



Qendra për Këshillim, Shërbime Sociale dhe Hulumtime  
Center for Counseling, Social Services and Research

# CENTER FOR COUNSELING, SOCIAL SERVICES AND RESEARCH SIT

ANNUAL REPORT  
JANUARY - DECEMBER 2022

## ABOUT LAST YEAR...

2022 HAS BEEN ANOTHER SUCCESSFUL ONE REGARDING NEW PROJECTS, NEW STAFF MEMBERS, AND THE CONTINUOUS IMPLEMENTATION OF OUR PROGRAMS. OF COURSE, WE COULDN'T DO IT WITHOUT THE SUPPORT OF OUR PARTNERS, INCLUDING LOCAL, NATIONAL, AND INTERNATIONAL PARTNERS, VOLUNTEERS, AND OUR VALUED BOARD AND ASSEMBLY MEMBERS. WE HAVE AGAIN PERFORMED NUMEROUS TRAINING AND RESEARCH, HOSTED SEVERAL UNIQUE AND POWERFUL EVENTS AND CAMPAIGNS, AND REACHED OUT TO MANY COMMUNITY MEMBERS.

- CONTENTS STRATEGY: KADRI GASHI
- FINANCE: AGON OSAJ
- PROJECTS: NJOMZA BERISHA



## EXECUTIVE SUMMARY

THE 2022 ANNUAL REPORT OF SIT PROVIDES A COMPREHENSIVE OVERVIEW OF THE ORGANIZATION'S ACHIEVEMENTS AND HIGHLIGHTS OVER THE PAST YEAR. SIT HAS ACCOMPLISHED SIGNIFICANT MILESTONES IN VARIOUS AREAS. THE REPORT DETAILS THE ORGANIZATION'S EFFORTS TO ADVANCE ITS STRATEGIC OBJECTIVES, INCLUDING ENHANCING YOUTH EXPERIENCES, EXPANDING RESEARCH CAPACITY, AND STRENGTHENING CIVIL SOCIETY COLLABORATIONS.

THE REPORT HIGHLIGHTS SIT'S INITIATIVES IN PROMOTING SUSTAINABILITY AND DIVERSITY, EQUITY, AND INCLUSION. THE ORGANIZATION'S FINANCIAL PERFORMANCE IS ALSO OUTLINED, DEMONSTRATING ITS CONTINUED FINANCIAL STABILITY AND GROWTH. OVERALL, THE 2022 ANNUAL REPORT OF SIT SHOWCASES THE ORGANIZATION'S CONTINUED COMMITMENT TO EXCELLENCE AND ITS POSITIVE IMPACT ON SOCIETY.

## ORGANIZATION OVERVIEW

### STRATEGY



### VISION

We envision an inclusive society where everyone feels safe, equal, and can achieve their potential regardless of their social identities.

### MISSION

SIT aims to promote and create an equal society. Hence, we tackle some of our community's most challenging human rights issues that prevent us from achieving equality, peace, and development, including Domestic Violence and Gender-Based Violence. We aim to achieve this by involving people of all backgrounds, regardless of gender, sexual orientation, and other identity categories.

## YEAR-END FINANCIAL STATUS

- **TOTAL INCOME: 208,986.06€ IN 2022  
FROM 138,805.76€ IN 2021**
- **TOTAL STAFF EXPENSES: 119,302.41€ STAFF  
EXPENSES IN 2022 FROM 82,937.59€ STAFF  
EXPENSES IN 2021**
- **TOTAL OPERATIONS EXPENSES IN 2022:  
80,409.85 EURO**

**OTHER EXPENSES: 8,543.69**

## LOOKING BACK AT 2022...

### OUTREACH

### GROWTH

139.17%



### COUNSELING SESSIONS

232



### TRAINING

100



### ONLINE EVENTS

106



## SOURCES OF FUNDING

- Care International Balkans
- Ministry of Agriculture, Forestry and Rural Development
- Austrian Development Agency (ADA)
- OAK Foundation
- United Nations Peacebuilding Fund
- United Nations Mission in Kosovo (UNMIK)
- Danish Refugee Council
- SIDA
- United Nations Population Fund (UNFPA)
- Coalition for Health (K10)
- UN Women Kosovo
- UN Women in Turkey
- European Network for the Work with perpetrators of Domestic Violence - WWP EN
- Kosova - Women for Women
- Kosovar Gender Studies Center
- Agency for Gender Equality
- United Nations Kosovo Team
- United Nations Development Programme (UNDP)

# PROJECTS IMPLEMENTED WITHIN THE CENTER OF COUNSELING



**STOPP - Supporting the implementation of rehabilitation programmes for perpetrators of VAW and DV as per Articles 12 & 16 of the Istanbul Convention.**

Started in May 2021 and was under implementation until November 2022. In partnership with UN Women, the European Network for the Work with Perpetrators of Domestic Violence is implementing the project "Supporting the implementation of rehabilitation programs for perpetrators of violence against women and domestic violence as per Articles 12 and 16 of the Istanbul Convention"

This project aims to increase the safety and well-being of women and children by interrupting and preventing violent behavior. The project will assess the level of responsiveness of the Western Balkans and Turkey to articles 12 and 16 of the Istanbul Convention and address it by focusing on strengthening and supporting perpetrator programs in Albania, Serbia, and Kosovo. Given the importance of positive transformative masculinity practices, a specific focus will be on young men through diverse activities: working with school professionals and directly with young men. Finally, the project will involve relevant stakeholders and policymakers and foster awareness-raising in the region.

M: + 383 44 29 48 32  
T: + 383 38 22 34 57  
E: info@sit-ks.org

St. Bedri Pejani, No.33,  
Prishtina, Kosovo

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# PROJECTS IMPLEMENTED WITHIN THE CENTER OF COUNSELING



**C4P: Counseling for Prevention II: The main objective of this project was to work with perpetrators, provide counseling to law offenders, and involve them in rehabilitation programs offered in their communities. Practical realization of work with perpetrators (of Violence) is through individual counseling sessions, group counseling, and online services implemented in seven central regions of Kosovo (Prishtina, Mitrovica, Peja, Prizren, Ferizaj, Gjilan, and Gjakova).**

## MAIN ACCOMPLISHMENTS:

- Launched the report : "Perceptions and attitudes towards gender concepts and gender-based violence in Kosovo: Analysis of the institutional actors and the general population.
- 32 counseling sessions held. Twenty-eight cases are referred from family relations, and four (4) cases are from police officers and probation service in Kosovo.
- We have implemented (6) advocacy meetings with coordinating Mechanism Against Domestic Violence from the different municipalities with stakeholders (religious leaders, university professors, CSOs, etc. to discuss the different processes for working with perpetrators).
- The capacity-building workshops with different stakeholders have been implemented, including judges and prosecutors, the Kosovo Bar Association (Lawyer), the Kosovo Academy for Public Safety (KAPS), and police units of domestic violence/GBV.
- Awareness campaigns are implemented on the importance of men's involvement and the role of men and young men and women in promoting GE and prevention of GBV/DV and on the effective psycho-social programs for perpetrators in Kosovo at the public and community levels.

# PROJECTS IMPLEMENTED WITHIN THE DEPARTMENT OF SOCIAL SERVICES



## Enhancing conflict-management skills of youth:

Since May 2021, SIT began implementing the third stage of the DRC-funded project, this time named “Enhancing Conflict-Management Skills of Youth.” The project was led and implemented by SIT, and the targeted beneficiaries were youth from Fushë Kosova, Kamenica, South Mitrovica, and North Mitrovica municipalities. The project targeted youth from these municipalities since different communities live there, and there is more need for inter-ethnic tolerance and cooperation.

Apart from the meetings and workshops held, English language courses have been offered for free for five months. Project participants and others could join speaking clubs and beginner classes to enhance their English speaking and comprehension skills.

60 participants benefited from either speaking clubs or beginner classes. All those who attended beginner classes entered the final test and received their certificates according to the level they had completed and the results shown in the final test.

# PROJECTS IMPLEMENTED WITHIN THE DEPARTMENT OF SOCIAL SERVICES



## Enhancing conflict-management skills of youth:

The project has also foreseen initiatives to help communities in the targeted municipalities. There has been a donation of 2,340 books for “Selman Riza” Primary School in Fushë Kosova.

This project was extended to three months of implementation until February 2022. During this phase, besides the regular meetings with the beneficiaries, there has also been a donation of market stalls in the multi-ethnic market in Kamenica municipality as a part of the community initiative proposed by the youth.

# PROJECTS IMPLEMENTED WITHIN THE DEPARTMENT OF SOCIAL SERVICES



## Dialogue for Peace:

From March 2022, SIT began implementing the "Dialogue for Peace" project funded by Danish Refugee Council. The project targeted youth of diverse ethnicity from the municipalities of Fushë Kosova, Kamenica, South Mitrovica, and North Mitrovica.

The project's main goal was to work with youth to empower them to fight stereotypes and ethnic-based prejudices. In the span of 10 months, there were 11 in-person meetings with the project beneficiaries where different workshops were held. Besides, activities such as bowling, movie night, and youth camp were developed to increase social cohesion among the participants. Apart from these, English language courses were also offered for free for over six months. Project participants and others could join speaking clubs and beginner classes to enhance their English speaking and comprehension skills.

# PROJECTS IMPLEMENTED WITHIN THE DEPARTMENT OF SOCIAL SERVICES



## Dialogue for Peace:

60 participants benefited from either speaking clubs or beginner classes. All those who attended beginner classes entered the final test and received their certificates according to the level they had completed and the results shown in the final test.

The project also aimed to implement some community initiatives based on the demands and needs assessed by the beneficiaries in the given municipality. Two public parks and sports fields were renovated in North and South Mitrovica multi-ethnic areas.

# PROJECTS IMPLEMENTED WITHIN THE DEPARTMENT OF SOCIAL SERVICES



## YOUTH VOICES, YOUTH CHOICES

The project started in January 2021 and will be under implementation until June 2023. During the first year of the project, January-December 2021, one international youth study was conducted in five Balkan countries: Kosovo, Bulgaria, Bosnia and Herzegovina, Albania, and North Macedonia.

Based on the COVID-19 experience, this project aims to create a more supportive environment for youth-oriented SRH services, self-care, and information during and beyond emergencies within the Balkan region, with particular attention to those who are most vulnerable.

M: + 383 44 29 48 32  
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# PROJECTS IMPLEMENTED WITHIN THE DEPARTMENT OF SOCIAL SERVICES



## YOUTH VOICES, YOUTH CHOICES

THIS AIMED TO BE ACHIEVED:

- firstly, by researching to understand better the impact of COVID-19 on young people's access to SRHR services and information and the opportunity and need to integrate digital services, especially for those most vulnerable
- secondly, via exchange of good practices to empower young people through a combination of online/offline education tools
- thirdly via the development of (policy) recommendations that will support local and regional advocacy initiatives to strengthen existing health systems that ensure access to (youth-friendly) services and information to all those in need, including within a context of crisis.

# PROJECTS IMPLEMENTED WITHIN THE DEPARTMENT OF SOCIAL SERVICES



## YOUTH VOICES, YOUTH CHOICES

The research has been launched nationally and internationally in events with relevant stakeholders. Apart from being launched, the report has also been published on our organization's website and social media networks. Fact sheets on research data have been shared on our social media each month.

Another milestone of this year's implementation period was the meeting with Bulgaria's parliament to discuss "Upholding young people's sexual and reproductive health and rights in the Western Balkans post-COVID." It was an international-level discussion with all Member Associations' representatives, and essential recommendations were provided from all panel discussions to European Parliament deputies.



# PROJECTS IMPLEMENTED WITHIN THE DEPARTMENT OF SOCIAL SERVICES



## YOUTH VOICES, YOUTH CHOICES

A national roundtable on discussing the Impact of Covid-19 on (young) people's SRHR requirements and unfulfilled needs, Promising Practices/Response Mechanisms, and Commitment to access services and information regarding SRH was held to compare data from the field with the data that institutions possess and come up with a future strategy based on recommendations.

During this implementation stage, we held numerous trainings. We involved young people in a variety of ways regarding reproductive health, reproductive health rights, family planning, sexually transmitted infections, HIV/AIDS, and social media campaigns for advocacy of sexual and reproductive health.



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# PROJECTS IMPLEMENTED WITHIN THE DEPARTMENT OF SOCIAL SERVICES



## FUTURE4YOUTH

This project aims at scaling up and mainstreaming earlier achievements related to the implementation of the Gender Transformative Life Skills program, or short, Program Y. SIT aims to implement this project via targeted advocacy and close cooperation with relevant stakeholders through the support of movement/coalition-building and through the development of new alliances that engage parents and citizens in supporting gender equality focused life skills education program.

SIT, as a partner of CARE, jointly with other partners, will foster gender-transformative life skills education to become an integral part of education programs at schools and juvenile correctional institutions. The focus will be to equip elementary schools, high schools, and universities to effectively deliver and lead the implementation of CARE's life skills program (Program Y) and support young people in their safe transition to adulthood.

# PROJECTS IMPLEMENTED WITHIN THE DEPARTMENT OF SOCIAL SERVICES



## FUTURE4YOUTH

Furthermore, the project will pilot CARE's life skills program tailor-made for youth at risk in juvenile correctional institutions (Program Y Plus) to prevent radicalization and contribute to re-socialization.

All this will be sustained by mobilized communities that actively initiate educational policy change. All partners will secure more vital public voices for youth within the Future 4 You(th) movement previously created by CARE and empower governmental bodies to develop strategies to institutionalize life skills programming through multi-stakeholder consultation processes.

# PROJECTS IMPLEMENTED WITHIN THE DEPARTMENT OF SOCIAL SERVICES



## FUTURE4YOUTH

### MAIN ACCOMPLISHMENTS:

- Regular holding of monthly workshops of Program Y in the Technical High School "28 Nëntori" in Prishtina
- First training with the students of the Social Work Department - Faculty of Philosophy, University of Prishtina
- "Dear Me" movie premiere in Kino Armata in cooperation with YMCA in Kosovo
- Participation at the Leadership Youth Camp in Bosnia and Herzegovina with "Be a Man" Club members
- Promotion of the Kujdessex platform at the conference organized by the Heimerer College in Prishtina
- First training of teachers of "28 Nëntori" Technical High School
- Signing the MoU with the Department of Psychology - Faculty of Philosophy, University of Prishtina
- Organization of two meetings with the Working Group, including representatives of MESTI for the Institutionalization of Program Y and the presentation of the Draft Strategy for Institutionalization of Program Y
- Signing the MoU with the Municipal Directorate of Education in Prishtina
- Signing the MoU with the Correctional Service in Prishtina.

# PROJECTS IMPLEMENTED WITHIN THE DEPARTMENT OF SOCIAL SERVICES



## BREAK THE ICE 2.0:

The "Break the Ice 2.0" project intends to improve cultural collaboration among Kosovo's youth by sharing knowledge, skills, arts, and information across communities. Furthermore, young people may overcome shortcomings in critical thinking abilities by growing up in a culture that values tolerance, equality, peace, and inclusion and encourages cultural variety, non-discrimination, and hate speech. Working with youth primarily aims to empower them to be change agents, utilize culture as a tool for social change, and increase conflict resilience.

This project aims to bring together young people from Fushë Kosova/Kosovo Polje, Kamenicë/a, South Mitrovica, and North Mitrovica who are interested in cultural diversity to promote communication and build a network of young people who are interested in art and culture. As a result of their efforts, these young people can change their communities and involve youngsters who are disadvantaged and disenfranchised from all communities in Kosovo. They'll get together, tell their stories, fight injustice, and dispel prejudices. They will also participate in cultural events tailored to help young people in Kosovo build a constructive youth movement that promotes peace, conflict resolution, and social inclusion.

# PROJECTS IMPLEMENTED WITHIN THE DEPARTMENT OF SOCIAL SERVICES



## Youth Development, Gender Norms, and Human Security in Kosovo: Supporting youth as drivers of gender equality, development, and positive peace

This short-term project started on the 19th of October 2022 and was implemented with the support of UNDP. This project aimed to lay down the groundwork for establishing a sound project proposal to push forward the gender equality recommendations derived from the Youth Forum for Gender Equality.

These recommendations included topics such as sexual and reproductive health and rights, sexual abuse, inclusive education, public space infrastructure that ensures access for people with disabilities and safety for women and girls, school safety, media monitoring, and improvement of employment opportunities for young women (especially in the field of STEM). To reach the project's aim, desk research was conducted. Two round tables took place with representatives from the Youth Forum for Gender Equality and relevant stakeholders from governmental and non-governmental institutions.

# PROJECTS IMPLEMENTED WITHIN THE DEPARTMENT OF SOCIAL SERVICES



## Youth 4 Inclusion, Equality, and Trust (Y4IET)

This project started in September 2022 and will be under implementation in February 2024. The project will target groups of young Albanians, Serbs, Roma, Ashkali, and Egyptians and train them, under guided supervision, in critical and creative thinking. Through non-formal education training, SIT will empower participants to challenge social stereotypes, build their identities openly, beyond ethnonational stereotypes and think creatively. SIT will enable participants to realize this goal together through cooperation and participation in the project. Trained participants will spread their skills and experience as multipliers, who are in their roles as juniors, and SIT will use the tools used for critical and creative thinking training in other training.

Through this project, young people will continue training on capacity building for awareness raising, campaigns, and activities related to the media with representatives of civil society, municipal authorities, youth, women's organizations, and media journalists. SIT will hold these activities in six municipalities to discuss dialogue, advocacy, hate speech, divisive narratives, gender equality, and human rights.

# PROJECTS IMPLEMENTED WITHIN THE DEPARTMENT OF SOCIAL SERVICES



## Youth 4 Inclusion, Equality, and Trust (Y4IET)

As a result, we will develop a toolkit on critical thinking as part of non-formal and formal education to help people better understand themselves, their motivations, and their goals. The toolkit will include a variety of methods, such as the art of hosting facilitation methods, action research, non-violent communication, alternative dispute resolution, team building techniques, forum theater, photography, drawing, crafts, etc., to combat existing prejudices and stereotypes. SIT will also share the toolkit with other non-formal education institutions and formal educators.

SIT will include the Ministry of Education, Science, Technology, and Innovation in the development process to have the toolkit in the curricula and utilize it in formal education.

Also, some of the participants in the training will be chosen to create reports/stories related to sensitive topics such as gender equality, human rights, hate speech, toxic masculinity, social cohesion, and gender-based violence. We held 4 capacity-building training this year and to continue with other training next year





# CAMPAIGNS



## FATHERS FESTIVAL THIRD EDITION:

The Fathers' Festival is the first of this kind in Kosovo, promoting positive parenting, the importance of fathers' involvement in raising and taking care of children, sharing equal responsibilities within the family, and promoting parental leave.

This festival occurred on June 19, 2022 (Father's Day), at the plateau in front of Kino Armata, near the Grand Hotel in Prishtina. It comprised a fathers' competition, exhibition, music, games, podcast, quiz, art, culture, family picnic, reading corner, and other interactive activities.

This festival aims to inspire fathers and legal guardians to be attentive and actively involved in educating children, initiating discussion on the importance of fatherhood, with a particular focus on advocating for parental leave. SIT will implement this festival every Father's Day. Many local and international partners supported this festival, such as UNFPA Kosova, CARE International Balkans, Austrian Development Agency, OAK Foundation, Municipality of Prishtina, Kosovar Center for Gender Studies, Democracy for Development.

# CAMPAIGNS



## INTERNATIONAL YOUTH DAY

This festival occurred on August 12, 2022, at Taukbahçe Park. Young people from different regions of Kosovo, such as Prishtina, Fushe Kosova, South Mitrovica, North Mitrovica, Kamenica/Dardana, Zveçan, Ranilug, etc., gathered to celebrate this day and learn new life skills, sexual reproductive health and rights, conflict resolution and peacebuilding, career orientation, and other youth related topics.

This year's theme was "Intergenerational Solidarity" this theme helps us understand how people of different generations relate to each other and help and depend on one another in their daily lives. Young and older people face this issue and often suffer lasting psychological harm, impacting society. The youth must come together, engage in activities with diverse needs and interests, participate in decision-making, and freely express themselves. Our target group: students from high schools and university (boys and girls 15-26 years old), parents, other communities, social media, and media audiences in Kosovo wide, etc.

Directly we reached out to 100 young people from Prishtina, Fushe Kosova, South Mitrovica, North Mitrovica, Kamenica, Zveçan, Ranilug, etc. (Albanians, Serbians, Romans, and other communities). Indirectly approximately 100,000 people were targeted online, from national and local media and our social media strategy. Reproductive and sexual health - Treasure hunt quiz: Questions about Sexual Reproductive health and Sexual Reproductive rights. This activity was organized on behalf of International Youth Day.

# CAMPAIGNS



## THE LAST TUNNEL - THE FOURTH EDITION

Remembering femicide (the killing of a woman or girl, particularly by a man and on account of her gender) victims from after the war period in Kosovo, SIT exhibited some stories of these victims to prevent and combat domestic violence and gender-based violence.

SIT exhibited this installation in three municipalities of Kosovo. In Prishtina on the 1st of December at "Zahir Pajaziti" square. On the 2nd of December in Prizren at "Kroi i Shatërvanit," and on the 3rd of December in Pejë at "Skënderbeu" square. Passersby had the chance to read these stories to see the violence women in Kosovo go through year after year.

These stories answer the questions "Who? When? How? and What?" and we hope on this occasion to convey the message to Kosovar media that these are the questions that matter in reporting cases of violence and not the question "Why?" - because violence has no justification!

At the end of the installation, the statement of "Public Commitment" was placed where we all pledge to be active against violence against women and girls.

"The Last Tunnel" and 16 Days of Activism are implemented by SIT and supported by: UNFPA Kosovo, UN Women Kosovo, K10 Coalition, Care International Balkans, Austrian Development Agency, and OAK Foundation.



M: + 383 44 29 48 32  
T: + 383 38 22 34 57  
E: [info@sit-ks.org](mailto:info@sit-ks.org)

St. Bedri Pejani, No.33,  
Prishtina, Kosovo

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# CAMPAIGNS



## SUPERHEROES LOCAL CAMPAIGN

This local campaign was implemented in two villages of Kosova, Koretin, in Kamenicë, and Bishtazhin, Gjakovë. The main goal of this campaign was to educate and raise awareness among the younger generation on the importance of recycling and reusable materials. Our target group was 3rd, 4th, and 5th graders. Throughout this campaign, we reached out to 100 pupils.

We implemented this local campaign to increase students' knowledge of recycling and its benefits and utility. The students were enthusiastic about studying and expanding their knowledge on this subject. With the children's help, we cleaned the school and separated waste into recycling bins. We also planted ornamental plants to aid in air purification.

YEU International supported this campaign.

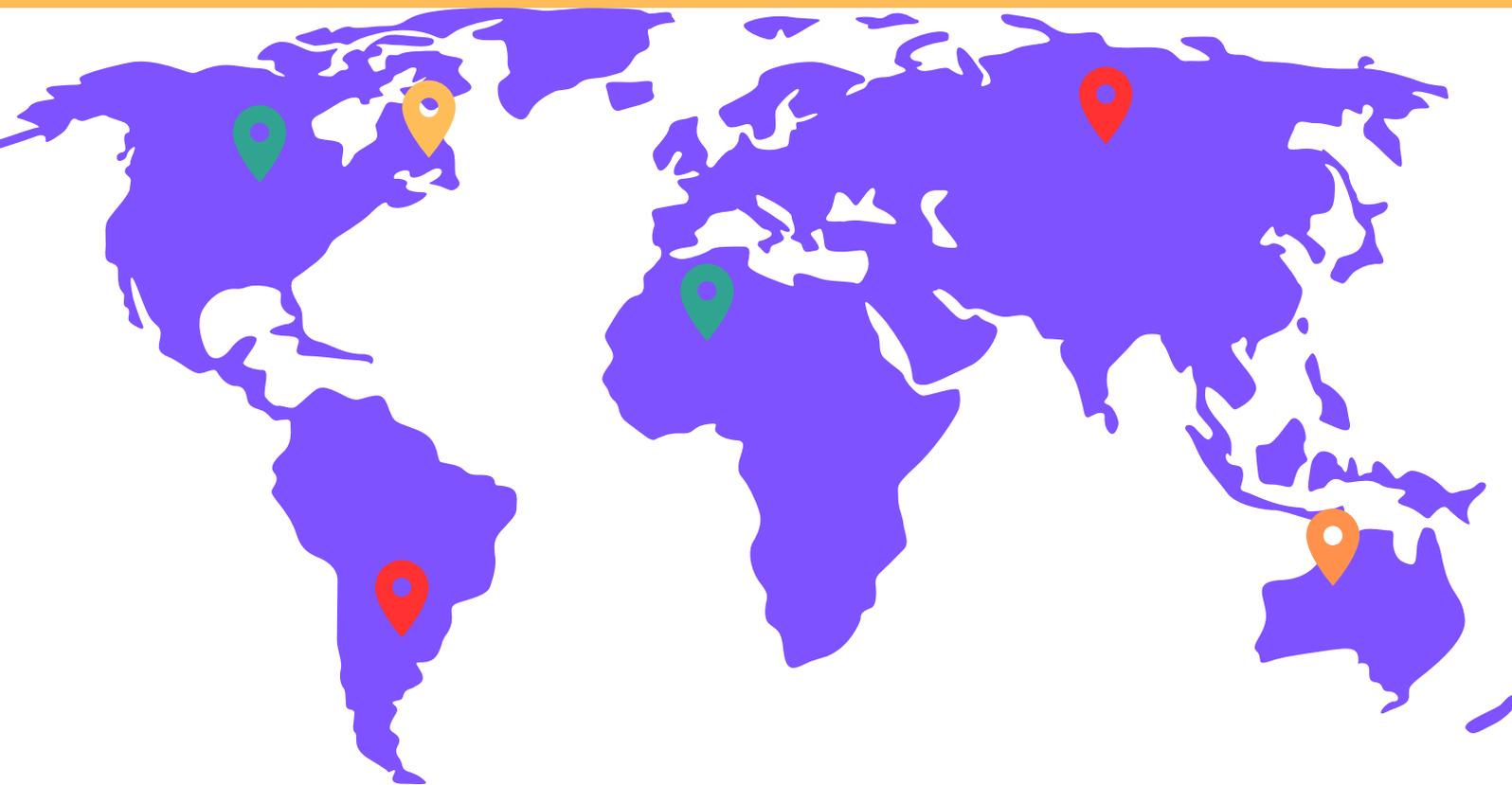
# RESEARCH CONDUCTED IN 2022



## Research conducted in 2022

- Perceptions and attitudes towards Gender Concepts and Gender-Based Violence in Kosovo - An Analysis of Institutional Actors and the General Population - Supported by UNFPA Kosovo.
- "Youth access to information, education and care for Sexual and Reproductive Health #SRH in Kosovo during the Covid times." - Supported by IPPF - European Network and MSD for Mothers.
- Perpetrator Programmes in the Western Balkans, Mapping the Existing Practices and Ways Forward.

# ADDITIONAL REMARKS



## EVENTS

- Dear Me - Movie Premiere
- Round Table presenting the findings of the research report "Young people's access to sexual and reproductive health information, education and care in Kosovo during the time of covid-19" to relevant stakeholders from governmental and non-governmental organizations

## CONFERENCES

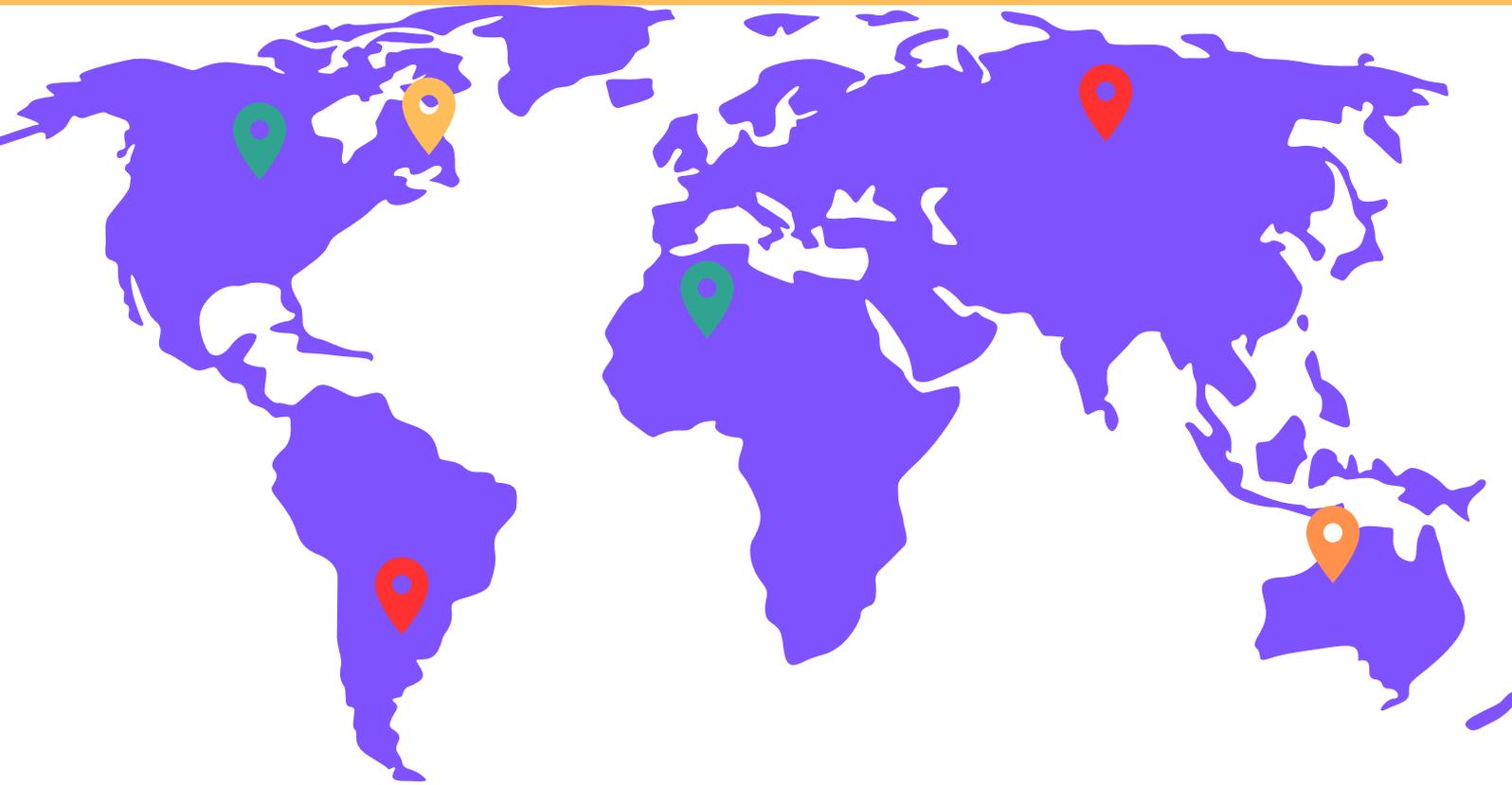
- Toxic Masculinity Conference - Engaging Men and Boys for Gender Equality - Supported by UNFPA
- National Conference - Present and Future of social work in Kosovo organized by Department of Social Work - Faculty of Philosophy, University of Prishtina.

## Digital Marketing

- Distribution of fact sheets on social media platforms. Fact sheets contained data on the results from the study conducted on the Effect of the Covid-19 Pandemic on Youth as part of the YVYCH project - Supported by IPPF



# ADDITIONAL REMARKS



## CONFERENCES

- The 13th International Symposium of Health Sciences was organized by the Heimerer College of Sciences in Prishtina.
- The “Global crisis requires local innovation” Conference was organized by Act Now, in Stuttgart, Germany.
- MenEngage Europe members’ meeting in Berlin
- Launching research report ‘Young people’s access to information, education and health care sexual and reproductive in Kosovo during the time of covid-19’ - supported by IPPF
- High-Level Meeting in the European Union Parliament in Brussels, Belgium



# NEW COLLABORATION AND PARTNERSHIPS

## Universities and Colleges:

- University of Prishtina - Faculty of Philosophy, Department of Psychology.

## National and local institutions:

- Municipal Directorate of Education in Prishtina
- Kosovo Correctional Service.

## NETWORKS SIT IS A MEMBER:

- ActNOW;
- MenEngage;
- MasterPeace;
- MenCare/Fatherhood.
- Coalition for Health (K10);
- Security and Gender Group members;
- European Network of Youth Centres;
- Youth for Exchange and Understanding;
- International Planned Parenthood Federation European Network;
- European Network for the Work with Perpetrators of Domestic Violence;



## SIT sustainability



SIT has achieved stability through the "Future4Youth" project until 2024 and the "Youth Voices, Youth Choices" until 2023. As a result of the institutionalization of Program Y, SIT, together with partners, will contribute to the education system in Kosovo. It is worth noting that this year we developed the draft strategy for the institutionalization of Program Y. We expect that by next year the guide for Program Y will be drawn up with the help and support of the representatives of the Ministry of Education, Science, Technology, and Innovation, and this will also be a step towards the institutionalization of Program Y.

Through the exercises and training held within the Youth for Inclusion, Equality, and Trust project, we are developing a toolkit on peacebuilding which we aim for accreditation by the Ministry of Education, Science, Technology, and Innovation. Supported by the UNFPA Kosovo, this toolkit will be in Albanian and Serbian, and we aim to involve it in formal and non-formal education.

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# MOVING FORWARD TO 2023

## STAFF RESTRUCTURING

SIT's Executive Director holds individual reflection meetings with all staff members every six months. These reflection meetings are one of the tools SIT uses to keep track of staff members and their necessities and to optimize their outcomes to support SIT's growth. Until recently, SIT management has experimented with many approaches to determine how best to structure SIT departments and distribute tasks among staff members. By the end of 2022, the management has decided to test a new method of distributing duties.

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Beginning in January 2023, Project coordinators will strive to perform their best on their projects, which means they will not have direct responsibility for department management. In addition, after assessing their abilities, virtually all of them are now in positions where they consider they can contribute the most. Moreover, the Executive Director will focus more on networking, the Counseling Department, and the organization's long-term viability. On the other hand, the Development and Program Manager will be more focused on fundraising, networking, and managing staff members and departments. The Program Officer will assist with project ideas and is in charge of public relations. Every team member, however, is free to participate in networking, fundraising, and bringing new ideas.

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We will put this technique to the test for a few months, and if it works well, we will stick with it until we find a better one. If not, we will seek a better option.



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# MOVING FORWARD TO 2023

## NEW TEAM MEMBERS:

- Fiona Haxhikadrija
- Elsa Rexhepaj
- Pashkë Shala
- Festina Cakolli

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## NEW PROJECTS:

- Dialogue for Peace (March 2022)
- Youth for Inclusion, Equality, and Trust (September 2022)
- Counseling for Prevention 2.0 (January 2022)

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## SIT PLATFORMS

- [www.sit-ks.org](http://www.sit-ks.org)
- [www.sitandbreaktheice.org](http://www.sitandbreaktheice.org)
- [www.sitandtalk.org/](http://www.sitandtalk.org/)
- [www.sitkosova.org](http://www.sitkosova.org)
- [www.ks.masterpeace.org/](http://www.ks.masterpeace.org/)
- <https://www.kujdessex.net/>