

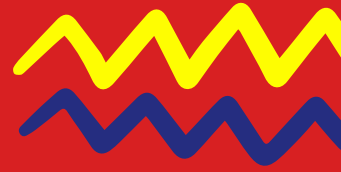


T.A.C.C.

Take Action, Create the Change



Funded by
the European Union



EMPOWERING YOUTH

a pathway to

MEANINGFUL ADOLESCENT AND YOUTH ENGAGEMENT

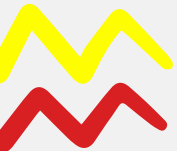


Empowering
Young Generations
to Speak,
Advocate, and
Be Heard on Their
Terms



Empathy and support,
not just compensation,
bridge the gap for
marginalized youth.
Inclusion is a
continuous process,
demanding flexibility
and readiness from
decision-makers to
dismantle deep-rooted
resistances in society

Meaningful youth
engagement requires a safe
environment built on respect,
transparency, and non-
violent communication



ACKNOWLEDGMENT

This guidance has been created within the framework of the TACC project, "Take Action, Create the Change," managed by the International Foundation for Y-PEER Development, and funded by the European Union. The process was led by migration_miteinander, and it represents the second expected project result. The development of this guidance relied on the following methods:

1. Research on the topic of meaningful engagement of adolescents and youth, which involved consultations with local youth and organizations in each participating country, literature reviews, and focus groups with young people, especially those at risk of social exclusion.
2. Conducting around 100 interviews in person and online with young people from disadvantaged groups, youth workers involved in working with disadvantaged youth, decision-makers, and representatives of organizations and institutions working for youth. The objective of these interviews was to collect real-life case studies of youth participation and civic engagement from all stakeholders involved in these processes.

We express our gratitude to the youth from various regions around the globe for their valuable contributions to the creation of this collection of resources. We wish to acknowledge and thank those who dedicated their precious time to participate in interviews, focus group discussions, and the online questionnaire.

Our deepest gratitude to all the professionals, partners, and colleagues who contributed their expertise and knowledge to the development of this guidance. It underwent numerous consultations, drafts, tests, and modifications before its release to the public, with a focus on reaching youth workers and young people.

Special thanks go to the individuals who played significant roles in developing this guidance, including Carlo Alberto Italia, Solène Barbier, and Lara Villieras-Guepey from migration_miteinander e.V.; Anmar Al-rikabi and Sukaina El outa from the International Foundation for Y-PEER Development; Gizem Özöztürk Barutçu and Rolands Busers from FuturEurope; Pane Stefanov and Angela Vitanovska from Youth On Board; Magdalena Koniacko and Katarzyna Dębiec from Youth Human Impact; Amaia Garzon and Allende Solaun from CONEXX-EU; and Eman Albohtori and Bilal Almobarak and Mahmoud Younes from Support Group Network.

Together, under the "TACC" project, this collaborative effort aims to Take Action and Create the Change!

WHO IS INVOLVED?

Applicant Organisation

- The International Foundation for Y-PEER Development (IFYD) is a non-profit organisation created in 2016 in Bulgaria, and is based on the experience of the professionals and volunteers at the International Institute for Youth Development PETRI-Sofia (www.petri-sofia.org), which has more than 13 years of experience working for young people's development and empowerment.



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CONEXX-EU
International Cooperation



WHO IS INVOLVED?

Partner Organisations

- CONEXX-EU (Belgium) is a non-profit organisation based in Brussels, whose mission is to facilitate and promote cooperation and development activities within the EU and between Europe and other regions worldwide. The expertise of this organisation lies in the search for and attraction of European funds for development, education, justice and human rights projects.
- FuturEurope (Turkey) was established in 2015 by a group of young people who believed in a world in which youth is willing and able to make the world a better and brighter place. With this in mind, FuturEurope creates a non-formal environment in which young people inspire each other and develop ideas to promote respect for human rights, freedom, and tolerance.



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**HUMAN
RESOURCE
DEVELOPMENT
CENTRE**



CONEXX-EU
International Cooperation



WHO IS INVOLVED?

Partner Organisations

- migration_miteinander e.V. (Germany) was founded in 2017 by a group of young people united in the aspiration to facilitate an enriching living together between migrants and local population and to promote a Europe based on solidarity and mutual support. Its main objectives are to promote mobility in the EU for Europeans and migrants alike, as well as to prepare young people to be active European citizens.
- Support Group Network (Sweden) is a migrant-led organisation initiated by refugees to support refugees on all levels with a special focus on social inclusion, business empowerment, interculturality, and higher education inclusion.



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International Cooperation



WHO IS INVOLVED?

Partner Organisations

- Youth Human Impact (Poland) is a non-governmental organisation created in 2015 by a group of young and determined people. They commit to organising social, educational, and civic projects within the borders of Poland as well as internationally with the purpose of promoting a more active, varied, open and inclusive society.
- Youth On Board (North Macedonia) is a youth-driven non-profit organisation founded in 2018 and striving to promote youth development and empowerment through philanthropy. Run by youths, for youths, they plan and execute events to show the impact one can make in the community while encouraging the act of giving back.



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ABOUT THE GUIDANCE

IDENTIFYING NEEDS

The starting point of this guidance is the underrepresentation of youth in decision-making processes. While this concept is generally accepted, based on the recognised existence of structural, systemic and societal barriers that hold young people back, the guidance proposes to go deeper in the matter with a reality-based approach rather than a theoretical one.

The organisations involved in the development of this guidance have plenty experience working with youth, and are often youth-led themselves; in their daily work, they can attest that young people are being engaged at multiple levels, but also that young people often report feeling unsupported, exploited or tokenized, especially those coming from a disadvantaged background.

In the European framework, whose guidelines are defined by the EU Youth Strategy 2019-2027 and the 11 European Youth Goals, organisations, institutions and other stakeholders must cooperate and be fully informed in order to be able to implement a meaningful engagement of youth, especially in the development and implementation of policies, programs, and processes that affect them.

Youth-led organisations need practical guidance to operationalise and facilitate the implementation of the EU Youth Strategy and the European Youth Goals at the European, national, local and grassroots levels, ensuring that young people at risk of social exclusion are meaningfully engaged and there is no one left behind from all decision-making processes.

Another factor that determined the specific structure of this guidance is the multiplicity of actors involved: youth interact daily with youth workers, youth associations, local authorities, national bodies and European institutions. Communication is thus a critical point, since a lack of transparency and information can result in inequalities and perceived discrimination.

The perception of youth itself determines if the counter-parties are accomplishing meaningful engagement, but these counter-parties need to know from a direct source what the expectations are and what needs to be improved in their practices, from day-to-day activities up to strategic planning. On the other hand, young people often feel like they don't have a platform to communicate their needs, thus facing an insurmountable barrier in their attempts to bridge the gap between them and the world of decision-making that affects them.



ABOUT THE GUIDANCE

OBJECTIVES

This guidance aims to answer many underlying questions and provide organisations with specific and practical information and concrete steps on how young people expect them to work with them. To this end, it must first separate reality from assumptions and then include desired practices as well as processes that must be in place to ensure all engagement is ethical and meaningful.

The guidance does not limit itself to speak to one target group: as a guiding document it hopes to reach out to youth workers & organisations, NGOs, institutions and young people themselves to tackle engagement, its perks and limitations from all possible perspectives. The focus on marginalised youth is a further attempt to address social, civic and political exclusion, and it can greatly benefit from the attention and contribution of the people at risk as much as those who are supposed to bring them on board in decision-making.

The practical approach and methodology contribute to the resolution of key issues such as: how can organisations and processes become more inclusive for young people; how do young people expect to be involved; what are the concrete measures that can be taken by decision-makers to empower and involve young people in those contexts that directly affect them; how can it be ensured that adolescents and youth feel that they are partners in the development and implementation of relevant programs and policies; how can tokenism and exploitation of young people be avoided in favour of ethical and meaningful engagement; how can young people be effectively supported in becoming active citizens and participants in democratic life; how can youth activism be promoted as a whole.



ABOUT THE GUIDANCE

HOW THE GUIDANCE WAS CREATED

Given the needs identified and the objectives set, the starting point of such an ambitious feat must be a thorough research, conducted throughout the existing literature, the main doctrine on the topic, as well as all the protagonists involved. The research started with a comprehensive literature review in all the 7 countries in which the involved organisations are based. The goal was to compile existing successful and best practices operationalizing meaningful adolescent and youth engagement, as well as gather needs and expectations regarding meaningful engagement and participation.

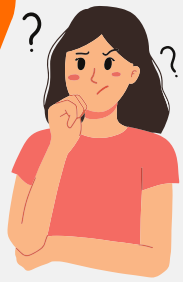
With this starting point, it was then easier to compare results across different countries and elaborate a questionnaire for young people to fill in. This offered a first glimpse into the current realities, while also contributing to the development of the next steps of the process. It was in fact clear from the start that the guidance would need to include not only the main results of a research into ideal answers to hypothetical questions, but also (and mostly) comprehensive case studies of the actual and desired interactions and exchanges among young people, youth workers and decision-makers. Moreover, the pragmatic nature of the guidance emerges in a check-list of “dos and don’ts”, a concrete collection of guidelines based on the opinions and requests of youth. To achieve this, a set of interviews was conducted by each involved organisation in their countries. These conversations took place in individual or group settings with all stakeholders, with the intention to collect positive and negative examples and create a pool of suggestions, needs and demands coming from all sides. Often, the exchange with youth also helped define the following interviews with youth workers and decision-makers, allowing a deferred conversation to take place and thus taking advantage of the confrontation to enhance the wide-ranging character of the final product.

As a matter of fact, the combination of research, questionnaire responses and interviews resulted in this guidance, which harvests the lessons from the past and present to come up with a vision for the future, with possible solutions to the identified obstacles. The authors are confident that this can be a roadmap with innovative solutions guiding stakeholders to implement, advance and monitor their adolescent and youth engagement programmes.





QUESTIONS AND ANSWERS



Young person

Decision-maker



Young person

Decision-maker

Adults struggle to accept that a young person might know best what young people need or want; this is even more relevant when minorities and other marginalized realities are concerned. Giving a chance to youth means also accepting to take a step back.



Youth worker





QUESTIONS AND ANSWERS



Hey, you know what's awesome? Getting the right support, guidance, and feedback! It helps us reach our full potential and grow big time!

Hmm, some young folks are already taking full responsibility right from the start, though.

Young person

Decision-maker



Sure, but asking for help and feedback shows initiative to learn!

True, true. It's a sign of a growth mindset. Let's encourage both approaches!

Young person

Decision-maker

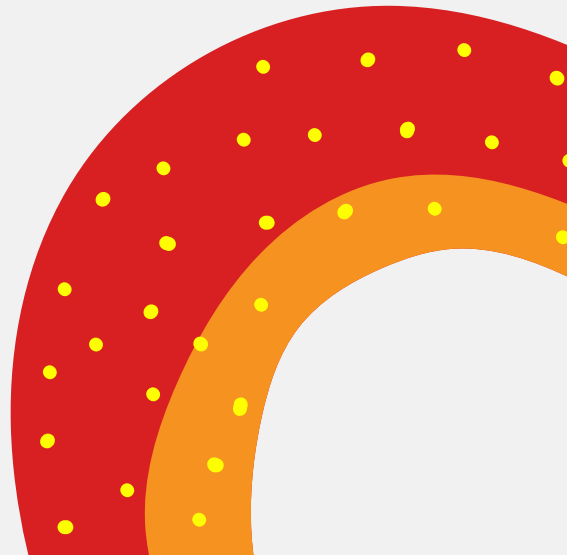


Absolutely! High-five for supporting our journey!



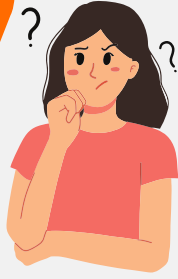
Young person

Decision-maker





QUESTIONS AND ANSWERS



Youth worker

Decision-maker



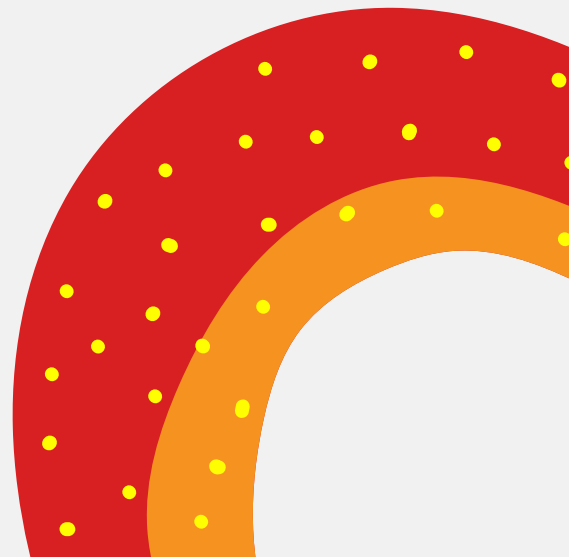
Youth worker

Decision-maker



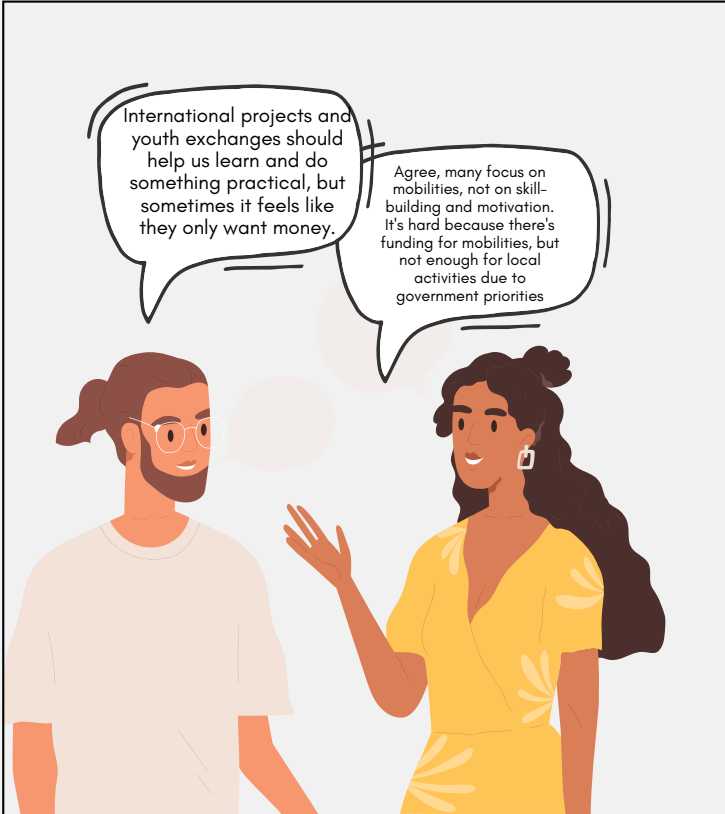
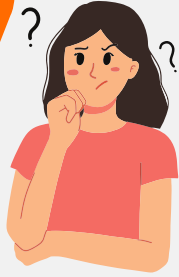
Young person

We are active! Umm.. Some organisations support us as youth in decision-making, while... others doubt our abilities.





QUESTIONS AND ANSWERS



International projects and youth exchanges should help us learn and do something practical, but sometimes it feels like they only want money.

Agree, many focus on mobilities, not on skill-building and motivation. It's hard because there's funding for mobilities, but not enough for local activities due to government priorities

Young person

Decision-maker



That's Inspiring! Youth work is all about learning from each other's diverse backgrounds and experiences

We can't create programs without involving young people from the start

Youth worker

Decision-maker

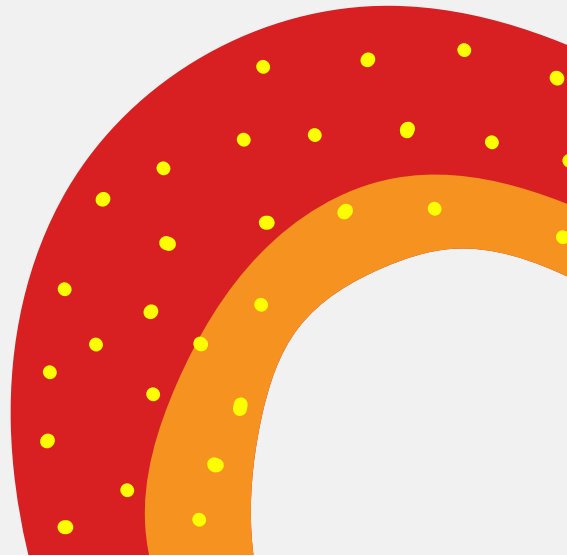


Hey, I think it's essential for organizations to keep doing projects and fun activities to get young people involved!

We already organize projects and workshops, but sometimes, young people don't realize the challenges we face due to the bigger picture. That's where youth like you, especially those at risk of social exclusion, can step up and fight for your community's interests!

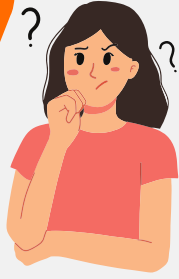
Young person

Decision-maker





QUESTIONS AND ANSWERS



Young person

Youth worker

Everyone deserves equal treatment, no matter their age! Youth have unique skills and potential, and they deserve support and trust

Yeah! And they shouldn't hesitate to speak up, even if it challenges adults or the system.

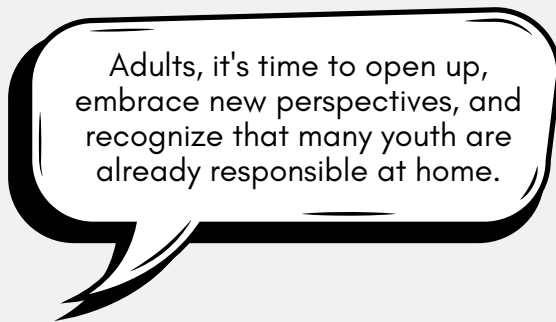


Young person

Youth worker

You know, organizations sometimes just use young people to improve their image. But if I had the power, I'd ensure a balance of experienced professionals and outgoing young talent.

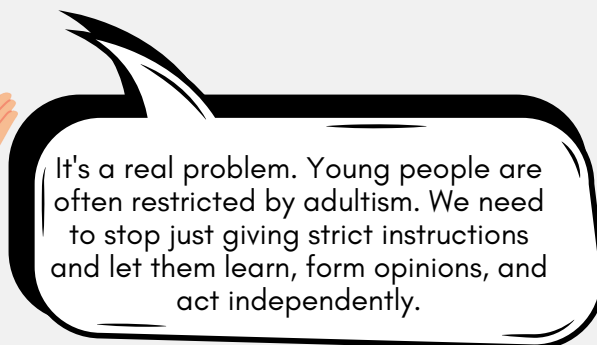
Totally! When adults and young people collaborate, they bring together their unique skills and expertise for more fruitful outcomes.



Adults, it's time to open up, embrace new perspectives, and recognize that many youth are already responsible at home.



Decision-maker



It's a real problem. Young people are often restricted by adultism. We need to stop just giving strict instructions and let them learn, form opinions, and act independently.





QUESTIONS AND ANSWERS



Hey, I really believe we should pay people fairly for their hard work. Effort should equal earnings.

I get your point, and I agree. We'd love to pay more, but sometimes our budget is tight.

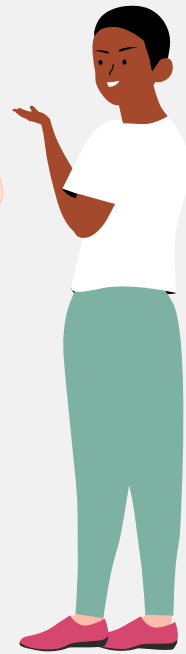


Young person

Decision-maker

I do small work and the feedback's great, but no special rewards expected.

Young people often do things for free, so budgets don't allow payment.



Young person

Decision-maker

Unpaid work is exploitation, and using it to replace regular jobs is fraud. Volunteering's okay for specific moments, but internships or paid work are the only fair options.

Hmm... Yeah, It's time to change the system and give young talents the recognition they deserve.

I'll stand up for my worth and seek opportunities that respect that!

So, you're saying internships or paid work are the way to go?

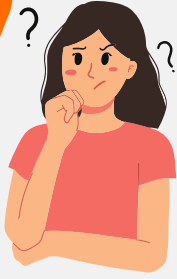
That's the spirit! Fair compensation for everyone's efforts is essential.



Decision-maker 2



QUESTIONS AND ANSWERS



Hey,
have you noticed how
many young people are
standing up for their
rights nowadays?

That's a great sign! It's also
important for us, the adults,
to support them. We should
be like the invisible hand
that helps them share their
experiences, raise their voices,
and be heard in our modern
society.



Young person

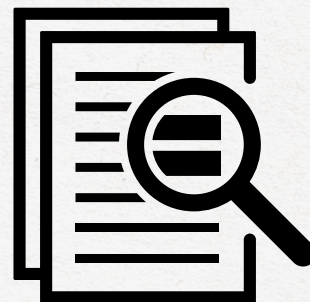


Youth worker

different **CASE STUDIES**


Thanks to individual and group interviews, the partners were able to collect first-hand experience from a variety of stakeholders in the topic of youth engagement. Young people themselves, often belonging to marginalised or disadvantaged contexts, were invited to share their positive and negative experiences to shine a brighter light on the perspective of the group they represent. At the same time, youth workers and decision makers were given the chance to contribute with their own point of view, as a way to bring the parts closer to each other and find out something more about the expectations and difficulties that these two groups face.

The young people interviewed went more or less into detail when discussing topics like sharing their opinion with adults, being respected as individuals and workers, receiving support, having the chance to contribute meaningfully to their work and society.






different **CASE STUDIES**

- One **young person in Germany** recalled negative feelings generated by a situation in which they expressed their opinion in their workplace and received no reaction at all. This not only confused them, but quietly affected their self-esteem and confidence. They realised how much more appreciated a negative answer would have been, since complete silence only resulted in a sense of exclusion which prevented any form of discussion. A similar story was told by another young worker in **North Macedonia**, who felt completely unheard in their workplace. The impossibility to even express opinions made this person doubt their role in the organisation, which still presented itself as a youth-including entity: was the young people's presence just used? Were young people and their capacities actually trusted?
 - The idea of organisations and companies using young people as fillers or tokens is eradicated, but not universally widespread. While a young person from **Poland** recognised the existence of such contexts, they also stressed that different fields of work show different approaches. They brought the example of the construction industry, in which the age of the worker proved not so relevant in their experience. So even though respect might sometimes be a sore note in the interactions with adult co-workers and supervisors, it often emerges that age might not be the sole reason for conflict with older generations. This is what another young worker reported from their experience: according to them, **they sometimes felt judged because of tattoos, clothing, hair and skin colour.**
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different **CASE STUDIES**

- The lack of respect for young individuals and their opinions and needs might also present itself at different degrees and in more subtle ways. A young volunteer from **Bulgaria** felt uncomfortable with their working hours – and especially with the way they were imposed and communicated. With little to no advance, he was asked to show up in the office, even though this meant spending almost an hour travelling. Even worse, the same working hours were not respected by the coordinators, which only appeared much later. Beyond the sense of unfairness, the young volunteer was also left abandoned without being given tasks to work on. In the case of another young volunteer, working as a foreigner in an organisation in Bulgaria, the experience was even harsher, since they were even told to go back to their home country if they had a problem with the work assigned in the office. This happened at the peak of a contrast that saw two volunteers clash with their coordinator on a project they tried to initiate. While the supervisor showed a positive response initially, support soon lacked and it took the volunteers time and effort to convince their organisation to give them the help they needed. What really affected the interviewee was the lack of clarity in communication, given the quick and unexplained changes of mind of the coordinator, as well as the difficulty for the organisation to understand that this project could not take place without their intercession. Even after things were set in motion, and a meeting took place with external actors to properly kickstart the project, the volunteers were promptly left out of the process. As a result, the young person could only say: **“I felt I did nothing meaningful but wasted so much time.”**
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different CASE STUDIES

- The topic of volunteering in non-governmental organisations shows an additional layer of problems, since it puts young people in a context that would implicitly entail a high degree of inclusion and non-violent communication. When these characteristics are missing, the negative feelings are particularly strong for some people. It happened to another young volunteer in Bulgaria, who reported: **“I see that there are a lot of projects that are just using some funding and nothing is happening.”** Within the numerous volunteering opportunities offered in Europe at national and European level, volunteers expect the opportunity to travel and gain experiences they can professionalise, while also meeting a lot of different people from organisations doing really meaningful things having a big impact on the environment or community. This young person found a very different reality in a context lacking organisational objectives and vision, rather just abusing the system. Such behaviours affect the trust of young people in the whole system, which relies on volunteering as a concrete opportunity for personal and professional growth. If the chance to do something meaningful and impactful is taken away from this experience, the whole structure falls apart, revealing a reality in which an adult-led organisation is making false promises to the whole community and disregarding the development of youth.






different **CASE STUDIES**

- As mentioned before, not all experiences are so dramatic. Not all young workers and volunteers hit a wall whenever interacting with adults; in some cases, it is only a slight change in the atmosphere that can be sensed when a young voice speaks up. **A young worker in Poland** experienced that simply expressing an opinion can stir up the working environment, but they never faced proper exclusion because of this. Rather, they believe it is a multitude of factors that indicate when an environment does not offer young people a fair and meaningful chance. **They acknowledge that in their current position opportunities for development are lacking and it happened before; however, they are not afraid to talk to supervisors and managers, as they are convinced that young people themselves should initiate the conversation and thus stimulate easier access to decision-making.** Several interviewees expressed their commitment to open communication with adults, all hoping for better chances to contribute not only at work but in society as a whole. **From Belgium, a young person** highlighted how some young activists are more involved in associations and meaningful projects while others prefer letting their voice be heard in street protests or in civic centres and similar public spaces.
 - Youth workers were called to share a different perspective, but often ended up addressing similar issues such as support of young people as individuals and workers, communication, trust, exclusion and initiative.
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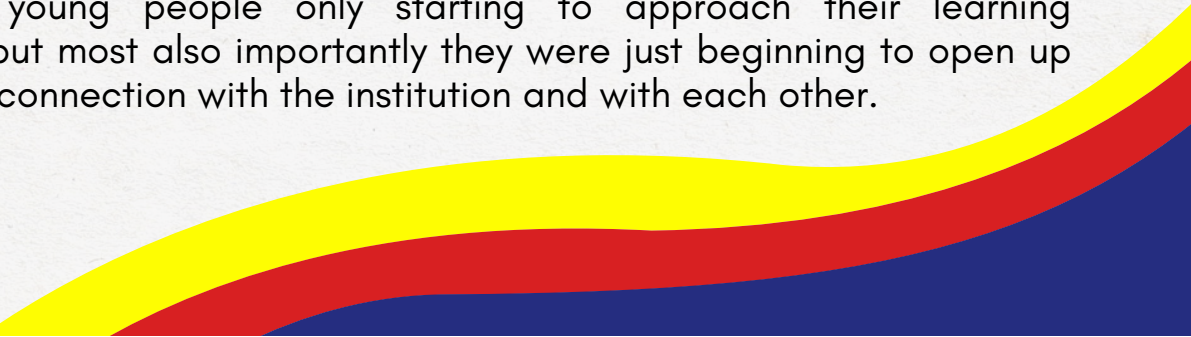


different **CASE STUDIES**

- Focusing on youth at risk of social exclusion, **the director of a socio-therapeutic Polish facility** mentioned that adults need to do one more step to set up cooperation. In his work context, he observed that young people from marginalised realities rarely take initiative unless they can perceive an atmosphere of support and security from experienced adults. This proves challenging whenever adults don't show the appropriate level of interest in the problems that young people face and voice; such distance ends up fomenting the sense of isolation. This does not mean that youth is unable to be independent: many times, leaders emerge among young communities, but in other cases the disadvantages of a harsh background hinder the capacities of young individuals to get together and focus calmly on developing something special. It is therefore the task of each organisation to foster meaningful engagement, not only to help youth but also to grow with fresh perspectives and ideas.
 - **Similar ideas emerge from the experience of a youth worker in Belgium**, who acknowledges how carrying out projects in common with youth outside the traditional educational space is meant as a way for young people to develop independence and meet their peers with different backgrounds, including those in vulnerable situations. This way, some individuals show a stronger determination and responsibility, acting as leaders in their communities. Nonetheless, the role of adults was highlighted in many other interviews. **A social worker from an association in Germany working with refugees** reports that some youngsters they interact with are not motivated to work at the beginning, rather building walls around them due to anger issues or other personal problems. This is when adults are tasked with approaching the mental sphere to offer comprehensive support and guidance. In practice, this might go from breathing exercises to other more in-depth methods, all directed at giving young people the necessary tools to help themselves.
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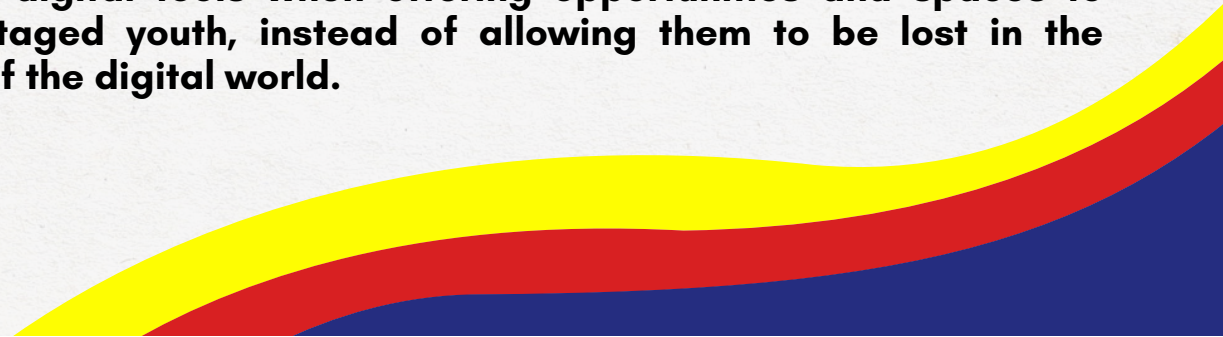


different **CASE STUDIES**

- Even in non-problematic contexts, this youth worker observed how guidance can only be positive at the beginning of a new experience. It is a great goal for teenagers and young adults to work independently, but it is common for them to show signs of uncertainty about concrete steps in projects and work. The association for which the interviewee stands follows a functionalist approach, which assigns specific tasks first for youngsters to understand their role and subsequently build up confidence. Attitude matters too because resentments generate from assertive and patronising behaviours from adults. When support translates practically in lessons delivered from teachers, feelings of undervaluation prevail and discourage youth from taking initiative. **Another Belgian youth worker** brings the positive example of periodical council meetings with young activists and workers intended as a way to promote transparency and young leadership and to give birth to a space for feedback and debate.
 - It is **a youth worker from Turkey** who suggests communication as the centrepiece of support. In their experience, adults sharing their experiences and listening to ideas and requests constitute the essence of an appropriate guidance, together with the assignment of tasks, activities and responsibilities fit to allow each young person to test and prove themselves. But most importantly, time and patience cannot be overlooked in the context of organisations, associations and companies involving young people in their work. This is the opinion of **another youth worker from North Macedonia**, according to whom many organisations struggle with their limited resources. They recall the situation that came to be in an institution which was only able to offer a six-month educational program to its young target group: during this period of time, it was only possible to start building trust and a safe environment, but the end of the funds resulted in an abrupt interruption of the process for a year or more. Not only were young people only starting to approach their learning objectives, but most also importantly they were just beginning to open up and build a connection with the institution and with each other.
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different **CASE STUDIES**

- Such a scenario shines a light on the role of decision-makers such as the government, sponsors, and local/national/European institutions, who are generally tasked with determining the course of action of smaller associations and realities either explicitly or through funding. Availability is far from guaranteed, in the experience of the same **youth worker from Turkey** mentioned above: reaching out to decision-makers in search for support is always a possibility, but a positive response should not be taken for granted. Other youth workers recall similar or different experiences, highlighting at least a common and widespread understanding of the role of each actor involved in the engagement of youth. More recently, it looks like national and European authorities committed to reconnecting to youth more directly by using tools that sometimes were originally responsible for the increasing isolation of younger generations.
 - The most compelling case studies stemming from the experiences of decision-makers relate to digital tools. **Interviewees from Belgium** acknowledge that these tools are reshaping human interactions even for adults, but it seems harder for youth not to have their phones in their hands. What is missing in youth is the understanding that reality is affected by online experiences; what is missing in those who interact with youth is the ability to attract attention and collect opinions to ensure engagement. The look for a new common path, a new norm of adult-youth cooperation, has brought for example **the Belgian National Agency for volunteering** to play a more active role on Social Medias like Instagram, which still shows how adults and institutions struggle to stay up-to-date with the most recent tools and thus don't manage to establish a meaningful direct contact. One interviewee in particular highlighted that in the current reality of high digitalisation, **organisations and projects should integrate digital tools when offering opportunities and spaces to disadvantaged youth, instead of allowing them to be lost in the vacuum of the digital world.**
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different **CASE STUDIES**


- Attempts made should anyway not be undervalued, as they are at least steps in the right direction. This is the example of the European Commission, which launched a digital platform called **Youth Voices on the occasion of the European Year of Youth**. Such a tool gave young generations the option to record messages explaining their vision for the European Year, what they thought were the challenges ahead, and what things needed to be improved. As a whole, the Year of Youth, similarly to the European Year of Skills, was launched by the European Commission with the aim of empowering and encouraging young people to take on a more active role in society. Other initiatives such as **the Conference on the Future of Europe offer frameworks that allow youth to participate and feel more involved in laying down the future**, even though such initiatives are still seen with a certain detachment from the average young individual.
 - **When young people are not so active, or not taking initiative, it is up to institutions and youth workers to reach out to them with their knowledge and experience and look for a direct contact.** Thanks to the EU setting Youth participation as a priority, a decision which has an economic effect on projects working around the topic, **a youth board of 20 young voices is currently being created in Germany** (with the involvement of youth itself developing the guidelines for action) to support not only the National Agency for volunteering but also the Ministry for Youth. As a consultation body it is still a way for youth to set an agenda. In order to achieve more, decision makers still acknowledge that capacities are insufficient to start giving a voice to youth for example in schools.
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highlighted ISSUES IN YOUTH ENGAGEMENT





The research conducted in each country through literature review highlighted a set of general considerations, which contributed to the development of a coherent and comprehensive structure for the interviews. These acted in turn as a testing ground for the aforementioned considerations and allowed to make deeper reflections as well as comparisons among countries involved and target groups approached.



The fact that young people are often not paid (or not paid well) for their efforts when it comes to civic engagement could be an explanation for the difficulties in finding, engaging, and keeping youth in volunteering and local initiatives in the long-term. This issue is considerably worse for young people with marginalised backgrounds, whose access to opportunities is severely limited by the absence of modern policies and strategies that could implement a system of equal opportunities and foster an effective involvement of disadvantaged youth in decision-making at local and wider level. Eastern European countries report a more intense struggle than others, especially when observing the challenges faced by young people with disabilities, living in rural areas, belonging to ethnic minorities, labelled as socially maladjusted, or representing the LGBTQIA+ community. For these people, access to education can also be drastically inferior: lacking institutional support, determined by factors such as economic instability, results in young people often being uninformed and therefore also unaware of their own potential and of the significance of the role that, with sufficient engagement, they can have in the development of the community, both locally and globally.



Over the course of numerous interviews, several similar experiences and visions emerged, both across target groups and across borders; as a result, some space is given here to the main takeaways, conceptually divided into macro-topics.



PARTICIPATION GAPS

- As regards participation and engagement, youth and youth workers from Belgium agree that the lack of interest in civic and social associations is often determined by a lack of budget or by a structure and workflow that is largely outdated and dysfunctional. A similar point of view was expressed from Poland, where difficulties in reaching out to younger generations can possibly be blamed on limited understanding of their reality, very little patience on behalf of decision-makers and poor approaches as a result. Bureaucracy is also a factor in this conversation, as it manages to hinder the direct contact between youngsters and institutions. Decision-makers in Bulgaria suggest that governmental, non-governmental and communitarian actors should collaborate more to benefit the engagement of youth: community-based organisations can assume a critical role in bridging the gap between adults and youth, as they are embedded in the local context and can better understand the specific needs and interests of young people in their communities. Nonetheless, it is fair to point out that a certain effort is expected from young individuals too. A German youth worker noticed how often excesses of self-confidence alternate with complete lack of self-esteem; as a result, youngsters don't always build on their experience or follow intuition, rather choosing to copy peers. Sadly, this does not produce a better connection among youngsters themselves, as networks and valuable connections are left aside in favour of further isolation. When walls are built up, Polish, German, Turkish and Swedish youth workers agree that the attempts of kindling motivation cannot become an excessive push. In conclusion, participation and initiative should still be an individual choice of the young person, that should however be offered support and transparency from the adult.
- In the experience of most interviewees, lack of motivation is an exception rather than a rule, but still an obstacle to seldomly face when dealing with youth. It is therefore still relevant to look at the possible causes in order to put into place preventive remedies. **Youngsters from Turkey and Sweden pointed out that some organisations and associations don't show any interest in youth being part of the planning and implementation processes of those projects and initiatives that will most likely affect the younger public in the first place.** This connects to a not so rare lack of a long-term strategy and of a solid framework of transparent communication practices. Youth workers from North Macedonia and Belgium reacted to this by stating that direct interactions are more valued now than ever, but a long way is still ahead. Another actor from Sweden recognised the need for a clearer framework for young people to take leadership and to be part of the decision-making process, but the inclusion of youth in long-term planning can still be affected negatively by the lack of full overview (and sometimes interest) that fresh voices bring to the table.

UNHEARD VOICES: UNFAIR TREATMENT OF YOUTH

- When asked about their opinion on the possible bridging points between the parties within working and voluntary contexts, several voices from different countries highlighted the importance of equal treatment for adults and young people alike, regardless of age. Such a position found its ground not only across the youth, but also among decision-makers, who support the idea of linking responsibility to preparation and knowledge rather than age. The concept of equality should not be misinterpreted: the consensus among youth workers still acknowledges the different approaches required when dealing with younger or older people, but experience should simply play a bigger role than age.
- In an escalation of mistreatment, more than one young interviewee recalls being treated as a child, undervalued, and submitted to lessons rather than to advice. The majority of interviewees recalled negative experiences of engagement in two areas, in which their voice was unheard or their actions unremarked. First, in decision-making processes, the opinion of youth is often unsolicited or ignored, an issue that strongly connects to a deficiency in communication. Young people from Germany, Poland and Turkey shared their expectation to be asked for opinions as a way to be empowered and feel more valued and listened. In the current scenario, they feel in fact unsupported by adults, who often don't even allow youth to share their view. This conversation expands across other countries in the topic of respect, which a youth worker from Belgium puts down as the key to promoting involvement of younger generations' involvement in society through projects, in addition to being a necessary two-way vehicle for boosting confidence and self-esteem. As reported in Sweden, open communication and discussions can constitute a form of dialogue about long-term planning; a youth worker from Turkey suggests that transparency can especially help when trust issues arise. Additionally, the lack of communication affects the possibility for youth to understand decisions and behaviours, but also prevents the adult side of the ideological barricade from receiving that feedback that would otherwise constitute an excellent opportunity for improvement.
- The second area of negative engagement involves the responsibilities of youth on a day-to-day basis, as well as the general long-term picture in which they are inserted. In every single country involved in the research, at least one young subject shared its negative story of underwhelming tasks assignment, limited margins of action and autonomy, hindrances determined by young age, and underestimation of skills. Is it always all so bad? No, positive examples exist too: a young volunteer from Bulgaria recognised that smaller tasks or projects are sometimes assigned to young people as an initial chance to prove themselves before being given the opportunity to work on their own initiatives. Yet, the level of autonomy and support varies depending on the organisation involved, and in other cases youth finds itself put in a corner and forced to fight and argue to obtain a chance to work on their own ideas. These limits in the space of manoeuvre are reported from Belgium too. A young individual from Turkey also suggests that adults taking initiative can have benefits, like making youth feel more secure; sadly, the distinction between this scenario and examples of tokenism is very thin.

YOUTH TRUST DILEMMA

- A young worker from Poland criticised how often the presence of youth is only a façade put up in the name of inclusion by adults; similarly, another person recalled several occasions on which adults took credit for young people's ideas. These examples show how often trust is a delicate topic in youth engagement, and how much experiences of tokenism, exploitation and exclusion can weigh on the motivation to participate actively. A relationship of mutual trust is very often the foundation of a meaningful distribution of responsibility, roles, and tasks; at the same time, a youth worker from North Macedonia recognised how young individuals are more likely to follow the initiative of adults when a trust relationship is present. In positive examples, reported among others from Turkey, Germany, and North Macedonia, adults show the right attitude by contributing with the appropriate support, guidance, and feedback, while youth feel empowered to reach out and voice their opinion, and have as well the chance to work on their own initiatives.
- But why is this not always the case? Where do resistances arise from? Interviewed youth workers and decision-makers were asked to speak their mind on the issue, and most answers converged around the same culprits. Interviewees in Belgium and Bulgaria acknowledged the lack of trust that youth workers and non-governmental organisations sometimes face in front of society as a whole. The misunderstandings around the work done by these people and groups might also be complemented by an unexplained stigma as well as concerns about funding, transparency, and remuneration. Another interviewee in Poland was also critical of the limited number of institutions cooperating with and betting on youth: this opinion was thus followed by a more general attack to the outdated education system, an "obstacle" identified by other subjects too. While a decision-maker from North Macedonia recognised the existence of many demotivating factors in today's society, such as corruption, dysfunctional institutions or poverty, they mostly called out the formal education system and governmental institutions for being too slow in the process of developing and implementing different possibilities for the young people. A big weight is thus put on the shoulders of NGOs and youth organisations, who are supposed to step up to the occasion against several odds with the help of their informal and non-formal education methods.

MARGINALISED YOUTH: VULNERABLE TO EXCLUSION

- Varied opinions were also collected regarding the connection between trust and remuneration, a link that was sometimes denied and sometimes confirmed. In the words of a youth worker from North Macedonia, if young people are unfairly compensated for their work, they could end up developing a feeling of mistrust towards organisations, institutions, and the system as a whole. Nonetheless, opinions are contrasting on the actual weight of physical compensation. Some youth exclude the need for it in favour of an acknowledgment of any kind for the work done, including emotional support and open appreciation. On the other hand, simply offering experience might not be the solution either since voluntary engagement should be considered a privilege in itself, as stated by a young interviewee from Germany. Marginalised youth in particular finds itself affected, in the sense that minorities are the first ones to be excluded and to experience discrimination and isolation. The education system is in this case the first context in which young people from disadvantaged backgrounds experience a great distance from decision-making; their opinions are rarely asked and, in the words of a person that lived this first-hand, a parallel society is created, in a reality of prejudice and hindered cooperation.
- The engagement and treatment of marginalised youth does undeniably present an additional layer of obstacles. These challenges and struggles are pointed out by mostly all youth workers, who listed scarce resources, trauma and mental health issues, limited opportunities, systematic hindrances, lack of trust as only some of the numerous barriers affecting work with people from disadvantaged backgrounds. Even the difference between opportunities in rural and metropolitan contexts came up several times in the interviews with youngsters from Bulgaria and Sweden. Physical isolation, characterised for example by the absence of meeting points and youth centres favouring interchanges among young individuals, unites with all those factors like language and personal issues that make exclusion a constant worry for youth. An interesting perspective was shared by a youth worker from Germany, who defined inclusion as a process that always needs to be adjusted and can never be fully established. Such a position entails that no absolute answer can be found, thus pushing decision-makers towards establishing procedures and behaviours that can fit to the necessities of the youngsters they interact with. An example is given by a youth worker from Turkey, who shared their keywords: empathy, support, adjustment. By embracing a flexible and acceptive approach, adults can benefit from their past experiences to build a system based on readiness in front of the necessities of youth.
- Any step in the right direction is forced to go against resistances which are often deeply eradicated in society. In Germany, disabled youth are often unable to make choices, therefore following a predetermined path in which there is no solicitation for opinions. The lack of trust in the system, in institutions, in the police, puts youth workers and decision-makers in front of a huge work of deconstruction.

EXPLORING REMEDIES FOR YOUTH INCLUSION

- So, what is the proposed solution? Only a safe environment, characterized by respect, full inclusion, and non-violent communication, can offer an adequate answer to the needs of youth. Decision makers and youth workers from Belgium, Turkey and Sweden encourage their peers to listen to complaints and feedback, hear the voices of those who will most be affected by long-term decisions, and finally build a system based on balanced collaboration in leadership roles. The idea of putting young people first does not automatically translate in ignoring all other factors, like funding or regulations, but it means that an extra step can and should be made to ensure that younger generations are meaningfully engaged and allowed (or even better encouraged) to take initiative with the expert guidance of adults. If proper attention is paid to transparency, information sharing, and consent, then it could be possible to find a balance between giving young people the floor and listening to their opinions, while also acknowledging the expertise and experience of adults in the organisation.
- Every actor has their own role to play. Young people themselves observed how the opportunity to work on their own initiatives and projects is often contingent on their own pro-activity and assertiveness as much as on the organisational culture and the relationships with adult figures. Polish decision-makers invite the younger generations to ask for support and help, to seek information about opportunities of cooperation with local realities. In particular, they bring the example of city administrations, the local actors which have the most tools to allow the implementation of grassroots ideas. In Sweden too municipalities have the chance to cooperate with local associations to create many possibilities to reach youth through volunteering and more. But youth forums can be a good field of intervention through dialogue too. Numerous positive role models exist, but they don't always embrace the responsibility of leading other decision-makers by example or encourage them to listen and act similarly.

Checklists

Dos and Don'ts in Youth Civic Engagement Realm

The findings of the research, questionnaire, and interviews offered an extensive overview of the perspectives and experiences of all the actors involved in the topic of youth inclusion and participation. Despite this, the mere collection of case studies and highlighted issues is barely enough to prepare youth workers and decision-makers for interactions with the younger generation in the workplace, civic realm, and social sphere. So, starting from the explicit demands and the most relevant expectations expressed by youth themselves, a list was created with the aim of providing practical steps to be taken on the road to ethical and meaningful engagement of young people (especially those at risk of social exclusion).



Checklist 1

What Young People Want from Adults

- ✓ **Individual Respect:** Treat young people as unique individuals, not as representatives of a category.
- ✓ **Inclusive Environment:** Create a safe and balanced space where every opinion is considered, regardless of age, where decision-making power is shared.
- ✓ **Transparent Politics:** Make politics more accessible and understandable for youth, as decisions affect their lives too.
- ✓ **Youth Voices:** Listen to and trust young people's ideas, protests, suggestions, claims, and complaints.
- ✓ **Equal Co-workers:** Recognize youth as equal partners with valuable contributions, not as exploitable assets.
- ✓ **Real Problems:** Address the actual challenges faced by youth, rather than assuming their issues.
- ✓ **Self-Worth and Future Opportunities:** Provide support to help young people recognize their value and explore future possibilities.
- ✓ **Fair Compensation:** Ensure proper pay for work, considering tasks and workload, enabling access to opportunities for all, especially for disadvantaged youth.
- ✓ **Social Connection:** Offer tools and activities to connect youth and promote open-mindedness and cohesion.
- ✓ **Transparent Opportunities:** Clearly promote volunteering and job positions for youth.
- ✓ **Support for Youth Organizations:** Provide support, resources, and oversight for youth organizations.

Checklist 1

What Young People Want from Adults

- ✓ **Meaningful Volunteering:** Offer funded volunteering opportunities that empower youth and impact their communities.
- ✓ **Sense of Initiative:** Encourage youth to take initiative and learn from mistakes for personal growth.
- ✓ **Constructive Criticism:** Create an environment that accepts criticism without personal repercussions.
- ✓ **Inclusive Engagement:** Reach out and include marginalized youth and minorities.
- ✓ **Practical Approach:** Focus on dialogue and discussion over assumptions, especially with at-risk youth.
- ✓ **Representation in Government:** Advocate for more youth representation at regional and international levels.



Checklist 2 - What Youth Workers Suggest to Young People and Decision-Makers

- ✓ **Connect with Youth:** Decision-makers should engage with young people's interests and work closely in areas that influence their lives.
- ✓ **Professionalize Volunteering:** Provide opportunities for young people to turn volunteering into a pathway for professional development.
- ✓ **Equal Respect and Roles:** Treat younger generations with respect and allow them to take on meaningful roles alongside decision-makers and youth workers.
- ✓ **Listen to Youth Voices:** Actively listen to and consider the ideas and feedback of young people to address their needs and perspectives.
- ✓ **Mentorship and Growth:** Encourage adults to share experiences and support youth in becoming experts and future leaders.
- ✓ **Support for Youth Workers:** Decision-makers should actively support youth workers, both practically and conceptually.
- ✓ **Trust and Understanding:** Prioritize trust, understanding, and patience in working with young people; avoid treating them as mere kids.
- ✓ **Youth Inclusion:** Involve young people in the decision-making process.
Motivation and Empowerment: Encourage youth to seize opportunities and overcome demotivation.
- ✓ **Address Disadvantaged Youth:** Use power critical views to help youth from disadvantaged backgrounds.
- ✓ **Values in Action:** Base actions on information sharing, active listening, transparency, consent, and openness.



Checklist 2 - What Youth Workers Suggest to Young People and Decision-Makers

- ✓ **Feedback for Improvement:** Use constructive feedback as a tool for meaningful engagement.
- ✓ **Utilize Non-formal Learning:** Use non-formal and informal learning methods to engage NEETs (Not in Education, Employment, or Training) and provide them with valuable experiences.
- ✓ **EU's Role:** Recognize the EU's programs as a means to foster exchange, learning, tolerance, and inclusion.



Checklist 3

What Decision-Makers Invite Youth for

- ✓ **Be Honest and Direct:** Encourage youth to speak their minds and be truthful, rather than conforming to societal expectations.
- ✓ **Trust Intuition:** Teach young people to rely on their instincts, especially in challenging situations.
- ✓ **Learn from Experiences:** Help youth see the value of every experience and believe in the power of small steps. Encourage feedback.
- ✓ **Foster Change:** Motivate youth to initiate change and believe in the potential for positive change in others.
- ✓ **Encourage Understanding:** Find and promote open-minded listeners who are willing to understand and support young people's ideas.
- ✓ **Be Confident:** Empower youth to trust themselves and dare to speak up.
- ✓ **Believe in Progress:** Emphasize that growth takes time but to keep believing in their goals.
- ✓ **Build Networks:** Connect youth with like-minded individuals and experienced mentors who share a common vision.
- ✓ **Think Beyond Economy:** Encourage consideration of decisions beyond just economic factors.
- ✓ **Engage with Decision-Makers:** Guide youth in actively participating in the community's political life through lobbying and networking, even with the help of youth organizations.



What Young People Should Expect From Organisations

Keep in mind that you have the right to express yourself and actively participate in various programs, events, and advocacy initiatives. However, it is crucial to consider the nature of partnerships you establish with organisations and to be clear about your expectations when working as a youth advocate and activist.

We hope that following this guidance will lead to an improvement in the way organisations function. Now, let's clarify the meaning of 'meaningful' and 'ethical.'

When we refer to meaningful engagement, we are emphasizing the importance of work that holds a purpose and allows you to make a positive impact. It should be relevant to both you and your peers, and your contributions should be valued and respected. You should be able to collaborate effectively, receiving adequate support for your learning and personal development, along with helpful guidance and constructive feedback.

The work should also be ethical, this means 'done right'. Your safety and security should be ensured throughout all the activities you engage in, and the organization must take responsibility for supporting and monitoring your work to meet your expectations. Your efforts should be acknowledged and valued, which may include compensation, stipends, grants, or opportunities for training and advancement. Transparency is crucial, and organizations should never use coercion or manipulation to make you do things you are uncomfortable with. They should also provide safe working environments free from discrimination or exploitation, where your contributions can have a meaningful impact.

If organisations do not display these characteristics, then we hope the expectation and questions below will help you consider whether this is the type of work and organisation you want to give your time to.

What Young People Should Expect From Organisations

You should expect:

- To be kept safe and not put into situations that can make you vulnerable
- To be listened to and your contributions valued and appreciated.
- Not to be forced or coerced into doing or saying things you don't want to.
- Not to be dismissed or patronised by people;
- Not to be expected to represent all young people by yourself.
- To work on things that can make a change, not on things that have already been decided;
- To have things explained and reexplained as needed;
- To feel safe to travel to new places with proper support;
- To be assisted to participate fully in events;
- To be able to criticise and challenge without fear;
- To feel supported and protected within the organisation;
- To have choice on what you do and be able to say NO;
- To be respected in your opinions and expertise and valued as a equal team member.
- To be given space to lead an initiative and innovate;

What Young People Should Expect From Organisations

Before committing to working with an organisation, take time to get to know them and understand the work they are doing:

- Do you want to be part of this work?
- What have you heard about how they have engaged young people in the past?
- Do they engage with a diverse range of young people?
- What pathways do they offer to young people in their organisation?
- Do they have trainings and skills development?
- How will this opportunity benefit you?
- Have their staff been trained on working with young people?
- Do they pay for your time or have budget for the work you do?
- Are you the only young person taking part?
- Why did they choose you?
- Can you make a difference, is there space to change things?
- How will your involvement be valued?

LIMITATIONS

Germany

Within the limited timeframe, the sample for the interviews was smaller than originally anticipated due to a struggle with availability in all target groups. It is also worth mentioning that specific questions were prioritised in each interview in relation to the different contexts the interviewees represented and the different experience they shared.

Belgium

The fact that interviews were recorded discouraged participation in some cases, even though a consent form with different options was always presented and it was also made clear from the start the only goal of the recording was to allow re-elaboration in the drafting phase of the present guidance.

Bulgaria

The impossibility to secure as many interviews with decision-makers as hoped might suggest that decision-makers have competing demands on their time and resources, and may not have seen participating in this research as a priority. Additionally, they may not have recognized the value in sharing their perspectives and experiences, or they may have had concerns about participating in research. However, it is important to note that further investigation is needed to fully understand the underlying reasons for the low response rate from decision-makers.

LIMITATIONS

North Macedonia

The limits imposed by the needs for brevity and conciseness prevented some of the interviewees from sharing further experiences and opinions.

Poland

Within the limited timeframe, the sample for the interviews was smaller than originally anticipated due to a struggle with availability in all target groups, but especially decision-makers. It was not always possible to include socially maladjusted youth, a category that actually emerged as particularly vulnerable in the research and interviews with other target groups.

Sweden

Group interviews were planned and conducted, but some absences should be acknowledged. Overall, it was quite hard to find subjects fulfilling the requirements or able to contribute with relevant experiences.

Turkey

The specific timeframe made it particularly hard to connect with decision-makers. The field of work of the involved association, namely Erasmus+ Youth Exchange projects and Youth participation projects, ensured that the majority of interviewees shared experiences and opinions related to this specific context. Concurrently, not all questions asked proved to be relatable enough for people to share relevant views.

1

Meaningful Adolescent and Youth Engagement

is an inclusive, intentional, mutually-respectful partnership between adolescents, youth, and adults whereby power is shared, respective contributions are valued, and young people's ideas, perspectives, skills, and strengths are integrated into the design and delivery of programs, strategies, policies, funding mechanisms, and organizations that affect their lives and their communities, countries, and world.

Meaningful adolescent and youth engagement recognizes and changes the power structures that prevent young people from being considered experts regarding their own needs and priorities, while also building their leadership capacities. Young people includes 'adolescents' ages 10-19 and 'youth' ages 15-24 (based on the WHO definition) regardless of socioeconomic status, ethnic identity, sexual orientation, gender identity and expression, sex characteristics, marital status, religion, disability, political affiliation, or physical location. - Adapted from Youth Power, USAID

2

Participation

can be understood as a civil and political right. For instance, when we talk about participation in political elections. Similarly, it is also an economic, cultural and social right. For example, participation in the design and implementation of development agendas. Participation is a broad term that includes specific actions such as: expressing ideas, taking a role in policy or programme implementation, or being informed and consulted on decisions concerning public interest. Participation is a core element of adolescents' and youth people's civic and public life. It is much more than having a voice. It is about being informed, engaged and having an influence in decisions and matters that affect one's life - in private and public spheres, in the home, in alternative care settings, at school, in the workplace, in the community, in social media and in broader governance processes. There are many degrees of participation, according to Hart's Ladder of Participation.

3

Engagement

can be understood as an expression of adolescents and youth as social and political actors when they exercise their right to participation. Engagement includes young people's involvement in all phases of a project, programme, initiative, campaign, etc. From agenda setting and design to implementation, and through the monitoring and evaluation phase. Engagement involves feedback mechanisms that actually create meaningful change based on young people's feedback. For engagement to be meaningful, young people should: be clear about their roles in the engagement; have ownership over the process and outcomes; have opportunities for capacity-building as defined by them and their needs; have access to a range of pathways to participation; be represented in all of their diversity, including race, differing abilities, language, sexual orientation and gender identity.

4

EU Youth Strategy

The EU Youth Strategy is the framework for EU youth policy cooperation for 2019-2027, based on the Council Resolution of 26 November 2018. EU youth cooperation shall make the most of youth policy's potential. It fosters youth participation in democratic life; it also supports social and civic engagement and aims to ensure that all young people have the necessary resources to take part in society.



5

11 European Youth Goals

The EU Youth Strategy focuses on three core areas of action, around the three words: **Engage, Connect, Empower**, while working on joined-up implementation across sectors. During a 2017–2018 dialogue process which involved young people from all over Europe, 11 European Youth Goals were developed. These goals identify cross-sectoral areas that affect young people's lives and point out challenges. The EU Youth Strategy should contribute to realising this vision of young people. These goals reflect the views of European youth and represent the vision of those active in the EU Youth Dialogue:

1. Connecting EU with Youth
2. Equality of All Genders
3. Inclusive Societies
4. Information & Constructive Dialogue
5. Mental Health & Wellbeing
6. Moving Rural Youth Forward
7. Quality Employment for All
8. Quality Learning
9. Space and Participation for All
10. Sustainable Green Europe
11. Youth Organisations & European Programmes



6

Engage

With “Engage” the EU Youth Strategy aims towards a meaningful civic, economic, social, cultural and political participation of young people.

Member States and the European Commission are invited to:

- Encourage and promote inclusive democratic participation of all young people in society and democratic processes;
- Actively engage young people, youth organisations and other organisers of youth work in policies affecting the lives of young people on all levels;
- Support youth representations at local, regional and national level, recognising young people’s right to participate and self-organise;
- Support and convey the EU Youth Dialogue in order to include diverse voices of young people in decision-making processes on all levels;
- Foster the development of citizenship competencies, through citizenship education and learning strategies;
- Support and develop opportunities for ‘learning to participate’, raising interest in participatory actions and helping young people to prepare for participation;
- Explore and promote the use of innovative and alternative forms of democratic participation e.g. digital democracy tools.



7

Connect

Young people in Europe are getting more and more connected. Connections, relations and exchange of experience are a pivotal asset for solidarity and the future development of the European Union. This connection is best fostered through different forms of mobility.

Member States and the European Commission are invited to:

Enable access for all young people and youth workers to cross-border mobility opportunities, including volunteering, by eliminating obstacles and implementing support measures with special attention to young people with fewer opportunities;

Encourage young people's engagement in solidarity, promoting support schemes and seek complementarity and synergies between EU funding instruments and national, regional and local schemes;

Actively engage young people and youth organisations in the design, implementation and evaluation of relevant EU funding programmes;

Share best practices and further work on effective systems for validation and recognition of skills and competencies gained through non-formal and informal learning, including solidarity and volunteering activities, continuing the implementation of the 2012 Council Recommendation on the validation of non-formal and informal learning.



7

Empower

Empowerment of young people means encouraging them to take charge of their own lives. Today, young people across Europe are facing diverse challenges and youth work in all its forms can serve as a catalyst for empowerment.

Member States and the European Commission are invited to:

Develop and implement a European Youth Work Agenda for quality, innovation and recognition of youth work;

Support quality youth work development on all levels, including policy development in the field, training for youth workers, the establishment of legal frameworks and sufficient allocation of resources;

Support youth work activities, including grassroots, and recognise youth organisations as providers of competences development and social inclusion through youth work and non-formal education activities;

Create and further develop easily accessible youth contact points that deliver a wide range of services and/or provide youth information.



APPENDICES

- Guidelines on how to conduct interviews with young people, youth workers and decision makers
- Collection of statistical data relative to youth participation and engagement from the questionnaire conducted in each partner country
- Interview reports from all seven countries
- Research reports from all the seven countries
- Interview report Template
- Report research Template
- Questionnaire on youth civic engagement experience
- Consent interview form

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- Hart's Ladder of Participation
- Practical Guidance Resource to Operationalize the Global Consensus Statement on Meaningful Adolescent and Youth Engagement (MAYE):
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