

Grupa "Hajde da..." - "Hajde da..."

Annual Report 2007



General info on "Hajde da..." Group

"Hajde da..." ("Let's...") Group commenced with its work in spring of 1999. It was registered as an NGO in November of the same year. The Group has been formed and operates out of the strong need of its members to be proactive in the society and time they live in.

Mission of the "Hajde da..." Group is to *facilitate the empowerment of individuals for the full development of their personal capacities, to contribute to harmonious relations with others, to learn from diversity and to encourage active participation in the creation of a more humane society.*

Our **aims** are:

- Support of young people in becoming active citizens through non-formal education, advocacy, networking and engagement in European youth programs
- Active and on-going contribution to peace-building and creation of more humane society through peace education, intercultural learning and promotion of human rights
- Empowerment of individuals to develop their personal potentials and productive human relations through psychosocial support and counseling
- Affirmation of non-formal education through implementation of training programs and promotion at national, regional and European level
- Promotion of civil society values through multimedia production and publishing
- Development of strategy and programs for self-sustainability and human resources of "Hajde da..." Group"

Although During past 8 years many of Organizations' goals have been achieved, there is still a lot to be done in the way of implementation of our **vision**, which is a society fully respecting human dignity and supporting development of free, responsible and active individuals.

"Hajde da..." Group operates through the three partially independent program departments:

- Department for Active Youth Participation
- Department for Intercultural Learning
- Training Centre

Therefore, these are to be the main thematic chapters, this Report will contain.

Department for Active Youth Participation

Mission of this department is to create social prerequisites and to empower young people to be active citizens. It **targets** representatives of youth NGOs and

organizations that work for and with youngsters, striving to network stakeholder groups from all three sectors: public, civil and corporate. **Main activities** within this department include: trainings and non-formal education, disseminating information, counseling in the field of European youth programs, and supporting cross-sectoral cooperation.

To Know To Participate



Participation of young people in the democratic life of any country, region or locality is about more than voting every few years. Therefore it is crucial that young people are encouraged and supported to participate in associative life in their communities. In order to achieve that and to have full support from local government officials, our project **supported emerging young leaders** from **Leskovac** and **Kragujevac**, by educating them in the field of democratic citizenship and empowering them to realize local community action in close partnership with representatives of their local governments. Important aspect of the project was to ensure that young leaders have open path to work closely with their elected officials from local governments. Hence, at the same time, we **educated two groups of local government officials**, one in each town, and animated them to be more open, responsive and inclusive for young people's needs, problems and actions. We also organized a **study visit to Indjija**, as an example of successful municipality, in order to give fresh perspective and insight on how local government can create concrete mechanisms for youth/citizens participation and give ideas to both young leaders and local government officials on how they can transfer the success models in their own communities. The two groups (including youngsters and representatives of local governments from the two towns) gathered together in Banja Vrujci, at the **Forum of Ideas**, to jointly generate ideas for cooperative actions in their local communities.

To Know To Participate project was financially supported by Olof Palme International Center, and realized in cooperation with Municipality of New Belgrade, NGO Tango from Kragujevac and People's Parliament from Leskovac.

Youth in Action!

This project aims to **develop capacities of young people** (representatives of NGOs and political parties, as well as those who are not directly engaged in social actions) to initiate and undertake community-based projects and dedicate themselves to community causes. Furthermore, it will serve to **share and promote good**



practices of youth activism and their impact on local community.

Youth in Action project represents continuation of an educational model on youth participation and leadership development, that was for the first time launched by "Hajde da..." Group in 2004. The model comprises educational and empowerment workshops (treating issues such as: democracy and democratic system, participation on local level, active citizenship, leadership and group work, project development etc.), followed by actions, planned and realized by youngsters, in their local communities. Youngsters are also thought how to establish and maintain contacts with relevant individuals, institutions, organizations and companies that might be their supporters, how to lobby and advocate, negotiate, raise funds and sponsorships etc.

32 youngsters from **New Belgrade** and **Kraljevo** participated in Youth in Action project this year.

Project was financially supported by Balkan Trust for Democracy and realized in cooperation with Municipality of New Belgrade and NGO KVar, from Kraljevo.



Youth in Action!

Core activity of this project was a **training module on CSR**, that was multiplied in **Belgrade, Novi Sad** and **Nis**. It was a 2 day intensive training course – "CSR Serving Youth Activism" – aimed to develop abilities of 15 young leaders/ managers/ coordinators from youth groups or NGOs, on how to forge partnerships with businesses (corporate social responsibility) and local authorities (participation in decision making, budgeting etc.).

Moreover, there were the **three presentations** about corporate social responsibility **in local branches of Serbian Chamber of Commerce**, one in each of targeted towns. Participants of presentations were members of local business sector, as our aim was to motivate them to manage their business more ethically while improving the quality of life of young people. Presentations were given by managers from business sector, accompanied by one "Hajde da..." Group's trainer.

Finally, all along duration of the project, promotional activities were going on, aiming to raise awareness of representatives of business sector and youth NGOs about importance and possibilities of creation of social partnerships between them. Promotional materials were distributed to representatives of businesses, media, local authorities and youth NGOs.

The project lasted for 6 months. It was financially supported by Democracy Commission Small Grants, US Embassy in Serbia. We realized it in cooperation with NGO Protecta from Nis, and Centar za omladinski rad from Novi Sad.

European Commission's Youth in Action

European Voluntary Service (EVS)

"Hajde da..." Group took part in three EVS projects, in two of them being hosting and in the third one – sending organization.

Our volunteer, **Ms. Svetlana Jovic**, has been hosted by **French organization "Centre D'animation MJC"**, for 10 months (until September 2007).

At the same time, "Hajde da..." Group has hosted **Mr. Laszlo Milutinovits, coming from "Pillar" Foundation, from Hungary**. Laszlo was in our organization for 6 months (until June 2007).

Afterwards, we hosted **Ms. Andreja Pavlin, from Youth Centre Brezice, from Slovenia**, who again was with us for 6 months (until January 2008).

All three projects were successful, assessed by both volunteers and sending and hosting organizations that were involved. Projects offered bunch of opportunities for volunteers to gain new knowledge and skills, participate in everyday lives of their hosting organizations, as well as to initiate their own activities.



Youth Exchanges

"Hajde da..." Group was one of partner organizations for the two international youth exchanges: **Bringing Europe Everywhere 1 and 2**. Both of the exchanges encountered youngsters from Macedonia, Austria, Serbia, Bosnia and Herzegovina.



The first one of the exchanges took place in Macedonia, whilst the second one happened in Austria, as the follow-up to the first one. "Bringing Europe Everywhere" tended to provide an intercultural environment for less privileged youth, living in rural areas. The variety of activities during the exchanges, were expected to contribute to the participants' understanding of the European context, in which they live, and the meaning of common European citizenship.

Trainings

In December 2007, Ohrid, Macedonia, there was a pilot training course – "**Be Creative**" – organized, by BCYF. "Hajde da..." Group was one of partner organizations. It was attended by 30 young people from 10 countries from the region. Training aimed to promote the ideas and philosophy of the youth entrepreneurship and scale up the efforts that have already been made in the region.

Activities of Contact Point

Financially supported by SALTO-Youth SEE Resource Center, and in cooperation with NGO Centar za omladinski rad from Novi Sad and NGO Protecta from Nis, "Hajde da..." Group has realized the project "**Serbia And Europe Together Through Programme Youth In Action**". Within this activity we have organized **the tree trainings** about European Commission's Youth in Action Programme (in Belgrade, Nis and Novi Sad). We have also translated the publication "**Paths to International Cooperation in the youth field**" into Serbian language (<http://www.salto-youth.net/see/>).



Department for Intercultural Learning

This department aims to build understanding, respect and positive approach to diversities. Its **mission** is to foster true admiration for diversities and equal opportunities in society. **Activities** within this department (trainings, researches, publishing, media promotions, advocating) again **target** those who work with and for young people.

Treasure Hunt

During Jun 2007, group of young people participated in tri-modular training course – "**Treasure Hunt – A Cross-border Youth Search for Values of Multiculturalism**". This international event took place in three cities / countries:

Serbia (Belgrade), Bosnia and Herzegovina (Zenica) and Croatia (Osijek). Youngsters came from **7 participating countries**: Bosnia and Herzegovina, Croatia, Macedonia, Hungary, Slovakia, Austria and Serbia. They saw and heard a lot of things, and kept notes and pictures they made about their experience. During their training they wrote diaries, made interviews with each other (at the end of every module) and made pictures of most interesting moments. All these can be seen in the final document, that came out from the event: http://www.hajdeda.org.yu/08_download/Treasure_Hunt_training_document.pdf.

This project was financially supported by European Youth Foundation, and was realized in cooperation with the following organizations: Independent (Bosnia and Herzegovina), Youth Centre Osijek (Croatia), Center for Prevention of Juvenile Delinquency (Macedonia), Keric (Slovakia), Pillar Foundation (Hungary) and Interkulturelles Zentrum (Austria).

Training Course on Human Rights Education



In August 2007, in Banja Vrujci, "Hajdeda..." Group has organized a training course on **Human Rights Education with Young People**, for those who work with youngsters in formal-educational institutions (Civic Education teachers) and youth NGOs. Council of Europe supports this

kind of trainings on national level, in all European countries that have their national edition of the COMPASS Manual.

The training encountered 20 participants, from all over Serbia. **Overall aim** of the training was to build participants' competences (knowledge, skills, attitudes) and foster their motivation for planning and realizing human rights educational activities with young people in formal and non-formal educational context in Serbia.

Training methodology was based on educational principles built in COMPASS – Manual for Human Rights Education With Young People.

This training course was also an opportunity to promote Serbian edition of the COMPASS Manual.

Serbian Edition of COMPASS



COMPASS presents background concepts essential to Human Rights Education (HRE), as well as practical activities and methods for being used in schools and non-formal educational (NFE) contexts. The manual provides an opportunity for those venturing into HRE, to explore the themes in a manner that is creative, involves young people and is, in itself, HRE. It also provides youth leaders, teachers, educators, professionals and volunteers with concrete ideas to motivate, engage and involve young people to take action for human rights in their own way, in their own community.

Since its launching, COMPASS was translated in 22 languages. "Hajdeda..." Group signed an exclusive copy-right agreement with Council of Europe, to be an editing and publishing organization in Serbia. Serbian edition of COMPASS is the **23rd national edition of this Manual**.

Serbian edition of COMPASS was **officially launched on International Peace Day**, September 21st, 2007. Amongst the others, guest speakers on the launching event were Ms. Antje Rothmund, Executive Director of European Youth Centre Budapest, and Ms. Ivana Kovacevic, on behalf of Ministry of Youth and Sports of Republic of Serbia. Other participants of this event were representatives of governmental institutions, NGOs, donors and media.

Printing of Serbian edition of COMPASS was financially supported by Council of Europe and Department for Human and Minority Rights of Republic of Serbia, while its launching was also supported by British Council Serbia and Fund for Open Society.

It's So Unfair!

Primary **target group** of this project are: teachers, professors, experts (pedagogues, psychologists) and other teaching-staff, whilst the second one are children aged 9 to 12, for whom the animated series is meant.

Project **aimed** at enhancing participants' knowledge on social phenomena, such as: prejudices, discrimination, violence, tolerance and cooperation, and improving their skills to use animated material as a supplementary educational tool, that contributes to sensitizing children to recognize the aforementioned phenomena in their immediate surroundings and develop constructive responses upon those. The ultimate **project goal** was to decrease incidence of violent acts and discrimination, especially in school context.

As the first step, teacher-participants have attended a **training module** (that lasted for two and a half days). This was followed by **running workshops with children**; there are 6 workshops in total, and each one is followed by one episode of the animated series "It's So Unfair!". In this phase, teachers' work was **supervised** by "Hajde da..." Group's trainers. **Final project event** was organized at very end of the project, in Municipality of Vracar premises.

Partners on the project were primary schools "Sinisa Nikolajevic", "Dusan Dugalic", "Vladislav Ribnikar" and "Svetozar Markovic", and the project was financially supported by Municipality of Vracar.

"It's So Unfair!" Teacher Training was **accredited by Ministry of Education** of Republic of Serbia, and recommended as a non-formal educational program for professional development of teaching staff.



Youth, Sport, Action!

Within the international project "Youth, Sport, Action!", "Hajde da..." Group has realized another initiative entitled "It's Your Turn!". Young participants, coming from numerous local NGOs (Association of Students With Disabilities, VelikiMali, White Cane, etc.) have created a publication containing inclusive games for children and youngsters. With this initiative, we want to promote values of inclusion and equality,

as well as to promote importance that playing has for personal and social development of each individual. Our partners on this project were youngsters from Youth Center Knowsley, UK. Cooperating with them, youngsters from Serbia have also had an opportunity for intercultural learning.

This project was financially supported by British Council, whilst printing the publication was also financed by European Youth Foundation.

Final project report can be found at:

http://www.hajdeda.org.yu/08_download/ysa_final%20report.pdf.



Alphabet of Tolerance – Teacher Traini



In December 2007, «Hajde da...» Group has started a new round of teacher trainings for the «**Alphabet of Tolerance**» Program. It is now implemented in the four regions:

Municipality of Bujanovac (primary schools «Branko Radicevic» and «Muharem Kadriu»); Municipality of Vranje (primary schools «Vuk Karadžic» and «Radoje Domanovic»); Municipality of Alibunar (primary schools «2. oktobar», «Bratstvo i jedinstvo» and «1. maj»); Municipality of Bosilegrad (primary school «Georgi Dimitrov»).

The **trainings** will last until the end of March 2008, and will be followed by **teachers running workshops with children**. The manual that was developed within this Program has so far

been translated into Romanian, Bulgarian, Albanian and Hungarian language.

At the end of the Program (in June 2008), there will be **school actions** realized in each of communities, aiming to promote values that underlie this Program: cooperation, mutual tolerance and respecting diversities.





Training Centre



“Hajde da...” Group’s Training Center is consisted of **32 trainers** who are highly experienced in designing and running training activities, on local, regional and European level. Trainers from our pool work in non-governmental, governmental and business sector. We do both open-call and tailor-

made/in house trainings.

Our **methodology** comprises various working forms and techniques, is interactive and based on the principles of experiential learning. While working, we respect everyone’s individuality, promote the values that form also mission and vision of “Hajde da...” Group, and try to continuously develop ourselves and to keep up with current European trends in the field of non-formal education.

Unlike other activities realized by “Hajde da...” Group, that are strongly tied to certain projects and funded by local and international donors, Training Center functions semi-independently and is one of organization’s strategies for self-sustainability.

The first training of the **Tolerance Through Local Participation** project sub-group aimed to build up inter-ethnic regional sub-project group, develop common understanding of key notions (such as tolerance, active participation), collect ideas for future sub-project(s), develop sub-project idea(s), using the Youth in Action application form and to set cornerstones for the future of sub-project(s).

Open Call Trainings

This type of training activities is organized and open for all individuals who want to get personally and professionally empowered. They aim to improve competences (meaning – knowledge, skills and attitudes) of the attendees, in regard with particular topic of the training.

Within the previous period, "Hajde da..." Group realized this kind of trainings in the two thematic fields:

- **Communication skills**
- **Group work methodology**

Both courses were attended by some 20 participants, with different educational and professional background.



"Hajde da..." Group is continuously open to deliver tailor-made training activities for interested groups.

Organizational Development

Strategic Planning



Members of "Hajde da..." Group have initiated and participated in process of strategic planning for the upcoming period, entitled "**Rethink, Reload, Restart**". So far, we have passed two phases, reconsidered organizational vision, mission, core values, strategic goals, membership, work of the three program departments, and all the other key pillars.

We have also mapped all the contacts and resource persons we have in all three sectors, which is to help further organizational development.

What comes up in the next few months is finalizing the strategic document.

The Next Generation

As one of the key priorities for the upcoming period, we have marked recruiting process i.e. **rejuvenating of "Hajde da..." Group**. Therefore, we are actively head-hunting for volunteers and experts who would like to get involved in our organizational activities. So far, we have established cooperation with three persons, who are at the probation, for the moment.

The last time, when new members got included in "Hajde da..." Group as at 2002.



Support to NGO Sustainability in Serbia

The project named **"The Support to NGO sustainability in Serbia: Applying the Slovakian Experience in the Corporate Social Responsibility Sector"** is financed by the Foreign Affairs Ministry of the Republic of Slovakia, via the program for development assistance of the Slovakian government (SlovakAid), and is realized by the Pontis Foundation from Bratislava; SMart Kolektiv is the leading local partner in the project, which will be taking place from January 2007 to September 2008.

This project is a contribution to a long-term strategic collaboration of the two sectors, with the accent on developing one of the key CSR aspects: business investments in the local community through the long-term cooperation with NGOs.

One of the aims of this project is to improve cooperation between the two sectors.

This was, concretely, to be exemplified in connecting 12 NGOs and 5 companies, as well as the Serbian media – although indirectly – which will contribute to creating

constructive conditions for attaining the sustainable development of local communities, and especially the civil sector in Serbia. The partnerships were to be developed by the means of educational programs and awareness-raising aimed at all the stakeholders in question, the intensified dialogue among them and some common events.

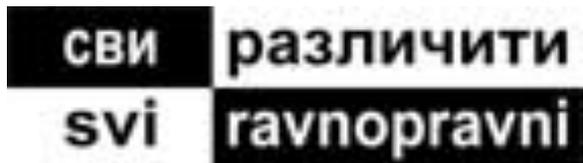


As development of self-sustainability strategy and establishing connections with representatives of corporate sector were perceived as crucial for "Hajde da..." Group, we applied to take part in this project. The two representatives of our organization were attending educational and other activities within the project, thus gaining useful competences in the field of CSR.

And More...

All Different All Equal Campaign in Serl

"All Different All Equal" is European Youth Campaign for Diversities, Human Rights and Participation. It was initiated by Council of Europe and its member states, in 1995. The next round was launched in June of 2006 with a wider focus – fighting all forms of intolerance and discrimination, and including larger number of countries.



"Hajde da..." Group has its **representative in the National Campaign Committee** – official body that leads the Campaign of the national level. Our organization has been actively participating in all events that have been organized within the Campaign in Serbia. Moreover, most of our projects have been branded by the Campaign logo, as they were promoting Campaign values.

For more information, please visit <http://svirazliciti-sviravnopravni.net> for Campaign in Serbia or <http://alldifferent-allequal.info> for Campaign on European level.

youthNET Creative Partnerships



Overall idea of this project is to enhance regional cooperation and networking of NGOs in SEE region, and increase their capacities to take the lead in European Commission's "Youth in Action" Programme, while offering the support of, and the exchange with, NGOs from EU countries.

It is planned that project will last for three years. "youthNET – Creative Partnerships" will work in three regional sub-project groups,

that will be composed out of neighboring countries in SEE combined with participants from EU countries. Sub-projects will deal with topics such as: tolerance through local participation, art and culture, and environment.

The project initially gathers **partners from 11 European countries**, but is open for new-coming organizations and innovative ideas and initiatives. "Hajde da..." Group is one of partner organizations.

Summit on Non-formal Learning

As a follow up to the "Non-Formal Education in Europe – A Step towards Integration of Serbia into the Common European Educational Space", a project that has been implemented during 2005/06, representatives of "Hajde da..." Group visited **Estonia (July 17th-22nd, 2007)** and participated into the **Summit On Non-Formal Learning**. The event was organized and financially supported by Estonian National Agency for European Commission's "Youth in Action" Programme.

Sixteen participants coming from Estonia, Croatia, Belgium and Serbia gathered together, aiming to exchange experiences and examples of good practices in their prior work on non-formal education recognition, define possible future steps in the field in their respective countries, and develop plans for relevant further joint actions on the European level. Participants represented CSOs, formal educational institutions, relevant European bodies, adult education institutes, youth NGOs, professional associations and so forth.



UNIQUE

UNIQUE was founded in 2007, and is a European network of training, consulting and research organizations, as well as individual experts. This network stands for life-

long learning supported by the particular potential of non-formal and informal learning approaches in order to contribute to the development of democratic and active citizenship at all levels. It provides a set of complementary knowledge and competence in consulting, training, research and evaluation based on wide experience in European Union, Council of Europe and UNESCO. UNIQUE's purpose is linking the expertise between research and practice in the field for an enhanced integrated approach to innovation and quality development in education.

UNIQUE's founders are: Pame Ambro (Italy), IKAB (Germany), Euroacción (Spain), Association of Non Formal Youth Education (Lithuania), TiPovej – Zavod za ustvarjalno družbo (Slovenia) and experts Mr. Mark Taylor (Belgium) and Helmut Fennes (Germany). "Hajde da..." Group is the only non-EU member organization in this network; membership in UNIQUE is important for our organization, as we are active in the field of promotion of non-formal education in Serbia.



United for Innovation and Quality
in Education



Financial Aspects

In 2007, "Hajde da..." Group has initiated or participated as a partner organization in more than 20 projects. The total annual budget was 166.099 EUR, as follows:

Project	Donor	Grant amount (EUR)
Alphabet of	OSCE Mission to Serbia	64.369,00
To Know To Participate	Olof Palme International Center,	27.000,00
	Municipality of Indjija	<i>in kind</i>
	Municipality of New Belgrade	<i>in kind</i>
		27.000,00
Youth in Action	Balkan Trust for Democracy	16.670,00
	Municipality of New Belgrade	<i>in kind</i>
		16.670,00
Treasure Hunt	European Youth Foundation	14.000,00

Youth in Action	Democracy Commission Small	12.630,00
COMPASS (printing)	Council of Europe	6.000,00
	Department for Human and Minority Rights	1.250,00
		7.250,00
HRE Training	Council of Europe	5.000,00
	Provincial Secretariat for Youth and Sports	375,00
		5.375,00
Youth, Sport, Action	British Council	4.750,00
Activities of "Hajde da..." Group's Training Center		4.000,00
It's So Unfair!	Municipality of Vracar	3.125,00
COMPASS (promotion)	Fund for Open Society	2.300,00
	British Council Serbia	<i>in kind</i>
	Council of Europe	<i>in kind</i>
		2.300,00
Contact Point	SALTO SEE Resource Centre	1.750,00
EVS project	European Commission	1.440,00
Youth Exchanges	European Commission	960,00
Be CreActive Training	European Commission	480,00
TOTAL:		166.099,00

Out of this total amount, cost distribution per program department is:

- Department for Active Youth Participation – 36,7%
- Department for Intercultural Learning – 60,9%
- Training Centre – 2,4%

*Prepared by Jelena Rankovic,
for "Hajde da..." Group*

Some of Our Collaborators

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SALTO-YOUTH
SOUTH EAST EUROPE
RESOURCE CENTRE



Sida



B|T|D The Balkan Trust for Democracy
A PROJECT OF THE GERMAN MARSHALL FUND



www.coe.int/youth
www.coe.int/hre



Општина Врачар



Služba za
ljudska i
manjinska
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Centar za razvoj građanskog društva

