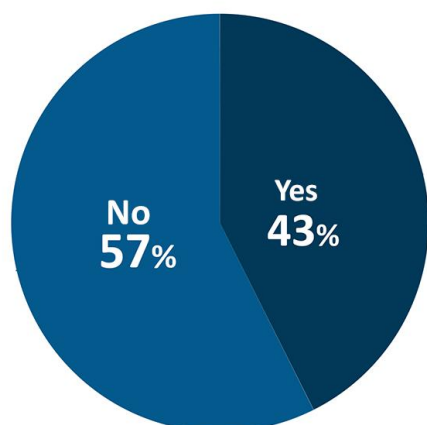
Why have you joined the trade union?



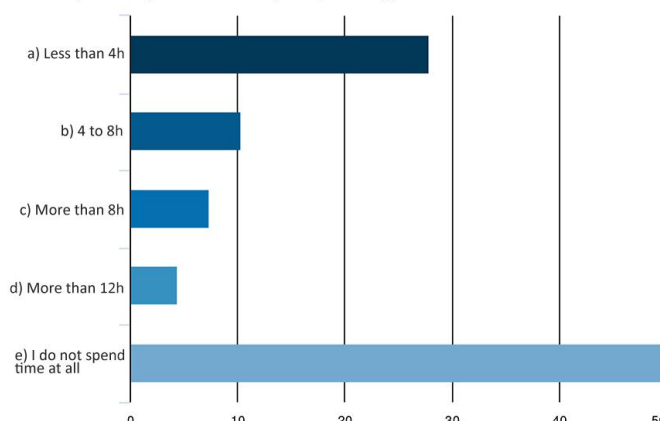
This is additionally confirmed by the answers on what respondents consider as the greatest success of the trade union, where almost 50% of them points out the role of trade union in protecting the interests of workers, i.e. social and labor rights of employees, and another 13% adds to this a favorably concluded collective agreement with the employer.

However, the need to improve communication with youth in relation to trade unions and the relevance of their activities in the community and beyond is expressed by the following data - 57% of respondents, although officially trade union members, state that they are not active in the work of trade unions. That the situation is even worse than indicated in the answers to this question, can be seen from answer to the next question (how much time do young trade union members spend on trade union activities) - even 50% state that they do not spend time on trade union activities at all, while 28% of respondents indicate that they spend less than 4 hours a week. **When creating the campaign and program for youth, we have to keep in mind following – almost 80% of respondents, although members, are not active in the work of trade union at all.** Motivated, empowered and informed, they can become a significant impetus within trade unions and bearers of future reform processes.

Do you actively participate in trade union work?



How many hours per week are you spending on trade union activities?

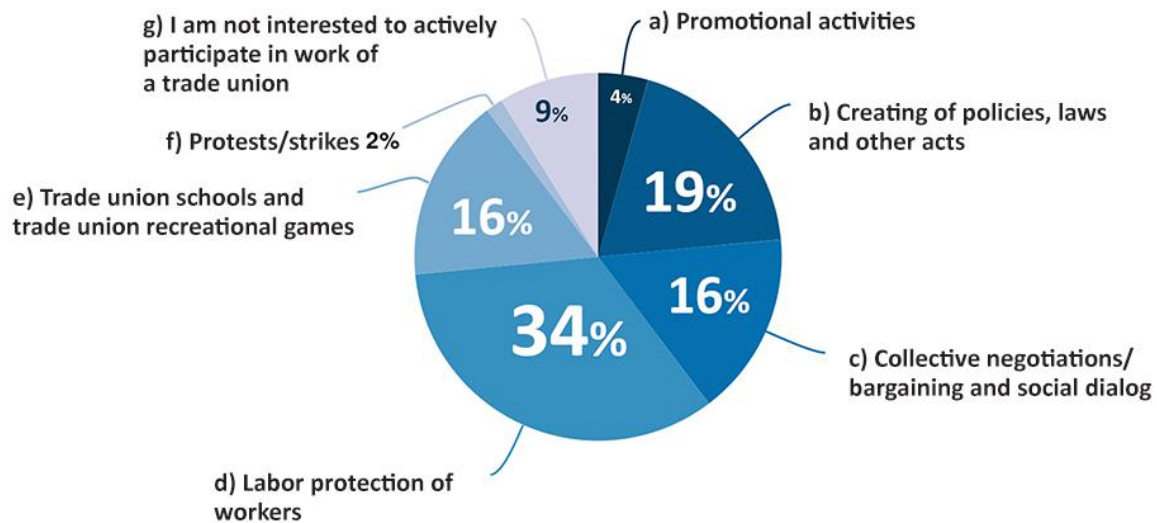


Certainly, our attention has been caught by answers to the question about representation of young people in trade union's bodies - 56% of respondents state that they are not engaged in any trade union body, which we consider just as another in a series of reasons for their inactivity.

As conclusion, we see that young people are not adequately integrated into trade union's policy-making processes. Would greater representation of youth be an incentive for greater engagement of young people and more concrete imposition of their attitudes and topics? Certainly, because there would be someone to advocate and lobby for topics that are of real importance for youth, imposing them as subjects of relevance for the trade union itself, but also for wider community. Greater representation of young people in trade union bodies would mean greater activism of youth within the trade union, and thus - a greater opportunity for the voice of young people to be heard. But in this regard, are young people sufficiently informed about the possibilities for entering the trade union bodies?

Additionally, 51% of respondents indicated that they had never participated in work or in decision-making processes within the trade union since no one had ever invited them. What would be the concrete measures to change this situation in order for youth activists to start participating more purposefully in decision-making processes within the trade union?

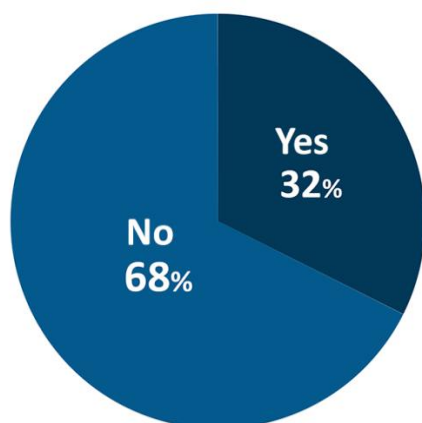
What type of trade union activities would you consider as adequate for you to engage?



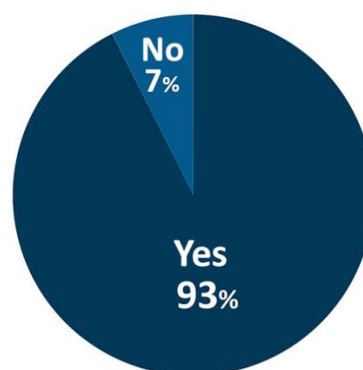
Starting from presented dilemmas, in answers to the next question, trade unions within the Confederation of Autonomous trade unions of Serbia can find proper ground to believe that their future can be brighter when it comes to youth engagement. Namely, answering the question what would encourage them to be more engaged, 18% indicated the need for change in trade union policies, 16% indicated the need for diverse educations to be offered, 13% indicated the need for better and more quality informing of youth on trade union activities, 13% indicated the need for greater involvement of young people in various trade union activities. **Therefore, youth is clear and almost 2/3 of them says to their trade union leadership - ask us, involve us, inform and educate us.** Only 11% of respondents indicated that there was no need for their greater engagement. Thus, young people wish and have ideas how, so it is up to the current trade union leaders to listen to them, to meet their needs and proposals, and with that – to significantly strengthen the trade union structure itself.

With the next question, we came to even more specific proposals - respondents indicated which type of activity would concretely lead them to greater engagement. 34% of respondents want to learn, through trainings and education, about legal protection; 19% want to participate in policies and law-making; 16% want to learn on, and then apply, the principles of collective bargaining and social dialogue. Only smaller number see the incentive in traditional trade union sports and recreational meetings, and the smallest number pointed out that nothing would move them when it comes to trade union engagement - only 9% of respondents. This should impose a serious question to all trade union leaders - isn't it the time to devote more attention and resources to creating a diverse range of training and education for young trade union activists, especially the new ones? Isn't it the time for every serious trade union organization to start making its annual membership education plan and present it to the members timely, so that they can coordinate their own participation and absence from work?

Have you participated in some trade union education?



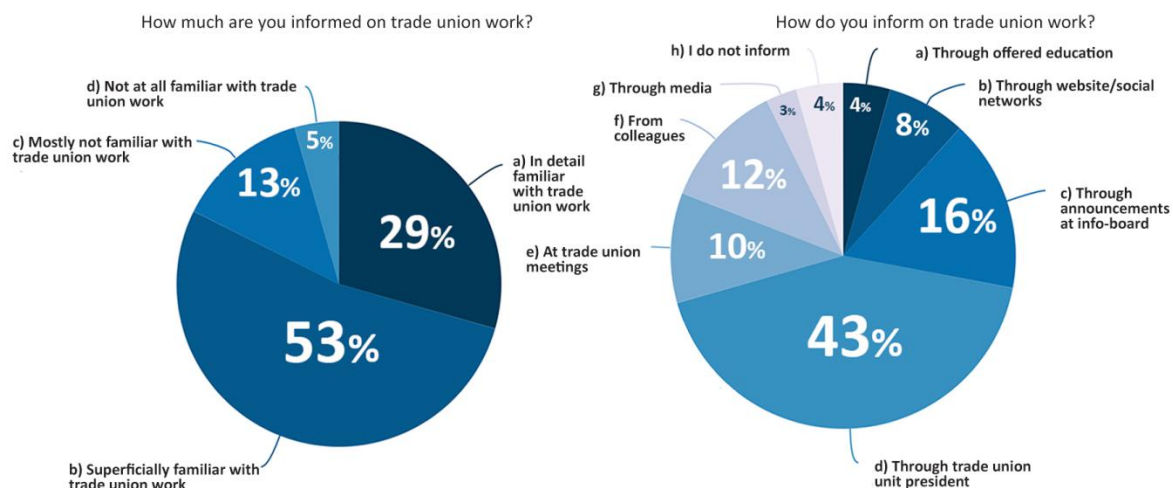
Do you consider that additional education and training courses for trade union members would increase activism of trade union members?



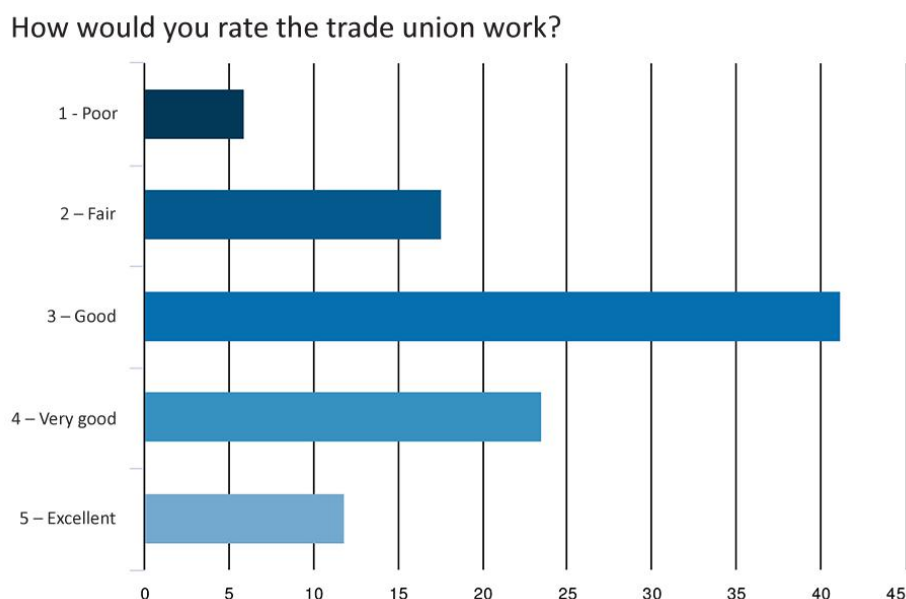
When it comes to education, we point out that 68% of respondents have not attended any training organized by the trade union because something like that was never offered to them. In addition, we have to underline answer to the key question in our opinion - how many young people think that additional education and training for members would contribute to increased youth activism in trade unions - 93%. **Once again, respondents confirmed high awareness on the importance of life-long learning and being informed on various social topics of relevance, and that this is precisely what they would like to see in greater extent in the work of trade union.**

An important segment for greater involvement of youth in the trade union work is - information. Let's see what the current situation is in regard to this issue: 71% of respondents indicate that they are not at all or are superficially/mostly poorly informed about work of the trade union. Data is alarming and raises following questions – how does communication go with young people, which information is transmitted to them, in which form and manner. Obviously, **trade unions need to pay much more attention to developing a communication strategy in order to communicate with different age and social categories, both within membership and beyond.**

In continuation, answer to the question how do young people inform on trade union work is surprising, since 43% of respondents indicate that they receive information from the president of the trade union unit, 16% through notices on the info-board, and 10% at the trade union meetings. In the era of digital communication, the fact that only 8% of respondents access information through social networks may be surprising. However, what is surprising at the first sight, gets its logical explanation - trade unions do not deal enough with their social networks/profiles, information are outdated and irrelevant, and this is something that also deserves proper attention if we want to reach more young people in the future. With youth, we need to establish relationship using channels of communication close to them, by placing interesting information of relevance for them.

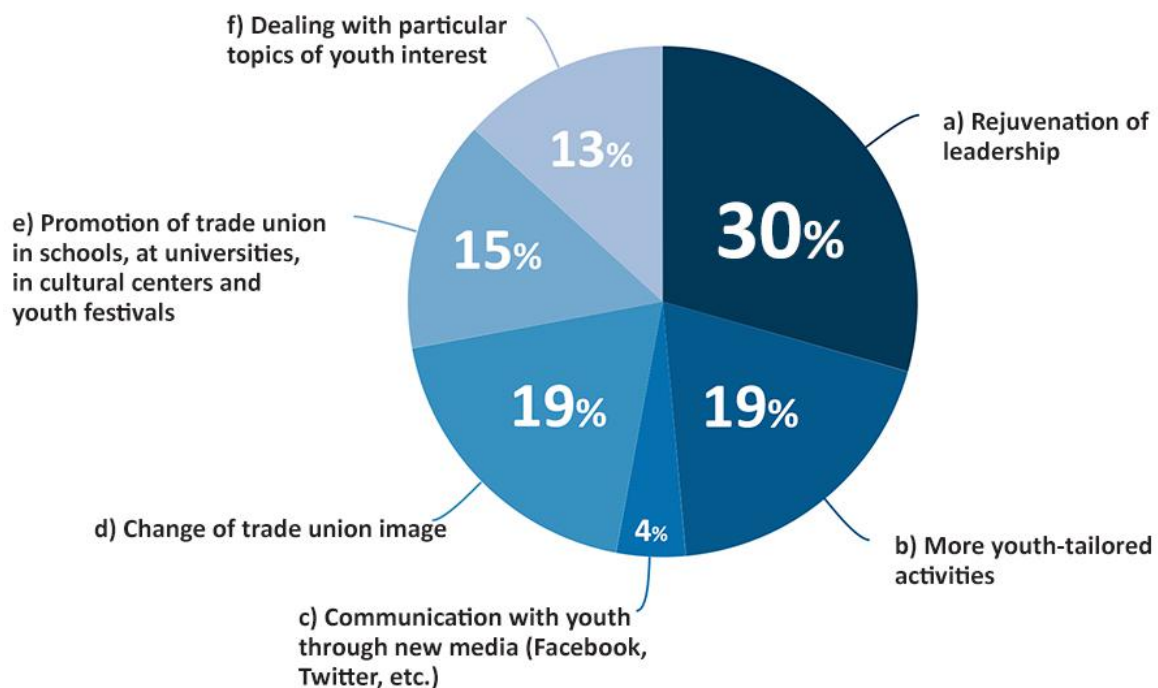


In general, youth is not fundamentally dissatisfied with work of the trade union, but they believe that there is a lot of space for its improvement, especially when it comes to the position and priorities of young trade union activists. More than 40% of respondents rated work of the trade union as good (mark 3), 24% of respondents rated it as very good (mark 4), and 12% of respondents rated it as excellent (mark 5), which shows that three quarters of respondents have a positive opinion about activities of the trade union whose members they are.



The greatest balance in answers was achieved with the last question regarding the change that needs to be initiated in order to increase the participation of young people in the trade union, and this indicates to us that the changes need to be radical and substantial. Namely, 30% of respondents pointed to the need for rejuvenation of the leadership; 19% to the need for changing an image of the trade union among youth and 19% to the need for organizing more activities tailored to young people's needs. Related to this is also the need for addressing the issues relevant for youth, which was pointed out by another 13% of respondents.

What change do you consider to be the most valuable for increasing youth participation in trade union?

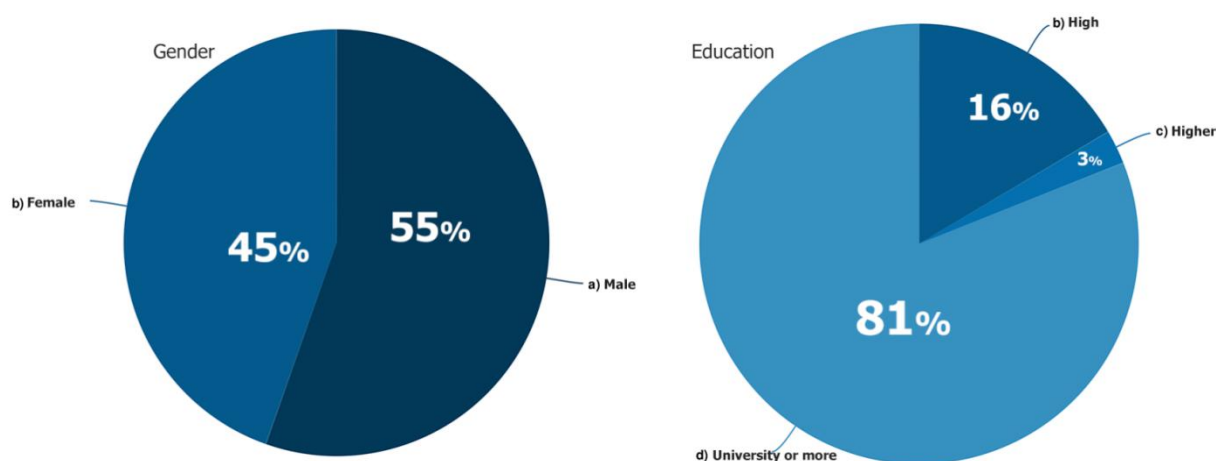


Young respondents have showed that they clearly know what they want, and that they need **more education/training and greater involvement in decision-making bodies**. These two processes are in direct correlation, because our position is that only informed and empowered youth can adequately advocate for the interests of the group they represent. Will it be difficult – yes, it will, but one thing is for sure - if the process of trade union reform starts on time, the same would be able to regain the role of significant social partner and actor in all social processes of relevance, which is currently minorized, although it is something that trade unions by the nature of their work aspire to.

II.2. NORTH MACEDONIA

Young trade union activists of the Trade union of UPOZ from North Macedonia showed the greatest enthusiasm in filling out the questionnaire, and number of respondents in the period scheduled for the survey exceeded required number of respondents by almost 100%, but for the sake of comparability, the same sample was retained as in other countries.

Questionnaire was completed by 55% of male respondents and 45% of female respondents, which reflects the real structure of membership of the youth section of the Trade union of UPOZ. In addition, 93% of respondents are in the age category between 25 and 35 years (31% in the category 25-30 and 62% in the category 30-35 years), which is directly correlated with the fact that 84% of respondents have higher or university education (and therefore, obtained later the employment status, and consequently – trade union membership). Control question confirmed that the survey was completed by respondents employed in the public sector.



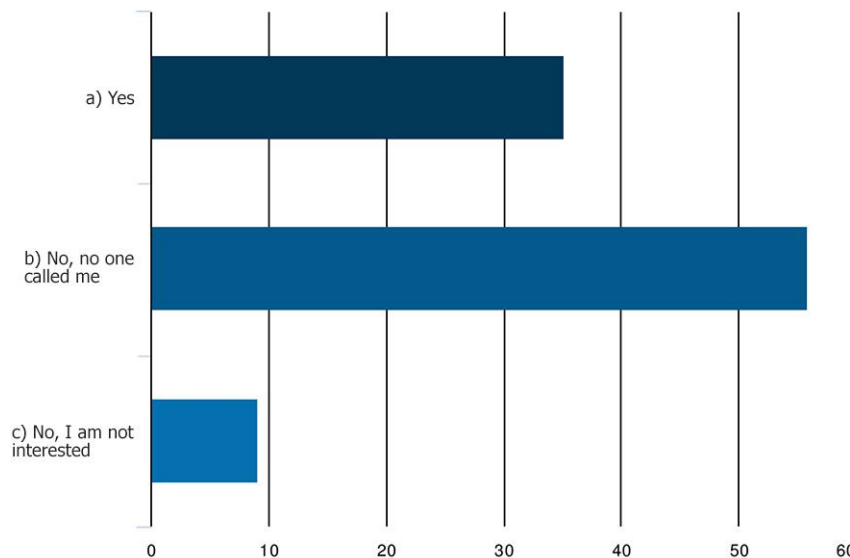
Compared to respondents from other countries, the percentage of those who expect one-time benefits such as payment for goods/services in installments or with deferred payment is even lower - only 3.7%. Young activists from North Macedonia are motivated primarily by the idea that only united they can make real change - 57% of them, by the trade union program itself, which initiated the membership of 10% of respondents, but also by the desire to protect their own labor rights more actively, which led to enrollment of 8% of respondents. These are data that should be taken into account as important when creating a special communication strategy for activating young employees, both current trade union members and those who are not members yet.

Following data show that it is necessary to change the strategy of communication and work with young people: 54% of young people do not actively participate in work of the trade union, while as many as 89% of respondents do not spend time at all or spend only 4 hours a week on various trade union activities. Number of those who consider themselves active, with over 12 hours of engagement per week, comes down to a statistical error - 1%. When we add that 74% of young respondents are not engaged in any trade union body, we come to the conclusion that young people represent an "invisible" category within the trade union

structure, and that more attention should be paid to their strengthening and activation, which would affect reform of the trade union itself.

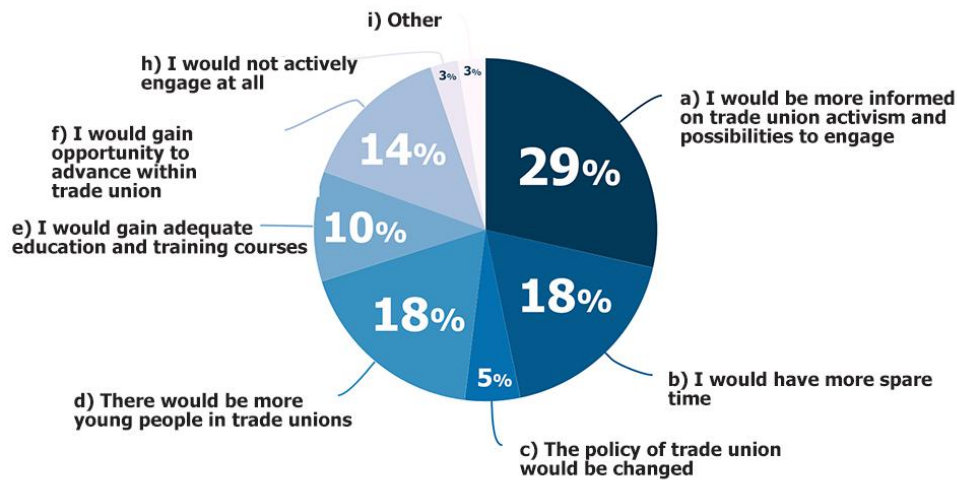
In line with the above, there is also the fact that 55% of young people have never participated in decision-making processes within the trade union because no one invited them, although they would have a wish. It is especially gratifying that only 8% of respondents do not see themselves as part of important processes within the trade union (due to lack of time in the first place).

Have you ever participated in work and decision making processes in a trade union?



In the first place, young people lack timely and adequate information - as many as 29% of respondents say that they would be more active if they were better informed about what was happening within the trade union. They are also interested in education, since as many as 10% of respondents would become more active with a larger offer of various trainings, but also in participation in decision-making processes, because 14% of respondents would be motivated to progress and start participating in decision-making. It is positive that only 3% of respondents indicate that under no circumstances they would be interested in greater participation in trade union work.

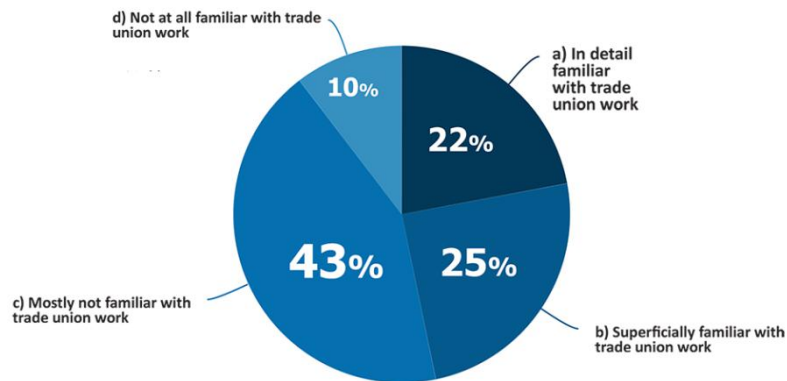
I would be more active in a trade union if:



Identical to their peers from Serbia, young trade union activists are interested in dealing with labor rights (26%), policy making, strategic and other acts (20%), as well as collective bargaining and social dialogue (17%), which should not be surprising given the profession(s) and education of respondents. Trade unions need to understand that their young members are creative young people in the throes of creative power, and therefore should use their suggestions and ideas in various processes in the community, but also invest further in their knowledge and skills. Trade union sport and recreational games, which trade unions considered to be the backbone of trade union gatherings, now fall into the second plan (only 16% of respondents consider them as important in their own reasons for activation) and are replaced by expressed need for smaller, but more frequent gatherings, such as seminars, trainings, workshops on different topics.

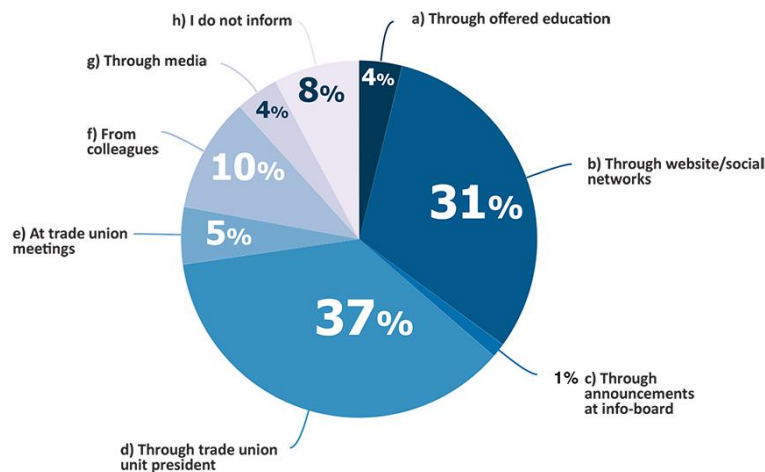
Of course, active engagement is always directly related to the level of information of young respondents, and in this regard, we draw attention to the fact that 35% of respondents believe that they are not informed at all or that they are superficially informed about work of the trade union. **In this target group lies a significant potential for activation, if the ways of communication with young people improve.**

How much are you informed on trade union work?



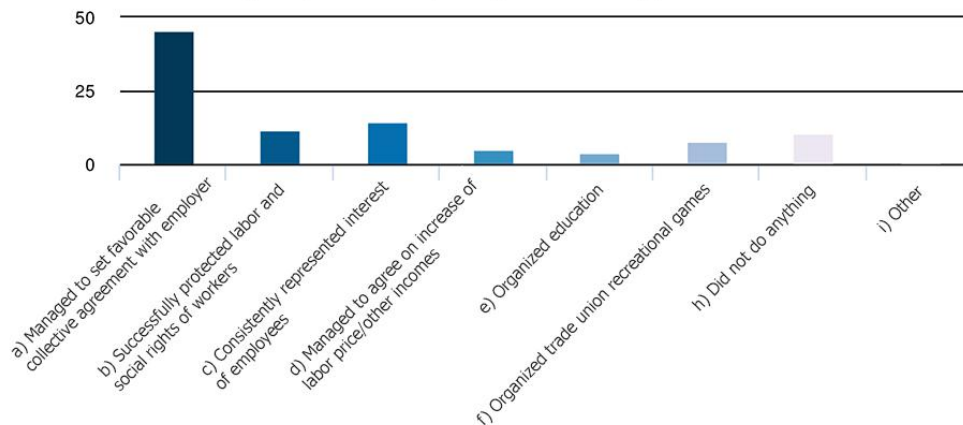
As in Serbia, it is symptomatic that over 40% of respondents are being informed through president of the trade union organization or at the trade union meetings. What is encouraging is the fact that 31% of respondents use social networks to get information, and in the upcoming period, it is important to encourage young people and get them used to regular checking-up the profiles of the Trade union of UPOZ on various networks, because the same are full of useful and timely posted information.

How much are you informed on trade union work?



Respondents were given the opportunity to comment on current work of the trade union, firstly emphasizing what they consider as the greatest achievement of the trade union - 46% of respondents indicated a favorable collective agreement, 14% emphasized advocacy for workers' interests, and another 12% added protection of social and labor employee rights. The only data that attracts attention refers to 10% of respondents who do not think that the trade union has done anything useful, but this can be directly related to the percentage of inadequately informed respondents. Additionally, as a high percentage of respondents values education, and only 4% of respondents sees it as a significant result in work of the trade union, we return to the premise that **trade unions do not pay enough attention to training for young people, and that this is exactly what young people want.**

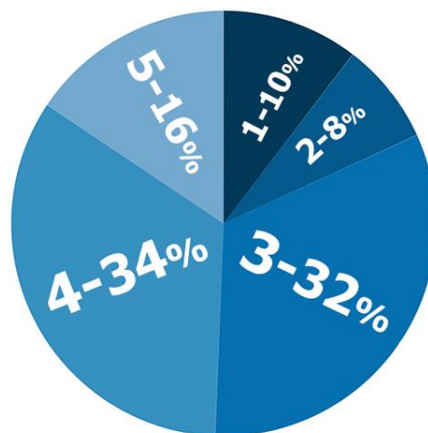
What do you consider as the biggest result of your trade union when it comes to you personally or your colleague?



Therefore, it should not be surprising that when asked about their participation in trade union education so far, 56% of respondents answered that they did not participate. Question below additionally encourages further training and education, as 94% of respondents believe that this is the right way for young people to become more active in the trade union work.

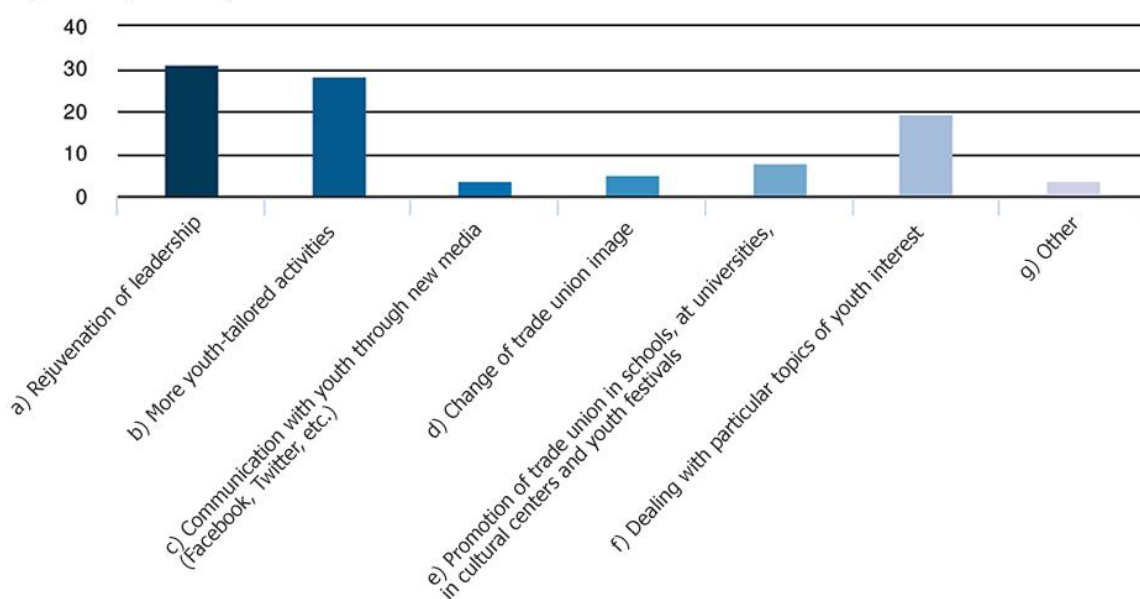
However, in general, respondents have indicated that they are extremely satisfied with the direction in which their trade union is going, and that all of the above can be put in the context of constructive criticism and proposals for improving its work in the segment related to youth - 50% of respondents rated work of the trade union with high grades (16% with an excellent grade/5, 34% with a very good grade/4), and to this sum can also be added 32% of respondents who rated the work with a good grade/3.

How would you rate the trade union work?



Two things respondents consider particularly important for greater engagement of young people - 30% of respondents indicate that the solution lies in rejuvenating the leadership itself, while 29% draw attention to organizing more activities tailored to the needs of young people. To this should certainly be added 20% of respondents who are in favor of introducing a larger number of topics of direct interest for young people.

What change do you consider to be the most valuable for increasing youth participation in trade union?

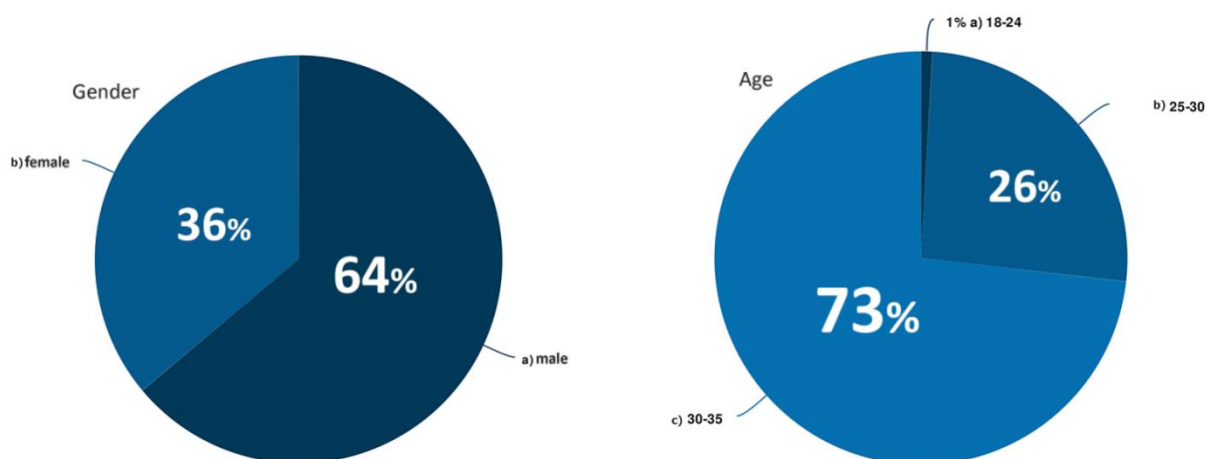


Young trade union activists from North Macedonia pointed out the need for new ways of communication and more education, and this should be in the focus of the trade union leadership when creating a new communication strategy for young people.

II.3. REPUBLIKA SRPSKA, BOSNIA AND HERZEGOVINA

Male members of the Trade Union of Administration of Republika Srpska were more agile when it came to filling out the survey, as 64% of male respondents and 36% of female respondents filled it out within requested sample. This scale does not really reflect the gender structure of the trade union, since there is larger number of women in membership, but it is a realistic picture when it comes to active work, since men are currently significantly more active as trade union members than women. This shows us at the very beginning of the analysis that it is important to address further the topic of gender equality within the trade union, as well as to invest further in raising capacities of the women's section.

In terms of age, as in previous examples, the largest number of respondents (99%) is in the category between 25 and 35 years (32% in the category 25-30 and 66% in the category 30-35 years), which is correlated with their education and entering the labor relation of the respondents - 84% of the respondents have higher or university education which meant longer education, and thus later employment (and, accordingly, later trade union membership). Control question confirmed that the survey was completed by respondents employed in the public sector.

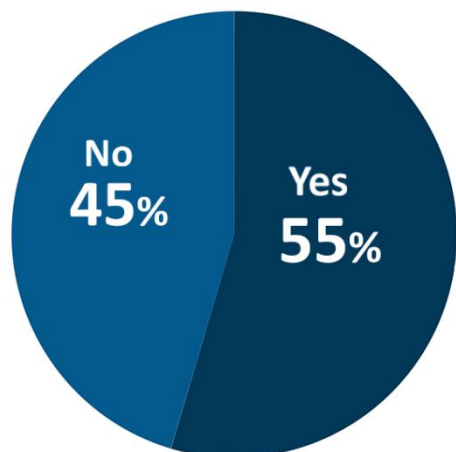


Answers to the question about the reasons for joining the trade union are extremely positive and come down exclusively to the program activities of the trade union and awareness of the importance of joint action - namely, almost 60% of respondents state that only united, workers can do something for themselves, to which should be added another 12% of respondents who support the trade union program, as well as another 3% of respondents who perceive the trade union as protector of their labor rights. We should be satisfied with the fact that only 1% of respondents put one-time benefits such as payment for goods/services in installments as their reason for joining. However, the fact that 10% of respondents stated that they enrolled without being asked we see as an anomaly that management should examine in communication with presidents of local trade union organizations.

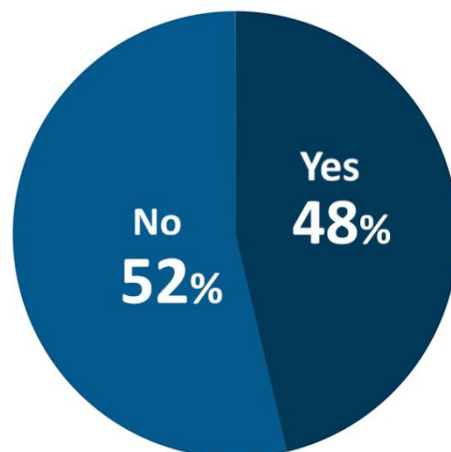
In addition, the fact that 55% of respondents are active in work of the trade unions is encouraging. Difference in relation to other trade unions from the region whose young activists filled out the questionnaire is primarily based on the reform processes whose

introduction began in 2018 by the management of this trade union - introduction of new ways of working and communicating with membership, new topics and new forms of membership activities, etc. This is supported by the answer to the next question as well - almost half of the respondents are in some body or organ of the trade union. Also, 48% of respondents state that they participate in decision-making processes within the trade union.

Do you actively participate in trade union work?



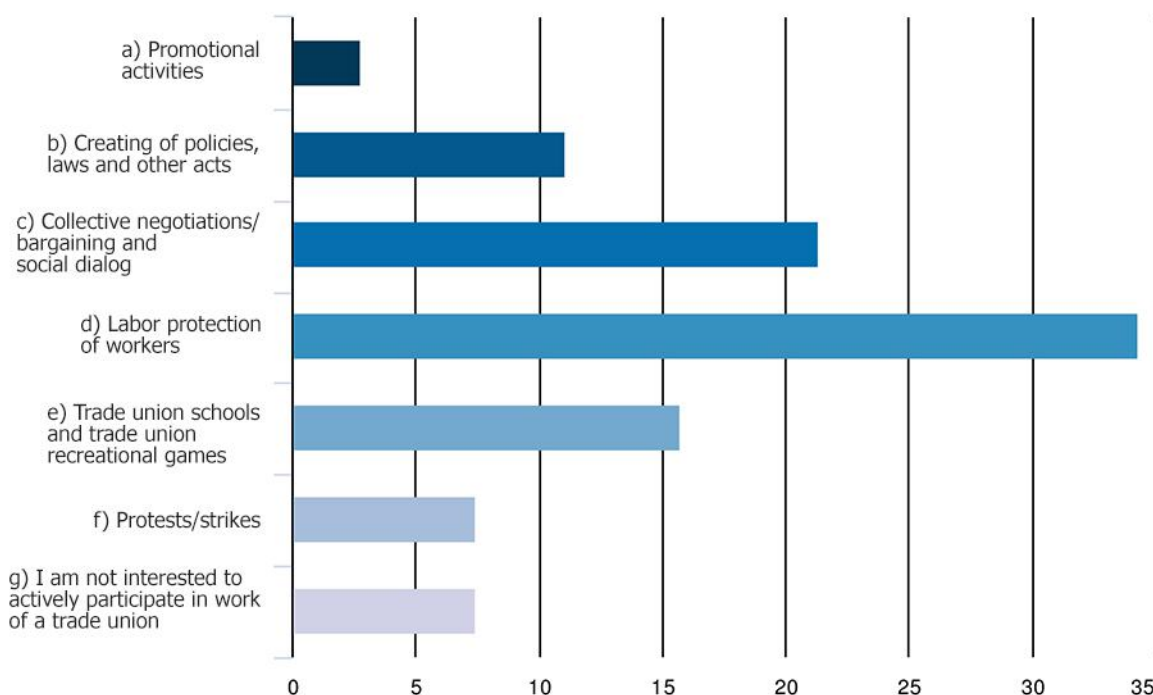
Are you a member of some trade union body?



However, what the attention should be paid to is the amount of time that young respondents spend on trade union activities, since 88% of respondents reduce it to a minimum (maximum up to 4 hours per week), which we do not consider as sufficient time for any substantial contribution to the trade union work.

Therefore, we were interested to learn what would move young people to become more active, i.e. engaged to a greater extent, and the findings from previous reports have been confirmed - young people again put the training and education in foreground, as 21% of respondents state that adequate and interesting training would make them more active. In addition, 15% of respondents emphasize the need to be better informed about trade union activities, while 12% are in favor of certain changes in trade union policy itself. A high percentage of answers - 12% are in the category of "other", although respondents do not indicate exactly what this would mean to them.

What type of trade union activities would you consider as adequate for you to engage?



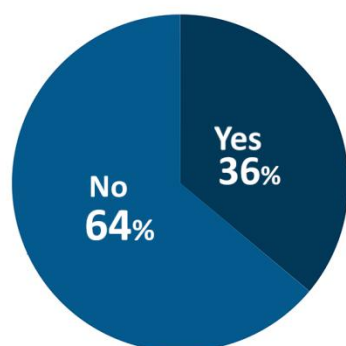
It was confirmed once again that young respondents focus on labor protection of workers (34%), collective bargaining and social dialogue (21%) and creation of laws and other strategic acts (11%), and that all activities related to them on these topics may raise additionally their interest in participating in work of the trade union. Only 16% of respondents indicate that their engagement is related to traditional sports-recreational meetings of workers.

Having in mind the above mentioned new ways of communicating with the membership, we were especially interested in how young respondents assessed their own information about work of the trade union, and we consider positive that 79% of respondents think they have certain information (30% of respondents are informed in detail, and another 49% are informed to some extent). In this regard, answer the question of how young trade union activists get informed came as no surprise - 52% of respondents do so through social networks, and only 20% through the presidents of trade union organizations or at the trade union meetings (5%). Management of the trade union is active in online community - it has profiles on networks such as Facebook, Twitter and Instagram, with tens of thousands of followers, which in the age of digital technologies is proving to be the right way to communicate with younger members.

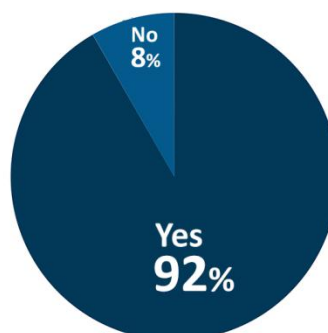
Questions below have shown that it is necessary to continue with initiated reforms because 92% of respondents believe that additional education would contribute to increasing the activism among young people, while 64% have not had a chance to participate in trainings organized by the trade union. This is a clear signpost that the trainings should be continued, consulting firstly young people themselves on topics that they consider most important for their further social activism. Young people have shown high awareness of the importance of continuous investment in knowledge and skills, as well as desire to be part of various

educational activities - it is only necessary to find an adequate format that would allow them to combine more easily the requirements of employment and desire for education. For some, absence from work has been a significant obstacle when applying for completed trainings.

Have you participated in some trade union education?

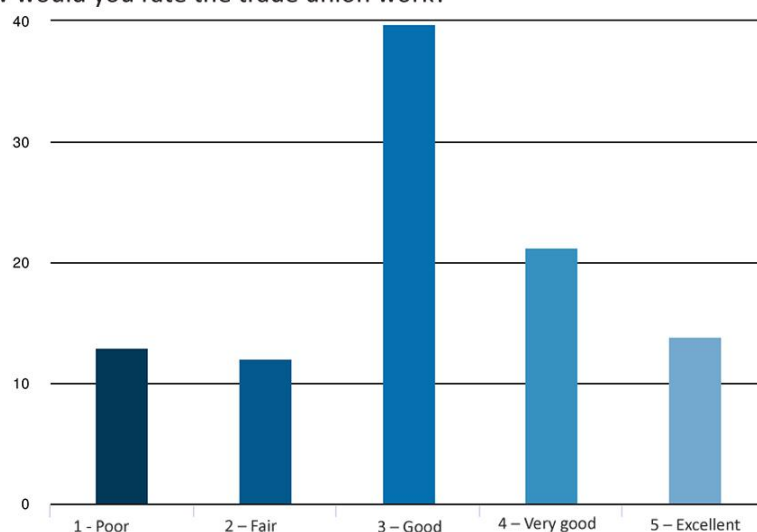


Do you consider that additional education and training courses for trade union members would increase activism of trade union members?



However, the last 3 questions show that there is always a space for improvement - while 36% of respondents have highly evaluated work of the trade union so far (14% of respondents with a grade „excellent-5“ and 22% of respondents with a grade “very good-4”), the largest number defined it as good, rating it with an average grade „good-3“ (40% of respondents). Therefore, it is not surprising that a relatively high percentage (21%) of respondents answered that they did not see any particular success in the activities of the trade union, while the rest could not decide clearly and to greater extent on one item precisely - 14% of respondents pointed to rising the price of working hour, 13% of respondents to concluded favorable collective agreements with the employer, 15% of respondents indicated consistent representation of the interests of employees.

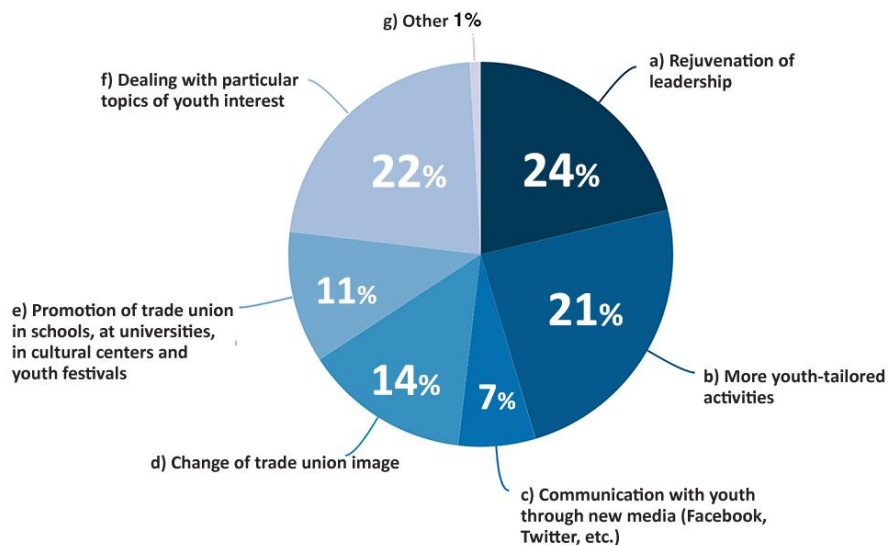
How would you rate the trade union work?



Finally, given that the trade union conducted a process of rejuvenating the central leadership three years ago, it should come as no surprise that compared to other trade unions in the region, the percentage of those who cite rejuvenation as a significant change necessary for greater youth engagement is lower – as significant, they refer primarily to more activities adjusted to young people (21%), dealing with topics of particular interest for young people (22%) and changing the image of trade unions, especially among young people

(14%). One of the important answers is the need to organize trade union promotion in schools and faculties, as well as at various youth events (11%).

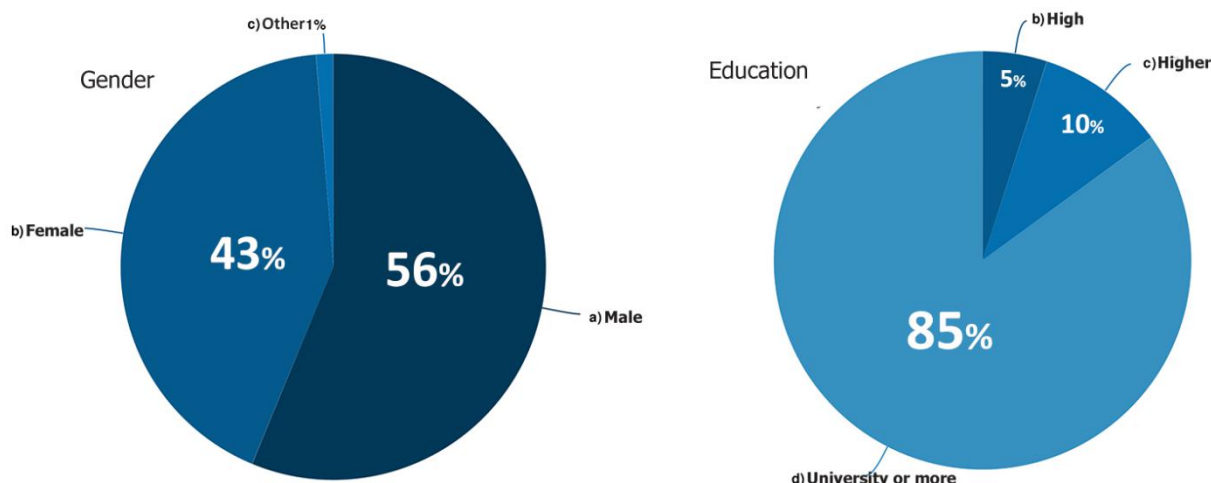
What change do you consider to be the most valuable for increasing youth participation in trade union?



The conclusion is one - trade union is on the right track, but it must turn to young activists to a greater extent, adapting its communication strategy to young people and dealing with topics of interest for young workers. In this regard, it will be important **to work more intensively on building the image of the trade union as a modern, proactive organization that represents the needs of different categories, and is ready to engage in activities of different profile** - from legislative, through educational and informative, to sports and recreational, following diverse needs of its membership.

II.4. MONTENEGRO

Survey was completed by 56% of male and 43% of female respondents, and 98% of them are in the category 25-35 years (55% in the category 25-30, 43% in the category 30-35 years). As in previous reports, this is directly correlated with level of education, with 95% of respondents having higher or university degree. Considering the length of studies and years of entering the employment system (along with membership in a trade union), it is understandable why only 2% of respondents are in the category 18-24 years. Control question confirmed that the respondents were employed in the public sector.



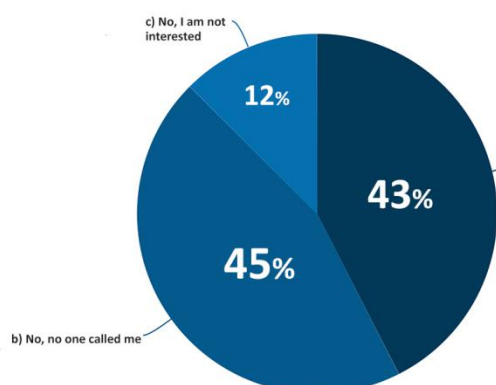
Just like young colleagues from other trade unions across the region, the Montenegrin trade union activists as the central reason for joining the trade union cited the idea that only united, they can do something for themselves - almost 60% of respondents opted for this option. Certainly, to this should be added 11% of respondents who have joined because of the trade union program, and 7% who have become members because of labor rights protection. The percentage of those who joined primarily due to economic interest, i.e. for various benefits and conveniences that trade unions offer such as paying for goods/services in installments, is low (7%).

However, even though young people support the programmatic goals of the trade union, this has not encouraged a larger number of them to be active within it - 57% of respondents answered that they were not active in work of the trade union. We can add to this the data that 55% of respondents have not participated in work of not even one body of the trade union, as well as the fact that 39% of respondents have not participated in decision-making processes. It is optimistic that only 11% of respondents have stated that they are not interested at all for participating in various processes within the trade union, and that persons who denied their participation as the reason for this stated that no one have invited them/gave them opportunity to participate.

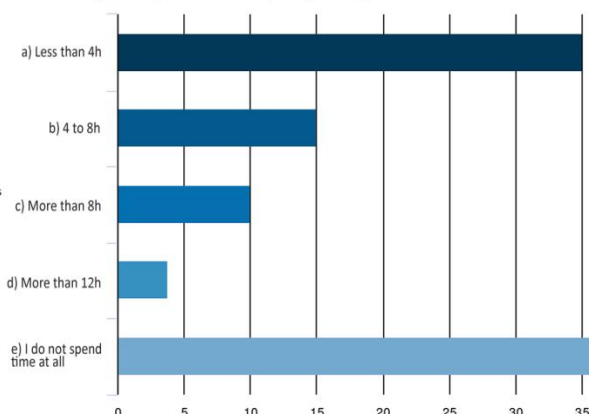
Trade union youth activists have also shared what amount of time they spend on trade union activities - although 71% is still a high percentage when it comes to persons who do not engage at all or engage up to 4 hours a week, it is almost 20% lower comparing to other trade unions in the region. Data of 29% of respondents who have invested more than 4

hours a week in various trade union activities is positive one, and in this regard, it should be additionally inquired in which activities precisely in order to be used as an example of good practice for trade unions from surrounding countries.

Have you ever participated in work and decision making processes in a trade union?



How many hours per week are you spending on trade union activities?

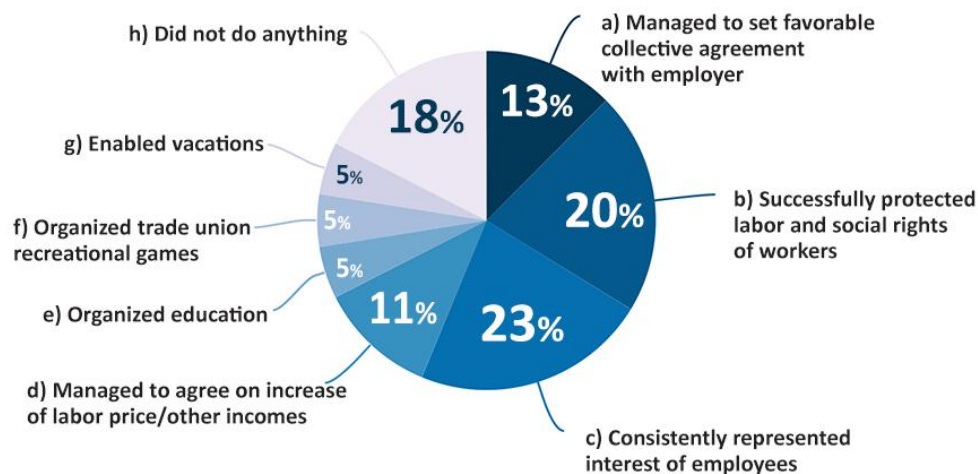


Of course, the engagement can always be higher and respondents indicate that more young people in the trade union would additionally motivate them - 34% of respondents opted for this answer. 20% of respondents believe that better system of communication would increase their engagement, while 11% of them indicate that they would be more active if they would have been provided with adequate training/education. Only 5% of respondents explicitly answer that they are not interested in more active engagement within the trade union.

When asked about concrete activities that would motivate respondents to greater engagement, there is an absolute matching with other reports - namely, 36% of respondents opted for collective bargaining and social dialogue, 29% emphasize participation in drafting of laws and other acts of relevance, while 20% indicate the importance of all activities related to legal protection of workers. Only 11% of respondents put in the foreground traditional sports-recreational meetings of workers.

We were also interested in how young people were informed about the activities of the trade union, so we came to the following data - 84% of respondents are thoroughly or partially acquainted with work of the trade union, which we consider as an extremely positive indicator. Along, the largest number of respondents uses social networks to stay informed - 32%, and there is smaller number of those who have been informed through a president of the trade union organizational unit (16%) or at the trade union meetings (14%). Comparing to others, there is a surprisingly high percentage of young people who discuss with colleagues on trade union issues and are informed by them - 18%.

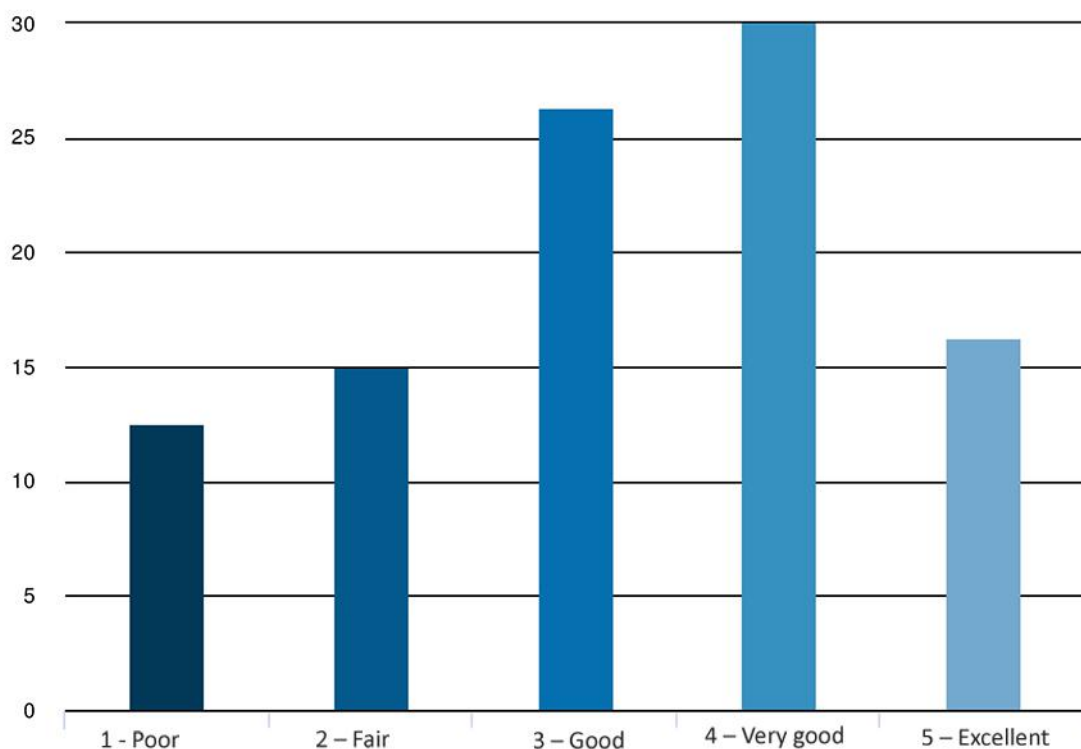
What do you consider as the biggest result of your trade union when it comes to you personally or your colleague?



In continuation, speaking about the successes of their trade union, respondents especially emphasize the consistency in representing the interests of employees (23%) and successful protection of social and labor rights (20%). Important factors include an increase in the price of labor/working hour, as well as favorably concluded collective agreements with the employer (11% and 13%).

Having all this in mind, it should not be surprise that even 16% of respondents rated work of the trade union as excellent-5, and another 30% as very good-4. Certainly, to this we can add those who rated it as good-3, which is 26%.

How would you rate the trade union work?

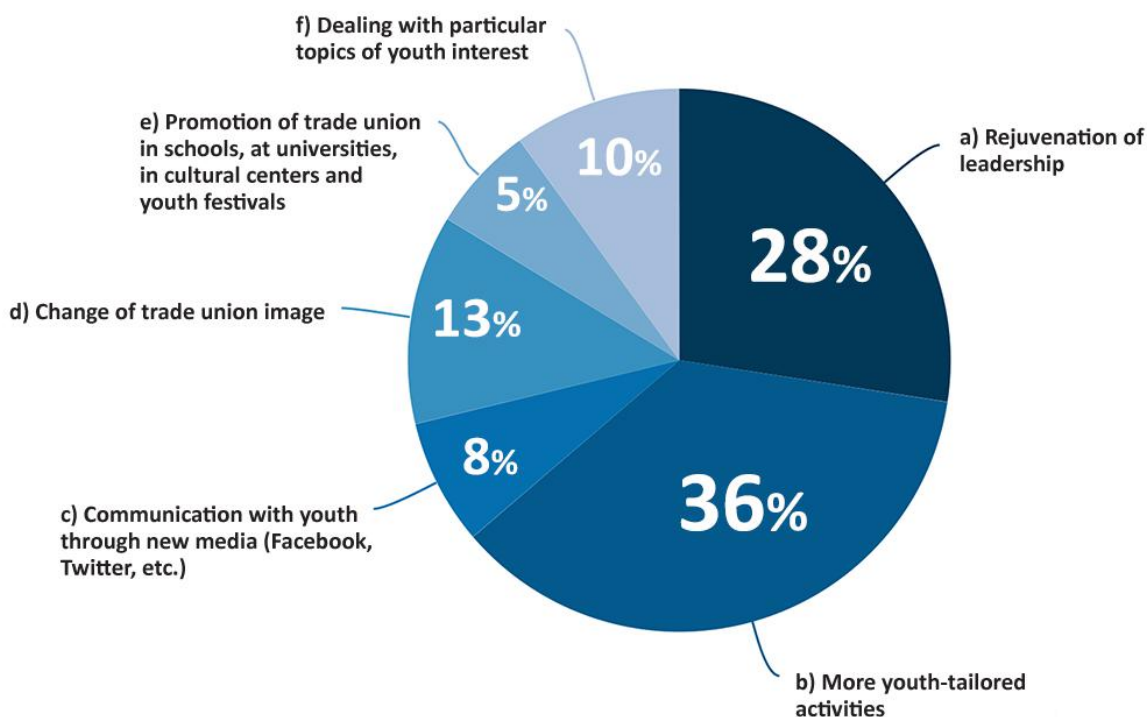


However, some things can be improved, and here the respondents put the education at the first place. While on one hand 63% of respondents point out that they have not had the

opportunity to attend any training organized by the trade union, on the other hand, even 93% of them state that adequately organized trainings would contribute to increased engagement of youth in trade unions.

Additionally, dealing with changes that would affect the greater participation of young people, even 36% of respondents state as significant – organizing more activities tailored to young people, while another 28% add to this - the rejuvenation of management. 13% of respondents believe that change of the trade union image among young people is important.

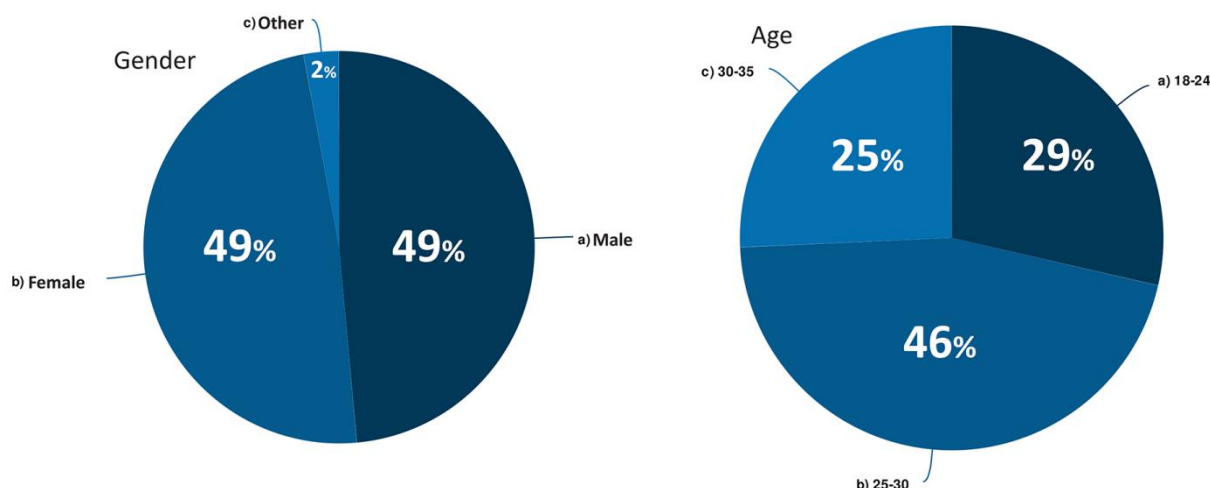
What change do you consider to be the most valuable for increasing youth participation in trade union?



Respondents stated that they were well informed and essentially satisfied with work of the trade union when it came to general social issues and protection of labor rights. Education for young people should be strengthened, as well as various activities of different format on topics of direct interest for youth, which will directly affect the approach of trade unions to youth and image change among this target group. It is necessary to communicate with young people regularly, using communication channels adequate for them, and in line with this, in next period the trade union should dedicate itself to developing a communication strategy for youth in order to rejuvenate the membership timely, and subsequently – reform the trade union itself.

II.5. GREECE

Young respondents from Greece have following demographic characteristics: 49% of respondents are male, with the identical percentage of female respondents, while 2% of respondents opted for the category "other". In addition, the largest percentage of respondents is in the category of 25-30 years - 46% of them, with 29% of respondents in the category of 18-24 years and 25% of respondents in the category of 30-35 years. Out of these, 83% of respondents have higher or tertiary education, while only 17% of respondents have secondary education.

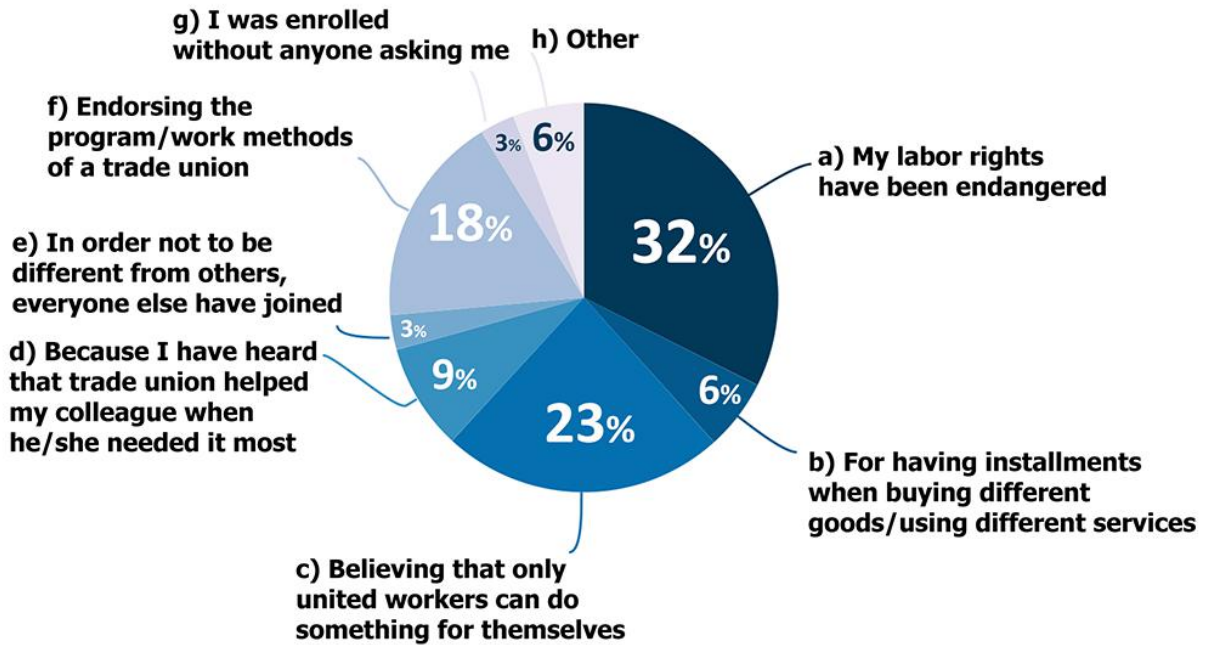


Young people from the private sector were more interested in the survey which confirms that trade union that takes care of private sector workers is one of the strongest in Greece. From the private sector were 65% of respondents and 35% from the public sector which provides space for exchange of ideas between unions (how to protect the interests of young workers from the private sector through trade unions in the Western Balkans and how to motivate for activism young people from the public sector in Greece).

Unlike their peers from the region, the largest number of respondents joined the trade union because their employment/labor rights were endangered - 32%, while 23% of respondents believe that only united, young workers can do something for themselves. To this can certainly be added 18% of respondents who support program and ideas of the trade union.

Compared to other trade unions from the region, the percentage of inactive young members is higher - as much as 59%, to which we can add 47% of respondents who are not members of any trade union body. In line with this is the fact that 70% of respondents do not spend at all or spend less than 4 hours a week on trade union activities, and that the maximum engagement was shown by 9% of respondents who invest up to 8 hours a week in trade union activities. In addition, 35% of respondents are not interested in taking a more active part in decision-making processes within the trade union, while another 38% do not participate in them because no one has ever invited them to participate in decision-making.

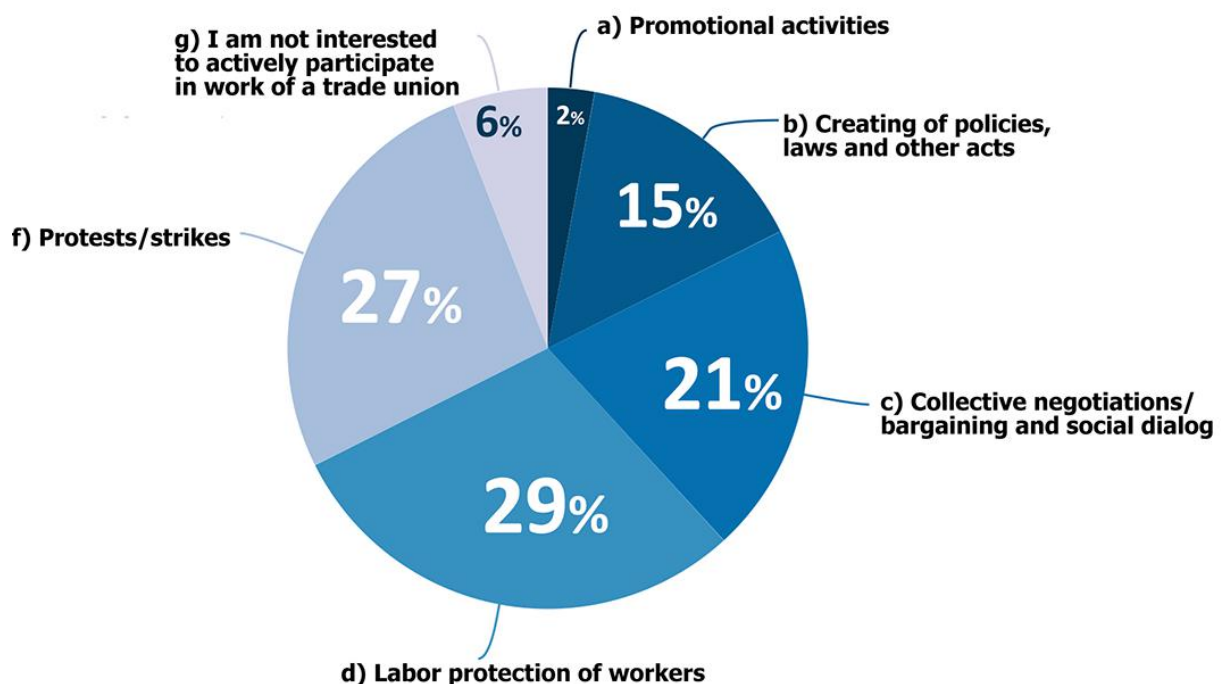
Why have you joined the trade union?



When we talk about factors that could influence greater engagement of young people, 35% of respondents primarily indicate the need to include more young people in the trade union membership, while 15% of respondents indicate a lack of free time, but also lack of opportunities to progress through trade union structures.

Pointing out additionally the activities that would lead them to greater engagement, respondents first decide on everything that has to do with the labor and legal protection of members (29%), and then protests and strikes (27%). To this we can add 21% of respondents who emphasize the special importance of collective bargaining and social dialogue.

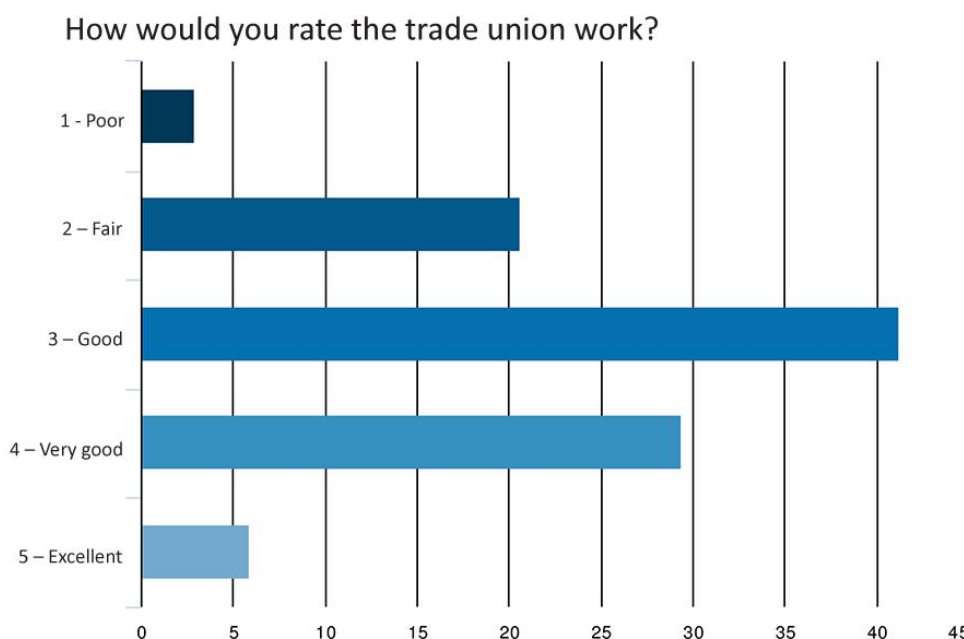
What type of trade union activities would you consider as adequate for you to engage?



Young respondents also had the opportunity to comment on their own level of information about trade union activities, with half of them believing that they were not informed at all or insufficiently, while the other half believed that they were sufficiently or very well informed about trade union activities. Almost half of the respondents are informed through social networks (35%) or directly from colleagues (12%), while all other forms of information dissemination are represented in a significantly lower percentage. This clearly indicates that in the future even more attention should be paid to communication with young people through new channels (social networks, various digital platforms, etc.).

When we take into account the percentage of uninformed people, it should come as no surprise that there is a high percentage of those who think that their trade union has done absolutely nothing significant for those they represent (21%). Contrary to that, 26.5% of respondents acknowledge the trade union's merits for the protection of social and labor rights, while another 23.5% of respondents add to this the consistent representation of workers' interests.

What is gratifying is the fact that over 35% of respondents rate work of the trade union as excellent and very good (grades 5 and 4), to which we can add 41% of those who rate it as good (grade 3).



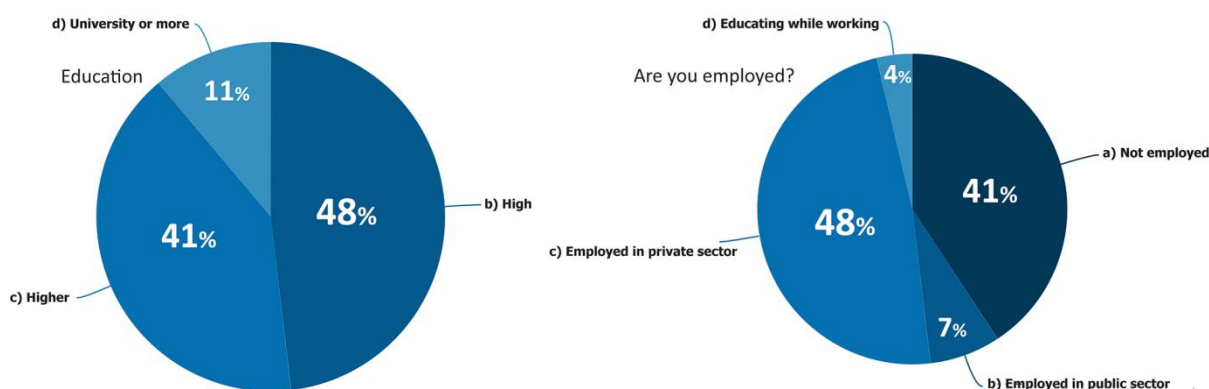
However, the following questions showed what young respondents especially lack - 85% of respondents did not have the opportunity to participate in any trade union education, while 74% of respondents believe that it would be a much-needed activity that they would personally highly value and use as motivation for further trade union engagement.

Finally, respondents gave their own opinion on the factors of importance for increasing the participation of young people in trade union activities, putting in the first place - change of image of the trade union, especially among young people (32.5%). To this should be added a larger number of activities adapted to young people (24%), as well as more intensive promotion of trade unions in places where young people gather (faculties, youth centers, etc. - 15%). The percentage of those who consider the rejuvenation of the trade union's management to be significant is certainly relevant as well - 21% of respondents.

II.6. SLOVENIA

Questionnaire on trade union activism was also filled in by members of YOUTH PLUS Trade Union from Slovenia, specific in its structure, since it gathers not only employed activists, but also high school students, students and young precarious workers. The survey was completed by 52% of male respondents, 41% of female respondents, while 7% of respondents defined themselves as "other". All respondents were in the category 18-35 years, namely 18-24 years: 30% of respondents, 25-30 years: 33% of respondents and 30-35 years: 37% of respondents, with 48% having a high school diploma and 52% having higher or high education. We point out that in relation to other trade unions, the survey was filled in by a slightly smaller number of respondents in relation to the quota set, which this trade union should certainly keep in mind when conceiving its further strategy of communication with young people.

Given the specific and diversified membership structure, following data on respondents should not be surprising: 41% of respondents are unemployed, 48% of respondents are employed in the private sector, while only 8% are employed in the public sector, such as peers from other trade unions involved from the region.



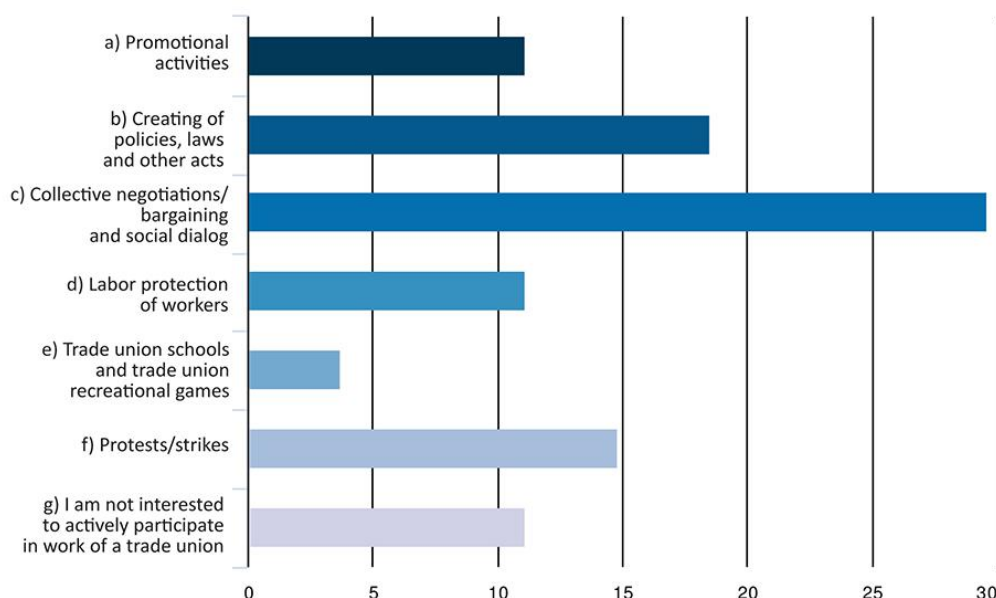
However, what is common with others is the reasons for joining the trade union - namely, 37% of respondents have joined because they believe that only united, activists can do something for themselves, to which we can add 26% of those who joined believing in the program and ideas of the trade union, as well as 15% of respondents who saw the trade union as a potential protector of their social and labor rights. Still, we can be surprised by the fact that 11% of respondents stated that they joined without question, which partner organization should certainly investigate in the upcoming period.

It is a positive fact that 78% of respondents are active in work of the trade union, as well as that 52% of respondents participate in work of one of the trade union bodies, but this should not be surprising when you consider the specific structure of the same – i.e. the fact that trade union membership consists exclusively of young people up to 35 years of age. In line with this is the fact that as many as 74% of respondents participate in decision-making processes within the trade union. Additionally, 7% of respondents have the opportunity but are not interested in participating in these processes, while only 19% of respondents state that no one has ever invited them offering them the opportunity to participate in various decision-making processes.

Despite the above positive trends, what is common with respondents from other trade unions from the region is that 78% of respondents do not devote at all or devote less than 4 hours a week to trade union activities, while there is only 11% of those who can be considered as very active, with over 12 hours dedicated to trade union activities. Main obstacle to more active participation is the lack of free time (18.5% of respondents), but also the current trade union policy, as underlined by 15% of respondents. All other answers were evenly represented among the respondents with 11% each.

Additionally, like other colleagues from the region, respondents indicate that they would be most interested in participating in collective bargaining and social dialogue (30% of respondents), and then in drafting strategic acts and other relevant documents (19% of respondents). However, what distinguishes them is the interest in participating in protests/strikes, which can certainly be related to the level of development of democratic culture in Slovenia, as a longtime member of the European Union.

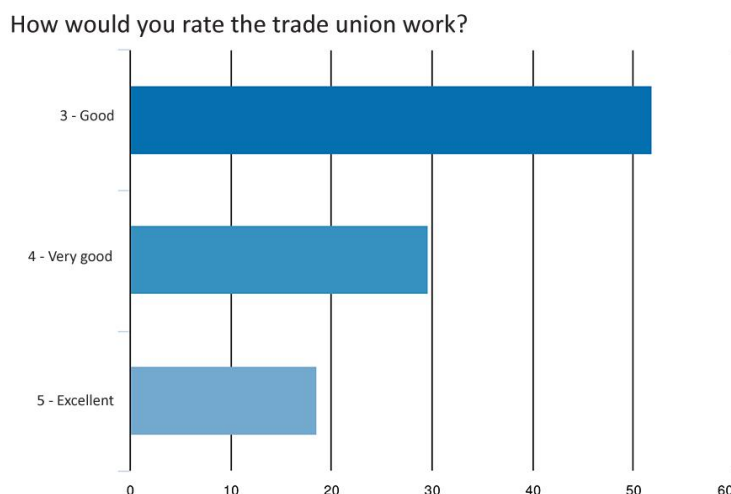
What type of trade union activities would you consider as adequate for you to engage?



Data on the level of information of young members about activities of the trade union are also positive - as many as 89% of respondents believe that they are well or very well acquainted with work of the trade union, while only 11% of respondents believe that they do not have enough information. In this regard, 30% of respondents get information at trade union meetings, and another 11% of respondents through a conversation with the president of the trade union unit. Percentage of those who are informed through social networks is also high - 22%. What should be taken as a model of good practice and presented to other trade unions in the region is a format of trade union meeting (since it is obvious that young people visit these meetings regularly and through them come to important information) - meetings are adjusted to other obligations of young people (in terms of place and time), they are interactive, and young people are often invited to suggest topics and express their thoughts on various planned trade union actions.

Young respondents are generally satisfied with work of their trade union and consider following to be its greatest success: 30% of respondents state the protection of social and

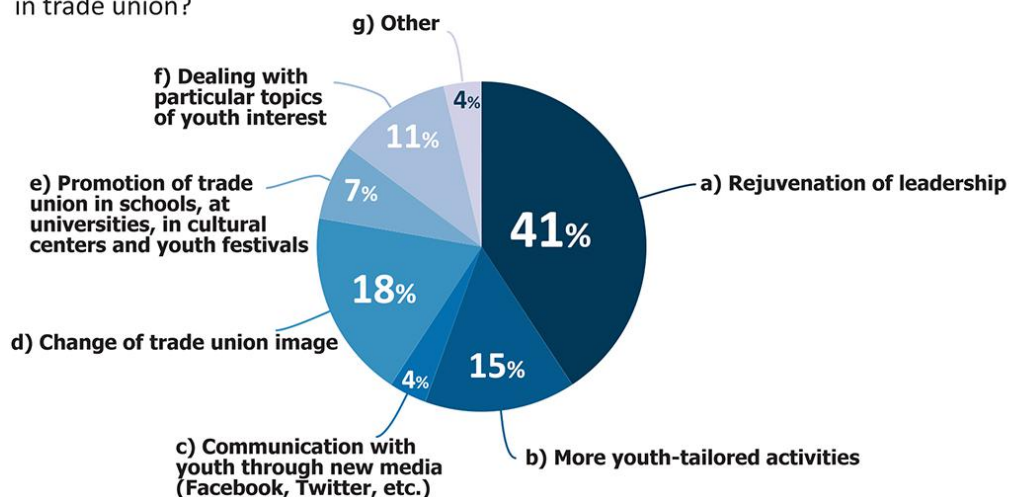
labor rights of young people, 26% indicate the role of trade union in the fight for higher wages, while 19% consider consistency in representing membership interests. All this influenced almost half of the respondents to evaluate work of the trade union with an excellent or very good grade, to which can be added 52% of the respondents who rated it with an average grade of 3 (good). It is important to note that there were no respondents who rated work of the trade union lower than this.



Compared to other trade unions from the region, a significant number of respondents participated in trade union education/thematic trainings - as many as 67%. That is why we should be satisfied with the high percentage of those who point out the importance of additional education, at the same time considering it as one of ways to activate a higher number of young people - 82% of respondents. This is a proof that trade union education leaves a significant mark in the lives of young participants, and that it is useful for their further professional and personal development.

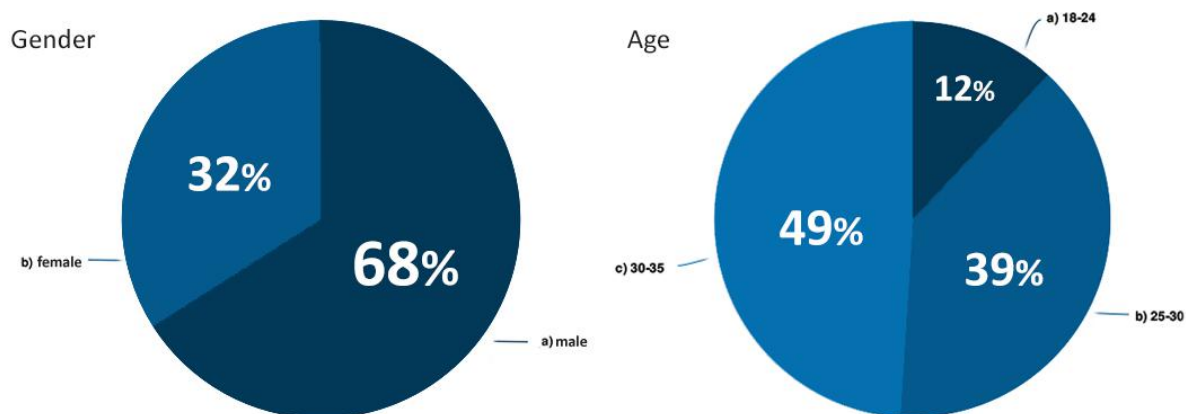
In addition to non-formal education, young respondents believe that the following factors would contribute to activation of young people: rejuvenation of management (42% of respondents), change of the trade union image, especially among young people (18.5% of respondents) and implementation of more activities dedicated precisely to young people (youth-friendly).

What change do you consider to be the most valuable for increasing youth participation in trade union?



II.7. ALBANIA

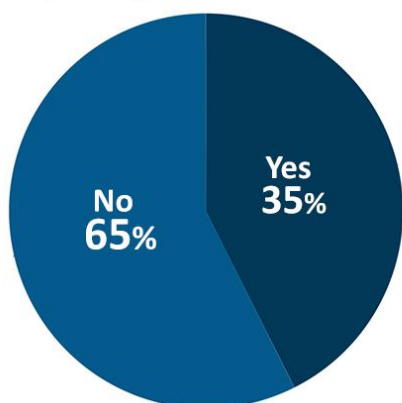
Young trade union activists from Albania do not differ to much from their peers from the region. Survey was completed by 68% of male respondents and 32% of female respondents, while most of them are 25-35 years old - 88%, which is linked with the end of schooling and joining the trade union membership, as 78% of respondents have higher or high education. Survey was completed by young people employed in the public sector.



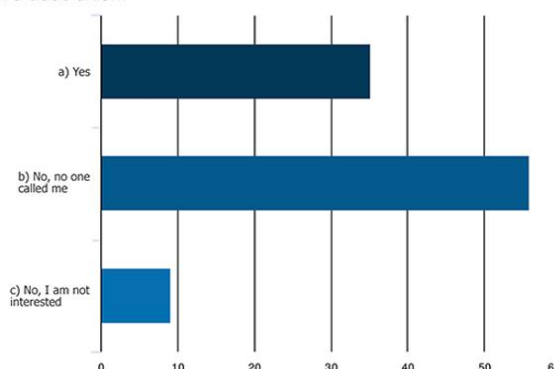
Young Albanians are trade union members because they believe that only united they can fight for their rights, which is what 37% of them think, while those who decided to take this step because their labor rights were endangered (15%) are also represented. Even in Albania, trade union benefits, such as paying for goods and/or services in installments, are no longer a key reason for joining a trade union, as only 8% of respondents opted for this answer.

However, as in most of the other countries, young people are not active in the trade union - 65% of them, which is due to the fact that as many as 68% of respondents are not engaged in trade union bodies, and the biggest reason for inactivity is that no one invited them to participate in decision making - 55% of them opted for this answer. Since research shows us that young people are waiting for an invitation, the blame for inactivity has to be shared - young people should take the initiative, and trade unions should encourage them to do so. 70% of them spend less than four hours or no time at all in the work of the trade union, and the answers to further questions in the survey could help the trade unions in the process of involving young people into their work.

Do you actively participate in trade union work?



Have you ever participated in work and decision making processes in a trade union?



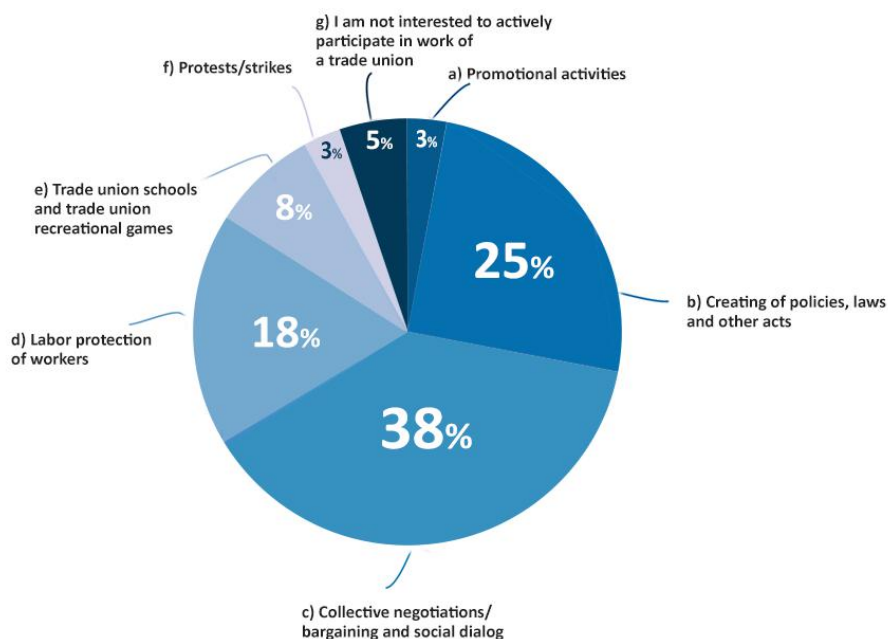
Name
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young
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want
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(18%),

believe that they are insufficiently informed and that they are not addressed in the right way (13%), and the education is what they also point out as a factor that would make them more involved in trade union work (21%). There are also those who do not want to get involved within the trade union at all, but that is only 5% of the respondents.

Young people in Albania would also like to negotiate, 38% of them opted for this answer to the question about type of activity that would lead them to engage. Participation in the drafting of laws and other acts attracts 25% of respondents, while labor and legal protection of workers has been selected by 18% of respondents. Sports games are not so popular among young people and only 8% of them opted for this type of activity.

In terms of information, young people are moderately informed about work of the trade union (55%) and most of them get information through the president of their trade union unit (40%), which means that communication must be improved and directed to modern channels, because only 9% of respondents are using the internet to get information about trade union work.

What type of trade union activities would you consider as adequate for you to engage?

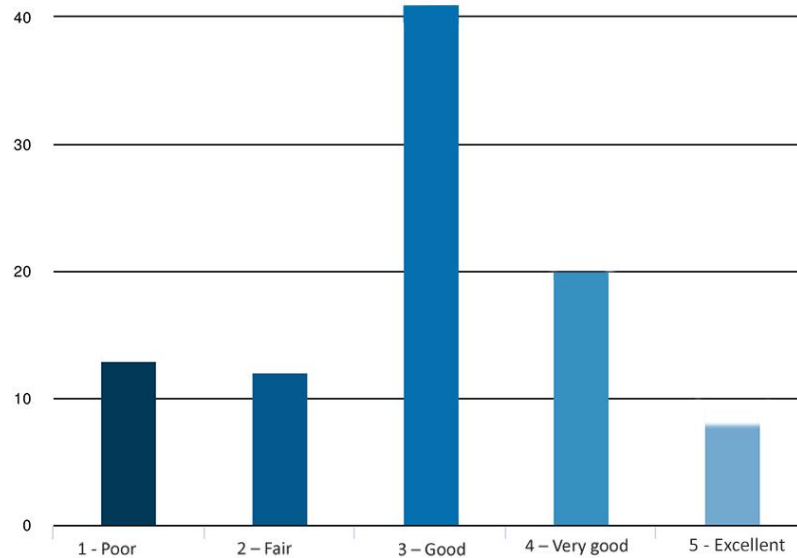


As the greatest success of the trade union, respondents point out consistency in representing the interests of employees (27%), then the successful protection of social and labor rights (21%), but also the increase in labor price (14%), which does not differ much from peers from other countries.

However, the fact that they expect a much better performance is also shown by general assessment of work of the trade union, evaluated with grade 3 - good (41%). 20% of respondents gave a very good grade, and only 8% consider the work of the trade union as excellent.

Young people want to be educated and that is what they are asking from the trade union, 91% of them state that trainings are what would contribute in their greater engagement, and only 38% of them have had the opportunity to attend some organized education so far.

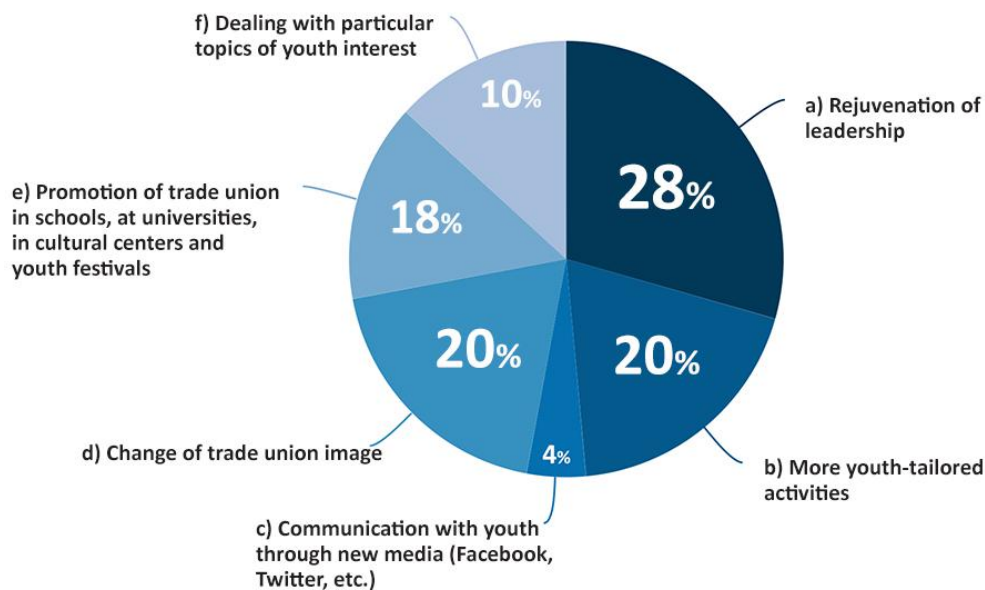
How would you rate the trade union work?



Young people believe that the trade union should change its image (20%) and include more activities tailored to young people's needs (20%). Also, a high percentage of respondents believe that the trade union should be promoted in high schools, and then in colleges as well (18%).

Additionally dealing with changes that would affect greater youth participation, 10% of respondents cite as significant - the organization of a number of activities proposed by young people themselves, while another 28% add to this - rejuvenation of management. 4% of respondents believe that the change in terms of image should be focused on more intense usage of digital tools, both for education and information.

What change do you consider to be the most valuable for increasing youth participation in trade union?



II.8. REGIONAL CROSS-SECTION

Based on the results obtained from the research, following conclusions were drawn and underlined as important for regional perspective:

- common for all respondents is that they have joined trade union membership for ideological reasons, and not for sporadic and individual benefits that may arise from it;
- however, in order to increase the involvement of young people, partner organizations must consider the rejuvenation of management, a larger number of activities tailored to young people (both in terms of topics and format), as well as changing the image of trade union(s) in wider audience;
- young respondents are not sufficiently familiar with the concept of "trade union activism", which directly reflects on their interest for participation in decision-making processes, as well as on their inability to become part of them;
- in addition, young people are oriented towards new ways of communication (through social networks and digital platforms), and trade unions should pay more attention to developing a strategy for communication with young people (both with current and future trade union members);
- young people highly value all activities related to their non-formal education, aware of its importance for personal and social development, and trade unions in the future must have developed their educational plans for membership in order to offer more quality content to young people;
- trade unions should also keep in mind that the interest of current generations of young people is less for the forms of gathering such as traditional trade union games, and that the focus is on smaller gatherings such as seminars, trainings and/or study visits;
- young respondents from EU countries are familiar with the concept of protest/strike as a form of expression of dissatisfaction and/or attitude on a particular issue, and use it more often from their peers from other potential member states, which can be explained by lower level of democratic culture and fear of retaliation to participate in any of such activities.

III PARTNERS ON THE PROJECT

III.1. DEVELOPMENT CENTER FOR YOUTH, SERBIA

Development Center for Youth (DC Youth) is a citizens' association established in 2014 with the intention to gather youth and other stakeholder groups of importance from all over the country and be active in the field of human rights education. It operates in the areas of youth policy, development of the civil society and activism, and it is aimed at:

- promotion of systematic and organized informal education for young people and general population about human rights and responsibilities and the importance of active participation in the society;
- work on programs of support to achieve and improve the mobility of young people (both internal and external);
- work on improvement of awareness, knowledge and information of young people about different social processes of importance (with a special focus on children and youth from rural areas and vulnerable groups);
- establishing communication and networking of young people from Serbia with their peers in the region and wider.

At the end of 2017, the organization has adopted 5-year Plan of development (underlining main directions and targets in terms of improvement of organizational capacities), along with the Action plan for 2018-2020, defining the main thematic focuses for the next period. Following 3 topics were listed as organizational priorities for the above-mentioned period:

- role of sport in social development and fight against negative phenomena in and through sports;
- participation of young people in public and political life of the community, with a focus on young women and vulnerable groups of youth;
- Human Rights on the Internet (Internet Governance).

The organization consists of a core five-member project team, 10 external experts from different fields and a network of 100 volunteers throughout the country. It has established partnership with 24 organizations region-wide, through signed Memorandums of Understanding, including the cooperation with different municipalities, trade union units, educational and sports institutions and media. From 2015, it has a regional Memorandum of Cooperation signed with 17 organizations from Bosnia and Herzegovina, Montenegro and Macedonia, on joint acting in the field of human rights education through sport, as well as national Protocol of Cooperation with 6 organizations from different parts of Serbia in relation to the same topic (from 2017). Furthermore, DC Youth is member of the European movement against hate speech online, which is gathering more than 1000 youth organizations from all over Europe at the moments – NHSM (No Hate Speech Movement), initiated by the Council of Europe.

Most of the activities of DC Youth are based on non-formal education methods, mainly on development and strengthening the network of peer educators and their further acting in

local communities they are coming from (through workshops, local actions, researches, advocacy initiatives, etc.).

In the period 2014-2017, DC Youth initiated and successfully implemented 13 different projects (3 of them being directly linked with the topic of sport in the function of social development), supported by national and international donors representing different sectors, such as the Ministry of Labor, Employment, Social and Veterans Affairs, European Youth Foundation of the Council of Europe, Erste bank, municipalities of Raška, Bečej and Veliko Gradište, and many others. 2018 has started with 2 grants approved in the capacity of the applicant and 1 grant approved in the capacity of the official partner.

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<http://razvojnacentarzamlade.org.rs/>

III.2. TRADE UNION CENTRE FOR TRAINING AND EDUCATION, NORTH MACEDONIA

Trade union Centre for Education and Training Skopje (SCEO) is a non – governmental citizens' association founded to advocate, promote and protect basic workers' and human rights, the rights of marginalized groups and the freedom to create better living and working conditions for citizens. Main goals of SCEO are workers' education and training; improving the labor market conditions, educating citizens, helping marginalized groups find job; strengthening citizens' awareness of all aspects of discrimination and the mechanisms for protecting their rights, raising awareness of democracy, European integration and the values of an open civil society.

It has a 4-member project team, it is affiliated with experts from various fields and 35 volunteers in all of the regions in North Macedonia. SCEO is also in close contact with trade unions and trade union federations in country and in the Balkan region.

From its foundation the main focus of SCEO was to educate young TU activists. For this purpose and having in mind that the problems of young people are similar throughout the region, SCEO has signed cooperation protocol with few other NGOs from the region with similar goals.

zdruzeniesceo@gmail.com
<https://www.facebook.com/sceoskopje/>

III.3. TRADE UNION EDUCATION CENTER, REPUBLIKA SRPSKA, BIH

Trade Union Education Center (SEC) was established as a voluntary, non-governmental and non-profit association of citizens focused on activities for the improvement, protection and promotion of all segments of the society and citizens' rights; strengthening the position and role of the society and civil organizations in the protection of basic human rights, minority

rights and freedoms; creating better living and working conditions for citizens; education and training of citizens to be active participants in the processes of planning, adoption and implementation of decisions at national and international level.

Work of SEC builds on 21-year-long tradition of the Trade Union of Administration (whose capacities are available to it), and considers as its primary target group almost 7,000 workers who are members of the union. SEC has initiated and participated in a number of activities of importance to workers, basing its work on the rights of women and youth. In addition, it is in the process of proposing ideas to the Council of Europe's European Youth Foundation and the Western Balkans Fund, expanding the network of regional and European partners.

office@seccentar.org

<http://www.seccentar.org>

III.4. COSMO, MONTENEGRO

Montenegrin Organization for Youth Independence and Mobility (COSMO) is established at the beginning of the 2017 and it is advocating for social empowerment of young people by promoting volunteerism, youth work and enhancement of the quality of non-formal education.

COSMO is actively working on improvement of the preconditions for development of youth activities by encouraging young people to actively participate in all areas of the society. Members of the team are licensed youth activists who raise awareness of the importance of youth activism and youth policy. COSMO has carried out numerous projects aiming to improve the position of youth in local communities and to overcome their problems. In cooperation with Roma organizations, significant work has been done in combating hate speech and reducing the ethnic distance. COSMO has partnered with organizations from country and the region to work on enhancing the quality of youth policies.

cosmo.nvo@gmail.com

<https://www.facebook.com/pg/nvocosmo/>

III.5. UNITED SOCIETIES OF BALKANS – U.S.B.

United Societies of Balkans – U.S.B. is a non-governmental, non-profit organization, founded in 2008 in Thessaloniki. It has been involved in more than 1,500 projects and coordinated 300 youth and other projects.

The organization has a very rich experience in organizing international activities. Therefore, it has developed a very diverse and rich experience in youth work, having worked in different topics that have advanced its expertise in human rights education, intercultural learning, gender related issues, new media techniques, entrepreneurship, ecology and many more.

U.S.B. envisions a global, inclusive society, where all citizens will contribute equally to the formation of a world with fewer prejudices, discrimination and other forms of injustice. Some of the aims of U.S.B. are: to promote the values of volunteerism, active citizenship and democracy for the creation of a better future for European youth; to empower youth, by providing education, following formal and non-formal methods, information and experience; to promote human rights, solidarity and respect for diversity.

In 2018 the organization has established Balkan Heart hub.

info@usbngo.gr

<https://www.usbngo.gr/>

<http://www.balkanheart.org/>

III.6. TRADE UNION YOUTH PLUS, SLOVENIA

Trade union Youth Plus is a trade union for students, pupils and young unemployed people (up to 35 years) and young precarious workers. It protects their rights and interests and spread awareness of the importance of trade-unionism and labor struggle among youth. The organization was formed in 2011 and has around 1,550 members 15-35 years old (most of the members are under 30 years). Currently it has 3 employees and 15 activists.

It is its own legal entity and since 2014 with the official status of youth organization working in the public interest in Slovenian youth sector. The organization is involved in several governmental groups and structures on different topics, working with different ministries, government representatives and stakeholders. This gives it crucial position not only in the field of youth employment but also in shaping of youth policies on a national level.

The organization is affiliated with Association of Free Trade unions of Slovenia (ZSSS), the biggest trade union association in the country. It is also present at the European level as a representative of the ZSSS in the European trade union confederation Youth committee. They are actively involved in youth policy in the Slovenian and European scope.

One of the biggest successes is that Youth Plus managed to ban unpaid internships in Slovenian public sector. The organization has carried out over 300 workshops and lectures, hundreds of individual counseling and it has been active partner in the Economic and Social Council (dealing with topics that affect young people), the Council of the Government Office for Youth and it has been a part of creating the Youth guarantee scheme in Slovenia from the very beginning.

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<https://www.mladiplus.si/>

IV RESEARCH COORDINATOR

Siniša Čerketa (1973) is graduated ing. of forestry, Faculty of Forestry, University of Banja Luka.

Currently employed in the Trade Union of Administration of Republika Srpska, on the position of vice-president and coordinator for trade union project activities (from 2018 till now).

From 2007 to 2018, he has been working in the Republic Institute for Statistics of Republika Srpska as a senior expert associate. He has a certificate of Statistics Swedish in "Survey Methodology" for use of modern statistical methods as the foundation for survey taking. In addition, Siniša is an expert for SPSS and SAS advanced and professional software application that is used to aggregate view and analyze statistical data.

He also has EnvIS "The Project cycle management level C terming certificate" and ECDL European Computer Diver License. Excellent knowledge of programs for filming and production of video material. Fluency in English (C1 level).

From 2018, engaged in work of Trade Union Education Center, non-governmental organization with primarily focus on non-formal education of young workers, on the position of program coordinator. As such, already coordinated 5 projects supported by the European Youth Foundation and Youth Department of the Council of Europe, as well as the European Commission.

Organizer, trainer and participant on more than 50 trainings on the topics of project preparation and project cycle management, public advocacy and lobbying, public and media appearance, PR and strategic communication, social dialogue, as well as EU integration process and role of candidate countries within it.