



National Coordination of Lebanon

SALTO-YOUTH
EUROMED
RESOURCE CENTRE



Education and Culture

INTER-REGIONAL SEMINAR FOR EURO-MED MULTIPLIERS

7TH – 12TH SEPTEMBER 2004

BEIRUT, LEBANON



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INTER-REGIONAL SEMINAR OF EURO-MED MULTIPLIERS TUESDAY, 7TH SEPTEMBER 2004

This Inter-regional Seminar was very important because it was the first South-South seminar which was ever organized within the Euromed Youth Programme.

The "SALTO'EMM" (Salto Training of Euromed Multiplier)¹ process began one year ago in September 2003 in Lebanon followed by Jordan, Egypt, Tunisia and Algeria, and today, Lebanon ends the cycle of these MEDA training courses.

There have been requests for future "SALTO'EMM" from the National Coordinators in Palestine, Israel and Turkey. When these countries also carry out the SALTO'EMM courses, all the MEDA multipliers will have had the same training.

There has also been a proposal by an E.U. country to host a mixed (Euro-Med) training course.

1. The Aims

- To have an evaluation and overview of the "journey" each Euro-Med multiplier had these past years.
 - An evaluation was needed because this is the first common experience that we have from South separately and together. The Commission has already asked for the development of this cooperation. The aim is now to further develop partnerships and collaboration at this level.
- To draft all together a Charter of Rights and Duties of the Euromed Multiplier. It is important to have NCs present for this. The proposals will be discussed with the Commission and the National Coordinators.
- To look at the future and follow-ups regarding the role of the "EMMs", their needs and expectations.
- To look at different points concerning the future: Council of Europe and Training for Trainers and other possibilities of training to increase the skills and competencies of the Euromed Multipliers.

To Present the synthesis of a questionnaire sent out to SALTO trainees and National Agencies and National coordinators which were asked to express their needs.

- Interest shown for sending participants or hosting one of the existing training courses
- Support expected from SALTO-YOUTH EuroMed Resource Centre
- Needs for new concepts and topics
- To give to the participants the possibility to: test, analyze, produce, finalize the first draft of the Euromed Training Bag. The aim was to have a major part of the EMTB finalized at the end of the seminar.

○ ¹ "SALTO'EMM" aims to **train future EuroMed Multipliers** acting as relays of the National Coordinators in the promotion of the EuroMed Youth Programme in their own country. Moreover, together with the relevant National Coordinators, **49 multipliers** were identified in the five countries which so far run Multiplier training courses.

- To reflect the impact of September 11th on their activities as Multiplier.
 - What can the role of the EMM be, as well as her/his own individual role?
 - Discuss what the EMM has to face and cope with in order to develop a Euro-Med cooperation on the larger level in regards to the Political Framework, Islam-phobia and its sensitivities.
 - Is the role of the EMM a difficult one after September 11th?
 - The different aspects coming out of September 11th:
 - Each EMM's own National Policy regarding the youth policy and how to deal with it.
 - The youth policy of the European Commission, which the Mediterranean country's government has accepted and signed.

2. Responsibilities of the week:

- Elisa ASLANIAN (National Coordinator of Lebanon): Organiser and Logistics
- Yiota KARAMATOS: Reporter
- Bernard ABRIGNANI (Salto Euromed Coordinator): Facilitator



PROGRAMME

1. Knowing me-Knowing you

- Jeux de Connaissance

2. Introduction

3. Exchanging experiences about being a DX

- Echange d'expériences sur être un DX

4. Euromed Training Bag: Presentation & Workshops

- Malle Pédagogique Euromed: Présentation et Ateliers

5. Your Role within Today's E.M. Political Framework

- Votre Rôle dans le cadre de la politique E.M. actuelle

6. Evaluation

AN EVALUATION OF THE EURO-MED MULTIPLIERS' JOURNEYS A PRESENTATION BY THE NATIONAL COORDINATOR OF LEBANON

1. The EMMs belonged to different types of organizations

- Youth NGOs: 12
- International NGOs: 6
- Social NGOs: 5
- Environmental NGOs: 1
- Freelance: 1



2. Training experiences through the journey

- Within the Euro-Med Youth Programme
- National training courses
- International training courses (SALTO)

3. How the EMM perceived her/his role as a multiplier

- Support the NC, spreading the Euro-Med Programme on the national level
- Contribute in implementation of the national strategy of the NC through brainstorming
- Support NGOs and youth to develop good projects within the Programme
- As a facilitator
- Do not have a specific vision of her/his role

4. The Multipliers' Experience

- Info sessions
- National training courses – assisting
- International training courses – assisting as a Junior Trainer
- Technical support for NC
- No experience



EXPERIENCES AS EMMs: POSITIVE / NEGATIVE

Fatima LANAAN from the French speaking community Agency in Belgium asked the “EMMs” to get into their own national groups. They were asked to note their experiences as EMMs, its positives points, as well as negative ones in order to present their information in Plenary.



THE RESULTS

1. LEBANESE EURO-MED MULTIPLIERS

- a. Working Strategy of National Coordinator:
 - Strengths: There were evaluation sessions among the EMMs.
 - Weak points: The NC began work relating to the EMMs in late June 2004.
 - Proposals: The EMMs suggest that their NC start earlier, be more aggressive in her approach, and to go to organizations rather than wait for them to invite NC. The last proposal is for the NC to use the testimonies of people who have been involved in the EM Programme, to help promote it.
- b. Info Sessions
 - Weak Points: There are not enough Info Sessions, therefore the EMMs do not know how effective they can be to promote the Euro-Med Youth Programme.
- c. National Training Course
 1. Strengths: They were small, not big organizations.
 2. Strengths: The organizations had the chance to meet others.
 3. Weak Point: Since it was a NTC, with only Lebanese, there was no chance to meet others in similar fields.
 4. Proposal: Have more training courses, and follow-up with organizations that have participated in past trainings.



2. TUNISIAN EURO-MED MULTIPLIERS

a. Working Strategy of Tunisian EMMs

5. Strength: The National Coordinator did not make sufficient contact with NGOs therefore the EMMs initiated contact.
6. Strength: Since the Multipliers have had their own projects, they were able to help other organizations manage projects.
7. Strength: Some Multipliers have more experience, because they had the chance to attend trainings in Cyprus, Portugal, Tunisia and Greece.
8. Strength: The EMMs have organized a meeting with the National Coordinator discussing how to work next year's Action Plan.
9. Weak Point: There is no Euro-Med Multiplier's Charter, and therefore the Multipliers are not recognized locally.
10. Weak Point: Have had only one meeting with the NC after the SALTO'EMM in Tunisia.
11. Weak Point: The Multipliers do not have enough material to work from, but they declare that they have hope and good will.

b. Proposal:

12. They would like to have more meetings called by their NC, and to have a document stating who they are as Euro-Med Multipliers so as to have more credibility when working in the field.



3. JORDANIAN EURO-MED MULTIPLIERS

a. Activities Carried Out as Euro-Med Multipliers
Two National Training Courses

1. All participants of the NTCs were from all parts of Jordan (north, south and central Jordan)
2. The EMMs did all the work from A to Z.
3. The Multipliers helped the NC select the participants



13. Info Sessions

1. Seven Info Sessions were held in the EMMs' own organizations
2. Two Info Sessions in different areas of Jordan
3. Three Info Sessions (on A1 and A5) were carried out by the EMMs on behalf of the NC

14. Multi-lateral Cooperation:

1. The Platform: The EMMs were facilitators in March 2004
2. Follow the Women: The Multipliers were facilitators in different parts of the activity.

15. Some of the EMMs were facilitators in Euro-Med projects in Jordan, and some visited the projects and/or the APVs.

16. Prepared and briefed participants for different A1 projects

Plan to do an Info Training Course with the Syrian Multipliers in Syria.

b. Strengths:

17. There is good networking among the Euro-Med Multipliers and NGOs
18. Monthly meetings with National Coordinator
19. Support from National Coordinator
20. There is a good relationship in the team
21. The EMMs have follow-up meetings among each other

c. Weaknesses:

22. Budget
23. Routine
24. Due to Visa problems, some Jordanians could not participate in some international training courses.
25. Due to the delay in the renewal of the NC's contract, not as many projects were carried out because lack of funds.

d. Proposals:

26. The EMMs agreed that they would have to become more professional by having more training courses, such as Training of Trainers and Training for Trainers.



4. EGYPTIAN EURO-MED MULTIPLIERS

- a. Simulating training of multipliers in the Euro-Med Multipliers' own NGOs
- b. Info Session with NGOs within Euro-Med and others who are not
- c. In all steps of the projects development, the EMMS helped the NGOs write proposals and do follow-up work
- d. Facilitating participation for beginners
- e. Preparation sessions were held for the July SALTO training course in Sharm el Sheikh with 60 participants.
- f. The national training course was called, The Challenge, and its purpose was to raise questions about projects and the number of projects in Egypt. Another aim was to test technical and pedagogical tools. There were three groups of twenty participants, and nine Multipliers.
- g. Contents of Training Course
 27. It was held in the Euro-Med framework
 28. Actions 1, 2, 5 (project management), Intercultural Learning, Communication and Group Dynamics.
- h. Strengths:
 - Motivation
 - 29. Commitment
 - 30. Gained practical experience through training courses
 - 31. The Multipliers can adapt tools to their own situation
 - 32. The EMMs have a vision. They know what they want. What is left is to do it.
- i. Weaknesses:
 - There is no concrete Action Plan to help the Multipliers' future
 - 33. There was no follow-up to the national training course
 - 34. There is centralization, that is, most of the resources re in Cairo.
 - 35. There is a lack of production in Arabic.
 - 36. There has been difficulty in approaching target group, and has been hard to find places to hold Info Sessions.



5. ALGERIAN EURO-MED MULTIPLIERS

- a. Info Sessions
 - There was an Info session after SALTO'EMM, but there was no time to meet again after that. The EMMs began working as Multipliers in May 2004.
 - The Multipliers led Info Sessions for local organizations
- b. Helped organisation write applications for projects and implement programme and find partners
- c. The EMMs worked on different activities in each Multiplier's own region.
- d. They each tried their best to keep in touch with each other and their National Coordinator.
- e. Some EMMs implemented projects, and also with a network supported the realization of projects. They helped each other.
- f. Some EMMs spread information about the Euro-Med Programme through the media.
- g. Some EMMs met with local authorities to motivate them to be a part of the Euro-Med Programme.



Strengths:

- Succeeded in motivating youth about the Euro-Med Programme
37. Realization of four projects in Algeria
 38. During Info Sessions, distributed documents as a User's Guide
 39. Motivated to be active as Euro-Med Multipliers



h. Weaknesses:

- There is a language barrier, a lot of the people only speak Arabic, but most of the documents exist in English or French. Not all the people speak English or French.
 - There was no follow-up to the SALTO'EMM.
40. There is no clear view of what role, they as EMMs, are suppose to have.

j. Proposal:

41. The work plan for 2005 has already been prepared by the National Coordinator, and sent to the National Authority. The EMMs hope to have a meeting with the NC to arrange future activities that the Multipliers will be in charge of.



6. SYRIAN EURO-MED MULTIPLIERS

43. The national training courses held in Syria promote the Euro-Med Programme, but are carried out as National Training Courses, not as Euro-Med National Training Courses.
44. The EMMs, through the Syrian Youth Union, are trying to promote their relation with the European Commission. The Director of the SYU has been appointed as National Coordinator this summer.
45. The support that they have received is from SALTO and from the National Coordinator of Jordan, and now from the National Coordinator of Lebanon.
46. This summer the SYU carried out two training courses, 20 days each.
47. Presently, they are preparing for a training course of Multipliers from all of Syria, so that they can become Multipliers in their own region.
48. In near future, there will be cooperation with Jordan to hold a training course in Syria.



PRESENTAION OF THE EUROMED TRAINING BAG

It was once, a centre of Resources called "SALTO-YOUTH EuroMed". It had been created by the European Commission to support the development of the Euro Mediterranean co-operation and partnership. After three years of an intensive work having allowed more than 600 trainees of thirty five different countries to profit from fourty trainings, Salto decided that it was time to capitalize and diffuse the whole of the tools which had been used or created.

The question was: In which form?

For that a meeting took place in Injep (National Institute of Youth and Popular Education - Marly the King - France) at the instigation of Salto. All the great Institutions working on the subject had been invited:

ANDRADE, Marcos – North South Cooperation Centre - Council of Europe

ASLANIAN, Elisa - Euro-Med National Coordinator, Lebanon

BARA, Luiza - European Youth Forum

BUTTIGIEG, Giovanni - Euro-Med Youth Platform, Malta

LAANAN, Fatima - National Agency of the Youth Program, Belgium

MARTINEZ, Alejandra - European Commission YOUTH Unit

Et tout le staff SALTO-EUROMED: Bernard ABRIGNANI, Flavia GIOVANELLI, Marc MULLER



Thus was born the Community EuromedTraining Bag; this name was given to him in order to point out filiations with Training kits and Euromed Training Pass. We failed to have "T'Bag" but it was not completely our "cup of tea". Under the crook facilitative of Mark TAYLOR, the "companions" first of all decided what the tool has to be and what it was not to be and its use:

TYPES OF USE

Why should there be a Training Bag?

- To fulfil the needs of the National Agencies/National Coordinators
- To transfer the Euro-Med spirit
- Visibility and exposure of good practises
- To explain the context of the Euro-Med cooperation
- To underline the Thematic Priorities
- Institutional recognition / legitimacy
- There are too many things around.
- To have a Check List
- It can have a snowball effect

WHAT SHOULD BE IN THE TRAINING BAG?

- The five Euro-Med Thematic Priorities (Women, Environment, Minority Rights, Citizenship, Anti-Racism)
- Religion
- SALTO Training Reports
- T-Kits
- Euro-Med T-Kits
- Commented bibliography
- Discography
- Webography
- Where to get more information



and contacts

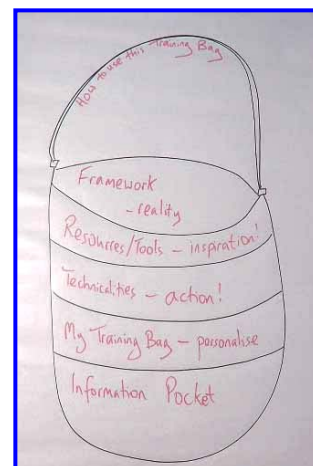
- How to deliver presentations
- A section to add new things, evolution and suggestions
- 'Little Guide' on how to use the Training Bag
- The Youth User's Guide
- A Euro-Med Youth Map
- SALTO and Platform Newsletters
- Coyote Magazine
- CD Rom, mixed media
- Training programs with examples and tips about cultural sensitivities
- Evaluation of Training Bag and Evolution suggestions for new editions
- Leaflets about The Commission, Council of Europe and Platform
- Reference to other relevant programs
- Summit conclusions
- A wider political context
- Recent effects
- History of Euro-Med
- A funding sources guide

THE TRAINING BAG SHOULD NOT BE

- Static – It should always be up-dated and under-construction.
- Heavy, confusing
- Dogmatic
- Limited
- Too simple – Stimulation and creativity are needed.
- A manual
- One level – It should cater to all needs and knowledge.
- Too oriented
- Only in English
- Insensitive to realities and difficulties
- Euro-centric
- Mono-type – It should be multi-disciplinary.
- Cynical by not providing answers
- Exclusive – It should cover various minorities.

From there, work started on the concept of the tool. Several scenarios were developed, imagined, considered, as for its presentation and its contents; direct outlines which got clear were:

- Create Training Bag for two types of people: those with Internet access, and those without
- CD Rom - each CD presenting a separate theme, i.e., the political framework, the added value, technicalities, etc.
- Guide-like CD book (visual) – helping user find his/her way around
- Not too heavy, not too big. The size suggested is A4.
- Sturdy, durable, good quality
- Folded map of MEDA
- Euro-Med-related material
- List of where to get resources: T-Kits, Reports, Documents, Speeches
- Can be a CD in a CD holder with a booklet with a summary of what is in the CD.



Then the members of the "Community" thought of a Logo, who would be sufficiently speaking and who would not require any explanation as for the reason of his choice. The dolphin, animal, oh how much Mediterranean, connecting a bank to the other and supporting the human ones in difficulty sometimes, was selected:



Finally after four hard working full of heated discussions, the concept of the end product was proposed; **it integrated the whole of the necessary parameters as well as the target public, means of diffusion and its aspect and format.**

WHO ARE THE TARGET GROUPS?

- National Agencies
- National Coordinators
- Prepared Euro-Med Multipliers
- Youth NGOs
- Training Institutions

The main target groups are the National Coordinators, National Agencies and the Partners i.e. the Commission, the Council of Europe, the European Youth Forum and the Platform.

It was decided that everything should be filtered through the National Agencies/National Coordinators, according to their needs. An emphasis was placed on the necessity for preparation to ensure availability for all those who need to use the Training Bag.

The Training Bag will be developed as a tool to support work of National Coordinators. Since the NCs come from competent authorities, Ministries, there can be involvement of the NC's Government to further promote the Euro-Med spirit.

THE FINAL PRODUCT

At the end of the one-week meeting, it was agreed that the final product would include a CD-Rom allowing quick and easy access and use. In addition, there will be a CD holder, where all the relevant CDs, containing T-Kits, copies of the Coyote and Platform Magazines, Reports on the E.U. Partnership with the Council of Europe, a specialized bibliography, discography and inspirational videos can be placed, and easily accessed.

Furthermore, it was agreed that different situations taken from the SALTO'EMM training courses in the six MEDA countries should be included in the Training Bag as examples of good practices, along with the new tools created by the multipliers during some of the training courses.

Here a visualization of it what the final product will look like:

6 headings including:

- * Case studies relative to situations of training or information: approximately around fifty
- * A certain number of cards describing the tools having a link to the technical aspect of the program: Action 1, 2 and 5 and with general information on the same subject.
- * Cards presenting each one an aspect of the political framework of the program: for example the declaration of Barcelona.
- * 5 sets of cards of different colours (1 colour for each thematic priority): Fight against racism and xenophobia, place of women, minorities, environment and the inheritance, the active participation. Each card returning to different CD being able to comprise videos, useful Web links, documents etc.
- * A series of card relating to other topics like: the religion, history, human's right.
- * 35 cards "one by country" giving of the statistical indications, bonds, photographs etc.

You can seek in the heading "Case study" a situation close to that which you will have to manage in a training or information session, then you turn the cards one to one of each category to find the tools which appear to you to be the best adapted with your intervention. Once that you have your scheme of work under the eyes, you seek in CDs indicated the tools selected.

Content	Example
Study Cases (Situations)	A Lebanese Youth organisation asked you to lead a training course, to raise the issue of citizenship and active participation within the Euro-Med Youth Programme framework.
Technicalities (E.M. Youth Programme)	EUROMED TRAINING BAG Power Point Presentation ACTION 5
Political Framework	EUROMED TRAINING BAG REPORT BY THE HIGH-LEVEL ADVISORY GROUP
Thematic Priorities	EUROMED TRAINING BAG Citizenship and active Participation
Other Themes	EUROMED TRAINING BAG CD Rom « COMPASS » - Human Rights Education - COE
Countries Profile	EUROMED TRAINING BAG Lebanon: Statistics, Map, Video, Photos, Music etc.

Of course it is left place to add your own tools in the form of blank cards and of empty small pockets CD. Let us not forget that one of the principles of this "Training Bag" is that it is evolutionary and that each trainer must adapt it.

The Training Bag is a unique creation that will stimulate the mind of the User in order to get the maximum use and benefit for him/herself, in order to be able to transfer the knowledge to other beneficiaries.

EUROMED TRAINING BAG: WORKSHOPS

- The participants were divided into five groups. Each group took on one of five topics.

Rules to divide the group

- one person from each country. Lebanon has two per group.
 - gender balance. (14F/14M)
 - balance between languages (English and French).
 - balance of the level of experience. The Junior Trainers will be spread out among the five groups.
- The five topics:
 - Technicalities: A1, A2, A5 and Euro-Med general information. Facilitators: Marc Muller (SALTO) and Sahar Al Favez (Jordanian NC)
 - The Political Framework: Facilitator: Giovanni Buttigieg (Platform)
 - The Five Thematic Priorities: Facilitators: Fatima Laanan (Belgian Fr NA) and Noureddine Si-Bashir (Algerian NC)
 - The Six Other Themes: Facilitators: Flavia Giovanelli (SALTO) and Taoufik Fathallah (Tunisian NC)
 - The 36 Countries: Facilitator: Duua' Qurie (Palestinian NC)



- Each group has a PC with IT connection and has to check, to Test, to Analyse the tools provided by Salto, exchanging and evaluating about the interest and usefulness of each.
- Each group developed a specific production, founding new tools and organizing all data.



ON SATURDAY, SEPTEMBER 11TH...



The following exercise was used as a tool for the Euro-Med Multipliers to reflect on where they stand after September 11th, 2001. The exercise was also used by the Team to examine the mindsets and trends among the Euro-Med Multipliers.

The EMMs were asked:

Are you, as the Euro-Med Multiplier, closer to one chair, which represents a policy and its influence or to another? There are three chairs each representing a different policy.

The participants came **one by one** in the middle of the triangle composed by 3 chairs; they had to situate themselves somewhere in this virtual world and to explain why:

Chair #1: International Policy

- General Political Framework
 - Euro-skepticism
 - 9/11
 - Terrorism
 - Islam phobia

Chair #2: Own National Political Framework

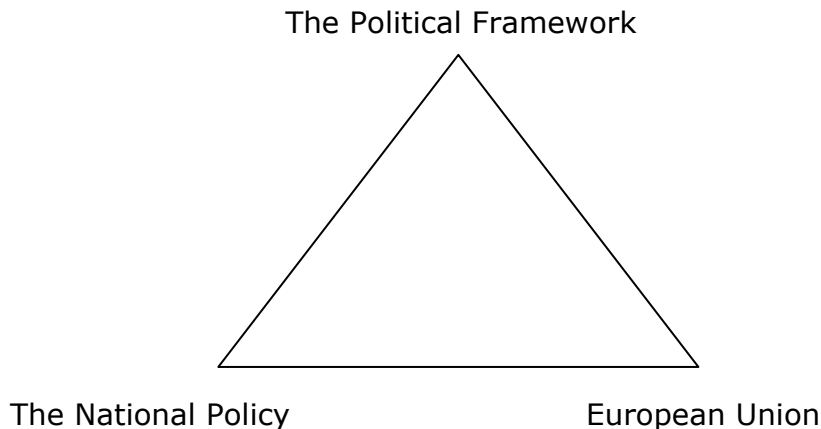
Chair #3: European Policy

- Euro-Med for MEDA

Results of this **first exercise**:

	Chair #1: Internatio nal Policy	In between Chairs #1 - 2	Chair #2: National Policy	In between Chairs #2 - 3	Chair #3: European Policy	In the Centre
# of EMMs		1	5	9	1	9

THE TRIANGLE



The Euro-Med Youth Programme is based on three points. The National Governments signed a Protocol at the Barcelona Process. The more balance between the two sides, the better.

In the **second exercise**, the Euro-Med Multipliers were asked to identify which side is the weakest. Which sides influences the most the quality and development of the Euro-Med Youth Programme.

The EMMs were divided into three groups. The triangles from the groups had very small differences. They realized that the Multiplier could be like a ball in the middle, which is subjected to events. Stability will help improve the situation. The question was asked, "But if tomorrow there will be another 9/11, how will this balance change?" A reply came from one of the Multipliers. "It is amazing to me that the issue of terrorism can be mentioned, when Algeria has been affected by terrorism on a daily basis."

In Plenary, it was seen that the weakest point was a lack of National Policy in the countries represented. It was agreed that they all have national problems and lack of a national youth policy and that it is up to the people at the national level to work on the situation to help improve it. Furthermore, it was said that nobody is working to implement the policies. The Governments are excited about the political aspects, but at the same time, are sacrificing the youth policy.

Generally speaking, it was noted that International Policy could have had a negative influence. However, the European Policy has helped to improve that, and that it has been the one element that affects the National Policy the most. It was noted that only in Syria the European Union is not helping, as it should be.

Various comments from the EMMs during Plenary:

- The solution is not always in our hands. For example, the EVS Visa doesn't have a different status than a normal Visa. To whom are we talking? And until when?
- Should MEDA countries contribute to the Budget? Is it an equal partnership?

- The National Coordinator should facilitate the mission of the EMM on the local level. The NC and the national region should raise awareness about the Euro-Med Youth Programme.
- There should be equality in the Budget between the EU and MEDA countries.
- We have to do our best within our own capabilities.

Bernard's Comments:

"You are very realistic, but not pessimistic. But how can you convince others? The Framework today is difficult?"

How can you be a full citizen?

- Be educated, read
- Be open to what is happening around you
- As a youth worker, you can open people up to the realities, adapting to the situation.
- Continue believing that we can do something together, to contribute

THE TRIANGLE: RESULTS

Three poles: international political framework; national internal policy and the EU
Three groups of EMMs, each group were composed by multipliers from different countries. Each person explained the position of her/his own country in relation to this triangle.

After looking to graphics made by groups, the three groups did not have exactly the same positioning.

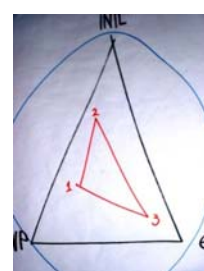
- The first group placed itself in the middle, meaning that the three poles affected their work equally. The political issues influenced permanently the general situation; country internal problems often troubled the daily work and the European Union caused some other difficulties (Visa, budget, delay...)



- The second group stated that the political framework affected somehow their activities but without direct impact on the national youth work strategy. It is actually more on the national policy level that sometimes they feel a lack of organisation which may upset the activity of multipliers towards the promotion the Euromed programme. A positive point is that the European Union is supporting the work done on the national level and as well as the multipliers work.



- The third group has a similar opinion to the second one. They brought up the example of Syria where there is no National Coordinator. This situation do not favours the local implementation of the Euromed Youth Programme.



THE MULTIPLIER'S CHARTER: THE EXERCISE

An exercise was used to work on the multiplier's chart.

Description:

People were asked to sit together two by two and put on paper 5 duties and 5 rights for multipliers. After that they were asked to be 4 persons and combine their work, and then 8 persons in each group to do the same thing, after 30 minutes 3 big papers were ready to be discussed in plenary with NC's.

Duties:

- Cooperation and assisting the NC in promoting the Euro med youth programme.
- Commitment to the implementation of the concrete action plan.
- In-depth knowledge of the Euro med youth programme.
- Enhancement of technical and personal skills.
- Engagement to the programme objectives.
- Elaborate with NC the action plan
- To be engaged and stand by
- To be informed and trained
- Respect the philosophy of the programme
- Develop new tools
- Help and coach the NGO in the elaboration of action 1, 2 and 5
- Promotion of the Euro med program in the society
- Personal skills development (good model, highly committed, motivated, communication skills, time management).
- Good user, adapting, creating tools
- Networking (multipliers, NGO's, countries)
- Follow up of youth, NGO.

Rights:

- Official acknowledgement of the multiplier
- Involvement in setting up a plan with the NC
- Opportunities for training
- Reimbursement of expenses related to the activities of a multiplier.
- Regular meeting for interregional multipliers
- Regular meetings for inter-regional multipliers
- Financial support for multipliers suggested by European commission
- To be informed and trained
- To be insured
- To be paid
- To have material to be used
- To have an official attestation
- Legitimacy (NC, ministry, EU)
- Facilities (budget, logistics, expenses, computers, internet, material, costs...)
- Networking and communications
- Training and support
- Criteria of performance

Bernard Abrignani was facilitating this session, the points were discussed one by one and after one hour of discussion the chart was ready to be typed and signed by everyone.

Duties	Rights
<ul style="list-style-type: none"> Cooperation and assisting the NGOs in providing the EuroMed youth Programme. Commitment to the implementation of the concrete action plan In-depth Knowledge of the Euro-Med Youth programme. Enhancement of technical and personal Skills. Engagement to the programme objectives. 	<ul style="list-style-type: none"> Official acknowledgement of the Multiplier. Involvement in setting up a plan with the NG. Opportunities for training. Reimbursement of expenses related to the activities of a multiplier. Regular Meetings for inter-regional multipliers. Financial Support for multipliers Suggested by European Commission.

Devoirs	Droits
<ul style="list-style-type: none"> Soutenir et le C.N. (association) élaborer le plan d'action avec le C.N. engagement, disponibilité S'informer, et se former respecter la philosophie du programme Développer de nouveaux outils de travail (aider) les ONG à élaborer des projets (M.E.S.) 	<ul style="list-style-type: none"> être formé(e) et informé(e). être assurée être avoir une indemnité 911 Avoir les moyens outils pédagogiques Avoir une Attestation officielle

Duties	Rights
<ul style="list-style-type: none"> Promote EM prog. in the Society Personal Skills development (good model, high committee, motivated, formal (GEM 2004) time management) etc qualifier, adapting, creating TOOLS Networking - multipliers NGOs countries Follow up of youth - NGOs 	<ul style="list-style-type: none"> Legitimacy - NG, - mostly - EM Facilities - budget (transport), (computer, expenses, internet, internet, etc) Strategic planning (participating) - Regional - National - priority Networking & common actions Training & Support. Criteria of performance

The Charter of the Euro-Med Multiplier

Rights and duties

◆ What is that a Euro-Med Multiplier?

The training of the Euro-Med Multipliers (SALTO' TEMM) answers concretely at the request of the National Coordinators in order to better support their national strategy, having for goal to widen the network of the "resources-person" in the countries of southern bank of the Mediterranean.

In 2003 and 2004 the SALTO YOUTH EUROMED Resources Centre developed and tried out a concept to train the future Multipliers of the Euromed Youth program in the Meda countries. Six national trainings were organized at the request of the National Coordinators: Lebanon, Jordan, Egypt, Tunisia, Algeria and Morocco.

- the trainees, willing to become Euro-Med Multipliers had thus the possibility of increasing their knowledge of the EuroMed Youth Programme, like their skills and competencies.
- the role of the National Coordinator is to select and motivate the candidates to increase their capacity to act as an Euro-Med advisor and/or a trainer, which guarantees a precise knowledge and a comprehension of the spirit of the EuroMed Youth Programme.
- During the national training course, acquired competences, made it possible to the participants to create, use and adapt different methodologies and tools, in order to acquire a qualification to animate sessions of information and/or formation related to the EuroMed Youth Programme.
- At the end of each national training, the nomination of the Euro-Med Multipliers was done following a self made evaluation of each participant and under the responsibility of the national Coordinator in dialogue with the team of trainers.
- A Euro-Med Multiplier is supposed to be able to intervene on three levels: local, national and international.
- Each intervention of a Multiplier when it is not in its own network is made, on official mandate in the name of the national Coordinator.
- The duties of a Euro-Med Multiplier according to the cases are on two levels. The first as a member of his ONG (non governmental organization) and the second, like representative of a governmental institution.

This **Charter** must be signed at the same time by the Euro-Med Multiplier and the National Coordinator of the country concerned. It is about a moral contract which binds the two parts.

However, the National Coordinator has the capacity to decide who will be or not a Multiplier. In a spirit of active and effective participation, the Euro-Med Multiplier can contribute to the strategy of the National Coordinator.

One can, without any pejorative connotation, to regard the multiplier as "tool" to achieve the goal of diffusion and qualitative development of the EuroMed Youth Programme.

It is suggested that each National Coordinator, in connection with the multiplier, adds an appendix to this charter so that it corresponds better to the specific situation of the country.

This **Charter** was prepared to help and support the Euro-Med Multipliers as well as the National Coordinators, in the comprehension and the application of **the rights and the duties of the Euro-Med Multiplier**

B. Duties of the Euromed Multiplier

1. To cooperate, to help and to support the national Coordinator in the promotion of the EuroMed Youth Programme.
2. To help to work out the National Action plan in co-operation with the national Coordinator and in the event of request of its share.
3. To have a very good knowledge of the EuroMed Youth Programme and to put him/herself continuously up to date of its evolution.
4. To develop and to improve its technical and educational competences.
5. To adapt, and to create new tools and to facilitate the transfer of knowledge and competence towards others.
6. To help NGOs (nongovernmental organizations) to develop projects within the framework of the EuroMed Youth Programme and for the benefit of the young people.
7. To contribute to the creation of a network between NGOs of various countries
8. To follow the developed and constant activities.
9. To take part in the development of the objectives and the implementation of the action plan of the National Coordinator.
10. To respect the philosophy of the EuroMed Youth Programme
11. To be available for the national Coordinator

C. Rights of the Euromed Multiplier

1. The right to be considered as a legitimate representative acting in the name of the national Coordinator and being consequently accredited by the national Coordinator, the Ministry of his country and European Commission.
2. The right to receive allowances for its contribution as a Euro-Med Multiplier.
3. The right to be trained informed and implied by the National Coordinator and the SALTO-EuroMed resources centre and benefited from all that is existing in relation to the assured task.
4. The right to be implied by the national Coordinator in common sessions of reflection and conceptualization.
5. The right to take part in three meetings each year organized by the National Coordinator in order to be informed and to reflect, to evaluate, to share and to propose.
6. The right to contribute and support as well the general strategy concerning the implementation of the Program Euro-Med Youth on a regional scale as national.
7. The right to be assured insofar as it intervenes in the name of the C.N. (methods to be discussed with the National Coordinator).
8. The right to use the material and tools located at the office of the national Coordinator and adapted to the task that she/he has to make.
9. The right to be refunded for the purchase of material, for housing, travelling expenses and/or other related to her/his task (to be discussed with the C.N.).
10. The right to use the network of NGos to promote the Euro-Med spirit.

I,, declare and promise to exercise the functions entrusted in me as a Euro-Med Multiplier, and to uphold my obligations as set out in this Charter.

Euro-Med Multiplier’s Signature:

National Coordinator’s Signature:.....

Date, Country:

THE FINAL EVALUATION

ARE YOU SATISFIED WITH...

	ARE YOU SATISFIED WITH...	YES	NO	MORE OR LESS
1.	The seminar in general?	16	0	10
2.	The group dynamics created within the five days?	4	3 Missing spirit on a personal level	19 Missing time to get to know each other better
3.	The location?	15 It was a good space.	0	11 Not easy to phone families, would have been better if closer to Beirut
4.	The logistic support?	2 Appreciated tools given.	2 One pc per group was not enough to produce. Slow internet connection.	22
4.	The team support?	16	0	10
5.	The informal moments?	20	0	6 Good, but not enough. Didn't like the boat trip – it was a dangerous adventure.

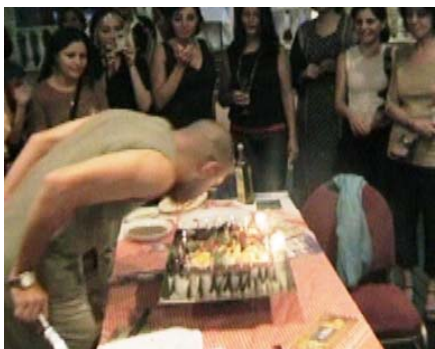
A FINAL WORD FROM ELISA ASLANIAN, THE NATIONAL COORDINATOR OF LEBANON

"I was honored on a personal and institutional level to host the Inter-regional Seminar in Lebanon. We are relatively young, about two years. I believe we have taken off in a good way.

I thank SALTO, Fatima from the National Agency, the National Coordinators and my assistant Vicky. Our thoughts are with Mark Taylor, we hope he is fine. I hope this is a starting point for true cooperation because we lack it in the South. I hope that there will be this networking and that you can keep it alive."

PHOTOS ALBUM





ANNEXES

Preparatory Document sent to each participant:

Send back to Lebanese National Coordination before August 31st!!
leuomed@cyberia.net.lb

Personal Info

Family Name:

Name:

Sex:

Birth Date:

Nationality:

Address:

Phone:

Fax:

E-mail:

Do you have specific needs during your stay (medication/food/smoker)?

About the organization

Name:

Address:

Phone:

Fax:

E-mail:

Website:

Describe briefly your organization:

What is your role/ position in your organization? :

Experience

WHAT IS YOUR EXPERIENCE IN TERMS OF TRAINING?

How do you consider your role as a multiplier?

What is your experience in terms of multiplying?

Please take note of the following conditions that will apply if you are selected to take part in the seminar.

1. I commit myself to participate in the whole process, including:
 - to prepare myself carefully for the seminar and to do all remote preparation work the team will ask for
 - to bring along tools and useful documents related to multiplying
 - to bring along food, music and costumes for the intercultural evening (September 8th)
 - to take part actively in the full duration of the seminar
 - to participate in the whole evaluation process

2. I am aware that obtaining a health and a full travel insurance are my own responsibility and at my own expenses. I understand that the information I provided on my special needs does not remove my own personal responsibility for ensuring my own health.

3. I authorise my National Agency/Coordinator, SALTO and the European Commission to publish, in whatever form and by whatever medium, including the Internet, my correspondence address, information about my organisation and work and pictures taken at the course.

Signature

Signature :

Date:

LIST OF PARTICIPANTS:

Country	LAST NAME	FIRST NAME	NGO
Algeria	DJATIT	Noura	Association d'activités de Jeunes
Algeria	KEBBAS	Ouiza	Ligue de Prévention et de Sauvegarde de la Jeunesse et de l'Enfance
Algeria	SALHI	Mouloud	Association Etoile Culturelle d'Akbou
Algeria	SEHOUANE	Djamel	Association Ecologique de Boumerdés
Tunisia	BEN KHALIFA	Raja	Association tunisienne pour la protection de la nature
Tunisia	BEN SAID	Mourad	Club Unesco Alecso la Medina (CUAM)
Tunisia	KAMOUN	Mohamed	Colonies de vacances/ Sousse
Tunisia	LABIDI	Jalel	Association des amis du club d'enfant
Tunisia	ROMDHANE	Amine Fekih	Friends of Youth Club of Mahdia
Tunisia	SAKHRI	Saida	Association tunisienne de l'éducation artistique
Jordan	LISWI	Ayda	Jafa Association for Developing Society
Jordan	QARAMAN	Reem	Jordan Youth Forum
Jordan	SHIBER	Ghada	Young Women Christian Association
Jordan	AL ZYOUD	Waleed	National Forum for Youth and Culture / Mafrak
Jordan	ZABANEH	Samer	Young Men Christian Association
Lebanon	ABDALLAH	Arifeh	Social Communication Center - Ajial
Lebanon	ABI SAAD	Justine	Nouveaux droits de l'homme
Lebanon	ABOU HABIB	Roy	YMCA
Lebanon	BAROUD	Rita	YMCA
Lebanon	DINA	Fabiola	free lance
Lebanon	WAKIM	Fady	Caritas-Youth
Egypt	EL GOHARY	Nadia	Ourouba Youth Center/ Cairo
Egypt	EL KARRANY	Ahmed	Future Youth Foundation/ Cairo Branch
Egypt	HEDAR	Yasmina	El Wafaa Association/ Alexandria

Egypt	LABIB	Hani	Junior Egyptian Euromed Partnership Chamber/ Cairo
Egypt	SHAHER	Menatallah	Ourouba Youth Center/ Cairo
Syria	SHAABAN	Amjad	Revolution Youth Union
Syria	TUEIR	Nehmat	Revolution Youth Union
Malta	BUTTIGIEG	Giovanni	Euro-Med Youth Platform
Consultant	KAMARATOS	Yiota	Consultant
Palestine	QURIE	Duaa	Palestine NC
Belgium	LAANAN	Fatima	Belgium (fr) NA
SALTO Euro-Med RC	ABRIGNANI	Bernard	SALTO Euro-Med RC
SALTO Euro-Med RC	GIOVANELLI	Flavia	SALTO Euro-Med RC
SALTO Euro-Med RC	MULLER	Marc	SALTO Euro-Med RC
Jordan	EL FAYEZ	Sahar	Jordan NC
Algeria	SI-BASHIR	Noureddine	Algeria NC
Tunisia	FATHALLAH	Taoufik	Tunisia NC
Lebanon	ABOU SLEIMAN	Vicky	Lebanon team
Lebanon	ASLANIAN	Elisa	Lebanon NC

