Overall Program goal	WESTERN BALKANS Citizens actively participate in political, social, and economic life based on principles of human rights, positive peace and social justice.					
Political Criteria	Democracy and human rights	Equality and worker's rights	Just transition	Peace and dialogue	Gender equality	
Decision makers	 1.1 Local/Regional Councils work in an intentional direction to be accessible to citizens and make decisions in a participatory, democratically accountable and timely manner 1.2 Parliament bodies adjust law changes in dialogue with the affected underrepresented groups 1.3 The judiciary works in an intentional direction to be accountable to citizens and resolve cases transparently and in accordance with local legislation and international agreements 	 2.1 Governments at all levels engage in effective consultations with trade unions and call for their opinion 2.2 Governments at all levels have strategies for decent job creation and encourage the formalisation of the labour market 2.3 Economic and Social Councils (ECSs) regularly meet and adopt proposals and amendments of trade unions in the tripartite decision-making process of adopting labour laws 	 3.1 Governments at all levels show their support to Palme Center programme initiatives for a just transition 3.2 Governments at all levels ally with the private and non-governmental sector in responding to environmental risks and crises 3.3 Public and private companies respond to citizen demands on climate justice and environmental 	 4.1 Ministries of Education at all levels cooperate with centres for popular education in promoting peace, tolerance and democracy 4.2 Local and national governments initiate and implement measures and laws for non-discrimination 4.3 Local governments have a non- discriminatory approach to solving citizens' problems 	 5.1 Governments and agencies at all levels participate in discussions and processes to improve social security and other policies affecting unpaid care/domestic work and promote shared responsibility within the household and family 5.2 Gender centres/ commissions/agencies promote and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls 	

			protection of common resources	4.4 Employers Union actively participate in Social Dialogue through local ECSs.	5.3 Women parliamentarians initiate policies and laws for gender equality and against discrimination and violence against women
Actors working in cooperation	 1.2.1 CSOs challenge dominant policies and processes through monitoring, reporting, public advocacy and strategic litigation 1.2.2 CSOs mobilise and maintain an active and representative membership- and participant base 1.2.3 Political parties engage in dialogue with citizens and support and advocate for citizen initiatives 1.2.4 Media positively responds to CSO initiatives and actively promote value- driven actions 1.2.5 Academia and CSOs share knowledge and interact to promote democratic values 	 2.2.1 NGOs and trade unions actively cooperate, exchange their resources and jointly promote labour rights 2.2.2 Political parties support trade union initiatives and consult with trade unions in programme formation 2.2.3 Trade unions comprise a movement of trustworthy and democratic organisations that adequately represent members' interests and rights, regardless of their age, sexual orientation, ethnicity etc. 2.2.4 Employers and trade unions in private companies and other non-organised workplaces 2.2.5 Trade unions monitor the 	 3.2.1 Progressive political parties address a just transition in their election campaigns and programmes 3.2.2 CSOs raise awareness and mobilise their target groups in mitigating climate change and impacting reduction for the benefit of all 3.2.3 CSOs initiate discussions and share strategies with affected underrepresented groups about climate change, environmental risks and human rights 3.2.4 Media engages in alliances with CSOs to 	 4.2.1 NGOs and trade unions improve common cooperation and coordination in the field of conflict transformation 4.2.2 Media objectively reports about activities related to peacebuilding and non- discrimination within the Palme Center programme 4.2.3 School staff and management shows the readiness and capacity to promote and support non- discrimination and reconciliation 4.2.4 Progressive political parties call for 	 violence against women 5.2.1 Media portraits and reports news on women who are active in political, economic life and CSOs 5.2.2 Trade unions promote greater participation of women in decision-making processes and create conditions for representation of women in trade union bodies 5.2.3 Political parties appoint female candidates for leading positions on the electoral lists 5.2.4 Trade Unions appoint female candidates for leading positions on the electoral lists, especially in male- dominated trade unions
	1.2.6 Civil servants are effective, objective, non-discriminatory and work with integrity in favour of citizens	 implementation of collective agreements and organise pressure in case of breaches 2.2.6 NGOs advocate for full and productive employment and 	make aware general public about a just transition 3.2.5 Trade unions analyse the	other parties to replace conflict-fuelling rhetoric with solution- oriented arguments for all	5.2.5 NGOs promote women's full and effective participation and equal opportunities for leadership at all levels of decision-making in

	 1.2.7 CSOs take initiatives to reduce corruption at all levels of society 1.2.8 CSOs create sustainable and effective cross-sectoral alliances 	 decent work for women and men regardless of their age, sexual orientation, ethnicity etc. 2.2.7 Media uses trade unions as key sources on labour rights and portray them as important actors in society 	relationship between the labour market and climate change, promote ideas for a regenerative economy and integrate climate conscious measures into internal policies and awareness-raising activities 3.2.6 CSOs create sustainable and effective cross-sectoral alliances		political, economic and public life
Rights- holders	 1.3.1 Citizens reject involvement in petty corruption in their everyday lives 1.3.2 Citizens enrol in popular education for individual development and community change 1.3.3 Underrepresented groups use existing mechanisms to exercise their rights 	 2.3.1 Young people and women participate in their union chapters and have decision-making power that is regulated through official trade union policies and formal acts 2.3.2 Workers request available legal aid according to their needs (and without fear of reprisals) 2.3.3 Formal workers use existing mechanisms to exercise their rights 2.3.4 Informal workers seize opportunities and mechanisms to regulate their work status and improve their working environment 	 3.3.1 Underrepresented groups initiate joint actions that address sustainable development and nurture lifestyles in harmony with nature 3.3.2 Workers act in consideration of climate and environment in situations where their work- and private life has an obvious impact 3.3.3 Young people promote a fossil free, socially, economically, 	 4.3.1 Citizens enrol in popular education and participate in dialogue across ethnic and other divisions in society to foster mutual trust 4.3.2 Underrepresented groups effectively negotiate in order to advance their position in relation to their rights 4.3.3 Young people and children are tolerant towards people despite their ethnical background, sex, gender, social status 	 5.3.1 Women actively participate in trade unions, NGOs and political parties and seek equal access to decision-making positions 5.3.2 Men participate in the promotion of gender equality and related activities 5.3.3 Women and youth demand equal access to the labour market despite their gender and age

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and actively participate in building trust

4.3.4 Women victims of war exercise their right to social protection.

6.1 POs introduce a just transition into internal policies and external activities

6.2 POs integrate and apply gender equality and anti-corruption strategies in their internal work and programme

- 6.3 POs engage in effective advocacy, lobbying and/or policy making
- 6.4 POs increase their salience with traditional and social media
- 6.5 POs effectively reach out and mobilize members, participants and other target groups
- 6.6 POs optimise human resources and ensure the best possible working conditions for their staff and project leaders
- 6.7 POs draw from MO experience in building a broad labour movement and influencing policy makers
- 6.8 POs embark on structural and organisational modernisation and plan their work strategically
- 6.9 POs participate in political and societal debate
- 6.10 POs and project groups successfully utilise a "do no harm"-approach in all activities
- 6.11 POs share information about each other's work and good practices continuously
- 6.12 POs cooperate with each other through effective and sustainable alliances
- 6.13 POs mobilise resources from members, their local communities and other donors

POs