

Solidar Suisse Programme South East Europe 2021 – 2024



Picture: Insights into the world of work:

The new Work-Based-Learning Programs at vocational schools in Peja open career prospects, Pro Skills Project, Bellino company, Peja. Photo: Solidar Suisse

Solidar Suisse

Coordinator: Syzane Baja

Address: Str. Xhevat Begolli Kompleksi banesor Qendra,
kati 4 numer 26, 30000 Pejë/Peć

Phone: +381 39 421-411

E-mail: info@solidar-suisse-kos.org

Status

Adopted 15.01.2021

Klaus Thieme, Head International Programmes



1. SUMMARY

Widespread corruption, mismanagement, and a lack of prospects, especially for young people, have increased dissatisfaction in large parts of the population of Southeast Europe in recent years. The development perspectives for the coming years depends largely on whether this dissatisfaction continues to lead to uncoordinated protests or even to increase social tensions, or whether the governments with international support succeed in addressing the needs of the dissatisfied. The Corona crisis has further increased political instability and makes a forecast of economic development almost impossible.

Uncertainty has also increased for the Swiss NGOs. SDC as our main donor has reduced its funding ratio and competition in the Swiss donations market is increasing year by year. There are only few opportunities to participate in project calls for South East Europe, especially as Swiss organisations are not eligible for most EU funding mechanisms.

The present strategy takes account of this uncertainty by setting clear thematic priorities on the one hand, while at the same time offering room for new ideas and, in particular, creating the conditions for being able to react flexibly to interesting financing opportunities.

For its size, the programme is thematically broadly based with its four lines of intervention (1) youth employability, (2) worker's rights, (3) civic participation and (4) community-based support for migrants. Nevertheless, the new regional programme South East Europe fits seamlessly into the organizational strategy of Solidar Suisse and builds on proven strengths of the current program phase.

The geographical focus of the new program is on Kosovo and, to a lesser extent, on Bosnia and Herzegovina. In Kosovo the promotion of VET education and career orientation in Peja will be extended to other municipalities in Kosovo. The successful cooperation with patient organizations within the Kosana project on the other hand, is being concluded. This is being replaced by a stronger commitment in the area of political education and the promotion of active civic participation of young Kosovars. The recently started promotion of the labour rights of Bosnian women textile workers will be extended to Kosovo if possible, while the support of migrants will most likely be limited geographically to western Bosnia and Herzegovina.

Our involvement in Serbia and other neighbouring countries of Kosovo is sought when interesting financing opportunities arise, and we can count on the cooperation of well-established partner organisations. The coordination office in Belgrade will be closed mid-2021 and the Kosovo office will be expanded into a regional office. This includes the strengthening of the support functions such as financial management, acquisition or monitoring and evaluation.

The generally strong focus on youth and the increased consideration of the needs of women and ethnic minorities should enhance the attractiveness for fundraising. The projects will be of shorter duration and the communication of success stories on the beneficiary level will be improved thanks to additional efforts in monitoring and evaluation.

The planned programme budget amounts to 2.8 Mio CHF (700'000 annually). The largest share is on youth employability (45 % of the programme budget). Civic participation and Worker's rights will have a share of 20 % each, and Community based support for Migrants 15% of the programme budget.

2. BACKGROUND AND CONTEXT

The Corona crisis has shown how quickly our daily life is turned upside down and how everything changes from one day to the next: our working life, our social contacts, even our family life. The countries of South-East Europe reacted early on to the pandemic with relatively drastic measures. Thus, despite the partially desolate state of the health systems, a medical catastrophe has so far not occurred. But the immediate consequences for the economy, health and education systems were considerable. The absence of social security systems led the weakest members of society into existential distress within a short period of time. The longer-term effects of the crisis are still difficult to foresee today. In any case, the crisis has revealed how fragile the political situation is, especially in Kosovo. A controversy over the declaration of the state of emergency within the coalition government of Vetevendosje and LDK led to a lost vote of confidence and thus to the fall of the government of Albin Kurti, who had been in office for just six weeks. Because of the coronavirus, President Thaci rejected new elections. After a long struggle, the parliament elected Avdullah Hoti as prime minister. However, the new coalition government led by LDK enjoys only limited trust among the population.

Although the economic influence of Russia, Turkey and China has increased in recent years, the EU remains the most important partner of the Western Balkan countries. Without a clear prospect of accession, however, Brussels' demands for reforms are losing traction. The Kosovo issue is directly linked to EU integration. While US diplomacy is trying to promote a solution to the Kosovo issue through an exchange of territory, the EU is divided on this. The fear is that the exchange of territories could trigger a chain reaction with unpredictable conflict potential in the entire region.

But even in the case of no major geopolitical decisions the dissatisfaction of the population is likely to grow, and resignation is spreading. The already low level of trust in governments and politics continues to dwindle in the face of sluggish reforms and widespread corruption and nepotism. Citizens participate little in the political process. Although there are persistent protest movements in several countries of the Western Balkans, the protesters often lack a common vision that would represent a real alternative to the current governments. What is lacking most of all, however, are strong civil society organisations that exert constructive influence on political decision-makers. The civil society at present does not have the capacity to voice and address the needs of the people. On the other side, Local Governments are presently not made accountable despite legal obligations, and even those with a general positive attitude towards the civil society lack knowledge on how to involve people.

Between curfews and improvised home office regulations, the economy is trying to find its way through the crisis. Bosnia and Herzegovina, Northern Macedonia and Serbia, as more industrialised countries, are struggling with collapsing supply chains. Montenegro and Albania, for their part, are struggling with a lack of tourists. Tourism accounts for around a quarter of GDP in the two countries and at least one in five employees earn their money in the industry. In early September 2020, Albanian media reported that the lack of foreign visitors is expected to cost the country about 1.3 billion Euro in revenue losses. With the collapse of remittances from abroad, the corona crisis could cause another important pillar of consumption to collapse. The economies of Kosovo (15% of GDP) and Bosnia (11% of GDP) would feel the effects of this. At the end of 2019, the forecasts for the Western Balkans were still positive and the economy should grow by an average of 3.4 percent this year. Today, forecasts resemble a look into the crystal ball. Initial IMF forecasts at least point to a rapid recovery in the region. The high unemployment rates, especially among young people, and the associated social problems however will hardly be alleviated significantly as a result. And even having a job does not automatically mean being able to live in social security. Lacking jobs and the weakness of trade unions, especially in the private sector, encourage violations of fundamental labour rights and safety regulations at the workplace. In addition, the informal economy is widespread. Working conditions are particularly worrying in the textile and construction industries. Given

the political and economic situation, it is hardly surprising that many people from South-eastern Europe do their utmost to find a brighter future in EU countries.

The younger generation in particular lacks career prospects. The curricula at vocational schools are outdated and pupils are hardly prepared at school for entering working life. In addition, the Corona crisis has caught schools on the wrong foot. Teachers and the infrastructure of the schools were massively overburdened with switching to distance learning. This is just one more proof of the fact that schools cannot keep up with technical progress and developments in the world of work. Cooperation between the education system and business and work-based learning opportunities are still exceptions.

More refugees¹ continue to arrive daily in Bosnia and Herzegovina and the number in need of humanitarian assistance has dramatically increased over the year. The majority continue to arrive overland in an irregular manner (i.e. at nonofficial border crossings) at several entry points. It is estimated that about 8,000 refugees remain in BiH in need of a range humanitarian assistance at various locations. COVID-19 has created many hardships for refugees in Bosnia and Herzegovina. The Sector for Asylum has put all first-instance asylum claim applications and the Refugee Status Determination interviews on hold until further notice. Restrictions have been placed on the freedom of movement of refugees, hindering them from accessing a variety of services, and having negative consequences on their mental health. Unaccompanied and separated children remain particularly vulnerable, especially those under 15 years of age, as their specific needs are not adequately addressed during the crisis and they are exposed to many protection risks. Additionally, gender-based violence (GBV) is a pressing issue, particularly due to social isolation during this time, leading to a need for more mitigating measures in order to effectively combat GBV during the current context.

EXPERIENCES, RESULTS AND LESSONS LEARNT

Solidar Suisse has been active in Southeast Europe for over 20 years. Solidar Suisse provided emergency aid and was involved in reconstruction after the wars in Bosnia and Kosovo, again after the flood disaster in Romania (2002), and later in Bosnia and Serbia (2014). Since the turn of the millennium, Solidar Suisse in numerous projects in Romania, Bulgaria, Northern Macedonia and Serbia has supported trade unions and promoted workers' rights and social dialogue. A second important thematic focus since 2009 has been the integration of young people into labour market with projects in Bosnia, Serbia, and Kosovo. Solidar Suisse was also involved in agricultural income and sector promotion (dairy farming) in Kosovo, as well as in supporting patient associations and their co-determination within the framework of health reform.

Solidar Suisse's current program (2017 -2020) in Southeast Europe focuses on improving youth employability, securing the rights of workers, and strengthening the voice of patients' organisations in Kosovo. The main results of the current programme phase have been:

- 600 vocational school students and young unemployed were trained in Worked based learning programs or internships
- Integration of four worked-based learning programs into the curriculum of two vocational schools in Kosovo
- In four Serbian cities, internship programs were included in public active labour market measures or received additional public funding to extend the pilot phase.

¹ The term refugees is used although not all migrants have official refugee status. Many of the migrants come from Syria, Pakistan, Afghanistan, or Iraq. Most of them want to move further towards the EU. But the number of asylum applications in Bosnia is increasing.

- Career counselling at secondary level 1 and 2 was introduced or significantly improved for 120'000 students.
- The legal advice services of the two largest trade unions in Serbia were significantly improved for 210'000 workers in the industrial sector and in the construction industry.
- The patient organizations in Kosovo supported by Solidar Suisse have become an important voice in healthcare policy. Despite a faltering reform process, improvements of obstetric services, information and treatment for diabetes patients, the support for families with autistic children, or the access to public health care for Roma Ashkali and Egyptian communities have been achieved.

Many valuable experiences have been gained in the implementation of the projects in the current phase. Evaluations and reviews have pointed out the following findings, which have been incorporated into the planning of the programme.

- Cooperation between schools and the private sector has intensified considerably thanks to the establishment of the local working groups and is seen by local actors as a key element in improving vocational training. Due to the lack of professional or sectoral associations, the commitment on the economic side is concentrated on individual companies. These training companies invest a lot of time and energy in the training of VET students. The involvement of a larger number of training companies should be aimed at - with possible consideration of appropriate incentives. This would also broaden young people's insight into the world of work.
- The choice of occupational fields for the introduction of worked-bases-learning courses was determined by the number of vacancies on the job market. The local representatives thereby focused primarily on male-dominated professions. In the future, the offer for young women must be promoted more strongly.
- The integration of young people from ethnic minorities in secondary schools is insufficient. Solidar Suisse would like to pay more attention to this aspect in the coming programme phase.
- Strengthening labour rights has been a focus of Solidar Suisse's work in South Eastern Europe for almost 20 years. The focus has been on strengthening progressive trade unions and promoting social dialogue. This approach has undoubtedly brought about many improvements for thousands of workers, for example through the conclusion of collective labour agreements or the extension of legal advice. At the same time, the contribution of Solidar Suisse's projects to these improvements was difficult to measure and prove, and the most serious violations of labour law or cases of exploitation could not be detected. In the coming phase, Solidar will therefore focus more strongly on the detection and elimination of particularly serious abuses of working conditions, particularly in sectors where the trade unions are weak.
- Over the past eight years, Solidar Suisse in Kosovo has focused its promotion of civic participation on the health reform and specifically on the introduction of a public health insurance. The "information - position - promotion" approach has proven to be very effective. However, the reform process has been blocked by the government for long periods of time, and with it the advocacy component of the project. Solidar Suisse will therefore focus its programme in this domain more strongly on the political education of young people and link it to the interventions to enhance youth employability. The aspects of gender and integration of minorities will be given special attention.

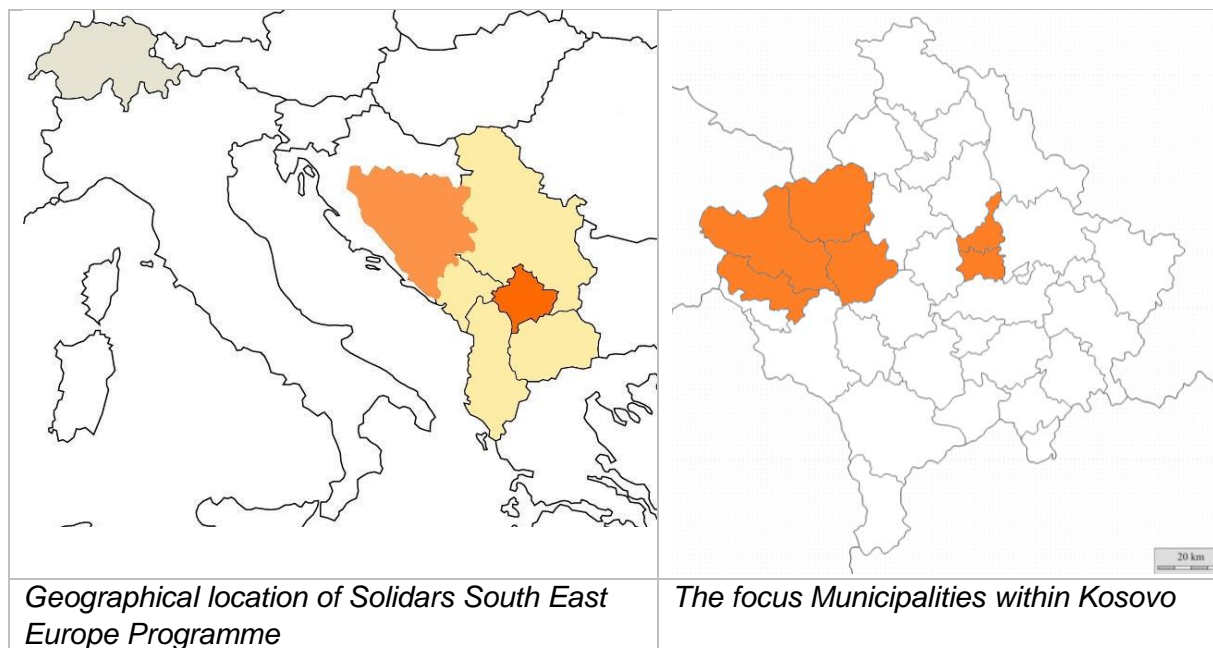
3. GEOGRAPHICAL FOCUS AND PRIORITY REGIONS

Kosovo is the geographical focus of Solidar Suisse's South Eastern Europe programme for the years 2021 -2024. In Kosovo projects will be implemented in most of the programme components and the lion's share of the SDC programme contribution will be used here. Within Kosovo, the geographical focus is on the four municipalities of Deçani Deçan, Istog Istok, Klinë Klina, and Peja Peć in the east of the country and the two municipalities Obiliq Obilić and Fushë Kosova Kosovo Polje east of the capital Pristhina. Programme activities with national scope will be also part of the programme.

In Bosnia and Herzegovina, the programme is building on the experience of the current textile workers' project 2020-2021 and the support of refugees in Una-Sana Canton.

Projects in the neighbouring countries of Kosovo (Serbia, North Macedonia, Albania and Montenegro) are being sought within the framework of cooperation with strong partner organisations and only in case of favourable financing possibilities (acquisition). Cross-border projects are also possible under these terms.

If a new Swiss Enlargement Contribution to reduce economic and social disparities in the enlarged EU opens interesting cooperation opportunities, a commitment in Romania or Bulgaria cannot be ruled out.



4. PROGRAMME GOALS AND OBJECTIVES 2020-2024

REFERENCE TO SOLIDAR STRATEGY 2020-2024

The Solidar Suisse South East Europe programme in the 2021-2024 period will mainly focus on the domains “Economy and Work”, and “Democracy and Civil Society”. Some of the planned interventions will refer to the domain “Disaster and Crisis”. The strategic priorities of the South East Europe programme refer to the following outcomes of the global impact model.

Economy & Work

Improved access to job market:

Enhancing youth employability: Promotion of work-based learning and career orientation for VET students and young unemployed with a special focus on young women.

Labour rights & social protection:

Improving working and living conditions of particularly disadvantaged workers: Support of trade unions and NGOs in uncovering particularly serious violations of labour law and in achieving improvements in working conditions through advocacy, legal advice, collective bargaining, and legislative initiatives.

Assessing proactively opportunities for building awareness among Swiss consumers for human rights violations in value-chains linked to South East Europe and increasing the human rights accountability of Swiss companies sourcing from and / or investing and operating in South East Europe.

Democracy and Civil Society

Inclusive and participatory decision making:

Promotion of active and informed participation of civil society organisations (NGOs, Trade unions or multi-stakeholder working groups) will contribute to the achievement of all programme goals in South-East Europe. Additionally, Solidar Suisse will offer to young people opportunities to practice political debate and to address their political concerns and claims vis a vis decisionmakers.

Disaster and Crises.

Meet emergency needs:

Emergency needs of refugees and asylum seekers in Bosnia and Herzegovina will be met through community-based protection and emergency response.

PROGRAMME GOALS

1 Enhancing Youth employability

The promotion of youth employability remains a priority in the programme. With improved career guidance and more work-based learning opportunities, the programme aims to contribute to the better integration of vocational school leavers and young unemployed people into the labour market. The local approach will be retained, but the successful model in Peja will be extended to the municipalities of Decan, Klina and Istog. Particular attention will be paid to young women and young people from ethnic minorities.

2 Strengthening Worker's rights

In the coming years, Solidar Suisse intends to improve the living and working conditions of particularly disadvantaged workers. To this end, working conditions in individual sectors will be examined and the bargaining power of workers, trade unions and allied NGOs will be strengthened. At programme start, Solidar Suisse will focus on the textile industry in Bosnia. Textile and construction have been identified in Kosovo as potential industries to strengthen worker's rights.

3 Increased civic participation

The increased and better-informed participation of civil society is, on the one hand, a cross cutting goal of the South-East Europe programme. Civil society players (NGOs, trade unions or multi-stakeholder working groups) make a decisive contribution to the achievement of all programme goals, which is why Solidar Suisse will strengthen these players. However, this goal also places a special focus on young people, who will be mobilised for political participation.

4 Community-based support for migrants

Solidar Suisse will strengthen the community-based support for refugees and asylum-seekers in Bosnia and Herzegovina aiming at the reduction of the vulnerability and social exclusion especially of children and their families, women, and unaccompanied and separated children (UASC).

PROGRAMME OBJECTIVES AND OUTCOMES

Objectives / outcomes to be achieved within the programme period:

Programme goals	Outcomes to be achieved
Enhancing Youth employability	<ul style="list-style-type: none">• The range of career guidance and counselling for young unemployed people, pupils and students has expanded and improved in quality• The range of work-based learning for young unemployed people and students has expanded and improved in quality• Labour market integration perspectives of participants in programme activities have considerably improved
Strengthening Worker's rights	<ul style="list-style-type: none">• Particularly serious violations of labour laws and regulations and unacceptable working conditions have been uncovered.• Access to labour law information and legal advice for vulnerable workers has improved• The capacity of workers' organisations and their allies for evidence-based bargaining has increased
Increased civic participation	<ul style="list-style-type: none">• Access to reliable and evidence-based information related to burning concerns of citizens has improved• Debate skills and Advocacy capacity of civil society organisations or individuals (young people) have improved• The dialogue between public authorities and civil society has improved
Community based support for migrants	<ul style="list-style-type: none">• Access to protective shelter and alternative psychosocial support for vulnerable migrants

5. INTERVENTION STRATEGY

APPROACHES AND INSTRUMENTS

Within its line of intervention to enhance youth employability, Solidar Suisse continues to support the expansion of work-based learning and vocational orientation to promote young professionals. In cooperation with all stakeholders involved - schools, vocational schools, the private sector, and public authorities - the aim is to institutionalize and sustainably anchor work-based learning modules and high-quality vocational orientation. To secure this local anchoring, Solidar Suisse works with a multi-stakeholder approach. A central element of this approach is the establishment of local working groups in which the authorities, schools and the private sector are represented. These working groups concretise, decide on, and accompany the programme's interventions in the areas of work-based learning and vocational orientation, inform the population about the experience gained and lobby for corresponding reforms.

A second line of intervention of the South East Europe Programme in the domain of Economy and Work is dedicated to better protecting the rights of particularly disadvantaged workers. Solidar Suisse supports NGOs and trade unions in uncovering particularly serious violations of labour law and in achieving improvements in working conditions through advocacy, legal advice, collective bargaining, and legislative initiatives. This component focuses on the textile industry. Solidar Suisse also will use campaigns to mobilise players in Switzerland (consumers, corporations, diasporas, etc.) who can influence working conditions in South East Europe, if there is an opportunity to do so. To clarify such possibilities, the supply chains will be analysed.

A new intervention in the 21-24 programme is the support of youth parliaments or youth debating clubs. Interested young people are recruited through secondary schools. In the composition of the clubs or parliaments, attention is paid to a balanced representation of young women and men, and of ethnic minorities. The youth parliaments or debating clubs are held in a first round at the municipal level and are dedicated to a given topic (probably with a link to youth employability). The participants receive information on the topic and discuss their points of view and suggestions for improvement and decide on measures in the form of small projects. The debates at community level are brought together in a joint session. The resulting political demands of the young people are then addressed to the relevant authorities. In further parliamentary sessions or debating cycles, the young people themselves will decide on the topic and collect the necessary information.

A first hurdle for political participation and co-determination is often the lack of information. Solidar Suisse would therefore like to improve access to information on political topics in the coming phase of the programme. This includes background information, but also information on the positions of the various political forces. To this end, Solidar Suisse plans to support independent student's organisations conducting neutral political online surveys and publishing simple, neutral texts on important political topics. To set up such student organisations in Kosovo and Bosnia, a cooperation with a similar Swiss student association might be established.

Solidar Suisse in Southeast Europe has gained a great deal of experience in recent years in strengthening civil society organisations. This aspect will remain a central concern in the coming phase. Solidar Suisse will therefore closely accompany its partner organisations and strengthen them in the field of information (research and surveys), position (development of position papers and policy briefs) and promotion (media relations, campaigns, or communication with authorities). Solidar Suisse will use its respective experience and know-how to acquire new projects in this area.

For the support of refugees, migrants, and asylum seekers, Solidar Suisse works together with specialized local NGOs which are closely networked on site and have the necessary experience in this area. The interventions focus on protective measures and psychosocial support for particularly vulnerable migrants. Campaigns with local journalists, as well as capacity building for health and education personnel, might be additional interventions with the aim to educate and sensitize the local population. In the course of the programme phase, links to other programme components (labour market integration or civic participation) are evaluated for this target group in the sense of a nexus approach.

6. MONITORING, EVALUATION AND LEARNING

FOCUS ON OUTCOME AND IMPACT (FOI)

The FOI concept, with its four priority areas for action (Global impact model with key indicators, systematic reporting of structural effects, impact stories and impact studies) is being implemented in South East Europe. To feed the key indicators more systematically, M&E-plans, both on the programme level as well as for every project will be developed. This will allow to keep track with progress on all levels.

The impact stories allow additional insight into projects. because they are not tied to a rigid corset of indicators. Especially unintended effects, both positive and negative, come to the surface through these stories. In addition to building up a coherent system of indicators in the corresponding M&E plans, a lot of attention is also being paid to these impact stories.

7. PROGRAMME MANAGEMENT

The coordination office in Kosovo represents Solidar Suisse in South Eastern Europe and is responsible for the implementation of the Programme 2021-2024. New staff will be recruited to meet the increasing demands in management, project implementation and support functions. In the areas of financial administration, monitoring and evaluation, acquisition and communication, the office in Kosovo is to be strengthened. The distribution of the tasks to positions and finally to staff members is the subject of the current office restructuring. The coordination office is strategically advised by the Desk Officer responsible for Southeast Europe and technically advised and supported by the responsible financial administrator from the head office in Zurich.

RISK MANAGEMENT ON THE PROGRAMME LEVEL

Risk	Risk level	Risk mitigation
Political instability in Kosovo and/or Bosnia and Herzegovina prevents or hampers programme implementation	medium-high	<ul style="list-style-type: none"> • We are not politically active in Kosovo or BiH and we do not work in politically sensitive topics • Advocacy measures will be postponed when the political agenda does not allow to address our programme topics • The political as well as the security situation is constantly monitored • In case of riots and violence, the protection of our staff is priority, we regularly update our local security plan

The Corona Pandemic imposes long-term restrictions on freedom of assembly and mobility	medium	<ul style="list-style-type: none"> • We continue with protective measures and videoconferences • For the WBL programmes new forms have to be explored where bigger assemblies of people can be prevented. • New forms of remote management have to be established especially for the set-up of the new office and the remote management of the Bosnian projects, additional resources, tools and procedures are used
The recession in the wake of the Corona crisis leads to mass redundancies in Bosnia's textile sector and the closure of WBL training companies in Peja	medium-high	<ul style="list-style-type: none"> • The project in Bosnian garment sector currently collects data on working conditions and value chains. A collapse of the industry would lead to a total replanning of the project and an intensive dialogue with EU DEL as donor. • The number of WBL training companies is still small and must be increased. If the interest of the private sector in WBL decreases, alternative forms of WBL will be explored (smaller groups) or in form of individual practical projects with individual mentoring.

8. RESOURCES AND FINANCING

BUDGET

The largest programme component is Youth employability (45 % of the programme budget). The Civic participation and Worker's rights components each receive 20 % of the programme budget, and Community based support for Migrants 15%. This distribution refers to the phase budget. The distribution of the programme budget to the four programme components can vary from year to year. Percentages may also shift based on opportunities of tenders and calls for proposals.

Distribution of the programme budget by components and domains

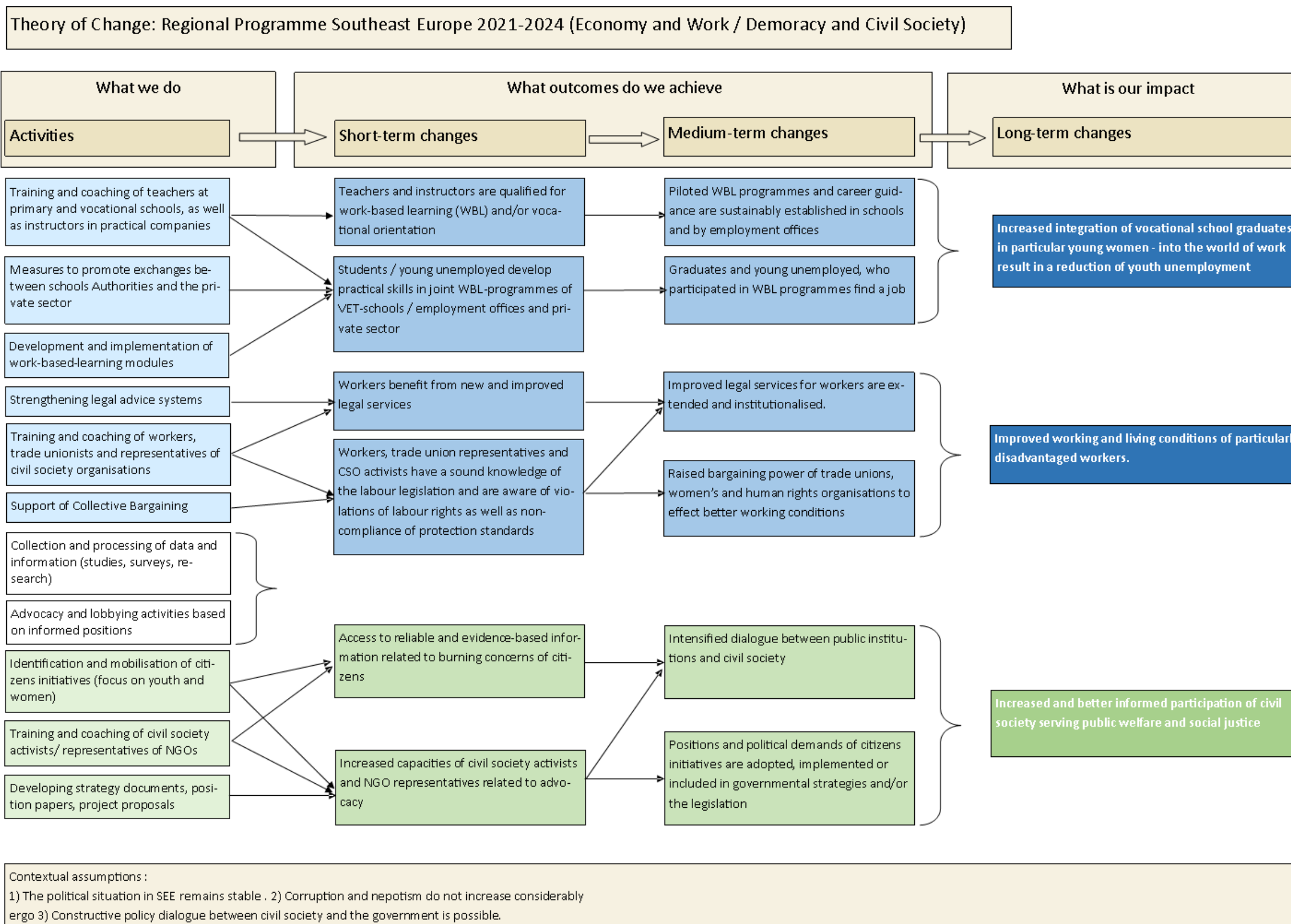
Domain	Programme Component	%
Economy and Work	Youth employability (45 %)	65 %
	Worker's rights (20 %)	
Democracy and Civil Society	Civic participation 20 %	20 %
Disaster and Crisis	Community based support for Migrants 15 %	15 %

RESOURCES

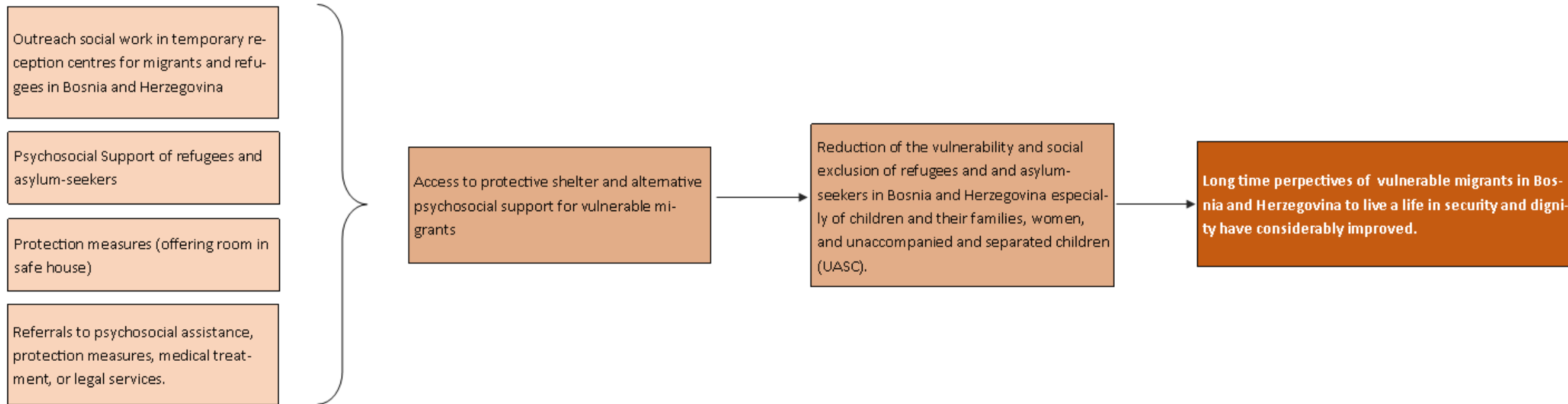
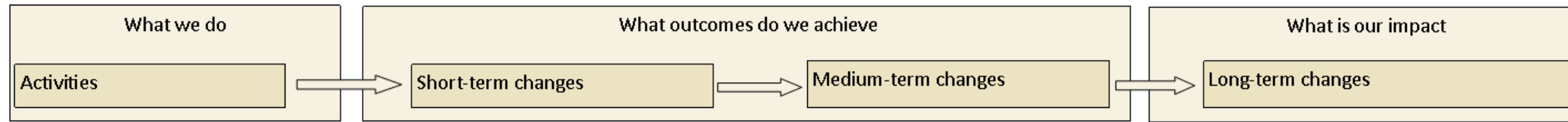
The planned programme budget amounts to 2.8 Mio CHF (700'000 annually). The budget for the new Regional Office in Kosovo is CHF 200'000 per year. The regional office will not only carry out administrative and monitoring tasks, but will also take on project activities, particularly in coaching and training.

ANNEXES

ANNEX 1: THEORY OF CHANGE



Theory of Change: Regional Programme Southeast Europe 2021-2024 (Disaster and Crises)



Contextual assumptions: 1) The political situation in Bosnia and Herzegovina remains stable . 2) Covid-19 crisis will not lead to reinforced measures against refugees. 3.) Number of refugees and asylum seekers in Bosnian TRCs do not considerably change

ANNEX 2: KEY INDICATORS

Global Key Indicators Economy and Work	Reference in Programme South East Europe
DWO 1: Number of initiatives and proposals in decent work	<p>12 policy briefs, position papers or proposals for concrete measures regarding the improvement of women workers in the textile industry in Bosnia and Herzegovina as well as other workers targeted by the programme (10 on company or municipal level 2 on entity level)</p> <p>20 policy briefs, position papers or proposals for concrete measures regarding the improvement of career orientation or work-based-learning of students or jobless youth (18 on Municipal level 2 on national level)</p>
DWO 2: Number of initiatives and proposals in decent work which are adopted	<p>6 proposed concrete measures regarding the improvement of women workers in the textile industry in Bosnia and Herzegovina as well as other workers targeted by the programme, have been endorsed by responsible authorities (5 on company or municipal level 1 on entity level)</p> <p>10 proposed concrete measures regarding the improvement of career orientation or work-based-learning of students or jobless youth, which have been endorsed by responsible authorities (9 on Municipal level 1 on national level)</p> <p>(Distinction of municipal or national level)</p>
DWO 3: Number of people in need experiencing significant improvement in social and labour protection	10'000 workers in the textile industry in Bosnia and Herzegovina as well as other workers targeted by the programme, who have experienced significant improvement in social and labour protection
DWO 6: Number of persons at the margins, integrated in the labour market	<p>200 young people, which have been supported by the programme and have found employment</p> <p>in case of VET-students, results must be combined with additional information such as previous employment rate of graduates as well as quality of jobs.</p>

DWO 7: Number of women with access to information on their labour rights and access to mechanisms to protect their rights	5'000 women workers in the textile industry in Bosnia and Herzegovina as well as other women workers targeted by the programme, who have better access to information on their labour rights and access to mechanisms to protect their rights
---	---

Global Key Indicators Democracy and Civil Society	Reference in Programme South East Europe
DAP 1: Number of initiatives and proposals brought forward in local policy and planning processes	40 policy briefs, position papers and concrete proposals developed by the young people participating in the programme
DAP 2: Number of initiatives and proposals which are endorsed by Governments	10 proposals developed by the young people participating in the programme, which have been endorsed by responsible authorities (on the municipal level)
DAP 4: Number of people with better access to information, participation, and decision making at local level	200 young people participating in the debate clubs/youth parliaments

Global Key Indicators Disaster and Crisis	Reference in Programme South East Europe
HHA.2: Number of people living in an improved shelter solution	1'000 refugees and asylum seekers in Temporary Reception centres in Bosnia, who have been supported directly or with referrals to psychosocial assistance, protection measures, medical treatment, or legal services.