



Kosovo Youth for Democracy and Peace-Building (KYDP) Project
In Three Regions of Kosova

PROJECT EVALUATION REPORT

CONDUCTED BY
PRISHTINA REA

SEPTEMBER, 2011

TABLE OF CONTENTS

EXECUTIVE SUMMARY	4
1. INTRODUCTION	Error! Bookmark not defined.
1.1.COUNTRY AND YOUTH CONTEXT	Error! Bookmark not defined.
1.2 PROGRESS IN ITS DEVELOPMENT	Error! Bookmark not defined.
2. OBJECTIVES OF THE EVALUATION.....	8
3. METHODOLOGY	10
3.1 Evaluation Methodology and Instruments	10
3.2 Desk review	14
4. PROJECT IMPLEMENTATION AND ITS APPROACH	17
4.1 Baseline study	Error! Bookmark not defined.
4.2 SPECIFIC OBJECTIVES	17
4.3 OUTPUTS.....	17
4.4 KEY RESULTS.....	17
4.5 LOCATION.....	18
4.6 SELECTION OF THE YOUTH NGOs	18
4.7 PROJECT ACTIVITIES	19
5. PROJECT OBJECTIVES	21
6. MAJOR FINDINGS, RESULTS AND LESSONS.....	25
6.1. PROJECT OUTPUTS.....	25
6.2 Focus groups	32
6.2.1 RESEARCH FINDINGS.....	32
6.2.2 BACKGROUND AND PURPOSE OF THE RESEARCH	32
6.2.3 Methodology.....	33
6.2.4 FOCUS GROUPS’ REPORT	33



6.3 REPORT ON THE SURVEY.....	42
6.4 Field interviews.....	55
7. CONCLUSIONS AND RECOMMENDATION S.....	57
Annexes:.....	63
Annex-1: Specific Questionnaires	63
Annex-2: List of Participants in Focus Group Discussions:.....	63

EXECUTIVE SUMMARY

The **purpose** of the evaluation is to allow for the measurement, assessment and analysis of the project impacts, regarding evaluation results achieved **on target groups in terms of the skills and ability enhancement, awareness and attitudes advancement**, as well as to make recommendations for future work based on lessons learned from this project. This evaluation is meant to evaluate the project activities, results and outcomes but not the financial aspect of the project.

The project “**Kosovo Youth for Democracy and Peace building**” started in January 2010, when CCG in partnership with YMCA has been granted funding by the European Commission, to target Kosovo youth from 15 to 22 years of age, coming from different ethnic communities and various municipalities throughout the country and create awareness of the basic principles of democracy and human rights, as embedded in international treaties as well as Kosovo’s constitution. Furthermore, the action strengthened **five youth-focused CSOs and 150 young people’s** skills in mediation, dialogue promotion, and conciliation of interests and the ability of pursuing a common goal in a structured, inclusive, tolerant and coherent way.

The innovative approach of this action is in giving young people opportunities to practice democracy on field and testing their practical skills and knowledge gained at trainings, by participating at competition for small actions grants. The 10 best small actions proposed by the youth teams at the competition and selected by the Evaluation Committees were granted funds for implementation of these actions in the community.

The key objective of the response strategy that CCG drafted its application upon was:

Objective 2 - Strengthening the role of civil society in promoting human rights and democratic reform, in supporting conflict prevention and in consolidating political participation and representation;

The project activities were as follows:

1. Inception phase
2. Training of Trainers (ToT) for NGO Staff
3. Development of training guide for youth trainers
4. Training sessions for young NGO members
5. Organization of a competition for small action projects
6. Implementation of small action project activities
7. Production of a manual on working with youth for democracy and human rights
8. Public Service Announcements
9. Final Roundtable
10. Monitoring and Evaluation (including baseline study)

The **Overall Objective (OO) and the Project Purpose (PP)** is consistent with the EIDHR policies and goals in the mentioned sector.

The interventions of the project are intended to assist the Kosovo civil society and youth to achieve *consolidate principles of participatory democracy and respect for human rights in Kosovo*.

The project responds to the needs of the target groups. The project responds fully to the responsibilities of the Kosovo based youth and community oriented NGO's and civil society network.

The grants provision gave young people the opportunity to practice the skills and knowledge they had gained by forming youth teams and by drafting proposals for projects on the themes of democracy and peace-building. Youth teams participated in a competition where winning teams could receive grants and twenty seven youth teams submitted project proposals for competition. Young boys and girls coming from different ethnicities and communities needed to compete and “fight” for the same interest. The youth interaction enabled them to talk together, work together, and cooperate together for the same group project goals’ accomplishments. Selected by the Evaluation Committees, ten most successful Small Action Projects such as: “Just Dance”, “Multiethnic Youth”, ”Together its possible”, “See the world through my eyes”, “Educating and Raising the Awareness consumers in Kosovo”, “Youth for a clean environment”, “Through sports we build peace and tolerance”, “Basketball Peace Tournament”, “Green school” and “The earth Resolves Around Youth” received grants in amounts of 2500E each. Those projects were implemented in their communities and contributed to involving more youth and community development in general. The staff of Prishtina REA that is contracted by CCG to conduct an evaluation of the KYDP project met those beneficiaries during the focus group sessions and they showed their high enthusiasm by being part in this project. That project included a huge number of youth in respective municipalities and influenced their attitudes toward social integration, youth development, interethnic dialogue, reconciliation and social inclusion.

During the project implementation 96% of the project beneficiaries stated that they had **initiated dialogue and reached common ground solutions** to problems related to diversity issues.

100% of the KYDP project beneficiaries /respondents consider that this project increased the youth abilities to actively participate in the society development and get engaged in their own community planning and implementation projects.

Related to the question on how much this project helped the project beneficiaries to develop their skills on leadership and conflict resolution, principles of democracy and human rights and organizational capacity and management 40% of the respondents stated that KYDP project had an excellent impact on development of Leadership and Conflict Resolution.

What was really emphasized by the institutional stakeholders was that they found it very useful, since providing them with opportunity to decide which project will be also useful for the community in general, for benefit of all people/youth and being able to community to youth and learn about their initiative. They really liked the project ideas as grass route-based initiatives, the

readiness of youth to jointly brainstorm and design their community based ideas and approach towards their needed contribution as youth teams and young leaders.

Actually, the outcomes of the project can be higher, and more sustaining initiatives can be expected, as long as a follow up of the project is to be ensured. What has been noticed not only at the participation level but also during the training and with the project proposal preparation and presentations, the differences among regions are evident, i.e. Prishtina region youth were more knowledgeable and have more opportunities in life , comparing to for example youth from Mitrovica and Prizren region, especially the youth from more rural areas. The project on its own had a **clear direction and approach**, and it brought **significantly changes, improvements and left tracks behind**. It is difficult to talk about the sustainability and follow up actions envisaged, however, youth practical experiences' share, their capacity building and networking are the best practices to be respected. For sure *there is a current need for Youth' Capacity and Institution Building and Management Skills*

The KYDP project:

- has reached its objectives and verifiable indicators,
- has been significantly relevant to the selected target groups,
- had a huge impact in the youth development of the three Kosovo regions

Additionally:

- The KYDP management staff are really dedicated and experienced towards youth management, as its key activity,
- The KYDP management staff are capable of promoting new innovative youth oriented services and advancement within their scope of engagements.

Moreover, the project,

- has increased the awareness and information about the participatory democracy and respect for human rights
- has contributed towards creating greater social cohesion and inclusion,
- has contributed towards strengthening the ability of young people in Kosovo to participate and engage in their communities' lives and building on the skills of local NGOs in giving structure to their approach to democratic principles, human rights and the reconciliation process of the country
- has increased youth ability throughout the three covered regions (Prishtina, Mitrovica and Prizren),

Recommendations:

Taking account of the resources (inter NGOs' agreements partnerships with public institutions, ToT network) that remain in each partnership location, a forecasted schedule of specific capacity-building activities for the next potential opportunities should be agreed by the leading organization and partnerships in each location as soon as possible towards designing future joint proposals or initiatives as follow up project.

Co-ordination with both CCG and YMCA and others to be maintained during the coming period of the exploring further joint follow up opportunities. Drawing on CCG experience and expertise should facilitate the drawing of pertinent lessons from the local NGO pilot experiences (regional NGO partners), while communication with CCG/YMCA should explore the possibility of support from that body for co-operation in any future similar activities towards Youth and promotion as demand driven workable strategy

2. OBJECTIVES OF THE EVALUATION

Rationale

The project “**Kosovo Youth for Democracy and Peacebuilding**” started in January 2010, when CCG in partnership with YMCA has been granted funding by the European Commission, to target Kosovo youth from 15 to 22 years of age, coming from different ethnic communities and various municipalities throughout the country and create awareness of the basic principles of democracy and human rights, as embedded in international treaties as well as Kosovo’s constitution. Furthermore, the action strengthened **five youth-focused CSOs** and **150 young people’s** skills in mediation, dialogue promotion, and conciliation of interests and the ability of pursuing a common goal in a structured, inclusive, tolerant and coherent way.



Fig.1 KYDP brochure foto

The innovative approach of this action is in giving young people opportunities to practice democracy on field and testing their practical skills and knowledge gained at trainings, by participating at competition for small actions grants. The 10 best small actions proposed by the youth teams at the competition and selected by the Evaluation Committees were granted funds for implementation of these actions in the community.

THE OVERALL OBJECTIVE

The overall objective of the action is to consolidate principles of participatory democracy and respect for human rights in Kosovo.

THE SPECIFIC OBJECTIVES OF THE ACTION

- Increasing the ability of youth in Kosovo to actively participate to society and engage in their own communities
- Facilitating integration and understanding among Kosovo youth from different ethnicities and backgrounds
- Promoting dialogue on issues of interest to the target groups and facilitate reaching common ground solutions to problems perceived as priority
- Training and supporting Kosovo NGO's in their efforts towards inclusion, respect for human rights and active engagement in society and in their ability to respond to young people's need

THE OUTPUTS OF THE PROJECT

- 13 youth leader completed Training of Trainers seminar
- 150 youth trained in participative democracy, decision-making, communication, teamwork,
- 27 youth teams created who developed project proposals for small actions
- 10 youth teams won grants for implementation of the small actions
- Manual for working with youth was published and distributed
- 2 public services announcements are produced

The **primary target group** includes Kosovo young people of diverse ethnicities between 15 and 22 years of age. The **secondary target group** includes the staff of selected Kosovo youth NGOs who participated to the planned activities and co-lead the trainings organized for the primary target group.

Final beneficiaries of the action are the communities where the action takes place, including not only programme's participants but also other members of youth NGOs, who will benefit from the action through a transfer of the knowledge from their peers. On a broader level, all the citizens of the municipalities targeted by the action shall benefit from the programme, through the implementation of the small action projects.

3. METHODOLOGY

3.1 Evaluation Methodology and Instruments

The **purpose** of the consultancy is to allow for the measurement, assessment and analysis of the impacts of the project regarding changes achieved on target groups in terms of awareness and attitudes, as well as to make recommendations for future work based on lessons learned from this project. This evaluation is meant to evaluate the project activities, results and outcomes but not the financial aspect of the project.

Our evaluation was conducted based on the following instruments which include primary and secondary research.

1. Perform **desk study** of project reports and materials, data and existing files related to project objectives:
2. Using a participatory methodology that involves key stakeholders, partners, direct and indirect beneficiaries etc and organize separate **focus group discussion meetings** with several representative participants.

With representative of **YMCA Kosova---having a 90 min meeting**, talking about the project and its expected result and the implementation cooperation, as per the project application.

- a) With representatives of Prishtina region **Public Institution rep's**, Prishtina municipality youth department representative, MCYS- youth department representative, Graçanica municipality youth department representative;
- b) Meeting with about **3 representatives of three project awards** within Prishtina region- end of II-nd week of Sept,- 90 min discussion and 15 min questionnaire filling, **the same meeting to be coordinated with other regions too, while at field**
- c) Meeting with **Trainers and assistants** (about 10), beginning of III-rd week of Sept, ,- 90 min debate and 15min questionnaire filling,. **Some of them could be met at other regions too, as per the arrangements.**
- d) Meeting with the **executive staff of the local partnering NGO's** (beginning of III-rd week of Sept), ,- 60 min debate and 15min questionnaire filling,
- e) Meeting with the indirect beneficiaries **from three regions separately** (each region having around 20 pax)< during the III-rd week of Sept), ,- about 90 min FGD and 15min questionnaire filling; **criteria's for selection of participants at the focus groups discussions per region: attending the two days seminar, being the project proposal beneficiary (direct or indirect), and preferably participating at the final roundtable.**

- f) With representatives of **Mitrovica region Public Institution rep's, -municipality youth department representatives,**

- g) With representatives of **Prizren region Public Institution rep's, Prizren, Rahovec, Shterpce-municipality youth department representatives-**

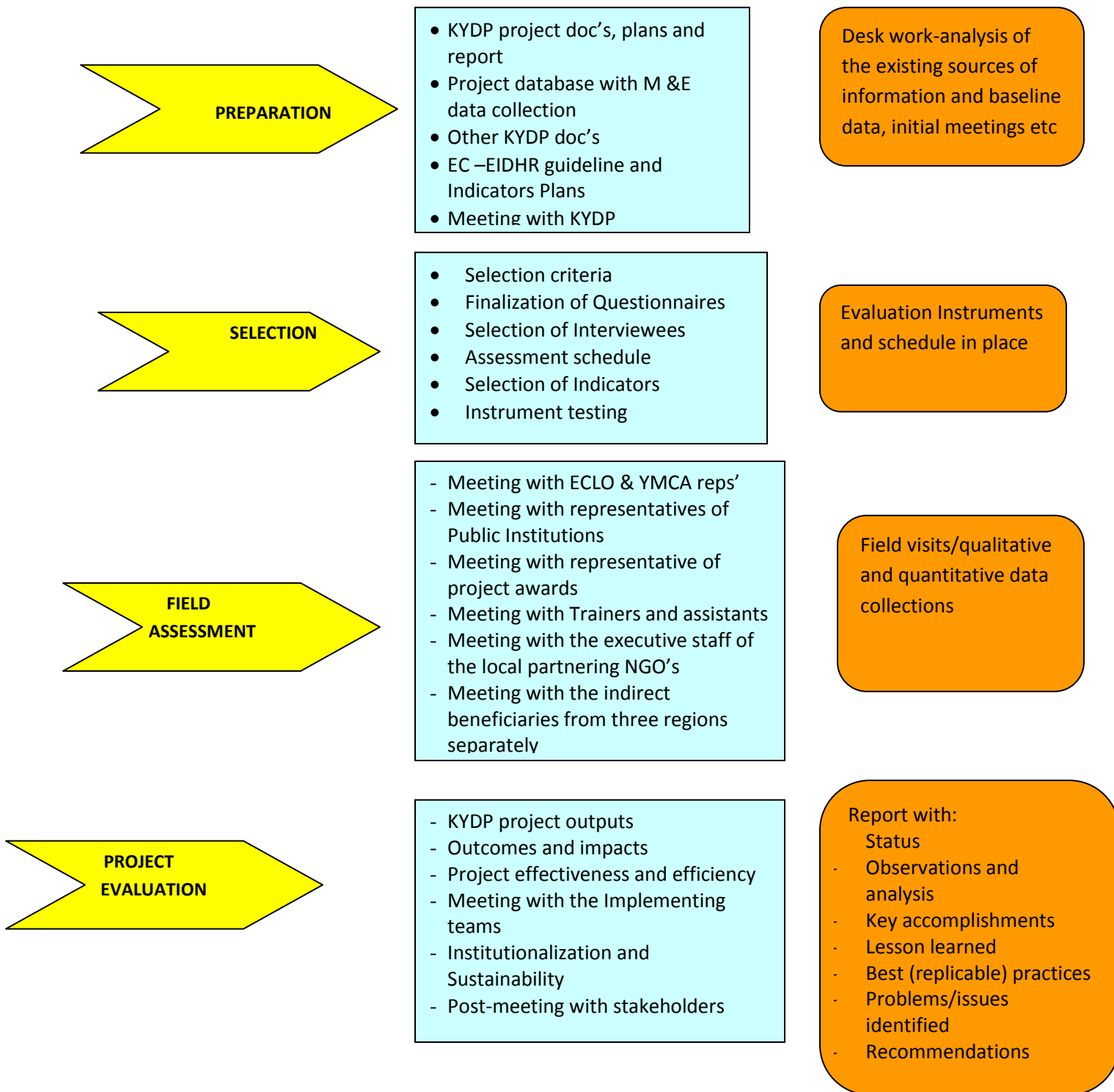
Summarizing Methodology and Instruments

Prishtina region: meeting with YMCA as project partner, meeting with Prishtina region **Public Institution rep's, Meeting with about 3 representatives of three project awards, Meeting with Trainers and assistants, Meeting with the executive staff of the local partnering NGO's, Meeting with the indirect beneficiaries from Prishtina region.**

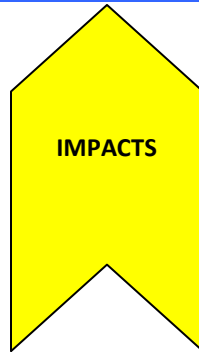
Mitrovica region: meeting with Mitrovica region **Public Institution rep's, Meeting with about 2 representative of the project awards, Meeting with Trainers and assistants, Meeting with the executive staff of the local partnering NGO's, Meeting with the indirect beneficiaries from Mitrovica region.**

Prizren Region: meeting with Prizren region **Public Institution rep's, meeting with about 3 representative of the project awards, Meeting with Trainers and assistants, Meeting with the executive staff of the local partnering NGO's, Meeting with the indirect beneficiaries from Prizren region.**

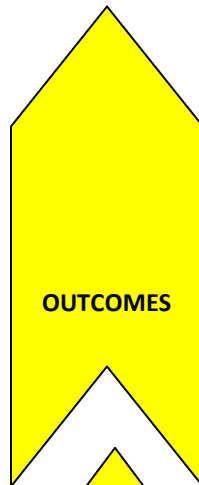
UNDERTAKEN EVALUATION METHODOLOGY



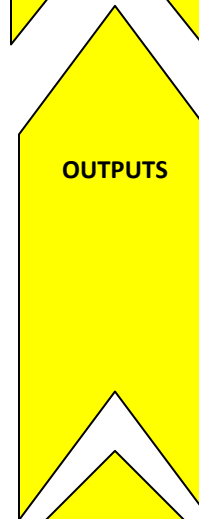
LEVELS OF EVALUATION



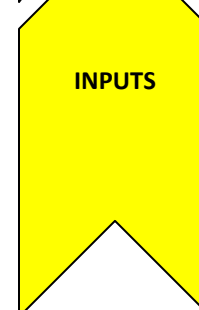
Fulfillment of Impact Indicators: evidence of increased youth understanding and knowledge towards democratic system, youth importance, behavior changes and attitudes, successful joint initiatives, community based project proposals design, leadership and institutional capacities build etc



Fulfillment of Objectives: Does Youth understand and put in practice principles and concepts of civic participation, conflict management and leadership, learnt during trainings, Does Youth participate and engage in their communities as their leadership and organization skills develop, Is a higher level of integration and of reciprocal understanding among young people achieved, Are Kosovo youth NGOs' abilities to train and assist youth in their social life strengthened as well as their capacities to promote human rights and civil participation, Is Greater cohesion achieved on promoting human rights, integration and community dialogue among Kosovo civil society and young people.



Fulfillment of Performance Indicators: evidence of ToT and training of NGO staff, evidence of Co leading of training of NGO staff, evidence of Training of Kosovo youth (135), evidence of project proposal drafted, evidence of projects implemented at the community level, evidence of the produced manual providing civil society with a structured approach to promote human rights and community dialogue among its members, evidence of the produced Public Service Announcements and then broadcasted.



Resources used in project implementation: project funding/budget (ECLC, institutions, partners, donor, community matching fund, fund leverage, grants), baseline data, staff, time, equipment, objectives and indicators, technical assistance and training, local skills, knowledge's and any other resources

3.2 Desk review

As per the project planning and technical proposal delivered, including the joint discussion between CCG project team and the evaluation team, the following documents, reports, materials, studies etc, were reviewed accordingly:

- EC- EIDHR Guidelines ,
- Summary of the Application form-project proposal delivered by CCG
- Interim Project Report
- Progress project Report
- Baseline Study
- Logic Framework
- List of Beneficiaries
- Promotion and visibility materials

Additionally to that, there were organized meeting with the project team, representatives of project partner (YMCA), the representatives from partner Institutions such as Department of Youth from MCYS, youth officers from respective municipalities from all three regions (Prishtina, Mitrovica and Prizren), and other stakeholders.

Additionally the EIDHR **area of the activity was envisaged** as follows:

- *Building towards consensus on disputed or controversial areas of policy in deeply divided societies*, by means of civil society dialogues which seek to bridge societal divides and which bring together a wide range of stakeholders to share experience and analyze common problems. Policy issues may relate, for instance, to peaceful management, mediation or resolution of conflicts, transitional justice and reconciliation, including the specific role of women in such processes, minority rights, religion and the state, land reform, and control of natural resources, in a broader perspective of strengthening democratic institutions and human rights; while, In meantime, the **KYDP specific objectives** were:

- To increase the ability of youth in Kosovo to actively participate to society and engage in their own communities;
- To facilitate integration and understanding among Kosovo youth from different ethnicities and backgrounds;
- To promote dialogue on issues of interest to the target groups and facilitate reaching common ground solutions to problems perceived as priority;
- To train and support Kosovo NGOs in their efforts toward inclusion, respect for human rights and active engagement in society and in their ability to respond to young people's needs.

Target groups:

The **primary target group** includes Kosovo young people of diverse ethnicities between 15 and 22 years of age, coming from different municipalities in Kosovo. These young people will be selected among the members of local NGOs, and will participate to the trainings to be organized at the municipal level. After the training sessions have been completed, the selected young people will take part to a competition, aiming at implementing 10 small action projects at the municipal level. Overall the number of young people targeted will amount to 135.

The **secondary target group** includes the staff of selected Kosovo youth NGOs. This group consists of around 12 people, who will participate to the project's activities and co-lead the trainings organized for the young people, members of their organizations

The **final beneficiaries** of the action will be the communities where the action will take place, including not only the young people participating to the trainings and the competition, and the staff of the selected NGOs, but also other members of youth NGOs, who will benefit from the action through a transfer of knowledge from their peers. On a broader level, all the citizens of the local communities in which the action will be implemented will benefit from the proposal, as the small action projects will be implemented

The project activities were as follows:

1. Inception phase
2. Training of Trainers (ToT) for NGO Staff
3. Production of Training Guide for youth trainings
4. Training sessions for youth
5. Organization of a competition for small action projects
6. Implementation of small action project activities
7. Production of a manual on working with youth for democracy and human rights
8. Public Service Announcements
9. Final Roundtable
10. Monitoring and Evaluation (including baseline study)

The **Overall Objective (OO) and the Project Purpose (PP)** is consistent with the EIDHR policies and goals in the mentioned sector.

The interventions of the project are intended to assist the Kosovo civil society and youth to achieve *consolidate principles of participatory democracy and respect for human rights in Kosovo*.

The project responds to the needs of the target groups. The project responds fully to the responsibilities of the Kosovo based youth and community oriented NGO's and civil society network.

There is the **project logframe**, which has been part of the application and usually used, without any changes (there was not clear indicators mentioned in the verifiable figures like in numbers or %'s etc), it was not adjusted through the phases (Inception Report, First Interim Progress Report, Progress Report). It doesn't reflect the current situation after the project report produced.

The **Logframe** has to be continuously updated as per the project flowing and activity schedule, representing the reporting and activity timing.

The Overall Objectives, Project Purpose and results are clearly presented and presenting the identified needs. Only, the follow up of these achievements is remaining for further actions if supported by any other similar scheme.

The Project Purpose are achieved (the project is over now), and there could have been high chances for some level of sustaining effects if the Youth, NGO's structures and Public support system and policies could have been more advanced.

The project managed to involve minorities on the level planned, by involving one NGO from Gracanica to be part of the collaborating NGOs. Also, the trained youth was multiethnic, with participation of Serbian and Roma you, such were the youth teams and their small projects.

Some risks and assumption were mentioned and expected to be seriously followed, like interest on the part of young people for activities promoting collaborative action and inter-ethnic tolerance, Municipal authorities show willingness to actively participate and contribute to youth program activities, even though there are some risks to be faced because of the political and social tensions that risk to escalate into violent conflicts (especially in the Mitrovicë/Mitrovica region). Nevertheless in circumstances like that there is a need for the implementation of other inter-ethnic small projects in order to practice communication, tolerance and collaboration amongst different groups coming from various communities. The KYDP project should be able to produce its sustainability draft End-Strategy and present it as integrative part of the coming (September 2011) project Final report. The preparation should be designed and agreed at least prior to the final report of the project, in order to allow enough time to the project as well as to the beneficiary. This should be helping the local NGO partners, and the public institutions to use the developed platform for similar actions, potentially be supported within their next year scheme or actions, accordingly or jointly.

4. PROJECT IMPLEMENTATION AND ITS APPROACH

The project's multidimensional approach started with a baseline study to continue with determining the general and specific activities for the project implementation.

4.2 SPECIFIC OBJECTIVES

- To increase the ability of Kosovo youth to actively participate to society and engage in their communities;
- To facilitate integration and understanding among Kosovo youth from different ethnicities and backgrounds;
- To promote dialogue on issues of interest to the target groups and facilitate reaching common ground solutions to problems perceived as priority;
- To train and support Kosovo NGOs in their efforts toward inclusion, respect for human rights and active engagement in society and in their ability to respond to young people's needs.

4.3 OUTPUTS

- 12 NGO leaders trained on ToT
- A Manual (Guide) for youth trainings was produced by CCG with input from the youth trainers,
- 150 Kosovo youth trained;
- 10 projects – small grants implemented at the community level,
- 700 copies of brochures distributed;
- 1 manual is produced to provide civil society with a structured approach to promote human rights and community dialogue among its members,
- 2 PSAs are produced and broadcasted.

4.4 KEY RESULTS

- Youth understand and put in practice principles and concepts of civic participation, conflict management and leadership, learnt during trainings;
- Youth engage in their communities as their leadership and organization skills develop;
- A higher level of integration and of reciprocal understanding among young people is achieved;

- Kosovo youth NGOs' abilities to train and assist youth in their social life are strengthened as well as their capacities to promote human rights and civil participation;
- Greater cohesion is achieved on promoting human rights, integration and community dialogue among Kosovo civil society and young people.

4.5 LOCATION

- Three regions of Kosovo: **Prishtina, Prizren and Mitrovica;**
- The training sessions were carried out in Prishtina, Rahovec, Prizren, Gracanica, Mitrovica and Mitrovica north, however, youth were selected and invited to participate from the wider area of each region such as the rural areas around these municipalities, which is evident from the participants' lists from the youth trainings. The small grant activities were conducted by the trained young people and were implemented within their own communities. Special attention was given to municipalities with a mixed ethnic composition and with a municipal government with a good record in terms of responsiveness and collaboration with the civil society organizations.

4.6 SELECTION OF THE YOUTH NGOS

The following requirements were respected in the selection process to identify and select partner NGO, while YMCA was deeply involved towards this activity:

- To target the correct target group;
- To have staff of different ethnicities and engage members in multiethnic dialogue;
- To cover geographic areas in which multiethnic dialogue is possible;
- To work on integration, youth rights, promotion of active participation to society;
- To have a "good record", i.e. have a certain history, proven project implementation and management skills.

Selected youth NGOs

- Youth Centre "Fisniket" from Prizren
- "Me Dorë në Zemër" from Mitrovica
- "Global Motion" from Prishtina
- "Youth Centre" from Gracanica
- "Students Save Life" from Rahovec

4.7 PROJECT ACTIVITIES

- Training of Trainers for youth NGO's leaders;
- Training sessions for youth;
- Organization of a competition for small action grants;
- Implementation of small action grant activities ;
- Production of a manual on working with youth for democracy and human rights;
- Public Service Announcements ;
- Final Roundtable ;
- Monitoring and Evaluation

The training of trainers' sessions' program delivered modules on: Principles of Democracy and Human Rights and Conflict resolution and leadership trainings.

The key quality and sustainability issues related mainly to the level of quality of:

- Collaboration among CCG, YMCA and selected NGOs,
- Trainings delivered to NGOs and youth;
- The capacity-building efforts;
- Youth ownership developed through the small action grants;
- Participation by the local municipal authorities in the evaluation committees and in the decision making process for the selection of the small action grants that they considered important for the democratic development of their municipality, and their support of implementation of those small actions.

Marketing, visibility & public promotion related to the project implementation was conducted through various tools. The daily newspaper “Koha Ditore” published a round table, (see Fig 2. and Fig.3 -final Roundtable views) **TV Opinion of Prizren,** covered the competition in Prizren, and made us interview of the project and transmitted it in TV Opinion-local TV; **Just Dance”- winning team in Prishtina-** published the video in English in YouTube. The video will also be transmitted through our national TV channels: RTK, KTV, TV21, KLAN Kosova, etc and in different cities like: Peja, Gracanica, Mitrovica; **“Multiethnic youth”- winning team from Mitrovica** published their song in Radio Mitrovica and Radio Kfor; **“The youth for a Clean Environment”- winning team from Rahovec-** announced their activity through the local radio in Rahovec – **“Radio Start”** for the Earth day. And was a full day of activity in the entire city; **“Through Sports we Build Peace and Tolerance”-winning team in Shterpce** announced their

activity through the local radio in Shterpce- “Radio Here”; In addition, flyers, posters, T-shirts, bags were produced by CCG and by the youth teams to promote their activities and to inform youth about the project. In each of these materials, the visibility guidelines of EC were taken into account, also, approval from ECLO was asked before the materials went out for printing or were distributed publicly.



Fig2. Views from the final roundtable



Fig3. The working atmosphere during the round table discussions

5. PROJECT OBJECTIVES

The objective 1:

To increase the ability of youth in Kosovo to actively participate to society and engage in their own communities.

The KYDP Project had a considerable impact in the youth empowerment and development of three Kosovo regions and several rural multiethnic areas such as: Prishtina, Gracanica, Mitrovica, Mitrovica North, Prizren and Rahovec. The cooperation amongst different youth representatives, including the youth from the Mitrovica North, other several rural multiethnic areas such as Rahovec, Gracanica, and municipal stakeholder upgraded the research evaluation results. The project outputs (12 NGO trainers, 152 Kosovo youth trained, 10 projects- small grants implemented in the community level etc) and the research based on the four focus group discussions have shown that participants of this projects benefited hugely.

One of the main aspects to be considered in the Regions, Municipal, Community and people development as the most important aspect of reaching the further prosperity in a society is the initial contact with the community by talking to them , bringing them to work together, focusing them in working and development direction by empowering the comprehensive personal development first and by continuing their research skills through forming group dynamics and the bottom up approach as well as the social planning in order to make them be part of our system of evaluation, assessments of the needs in our neighborhoods and areas where we live in order to be part of the projects targeting the improvement of our everyday living conditions. Three Kosovo regions' youth representatives have shown by being part in the KYDP project, they tackled all the above mentioned elements, and during the project implementation they felt for real the notion of social inclusion.

The training topics such as Principles of Democracy and Human Rights, Conflict resolution and leadership trainings, Organizational capacity and management were very much needed for Kosovo youth and the direct beneficiaries started already to transfer the knowledge gained during the project implementation to the other youngsters Kosovo wide.

For most of the youngsters who participated in KYDP, it was their first experience on attending the trainings, training deliveries, writing project proposal and receiving grants. During the focus group discussions, they claimed that they already started to apply those experiences in practise, have other ideas for business and project proposal writing and they are applying for funds. Most of them needed other projects like the KYDP one being realized in their areas meaning that the impact in their abilities and skills' enhancement was high.

The Objective 2:

To facilitate integration and understanding among Kosovo youth from different ethnicities and backgrounds

The building of the relationships and trust amongst people are very important in coming to a community profile definition and the determination of the people needs. The project research evidence reviewed demonstrates that effective youth development program can have a high positive impact on youth development. The practical approach of the KYDP project showed that implications of diversity to common performance, building teams in diversity, interethnic training sessions' work groups and so on can have surprising results to interethnic dialogue enhancement and social inclusion in general.

Through the interethnic dialogue promotion, the participants could learn that those youth groups – project participants in particular are responsible for taking the responsibility for community development, they would represent the vision, the mission and the purpose of the initiative or the project through the project planning where they would also present in depth some important concepts that need to be taken in consideration when working as a group such as: an appropriate organization of the group, benefits and the outcomes for the community to be gained, obligation and commitment of each member of the group and their commitment to social integration and inclusion

The interethnic KYDP project made the first and the most important step towards creating an inclusionary youth policy that focuses on the value of entrepreneurship, citizen participation, and the freedom of information that is vital for the future of Kosovo youth. Such a project practically engaged young people of the three regions in social dialogue and rights education for a long-term prevention of the interethnic conflict inherited from the past. Influenced by the participation in this projects, the youth assessed during the research, said that they need reforms that must be influenced by the grassroots youth community, rather than limited to the traditional, top-down government approach to youth policy.

The Objective 3:

To promote dialogue on issues of interest to the target groups and facilitate reaching common ground solutions to problems perceived as priority.

Kosovo is blessed with young, skilled, multilingual and motivated labor force with a strong entrepreneurial spirit and a widespread knowledge of main European languages. With 70 percent of the population being under the age of 35, Kosovo is considered to have the youngest population in Europe. Due to the multi-ethnicity of the Kosovar society this young population need capacity development trainings in order promote the social inclusion and development for all.

The KYDP project increased the inter-ethnic dialogue amongst 150 youth aged 15-22 coming from various communities and regions such as the region of Prishtina (including Gracanica), Mitrovica (both south and north) and Prizren (including Rahovec, Shterpce, and Bardhoshi). The 2 days workshops served to enhance young people's skills in mediation, dialogue promotion, conciliation of interests and pursuing a common goal in a structured, inclusive, tolerant and coherent way. As a result of participation, the youth increased their leadership skills, their knowledge and understanding of democratic systems and capacity to build relationships across dividing lines. Meeting the various direct and indirect beneficiaries, we could find out that the youth proactively participated in the sessions of the workshops and they debated openly about youth issues and the role of youth in Kosovo society. The variety of group exercises and energizers contributed to a positive, friendly and highly dynamic atmosphere.

The grants provision gave young people the opportunity to practice the skills and knowledge they had gained on their group teams and it was accompanied by drafting proposals for projects on the themes of democracy and peace-building. Youth teams participated in a competition which winners could receive grants and twenty seven youth teams submitted project proposals for competition. Young boys and girls coming from different ethnicities and communities needed to compete and “fight” for the same interest. The youth interaction enabled them to talk together, work together, and cooperate together for the same group project goals' accomplishments. Selected by the Evaluation Committees, ten most successful Small Action Projects such as: “Just Dance”, “Multiethnic Youth”, “Together its possible”, “See the world through my eyes”, “Educating and Raising the Awareness consumers in Kosovo”, “Youth for a clean environment”, “Through sports we build peace and tolerance”, “Basketball Peace Tournament”, “Green school” and “The earth Resolves Around Youth” received grants in amounts of €2,500 each. Those projects were implemented in their communities and contributed to the youth and community development in general. We met those beneficiaries during the focus group sessions and they showed their high enthusiasm by being part in this project. That project included a huge number of youth in respective municipalities and influenced their attitudes toward social integration, youth development, interethnic dialogue, reconciliation and social inclusion.

There is a passive knowledge in youth so the interaction amongst the project beneficiaries- young people of various communities, by being engaged in the training group works and the project proposal planning activated their brain and knowledge in order to create a good chance for them to give contribution in promoting the values of democracy, the promotion of dialog amongst various ethnicities and respect of human rights. The youth must have opportunities for expressing their feelings, ideas, and contributions to peace building. The KYDM project created such an opportunity for them.

The Objective 4:

To train and support Kosovo NGOs in their efforts toward inclusion, respect for human rights and active engagement in society and in their ability to respond to young people's needs.

Improving awareness and accountability of people related to their rights to the participation in peace-building process, and local community empowerment and development is one of the key factors to the social integration process. Municipal stakeholders, civil society and youth community representatives' engagement in the KYDP project implementation was essential. CCG and YMCA worked to increase the capacity of several local youth NGOs by providing training for a group of 13 participants from selected 5 local NGOs: "Global Motion", from Prishtina, "Me Dorë në Zemër" from Mitrovica, "Fisnikët" from Prizren, "Youth Center Gracanica" from Gracanica and "Students help life" from Rahovec. In collaboration with Search for Common Ground' program Leadership Wisdom Initiative, CCG has prepared and delivered trainings for the trainers and accompanying manual on working with youth. The selected young trainers were civil society leaders working with youth who learnt how to consolidate principles regions such as Mitrovica, Prishtina and Prizren.

Prishtina REA Research Team's representatives interviewed local NGO's leaders from Prishtina, Mitrovica and Prizren and they seemed to be highly satisfied by benefiting from KYDP project. They attended the ToT training and their impression about the training was significant. They said that they believe that hands on capacity-building interventions (training, mentoring and technical advice) will always strengthen the outreach capacity of local government and civil society organizations and levels of interaction between local government, business associations and civil society institutions in one side and youth community and other marginalized communities on the other side.

They claimed that during the training they learned how to consolidate principles of participatory democracy and respect for human rights amongst Kosovo's youth. They ToT training was comprised of three components: Conflict Resolution and Leadership Training which focused on imparting skills and conflict analyses and effective leadership; Principles of Democracy and Human Rights, which focused on the importance of civic participation; Organizational Capacity and Management which included the development of an effective action plan and the skills necessary to define long –term strategies.

The trainees reported that the topics were very much interesting. They were very satisfied by participating in the training, they said that the trainer's approach was very much practical; they were encouraged by the trainer to interact, communicate and give their opinions on all topics and sub-topics' sessions. They said that the trainers in order to facilitate a very suitable learning environment for all participants were in able to express their opinions and experiences, good and bad practices which will be useful and beneficial to them in the future. The ToT trainer used case

studies that brought to the participants an element of practical application to the training. The trainer used small group works while planning and facilitating the training. It enabled the formulation of appropriate attitudes and values and also the best way of obtaining the ideas and experience of others in the group. Specifically for this training the trainer used already proven ‘games’ that enabled participants to build successful teams for effective and efficient team works and coordination in their NGOs’ projects.

The core group of trainers and leaders delivered nine trainings to Kosovo youth.

6. MAJOR FINDINGS, RESULTS AND LESSONS

6.1. PROJECT OUTPUTS

The KYDP project aimed to create awareness of and consolidate knowledge of basic principles of democracy and human rights achieving greater social cohesion and community dialog among Kosovo civil society and young people. The project was implemented in three Kosovo regions such as Prishtina, Mitrovica and Prizren. The project implementation brought the project outputs such as the following:

1. *NGO Trainers’ Capacity enhancement*: 13 youth leaders from five local youth NGOs such as “Global Motion”, from Prishtina, “Me Dorë në Zemër” from Mitrovica, “Fisnikët” from Prizren, “Youth Center Gracanica” from Gracanica and “Students help life” from Rahovec received a ToT training. Kosovo youth NGOs’ enhanced their abilities to train and assist youth in their social life and strengthen as well their capacities to promote human rights and civil participation. The ToT training was comprised of three components: Conflict Resolution and Leadership Training which focused on imparting skills and conflict analyses and effective leadership; Principles of Democracy and Human Rights, which focused on the importance of civic participation; Organizational Capacity and Management which included the development of an effective action plan and the skills necessary to define long –term strategies. The core group of trainers and leaders delivered nine trainings to Kosovo youth. One manual is produced to provide civil society with a structured approach to promote human rights and community dialogue among its members;

2. *Training deliveries for Kosovo youth:* 13 trainers trained in the first phase of the project, delivered nine trainings to 150 Kosovo multiethnic youth related to Conflict Resolution and Leadership, Principles of Democracy and Human Rights and Organizational Capacity and Management. As a result of participation in the trainings the youth increased their leadership skills, their knowledge and understanding of democratic systems and capacity to build relationships across dividing lines.
3. *The KYDP project increased the inter-ethnic dialogue amongst 150 youth aged 15-22 coming from various communities and regions. **The trainings’ facilitators and participants cooperated together to generate meaningful dialogue no matter of their community differences, conflicts in views, opinions, cultures, experiences***
4. 100% of the KYDP project beneficiaries /respondents consider that this project increased the **youth abilities** to actively participate in the society development and **get engaged** in their own community planning and implementation projects.

Small grants implemented at the community level: Young people were given the opportunity to practice skills and knowledge they had gained on the trainings by forming teams, and drafting proposals for projects on the themes of democracy and peace building. 27 youth teams competed and ten most successful projects were selected by the Evaluation Committee (See Fig. 4) to be funded with 2500 E each. Those projects were implemented in their respective communities aiming to encourage all the youth, no matter of their nationality or religion to live together in one country as equal citizens. They were focused on youth community development by increasing their capacities on inter- dialogue promotion, respect for the human right, social integration of different interethnic communities and peace-building. All 10 projects had multiethnic component, they were targeting youth from different communities and offered opportunity for these youth to come together and do something together. The impact of such contacts and collaboration will stay after the projects have ended, as the example of the project “Together is possible” which formed a Facebook group for further communication.



Fig 4: Youth presenting their project proposals in front of the SG Evaluation Committee

The project “Just Dance” (implemented in Prishtina and Gracanica), produced a video clip conveying a message that the youth in Kosovo from all ethnic backgrounds want to live in peace and harmony. By producing a video clip and broadcasting it, the project “Just Dance” main intention was to encourage all the youth, no matter their nationality or religion, to live together in one country as equal citizens in every respect. This project was implemented by a multi-ethnic youth team from Pristina and Gracanica. The video included many ethnicities living in Kosovo: Albanians, Serbians, Roma, Ashkali, Bosnians, and Turks. The voiceover in the video clip is speaking in three languages: Albanian, English, and Serbian, and the spot was produced in the same three languages. Produced by the well-known company “Entermedia”, the video was posted on the website “YouTube”! In addition, the team is making efforts for the video to be transmitted through national TV channels RTK, KTV, TV21, and KLAN Kosova and on the local TV stations in Peja, Gracanica, and Mitrovica.

The “Multiethnic Youth” project (implemented In Mitrovica), aimed to advance 15 people’s knowledge in peace and conflict transformation through training courses and activities; This project main goal was to create links across ethnic divides between the Albanian and Serbian communities who live separately in Mitrovica and advance young people’s knowledge in peace and conflict transformation through trainings, courses, and activities. This project had 4 implementation phases. The first was a 4 day-long training on “Concepts of Peace, Prevention, and Negotiation of Conflicts” led by professional trainer Professor Fisnik Kumnova that included 15 young people of Albanian and Serbian heritage. The common word by them was an atmosphere of peace and cooperation. The second phase was a one day cultural tour around Kosovo to visit historic monuments, and the third involved recording a song named “Peace” in Serbian, Albanian, and English with youth from the rock school in Mitrovica. This school lent a lot of support for

these young people in order to produce the song, which was an excellent example of the work that these young people do- and the work of all youth in Mitrovica. “Peace” was played on local radio stations such as *Radio Mitrovica* and *Radio KFOR* and also published on the YouTube and Facebook websites. (see fig 5: views from youth small grant projects’ implementations)



Fig 5: SG projects implementations

The “Together its possible”, (implemented in Mitrovica) aimed to sensitize youth (40 young people of different backgrounds such as Albanian, Serbian, Bosnian and Turkish) about the multicultural values and traditions of Kosovo, by organizing a field trip for multiethnic group of youth to visit the most important heritage sites throughout Kosovo, so the youth can understand the different cultures and increase their awareness towards various cultural heritage. Participants established strong social contacts, continuing to stay in touch through the social network “Facebook”. The photos that group members took during the 4 day excursion are now displayed on the walls of schools in Mitrovica as an example of social cooperation. Through these activities, the quote “Together It’s Possible” was brought to life.

The “See the world through my eyes” project (implemented in Prizren) aimed to promote culture and raise consciousness on the cultural values and beauties of the city of Prizren and to contribute to the tourism development. The “See the World through my Eyes” team was trained in photography by professional painter and photographer Hasan Thaçi. The 10 young people who participated represented Prizren’s cultural diversity, as they came from Roma, Turkish, Albanian,

and other backgrounds. The team, together with their trainer, travelled for 3 weeks through the region of Prizren to take more than 150 photos, 80 of which were then developed and shown at an exhibit organized by the team members. The photo exhibition, held in the city's Hamam-Turkish baths dating to Ottoman times-attracted a crowd of supporters. This initiative was supported by the Ministry of Culture, Youth, and Sports and art critics. Photographs depicted Prizren's cultural heritage and diverse architecture and landscape.

“Educating and Raising the Awareness of consumers in Kosovo”, Project (implemented in Prishtina, Mitrovica, Peja, Prishtina and Prizren) aimed to raise awareness and to inform Kosovo citizens about their rights and duties as customers, also the youth team conducted a research among Kosovo population in 5 cities to find out how much the population is informed about their rights as consumers. Members of this team from Prishtina promoted the law defending consumers' rights and informed people of the importance of this field as a step towards Kosovo's integration into Europe. The project educated consumers on: 1)the law on consumers' rights in Kosovo; 2)European Union guidelines; and 3) where customers should go to have their problems addressed. Youth team members worked with many high school students, as they believe that they can spread the information to others so they can be knowledge people have about the products that they buy. In each of the 5 cities where the team implemented the project, the group visited at least one school (visiting 3 in Mitrovica) to inform students and teachers directly about the problems, challenges, and rights of each of us as costumers. Advancing this knowledge was achieved by distributing 7,500 flyers about the relevant Kosovo laws and the EU Directive on Consumer Rights. The team also interviewed 500 people on the street about their experience with faulty or expired products, knowledge of laws to protect consumers, and the processes available to them to notify authorities of potentially hazardous products. Team members then presented the statistical findings of the surveys to their peers. In each city, team members were assisted by 15 volunteers to conduct interviews and hand out flyers.

The “Youth for a clean environment”, project (implemented in Rahovec) aimed to arise the awareness of youth on how important is it to take care about the environment; the multiethnic youth team was cleaning and planting greenery and trees in the municipal park and in several schools. They worked towards the goal that in the future there will be no degradation of nature, something people in Kosovo currently witness on a daily basis. Throughout the municipality of Rahovec, this diverse group of young people chose locations for planting tree, flower, and plant seedlings based on where young people hang out and relax, such as the town's central park. The official opening of the activity was celebrated during international Earth Day (April 22nd) and advertised over the radio . The students that participated in the project learned how to improve their habits and develop awareness about saving the environment. Activities took place in the villages of Krusha e Madhe , Hoqa e Madhe , Ratkoc and Xerxe, at the schools “ Isa Boletini”, “Mihail Grameno”, “7 Shtatori”, “Ardhmeria”, “Xhelal Hajde- Toni”, and ”Xhelal Hajda- Toni”. Thus, all the school of the municipality profited from the project.

The project “Through sports we build peace and tolerance” (implemented in Shterpce) through a football tournament aimed to contribute to building of peace and tolerance by inviting youth from different communities to play together and by using sports they found common interests with their peers from other ethnic groups. This was realized by organizing a football tournament, a sporting event that brought together youth from the Albanian and Serbian communities. To announce the team application and registration processes, “Through Sports We Build Peace and Tolerance” group members created posters and radio advertisements in Serbian and Albanian, thus ensuring that all youth knew about the tournament and could participate. Young people formed 8 football teams to compete in the contest. Games were played 3 weekends in a row, drawing an estimated audience of more than 150 people over the course of the tournament. Each week, the result of the match narrowed down the participating teams until the final match, at which the winning team was determined.

“Basketball Peace Tournament” project (implemented in Bardhosh and Prishtina) aimed to use sport as a tool for bringing young people from different backgrounds together. The young people involved in this project organized a basketball tournament. The 200 people audience watched karate demonstration by Roma youth and an educational documentary HIV/AIDS; this project was organized by a group of young people from Prishtina who thought of doing something in the village of Bardhosh because of the importance of this village as a multi-cultural zone. They organized a basketball tournament with multi-ethnic teams from Bardhosh, (see Fig.6) Prishtina and the surrounding villages. To attract a wide range of youth, team members created and pasted posters around Bardhosh, Prishtina, and other villages. Sixteen teams, comprised of youth of Roma, Serbian, Albanian, and Turkish heritage, participated. More than 200 people attended the event.



Fig 6: Youth in action: Basketball peace tournament project

The “*Green school*” project (implemented in Gracanica) aimed to raise awareness about the ‘eco culture’ and environment. A professor Jugoslav Mitic a professional biologist delivered training to youth aged 16 -23 on the importance of the clean environment. The project was implemented in two phases; first, group members, along with 6 other volunteers, gave a training session for youth aged 16-23 on saving your local environment by using education. The second phase included fieldwork- working with students from local schools and other citizens and distributing 700 flyers that promoted saving the environment as well as 700 eco-bags (reusable bags) to anyone present during the activity.

The “*The earth Resolves Around Youth*” project (implemented in Mitrovica region) aimed to help young people express their talents and creativity through painting and to use art to raise funds for community members indeed. They organized workshops providing art supplies. The young artists produced 28 paintings, 21 of which were presented in an exhibition. Young musicians provided guitar music at these sessions. The artwork was used for charity purposes- to help community members in need by providing them with needed supplies that they could not afford. Team members established a website: “Slikarskaradionica.t15.org”, where you can find all the 21 paintings and other information about the workshops.

Particularly, the project did:

Create Incentives for Building Relationships: With the KYDP teams’ project grant being relatively small, youth had to reach out to other community members for support and contributions. This forced them to contact other community groups, government officials and stakeholders. In the end, the youth raised far more resources than required, allowing them to implement multiple projects with the limited help of KYDP (up to 2.500 €).

Provide Opportunities for Youth to Demonstrate their Skills: Adults interviewed mentioned time after time how watching the youth implement the teams’ projects, increased their confidence in youth to play a part of their communities. That the projects both included and benefited adults rather than worked with youth in isolation allowed youth to show what a positive force they could be for the whole community.

Plan Projects that Bring People Together Repeatedly: Youth mentioned a number of times that what helped build relationships was that they saw youth from other ethnic groups, castes and villages and adults often—to plan projects, attend regular meetings, participate in sports competitions, etc. Moreover, in discussing successful projects, youth described how roads and bus shelters allowed people to interact on a regular basis when previously, they would not even say hello to one another. Ideally, both the process of implementing the project and the actual project would lead to repeated interaction and sustained relationships.

6.2 Focus groups

6.2.1 RESEARCH FINDINGS

Prishtina REA, (being contracted by CCG), conducted the KYDP Project evaluation with its purpose to allow for the measurement, assessment and analysis of the impacts of the project regarding changes achieved on target groups in terms of awareness and attitudes, as well as to make recommendations for future work based on lessons learned from this project. The Kosovo Youth for Democracy and Peace building project was funded by EU and managed by the European Commission Liaison Office to Kosovo and the European Instrument for Democracy and Human Rights.

Three main focuses which will be included are as follows:

- The extent to which partners, beneficiaries and other stakeholders are informed about program, particularly its main objectives;;
- Their relative satisfaction with the delivery of the project by the KYDP team; and
- Their relative benefits that they have gained from being a stakeholder in the program including their recommendations for being part of similar projects for the future.

6.2.2 BACKGROUND AND PURPOSE OF THE RESEARCH

The research purposed to evaluate the project' the impact, outcomes, outputs and inputs of the project.

- **Fulfillment of Impact Indicators:** evidence of increased youth understanding and knowledge towards democratic system, youth importance, behavior changes and attitudes, successful joint initiatives, community based project proposals designed, leadership and institutional capacities build etc;
- **Fulfillment of Objectives:** Does Youth understand and put in practice principles and concepts of civic participation, conflict management and leadership, learnt during trainings, Does Youth participate and engage in their communities as their leadership and organization skills develop, Is a higher level of integration and of reciprocal understanding among young people achieved, Are Kosovo youth NGOs' abilities to train and assist youth in their social life strengthened as well as their capacities to promote human rights and civil participation, Is Greater cohesion achieved on promoting human rights, integration and community dialogue among Kosovo civil society and young people;
- **Fulfillment of Performance Indicators:** evidence of ToT and training of NGO staff, evidence of Co leading of training of NGO staff, evidence of Training of Kosovo youth (152), evidence of project proposal drafted, evidence of projects implemented at the community level, evidence of the produced manual providing civil society with a structured

approach to promote human rights and community dialogue among its members, evidence of the produced Public Service Announcements and then broadcasted.

- **Resources** used in project implementation: project funding/budget (ECLO, institutions, partners, donor, community matching fund, fund leverage, grants), baseline data, staff, time, equipment, objectives and indicators, technical assistance and training, local skills, knowledge's and any other resources

6.2.3 Methodology

Four youth focus groups were convened that involved a total of 46 youth representing the direct and indirect KYDP project beneficiaries, covering various community, ethnicities and regions such as Prishtina, Mitrovica and Prizren Municipalities.

By using the Focus group qualitative research method we wanted to gather information that is beyond the scope of quantitative research methodology. We designed the questions based on the evaluation objectives in order to gather ideas and opinions from the selected participants.

There were four focus groups conducted in Prishtina, Prizren, Mitrovica and Gracanica regions. The diverse groups consisted of 8 -14 focus members – project direct and indirect beneficiaries coming from the communities where the KYDP project was implemented. Focus groups were conducted by four facilitators who assigned the locations of the focus groups' developments, invited the participants, assigned the numbers of focus groups' members and the sessions' dates. We used the type of dual moderator focus group - one moderator ensured the session progressed smoothly, while another one ensured that all the topics were covered. There were a set of questions that were discussed openly within the groups. Two facilitators took part in each focus group. The discussions were taped and also one of the facilitators took notes. Within the day transcript were encoded and filed in the evaluation report document.

6.2.4 FOCUS GROUPS' REPORT

Before entering to the discussions on some orientation questions we prepared, we made some questions relating to their general perceptions on the KYDP project.

The focus group members say that the level of Kosovo Youth for Democracy and Peace building support and endeavors satisfaction of the project mechanisms in general is beyond their expectations. For most of them it is the first time they were part of such project. They say that they learned a lot from ToT, Project Proposal writing sessions, the groups' competition for grant receiving and their projects' implementations.



Fig 7: Focus group in Prizren area

Some of them mentioned that they were in trainings before and such trainings were delivered by national and international NGOs operating in the area, but most of them complained that they do not have any joint activity with municipal authorities – youth departments in order to eventually get support regarding their capacity buildings and skills. They stated that all they know about the people elected as local and central government representatives is from the day they vote. They claim that governmental mechanisms/institutions, are still far away from their expectations & their responsibilities (ex. the implementation of the Kosovo youth action plan, space facility given in use to youth, covering public utilities costs, supporting youth initiatives towards community based needs etc). The focus group members in Mitrovica said that there is not any initiative coming by the municipal authorities related to youth. One of them added that: “At least, we need to be informed related to the things/youth activities happening. In Prizren they said that at least the representative of the youth department in the municipality provides rooms for the youth training, meetings, workshops, seminar organized etc.

Related to the most possible youth capacity building activities, they claimed that the focus groups’ discussion got oriented on Youth Centers construction aiming to provide youth service based, community development, youth activities promotion and lobbying, youth capacity building and employment skills enhancement. They said that such Youth Centers could communicate together throughout Kosovo’s regions. It could be a youth joint networking where youth would be informed about their opportunities for their capacity buildings, sport and art activity engagement and their rights.

Then, we started to orient the discussions to the project related themes and continued with the questions:

What is the level of Kosovo Youth for Democracy and Peace building support and endeavors satisfaction of the project mechanisms in general?

Unfortunately, some youth were not familiar at all with the notion of the participatory democracy. Most of them say their previous level of knowledge, education and information on democracy and human rights was very low.

They claim that the youth is witnesses of an environment that is characterized by a no respect practice for human rights, people and youth in particular do not know their rights in order to respect them, that is way the participation in KYDP project was a huge benefit for them. The project was multi-dimensional consisted of many stages such as the training, project proposal writing, planning and management, budget preparation and so on. They say that it would be great if such projects would be **organized in the rural areas**, because the youth and children are very much exploited there. Most of the focus group members claim that there is a child labor abuse happening in the villages so sometimes they are forced to leave the school and work for their families incomes' ensuring.



Fig.8: Direct and indirect KYDP project beneficiaries commenting the program impact in the society

Many youngsters – focus group members claim that many people heard the term democracy but only a limited number know exactly what does it mean, what does it express, what its the principles are. A focus group member in Prizren said that during the KYDP training project he learned that: *“The democracy doesn’t only present the principal changes in a society, it presents the changes within the hearts of people”*. Participating in KYDP for most of the focus group members was a new experience on capacity enhancement. They say that in their regions many youngsters know the term democracy but only a limited number know exactly what does it mean, what does it express, what the democratic principles are why it is important for the youth to be part of community development.

After being part of KYDP project, they say that they learned how to be **more responsible** for their role in the society, for the responsibility they have for respecting the others and helping them to be integrated in order to have an integration and social inclusion for all. They see this as the way of becoming more advanced simply by sharing different opinions, different cultures, and different perceptions. They complain about their education system because there is not any curricula in their schools that would teach pupils related to democratic principles, leadership, human rights respect, conflict resolution, social inclusion and so on. Most of the focus group’ members’ claims were that the project was multi-dimensional, consisted of many stages such as the training, project proposal writing, project planning, monitoring and management, budget preparation, financing and so on. “It was impossible for us not to learn”-said one of them.

Which is your understanding about common ground solution, dialogue promotion and integration cohesion?

They say that they learned during this project that dialogue brings people together, in a safe environment, to reflect on and transform their assumptions that are often the root cause of conflict. During the training they had the chance to make more friends, there were young boys and girls who never met before the beginning of this project, then they socialized together, I worked together in their team workshops, proposal writing and competition for grant receiving. *Facilitators and participants worked on two important tasks together to generate meaningful dialogue no matter of their community differences, conflicts in views, opinions, cultures, experiences....* They also said that the joint multiethnic project like this has a common barrier – language, and it the first communication tool after non-verbal communication.

Related to dialogue promotion and social inclusion reflection of the project, some of them say that this project has shown that if the youth have an effective communication amongst the youth of different communities, *together they can upgrade the democratic values, and promote dialogue with each other*. One of the members in Focus Group in Mitrovica said that *“If we speak to each other we can come to an agreement no matter what kind of agreement it is, then it is a chance to resolve all of our problems together, precisely for the joint interest in our society where all can benefit”*. The others agreed that from the communication skills enhancement we can come to a

better inter-ethnic dialogue, better cooperation, better information, better municipal legislation that protects the human rights, consensus for a better ideas' mainstreaming, transparency etc

All KYDP direct and indirect beneficiaries who participated in the four focus groups agreed that this society needs dialogue, and youth need to enhance capacities in order to be successful in their life. They all needed to be integrated no matter of their belongings, no matter of ethnicities, race, culture or religion. One of them said: *“We all live in a society together and we all should benefit from it. I belong to youth, with training like this a benefited individually and then I think that if we get trained individually in trainings like this, we collectively will enhance the living standard in our society”*.

They emphasize that the project participation taught them that all communities in Kosovo need to work together in order to have a joint interest for the same goals. As youth, they need to have access in information related to youth projects like this one they used to participate, in order to have a larger involvement of youth in debates, roundtables, business idea generation and employment. The all society benefits by dialogue and communication efficiency enhancement through the inter-dialogue enhancement. They say that their families need to do a normal life, no matter of political disputes amongst the politicians. That is the reason why the youth need to cooperate for their life improvement. They learned during this project that the dialogue brings people together, in a safe environment, to reflect on and transform their assumptions that are often the root cause of conflict.

Was the quality and efficiency of the project support towards your expectations, like training, project proposal coaching, grant support etc????

Answering this question, most of them were enthusiastic while giving the answers. They emphasized that the trainers who facilitated the trainings were very practical. So, that is why they managed to overpass their expectations they used to have before the training attendance. Most of them say that the training was great; the interaction amongst the participants and the trainer enabled the training to be very much practical and attractive. One of them stated: *“There was not any single moment for me to be bored during the training.”* They experienced the project idea development, project planning, application for project financing so there were many steps that they went through that is why this project was very much distinguished from all other projects they used to hear or take part. The training was very much qualitative; and added that that their expectations were not that high. Another one said that: *“The training was I can say “super” because it kept our mind busy and in a continuous move, it was very much practical, things that I learned during the training will never be forgotten, and I will try to realize them for real. I never new before how to plan a project determine the budget lines; plan everything, all activities and so on. I think this knowledge will serve me in the future for my career development and advancement”*.

Most of them say that project was about learning, entertainment, financial support, and practical approach to project planning and so on. They say that liked the project monitoring session in particular. This topic was very new to them. Most of them showed enthusiasm on speaking about training methodology used in this project implementation in particular related to project idea generation discussions, project design, their competition for planning, financing, monitoring and so on. They say that they exchanged their experiences with each other adding that working in groups was great, besides learning from the trainer they learned from each other, they learned how to be tolerant to each other while they consulted each other for coming to a common solution. The participants were of different ages, different communities so we could learn continuously from each other. They said that during the whole project stages, it was a common role for all beneficiaries: they all were treated equally no matter of what their positions and occupations were outside. The support with grants pushed them to work harder, there were not in high amounts so it was required from them to plan everything in details and save a lot, in order to implement their projects.



Fig 9: Focus Group in Prizren: Prishtina REA focus group facilitators and KYDP beneficiaries

They added that during the training the role assignment within the group was great, they worked together, tolerated each other, and respected each others' ideas and so on, so they practiced democracy even during the training. One of them said: "The training was very much successful; I was impressed by the approach of the trainer. The issue related to the applications for grants intensified the project proposals presentation teams' competition".

What was the impact of the transfer of knowledge's and experience sharing to the grassroots level?

They explained that it took three weeks to develop their project proposal so for them this was a unique experience as they participated in all stages of the project planning preparation for grant application. They think that the diversity brings quality, so the work in group was great for them because they used the chance to learn from everybody. They had the chance to know more about the different cultures, to create good relationships amongst each other that they think will last. Building trust amongst each other was very important for them. After the project implementation they continued meeting young boys and girl aiming to transfer the knowledge they gained during the project implementation in which they took part.

The participation in this project taught them how to be more responsible for their role in the society, for their responsibility they have for respecting the others and helping them to be integrated in order to have a social inclusion for all, this is how they say become richer by simply sharing different opinions, different cultures, different perceptions claiming that people coming from different ethnicities and communities must work together in the joint projects, they need to heal the wounds from the past, they need to speak openly to each other in order to promote their common rights for common interest. They think this is what they learned from KYDP.

Commenting on the discussion theme, they said that they tried to transfer their knowledge gained during the training to their friends and others. The focus group members in Prizren say that they met other youngsters in the region, organized workshops and debates, and saw that that was is a huge youth interest coming from both civic society and municipality representatives who were very much keen on debating on the topic and building new policies for social integration and social inclusion.

Participating in this project was a real attraction for them, the training was never monotonies as many of the ones that they participated before were boring ones. Besides the theorist sessions, there were many practical exercises. The training methodology was great; they learned a lot from the project planning and monitoring sessions. They think that this project planned everything for them; each activity was connected to the other one. ...” *It was a planned chained tool that prepares one for even receiving and managing the finances/ grants*” - said one of them.

Do you think that communities are open to youth community based initiatives? Do you think that you can influence any decisions made in your community?

Most of them think that municipal authorities do not cooperate with youth organizations in the regions. They think that there was not any youth activity happening in their regions recently especially in the rural areas so the youth in rural areas feel excluded from the society development. Being involved in KYDP project, they feel sorry for all those youngsters that have never been involved in the activities of the projects like this. *“I was another person before the training that*

was delivered to us, and I am another one now, that's why I pity all those young ones who never had a chance to attend sessions on democracy development, human rights or youth active engagement of in various activities”- Said one of the members.

Some of the focus group members in Mitrovica mentioned the problems between Albanian and Serbian Communities in their region. An Albanian focus group member said that: “Sometimes we as majority feel discriminated because even though we are here, no one consults us, all EU projects and those of other international organizations are interested on cooperating with Serbs, helping them with financing or human capacity building. There are no grants, no assistance, no capacity building, no training provided for Albanian community in Mitrovica coming from EU or other international donors.” The others added that the all coming projects in their area are designed in accordance to the Serb minority needs and those projects usually are called multiethnic projects, but they as Albanians stand there just to fill the figures. They agree that there have to be joint projects that contribute to the inter-ethnic tolerance, there have to be more debates, the NGOs must cooperate closely with municipal authorities in order to cooperate together for the benefit of all citizens.

Some focus members from Gracanica claimed that unfortunately up to now they did not have any cooperation with municipal authorities. The CCG project was great, they added that it is funny to admit but they mainly build the connection through them (CCG) with their Municipal authorities.

What would consist of your personal recommendations towards the youth community based partnership in relation to your youth activity opportunities?

The focus groups; research found out that the youth in the regions such as Prishtina, Mitrovica and Prizren is interested in awakening communities and building confidence amongst the youth of different ethnicities through communication enhancement and youth activities’ engagement, pushing for more education and training in democracy, human rights respect, leadership, conflict resolution, interethnic dialogue, services irrespective of background and education, which engenders informed decision making and self determination resulting in income generation activities and subsequent economic, political and social development.

Here are some of their recommendations:

1. The youth need to be engaged in their personal and society development, they need to know more about practices related to the democratic principles and the respect for human rights.
2. About Mitrovica region: They explain that there are many problems in Mitrovica region right now. The youth need to be motivated for a better life in their future. There is a lack of information about what is going on, whether there is any opportunity for the youngsters to take part in any project, training or capacity enhancement in general. So, that is why they think that inter-ethnic youth information centers must be established urgently.
3. They would recommend all of those who decide for the community development policies and others to establish Youth Information Agencies and media agencies which would help

the information circulation and youngsters' informing on all Kosovo activities related to youth. They need organize joint economical activities such as: fairs, roundtables, and workshops in order to know more about the employers' needs for hiring people, companies and enterprises orientations etc.

4. They recommend the Education Ministry of Kosova to think about inserting a subject in the primary and secondary education system related to the democracy, social inclusion and integration, social development, leadership, and communication. They benefited from this KYDP project but what about the others who did not have a chance to take part at all. The diversity model engaged in this project, and group work was amazing and it can serve for the future ToT beneficiaries to apply the knowledge gained during the project. The youth need to participate in decision-making. The municipal authorities or NGOs must organize campaigns that would promote human and social values.
5. All focus group members claim that the first step towards social integration of all is creating better relationships amongst different community citizens, to overpass the barriers from the past and think about a new life.
6. The focus group members in Mitrovica think that Mitrovica needs to have more projects like this because the tensioned political situation determines specifically such a need. Because of this, they state that there had to be more grants available for Mitrovica's youth, because they need more than any other youth of any other municipality of Kosova. The citizens need to reduce the tensions, talk to each other and work together for a having a better economy in place because they need that; they need to improve their living standard while developing a continuous dialogue amongst different communities by implementing projects such as KYDP project was.
7. The central government, different international and local NGO-s, and various international forums and institutions must organize more trainings like this because there are more youngsters in their areas who want to be involved in projects like KYDP project and not only them. I think that we were lucky to participate in a project like this. There is a lack of youth access to information related to trainings' developments and projects
8. Training and supporting Kosovo NGO's in their efforts towards inclusion, respect for human rights and active engagement in society, their ability and skills enhancement to respond to young people's needs. They think that together with the local authorities, the youth organizations need to be involved in enhancing public dialogue, influencing public policy making to the municipal youth department, contribute to the constructive and peaceful management of eventual conflicts, know-how to bring solutions and so on.
9. Related to their personal recommendations towards the youth community based partnership in relation to youth activity opportunities they claimed that first of all they would encourage the local municipal authorities and international community donors operating in Kosova, to finance youth projects such as youth camping, truism projects.
10. They say that they want to be part of regional programs related to youth networking campaign for the respect of human rights, youth centers construction and capacity building, business development and local governance.
11. Many of the focus groups members mentioned *building the youth centers based on diversify*. They claim that those youth centers would be committed to socioeconomic betterment of communities through the information provision to youth related, youth development and civil society development in general. They say that if we talk or work

together, if they engage in sports and cultures activities together they can accept each other easier. Effective communication skills enhancement was one of their preferred topics.

Possible topics for the future follow-up trainings can be the following:

- Youth Centers construction- Trainings on youth capacity building
- Community infrastructure development
- Enterprise development
- Support for travelers, ethnic minorities
- Environmental projects
- Childcare
- Community/rural transport
- Arts and culture
- Community radio

6.3 REPORT ON THE SURVEY

The Prishtina REA research team in order to evaluate the KYDP project applied also the qualitative research methodology – survey in which there were 41 respondents – direct and indirect project beneficiaries. Four sets of questionnaires were prepared for the specific target project beneficiaries. The questionnaires were prepared by the research team and they consisted of closed and open-ended questions while the data collectors conducted the one –to one interviews with respondents. Two data collectors encoded the data and registered them in the SPSS system to produce research analyses in percentages. The tables below present the figures of the answers given by respondents. The final report was prepared by the Prishtina REA research group leader.

The data collectors first evaluated **the project beneficiaries**. The specific questionnaire was used for the respondents - project beneficiaries. Based on the Fig.1 Table 1, 100% of the KYDP project beneficiaries /respondents consider that this project increased the **youth abilities** to actively participate in the society development and **get engaged** in their own community planning and implementation projects. The graphic shows that the number of the respondents who answered with yes is the highest possible.

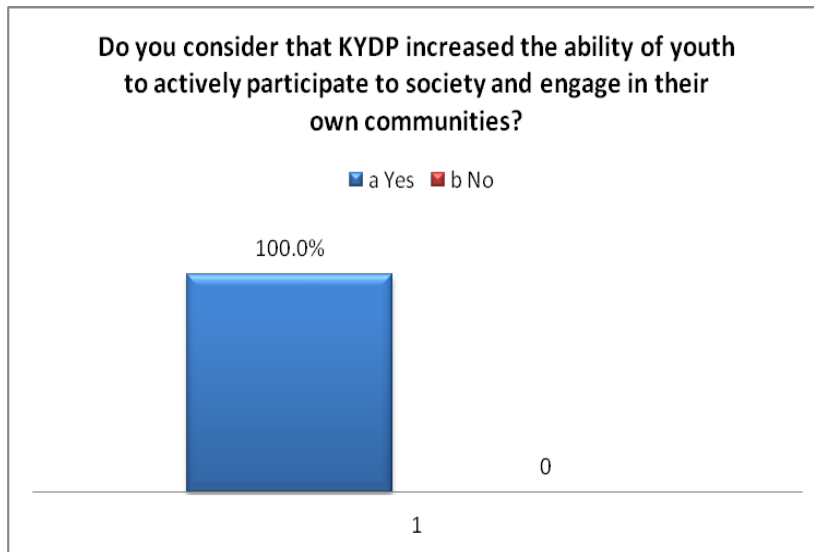


Fig. 1 Table 1

Related to the question whether the KYDP helped them to understand better the **integration process** amongst Kosovo youth from different ethnicities and background 57% of the project beneficiaries strongly agree and 43% agree that the KYDP project helped them to better understand the integration process as specified above. See Fig.2 Table2.

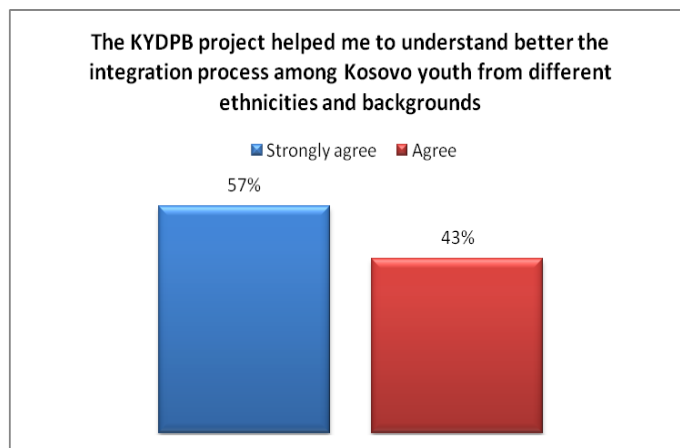


Fig. 2, Table 2

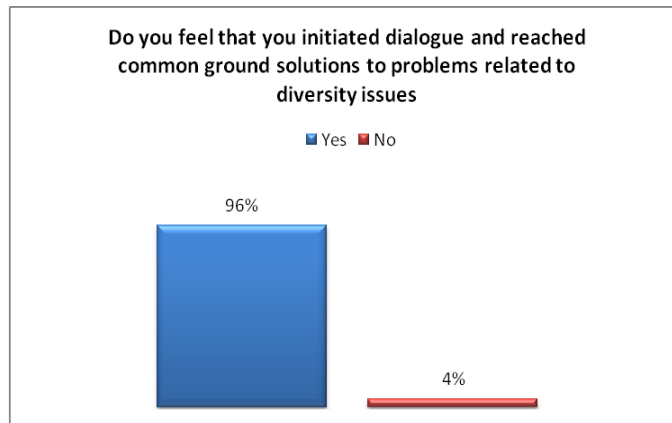


Fig. 3 Table 3

During the project implementation 96% of the project beneficiaries stated that they had **initiated dialogue and reached common ground solutions** to problems related to diversity issues, while 4% of them claimed that they didn't participate on any project activities related to dialogue initiation and promotion. See Fig 3; Table 3.

The research findings related to the question on how much this project helped the project beneficiaries to develop their skills on **leadership and conflict resolution, principles of democracy and human rights and organizational capacity and management**, show that 30% of the respondents stated that KYDP project had an excellent impact on development of Leadership and Conflict Resolution, 48 % of them marked as very good, while 22% marked the good option,. Answering the question on how much this project helped them to develop the skills in **Principle of Democracy and Human Rights**, 48 % reported that it was excellent, 26% said that it was very good and 22 % said that it was good. Related to **Organizational Capacity Development and Management skills' enhancement**, 35% evaluated the project with excellent, 39% of them rated it very good, 17% with good and 4% evaluated the project as weak on enhancing their capacities on organizational capacity and management. For the exact and detailed information see Fig. 4, Table 4.

Has this project helped you to develop your skills as following?	Excellent	Very Good	Good	Poor	Weak	No Answer	Total
Leadership and Conflict Resolution	30%	48%	22%	0%	0%	0%	100%
Principles of Democracy and Human Rights	48%	26%	22%	0%	0%	4%	100%
Organizational Capacity and Management	35%	39%	17%	0%	4%	4%	100%

Fig. 4 Table 4

While, 48% of the respondents strongly agree that the training helped them to understand and put in practice principles and concepts of **civic participation**, 39% agree with this statement, 4% of them disagree while 4% of them strongly disagree with the presented evaluation statement in the table. See Fig.5, Table 5.

The training helped me to understand and put in practice principles and concepts of:	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly disagree	No Answer	Total
Civic participation	48%	39%	0%	4%	4%	4%	100%
Conflict management	39%	57%	0%	0%	0%	4%	100%
Leadership	65%	30%	0%	0%	0%	4%	100%

Fig. 5 Table 5

Regarding the conflict management, 39% of them strongly agree that the training helped them to understand and practice these principles and concepts, while 57% of them agree with this statement. 65% of the trainees strongly agree that the training helped them understanding and practicing the leadership principles and concepts while 30% rated it with very good and 4% of them didn't give an answer.

How do you evaluate training session	Excellent	Very Good	Good	Poor	Weak	No Answer	Total
Location	52%	13%	17%	4%	4%	9%	100%
Training Materials	52%	13%	22%	4%	0%	9%	100%
Trainers and Training assistants	61%	26%	4%	0%	0%	9%	100%
Training Schedule	44%	30%	13%	4%	0%	9%	100%

Fig. 6 Table 6

On the question regarding how do they evaluate training sessions- the location where the training was delivered, 52% of the trainees rated it with excellent, 13% of them with very good, 17% marked it good and 4% evaluated the training location with weak. The training materials has been rated with excellent by 52% of the trainees, 13% rated it with very good, 22% -good and 4% of the training participants considered the training material as weak one. The trainers and the training assistants have been evaluated better comparing to the evaluations of other components of the training deliveries. 61% of the training participants evaluated the trainers and assistants with excellent, 26% rated them with very well while 4% of them think that they were good. Assessing the training schedule, 44% of the total respondents think that it was excellent, 30% think that it was very good and, 13 % rated it with poor while 9 of them didn't give answer at all. See the Fig.6 Table 6.

Second, the research data collectors evaluated **the project awards' beneficiaries**. The specific questionnaire was used for the 10 respondents - project beneficiaries. Based on the figure, 100% of the KYDP project beneficiaries /respondents consider that this project increased the youth abilities to actively participate in the society development and get engaged in their own community planning and implementation projects.

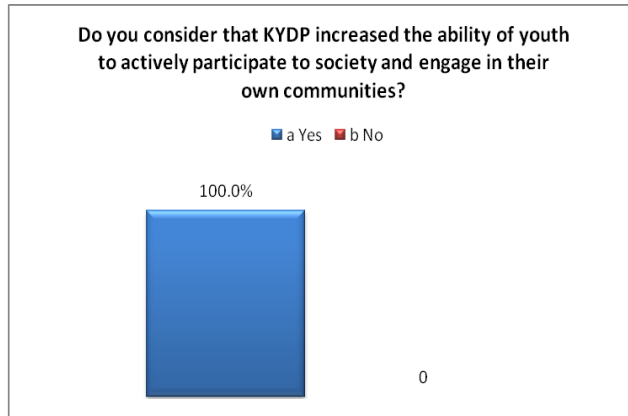


Fig 1. ; Table 1

Most of the award beneficiaries report that the project increases their capacities and skills, enabled them to cooperate together no matter of their ethnic backgrounds, religious or gender based. They say that they could express freely their opinions and perceptions about all project stages through which they went through. The interethnic communication and collaboration amongst the KYDP projects beneficiaries continued also after the project implementation.

Related to the question on how much this project helped the project beneficiaries to develop their skills on leadership and conflict resolution, principles of democracy and human rights and organizational capacity and management 40% of the respondents stated that KYDP project had an excellent impact on development of Leadership and Conflict Resolution, 50% rated it with agree and 10% neither agreed nor disagreed. Regarding the statement that this project helped them to develop the skills in Principle of Democracy and Human Right, 50% reported that they strongly agree with the evaluation statement, 20% agree, 20 % neither agree nor disagree, 10% of the respondents disagree that this project helped them to develop the skills in Principle of Democracy and Human Right. Related to Organizational Capacity Development and Management skills' enhancement, the research findings show that 60 % of the respondents do strongly agree with the statement and 40% just agree with it. For more details, see Figure 2, Table 2.

This project helped me developing the following skills	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total
Leadership and Conflict Resolution	40%	50%	10%	0%	0%	100%
Principles of Democracy and Human Rights	50%	20%	20%	10%	0%	100%
Organizational Capacity and Management	60%	40%	0%	0%	0%	100%

Fig 2. ; Table 2

Related to whether the KYDP team was effective during providing the training, 70% of the respondents stated that the training was excellent, while 30 % say that it was enough effective; for the teambuilding process, 40% of the respondents say that it was excellent, 50% say that it was good and some 10 % of them didn't give any answer.

Related to the instruction and coaching towards project proposal and budget preparation and development process, 50% say that it was excellent, 30% say that it was good, 10 % state that it was enough effective and 10% of the respondents didn't answer. As pertaining the small action grants competition project stage, 40% think that it was excellent, 20% say that it was good, 20% say that it was enough and 10% of the respondents did not give any answer related to this.

For 40% of the respondents say that the support in terms of logistic and financial procedures was excellent, 40% stated that it was good, 10% say that it was enough effective and 10% of them say that it was weak. Asking them about the support in terms of EU visibility rules, 40% say that it was excellent, 40% of them say that it was good, 10% stated that it was enough support, 10% state that it was poor and 10% of others say that the support in terms of EU visibility rules was weak.

40% of the respondents say that the monitoring was excellent, 30% of them say that it was good, 10 % state that it was weak and 10% of the remaining respondents claim that the project monitoring was weak. See the Figure 3, table 3.

The KYDP team was effective during providing the following project	Excellent	Good	Enough	Poor	Weak	No Answer	Total
Trainings	70%	0%	30%	0%	0%	0%	100%
Team Building for small action grants	40%	50%	0%	0%	0%	10%	100%
Instruction and coaching towards project proposal and budget preparation and development	50%	30%	10%	0%	0%	10%	100%
Organizing a small action grants competition	40%	20%	20%	10%	0%	10%	100%
Support in terms of logistic and financial procedures	40%	40%	10%	0%	10%	0%	100%
Support in terms of EU visibility rules?	50%	30%	0%	10%	10%	0%	100%
Monitoring	40%	30%	10%	10%	0%	10%	100%

Fig 3. ; Table 3.

The question relating to what was the level of satisfaction with the support provided by KYDP team during the small action project implementation, revealed that 50% of the respondents were very satisfied, 30% were satisfied and 20% of them were dissatisfied. For more details see the chart: Fig 4; table 4.

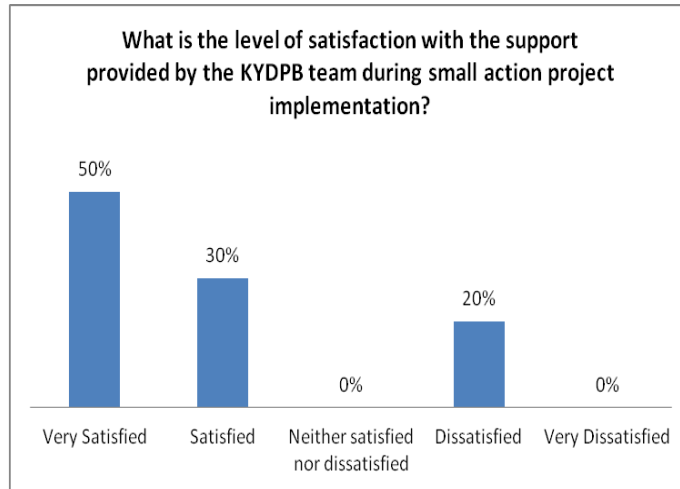


Fig 4. ; Table 4

Regarding the project committee evaluation, 60% of the respondents, state that it was excellent, 39% say that it was good, and 10% say that it was well enough to function correctly and select the best projects to be financed. See Fig. 5; Table 5.

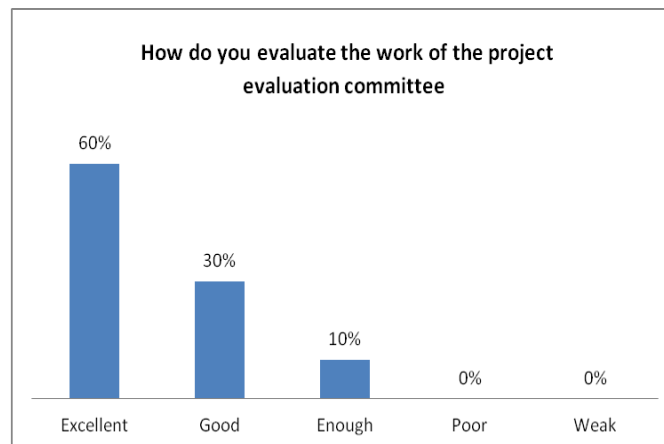


Fig 5. ; Table 5

Related to the open ended question on whether they consider that the manual and other materials produced helped to provide civil society with a structured approach to promote human rights and community dialogue among its members, most of the respondents gave positive answers. They evaluated highly the youth awareness, the maintenance of a cleaner environment, the introduction to youth opportunities, the cooperation amongst different ethnic communities, the solidarity amongst them, their readiness to help each other, promotion of the different cultures' values, the trust development, the introduction to inherited cultures and the youth abilities' enhancement toward project proposal and management.

Answering to the question related to their recommendation for CCG and KYDP project, they appeal for more project implementations like KYDP one, more grants deliveries for youth projects to be implemented at the community level and to continue working by implementing similar projects.

The data collectors also evaluated the specific group of respondents /**the project ToT beneficiaries**. The specific questionnaire was used for the respondents - ToT. Based on the figure, 83% of the ToT beneficiaries /respondents strongly agree that this project was in harmony and accordance with KYDP project objectives while 17% stated that they do agree that the program was in harmony with the project’s objectives. See Fig1. Table 1

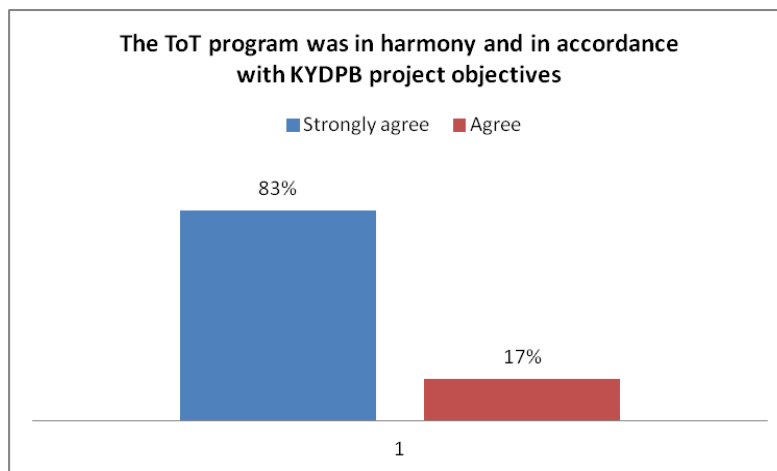


Fig 1; Table 1

83% of the ToT beneficiaries strongly agree that the program helped them to develop Leadership and Conflict Resolution skills, 50% of them strongly agree that the KYDP project helped them to enhance their abilities and skills in Principles of Democracy and Human Rights while 100% of them do strongly agree that the project increased their skills in Organizational Capacity and Management. See Fig 2; Table 2

The ToT program helped me to develop the following skills:	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly disagree	Total
Leadership and Conflict Resolution	83%	17%	0%	0%	0%	100%
Principles of Democracy and Human Rights	50%	50%	0%	0%	0%	100%
Organizational Capacity and Management	100%	0%	0%	0%	0%	100%

Fig2; Table2

The research findings report that related to the Trainers and Training Evaluation, 100% think that it was excellent, 50% of them state that the location was excellent, 33% state that it was very good. 50% of them claim that the training schedule and the exercises and work groups were excellent and the other half of them evaluated them with very well. See Fig3. Table 3.

How do you evaluate ToT training	Excellent	Very Good	Good	Poor	Weak	Total
Location	50%	33%	17%	0%	0%	100%
Training Materials	83%	17%	0%	0%	0%	100%
Trainers and Training Materials	100%	0%	0%	0%	0%	100%
Training Schedule	50%	50%	0%	0%	0%	100%
Exercises and working groups	50%	50%	0%	0%	0%	100%

Fig 3. Table 3

Related to how much respondents feel ready to be trainers in Leadership, Conflict Resolution and Organizational Capacity and Management, 100% of their reports to be very much ready, while 67% are very much ready to be trainers in Principles of Democracy and Human Rights. None of them claim that they need more support and trainings in order to be trainers in such topics. See Fig 4. Table 4.

Do you feel ready to be a trainer?	Very much ready	Medium	I need more training and support	I am not ready	Total
Leadership and Conflict Resolution	100%	0%	0%	0%	100%
Principles of Democracy and Human Rights	67%	33%	0%	0%	100%
Organizational Capacity and Management	100%	0%	0%	0%	100%

Fig. 4. Table 4

The data collectors evaluated the *selected NGOs' representatives*. The specific questionnaire was used for the NGO's respondents - 100% of the respondents' report that the NGO representatives /respondents consider that this project increased the youth abilities to actively participate in the society development and get engaged in their own community planning and implementation projects. See Fig. 1 Table 1.

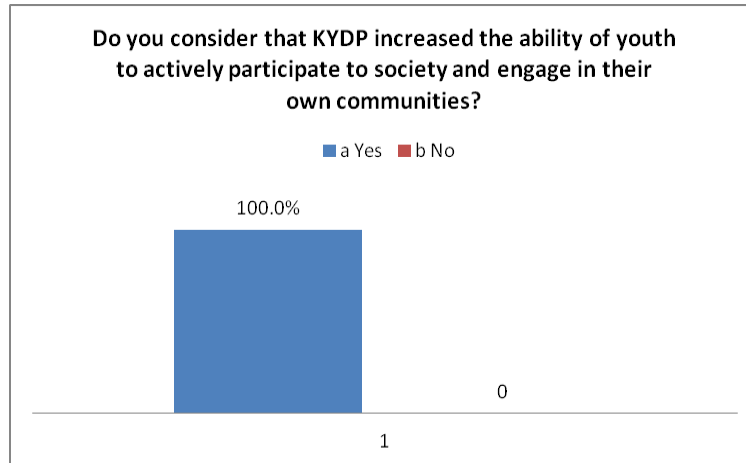


Fig 1. Table 1

They claim that the KYDP project was very much beneficial for them and as a whole it was very much successful. It contributed very much in their community development sending a message to all young boys and girls to actively participate in social integration and inclusion. 100% of the respondents report that the training part, the introduction and coaching toward project proposal and budget preparation and development, support in terms of EU visibility and project monitoring were excellent; 50% of them state that teambuilding for small action grants and support in terms of logistic and financial procedures state that were excellent while half of them report that they were good.

The KYDP team was effective during providing the following project	Excellent	Good	Enough	Poor	Weak	Total
Trainings	100%	0%	0%	0%	0%	100%
Team Building for small action grants	50%	50%	0%	0%	0%	100%
Instruction and coaching towards project proposal and budget preparation and development	100%	0%	0%	0%	0%	100%
Organizing a small action grants competition	0%	100%	0%	0%	0%	100%
Support in terms of logistic and financial procedures	50%	50%	0%	0%	0%	100%
Support in terms of EU visibility rules?	100%	0%	0%	0%	0%	100%
Monitoring	100%	0%	0%	0%	0%	100%

Fig 2; Table 2.

The research findings report that 100% of the respondents are very satisfied with the support provided by KYDP project during the implementation of the small action grants. See Fig 2; Table

3. Also 100% of them Consider that training their staff in the areas of social inclusion, human rights and youngsters’ active engagement in the society are very important for them. See Fig. 4: Table 4.

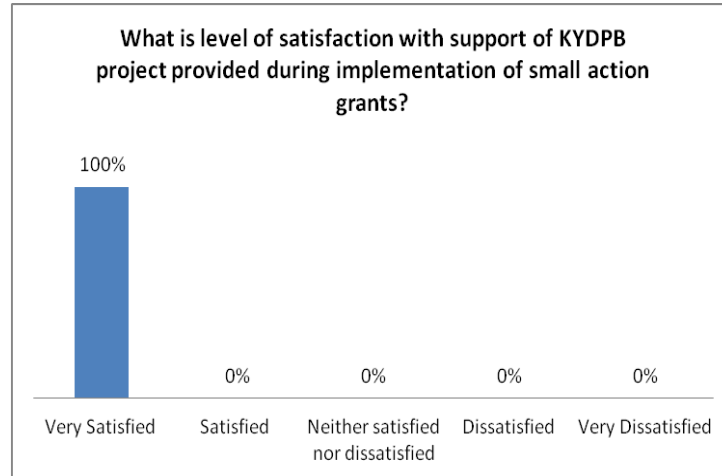


Fig 3; Table 3

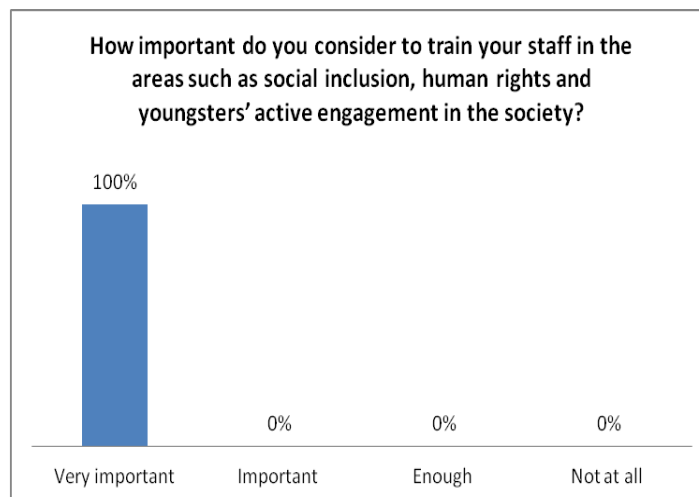


Fig4; Table4

100% of the respondents strongly agree that the KYDP project addressed successfully the Training Needs of local NGO's on following areas: Social Inclusion, Respect of human rights, Capacity building of local NGO's to respond to youth needs. See Fig 5; Table 5.

KYDP project addressed Training Needs of local NGO's on following areas	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Social Inclusion	100%	0%	0%	0%	0%
Respect of human rights	100%		0%	0%	0%
Capacity building of local NGO's to respond to youth needs	100%	0%	0%	0%	0%

Fig 5; Table 5

Asking the respondents related to their abilities and skills enhancement in Leadership and Conflict Resolution, Principles of Democracy and Human Rights and Organizational Capacity and Management, 100% gave the highest mark possible saying that agree that it is excellent. See Fig 6; Table6.

What is the knowledge level reached by local NGOs in by being engaged in the skills enhancement in:	Excellent	Very Good	Good	Poor	Weak
Leadership and Conflict Resolution	100%	0%	0%	0%	0%
Principles of Democracy and Human Rights	100%	0%	0%	0%	0%
Organizational Capacity and Management	100%	0%	0%	0%	0%

Fig 6: Table 6

100% report that the inclusion of the NGOs' representatives in the small project implementation in their community level was very much beneficial. See Fig 7; Table 7.

How much beneficial was the inclusion of your NGO by in the small project implementation of your community level?	
Very much beneficial	100%
Beneficial	0%
Enough	0%
Little beneficial	0%
Not beneficial	0%

Fig 7: Table 7

100% of the respondents report that the NGOs staff benefited excellently by their participation in the implementation and management in the small grant. 100% of the respondents rated their participation benefit in activities such as: active inclusion of NGOs in separate activities, cooperation of the training deliveries, contribution in manual draft development and the preparation of the advertisements and other information materials and the organization of the roundtable with very good mark. See Fig 8. Table 8.

Your staff have participated in co-leading of the projects' training activities, how much did you benefit by the participation in:	Excellent	Very Good	Good	Poor	Weak
Active inclusion of NGOs in separate activities	0%	100%	0%	0%	0%
Cooperation of the training deliveries	0%	100%	0%	0%	0%
The implementation and management of the small grants projects	100%	0%	0%	0%	0%
Contribution in manual draft development	0%	100%	0%	0%	0%
The preparation of the advertisements and other information materials and the organization of the roundtable.	0%	100%	0%	0%	0%

Fig 8, Table 8

Related to the question on how much beneficial were their NGOs in the implementation of small projects in the local community level, 100% of the respondents state that it was very much beneficial. See Figure 9, table 9.

How much beneficial was your NGO in the implementation of small projects in the local community level?	
Very much beneficial	100%
Beneficial	0%
Enough	0%
Little beneficial	0%
None beneficial	0%

Fig 9; Table 9

100% of the respondents reported that their benefit from the inter-active groups and learning from their peer to peer activities / knowledge exchange was excellent. See Fig 10; Table 10.

Local NGOs have benefited by the participation in the inter-active groups and learned from their peer to peer activities / knowledge exchange?	
Excellent	100%
Very much	0%
Enough	0%
Little	0%
None	0%

Fig 10; Table 10

Talking about the project impact in the society, 100% of the respondents say that the inter-dialogue promotion, democratic value promotion and peace promotion amongst communities was high (excellent), and contribution in the manual draft development and the promotion of new initiatives for community development as impacts were rated with very well.

The project impact in the regions	Excellent	Very Good	Good	Poor	Weak
Inter-dialogue promotion	100%	0%	0%	0%	0%
Democratic value promotion	100%	0%	0%	0%	0%
Peace promotion amongst communities	100%	0%	0%	0%	0%
Contribution in the manual draft development	0%	100%	0%	0%	0%
The promotion of new initiatives for community development	0%	100%	0%	0%	0%

Fig 11. Table 11

They hope that they will have other projects like KYPD project implemented in the future in their regions.

6.4 Field interviews

As per the project actions and expected results, there were several very good initiatives and steps undertaken that increased the value and impact of the project thoroughly. Some of these initiatives to be appreciated were the close communication with Department of Youth/MCYS, youth offices from municipalities and NGO networks. In this line, the intention was to increase the institutional support, awareness and networking as much as possible and promote this partnership.

There were several interviews organized with the representatives of these institutions, as follows:

- Burim Mexhuani, youth department from MCYS
- Zoja Krasniqi-youth office- Prishtina municipality,
- Lavdim Musa- youth office- Mitrovica municipality
- Verica Ristic- youth office- Graçanica municipality,
- Kujtim Gashi- youth office- Prizren Municipality,

There were good will and interest to strengthen this cooperation more and more. All of them do appreciate the project and have used the project practices as best practices and experiences. Some of the activities were closely arranged among themselves, while some of them, even engaged at some activities like, being evaluation committee members towards project awards process, as per the region.

As the central and local institutions are supposed to implement the Youth Action Plan, Youth Strategy and its priorities but lack of funds to implement the Youth programs, of course, it was also their interest to be involved and support the project activities. Mr. Burim **Mexhuani**, representing Youth department from MCYS, was familiar with the project and he was member of the evaluation committee at three regions. They were in great support of this concept of youth involvement, training subjects, approach towards grass-route youth, and the competition towards project

proposal prepared by the trainees' teams and them being implemented by them as awarding teams. It was similarly presented by the municipal youth officers, as well. Their annual budget towards youth action is very modest, in a way all of them, are in favor of these initiatives and feel like willing to contribute, facilitate and network but not to co-finance and or follow up these activities under their planning. According to Zoja **Krasniqi** –youth officer at Prishtina municipality, there is a real difficulty since, mostly the local institutions do not have annual planning, projects and activities and don't have any allocated budget. If they decide to support any activity is based on day to day request for any small participation (at local level is not more than 1.000€). This lack of planning and action plan brings the youth initiatives and youth center being fully dependent on donor based programs and far away from sustaining actions. This is a way to be used as lesson learned. In fact, the projects, like KYDP, should build the platform of proactively engaging towards the project goals and outcome and not only as having them as visitors or participants towards the project activities. This was found as shortcoming of this opportunity. What was really emphasized by the institutional stakeholders was that they were enjoying their participations, especially at the evaluation committee; they really liked the project ideas as grass route-based initiatives, the readiness of youth to jointly brainstorm and design their community based ideas and approach towards their needed contribution as youth teams and young leaders. The municipal youth officers, as Mr. Lavdim **Musa**- youth officer from Mitrovica municipality, expressed their concern about the project proposal quality. In the same time, they do like the training subjects delivered and the way how they were delivered, preparation, materials, trainers, venues etc. All of them, in the same time have expressed their gratitude to the KYDP, included the minority participants as well as the multiethnic project implementation. Prishtina municipality also provided their premise facilities for some of project activities like the Final Round Table. Another important issue that was mentioned by these representatives was the youth selection. Actually, the outcomes of the project could have been higher, and there could be expected more sustaining initiatives, as long as the follow up is to be ensured. What has been noticed not only at the participation level but also during the training and with the project proposal preparation and presentations, the differences among regions is evident, i.e. Prishtina region youth were more informed, better prepared, wider knowledge etc, comparing to for example Mitrovica and Prizren region. The Graçanica head of youth office, Mrs. **Verica** Ristic, clearly emphasized their appreciation about the KYDP project, its concept and approach towards youth engagement and community mobilization. The municipality of Graçanica as being a new administration, as result of the Decentralization process is still under being a consolidated structure, increasing its capacities and management skills and promoting their willingness widely. The budget limits and lack of proper planning is a barrier for them. Although, they are keen to contribute, the youth sector in its surrounding seems to be not well coordinated and synchronized. Their engagement towards creating the Local Youth Council is encouraging action, while discussing with her, having the Graçanica Youth Center management, there are some signs that there is still not a common ground approach of inclusion. The youth sector from Graçanica, experienced an enjoyable partnership with KYDP project, team and network, even they were not able to contribute significantly to the project outcomes and expressed their readiness and enthusiasm to explore further future joint opportunities targeting youth and community with similar objectives and expand the multiethnic network and partnership.

7. CONCLUSIONS

While the project on its own had a **clear direction and approach**, it also brought **significant changes, improvements and left tracks behind**. The KYDP and its project implementing partners made efforts and achieved real results on youth capacity enhancement in Kosovo (Prishtina, Gracanica, Prizren, Rahovec, Mitrovica including the North Mitrovica); the project contributed to the youth social integration and inclusion no matter of their ethnic background; they were successful on preparing the young people to contribute on democratic value enhancement and structuring in their communities.

The KYDP project and its team have been making efforts to achieve sustainability towards their project activity implementation. This focus was emphasized while selecting the local NGO partners, ToT's, public institutional partners, youth teams and their respective project initiatives and proposals etc.

For most of the youngsters who participated in KYDP, it was their first experience on attending the trainings, training deliveries, writing project proposal and receiving grants. The draft manual development was one of their best experiences. The KYDP project have shown that improving awareness and accountability of people related to their rights to the participation in peace-building process, and local community empowerment and development is one of the key factors to the social integration process in Kosovo.

The building of the relationships and trust amongst people is very important in coming to a community profile definition and the determination of the people needs. The project research evidence reviewed demonstrates that effective youth development program can have a high positive impact on youth development. The practical approach of the KYDP project showed that implications of diversity to common performance, building teams in diversity, interethnic training sessions' work groups and so on can have surprising results to interethnic dialogue enhancement and social inclusion in general. Through the interethnic dialogue promotion, the participants could learn that those youth groups – project participants in particular are responsible for taking the responsibility for community development.

The grants provision as part of the project, gave young people the opportunity to practice the skills and knowledge they had gained on their group teams and it was accompanied by drafting proposals for projects on the themes of democracy and peace-building. Youth teams participated in a competition through which, the winners could receive grants and twenty seven youth teams submitted project proposals for competition. Young boys and girls coming from different ethnicities and communities needed to compete and “fight” for the same interest. The youth interaction enabled them to talk together, work together, and cooperate together for the same group project goals' accomplishments. Selected by the Evaluation Committees, ten most successful Small Action Projects were implemented. Municipal stakeholders, civil society and youth community representatives' engagement in the KYDP project implementation was essential. CCG and YMCA worked to increase the capacity of several local youth NGOs by providing training for a group of 13 participants from selected 5 local NGOs.

We are very thankful to the implementing partners for their correctness, willingness to cooperate and readiness to be flexible on the activities. We have noticed their unlimited motivation in undertaking proactive steps towards youth and partnership developments, social cohesion and multiethnic networking establishments in Kosovo. The project evaluation concludes that there is a need for further youth capacity enhancement projects to be implemented in order to enable them contribute to the society development in general.

Thus, there is a current need for:

- Youth' Capacity and Institution Building
- Management Skills
- Soft Skills (general management, organization, project development, staffing, reporting, conflict management, performance, lobbying and advocacy etc)
- Financial management and Basic Administration
- Service/Product Development etc.

The Partnership culture, education, the public relations, media approach and promotional tools should be urgently prioritized.

Overall, this project initiative should be as much as possible extended as a very contributing, promising and easily to be multiplied throughout Kosovo. The outcomes as such should have been much accepted by the Governments; local and regional and national ones.

The mentality, culture, thinking and approach of simple people, youth, students, NGO network, schools, associations, youth departments, municipalities and projects will be felt as changeable ones in very near future.

All KYDP direct and indirect beneficiaries whom we selected for the research stated that the KYDP project brought the best practices to community development; it showed that this society needs dialogue, and youth need to enhance capacities in order to be successful in their life. They all needed to be integrated no matter of their belongings, no matter of ethnicities, race, culture or religion. One of them said: *“We all live in a society together and we all should benefit from it. I belong to youth, with training like this a benefited individually and then I think that if we get trained individually in trainings like this, we collectively will enhance the living standard in our society*

The aiming of CCG/KYDP and the capability of local partners should be highly valued

The KYDP project:

- has reached its objectives and verifiable indicators,
- has been significantly relevant to the selected target,
- has created valuable experiences, easily to be repeated and duplicated,
- has consolidated workable partnership (CCG-YMCA) and local NGOs network
- has proved that working with youth and supporting youth is a common interest and priority
- has installed an encouraging willingness as expressed by youth, to dig the grass-route ideas
- has ensured a transfer of know-how to the local level, as provided by CCG and its project

(Also)

- The KYDP management staff are really dedicated and experienced towards youth management, as its key activity
- The KYDP management staff are capable of promoting new innovative youth oriented services and advancement within their scope of engagements

Moreover, the project, additionally:

- has increased the awareness and information about the participatory democracy and respect for human rights
- has contributed towards creating greater social cohesion and inclusion,
- has contributed towards strengthening the ability of young people in Kosovo to participate and engage in their communities' lives and building on the skills of local NGOs in giving structure to their approach to democratic principles, human rights and the reconciliation process of the country
- has increased youth ability throughout the three covered regions (Prishtina, Mitrovica and Prizren),
- has been able to smoothly demonstrate its facilitation towards integration and understanding among youth, representing different ethnicities and demographic backgrounds,
- has continuously promoted the open and smooth dialogue about grass-route interest issues, among the target groups,
- has significantly contributed and facilitated the initiatives towards reaching common ground solutions to problems as per the youth and community based priority,
- has professionally contributed on increasing the Youth Capacities, towards ToT activity, while permanently supporting NGO's management,
- has been able to transfer the know-how and skills, in respect of Human Rights and active engagement, leadership, Participatory democracy etc, as tailored –made towards youth and community based needs,
- has been able to raise and practice the networking and partnership,
- has increased the link among public institutions - youth and community based NGO and young people,
- has contributed to youth confidence and motivation towards generating creative initiatives

- has contributed to youth teams the skills towards project management, implementation and reporting
- has increased the awareness of communities to respond and support the youth common ground initiatives

However,

- The youth self-panic towards entering the open civil society environment is evidence and needs professional coaching support;
- The value of the existing synergies, due to their common shared experiences are promising ones;
- The participatory involvement and contribution of the potentiality of the partnership members for lobbying and networking is not effectively used in its development;
- YMCA partner brought local knowledge and experience to the project management. During the project implementation, the project manager and the project office assistant, were supported daily by the CCG office in Skopje and by partner YMCA;
- The shares and responsibilities between the applicant CCG and local partner YMCA were not so efficiently structured to ensure the best of it;
- The project activity planning could have been a little bit better coordinated and synchronized accordingly, because sometimes there were delays for the meetings. Nevertheless all the meetings were held successfully and resulted to successful outputs.
- The role of the local municipal youth offices were not perfectly functional, some of them were involved later to the partnership links provided by the project;
- It is important to emphasize that the project was co-funded and strongly supported by the French Embassy.

8. RECOMMENDATIONS

The project evaluation conducted by Prishtina REA included multi-dimensional research and analyses' tools and mechanisms in order to present the accurate data related to the KYDP project impact in the youth and society development in Kosovo's specified regions. This section summarizes the key programming recommendations based on the above findings, as well as overall concluding thoughts. The future recommendations include as following:

1. While most of the researched project beneficiaries claimed that the inter-ethnic dialogue promotion, democratic values' promotion and peace promotion amongst different ethnic communities were highly increased by the youth participation in KYDP project, we strongly recommend initiating, developing and implementing projects like this in other regions of Kosovo, (besides Prishtina, Prizren and Mitrovica) such as Peja, Gjakova, Gjilani etc;
2. The youth need to be engaged in their personal and society development, they need to know more about practices related to the democratic principles and the respect for human rights. They should be supported by the respective municipal authorities in order to be included in the youth policy development for their communities. The combination of the bottom- up and top-down approaches would bring the positive results;
3. We highly recommend the future potential phases' additions to this project. After KYDP project implementations in all major regions of Kosovo, winners - small grants beneficiaries of all regions should be encouraged to apply with their projects, thus develop a youth competition in the national level. It would create a possibility for Kosovo youth to create a common youth networking system;
4. Taking into account the human resources that remain in each partnership model and practice after a project implementation, a planned schedule of other specific capacity-building activities for the next potential project opportunities should be agreed as soon as possible. This could be done by the regions' youth organizations and their stakeholders in each location where the KYDP project was implemented as soon as possible;
5. More trainings' provisions as important tools of program activities that contribute to the abilities and skills' improvement, increased awareness, knowledge and youth engagement in community life. KYDP should be supported to continue and expand providing trainings as much as possible to youth in need, and make additional efforts to reach out youth from rural areas and under-skilled youth, striving for gender and ethnic balance. KYDP should continue to employ the knowledge and skills of highly effective NGO's and trainers in order to provide trainings to youth in appropriate modules and topics. KYDP and local NGO partners' staff should emphasize in all meetings with relevant responsible institutions

in Kosovo the importance and awareness-raising of the life skills learning process among youth in Kosovo;

6. KYDP projects in all the regions of Kosovo should be supported in order to enable the implementing partners promoting community projects and make efforts to involve a higher number of youth, different ethnicities, and be very selective in terms of the sectors, stakeholders, timing, importance etc. of various small-scale projects;
7. We recommend the negotiation and community mobilization skills provision to Kosovo youth while it will give them the knowledge and tools to present their ideas and views to adults in their communities, convince them of the importance of listening to and acting upon youth initiatives;
8. Youth program events should be supported at the regional and central levels aiming to promote cooperation and common interests of youth and adults and other municipal stakeholders. Regional and/or central level authorities acknowledge the community projects that involve youth working together referring to KYDP as a model;
9. KYDP partners should further targeting areas that used to have a low percentage of multi-ethnic projects implementations (e.g. Zubin Potok, Vushtri/Vucitrn, Lipjan etc);
10. Organize informal small events among multi-ethnic youth from various parts of Kosovo (starting with simple gestures and small projects to complex activities, such as joint picnics, study visits, joint trainings, etc.). Hereby, it will be shown to adults, and proved to youth of different communities that it is possible and useful to build trust amongst each other. The KYDP Program should continue to connect and match young people initiatives with public institutions, civic associations and local businesses through internship programs and partnership models , and will aim to build trust between them;
11. KYDP project implementing partners should initiate cooperation with other current and forthcoming programs promoting and supporting youth related to democracy and peace-building activities;
12. CCG and its partners should continue activities and efforts to promote youth positive events and their skills' enhancement trends in Kosovo. Moreover, the municipal partnership model already created should serve as a focus on other future youth related projects showing that “viable shared future is likely”;
13. The future focus of KYDP project implementing partners should reflect a close cooperation with local authorities, particularly with newly established municipalities which didn't have any opportunity to participate in any project activities such as KYDP one;
14. We encourage CCG – YMCA partners to cooperate with the Education Ministry of Kosovo in order to introduce a partnership community development model to them being based in KYDP project implementation results in the three regions. We would recommend such

ministry to insert some other subjects to be taught in the secondary school related to democracy, human rights, people development, conflict resolution and so on;

15. We recommend that the future project implementations like this one in the other Kosovo regions have a more structured project monitoring schedule during the small beneficiaries' project implementations. It would help the beneficiaries to better prepare for planning the project implementation (human and financial resources projections), project proposal writing and so on.

Annexes:

Annex-1: Specific Questionnaires

Annex-2: List of Participants in Focus Group Discussions: