

The background is a vibrant blue watercolor wash. In the center, there is a dark blue silhouette of a person's head and shoulders, facing forward. The text is overlaid on this background.

# RIGHTS AT WORK WORK ON RIGHTS

ACHIEVEMENTS AND RECOMMENDATIONS



# INTRODUCTION

**Development Center for Youth Belgrade coordinated the consortium consisted of youth, trade union and educational organizations from Serbia, Bosnia and Herzegovina, North Macedonia, Montenegro, Croatia and Slovakia in implementation of the project „Rights at Work, Work on Rights“.**

**Aim of the project was to make a comprehensive analysis on youth awareness of their rights in work environment, and then to launch a series of educational activities among young workers through peer education, as well as a wider campaign aimed at informing young people how to protect their rights and promote them among peers.**



# INTRODUCTION

**We have started from the premise that work satisfaction consists an important part of overall life satisfaction of young individual, at the same time believing that a satisfied young worker is the most productive one, and with intention to contribute jointly to establishment of a work environment tailored to the young person's needs.**



# INTRODUCTION

**Project has been implemented from December 1, 2018 till November 30, 2019 in partnership of:**

- **Development Center for Youth**
- **Trade Union of Administration of the Republic of Serbia**
- **Trade Union of Administration of Republika Srpska**
- **Trade Union of Administration and Judiciary of Montenegro**
- **Trade Union of UPOZ of North Macedonia**
- **Center for Advanced Studies of SEE - University of Rijeka**
- **Trade Union Education Center from Banja Luka**
- **Coalition of Youth Organizations SEGA from Prilep**
- **Budva Foundation**
- **YouthWatch from Bratislava**



# INTRODUCTION

**Project has been implemented with the support of the European Union through the European Commission's Erasmus+ program: Capacity Building in the field of youth/Western Balkan Window.**

**Despite the number of actors directly involved, coordinator maintained regular communication and managed to have 5 live meetings of consortium members during the process, and active daily online communication introduced from the very beginning.**

**However, regardless the fact that minimum requirements from partners have been set and respected, additional engagement depended on individual interest and commitment to the topic.**



# ACTIVITIES

**Initial one has been KICK-OFF MEETING of the consortium, taking place on December 12-13, 2018 in Belgrade, Serbia.**





# ACTIVITIES

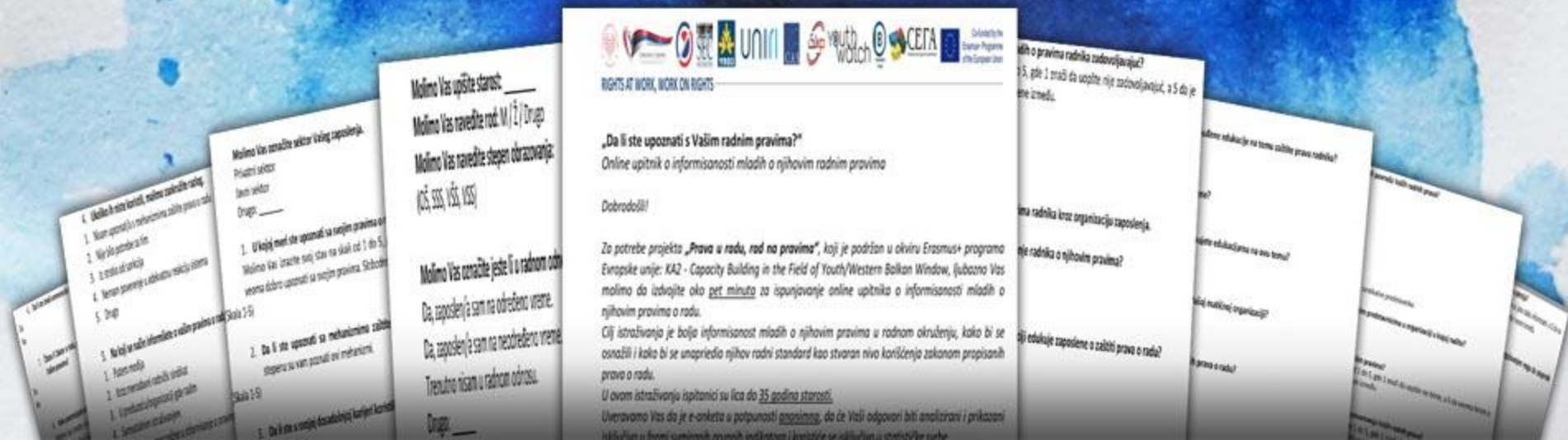
**Apart from focusing on project visuals and activity to follow – research among the target group (young persons employed in public administration in countries involved), consortium members have also signed the Declaration on Cooperation on the project “Rights at Work, Work on Rights”, confirming their willingness to contribute to project implementation and demonstrating their awareness of rights and responsibilities arising from the project.**

**Also, DEVELOPMENT OF JOINT WEB PLATFORM has been agreed, aimed at improvement of project visibility and communicating the project content to wider population.**



# ACTIVITIES

**Activity to follow has been a RESEARCH “Are You Familiar with Your Labor Rights” aimed to make proper analysis in countries involved on level of youth information in relation to their rights in work environment, phenomena endangering them and available mechanisms of protection (January – March 2019).**





# ACTIVITIES

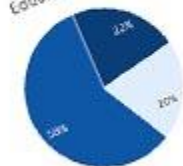
**Focus of the research was put on young people under the age of 35, employed in public administration. Research was carried out by the Center for Advanced Studies of South East Europe of the University of Rijeka, with the support of the trade unions of administration and justice involved in the project implementation.**

**As a result, apart from national reports, we also got a regional overview, examining also the differences between EU and non-EU countries, and this material served for tailoring educational and informative activities in continuation.**

Demography

Gender

Education





# ACTIVITIES

**Another MEETING OF THE CONSORTIUM followed on April 8-9, 2019 with the aim to present and elaborate research results, using them as additional information in preparation of next activities.**





# ACTIVITIES

**Apart from the fact that present consortium members gained joint understanding of the situation in the field of labor rights of youth, this meeting was also excellent opportunity to discuss programmatic and logistic details of the training for peer educators to follow.**

**Training has been scheduled for end of May 2019, in Bratislava, Slovakia and joint decision on trainers' team has been made.**



# ACTIVITIES

**TRAINING FOR PEER EDUCATORS** was held in Bratislava, Slovakia on May 20-25, 2019. Participants in the training were young trade union activists from trade unions involved as partners, along with the representatives of partner organizations from Croatia and Slovakia. 36 young persons overall obtained knowledge, information and skills to act as peer educators for the topic of labor rights of youth.



# ACTIVITIES





# ACTIVITIES

**With the leadership from the team of experienced trainers, participants have thoroughly learned about:**

- 1) the rights of youth, with the emphasis on protecting their own labor rights, and**
- 2) concrete exercises and tools that will be used in their further work with young people – starting from planned peer workshops in countries involved.**

**After the training, third consortium meeting has followed, aimed at evaluation of results and preparation of the steps to follow, with the focus on local activities.**





# ACTIVITIES

**LOCAL ACTIVITIES – PEER WORKSHOPS** have been conducted in the period **June-August 2019** and beyond in countries involved by trained peer educators.



# ACTIVITIES

**More than 40 different presentational activities have been carried out, with average of 12-15 people each, some of them even in setting that was not planned within the project, which represented “added value” (here we refer to workshops held in Bulgaria and Slovenia, aimed at both presentation of the project topics and spreading the network partners interested for the topic).**

**Some 600 young people learnt more on their rights arising from work relationship, phenomena endangering them and available mechanisms on protection and was given a possibility to exchange experience from their own work environment.**



# ACTIVITIES

**Peer educators gathered on Mountain Zlatibor at the end of August for the CONSULTATIVE MEETING, to share impressions from the workshops they have conducted in period June-August 2019.**

**During the meeting it has been noted the low level of awareness of young people about what the labor rights are at all, how to use and protect them, and it has been emphasized that young people are especially interested in getting acquainted with the concept of mobbing, considering it as the greatest threat to a stable working environment nowadays.**





# ACTIVITIES

**In addition, it was concluded that thanks to these workshops, many young people learned for the first time when they were entitled to use days off, how the overtime work should be treated, what was a prohibited behavior in working environment, and some of them for the first time realistically perceived the role of trade unions in protecting labor rights and work on strengthening the position of young people in working environment.**

**Furthermore, a selection of the most important messages that young educators have considered important for further transmission to peers has been made, and the videos have been prepared. Details of the promotional campaign to follow have been determined on the fourth meeting of the consortium.**



# ACTIVITIES

**In period September-November 2019, a MEDIA CAMPAIGN has followed in all countries involved.**

**It included promotion of prepared video material (central spot and 10 video clips offering answers to the most common questions and misconceptions regarding labor rights of young workers) on social networks of project partners and beyond, TV hosting and announcements in traditional and social media; development and presentation of expressive web animation and project informative brochure; dissemination of info material during street actions, etc.**



# ACTIVITIES

**During the campaign, partners achieved:**

- ✓ **75 appearances in traditional media (including TV, online and printed versions) and**
- ✓ **305 announcements on social media – on the basis of measurable indicators,**
- ✓ **it is calculated that more than 3,5 million people from all over the region have had a chance to hear and learn on project topics and activities.**

# HASHTAGS

**#ERASMUSPLUS, #RIGHTSATWORK, #WORKONRIGHTS, #DC YOUTH,  
#PRAVAURADU\_RADNAPRAVIMA, #RCZAMLADE,  
#BUDI\_I\_TI\_DIO\_NAS, #STVARNOVAZNO**



# FINAL CONFERENCE

**It took place on November 29, 2019 in Belgrade, Serbia, gathering more than 60 representatives of youth organizations, trade unions, educational sector and institutions dealing with the issue of labor rights of youth, as well as international partners (embassies and organizations) interested for the topic.**



# FINAL CONFERENCE

**Aim of the conference has been to present to wider audience the results of the project:**

- ✓ **findings from the conducted research "Are you familiar with your labor rights",**
- ✓ **brochure "Labor rights of young people, negative phenomena endangering them and available mechanisms of protection",**
- ✓ **video material with frequently asked questions and answers on youth labor rights,**
- ✓ **a set of recommendations for further action by the various structures dealing with the topic.**



# FINAL CONFERENCE

**Also, the conference has been directed toward contributing to bringing together various actors involved in the project topic, encouraging their joint action in the future.**

**Fifth meeting of consortium took place right after the Conference, giving a space to consortium members to exchange their views on project implementation, evaluate what has been achieved and start preparing project final reports.**



# FINAL CONFERENCE





# MAIN RESULTS

**1,200**

**YOUNG  
EMPLOYEES**

**from the public  
sector of  
countries involved  
participated in the  
research activities  
aimed at situation  
analysis related to  
youth labor rights**

**36**

**YOUNG TRADE  
UNION  
ACTIVISTS**

**equipped with  
knowledge and  
skills to act as  
peer educators  
on the topic of  
labor rights of  
youth, how to  
promote and  
protect them**

**40**

**WORKSHOPS  
CONDUCTED**

**in countries  
involved,  
introducing topic  
deeper into  
community, with  
the focus on  
young employees**



# MAIN RESULTS

**3,5**

**MILLION**

**PEOPLE OF**

**DIFFERENT AGE**

**from countries involved informed on project topics and activities through wide media campaign**

**600**

**YOUNG**

**EMPLOYEES**

**up to 35 years of age informed on their rights in work environment and how to protect them if endangered, making this way youth-friendly work environment**

**75**

**APPEARANCES**

**IN TRADITIONAL**

**MEDIA**

**and 305**

**appearances in social media realized during the project lifetime**



# MAIN RESULTS

- **NATIONAL REPORTS AND REGIONAL COMPARATIVE OVERVIEW** prepared, containing presentation of statistic data obtained, main conclusions and recommendations for further acting in relation to the topic
- **PRECISE FOLLOW UP PLAN** prepared, containing presentation of statistic data obtained, main conclusions and recommendations for further acting in relation to the topic



# MAIN RESULTS

PREPARED AS MAIN OUTCOMES OF THE PROJECT

- **Conclusions and recommendations from field activities**
- **10 video spots with FAQ**
- **Central video presentation**
- **brochure “Labor Rights of Youth, Phenomena Endangering Them and Available Mechanism of Protection”**
- **Web animation**



# PROJECT ADDED VALUE

- ✓ **Preparatory meeting of the consortium hosted by Development Center for Youth after completing necessary procedures for signing the contract with EACEA, aimed at proper preparation for activities to follow once the project officially starts (October 12-14, 2018)**
- ✓ **Comprehensive and dynamic web presentation of the project prepared, aimed at dissemination of main project results – [www.pravauradu.org](http://www.pravauradu.org)**





# PROJECT ADDED VALUE

- ✓ **Additional workshops held in Bulgaria and Slovenia, with the aim of spreading the partnership network for continuation of the process**
- ✓ **3-day training on project cycle management conducted, in order to additionally raise capacities of consortium members for future processes to take place.**





# LESSONS LEARNT

## **External acting:**

- **Next steps require involvement of another stakeholder of relevance – official institutions in charge of topics in project portfolio (youth, labor rights) from all levels, if we want visible progress to be made**
- **Project results should be sent to relevant international and European networks covering the project topics, to support their proper promotion and dissemination – establishing partnership with number of networks can significantly increase the project impact**



# LESSONS LEARNT

- **Partners should not limit themselves to young employees from public sector – same need for information and education is present in other sectors as well (as commented by young people during the project)**
- **Partners should not limit their acting on region and closer European countries – next step should involve countries that could serve as “good-practice example” when it comes to labor rights of youth (Scandinavian ones, for example)**



# LESSONS LEARNT

- **Partners have been advised to start with informing young people significantly before they enter their first employment relationship – these are the information they should get before ending the faculty or even in a high school in specific format adjusted to age of the target group**
- **In addition, partners should link with National Employment Offices and make their informative material available for users of their services as well**



# LESSONS LEARNT

## **Internal acting:**

- **Partners should constantly work on their capacity building and strengthening the network of partners on different levels, improving their own human capital with new expertise and contacts**
- **Partners should improve their contacts with media and other stakeholders of relevance even if no common project is currently implemented**



# ERASMUS+

## **How is it managed?**

**The European Commission, DG Education and Culture, is in charge of the policies related to the field of education, training and youth.**

**The actions of the Erasmus+ programme are divided into decentralized and centralized actions. The decentralized actions are managed in each programme country by national agencies that are appointed by their national authorities.**

**The centralized actions are managed at a European level by the Education, Audiovisual and Culture Executive Agency (EACEA) located in Brussels. EACEA is in charge of the complete life-cycle management of projects, from the promotion to the programme. The analysis of the projects' and programme's results.**

**For more information visit EACEA website:  
[https://eacea.ec.europa.eu/homepage\\_en](https://eacea.ec.europa.eu/homepage_en)**



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