



# **ANNUAL REPORT 2021**

24 February 2022

## A better region starts with YOUTH

# Foreword

The Regional Youth Cooperation Office (RYCO) was established five years ago upon the belief that when young people are provided with an opportunity to meet, connect and take action in society, the whole region benefits from their contribution and empowerment.

The outbreak of COVID-19 in 2020 presented a major and evolving challenge for youth exchange and mobility in general, which continued to affect our work during 2021 too. RYCO responded fast, applying new methods and approaches, both online and offline. The isolation has been a perfect setting for youth stereotypes, outlining the longstanding issues regarding the status of young people within society. In these circumstances, RYCO's mission has been more important than ever. The pandemic proved to us that no matter the distance, whether near or far, youth of the region are ready to build new friendships, meet and create a better region together.

With the new leadership and participatory process of creating a new Strategic Plan, we continued prioritizing youth exchanges and mobility programs in 2021.

Therefore, this Annual Report aims to provide information on RYCO's work and its results for 2021. The report is divided into three main sections.

First, it provides a summary of RYCO's achievements in 2021.

Second, it presents *RYCO's results toward the program mission*, including grant-making, regional projects, the work of the LBOs, research, monitoring and evaluation and communications, including the RYCO's partnerships and advocacy efforts.

Third, it provides *RYCO's results towards the institutional mission*, and, as such, it outlines the main achievements of RYCO towards organizational developments. It elaborates on the Human Resources process, financial, procurement and legal activity. The report includes the logos of RYCO's partners and supporters during 2021, besides additional annexes at the end.

We are grateful to our partners, friends, staff and young people for joining us on this exciting journey. Together we have accomplished a lot and your partnership and commitment remain essential as we move forward.

Yours sincerely,

Albert Hani  
RYCO Secretary General

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## List of abbreviations

AB	Advisory Board
AFD	Agence française de développement (French Development Agency)
BMZ	Federal Ministry of Economic Cooperation and Development (Germany)
CB	Capacity Building
CfP	Call for Proposals
CP 1. ALB 2. BIH 3. KOS 4. MNE 5. MKD 6. SRB	Contracting Party 1. Albania 2. Bosnia and Herzegovina 3. Kosovo* 4. Montenegro 5. North Macedonia 6. Serbia  <i>*This designation is without prejudice to positions on status and is in line with UNSCR 1244 and the ICJ Opinion on the Kosovo Declaration of Independence</i>
CSO	Civil Society Organisation
DG NEAR	Directorate-General for Neighbourhood and Enlargement Negotiations
EC	European Commission
EU	European Union
FAO	Finance and Administration Officer
Forum ZfD	Forum Civil Peace Service
GB	Governing Board
GMFA	German Ministry of Foreign Affairs
GIZ	Gesellschaft für Internationale Zusammenarbeit (German Agency for International Cooperation)
HR	Human Resources
HO	Head Office
HS	High School
ICLD	Intercultural Learning and Dialogue
IMFA	Italian Ministry of Foreign Affairs
LBO	Local Branch Office
HLBO	Head of Local Branch Office
MFA	Ministry of Foreign Affairs
M&E	Monitoring and evaluation



NGO	Non-Governmental Organization
NMFA	Norwegian Ministry of Foreign Affairs
OC	Open Call
OFAJ	L'Office franco-allemand pour la Jeunesse (Franco-German Youth Office)
OSCE	Organisation for Security and Co-operation in Europe
REL	Research, Evaluation and Learning
RISE	Regional Incubator for Social Entrepreneurs
RYCO	Regional Youth Cooperation Office
SE	Social Entrepreneurship
SEEYN	South East European Youth Network
SFF	Sarajevo Film Festival
SIDA	Swedish International Development Cooperation Agency
SP	Strategic Plan
UN	United Nations
UNPBF	United Nations Peacebuilding Fund
UNDP	United Nations Development Program
UNFPA	United Nations Population Fund
UNICEF	United Nations International Children's Emergency Fund
WB	Western Balkans
WB6	Western Balkans six
YR	Youth Representative

## 1. Executive Summary

2021 marked the five years of the establishment of the Regional Youth Cooperation Office (RYCO) and the expiring of the first SP 2019-2021. In 2021, RYCO continued to work towards the strategic objectives, through solid coordination between Head Office (HO) in Tirana and the Local Branch Offices (LBOs) in the region and our partners, thus promoting reconciliation and cooperation among young people in the WB6, as well as creating an enabling environment for the spirit of reconciliation and strengthening RYCO institutionally and organizationally. **Over 8000 young people** benefited from RYCO's work in 2021. In addition, the capacities of **around 1000 voluntary and professional workers working with youth** were strengthened and additional resources were provided to enable them to work in peacebuilding and social cohesion with young people.

The highlight of the year was the comprehensive process of consultations with young people and different stakeholders in developing the **new Strategy 2022-2024** with the support of the German Ministry of Foreign Affairs (GMFA). The essential tool for the start of the strategy development process was the regional study "Shared Futures", published by RYCO in May 2021 in cooperation with the United Nations Development Programme (UNDP). In the framework of the strategy development, RYCO gathered inputs from more than **500 participants** through 6 Local Consultations, 6 Focus Groups Discussions with marginalized groups and youth from diverse and rural communities, 60 interviews with key stakeholders, three regional consultations with representatives of school pupils councils, National Youth Councils and the Business Leaders, as well as the Regional Strategy Forum.

During the year, RYCO supported **12 regional projects of the CSOs** to foster reconciliation and regional youth cooperation, under the 4<sup>th</sup> OC, through the "Enhancing Youth Cooperation and Youth Exchange in the WB6" project, supported by the European Union (EU). Along with these, RYCO supported and closed the implementation of the **20 regional projects of high schools** under the 3<sup>rd</sup> OC. Around **4,500 young people** from the region were reached as a result of implementing both OCs.

RYCO started its new flagship initiative **Superschools** ("Western Balkans School Exchange Scheme," project, co-financed by the EU and the BMZ, implemented by the GIZ and RYCO), aiming at creating school exchanges in WB6. The call was promoted through **25 info sessions**, and it received 127 applications. **30 projects** created by 60 partners were selected in December with total financial support of 336,000 EUR. Over 50 media publications and appearances were generated, and the [promo video](#) reached more than 70.000 views on social media.

RYCO also continued in 2021 with the ["Regional Incubator for Social Entrepreneurs \(RISE\)"](#) project, co-financed by the French Agency for Development. **12 social business projects** were supported, and the 2nd cycle of RISE opened. A Regional Forum was organized in Belgrade, gathering 120 participants from the Social Enterprise Ecosystem.

2021 was also a vital year for the [ROUTE WB6](#) Regional Volunteer Exchange Program, financed by the Norwegian Ministry of Foreign Affairs (NMFA), implementing a new volunteer framework. **More than 180 volunteers** participated in 200 volunteer exchanges, including more than ten festivals and various events.

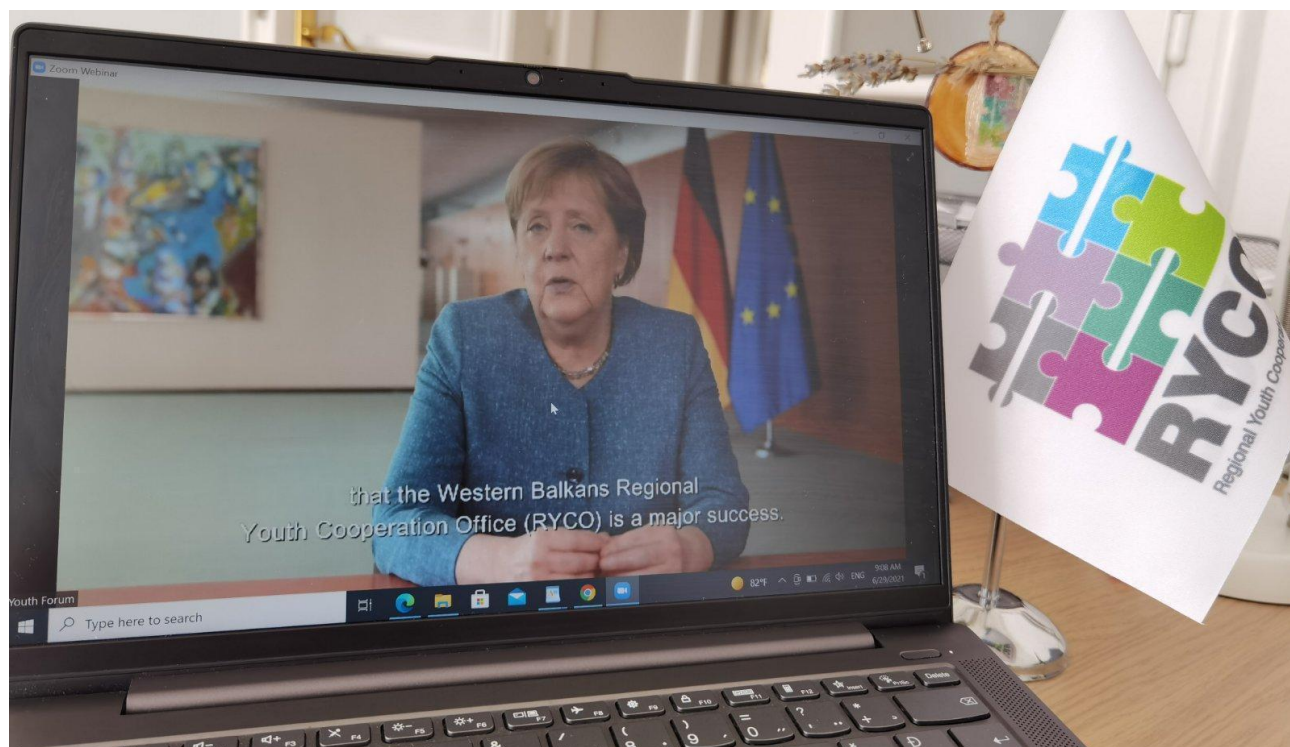
During the year, RYCO increased the number of university partners from 6 to 12 faculties of journalism, involving **48 journalism students**. End of the year, the first regional youth digital platform **HAJDE** ([hajde.media](#)) was launched. The online platform offers daily useful info for young people in WB6 and youth stories, articles, podcasts and other media products that promote the RYCO mission.

The year finished with the launch of the new partnership **"EU-WB Students Integration (EU-WB-SI)"**, supported by the Italian Ministry of Foreign Affairs (IMFA), which will support six regional student networks in 2022.

Besides the regional projects, RYCO was active on the CP level through the work of **LBOs**. The LBOs play a crucial role in disseminating and promoting RYCO values and activities every year. In 2021, they participated in **more than 350 meetings and events**, with the most relevant stakeholders in their respective CPs and the region. They promoted RYCO's mission and values in around **90 media appearances**, covering local activities and other activities organized through RYCO's regional projects.

RYCO also took part in different important international and regional events. One of the most important was the co-organization of the **WB Youth Forum**, under the Berlin Summit, with the participation of over **100 young people and decision-makers** from the region and the EU to discuss the current situation of youth in the WB producing [Regional Youth Agenda](#). In December 2021, RYCO, in collaboration with the Minister of

State for Youth and Children of Albania and the Ministry of Education and Sports of Albania, organized the **First Regional Ministerial Conference**, attended by the ministers and deputy ministers in charge of youth and education of the WB6 and the Minister of Education of Italy.



German Chancellor Ms Angela Merkel underlined that RYCO is a major success of the Berlin Process during her welcoming speech at the Kick-Off of the Western Balkans Youth Forum (Photo ©: RYCO, June 2021).

Parallel to program activities, RYCO was active in further institutional development. In 2021 RYCO got a **new leadership** - the new Secretary General, Albert Hani and Deputy Secretary General, Denis Piplaš. The staff numbers continued increasing, counting thus 53 people engaged. Furthermore, RYCO worked on **staff capacity building** through training, coaching support and various analyses and manuals produced, such as **grant management analysis**, **communications analysis** and the first draft of communication strategy, as well as the **HR policy review** and development of the new **procurement manual**.

The **registration of the LBOs** was one of RYCO's core priorities in 2021. The process has been launched and legal analysis finalized, with a concrete plan for the registration of the six local offices and the decentralization of the work of the Secretariat. RYCO also decided on a **functional analysis**, a process expected to help RYCO in 2022 to get a proposal for the new organigram and management setting.

A great help to RYCO for institutional capacity building has been the support of the Polish Ministry of Foreign Affairs and the Swedish International Development Cooperation Agency (SIDA). To further develop RYCO's institutional and organizational capacities to manage regional cooperation projects, the entire output of the WB6 School Exchange Scheme project has been invested in.

Direct budgetary support to RYCO during 2021 was **3,222,733.47 EUR** from 14 different funding sources, a total amount of **1,001,000.00 EUR contributions from the six CP governments** and **2,221,733.47 EUR contributions from eight donors**. Four audits were conducted: institutional audit of the fiscal year 2020, auditing of financial statements of 2020 for the ROUTE WB6 project, the EC project and the UN project.

*On the next page, you can read about the **main achievements of RYCO during 2021**.*

## RYCO's 2021 results in numbers



2 Open Calls under implementation



32 grantee projects in 2 OCs



1 OC for Superschools exchanges launched



30 preliminary best-evaluated projects



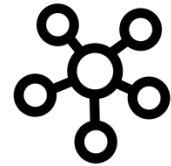
25 info sessions for Superschools OC



127 applications for Superschools OC



An overall envelope for 3 OCs, incl. Superschools OC 1,014,261.01 EUR



7 regional projects



754 Media Appearances



359,750 website visits



5 Governing Board meetings



New AB list approved



53 colleagues



+350 meetings and events at local level



+300 activities throughout the region



+8 000 young participants reached;  
+180 volunteers



Countless hours in Zoom meetings



12 social business projects supported and the 2nd cycle of RISE opened



4 new publications



21 recruitment campaigns



488 job applications

## 2021 Targets achieved

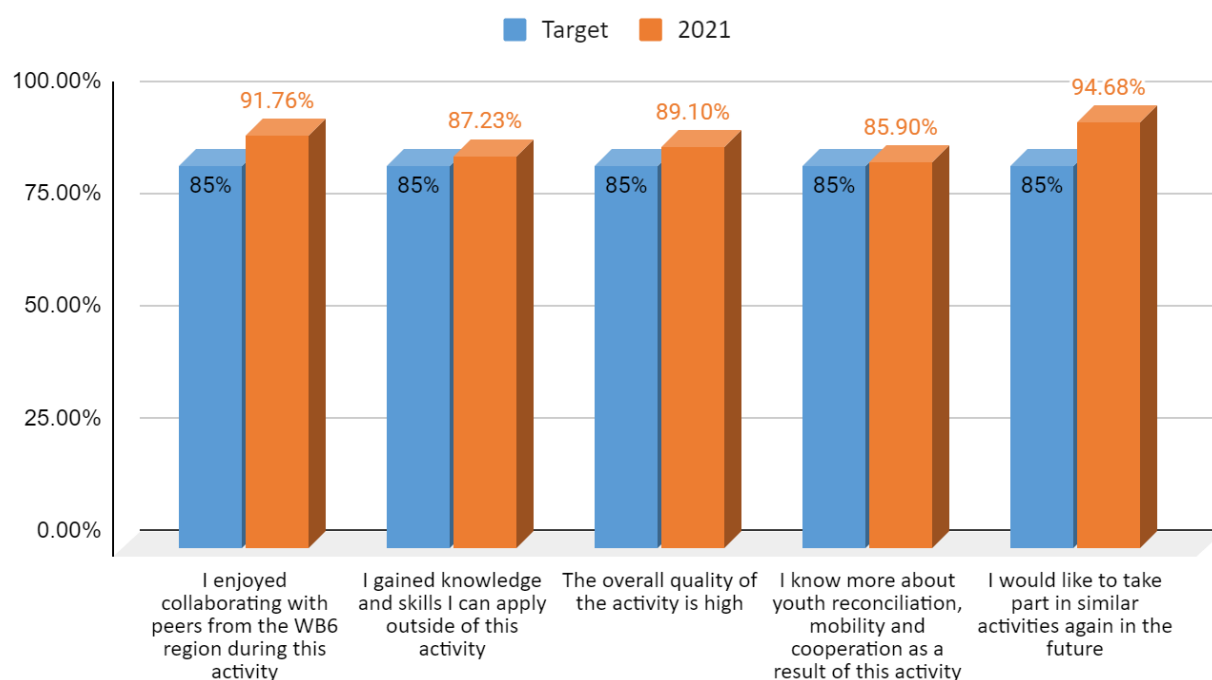


### What youth said about RYCO funded activities during 2021?

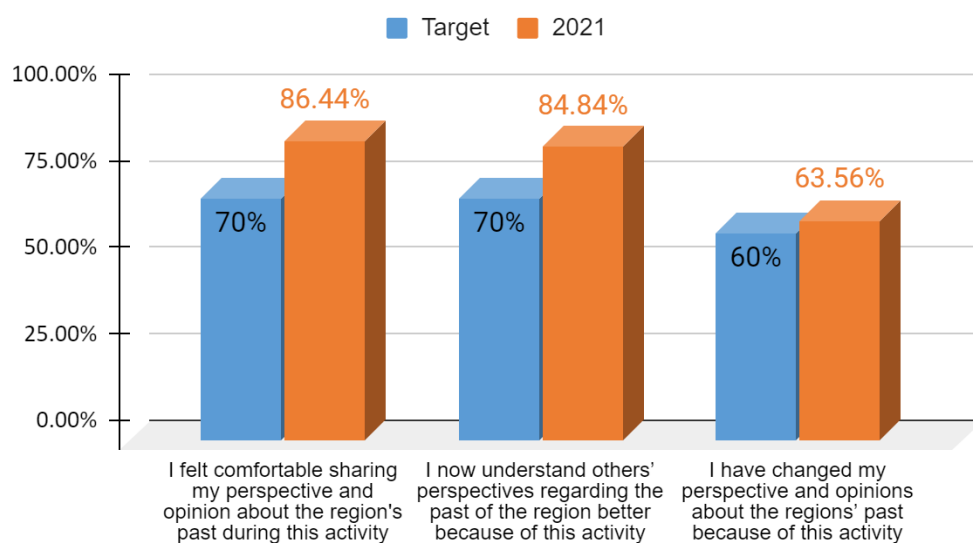
After Activity Questionnaires for Young People findings indicate that young people attending RYCO funded activities during 2021 self-reported:

- **31.12% belonging to any of the marginalized groups**
- **27.39% have never participated in similar activities before**

### Perception of young people in the RYCO funded activities



### Perception of young people in the RYCO funded DWP activities



## A few highlights for the SP 2019-2021 on one-page

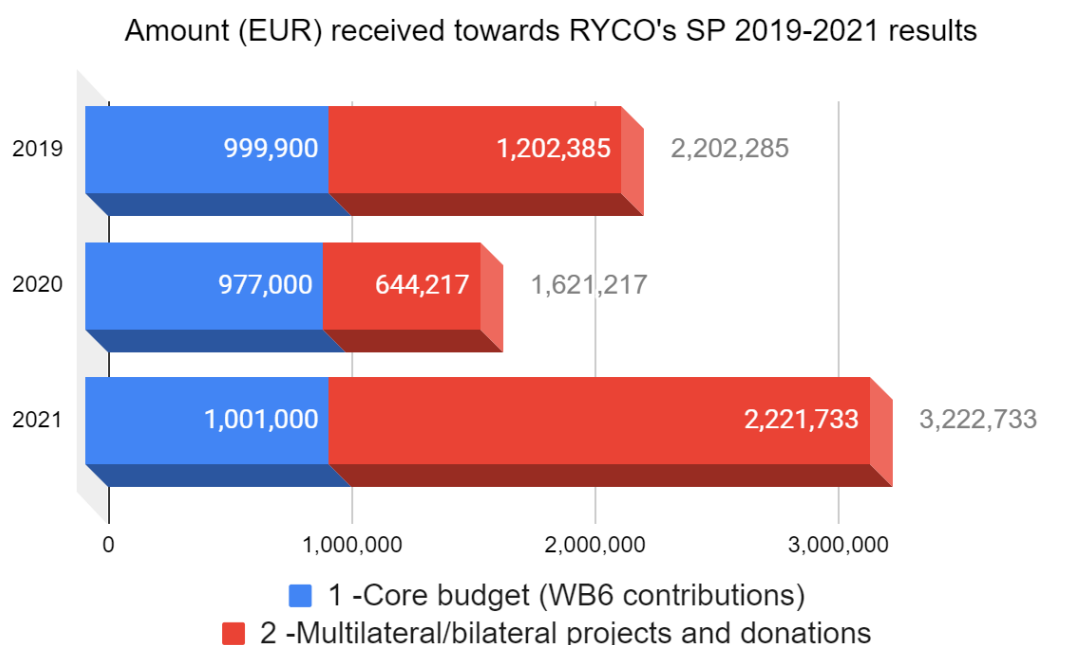
RYCO's vision, mission and strategic objectives, organizational values, development strategy and internal institutional development plans are outlined in **RYCO's Strategic Plan (SP) 2019-2021**<sup>1</sup>, which has stated the following strategic priorities within this planning period:

1. **Deliver PROGRAMMES: Develop regional cooperation, mobility and exchange**
2. **Build DEMAND: Create and promote an enabling environment**
3. **Invest in COMPETENCE: Strengthen RYCO institutionally and organizationally**

### RYCO's key results in numbers for the SP 2019-2021:

- **Four regional mobility programs** such:
  - OCs for regional project proposals (3 OCs in 2019-2021 with 70 funded projects).
  - 1 New Regional School Exchange Program Superschools launched.
  - 1 Regional Volunteering Program ROUTE WB6 implemented.
  - 1<sup>st</sup> cycle of RISE OC implemented and the 2<sup>nd</sup> cycle launched.
- Around **23500 young people** were reached through RYCO funded activities.
- Around **3000 voluntary and professional workers working with youth** were engaged in RYCO funded activities.
- Close to **1000 RYCO funded activities** were organized.
- **Two Departments** were established.
- **RYCO staff numbers increased** from 22 in 2019 to 49 in 2020 and **53 in 2021**.
- **Various publications** for external and internal use and various internal policies were created.

In the chart below, you will find the financial contribution to RYCO for these three years, from the RYCO's CPs and through multilateral/bilateral projects and donations. The total amount invested for SP 2019-2021 has been **7,046,236 EUR**.



<sup>1</sup>RYCO Strategic Plan 2019-2021: <https://www.rycowb.org/wp-content/uploads/2018/08/Ryco-Strategic-Plan.pdf>



## 2. RYCO's results: Program Mission during 2021

### Program development

Intending to achieve key strategic and specific objectives as outlined in the SP 2019-2021, RYCO has put efforts into increasing the quality of regional youth cooperation, youth mobility and diversification of opportunities for active youth participation in activities building mutual understanding and reconciliation in the civic, social, educational, and cultural and sports domains. Furthermore, RYCO invested in the topic of dealing with the past, addressing the differences concerning the region's past and challenging inherited narratives with young people and those working with them. It also worked on increasing young people's level of awareness of the opportunities offered by European integration and intra-regional cooperation.



Thus in 2021, as the first strategic priority, RYCO focused on **promoting regional cooperation, mobility and exchange, delivering programs** through:

- Several strategic regional partnerships across the region (*elaborated in the sections below*).
- Implementation of two regional (3<sup>rd</sup>, 4<sup>th</sup>) OCs responding to identified needs of WB6 youth, CSOs and high schools.
- Design and launch of the Regional Schools Exchange Program Superschools.
- Launch of the first Regional Volunteer Program for youth in the WB6- ROUTE WB6.
- Supporting regional mobility and exchange programs for the development of youth social entrepreneurship, innovation and leadership-RISE.
- Further engagement of the youth attending the regional Y-peer training, in conducting training at the local level and the youngsters attending these training being able to apply with small innovative ideas - which were supported financially and programmatically.
- Establishment of Regional Training Program for students of journalism from WB6.

As for the second strategic priority, RYCO worked during 2021 towards **creating and promoting an enabling environment by building demand** through:

- New digital tools that promote increasing WB6 youth awareness on opportunities to engage in activities building mutual understanding and reconciliation in the civic, social, educational, cultural and sports domains (such as the HAJDE platform).
- Strengthening capacities of youth and grassroots organizations and high schools to access and use RYCO's resources to engage in peacebuilding and social cohesion activities in the WB6, such as the launch of the first e-learning platform "teaching peace" - built upon the Educators Toolkit - Intercultural Learning and Dialogue section.
- Raising awareness and increasing peacebuilding and reconciliation efforts among youth in the WB6 through the communication and visibility campaign "[Youth Inspired by Peace](#)" and the social media campaigns of [routewb6.org](#).
- Raising awareness of journalists and media stakeholders on RYCO priorities and values of intercultural exchange through PR Campaigns under different projects and local activities, resulted in more than 200 media publications about RYCO as guided by its values and principles.
- "Shared Futures" study, about the youth perceptions on peace in the WB.
- Support and active engagement in high-level events such as Ministerial Conference; WB Youth Forum; EU-WB Youth Forum in Rome.

## 2.1 Strategy 2022-2024 development

In 2021, RYCO started developing the new strategy 2022-2024, supported by the GMFA.

### Key project achievements:

- **Desk review** and needs assessment, including preparatory workshops and meetings, based on the evaluation of the RYCO's Strategic Plan 2019-2021 results.
- Preparation of a **Systemic Conflict Analysis (SCA)**.
- **Local Events** collecting input and feedback from **more than 380 participants** as outlined below:
  - 6 Local Consultations with 4 different target groups (Youth Political Parties Forums; Young Leaders as members of different CSOs; Youth Workers and Peacebuilders; School representatives), 24 consultations in total in all CPs, with 263 participants reached.
  - 6 Focus Group Discussions with marginalized groups and youth from diverse and rural communities gathered 58 participants from the WB6.
  - 60 Interviews with key stakeholders such as GB Members; representatives of Ministries; current and potential RYCO donors; current RYCO grantees, previous and potential grantees and media representatives.
- **Regional Consultations** gathered **50 participants** from the following target groups:
  - 12 representatives of school pupils councils.
  - 8 representatives of National Youth Councils.
  - 30 participants in the Business Leaders Forum.
- **Strategy drafting, finalization and validation:**
  - Drafting the Strategy Outlook by Program Task Force, external facilitators and experts; and a Validation Workshop on the SCA Report.
  - Regional Strategy Forum – finalization of the Strategic Objectives and Strategy structure (3-day event with **70 key partners and representatives** of key stakeholders) in Serbia.
  - Final Design and Validation Workshop with the Program Task Force and experts in Montenegro.
  - Final feedback sessions with the Program Team, YR in the GB and the leadership.
  - Finalization of the strategy and Action Plan 2022-2024.
- **Strategy approval and follow up (in 2022):**
  - Strategy approval by the GB.
  - Promotional campaign on RYCO and the new strategy.
  - M&E Framework 2022-2024.
  - Communication Strategy.
  - Gender Mainstreaming Report.
  - Annual Plan for institutional development and functional analysis.



RYCO's strategic priority areas of direction for 2022-2024 are planned as follows:

- **Area I: Providing Opportunities For Youth**
- **Area II: Supporting Multipliers**
- **Area III: Advocating and Raising Awareness**

### RYCO's Strategic Objectives for 2022-2024:

1. To initiate, support and foster regional cooperation and intercultural learning, peacebuilding and mobility opportunities for young people in the WB.
2. To enhance the capacities, resources and networking of multipliers in the WB that contribute towards and are engaged in intercultural learning, peacebuilding and other RYCO thematic areas.
3. To advocate for the development of an enabling environment in the WB for peacebuilding, regional youth cooperation and improving the position of youth.

For more information, please consult the integral document of the new Strategy in **Annex I**.



## 2.2 Grant-making

Among the highlights of 2021 for the Grant Unit (GU) is that in 2021 it took the form of a complete unit with two assistants, for program and finance, Grants Assistant in the ROUTE WB6 project and a Grant Manager.

In 2021, RYCO managed different phases of **four OCs**:

- Expenditure verification for the 2<sup>nd</sup> OC.
- Monitoring implementation and closure of the 20 grantee projects (high schools) under the 3<sup>rd</sup> OC.
- Monitoring implementation and closure of the 12 grantee projects (CSOs) under the 4<sup>th</sup> OC.
- Design and launch of the first cycle of the Superschools Exchange Program.

**Table 1: RYCO's OC data**

RYCO's CfPs	2 <sup>nd</sup> OC 2018	3 <sup>rd</sup> OC 2019	4 <sup>th</sup> OC 2020	1 <sup>st</sup> OC of Superschools Exchange Program 2021
Launch date	3 December 2018	28 August 2019	31 August 2020	27 September 2021
Contracting time/date	1 December 2019	December 2019	February 2021	February 2022
Implementation period	1 December 2019 – 30 November 2020	1 January 2020 – 31 March 2021	February – October 2021	March 2022-June 2022
Closure	30 April 2021	31 August 2021	31 December 2021	2021
Donor	UNPBF	GMFA	European Union	GIZ
Overall envelope	1,000,000 EUR	360,000 EUR	318,261.01 EUR	336,000 EUR <sup>2</sup>
Target group	CSOs and high schools	High Schools	CSOs	High Schools

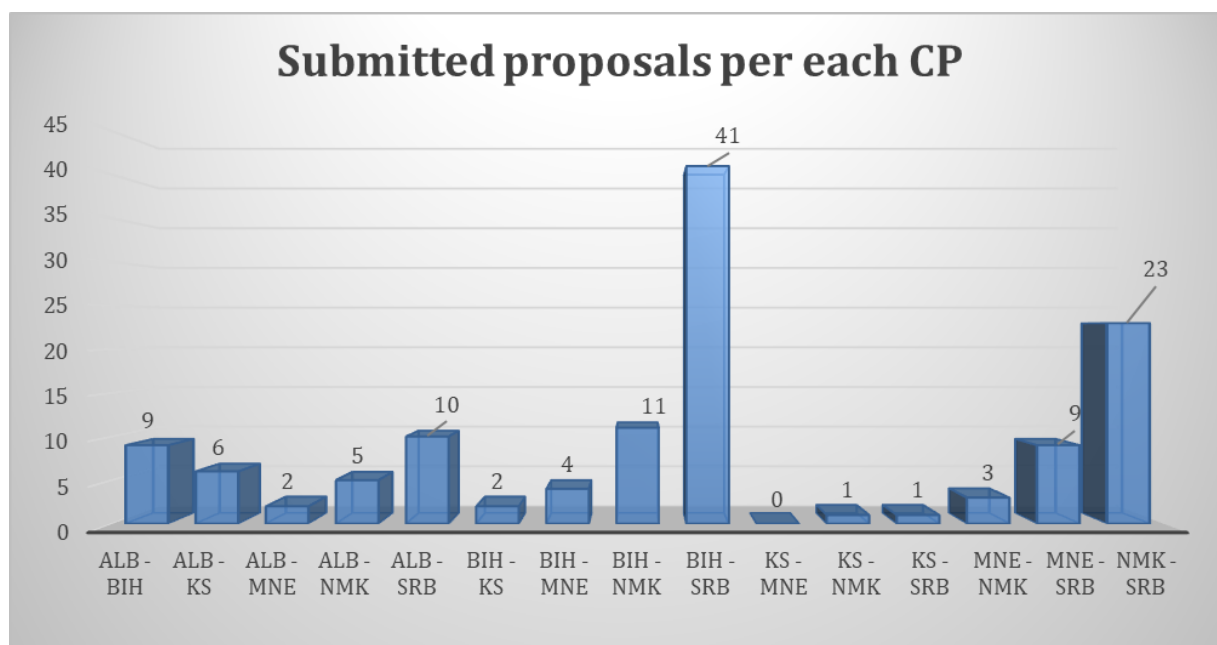
The **3<sup>rd</sup> OC (CfP 2019)**, supported by the GMFA, focused on supporting and empowering high schools and started implementing the activities from 1 January 2020 to 31 March 2021. The overall envelope for this CfP was 360,000 EUR. The Call supported 20 projects, which among other results, promoted the importance of intercultural youth exchange through **32 positive media publications** (media appearances and written articles). Despite the Call being dedicated to high schools, CSOs were allowed to apply on behalf of schools if they had at least one high school from a different CP as a partner, due to the fact of not all the CPs have a legal framework that allows schools to apply for implementing grants themselves. Moreover, a significant number of vocational schools applied. Building on the challenges faced in the previous calls, the grantees of the 3<sup>rd</sup> OC were constantly supported by RYCO through a digital tools workshop and meetings with FAOs to help them during the implementation.

The **4<sup>th</sup> OC (CfP 2020)** co-financed by the European Union (EU) supported 12 projects of the CSOs in the region to foster reconciliation and regional youth cooperation during and post the COVID-19 crisis by providing young people with opportunities that create space for dialogue, mutual learning and increased understanding across communities and CPs. The total envelope for the 4<sup>th</sup> OC was **318,261.01 EUR**. The implemented activities under the 4<sup>th</sup> OC generated **61 positive media publications** about the importance of intercultural youth exchange.

Unlike the 2<sup>nd</sup> OC, for the 3<sup>rd</sup> and 4<sup>th</sup> OCs, RYCO utilized the online platform for applications. Furthermore, the 2<sup>nd</sup>, 3<sup>rd</sup> and the 4<sup>th</sup> OC (CfP2018, CfP2019, CfP2020) went through the expenditure verification process, which was finalized successfully.

Moreover, **Superschools Exchange Program** was designed, drafted, and launched aiming at school exchanges in WB6 to support the peacebuilding and reconciliation process and intercultural learning and dialogue among schools, students, and their communities. The Program is part of a multi-donor project, "Western Balkans School Exchange Scheme," co-financed by the EU and the BMZ, and implemented by the GIZ and RYCO. The project contributes to increasing the skills and knowledge of young people in the WB by enhancing education systems and promoting cooperation in the region through establishing a regional school exchange program. The project will support 60 high schools from WB6 selected from a total number of 127 applications received in the dedicated online platform for applications for the Superschools call. GU also discussed with the GIZ team the implementation of an online grant management platform targeting users of the existing RYCO School matchmaking platform, RYCO staff and other stakeholders.

<sup>2</sup> The foreseen envelope is subject to change due to the flexibility of the exchange program



Besides these, the grantmaking expert finalized the findings and recommendations supporting GU in improving the grantmaking practice. In line with the expert's deliverables, GU organized the 2<sup>nd</sup> workshop to discuss the gaps in the current grantmaking processes and practical solutions to improve them. The recommendations were presented to all RYCO staff members.

#### *Successfully overcame challenges within OCs during 2021*

The **3<sup>rd</sup> OC activities** were implemented **online**, which posed many difficulties to schools unfamiliar with online tools and online interactions with their partners. External experts were engaged in the process. The 4<sup>th</sup> OC was launched after the COVID-19 outbreak so the necessary measures were considered beforehand and the activities were designed and implemented taking into account the COVID-19 restrictions.

## 2.3 RYCO donor-funded projects

Through these projects around **3500 young people** were reached through **37 exchanges** from the 4<sup>th</sup> OC, and more than **1000 young people** were reached through the online activities conducted through the 3<sup>rd</sup> OC, reaching thus a **total of more than 4600 young people** interacting throughout the region, online and offline.

RYCO's internal capacities were also strengthened and critical milestones both in terms of organizational and programmatic development were achieved. Through these projects, RYCO HO and LBOs in collaboration with the project partners achieved to maintain good synergies in the successful implementation of the project activities.

Project teams worked closely with RYCO Communications to secure proper implementation of the organization's visibility guidelines and to promote activities of the projects through a series of news items promoted on RYCO's website and social media.

In addition to entering into new project commitments during 2021, some of the donor-funded projects were reaching their closure. Therefore, RYCO has committed to the independent external evaluation of the projects. As such, the UN project was finalised with an External Evaluation Report with positive findings and recommendations for further investment toward young people in the WB region. RYCO started the process of the external evaluation for the RISE, ROUTE WB6 and EC projects. The independent evaluation reports are expected to be submitted to RYCO in 2022. The UN, ROUTE WB6 and EC project underwent an annual financial audit.

## “Enhancing Youth Cooperation and Youth Exchange in the WB6”



**The goal of the project** is to respond to the need to contribute to the process of reconciliation in the WB6 region by enhancing youth mobility, cooperation and activism.

**Timeframe:** The project activities started in March 2019 and will end in February 2022.

**Donor and partners:** European Union - represented by European Commission, direct contact point Directorate-General for Neighbourhood and Enlargement Negotiations.

**Budget:** 795,689 EUR

### Key project achievements:

- Under this project, RYCO organized 6 contracting events for the 4<sup>th</sup> OC in the 6 CPs.
- Implementation of RYCO's 4<sup>th</sup> OC, supporting 12 sub-grantee projects selected from a total number of 129 submitted applications. In total there are 27 partner entities engaged.
- On-spot check and interim reporting.
- CBT of grantees: 1) on the 11<sup>th</sup> – 12<sup>th</sup> of March, CBT focused on administrative and financial procedures, as well as communication and visibility rules in the project implementation. 2) On the 13<sup>th</sup> of August, financial management training.
- Promotion of grantees' activities and promotional videos, resulting thus in the production of 2 project promotional videos and consistent promotion of grantees' activities on RYCO's [website](#).
- The 4<sup>th</sup> OC applied a new model for Expenditure Verification by creating a pool of audit companies/individuals.
- Publication of “What Youth Said” regional consultations findings.
- Submission of the No Cost extension of the project.
- Started the process of the external evaluation of the project. The External Evaluation Report was submitted in February 2022.
- **32** media appearances.



*“Everything is awesome: people I have met, the knowledge I have gained, the extended network and the diversity. It is the positive energy of the group, tolerance, and open-mindedness that gives you the freedom to be you”, young participant Ms Arilda Dushaj during her participation at the youth exchange in North Macedonia, under the 4<sup>th</sup> OC.*

## “Supporting the Western Balkan's collective leadership on reconciliation: building capacity and momentum for the RYCO” in partnership with UNPBF



**The goal of the project** was to foster social cohesion and reconciliation, enhance attitudes of tolerance and reduce prejudice and discrimination among youth in the WB, through supporting RYCO in building its institutional capacity and partnerships with civil society, education institutions (schools), grassroots youth organizations and youth in general.

**Timeframe:** The project was signed between donors (UNPBF - UNDP in November 2018), and between RYCO-UNDP in September 2019. The project ended in May 2021.

**Donors and partners:** The project was supported by the funds of UNPBF and was implemented by RYCO in partnership with the United Nations Development Program (UNDP), United Nations Population Fund (UNFPA) and United Nations Children's Fund (UNICEF).

**Budget:** 2,999,745 USD, RYCO budget within the project is 969,600 USD (UNDP - 876,600 USD & UNFPA 93,000 USD).

**Key project achievements:** The project was implemented through 4 different outputs, covering different project outcomes, with the most notable results for RYCO listed below:

- Output 1: Capacities of schools to access and use RYCOs resources to organize/undertake intercultural dialogue in the WB6 is strengthened. During this time, with the support of UNICEF, RYCO launched its first [e-learning platform “teaching peace”](#) - built upon the Educators Toolkit - Intercultural Learning and Dialogue section.
- Output 2: Capacities of youth groups and grassroots organizations to access and use RYCOs resources to engage in peacebuilding and social cohesion activities in the WB6 are strengthened. Thus, the youth attending the Y-peer training, built upon the Ypeer Manual, was further engaged to conduct training at the local level and the youngsters attending these training were able to apply small innovative ideas, which were supported financially and programmatically.
- Overall, at least 2 innovative ideas per CP were supported and implemented under this output.
- The [closing event](#) of the project was organized as part of the overall project communication and visibility campaign [“Youth Inspired by Peace”](#) which aimed at raising awareness and increasing peacebuilding and reconciliation efforts among youth in the WB through various campaign events.
- Output 3: RYCOs institutional capacities to enhance sustainable regional cooperation, peacebuilding and reconciliation amongst youth, through the small grants facility are strengthened. In this regard, the 2nd OC was successfully closed with a total of 41 projects/grantees supported under this call.
- The external evaluation of the project was carried out by external experts hired from UNPBF with the support of the UNDP Albania Office, which issued a positive [External Evaluation Report](#).
- Output 4: Opportunities for youth from diverse backgrounds to identify common peace and security priorities and enter into constructive dialogue with their peers across divides were created, confidence in and dialogue with decision-makers was enhanced, and youth capacities to become actors for change were strengthened. The result of this is a publication of the [“Shared Futures”](#) study, published in May 2021. The questionnaire was rolled out throughout the region where more than 5400 young people contributed.



## “ROUTE WB6”



The goal of the project is to promote volunteering as a tool that contributes to the reduction of social and ethnic distance among young people in the region, as well as to strengthen their prosocial and European values that will lead to reconciliation, stability and prosperity of the WB6 region.

**Timeframe:** 1 January 2019 - March 2022.

**Donor and partners:** The project is implemented across the WB6 by a consortium led by RYCO in collaboration with Beyond Barriers Association, South East European Youth Network, Institute for Youth Development KULT, Lens, Youth Cultural Center Bitola, Association for Democratic Prosperity Zid and Young Researchers of Serbia. The project is supported by the Norwegian Ministry of Foreign Affairs.

**Budget:** 9,459,173 NOK around 899,118.19 EUR<sup>3</sup>.

### Key project achievements:



- The first draft of the Exchange Program was approved by the beginning of 2021, meanwhile further program development took place through consultations with the project partners and RYCO.
- The registrations of young people for the Program were opened in March and encouraged by the implementation of the digital campaign, promoting the first regional web platform on volunteering [routewb6.org](http://routewb6.org). The campaign reached 118,936 views on YouTube.
- The project underwent an audit for 2020. The program task force conducted a [validation workshop](#) where the final outline of the Program was created with the steps to follow and the content of the Manual agreed upon. The Program is scaled through MINI (up to seven days), MIDI (up to two weeks) and MAXI (up to two months) volunteer exchange.
- A comprehensive Program Manual was finalized in June and the Program was launched on a [hybrid event](#) gathering 142 participants online, followed by the campaign generating 47 media publications.
- The digital campaign was also ongoing in June and July, generating 10,739,715 impressions, 1,599,865 reach and 36,597 clicks on Facebook, Instagram and Google. The second [video](#) promoting exchanges was produced and promoted on social networks.
- During July - November, ROUTE WB6 MINI volunteers participated in [Anibar Animation Festival](#), [Dokufest](#), [D Festival Dojran](#), [BiH Color Festival Brcko](#), [South Outdoor Festival](#), [Bitola Open City Festival](#), [Ocean Lava Montenegro](#), [Beldocs](#), [Mostar Street Arts Festival](#), Tirana [Marathon](#), [Euroijada](#) and [Pravo ljudski](#) film festival. In October, the first ROUTE WB6 MAXI volunteers started their two-months volunteering in the regional CSOs. Meanwhile, ROUTE WB6 MIDI action took place in the European Youth Capitals Tirana and Novi Sad. One of the activities, marking the MIDI action and the International Volunteer Day was a two-day conference [“A Better region starts with volunteering”](#) in Tirana with more than 100 participants and a Living Library activity.
- The Regional policy brief, Regional Code of Ethics and Manifesto on volunteering produced during 2020 were fine-tuned, translated into the local languages, designed and made available in e-versions.
- The Exchange Program finished in December, with 730 applications, 183 volunteers involved in more than 200 volunteer exchanges, more than 70 meetings with the potential organizers of volunteering from the WB6 and 24 CSOs implementing the Program.
- Started the process of the external evaluation of the project. The External Evaluation Report is expected to be submitted by mid-2022.
- The project activities generated 81 positive media publications in 2021.

<sup>3</sup> Exchange rate of February 2021



*"I think that ROUTE WB6 is a great program that allows young people to meet peers from the region through socially useful activities. This is my first time visiting Belgrade, which has further "enriched" the experience in this program. I have only words of praise for the BELDOCS and RYCO because they made this experience better than I expected. I also realized how important volunteering is in organizing events like this, and this experience motivated me to volunteer in the future. I hope that in the future I will have a chance to apply for ROUTE MIDI and MAXI because I want to enrich my experience in volunteering."* Haris Tutić, ROUTE WB6 MINI volunteer from Goražde, BIH, volunteered at the Beldocs Festival in Belgrade.

## “Regional Incubator for Social Entrepreneurs (RISE)”



**The goal of the project** is to address a specific and crucial need in the region: opening new spaces of reconciliation for the youth of the WB through social entrepreneurship. The project aims to enrich and strengthen the capacity of the social entrepreneurship ecosystem in the WB and raise awareness of social entrepreneurship to generate a dynamic community of young social entrepreneurs.

**Timeframe:** The duration of the project is 36 months starting from 1 October 2019 to 30 September 2022.

**Donor and partners:** The donors are the French Development Agency and RYCO. The partners: GROUPE SOS Pulse, SEEYN, the Franco-German Youth Office and the Institut Français.

**Budget:** 999,258 EUR

### Key project achievements:

- 6 training sessions of the local incubators on the content of the ideation program and 4 training sessions on *Youth Work* and *Interculturality*: discussions about culture and identity.
- An online entrepreneur coaching platform was selected to be a digital ERM (Entrepreneur Relationship Management) tool available for local incubators and entrepreneurs. A series of training sessions were conducted by Lezgo's team to ensure local incubators were up to speed.
- During the RISE Journey #1 - Ideation phase from October 2020 to February 2021, a total of 33 group training sessions and 19 meet-ups were organized in the region. Each local incubator organized a Demo Day at the local level to close the ideation phase, from 22 February - to 5 March. The juries selected the two best projects per local incubator to enter the regional incubation phase.
- RISE Journey #1 - The Incubation phase initially had a strong regional character due to the organization of regional events. To overcome the impossibility of organizing these activities, a series of co-construction workshops were organized within the Consortium to reinvent the incubation program, taking into account the feedback from entrepreneurs and local incubators.
- One week of prototyping training in March, led by an external expert, to provide the tools, methodology and knowledge necessary to prototype the idea.
- A regional incubation program run by all the local incubators from April-June. Each week included an important topic/skill for the entrepreneurs and their projects. In total, 6 training sessions were conducted with 8 project managers from the local incubators participating.
- 12 project managers participating in the incubation phase received a mobility and development grant of 2,500 EUR. As travel in the region was not possible, the entrepreneurs used it to invest in the prototyping of their ideas, for example by purchasing production equipment, developing a website, creating a visual identity or legally registering their structure.
- Raising awareness of social entrepreneurship in the WB among public and key economic actors through a communication strategy and visibility guidelines.
- A Regional Forum was organized in Belgrade gathering 120 participants from the Social Enterprise Ecosystem.
- The project activities during 2021 generated around 40 positive media publications.



- A new position of FAO was introduced in 2021.

*During the meetings, even though they took place online, we had the opportunity to analyze the many aspects of entrepreneurship and doing business in general. This is the first step towards opening a regional incubator for mutual support of young people with entrepreneurial potential. Therefore, I emphasize that this approach is unique,” Mr Aldi Stratobërdha, 1<sup>st</sup> cycle RISE winner, from Korca, Albania*

## “WB6 Schools Exchange Scheme (Superschools)”



Implemented by



**The project goal** is to increase the skills and knowledge of young people in the WB6 by enhancing education systems and promoting cooperation in the region. The Action has the following outputs:

1. The institutional and organizational capacities of RYCO to manage regional cooperation projects are improved.
2. The capacity of schools and other formal education structures to actively participate in and develop quality projects on youth exchange is improved.
3. RYCO's Superschools Regional Exchange Program is designed and implemented.

**Timeframe:** January 2021 - March 2024

**Donor and partners:** co-financed by the EU and the BMZ, implemented by GIZ and RYCO.

**Budget:** 5.5 mil EUR (2.75 directly managed by RYCO)

**Key project achievements:** The implementation of Outputs 2 & 3, which RYCO is leading, started in April. However, in close collaboration with the GIZ, the following can be considered the 2021 project achievements:

- Brand development of the Superschools, visual identity and the visibility plan.
- Design and launch of the 1<sup>st</sup> OC for Superschools. The OC stayed open from 28 September to 7 October. In the [Superschools online platform](#), 415 schools were registered, 156 school partnerships were created and 127 proposals were submitted.
- Design and implementation of the Superschools communication plan. Six kick-off meetings and 25 info sessions were conducted in 6 CPs with different school representatives and other stakeholders, with more than 625 participants. More than 50 media publications and appearances were made and the [promo video](#) reached more than 70.000 views on social media. School representatives, representatives from the ministries and local governments, youth representatives at the local level, ambassadors, ministers, and members of GB, attended the promotion of the Superschools.
- Planning of the future project activities, with a focus on the Regional Annual Conference.
- Selection of the projects and publication of the preliminary list. The Selection Committee meeting took place from 22-24 November. 30 exchanges and 60 schools, with diverse partnerships from different CPs, were selected. The preliminary list of the selected projects was approved by the GB on 29 December and then published online. There were 22 accepted project applications from rural areas.



## RYCO Strategy and Youth Digital Platform development



**The goal of the project** was to support RYCO's new Strategy and the Youth Digital Platform development.

**Timeframe:** June - December 2021

**Donor:** German Ministry of Foreign Affairs (GMFA)

**Budget:** 349,930 EUR

### Key project achievements:

- Development of the RYCO strategy 2022-2024 with the involvement of more than 500 stakeholders (*Details available under section 2.1 of this report*).
- Development of the Youth Digital Platform HAJDE in cooperation with faculties of journalism (*Details available in the section of the communication unit*).

## EU-WB Students Integration (EU-WB-SI)



**The goal of the project** is to support the integration of WB6 students into the EU through the support of creation and development of branches of famous European students organizations in the RYCO's CPs. In addition, the project will provide mentorship support and build capacities of six new regional networks of EU student organizations so they can establish long-lasting regional cooperation.

**Timeframe:** 11 months (December 2021 – November 2022)

**Donor and partners:** Italian Ministry of Foreign Affairs (IMFA), RYCO.

**Budget (with RYCO co-financing):** 167,000 EUR

### Key project achievements:

- Project kick-off meeting on 28 December 2021, marking the launch of the project.
- Preparation for recruitment of the Project Team.
- Preparations for 2022.





## 2.4 Advocacy, Cooperation and Partnership

**Advocating** toward creating and promoting an enabling environment supportive of youth cooperation and reconciliation was one of RYCO's strategic priorities through 2021 as well. Thus results of RYCO's work in this direction are through the following actions:

- **WB Youth Forum**

In the framework of the Berlin Summit 2021, the WB Youth Forum was co-organized on 5 July by RYCO and the Franco-German Youth Office (OFAJ/DFJW) in cooperation with other regional initiatives and networks. The Forum was supported by the GMFA and co-funded by the EU through the Western Balkan Youth Lab Project. The event brought together over 100 young people and decision-makers from the region and the EU to discuss the current situation of youth in the region and how to improve their position and lives. Interactively, the participants discussed key challenges and topics such as reconciliation and peacebuilding, volunteering, new skills for the future, sustainable development, shifting “brain drain” to “brain gain” and ways of increasing youth participation. These discussions and conclusions are now formulated in the event's final product – the [Regional Youth Agenda](#).

- **EU-WB Youth Forum in Rome**

RYCO was a partner of the EU-Balkan Youth Forum organized in Rome by the Italian Ministry of Foreign Affairs and International Cooperation on 22-26 November. The forum gathered over 100 participants (around 80 students, 10 mentors and several policymakers) from across Europe, to gather new inputs and ideas on the common challenges and topics such as the EU enlargement, reconciliation, environment, common market and digitalization. The inputs were presented and will be channeled to the Conference on the Future of Europe.



- **Regional Ministerial Conference in Tirana**

RYCO, in collaboration with the Minister of State for Youth and Children of Albania and the Ministry of Education and Sports of Albania, organized the regional ministerial meeting on youth and education in Tirana on 8 December 2021. The meeting was attended by the ministers and deputy ministers in charge of youth and education of the Western Balkans 6, as well as the Minister of Education of Italy.



In 2021 RYCO continued several important strategic **partnerships** (explained in detail above) through the following projects:

- “Enhancing Youth Cooperation and Youth Exchange in the WB6”, supported by the EC.
- “Supporting the WB's collective leadership on reconciliation: building capacity and momentum for the RYCO” in cooperation with United Nations agencies.
- The “ROUTE WB6” for Regional Volunteer Exchange Program, financed by the NMFA.
- “Regional Incubator for Social Entrepreneurs (RISE)”, co-financed by the French Agency for Development.
- “WB6 School Exchange Scheme”, the strategic three-year partnership with the GIZ supported by EC and BMZ.



- “EU-WB Students Integration (EU-WB-SI)” supported by the IMFA.
- “Development of RYCO Strategy 2022-2024 and Youth Digital Platform - Hajde” project supported by the GMFA.
- Projects for Support for RYCO organizational development in cooperation with the Polish MFA and SIDA.

RYCO continued its **cooperation and partnerships** in the organization of different regional activities and small-scale projects such as RYCO and Epoka University in Albania: Reconciliation Seminars; RYCO and Deutsche Welle: Balkan Booster; RYCO and OSCE Mission to Serbia: Among Friends; Berlin Process Logo Competition; MIRAI Exchange Program: WB meets Japan; European Forum Alpbach Digital Conference; Regional meeting of Youth Umbrella Organizations (WB6 Youth Councils); WB Business Leaders Forum; Students Parliaments networking event, etc.

Despite the COVID-19 pandemic challenges, RYCO **Secretary General** and **Deputy Secretary General** represented RYCO in numerous activities on the regional and European level organized by RYCO's partners, where they actively advocated for the work of RYCO but also for the interest of young people from across the region.

From all the events where RYCO was represented during 2021, the following should be considered highly important from a political point of view: Berlin Process Summit - WB Youth Forum (July), 5<sup>th</sup> Anniversary of RYCO (July), Prespa Youth Forum (July), Bled Strategic Summit (September), EU-WB Youth Forum in Rome (November), Regional Ministerial Conference (December), WB Summit (December).

## 2.5 Local Branch Offices (LBOs)

In the following section, you will find information on the role of RYCO's Local Branch Offices (LBOs) and their contribution to the overall processes RYCO has engaged.

Every year, the LBOs play a crucial role in **disseminating** and **promoting RYCO values and activities**. They serve as the first contact point in supporting potential applicants during the OC with information, capacity building activities and mentoring. Moreover, the LBOs play an important role as **focal points in communication** with grantees (preparation of the contracts, mentorship, monitoring, reporting) and implementation of RYCO's regional project activities. In 2021, they provided support to **32 grantees** under RYCO's 2<sup>nd</sup> and 3<sup>rd</sup> OC. They are also the first address for local and international actors interested in cooperation with RYCO, and for local media as well. They promoted RYCO's mission and values in around **90 media appearances**, covering the local activities or other activities organized through RYCO's regional projects. Through these, RYCO remains an active participant in all the important local and regional processes that tackle youth issues.

The major focus of the LBOs is promoting RYCO results in the presence and integration of RYCO within institutions' strategies at the CP level as well as processes in Contracting Parties related to youth. To achieve this, the LBOs took part in **more than 350 meetings and events**, organized by the most relevant stakeholders in their respective CPs and the region. Most of these activities were also covered through a series of news items promoted on RYCO's website and social media. In 2021, the LBOs increased capacities through participation in various internal training and workshops organized/supported by RYCO. They have been also taking part in general **program** and **operational developments** of RYCO regularly (Annual planning); supporting the implementation of the M&E system, creating the new strategy and other planning processes (projects) and assisting in finding adequate local participants for different projects. A new position of Finance and Accounting Officer was introduced to LBOs in 2021 as well.

Challenges have been faced due to the registration status of the LBOs. Therefore, RYCO has worked during 2021 in the direction of the **LBOs registration** in the 6 CPs with the support of SIDA. In addition to that, RYCO invested in full staffing of the LBOs, introducing a new position of FAO in each office and additional program staff as needed and based on the request.

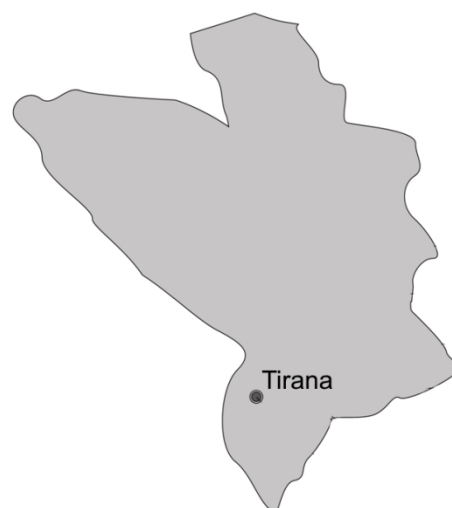
**Table 2: RYCO's support to each CP in numbers during 2021**

<b>RYCO's support to each CP in numbers during 2021</b>	<b>ALB</b>	<b>BIH</b>	<b>KOS</b>	<b>MNE</b>	<b>MKD</b>	<b>SRB</b>
Number of the LBO staff	3	3	4	4	3	5
Number of grantees supported (programmatic guidance, monitoring visits, and clearance of narrative reports) by LBO under RYCO's <b>3<sup>rd</sup> OC</b>	3	3	2	1	3	8
Number of grantees supported (programmatic guidance, monitoring visits, and clearance of narrative reports) by LBO under RYCO's <b>4<sup>th</sup> OC</b>	2	2	1	1	2	4
Number of grantees supported (programmatic guidance, monitoring visits, and clearance of narrative reports) by LBO under <b>3<sup>rd</sup> and 4<sup>th</sup> OCs</b>	5	5	3	2	5	12
Number of partner organizations and high schools funded under RYCO's <b>3<sup>rd</sup> and 4<sup>th</sup> OC</b>	9	5	8	4	16	10
Number of young people exchanged under RYCO's <b>3<sup>rd</sup> OC</b> (offline and online)	229	134	131	34	117	404
Number of young people exchanged under RYCO's <b>4<sup>th</sup> OC</b> (offline and online)	2130	80	125	500	133	484
Number of info sessions organized for <b>School Exchange Program (Superschools)</b>	4	4	2	3	3	9
Number of cities where the <b>Superschools' info sessions</b> were organized	3	3	1	3	3	6
Number of participants that attended info sessions for <b>Superschools</b>	90	110	50	61	113	260
Number and percent of schools from the respective CP that applied under RYCO's <b>Superschools Exchange Program</b>	32 (13%)	67 (26%)	10 (4%)	18 (7%)	43 (17%)	84 (33%)
Number and percent of awarded projects per CP under RYCO's <b>Superschools Program</b> (to start implementation in 2022)	11 (18%)	11 (18%)	6 (10%)	4 (7%)	10 (17%)	18 (30%)
Number of mentors selected for RYCO's <b>Superschools Program</b>	2	2	1	1	1	3
Number of RISE teams (with 2-5 young people) during <b>Ideation phase</b>	8	5	5	6	6	5
Number of RISE teams (with 2-5 young people) during <b>Incubation phase</b>	2	2	2	2	2	2
Number of <b>applications for ROUTE WB6 Volunteers</b>	220	84	138	119	82	77
Total number of <b>ROUTE WB6 Volunteers</b>	50	20	37	32	20	24
Number of ROUTE WB6 <b>MINI Volunteers</b>	36	17	26	25	18	20
Number of ROUTE WB6 <b>MIDI Volunteers</b>	6	1	9	7	2	2
Number of ROUTE WB6 <b>MAXI Volunteers</b>	8	2	2	0	0	2
Number of ROUTE WB6 <b>MINI organizers of volunteering</b>	2	3	2	1	2	2
Number of ROUTE WB6 <b>MIDI organizers of volunteering</b>	1	0	0	0	0	1
Number of ROUTE WB6 <b>MAXI organizers of volunteering</b>	2	2	2	0	1	3
Number of local consultations conducted in the framework of the development of the <b>new strategy 2022-2024</b>	4	4	4	4	4	4
Number of participants in <b>local consultations</b>	46	34	38	51	35	59
Interviews conducted in the framework of the development of a <b>new strategy</b>	10	10	10	10	10	10
Number of focus group discussions conducted in the framework of the development of the <b>new strategy</b>	1	1	1	1	1	1
Number of participants in <b>focus group discussions</b>	11	6	5	12	13	11
Number of mentors (journalism professors) selected for the <b>Hajde platform</b>	2	2	2	2	2	2
Number of young journalism students selected for the <b>Hajde platform</b>	9	9	7	8	8	7
Number of young people reached through the LBO <b>local events</b> <sup>4</sup>	1630	56	63	103	203	256
Media appearances (TV, Radio interviews, written articles)	6	15	13	10	5	40

<sup>4</sup> Note: Here is not reflected the number of young people reached through activities organized under RYCO donor-funded projects

## Local Branch Office in Albania

- Regular communication with the GB members, the Ministry of Education and Sports of Albania and the Civil Society Representatives and the RYCO grantees in Albania. Established communication with the Municipality of Tirana as well.
- Participated and presented RYCO in **more than 70 meetings and events** with different stakeholders, including strategic local and international partners such as OSCE Presence in Albania, the Delegation of the EU to Albania, World Vision Albania, Liburnetik, Epoka University. In addition, the LBO staff participated in more than 10 events as speakers or panelists.
- Organized and supported **5 local events** in cooperation with relevant local partners: four *Reconciliation Seminars* with Epoka University, two-day *Youth Festival 2021 "ACT4IMPACT"* with World Vision Albania and [Re-Debate 5.1](#), *Reviving a Culture of Interaction and Activism* with Liburnetik. Supported local initiatives such as the [EU4Education](#) Fair, organized by the Delegation of the EU to Albania, and the selection of the [UN Youth Delegates](#). More than **1600 young people** were reached through the LBO Albania local activities.
- Organized and supported **two regional events**: 4<sup>th</sup> edition of ["Youth Trail 2021: Youth and Media in focus"](#) with the OSCE Presence in Albania, the Municipality of Tirana and the National Youth Agency; [Regional Ministerial Meeting for Youth and Education](#) in cooperation with the Minister of State for Youth and Children of Albania and the Ministry of Education and Sports of Albania.
- Promoted RYCO's vision and mission through **6 TV and Radio interviews**.
- Entered into a more strategic partnership through a [signed MoU](#) with the National Youth Congress, the largest umbrella youth organization in Albania. Continued cooperation with the French and German Embassy by having periodic exchanges of information and participation in mutual events.
- A new position of FAO was introduced to the LBO team.



*"We see our students as young people that can and will contribute to our society. RYCO will continue working on regional reconciliation and peacebuilding, but you [students] will need to contribute along the way too. That is why we wanted and intended to offer a platform from which you would gain new knowledge, reflect, and become empowered,"* Ms Zenelaj Shehi, Head of the Department of Political Science and International Relations at Epoka University, at the Thinkathon organized in the Reconciliation Seminars.

## Local Branch Office in Bosnia and Herzegovina

- Regular communication with the Ministry of Civil Affairs, GB members and the RYCO grantees in BiH.
- Participated and presented RYCO in more than **10 meetings** with different stakeholders, including strategic local and international partners such as the EU delegation BiH reception, meetings with Catholic Relief Services, Sarajevo Film Festival team (SFF), and Youth Councils.
- Organized and supported **3 regional activities** such as SFF special edition of the Dealing with the Past project "In Youth Eyes: WB Youth Team" April edition, PAC, as well as SFF original edition in August in collaboration with Forum Civil Peace Service and the USAID project PRO-Future, and the Peace and Advocacy Camp, in collaboration with the Catholic Relief Services in BiH. **56 young people** were reached through these activities.
- Promoted RYCO's vision and mission through around **15** media appearances.
- Formalized the strategic partnership through the signing of MoUs with SFF and three youth councils in BiH, Youth Council of Federation of BiH, Youth Council of



Republika Srpska and Youth Council of Brčko Distrikt. In 2021, LBO BiH has come close to forming long-lasting partnerships with new organizations such as the VII academy of Ron Haviv and the Post Conflict Research Center (PCRC).

- A new position of FAO was introduced to the LBO team.
- Despite the challenge of staff turnover in 2021, LBO BiH did not interrupt any of the foreseen commitments foreseen for 2021.

*"I think that this program will have an impact not only on us but also on our peers to whom we will pass it on in our Contracting Parties," Mr Filip Etmishovski, a participant from North Macedonia in SFF, said and added that the participation of young people from the region in these activities is very important.*

## Local Branch Office in Kosovo

- Regular communication with the GB members and the Ministry of Culture, Youth and Sports and RYCO grantees in Kosovo.
- Participated and presented RYCO in **more than 65 meetings** with different stakeholders, including strategic local and international partners such as the Ministry of Culture, Youth and Sports, Youth Representative of Kosovo in GB, Ministry of Foreign Affairs and Diaspora, Ministry of Education, Science, Technology and Innovations, Ministry of Internal Affairs, German Embassy, French Embassy, Norwegian Embassy, Japanese Embassy, Swedish Embassy, British Embassy, UN Resident Coordinator office, UNICEF, UNFPA, OSCE Mission to Kosovo, Kosovo Youth Council, NGOs.
- Organized and supported **7 local events** such as *Peace Broadcasters: Empowering the young journalists as peace reporters*, the follow-up activity *Building bridges between RYCO in KOS and local media* and *"Youth Leaders for Peace: Empowering Young Leaders as Peacemakers"* in collaboration with OSCE Mission to Kosovo and *Let's do it together* and *RYCO Coffee Talks - Coming to your town!*, held in Pristina, Gracanica, and Fushe Kosova/Kosovo polje. More than **60** young people were reached through these activities
- Organized and supported the **regional event** "Promoting ICLD through art", held in Prizren.
- Promoted RYCO's vision and mission through **7 TV media appearances** and **6** written articles.
- LBO KOS had several coordination meetings with local partners and Dokufest to fundraise for the program which should start its implementation in 2022.
- A new position of FAO was introduced to the LBO team.



## Local Branch Office in Montenegro

- Regular communication with the GB members, the Ministry of Foreign Affairs, OSCE Mission to MNE, local civil society organizations and high school representatives.
- Participated and presented RYCO in **more than 40 meetings and events** with different stakeholders, including strategic local and international partners such as the Embassies of Germany, France in MNE, the OSCE Mission to MNE, the Ministry of Foreign Affairs of MNE etc.
- Organized and supported **3 local events** such as two editions of *"Intercultural competences in sports" Camp* in collaboration with OSCE Mission to MNE and Directorate for Sports and Youth, 3-day *Intercultural Youth Hub* in collaboration with the Embassy of France in MNE. More than **100 young people** were reached through the LBO local activities.
- Organized and supported **3 regional events** in collaboration with OSCE Mission to MNE such as RYCO





6LBOs – HO Working Meeting, Final Design and Validation Workshop - RYCO Strategy 2022-2024, and Leadership and management skills training for RYCO HLBOs.

- Promoted RYCO's vision and mission through **10** media appearances in electronic and radio media.
- Continued the successful cooperation with the most important international partners in Montenegro, OSCE Mission to MNE, French Embassy in MNE and German Embassy in MNE.
- One of the important aspects of LBO MNE work in 2021 has been a support to the MNE Chairmanship of the RYCO Governing Board which, in challenging times (COVID-19 and new RYCO leadership), has been very successful with 2 GB meetings organized in collaboration with the OSCE Mission to MNE.
- A new position of FAO was introduced to the LBO team.

## Local Branch Office in North Macedonia

- Regular communication with the GB members and the Ministry of Education and Science.
- Participated and presented RYCO in **more than 40 meetings and events** with different stakeholders, including strategic local and international partners such as the Agency for Youth and Sports, the Ministry of Education and Science, the cabinet of the Prime Minister, the Embassies of Germany, France and Italy in NM; the National Youth Council and Union for Youth Work; OSCE and Peace Corps.
- Organized and supported **16 local events** such as 3 *Project Cycle Management Training* for CSOs and Schools and 10 *Youth Info Sessions on regional youth opportunities* for personal and professional development in collaboration with the OSCE Mission in Skopje; 6 *days of Online Training on Youth Leadership* in partnership with Peace Corps; *Capacity Building Training* for CSOs and High School Teachers on the topics of DWP and ICLD and the *Young Journalists Training* and mentoring program in the fields of DWP, ICLD and Transitional Journalism. More than **200 young people** were reached through the LBO local activities.
- Promoted RYCO's vision and mission through **5** TV appearances.
- Entered into more strategic partnerships through signed MoUs with the Ministry of Education and Science and with the National Youth Council of MKD. LBO MKD also established new connections for cooperation with the Delegation of the European Union, Europe House, the Presidential School of Politics, Friedrich Ebert Foundation, Konrad Adenauer Foundation and Forum ZFD.
- In 2021, the LBO MKD welcomed new Staff. The Head of the LBO and Local Program Officer changed, and a new position of FAO was introduced to the team.



## Local Branch Office in Serbia

- The LBO had regular communication with the Ministry of Youth and Sports, the Ministry of Education, and the GB members from Serbia.
- Participated and presented RYCO in **more than 60 meetings and 20 events** organized by other local, regional and European partners such as the Parliament of Serbia, Ministry of Foreign Affairs, Ministry of Youth and Sports, UNFPA, UNICEF, Konrad Adenauer Stiftung, the OSCE Mission to Serbia, French Embassy, German Embassy, German-Serbian Chamber of Commerce, Standing Conference of Towns and Municipalities, National Youth Council of Serbia (KOMS), National Association of Local Youth Offices, TEMPUS Foundation, National Association of Youth Workers etc.
- Organized and supported **11 local events**: 4 in cooperation with the OSCE Mission to Serbia: *CBT for CSOs for Project writing and Project Cycle Management*, and 3 *Meetups with different topics*. It also organized in cooperation with KOMS and the French Embassy 6 local events within the project *"Meet your representatives in Serbia. You (are)"*.



ask(ed)!” in Novi Pazar, Prokuplje, Bačka Palanka, Indija and Loznica and engaged with youth as well as relevant stakeholders and decision-makers at the local level, including a conference. More than **250 young people** were reached through the LBO local activities.

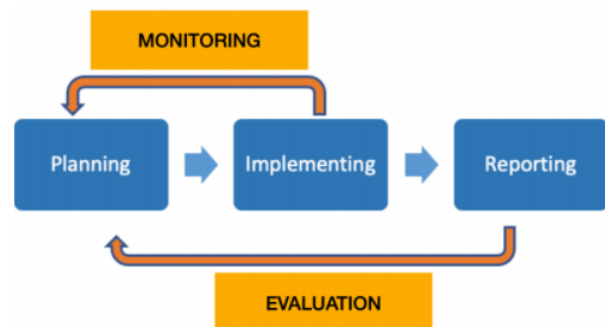
- Organized and supported **the regional meeting** of Youth Umbrella Organizations from WB6.
- Promoted RYCO's vision and mission through **20 media appearances** in broadcast media and more than **20 written articles**.
- Entered into a more strategic partnership through a signed MoU with KOMS.
- Two positions were introduced to the LBO SRB team, an FAO and a Program Assistant.

## 2.6 Research, Monitoring and Evaluation/REL

In 2021 the results of RYCO's Monitoring and Evaluation include further strengthening the M&E system and upgrading it by ensuring a full **PMERL cycle**, based on the following principles of work: Participatory Planning, Monitoring, Evaluation, Reporting/Research - Accountability and Learning.

The results of 2021 can be summarized as follows:

- **Planning:** Alignment of all donor-funded projects, programs, OCs and other design and planning processes with RYCO's overall M&E purposes. In this regard, support was also provided to the external evaluation of the UNPBF, ROUTE WB6, RISE and EC projects.
- Strengthening of capacities of the RYCO staff in the field of the M&E through continuous support, onboarding, etc.
- **Monitoring:** Creation of the data collection tools for 2021 and close collaboration with the RYCO staff for Data Collection from both departments, all the units, donor-funded projects and grantees.
- The population of the M&E framework with targets and results.
- Creation of M&E/REL library through Data Analysis and **Reporting**. Thus, in 2021 around **10 reports** were prepared for RYCO as follows:
  1. RYCO's 2020 Annual Report.
  2. RYCO in numbers 2018-2020: Achievements and Support on Reconciliation and Youth Cooperation in the WB6 Report.
  3. 2nd OC After Activity Questionnaire for Young People Results, Analysis and Report, 2020.
  4. 2nd OC After Activity Questionnaire for Those Working with Young People Results, Analysis and Report, 2020.
  5. Qualitative and Quantitative Analysis of the 2<sup>nd</sup> OC Implementation: Results and Challenges based on M&E data, 2020.
  6. Qualitative and Quantitative Analysis of the 4<sup>th</sup> OC Implementation: Results and Challenges based on M&E data, 2021.
  7. Youth Representatives in the RYCO GB Survey Report 2020.
  8. Youth Representatives in the RYCO GB Survey Report 2021.
  9. Staff Survey Results 2020-2021, Analysis and Report.
  10. Evaluation Report of the RYCO SP 2019-2021 (draft).
  11. Additional **research** and preparation of brief analyses and summaries based on the request of the RYCO's senior management and leadership such as Summary of achievements 2019-2021; Summary of Gender Considerations in RYCO; Summary of 5 years achievements; Young people's needs and concerns in the WB6 region, etc.
- **Evaluation** of SP 2019-2021: In the second quarter of 2021, the available data collected from different RYCO units and projects were analyzed, to feed to the first draft of evaluation of the current RYCO SP, which was drafted and reviewed from June-August 2021. Preliminary findings were presented in the RYCO workshop on the Action Plan for the development of the RYCO Strategy 2022-2024, held in Shengjin, on 12-14 July 2021. In addition, an internal evaluation of the 4<sup>th</sup> OC was done in collaboration with the GU and EC project team.
- **Learning:** Utilization of the Evaluation Findings for 1) development of the new Strategy 2022-2024; 2) communication purposes, including enriching the speeches and other public presentations of the leadership and RYCO staff with relevant data.
- Input in developing the new strategy objectives, outputs and indicators.



- Communication of RYCO's work and results in different events/panel discussions, meetings and media appearances.

Further development of the M&E Unit will enhance the strategic development and growth of RYCO and will be the basis for the establishment of RYCO's Research, Evaluation and Learning Unit, aiming at strengthening RYCO's capacity to gather, manage and interpret data. However, the main challenge of the M&E unit is still being understaffed.

## 2.7 Communications

In 2021, RYCO Communications Unit continued scaling up its external communications efforts. This includes reporting on the majority of the supported projects through RYCO's 2<sup>nd</sup> and 3<sup>rd</sup> OCs and dissemination of the success stories of RYCO's grantees, as well as informing the public on the activities implemented through RYCO's projects (EC, UN, ROUTE WB6, RISE, Superschools, GMFA, etc.) (more can be found in the projects' section of the report). Moreover, regular communications efforts were undertaken to keep the public updated on various meetings of the RYCO leadership and its LBOs. Throughout the year, the Comms Unit was implementing tailored social media campaigns for the promotional purposes of the project (most notably, the UN project, A Better Region Starts with Youth Project, Hajde platform, etc.). Furthermore, the Comms Unit served as a key partner in assisting the LBOs in the promotion of their local activities.

RYCO's website and social media witnessed a substantial increase of visits for the following news/activities: MIRAI open call, Berlin Process Summit Logo Competition, RYCO Superschools Exchange Program, and 4<sup>th</sup> OC. The following publications should be considered major for RYCO communications efforts - [Shared Futures](#), [What You\(th\) Said](#), [Beginner's Manual for Project Proposal Writing 101](#). The year was finished by organizing 6 local hybrid events "Youth Go Hajde!" to promote RYCO's milestones during the year and introduce the recently-launched Hajde! platform. The events gathered almost 400 participants (online and offline), while its social media campaign reached over 6,000,000 people.

- **17,041 Facebook likes:** 33.6% by men, 66.4% by women. By age: 18-24: 18.6%, 25-34: 49.4%, 35-44: 22%
- **5,326 Instagram followers:** 33.1% men, 66.9% women. By age: 18-24: 31.4%, 25-34: 44.9%, 35-44: 17.1%
- **3,894 LinkedIn followers** and 359,750 total pageviews. **3,040 Twitter followers**

### 2.7.1 Youth Digital Platform - HAJDE

In 2021, with the support of the GMFA, RYCO promoted its work and increased its visibility to young people within WB6 through a new media platform, tailored by young people for young people, called Hajde. The ['Hajde!' platform](#) allows young people to get to know each other, share their experiences and gain useful knowledge and information about professional opportunities and events in the region. 'Hajde!' represents a constructive digital media space for young people in the region, proving that barriers do not have to be obstacles, but rather opportunities for growth, development, and successful regional cooperation.



Other achievements of this project include:

- Two cycles of the Regional program for journalism students (2<sup>nd</sup> and 3<sup>rd</sup> cycle) aim to empower future journalists and strengthen their capacities for reporting on topics RYCO mapped as crucial for the future of the reconciliation process in a youth-friendly manner.
- Regional Gathering of Hajde teams and the official launch of hajde.media in December, served as an opportunity to increase RYCO's visibility in the region.
- Establishing relations with educational institutions in the WB6 by signing MoUs.

Branislava Kolarov, one of the young journalists who have been working on the platform, said, "During this program, we've built strong bonds with peers all across the region. The bond we created we want to share with our peers in the region through our journalistic work."



### 3. RYCO's results: Institutional Mission during 2021

#### Organizational development

According to the SP 2019-2021, expectations for RYCO in 2021 were to build on the gains made in 2019 and 2020 in terms of organizational consolidation and focus on program expansion and development. Therefore, as per the third strategic priority **“Invest in Competence: Strengthen RYCO institutionally and organizationally**, during 2021, RYCO continued working towards a functional governance system and ensuring Secretariat's effectiveness and program quality. It also worked on ensuring that the office management, financial control system, HR and staff performance are operational. In addition, it invested in strengthening the capacity to gather, interpret and manage data, aiming at establishing the REL Unit. Diversifying RYCO funding was another strategic result RYCO foresaw. It also worked on enabling OC criteria, systems and applicant selection processes to be state of the art and verifiably objective and impartial.

The results of **organizational development** during 2021 can be summarized below:

- A milestone is **the selection of the new Secretary General**, Albert Hani and **Deputy Secretary General**, Denis Piplaş and their smooth onboarding process.
- The increase of staff numbers has continued during 2021 counting thus 53 staff. Particularly **better staffing of the LBOs** was ensured with a new dedicated FAO position in each LBO.
- **Capacity Building of RYCO staff** provided such as the Management and Leadership training, Training on the Communication Skills of the Middle Management, etc. In addition to that, in 2021 RYCO organized a staff retreat in September in Vlorë for the entire staff to strengthen the team spirit.
- Coaching support to senior management and leadership.
- Strengthening grant-making capacities. A **grant management analysis** has been done by experts and supported by the EC in March 2021, serving as a key set of documents for restructuring of RYCO grant-making work (already used for next calls – for Superschools in 2021 and 5<sup>th</sup> Call in 2022).
- **Communications** analysis, with the first draft developed with the experts' support and the year, concluded with the development of the first RYCO's digital platform for youth **Hajde.media**.
- **HR policy** was reviewed and discussed and is in the draft version. In addition, RYCO staff was introduced to Management by Objectives (MbO).
- The new **Procurement manual** with the support of the expert has been developed, and new framework contracts with event management/travel agencies have been signed for all CPs.
- RYCO conducted a **pre-evaluation of the SP 2019-2021**, which was used to feed the process of development of the new strategy. The complex process of **Strategy 2022-2024** development with a set of intensive local and regional consultations, including a desk review, resulted in the preparation of the first draft of the strategy, which was submitted to the RYCO GB for feedback at the end of December.
- The **registration of the LBOs** was one of RYCO's core priorities in 2021. The process has been launched with a legal analysis completed, a concrete plan for the registration of the six local offices made and the decentralization of the work of the Secretariat.
- Most of the LBOs got **new premises**. Meanwhile, to strengthen the team cohesion among staff, a **re-arrangement of the HO offices** was done, by mixing staff from both departments in the same office. However, a need for more premises for RYCO HO is pointed out.
- In 2021, RYCO decided on **functional analysis**, a process which is expected to help RYCO in 2022 to get a proposal for the new organigram and management setting. In 2021 the ToR and tender for technical support for overall **functional analysis** were prepared.
- Approval of the **new Advisory Board list**.

A great help to RYCO for institutional capacity building has been the support of the SIDA. To further develop RYCO's institutional and organizational capacities to manage regional cooperation projects, the entire output of the WB6 School Exchange Scheme project has been invested in. The investment, with the support of the GIZ, will continue until the end of the project.

#### 3.1 Human Resources

RYCO is undergoing a phase of solid organizational development toward a stable, sustainable, efficient and accountable organization. Therefore, the following intensive processes took place throughout 2021:

- Staff was introduced to the MbO system and went through workload analysis.
- The Code of Conduct has been approved by the GB in December and is in force.

- Staff regulations amendment to clarify unclear articles within the existing regulations is to be sent to the GB for review and approval in the first quarter of 2022.
- Recruitment request form and guidelines channelling the full information through HR and the line managers planning for positions has already been proposed and reviewed internally, and will be applicable in 2022.
- Performance evaluation form and procedure promoting open and constructive feedback between staff and their management has been proposed in 2021 and will be implemented in 2022.
- Preparation of the first draft of the HR onboarding guidelines.
- Preparation of HR Filing guidelines. With the finalization of the functional review, it is expected to align the information flow with the proposal of the experts.
- Organizational development is undergoing a functional review.



In 2021 RYCO completed **21 recruitment campaigns**, which are listed below in **Annex II**, with vacancy references, position titles, funding sources, type of vacancy, publishing dates and the start date of the contract. The positions were published on the official RYCO website and social media. They remained published as per the requirements in the RYCO internal regulations. Compared to 2020, the recruitment campaigns of 2021 generated more applicants.

**Table 3 - RYCO's recruitment campaigns during 2020-2021**

2020	22 recruitment campaigns	474 applications
2021	21 recruitment campaigns	488 applications

For each of the recruitment campaigns conducted during 2021, there was a selection committee equipped with relevant knowledge for each position to ensure the best candidates were recruited. Around 67% of the total number of 488 applicants for the vacancies belong to the age range of 18-35 years old, meaning most of the applicants were young and with good working experience. The major number of applicants, around 34%, were from Albania. Among the rest of the WB6, North Macedonia (17%) and Bosnia and Herzegovina (16%) generated the highest percentage of applicants, followed by Serbia (13%) and Kosovo (12%). Meanwhile, Montenegro generated the lowest number of applicants (7%; N=33). The table below shows the applicants listed based on their ID provided. The table is sorted from the largest to the smallest number of applicants.

**Table 4 - Number and percentage of applicants per CP**

CP	ALB	MKD	BIH	SRB	KOS	MNE	Missing info or outside WB6	Total
<b>Applications #</b>	164	81	76	63	57	33	14	<b>488</b>
<b>Share</b>	33.61%	16.60%	15.57%	12.91%	11.68%	6.76%	2.87%	<b>100%</b>

RYCO staff reached a total number of 53 (core and project) staff. In 2021, the Fellow from the German Mercator Foundation supported RYCO mainly in the development process of the new strategy 2022-2024.

## 3.2 Financial sustainability

### 3.2.1 Annual financial budget execution

RYCO worked on better staffing of the Finance unit. Thus, 6 new FAOs joined the RYCO team. In the following section, you will find analysis and evaluation of the current and prospective financial trends and stability of RYCO. Methods of analysis include trend, horizontal and vertical analyses as well as ratios. All calculations can be found in the following parts.

## RYCO's income

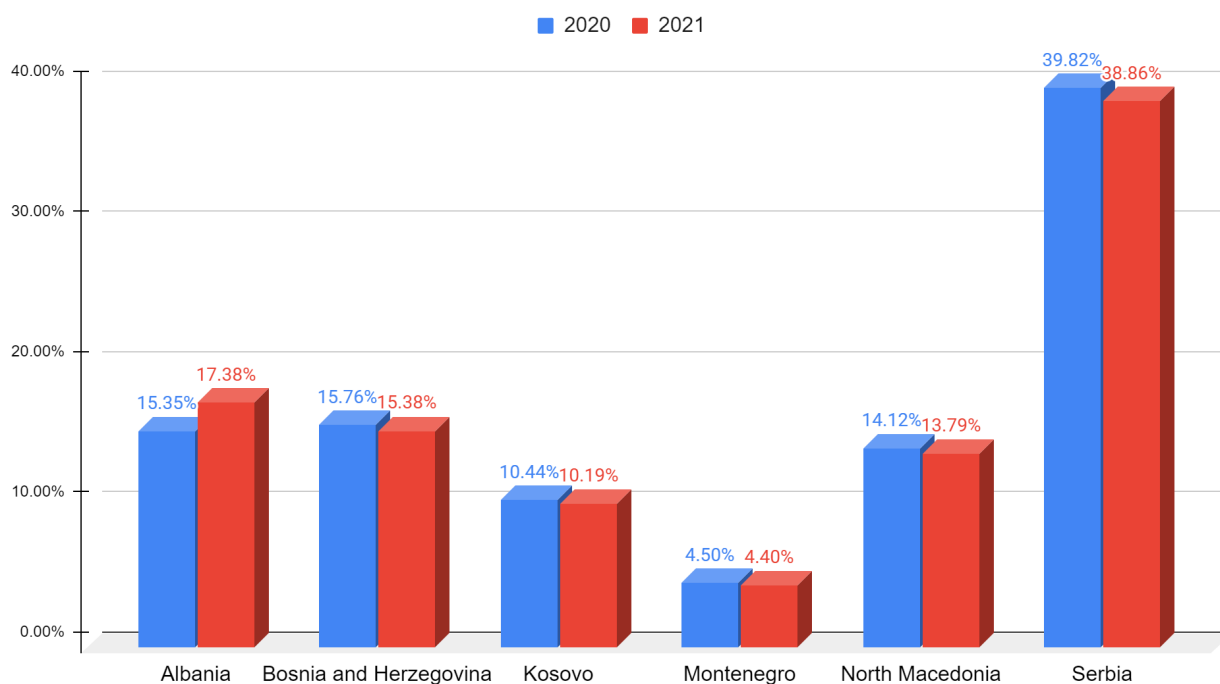
Direct budgetary support RYCO received during 2021 was **3,222,733.47 EUR** coming from 14 different funding sources, with *1,001,000.00 EUR contributions from the six CP governments* and *2,221,733.47 EUR contributions from eight donors*. In the table below, you will find the amount in EUR and the share of the contributions from the 6 governments towards RYCO during 2020 and 2021.

**Table 5 - Annual Financial Contributions for RYCO from its 6 CPs during 2020-2021**

RYCO 6 CPs Government Annual Contribution	2020		2021	
	Amount in EUR	Share	Amount in EUR	Share
Albania	150,000.00	15.35%	174,000.00	17.38%
Bosnia and Herzegovina	154,000.00	15.76%	154,000.00	15.38%
Kosovo	102,000.00	10.44%	102,000.00	10.19%
Montenegro	44,000.00	4.50%	44,000.00	4.40%
North Macedonia	138,000.00	14.12%	138,000.00	13.79%
Serbia	389,000.00	39.82%	389,000.00	38.86%
<b>Total</b>	<b>977,000.00</b>	<b>100%</b>	<b>1,001,000.00</b>	<b>100%</b>

The chart below represents the share of the financial contributions from RYCO's CPs in 2020 and 2021.

RYCO 6CPs Governments Contribution 2020-2021



### 3.3 Procurement

RYCO's procurement activity in 2021 counts **74 procurement procedures**<sup>5</sup> through different sources of funds, typology of contracts, and types of procurement procedures as below:

- 9 for the "ROUTE WB6" project. Source of funds: NMFA.
- 2 for "Enhancing youth cooperation and youth exchange in the WB6" project. Source of funds: The EU, represented by the EC.
- 4 for the "Supporting the WB's Collective Leadership on Reconciliation: Building Capacity and Momentum for RYCO" project. Source of funds: UNPBF and UNFPA.
- 7 for the donation agreement between the Polish MFA and RYCO.
- 18 for the "RYCO Strategy and Youth Platform development" project. Source of funds: GMFA.
- 4 for the "WB School Exchange Scheme" project. Source of funds: GIZ.
- 2 for the "Institutional Capacity Building support to RYCO" project. Source of funds: SIDA
- 28 for RYCO's operational activity, HO and LBOs level. Source of funds: RYCO's budget.



### 3.4 Legal

RYCO's legal activity during 2021 can be summarized as below:

- 8 Donation agreements
- 11 Grant Contracts concluded on behalf of the EC project.
- 7 Exchange Program Contracts concluded by Partnership agreements for the ROUTE WB6 project.
- 6 Contracts for the RISE project.
- 66 Service Contracts External Experts.
- 40 Service Contracts with Legal Entities.
- 3 GMFA project awarding contracts.
- 19 Memorandum of Understanding.
- 9 Employment contracts (RYCO's funds).
- 55 Project staff service contracts.
- 230 SG awarding contracts + Internal orders Decisions.
- 14 Legal Opinions compiled.



However, the above-mentioned contracts count a total number of **510 legal documents** compiled during 2021 including the amendment documents.

<sup>5</sup> Please find the procurement procedures list as Annex III at the end of this document

## 4. RYCO Partners and Supporters 2021



## ANNEXES - Further information

### ANNEX I RYCO's publications during 2021

- RYCO's Strategy 2022-2024
- [Regional Youth Agenda](#) (WB Youth Forum Summit)
- ["Shared Futures"](#) study
- ["What youth said"](#)

### ANNEX II RYCO's recruitment campaigns during 2021

RYCO completed 21 recruitment campaigns, with vacancy references, position titles, source of funding, type of vacancy, publishing dates and the start date of the contract.

HRID	Position	Source of funds	Type	Published	Start Date
HR002	Secretary General	Core budget	Open	07-Nov-20	01-Apr-21
HR015	Deputy Secretary General	Core budget	Open	02-Mar-21	01-Sep-21
HR052	Head of Local Branch Office in MKD	Core budget	Open	19-Mar-21	01-Jun-21
HR055	Head of Local Branch Office in BiH	Core budget	Open	18-Nov-21	02-Mar-22
HR003	Finance Admin Officer MKD	GIZ	Open	10-May-21	01-Oct-21
HR011	Finance Admin Officer SRB	GIZ	Open	10-May-21	01-Nov-21
HR030	Finance Admin Officer MNE	GIZ	Open	26-Apr-21	15-Sep-21
HR034	Finance Admin Officer BIH	GIZ	Open	10-May-21	15-Sep-21
HR048	Finance Admin Officer KOS	GIZ	Open	26-Apr-21	15-Sep-21
HR050	Local Program Officer MKD	GIZ	Open	05-May-21	02-Aug-21
HR054	GIZ Operations Coordinator	GIZ	Open	21-May-21	12-Jan-22
HR006	GIZ Program Coordinator	GIZ	Open	26-Apr-21	21-Jul-21
N/A	GIZ Project Leader	GIZ	Open	26-Apr-21	Postponed
HR022	GIZ Grants Officer	GIZ	Open	26-Apr-21	02-Aug-21
HR016	Local Program Assistant SRB	EC	Open	12-Feb-21	01-Apr-21
HR024	Finance & Administration Officer	RISE Project	Open	09-Apr-21	21-Jul-21
HR026	Event Assistant	Polish Fund	Open	24-Dec-20	08-Feb-21
HR040	Junior Legal Officer	Polish Fund	Open	24-Dec-20	08-Feb-21
HR037	Digital Platform & Comms Coordinator	Polish Fund	Open	24-Dec-20	08-Feb-21
HR039	Grants Assistant	NMFA	Open	09-Apr-21	09-Jun-21
HR053	Senior Human Resources Officer	SIDA	Open	13-Aug-21	20-Oct-21



## ANNEX III Procurement activity during 2021

Having regards to the main indicators: the source of funds, typology of contracts, and type of procurement procedures, RYCO's procurement activity in 2021 has been performed as follows:

9 Procurement procedures for the "ROUTE WB6" project. Source of funds: NMFA.

No	Title	Typology	Type
1	Production of two promotional videos for the ROUTE WB6 Project	Service	Direct contracting
2	Graphic Design Services on the Brand Book and Advocacy documents for ROUTE WB6	Service	Direct contracting
3	Creation and implementation of a Recruitment Digital Campaign for ROUTE WB6	Service	Direct contracting
4	Translation and proofreading services for the ROUTE WB6 Project	Service	Direct contracting
5	Design and Implementation of the Regional Volunteer Web Platform Subsection ROUTE WB6 Project	Service	Direct contracting
6	Living library for the ROUTE WB6 project	Service	Direct contracting
7	Event Management and Media Relations support on Regional Volunteering Exchange Program ROUTE WB6	Service	Open procedure
8	M&E Expert on Regional Volunteering Exchange Program ROUTE WB6	Service	Open procedure
9	Supply, Design, Production and Delivery of branded visibility materials in the frame of the ROUTE WB6 Project supported by NMFA	Service	Open procedure

2 Procurement procedures of "Enhancing youth cooperation and youth exchange in WB6" project. Source of funds: EU represented by EC

No	Title	Typology	Type
1	Graphic design services	Service	Direct contracting
2	CB Consultancy Services on finance monitoring and mentoring	Service	Open procedure

4 Procurement procedures for "Supporting the WB's Collective Leadership on Reconciliation: Building Capacity and Momentum for RYCO" project. Source of funds: UNPBF and UNFPA.

No	Title	Typology	Type
1	Evaluation Assistant for OC Evaluation	service	Direct contracting
2	Evaluation Assistant for OC Evaluation	service	Direct contracting
3	Regional Communication and Visibility Campaign "YOUth Inspired by Peace	Service	Direct contracting
4	Implementing partner for delivery of local activities in Montenegro	Service	Direct contracting

7 Procurement procedures undertaken in the frame of the donation agreement between the MFA of Poland and RYCO.

No	Title	Typology	Type
1	Program Assistant for Development of RYCO Strategy 2022 -2024	Service	Direct contracting
2	Consultancy service on developing an Asset management policy and procedure RYCO	Service	Direct contracting
3	Procurement Expert	Service	Direct contracting
4	Consultancy services on developing a vehicle usage policy and procedure for RYCO	Service	Direct contracting
5	Systemic Conflict Analysis (SCA) expert to support the development of the new RYCO Strategy 2022 – 2024	Service	Direct contracting
6	Consultancy services to develop the Procurement Manual for RYCO	Service	Open Procedure
7	RYCO team retreat organization and other associated services	Service	Simplified procedure

18 Procurement procedures for the "RYCO Strategy and Youth Platform development" project. Source of funds: GMFA.

No	Title	Typology	Type
1	Systemic Conflict Analysis (SCA) expert to support the development of the new RYCO Strategy 2022 – 2024	Service	Direct contracting
2	Regional program for students of journalism (mentoring) SRB 2nd cycle	Service	Direct contracting
3	Regional program for students of journalism (mentoring) BIH 2nd cycle	Service	Direct contracting
4	Regional program for students of journalism (mentoring) MNE 2nd cycle	Service	Direct contracting
5	Regional program for students of journalism (mentoring) MKD 2nd cycle	Service	Direct contracting
6	Regional program for students of journalism (mentoring) KOS 2nd cycle	Service	Direct contracting
7	Regional program for students of journalism (mentoring) ALB 2nd cycle	Service	Direct contracting
8	Regional program for students of journalism (mentoring) SRB 3rd cycle	Service	Direct contracting
9	Regional program for students of journalism (mentoring) BIH 3rd cycle	Service	Direct contracting
10	Regional program for students of journalism (mentoring) MKD 3rd cycle	Service	Direct contracting
11	Regional program for students of journalism (mentoring) MNE 3rd cycle	Service	Direct contracting
12	Regional program for students of journalism (mentoring) KOS 3rd cycle	Service	Direct contracting
13	Regional program for students of journalism (mentoring program) ALB 3rd cycle	Service	Direct contracting
14	External expert to support final development of RYCO strategy 2022 -2024	Service	Direct contracting
15	External local facilitators to support the development of RYCO strategy 2022-2024 (6 LOTS)	Service	OC for applications
16	External Expert to support facilitation of the final stage of development of the RYCO Strategy 2022 – 2024	Service	OC for applications
17	Design and creation of the RYCO digital youth platform (Hajde)	Service	Open procedure
18	Communication and Visibility Campaign "Promotion of Hajde Platform and the promotion of the RYCO Strategy 2022-24	Service	Open procedure

4 Procurement procedures for the "WB School Exchange Scheme" project. Source of funds: GIZ.

No	Title	Typology	Type
1	Furniture supply for RYCO HO	Supply	Open procedure
2	IT equipment and mobile phones supply for RYCO (2 Lots)	Supply	Open procedure
3	Application of existing and designed logo, supply and production of branded visibility materials	Service	Open procedure
4	Furniture supply for the LBO North Macedonia, RYCO	Supply	Simplified procedure

2 Procurement procedures for the "Institutional Capacity Building support to RYCO" project. Source of funds: SIDA.

No	Title	Typology	Type
1	For the provision of the consultancy services to design the legal status of the LBOs document, and support RYCO in the negotiation for the registration process, as well as support employment and labor issues	Service	Open procedure
2	External Audit of SIDA project "Institutional Capacity Building support to RYCO	Service	Open procedure



28 Procurement procedures for RYCO's operational activity, HO and LBOs level. Source of funds: RYCO's budget.

No	Title	Typology	Type
1	Expert for "Re-Debate 5.1 Debate Championship	Service	Direct contracting
2	Mentor for the CBT for the Young Journalists (journalistic)	Service	Direct contracting
3	Mentor for the CBT for the Young Journalists (content)	Service	Direct contracting
4	For the policy paper "A dialogue with the Kosovo youth on the shared future"	Service	Direct contracting
5	Capacity Building Technical Assistant for LBO Kosovo	Service	Direct contracting
6	Cleaning service for the LBO Serbia	Service	Direct contracting
7	For the event management of four LBO Serbia program activities in 2021	Service	Open procedure
8	Mentor for the Mentorship Program for Young Journalists	Service	Open procedure
9	Local Trainer for Practical Work for CBT for Young Journalists	Service	Direct contracting
10	Local Trainer for Theoretical Concepts for CBT for Young Journalists	Service	Direct contracting
11	Trainer for Leadership training	Service	Direct contracting
12	Trainer for Active Youth Engagement	Service	Direct contracting
13	Cleaning service for LBO MKD	Service	Open procedure
14	Purchase of Anti - Covid supplies for RYCO HO	Supply	Invoice based procedure
15	Disinfection service for RYCO HO	Service	Invoice based procedure
16	Cleaning services for RYCO HO in Tirana, Albania 8 / 2 / 3	Service	Direct contracting
17	Purchase of Laptops and mobile phones (LBO ALB & JLO)	Supply	Invoice based procedure
18	ISP & Telephone for RYCO HO 2022	Service	Direct contracting
19	Provision of RYCO team retreat organization and other associated services	Service	Simplified procedure
20	The provisions of Mobile Voice and Data Services for RYCO HO	Service	Negotiated procedure
21	Cleaning service for the RYCO HO 8/2/2. 8/2/5: 2021	Service	Open Procedure
22	IT support services for RYCO HO / 2021	Service	Open Procedure
23	Taxi service for RYCO 2021	Service	Open Procedure
24	Framework agreement for the provision of travel management and other related services for RYCO HO in ALB	Service	Open Procedure
25	Framework agreement for the provision of travel management and other related services for the LBO BIH	Service	Open Procedure
26	Framework agreement for the provision of travel management and other related services for the LBO MNE	Service	Open Procedure
27	Framework agreement for the provision of travel management and other related services for the LBO MKD	Service	Open Procedure
28	Framework agreement for the provision of travel management and other related services for the LBO SRB	Service	Open Procedure