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**Forum MNE**

**ANNUAL  
REPORT  
2022**

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Montenegro

# FORUM MNE

[WWW.FORUM-MNE.COM](http://WWW.FORUM-MNE.COM)

is a youth organization that has been working on the development of youth work and youth policy through non-formal education since 2002.

Forum MNE evolved from an international project (PRONI Institute for Social Education of Youth and Forum Syd) into a local civil society organization, which was registered in March 2007.

Our figures so far show 20 years of work, 36,000 young people who have gone through our programs, 87 implemented projects and 384 educated youth workers and activists.

The organization employs 6 people and 10 trainers. The organization is governed by a five-member Board. The Assembly of the organization consists of representatives of young people/youth groups with which Forum MNE works, partner civil society organizations and relevant institutions. As a model of co-management in management structures, the organization has formed the *Youth Assembly* body, which counts 15 young people who are responsible for the design and establishment of the International Youth Village. The organization gathers around 100 volunteers.

## **VISION:**

A peaceful and just society with young active citizens contributing to its development.

## **MISSION:**

Forum MNE is an organization which develops its vision by supporting the development of young people into conscious, responsible and active individuals and citizens capable of recognizing, seeking and exercising their rights, while contributing to the development of a peaceful and just society.

## **VALUES:**

Forum MNE strongly opposes any form of discrimination. It creates a safe environment in which everyone feels welcome and is treated based on the principle of equality. Forum MNE's programs are based on the following principles and values: non-discrimination, tolerance, lifelong learning, promotion and personal responsibility, transparency, optimism, proactivity, respect and appreciation of young people and active participation of young people in the decision-making processes.

## 2022. in numbers

20

LOCAL ACTIONS

23

YOUTH EXCHANGES' PARTICIPANTS

7

YOUTH EMPLOYABILITY  
COURSES

14

COMMUNITY  
BASED PROJECTS

20

YEARS OF WORK

100

YOUNG PEOPLE COMPETITIVE  
IN THE JOB MARKET

+3000

YOUTH PARTICIPANTS IN  
COMMUNITY-BASED PROJECTS

+100

YOUTH FROM THE REGION  
HOSTED BY FORUM MNE

22

BUSINESS IDEAS DEVELOPED

12

MUNICIPALITIES INVOLVED

100

JOB OPPORTUNITIES FOR YOUTH

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# INTRODUCTORY WORD

**ELVIRA HADŽIBEGOVIĆ**



Dear young people, partners, donors, citizens,

It is my honor to present you Forum MNE Annual Report 2022, which is our twentieth year of existence and work, the year in which we modestly celebrated our grand jubilee.

The success and all the lessons learned are proudly shared by the former, current and future Forum MNE members. The results belong to Forum MNE's team, but also to all the young people who participate in our projects, our partners (civil society organizations, local, national and international institutions, the private sector) and our donors. We hereby thank you all for your cooperation, support and trust!

In this year's report you can find out more about support programs for young people on their way to enter the labor market. We unified the private, public and civil sector in order to design the most efficient model of support for employment or starting up an own business. We won't stop: even though we know that the current *one-stop-shop* model suits a certain group of young people, we are also aware that it can be amended, upgraded and perfected so that it encompasses a larger number of young people and respond to their more specific needs as well as the needs of the labor market. In parallel with that, we also work on the development of the youth information service and provide opportunities for young people to gain life experience in the regional and European countries, advance their competence in the domain of global education and improve their/our communities.

We took pioneering steps to create a favorable ecosystem for the prevention and reduction of alcohol related harm, and we're not alone in that effort: we joined forces with the national, regional (Serbia and Bosnia and Herzegovina) and European partners from Sweden and thus became a part of the global movement.

There's also a novelty when it comes to Forum MNE's management structure – in that regard, I would like to use this opportunity to wish Jelena Fušić, our newly elected Executive Director, lots of success in her new role!

I will reiterate that Forum MNE is an open-type organization, and you are more than welcome to visit us, write and share with us your vision of our society, which fully meets the needs of young people and provides them with the necessary support on their path to personal and social growth and development.

**Sincerely,**

***Elvira***

**President of the Assembly**

[elvira.hb@forum-mne.com](mailto:elvira.hb@forum-mne.com)



# 1. FORUM MNE'S STRATEGIC DIRECTIONS

Forum MNE implements all the programs in accordance with its 4 strategic directions:

- Welfare and well-being of young people
- Youth and solidarity, cooperation and cohesion
- Youth and healthy environment
- Activism and participation of young people in the democratic life of society, as a direction that cuts across the previous three and all the activities implemented by the organization.

## 1.1. WELFARE AND WELL-BEING OF YOUNG PEOPLE

Forum MNE provides support to young people for their personal development and self-actualization, as well as the acquisition of essential skills, building resilience and agility, independence and dignified work.

This program is implemented through the following fields and projects: **youth camps, youth exchanges, youth independence programs, psychosocial support for young people, cultural, artistic and research workshops, youth information, development of critical thinking-career counseling, development of essential skills, harmonization of education with labor market needs, entrepreneurship and service learning.**

### 1.1.1. MY CAREER FROM ZERO TO HERO

In 2022 Forum MNE entered the third year of implementation of the My Career from Zero to Hero project and marked the occasion with significant results, both through direct work with the youth and cooperation with civil society organizations, business and IT sector representatives and other relevant institutions.

In the first part of the year we finalized the six-month #02hero program that encompassed the

simultaneous implementation of 3 courses: soft and digital skills and career counseling. This is an innovative method that functions as a one-stop-shop model, aiming to encourage employability, especially among the members of the particularly vulnerable youth groups from the NEET population<sup>1</sup>. 50 young persons took part in this program. They got the opportunity to engage in the events organized in order to enable networking with employers and provide potential employment upon the completion of the project.



<sup>1</sup> Youth not in employment, education or training.



Forum MNE organized 2 such events called Showcase Days at the end of May, involving more than 70 employers – representatives of the civil and business sector. The events were organized in the form of direct short conversations with the employers, where the program participants had the chance to present the practical products they created during the digital skills course. The fact that a third of the participants got employed during and after the implementation of the courses speaks of the results of the program and the events.

In addition, as a part of this project NGO TNT, which we supported through the call for proposals for CSOs, created a series of video tutorials for the improvement of digital skills. A total number of 12 tutorials were created and posted on the project and Forum MNE social media channels.

The second part of the year was reserved for the preparations and implementation of another six-month program – an entrepreneurial skills course, implemented by NLP Network, which was supported by Forum MNE through the call for proposals for the CSOs. The Call for Youth to participate in the course was published in June, and 21 young people were selected. The course implementation started in July with trainings on the basics of entrepreneurship and digital marketing, followed by individual mentorship on the market implementation and business plan drafting and the regional training in Novi Sad that gathered participants from the partner countries.

Next year will bring the Elevator pitch with jury selecting and awarding prizes to the 3 best-ranked ideas.

The project *My Career from Zero to Hero – Strengthening networks of Western Balkan CSOs to implement one-stop-shop youth employability model for future jobs of 4.0. digital revolution in Montenegro* is implemented by Forum MNE, in cooperation with CZOR (Serbia), CEM (Bosnia and Herzegovina), TOKA (Kosovo) and YSC (Albania), with the financial support of the European Union and the Ministry of Public Administration of Montenegro.



## 1.1.2. ONE-STOP-SHOP MODEL FOR SOCIAL INCLUSION AND YOUTH EMPLOYABILITY



*One-stop-shop model for the improvement of youth employability has been successfully piloted in the northern region of Montenegro*

25 young people from Bijelo Polje, Rožaje and Berane who participated in the *One-stop-shop program* took steps towards better employment chances at the end of January 2022. This program included a soft skill course, an entrepreneurship course and a digital marketing course.

Upon completion of the two modules of the soft skill course, young people from the cross-border region from the included municipalities had the opportunity to meet and jointly attend the third module, organized from the 13<sup>th</sup> to the 16<sup>th</sup> of May 2022 in Rožaje. This four-day regional training gathered approximately 50 young persons. This was also a perfect chance for the young people of this cross-border region to connect and share their experiences and ideas for future cooperation.

In parallel with this, all the participants took an intensive digital marketing course, where they developed skills in this field with the assistance of their mentors, starting with the basics and going all the way to the more advanced techniques.

The youth from the region met again at the 2<sup>nd</sup> module of the entrepreneurship course, organized in Vrnjačka Banja. This time they worked on the development of business ideas, and learned about the advantages of entrepreneurship, the challenges the entrepreneurs face, etc.

Once the first phase of the training program was completed, under direct mentorship the participants worked for 3 months on the actual development of business ideas, which they presented afterward on November 24 in Novi Pazar within the Regional Business Idea Competition - *Elevator pitch*.



Finally, the expert jury, composed of successful entrepreneurs, selected the top 3 presentations from Montenegro which also received additional mentorship support in the detailed development of business plans in the aftermath.

The mentioned presentations from Montenegro are as follows:

- Application *Don't waste it* – to reduce the food waste in restaurants and markets and offer any leftover food to those who are willing to purchase it at a discounted price, and simultaneously create a profit for the businesses in question, with a dose of social responsibility.
- *Eco-and-energy* sustainable production of medicinal herbs, spices and dried fruit by domestic producers, and drying in solar drying facilities and final production of eco products.
- Rožaje *Book Café* – to provide the guests with a cozy space where they could read (a library), in combination with the sale of homemade cakes and treats.

*One-Stop-Shop Model - For Social Inclusion and Youth Employability* is a two-year program implemented by the CZOR (Serbia), Forum MNE (Montenegro), Office for Youth Novi Pazar and Civic Youth Initiative Rožaje (Montenegro) in 6 municipalities of the cross-border region Sandžak in Serbia and Montenegro. The project is financed by the European Union through the Cross-Border Cooperation Program Serbia – Montenegro 2014-2020, under the Instrument for Pre-accession Assistance (IPA II), with the support of the Ministry of Public Administration of Montenegro.

### 1.1.3. PREVENTING AND REDUCING ALCOHOL RELATED HARM AMONG YOUNG PEOPLE IN MONTENEGRO

Within the program aimed at the prevention of risky behaviors of children and youth, in 2022 a special focus was on the prevention and reduction of alcohol related harm. Recognizing the importance of the youth clubs/centers, youth organizations and organizations for youth, the activities focused on the building of their capacities, but also on the direct work with the youth, with the final goal being the creation of a healthy and safe environment for their positive development.

Children and Youth Protection Policy of the Youth Network of Montenegro, an umbrella youth organization, was developed and adopted at the initiative of Forum MNE. This Policy represents an important step towards standardization of the youth work in Montenegro and the basis for the provision and promotion of the well-being of youth and children involved in the activities and programs of all 46 member organizations of the Network.

Potential risks of jeopardizing the children's and youth's safety can be mitigated and/or removed with high-quality and clear procedures and meticulous organization of the activities. Because of this, it is very important that each person involved in the activities, projects and programs of the Youth Network of Montenegro understands the risks and their role and responsibilities in the provision of the safety and security of children and youth. The document also emphasizes the role of youth activities organizers in the preservation of young people's health by promoting healthy lifestyles.

To additionally contribute to the quality of the youth work in the domain of children and youth protection, Forum MNE developed an online learning tool called A.S.A.P. (*Affirmation.Service.Action.Support.*) that will enable those working with children and youth to acquaint themselves with the Youth Network of Montenegro's Children and Youth Protection Policy and other relevant documents and guidelines referring to the principles and values of the youth work, good practice in youth work, provision of a healthy and safe environment for the work with children and youth, procedures and actions in the abuse cases.





Capacity-building training for the youth service administrators and representatives of youth organizations/ organizations for youth, resulted in the development and implementation of 17 local initiatives involving 190 young people from Podgorica, Nikšić, Šavnik, Mojkovac, Pljevlja, Bar, Kotor and Cetinje. Forum MNE provided mentorship support in the design and implementation of the initiatives which included board games nights, psychology workshops, as well as socially engaged art workshops, etc.

Work on the prevention of alcohol consumption among young people is a process that requires the involvement of all social actors. The media play an important role in this process when it comes to the creation of quality content – to inform and educate citizens on alcohol prevention, but also to indicate the irregularities and call all the stakeholders to account. Through a call for journalist stories entitled *Alcohol in Montenegrin Social Reality* and in cooperation with the weekly magazine *Monitor* and a group of applicants, Forum MNE compiled and published a special newspaper supplement that covered the issues related to the prevention and reduction of alcohol related harm through a series of articles.

These activities were conducted as a part of the project *Preventing and Reducing Alcohol Related Harm Among Young People in Montenegro*, implemented by Forum MNE with the financial support of the Swedish International Development Cooperation Agency (SIDA) through ForumCiv and IOGT NTO Movement.



N. K. 2022

## 1.1.4. YINFOPIONEERS – PIONEERING YOUTH INFORMATION AND COUNSELING IN THE WESTERN BALKANS

The main goal of the *YinfoPioneers - Pioneering Youth Information and Counseling in the Western Balkans* project is to train young people in the Western Balkans to become better decision-makers and solve problems based on quality information and guidelines, as well as to promote the integration of youth rights to information in the national strategy for young people. This requires the training of youth workers and youth information professionals, and the recognition of youth information as a part of national youth policies and youth work development plans.

In the context of mass disinformation, young people more than ever need help in selecting and processing information in order to assess the accuracy and make autonomous decisions. Being informed is a right, and coming of age is essential in shaping one's future. Information and counseling should help young people in every aspect of their lives and autonomous decision-making.

In 2022, a consortium including ERYCA (European Youth Information and Counseling Agency - coordinator), Youth Resource Center Tuzla (BiH), Youth Voice Network of Organizations (AL), Agency for Development and Cooperation – CEREBRA (BiH), Students' Cultural Center/ŠKUC (SLO), Mladi info International (MK) and Forum MNE worked on the preparation of numerous activities to be organized at the national and regional level in the upcoming period. Along with the online meetings, the consortium had a meeting in Tirana. When it comes to the local level, focus groups with young people were implemented in order to identify the needs of the youth in the Western Balkans, and these should provide a broader context and guidelines for planning further activities regarding rights to information. The project is financed by the European Union through Erasmus + Program (CBY).



# 1.2. YOUTH AND SOLIDARITY, COOPERATION AND COHESION

Forum MNE encourages solidarity and cooperation among young people, and supports young people to actively contribute to social cohesion, justice and peace.

Within this strategic direction, Forum MNE works in several fields: **reducing the ethnic and social distance of young people, mobility and migration of young people and the development of local communities and youth organizations.**

## 1.2.1. SERVICE LEARNING IN MONTENEGRO

In 2022 Forum MNE continued to introduce and upgrade the concept of service learning in both formal and non-formal education in Montenegro through the projects "Service Learning for More Inclusive Schools" and HEARMI, as well as the membership in the Network of Organizations Promoting Service Learning in Central and Eastern Europe.

### SERVICE LEARNING FOR MORE INCLUSIVE COMMUNITIES

The aim of the *Service Learning for More Inclusive Communities* project was to give the practitioners an active role in education and the whole child development through service learning.

65 young people from 3 municipalities (Budva, Nikšić and Podgorica), selected by a call for the youth published in May, took part in the training program in the domain of service learning.

After that, divided into small teams and assisted by 5 mentors, they researched the needs of the selected communities and created the service learning projects in line with the findings. 14 projects were implemented in total, dealing with different issues such as: the improvement of legal awareness, promotion of mental health, encouragement of higher participation of women and girls in sports, development and improvement of social skills of persons with disabilities, sexual education of young people, etc.

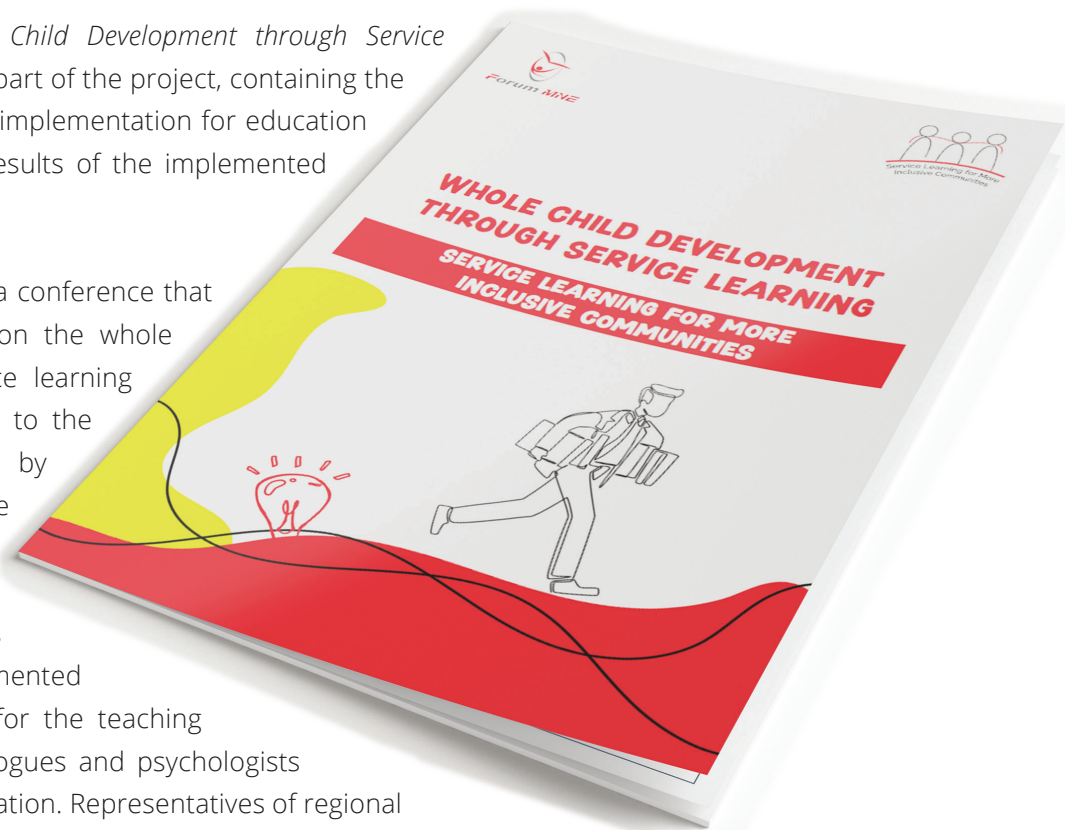
The results of the project were presented during the 3<sup>rd</sup> Service Learning Festival, with the involvement of the community members who were actively engaged in all the phases of project planning and implementation alongside the participants.



A publication entitled *Whole Child Development through Service Learning* was also drafted as a part of the project, containing the guidelines for service learning implementation for education practitioners along with the results of the implemented projects.

The project's final activity was a conference that included a panel discussion on the whole child development and service learning as a method that contributes to the approach. This was followed by a project showcase, where all the attendees had the chance to learn more about the implemented projects from the youth that implemented them, and by the workshop for the teaching staff and school-based pedagogues and psychologists called Service Learning in Education. Representatives of regional and international organizations and relevant institutions shared their experiences during the event.

Forum MNE will continue to work on the introduction of the service learning concept in education, and in accordance with that we accredited a program for the professionalization of teaching staff on this subject.





# HEARMI

Forum MNE continued the implementation of the HEARMI project implemented by the TOKA (Kosovo) with partner organizations: New Horizons Foundation - NHF (Romania) and MIOS (Bosnia and Herzegovina). The project aims to build the involved organizations' capacities to strengthen the civic engagement of young people and the young people's ability to advocate for social inclusion in service learning projects. Last year we participated at the Service Learning Conference in Sarajevo, where we discussed the importance of spreading the service learning concept, the good practice examples, and the importance of integrating service learning in education. The conference was organized by the Network of Organizations Promoting Service Learning in Central and Eastern Europe, in cooperation with international partner CLAYSS (Argentina) and the national host MIOS (Bosnia and Herzegovina).



# Hearmi

Boosting  
HEARts and MInds of youth  
with Service-Learning







A youth exchange was organized in Romania in July, so a group of 13 young people from Montenegro, together with the youth from Kosovo, Bosnia and Herzegovina and Romania, had the opportunity to find out more about service learning and participate in the activities during which they initiated the process of analyzing the problems in their communities and planning the actions. Upon their return from Romania, the participants continued to work on planning the actions in the community, so they split into two teams and dealt with two subjects: gender equality and non-formal education. Implementation of the actions is planned for January, when the participants plan to implement the projects on the mentioned subjects in the period between the 16<sup>th</sup> and the 22<sup>nd</sup> of January and thus mark the *Service Learning Week*. The project implementation period lasts from December 2020 to November 2023.

This year, Forum MNE continued to actively participate in the Regional Network of Service- Learning of Central and Eastern Europe.

## 1.3. YOUTH AND HEALTHY ENVIRONMENT

Through activist and information campaigns, Forum MNE creates conditions for youth activism and youth creativity related to the environment and climate change.

Forum MNE is one of the member organizations of the network of Socially Responsible Companies in Montenegro (CSR), within which since 2013 it has been actively participating in the implementation of the strategy of sustainable development through the activities of the network.

Numerous workshops, dialogues and quizzes on the subject of human rights, ecology and environment protection, sustainable development, climate changes, poverty, intercultural education, etc. were organized during the Global Education Week.



# 2. OTHER ACTIVITIES

## 2.1. GLOBAL EDUCATION



Forum MNE has been a member of the Global Education Network since 2013. The North-South Center is a partial agreement of the Council of Europe, and the Center aims to develop, improve and maintain strategies and capacity building for global education with a focus on institutions and experts in the field of global education in the formal, non-formal and informal sectors.

*The Global Education Week* was organized again, from November 14<sup>th</sup> to 20<sup>th</sup>. Numerous workshops, dialogues and quizzes on the subject of human rights, ecology and environment protection, sustainable development, climate changes, poverty, intercultural education, etc. were organized. A total of 16 schools participated in the Global Education Week, 13 elementary schools and 3 vocational high schools/gymnasiums. Alongside these schools, Resource Center for Children and Youth Podgorica, public preschool institution Bambi and Access - Pljevlja also participated.

As a member of the Global Education Week, Forum MNE took part in the *International Conference on Global Citizenship Education*, in the context of addressing inequalities and conflicts, held in Ljubljana, Slovenia, 21<sup>st</sup>-22<sup>nd</sup>



of March. This conference's goal was to gather 50 civil society advocates, network members and innovators in the area of global civic education in Europe in order to create a message for the policy and decision-makers and discuss the current global challenges and provide the chances to form partnerships.

From September 11<sup>th</sup> to 18<sup>th</sup> Forum MNE participated in the global education and advocacy training, as well as at the meeting of the Global Education Coordinators' Network, held in Molina, Spain. This event was organized by the *North-South Center* of the Council of Europe, as a part of the 21<sup>st</sup> edition of *University on Youth and Development 2022 – Building Effective, Accountable and Inclusive Institutions*. The global education and advocacy training aimed to define the key concepts, threats/opportunities and advocacy strategies in the domain of global education in Europe and beyond, to examine the role of the civil sector and institutions in the advocacy and share and analyze the experience of the members of the Global Education Network; good practice examples, challenges and achievements. New knowledge on the definitions and characteristics of advocacy, communication and networking skills and the new trends in cooperation with the civil sector/institutions were adopted during this training.



## 2.2. GIVING BACK TO YOUTH ERASMUS+ TRAINING OF TRAINERS

Forum MNE participated in the Erasmus+ training of trainers in Poland, organized by the *Institute of Innovation Foundation (Fundacja Instytut Innowacji)*. The main goal of the project was to strengthen the competence of the trainers from 12 program and partnership countries and to improve the quality of youth work on the local and international level in a broad sense. In this regard, during the first part of the training held in May the participants had the opportunity to gain the knowledge and skills required to implement the non-formal education activities with the youth. In the ETS Competence Model they adopted new tools and methods that will be helpful in future work with the youth. Workshops with youth were organized upon return, as the main result of the participation in the training and the adopted knowledge.



The second and final part of the training was implemented later on in December, gathering the same group of trainers who exchanged their experiences, challenges and examples of good practice through various activities. After this training it was planned that the participants implement workshops on various subjects in their own countries so that they apply the gained knowledge and skills in the group work.



## 2.3. ADVOCACY WORKSHOP ON THE HARMFUL EFFECTS OF ALCOHOL AND THE ANNUAL PARTNERS' MEETING

From October 28th to November 3rd, Forum MNE took part in the workshop dedicated to public advocacy and impact on the policies related to the prevention of alcohol consumption and reduction of alcohol related harm, as well as at the annual partners' meeting. This event, held in Thailand, was organized by *Stop Drink Network* and *IOGT-NTO Movement*.

A workshop called *Civil Society's Experience Sharing on Alcohol Policy and Community Action against Alcohol Marketing and Harm* was organized to share civil society experiences and good practice examples when it comes to the prevention of alcohol consumption in the countries of Southeast Asia and Europe, including Thailand, Laos, Cambodia, Myanmar, Vietnam and Sri Lanka, as well as in the Balkan countries, such as Bosnia and Herzegovina, Montenegro and Serbia.

The goal of the partners' meeting was to network with civil society organizations, and *IOGT-NTO Movement's* partners, present the achieved results and plan the forthcoming actions.



## 2.4. FORUM MNE IN ZIMBABWE

As the continuation of the 2019 pilot project, Forum MNE implemented two educational camps for young girls in Zimbabwe and Zambia this year. The entrepreneurship camps gathered approximately thirty girls from socially and economically deprived communities. All the students spent four days in Victoria Falls, and they were involved in numerous various activities, such as visiting the glorious falls and going on a safari through the Zambezi National Park. The camp experience was unique and involved experiential learning, workshops, experiments, living library with many innovative aspects aiming to encourage the entrepreneurship spirit of these girls.



Along with our young girls from Zimbabwe and Zambia, these unforgettable moments were also shared by our partners: Children in the Wilderness (Zimbabwe), International Centre of Excellence for Community Schools (Great Britain) and Forum MNE from Montenegro.

## 2.5. ARTTIVIST CONGRESS

Our youth participated at the ARTivist Congress, held in Sarajevo from the 24th to the 27th of November. This event was organized by the Association of Theater Artists Altteatar, gathering a group of young artists and activists from Bosnia and Herzegovina, Serbia and Montenegro. The participants developed the idea of activism, i.e. they worked on merging activism and art by summing up the ideas created during their work and attempting to articulate them through theater activities into a message they would like to send out to young people and the public. After the success of the event, these young participants are ready to become the initiators of significant social changes, and also to inspire other youth to attempt to solve the challenges in their local communities and create a better future for themselves and the others.





## 2.6. SUPPORT TO IMPLEMENTATION OF ACTIVITIES OF OEAD GMBH IN MONTENEGRO

A long-standing partnership with OEAD GmbH continued in 2022, through the implementation of vocational education projects. A framework for these activities is provided by the ongoing process of educational reform in Montenegro. Promoting cooperation between the school and business, building school quality and inclusive vocational education are some of the top priorities of the vocational education reform.

In that sense, OeAD initiated a new regional project in Montenegro, Bosnia and Herzegovina and Serbia, called *Enhancing the Quality of Vocational Education through Strengthening the Role of Practical Training Organizers*. After the kick-off event held in June in Bar, there were three round tables and the final conference in Podgorica in the period from September to December.

# 3. WE ARE A PART OF THE COMMUNITY

This year, Forum MNE continued to actively participate in networks, such as: the Central and Eastern European Service-Learning Network, the Youth Network of Montenegro, the Coalition for the Rights of LGBTIQ+ Persons in Montenegro and the Network of Organizations Fighting against Peer Violence in Montenegrin Schools.

The goal of the **Central and Eastern European Service-Learning Network** is to introduce the concept of service learning in education systems and the work of NGOs in the countries of this region to encourage innovation in education through local capacity building.

**The Youth Network of Montenegro** is an umbrella youth organization which gathers 46 organizations.

**Network of Organizations Fighting against Peer Violence in Montenegrin Schools** was established on July 26, 2018, within the project Coalition against Peer Violence in Montenegrin Schools, whose main goal is to create protective mechanisms for elementary and high school students in Montenegro. The mission of the Network is to develop a supportive environment, free of violence, based on understanding and accepting diversity among students.

**EQUALLY** – Coalition for the rights of LGBTIQ+ persons in Montenegro, formed in 2022 with the goal of joint work and advocacy of various social actors for the full legal and social equality of LGBTIQ+ persons in Montenegro in all fields. It functions on the principles and values of total respect for fundamental human rights and freedoms, equality, voluntary, feminism, egalitarianism, solidarity, mutual support and respect and direct democracy. In the last year, the network developed a methodology for monitoring the work of the system institutions in the domain of LGBTIQ+ persons' access to justice, as well as a methodology for monitoring the work of the civil society organizations and their services of support to the LGBTIQ+ community.

We also continued with active involvement in the development of measures of importance to youth in Montenegro as a member of the working team for the implementation of the *Youth Guarantee* program in Montenegro. Youth Guarantee is a European Union program for the youth, aimed to reduce unemployment. The program's goal is to support a smooth transition of the youth from the state of education or unemployment to labor. The main principle of the program is that each young person is provided with a quality employment, apprenticeship, traineeship or education offer within 4 months after completing education or vocational training or becoming unemployed.

Forum MNE also initiated a **regional CSO network** *Communities' First Hub*, dealing with prevention and countering violent extremism. 30 organizations from Albania, Bosnia and Herzegovina, Kosovo, North Macedonia, Serbia and Montenegro actively participate in this network.

Forum MNE is a part of the **National Multisectoral Operational Team for Combating Violent Extremism, Terrorism, Money Laundering and Terrorist Financing**, established in order to coordinate and align the activities of all the relevant institutions and stakeholders in these areas.



## Professional development of the staff

This year, Elvira Hadžibegović enrolled in the Master's degree studies as a part of the CIE support to NGOs, as a segment of her professional development. Elvira is a scholar of the *ERSTE Foundation NGO Academy*. The professional Master at the Vienna University of Social Innovation & Management (PM SIM) aims to accelerate the understanding of the current core dimensions of social innovations and management. The program gathers international groups with pre-existing knowledge, methods, tools, techniques and skills for further development of their innovations and management skills at all levels.

Some of the core principles of cooperative learning promoted by this program include thinking outside the box, imagining the future, willingness to stand out, transferring opinions and developing the highest ethical management and professional standards and promoting the public interest in social issues. PM SIM consists of six one-week modules. The subjects covered range from social entrepreneurship strategy, marketing psychology and market research, and social innovation in the digital environment (blockchain, digital citizenship, social investing, social policy, competing institutional logic), to drafting the grant applications in the European framework.

Alongside this, discussions with experienced scientists, experts, peers and trainers enable a constructive and targeted development of the results of the specific and transferable knowledge. Organizational and civil society perspectives also have a crucial role.

## Forum MNE celebrated 20 years of existence

20  
YEARS

*We flourish  
with youth!*

On 25<sup>th</sup> May Forum MNE celebrated 20 years of existence and work with youth, together with the guests who played a part in our development path. At the beginning of the event, Forum MNE's Executive Director summed up the organization's achievements over the 20 years, thanked all those who were involved in its development and made the organization what it is today through their involvement and cooperation on numerous projects and activities. After the introductory words, *the Youth Assembly* reminded all the attendees what Forum MNE means to them through interactive activities, and of the importance of their own roles during the overall development process of the organization.

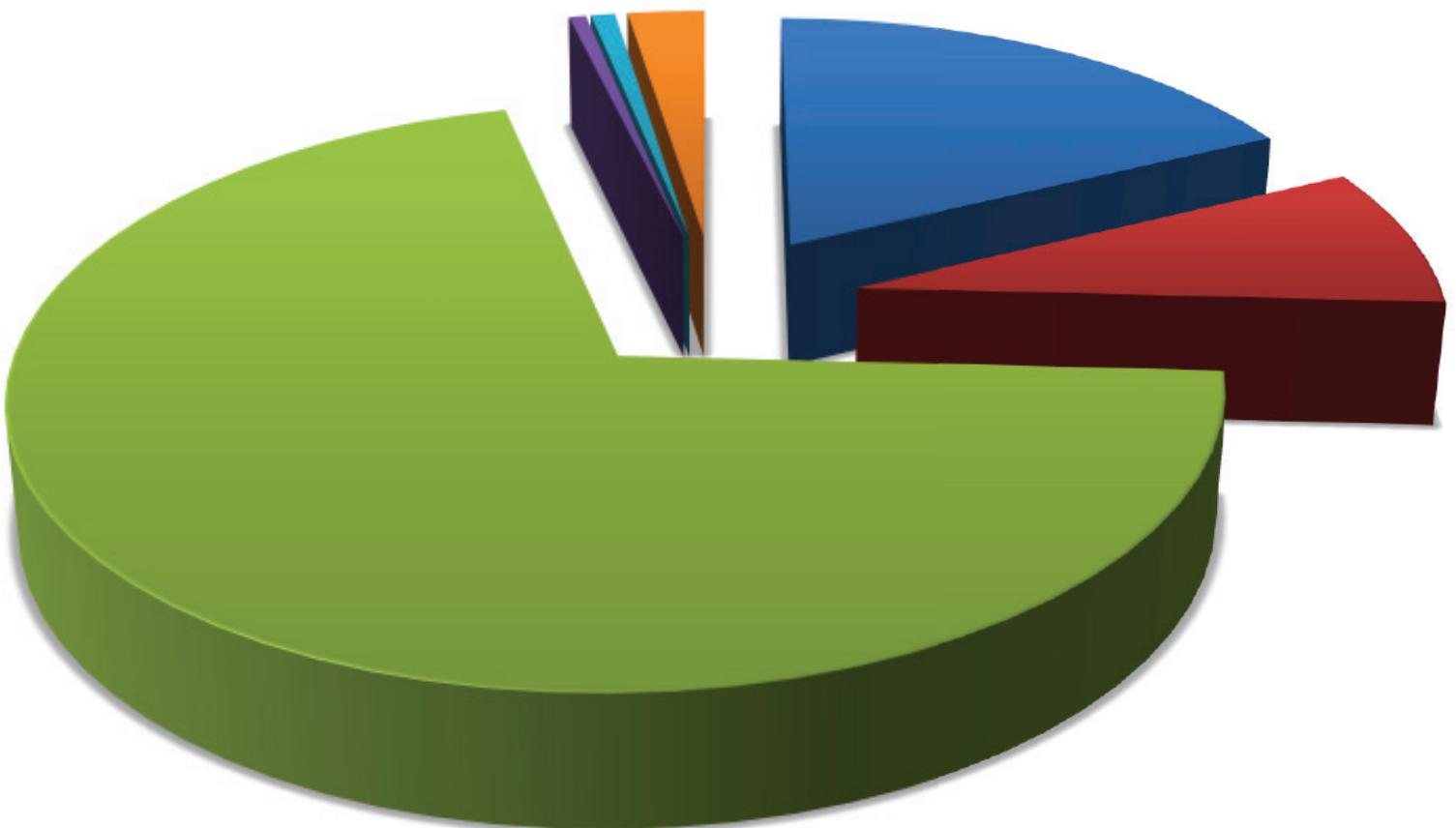




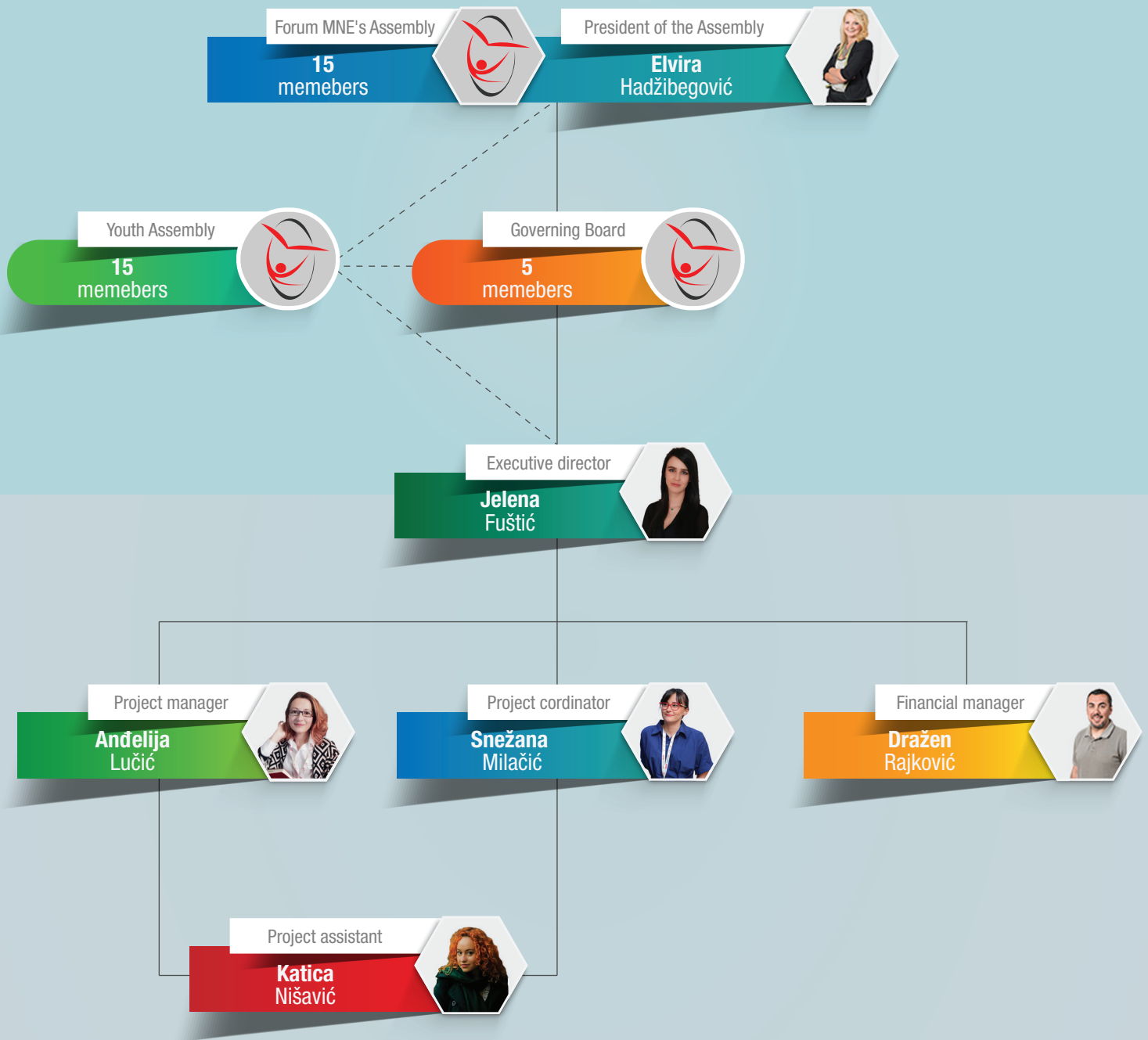
# 4. FINANCIAL REVIEW AND DONOR REVIEW 2022

IOGT-NTO Movement	49046.86 €
OeAD	22300.00 €
European Commission	194419.47 €
Council of Europe	1499.70 €
Embassy of the United States of America	2123.71 €
Other donations	6795.26 €

**Total: 276185.00 €**



# 5. FORUM MNE TEAM



**Forum MNE**