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**Training Seminar for Specialists on Youth
Work of the State Authorities and
Representatives of the Youth Non-
Governmental Organisations (50/50
training)**

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Report

The opinions expressed in this report are those of the participants of the seminar and do not necessarily reflect the official position of the Council of Europe or Russian Federation.

This report has been developed with the help of the participants and rapporteurs of the working groups from the seminar. We want to thank all participants, trainers and organisers for their support in the activity.

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Executive summary

Youth policy development has always been an important part of the mission of the Council of Europe. An expert report on youth policy indicators in 2003 has defined that central aim of youth policy in the Council of Europe is the development and implementation of purposive and positive youth policy, which is coherent and inclusive¹. The approach of the Council of Europe's youth sector to youth policy is one that aims to support young persons through the period of transition from childhood to adulthood as a citizen and autonomous person.

One of the main principles of the Council of Europe's youth policy is that development and implementation of the youth policy includes cooperation/partnership between governments, researchers of the youth sphere, and youth workers/practitioners.

Among the Council of Europe member states, the Russian Federation is of core importance in relation to development of youth policy. The Council of Europe and the governmental bodies responsible for the implementation of youth policy in the Russian Federation have been cooperating in the youth policy field since 1992. The main objectives of this cooperation were to support the development of youth policy at federal and regional levels, to provide assistance to non-governmental youth organizations, and to draw attention to interaction among government structures and public organizations.

The Joint training-seminar for youth workers from state authorities of the Russian Federation together with representatives of youth NGOs – as often called “50/50” training seminar – has always had an important place in the set of activities within the area of assistance in developing the system of training and raising the level of youth workers' competences, encouraging new approaches to youth work, and facilitating a policy of cooperation between the various actors involved in youth policy in the Russian Federation. Since 2006, the “50/50” training courses have been held in different regions of the Russian Federation, for example in Azov (for Southern Federal District), Murmansk (for Barents region), Ulyanovsk (Uralsky and Privolzhsky Federal districts), Vladivostok (Far Eastern Federal District) and Derbent (for North Caucasian Federal District). The 50/50 approach allows for representatives of civil society to work together in the same group of participants with representatives of local and regional authorities. This learning situation gives a multi-faceted perspective regarding youth policy and allows participants to interact with actors with whom they will find themselves also once back home involved in a dialogue.

In 2012, the *50/50 training seminar* took place in European Youth Centre Strasbourg and involved participants from different republics and regions of the Russian Federation. The training seminar brought together 27 participants from 18 regions of the Russian Federation, including Western, Northern, Southern, Central and Eastern part of the country. The group's diversity ensured that participants would have opportunities to explore different realities of youth work and youth policy in the Russian Federation. Participants represented 21 cities and 18 regions of the Russian Federation, among them there were 11 representatives of local and regional authorities and 16 representatives of interregional and regional NGOs (leaders, active members).

¹Youth policy indicators//Report of experts' meeting. – France: Directorate of Youth and Sport of the Council of Europe European Youth Centre, 2003 (p.3)

The aim of the training seminar was to strengthen the co-operation and partnership between non-governmental and governmental actors in the development of youth policy, and to contribute to development of youth policy and youth work in the Russian Federation according to principles of pluralistic democracy, human rights and participation of young people.

Participants went through an experiential learning process in order to explore the realities of youth work and youth policy in the Russian Federation and on the European Level, the possibilities of cooperation between the governmental and the non-governmental youth sector, the connections between youth policy, and youth work and youth participation. The course provided space for development of follow-up activities which will help participants implement the competences developed during the training in their organisations and communities. The programme of the activity allowed participants also to reflect on the current situation and recent developments in youth policy in the Russian Federation, helping to identify existing challenges and possible ways to deal with them from the point of view of governmental and non-governmental organisations. European youth policy, youth policy indicators, main structures and mechanisms, and existing instruments were presented and best practices shared. Meetings with experts and presentations of different instruments, such as Revised European Charter on the Participation of Young People in Local and Regional Life and the use of different methodological resources of the Council of Europe (“Compass”, “Have Your Say!”) allowed participants to understand better the participatory approaches to youth policy in the Council of Europe and acknowledge the meaning of youth work in these processes.

The networking and cooperation between NGO and GO sectors were developed by means of mutual agreement and development of 15 common and individual ideas for follow-up.

Although participants were satisfied with the programme, activities proposed, and outcomes, with the team of trainers and the group, some recommendations for improvement were also proposed regarding the profile of participants, the programme, the role of non-formal education and support for participants’ follow-up.

Introduction to the youth policy context

Youth policy in the Council of Europe

Youth policy development has always been an important part of the mission of the Council of Europe since more than 40 years. An expert report on youth policy indicators in 2003 defined that central aim of youth policy in the Council of Europe is the development and implementation of purposive and positive youth policy, which is coherent and inclusive².

The approaches of the Council of Europe's youth sector to youth policy aim to support young persons through the period of transition from childhood to adulthood as citizens and autonomous persons. The emphasis here is put on the necessity to enable young people with opportunities and experiences that are likely to improve their successful integration into society and to be actors of change. The governing dimensions of the youth policy defined during the Experts' meeting on youth policy indicators in 2003 are a) learning, b) inclusion/social cohesion, c) citizenship and participation, and d) safety, health and well-being ensuring, which ensure transversal dimension of youth policy – covering different life areas of the young person.

Being of cross-sectoral nature, youth policy involves different public policy sectors. One of the main principles of the Council of Europe's youth policy is that development and implementation of youth policy includes cooperation/partnership between governments, researchers of the youth sphere, and youth workers/practitioners. The research plays an important role to ensure that the youth policy is being based on the up-to-date data.

Practices and principles of the Council of Europe's youth policy include:

a) Development of the youth policy and cooperation

- Intergovernmental and international cooperation in youth field, focusing on development and implementation of standards;
- Country reports on youth policy and consultative visits;
- Cooperation with the European Commission;
- Partnership with organisations involved, or covering working areas related to youth policy of the Council of Europe.

b) Youth work, education and learning in long-term perspective

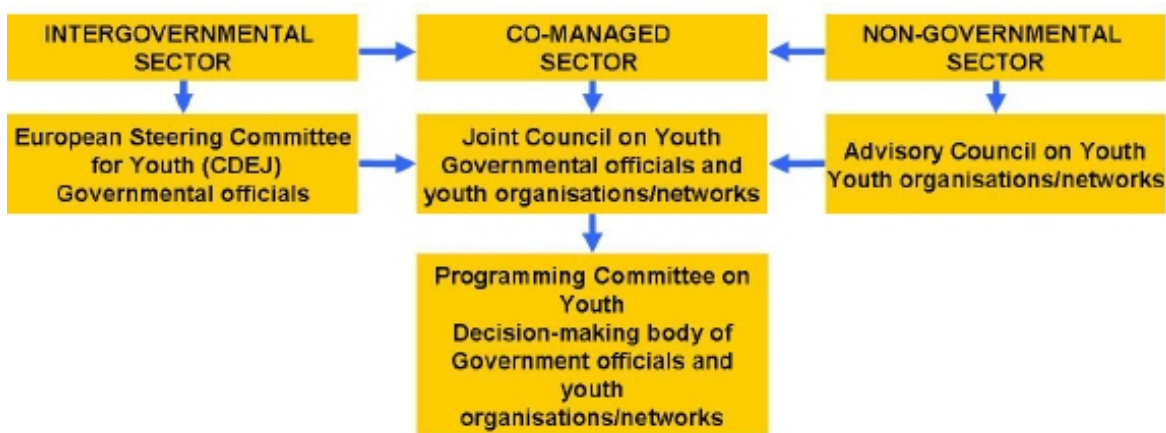
- Multilateral youth cooperation as an approach to promote the values and principles of the Council of Europe within the member states and beyond;
- Working with multipliers. Support for and recognition of youth work (including different activities, such as training courses, symposia, study sessions, seminars etc.);
- Intercultural learning and non-formal education, particularly relevant for promotion of intercultural dialogue, and elimination of racism and intolerance;
- The European Youth Centres in Strasbourg and Budapest and European Youth Foundation are unique and powerful instruments for development of youth cooperation at European level.

c) Research and knowledge in the field of youth

²Youth policy indicators//Report of experts' meeting. – France: Directorate of Youth and Sport of the Council of Europe European Youth Centre, 2003 (p.3)

- Research in the youth field and cooperation between researchers and politicians for the development of the youth policy based on relevant and most updated data, thus, supporting youth workers and practitioners;
- Preparing and publishing surveys and educational materials for the support of youth work and youth policy;
- Development of the European Youth Policy Knowledge Centre (in partnership with the European Commission).

The Council of Europe's commitment to fostering greater youth participation and participatory approaches to youth policy can be demonstrated through its system of co-management. This involves representatives from youth non-governmental organisations (NGOs) working together with government officials on the priorities for the youth sector and deciding on budgets and programmes. These proposals are then adopted by the Committee of Ministers.



Picture 1: The system of co-management of Council of Europe's youth sector

Underlying the importance of youth work for the development of participatory approaches to youth policy on different levels, including regional and local, the revised European Charter on the Participation of Young People in Local and Regional Life (furthering, the Charter)? has been adopted in May 2003 by the Congress of Local and Regional Authorities of the Council of Europe. The Charter outlines the policies and principles necessary for meaningful youth participation as it deals with a wide range of issues affecting the lives of young people at local and regional levels in Europe. The three parts of the Charter contain guidelines for different groups interested in youth participation on how to create the right conditions for the involvement of young people.³

“The future of the Council of Europe youth policy: AGENDA 2020” – the final document of the 8th Conference of the Ministers responsible for Youth, held in Kyiv, Ukraine in 2008, is another important document to be mentioned in relation to youth policy of the Council of Europe. This document defines work priorities and offers a blueprint for pursuing them through youth policy, youth work, and youth research; but it also offers a chance to review, debate and improve the working assumptions, processes, and instruments that the youth sector

³“Have Your Say!” manual on the Revised European Charter on the Participation of Young People in Local and Regional Life, © Council of Europe, February 2008

has at its disposal, such as defining context, actors involved, their possible intentions and applicable/possible approaches, and methods and instruments of the youth sector.⁴

Youth policy in the Russian Federation

There are three levels of State youth policy in the Russian Federation – federal, regional, and local. On the federal level, there are two structures responsible for youth – a newly created Department in the Ministry of Education and the Federal Agency of Youth Policy. The first structure was created after the elections in May 2012. In general, the department in the Ministry is responsible for setting up the youth strategy priorities and aims, and is an executive body responsible for financial support and the implementation of activities. Also, there is a Committee Responsible for Youth in the Russian State Duma (Parliament).

From the civil society side, there are also bodies which are influencing the development of youth policy at federal level, such as the National Youth Council, the Russian Youth Union, and other youth organisations. Representatives of youth organisations are also represented in the Civil Chamber of Russia. At the time of publication, there are no priorities set up by new structures, so here we present priorities defined by the former Ministry for the youth policy development in the short-term perspective:

- To put young people's needs into the national strategic agenda.
- To improve national legislation on youth.
- To reinforce the youth field resource base.
- To elaborate standards to implement and co-ordinate youth policy at local and regional levels.
- To improve and extend co-operation with children and youth non-governmental organisations.
- To develop mechanisms of international co-operation in the youth field .
- To encourage and support the development of voluntary activities in the youth field.

The main document in youth policy for now is the “Strategy for state youth policy in the Russian Federation”. Since 1999, there has been a will to develop a law on youth policy, which has not succeeded for different reasons. At the federal level it is difficult to talk about cooperation between civil society and governmental bodies. But if we look at the regional and local levels, the situation is different. As Russia is a federation, each region can choose the policy and format they want to have in the field of youth; this is why in some regions there are Ministries of Youth Policy or Departments dealing either exclusively with youth or with youth and other topics together. In some regions there are existing laws, but all the regional documents should be in line with the federal level in accordance with federal strategy. At regional levels, there are in some cases also youth organisations' consultative bodies.

The main priorities of the State youth policy in Russia are included in the strategy of the State youth policy in the Russian Federation 2006-2016, adopted upon decision of the Government of the Russian Federation No 1760-r on December 18th 2006, which provides the concept and vision for the national youth policy development in coming decade and aims to support young people's participation in current and future national priority programmes and projects. The Strategy defines the age range for “young people” as between 14 and 30 years old; its regulations are spread on young people including socially vulnerable groups of young people as well as young families. The Strategy defines its main goals as to develop and fulfil the

⁴ “The Future of the Council of Europe Youth Policy: AGENDA 2020”, the background document of the Conference of Ministers responsible for Youth, Kyiv, Ukraine, 10-11 October 2008, Directorate of Youth and Sport, The Council of Europe.

potential of young people according to country's needs and interests. The Strategy sets out a range of priorities for the national youth policy development and implementation, including:

- Young people engagement in social practice and raising their awareness on possible opportunities for development;
- Young people creativity development and support;
- Vulnerable groups of young people social integration.

The Strategy comprises a range of national programmes and activities in the framework of set priorities such as:

-“The Russian Information Network – New View” focuses on the development of a comprehensive information system and social explanatory programmes on the full range of issues impacting on the life of youth in society, development of information and consultation assistance for young people, development the youth information projects and programmes, dissemination of values of Russian society among young people with social advertising, development special projects to compensate for lack of opportunities of youth in rural and remote areas with respect to the search, and dissemination of current information.

-“The Russian Volunteer” aims to encourage the development of voluntary activities in the youth field, provide support to public organisations and youth associations, provide informational assistance in forming the data base on needs and opportunities for young people's voluntary activities at regional, national and international level, and to motivate young people to be more engaged in voluntary activities in the field of sport, tourism and leisure inside the country and abroad.

-“Career” aims to integrate young people to different forms of youth occupation and vocational oriented activities, to provide assistance in planning and making a successful career for young people on the labour market, and to launch programmes for the development of social skills for young people needed for the labour market career.

-“Young Family of Russia” aims at strengthening the family as social institution, to promote family values and responsible parenthood among young people as well social adaptation through targeted support activities such as family values advocacy, starting opportunities improvement for young families, family-oriented activities implementation for orphans and children left by their families, and housing assistance provision for young families and others. “Team” aims to develop youth leadership skills and encourages youth integration and participation in local public authorities' initiatives, and research and projects activities.

-“Your success is in your hands” aims to define and support talented young people and promote the products of their innovative activities through the youth entrepreneurship and young people economic activity. The program also offers encouragement for the research activities valuable for national future development, and young people engagement in the international innovative projects in the field of education, science, culture and technology and others.

-“A Step Towards” aims to provide support for young people's social integration. Especially for the socially vulnerable groups of young people through their social, economic, cultural engagement, development and mainstreaming the tolerance values among society and others.⁵

⁵ Country sheet on Youth Policy – Russia, Youth Partnership, 2009, http://youth-partnership-eu.coe.int/youth-partnership/ekcyp/By_country/Russia.html

General background of the 50/50 training seminars

Fifty-Fifty courses were first introduced in the youth sector of the Council of Europe in assistance and cooperation projects with member states. Traditionally, support to youth work in the Council of Europe has been geared towards the support to youth organisations and to youth participation. This remains the main mission of the programme of the European Youth Centres in Budapest and Strasbourg.

However, in countries which faced particular deficits in both youth participation, youth civil society and youth policy structures and instruments, it quickly appeared that working with the non-governmental partners alone would not be sufficient to promote evidence-based youth policies that responded to the needs of young people and counted on their agency and critical participation. The concept of the *Fifty-Fifty* courses originated in this need. It became particularly useful and important in countries with little tradition of dialogue and cooperation between the governmental and non-governmental sectors.

Underlying philosophy

The main *raison d'être* of the *Fifty-Fifty* courses is the understanding that an effective youth policy needs to include all actors and stakeholders, notably public authorities (national and regional and/or local) with competences in youth policy and youth organisations or other structures of youth representation and participation. This reflects the co-management principles of the youth sector of the Council of Europe, under which policies and programmes are decided together by the governmental and the non-governmental youth partners – youth policy is cross-sectoral and recognises “the importance of involving young people in its formulation, implementation and follow-up”⁶.

The range of stakeholders may, logically, go beyond the governmental and non-governmental sectors and include other stakeholders such as youth researchers, youth service providers and members of parliament.

The courses are thus an opportunity for dialogue and for mutual learning. *Fifty-Fifty* courses assume that all stakeholders have relevant experiences legitimate interests and expectations in youth policy and can improve their work by cooperating and by learning together.

The Council of Europe is a broker of dialogue and cooperation, but it cannot replace the necessary conditions for dialogue to be pursued. That is the responsibility of national stakeholders.

Characteristics of a Fifty-Fifty course

The essential features of the *Fifty-Fifty* courses derive naturally from the principles outlined above; in a nutshell, everything in the course should be prepared so as to support dialogue, multiple perspectives on issues but also an understanding of each other's specific conditions and stakeholders, including matters such as democratic decision-making, responsibilities for public policies and accountability mechanisms.

Context and Preparation

It is important that each course takes into account the specific situation, issues and challenges of a given social reality. So, instead of a model that would fit all situations, it is the context that determines many of the choices done in the process of preparation of the course, from the definition of aims and objectives to the recruitment and selection of participants.

The clearer the context is, the easier it will be to tailor a course that is relevant and meaningful in purpose and outcomes. National-targeted courses are of course the best fit but, in specific

⁶ Resolution CM/Res(2008)23 on the youth policy of the Council of Europe

circumstances, regional courses (i.e. associating participants from neighbouring countries) can be fully relevant. Multilateral activities should not be excluded, but their potential impact is best secured if there are various stakeholders from the same country.

The preparation of the course, including the definition of learning objectives and social-political purposes, should involve experts from the various stakeholders concerned.

The same applies to the team of trainers or facilitators responsible for the training programme: they ought to have experience if working with the main stakeholders concerned; the team of trainers and where appropriate, of organisers, ought to “represent” the diversity and plurality of stakeholders and perspectives.

Where possible (e.g. through e-learning), the participants should be encouraged to develop curiosity about each other and each other’s institution, with the purpose of starting removing mental barriers to cooperation. Un-learning is as important as learning in this phase.

Programme

The programme of the training – including the definition of the learning curriculum – ought to represent the learning needs that are common to all participants but also specific needs to each group. Attention ought to be paid, however, in finding middle grounds, i.e. in proposing learning units/programme elements that can be interesting to participants from the various stakeholders’ groups.

It should not be excluded to have specific workshops or assignments of exclusive or primary interest for a group (e.g. on fund-raising for NGO participants, or mainstreaming for civil servants) if that serves the interest of the course or of the participants learning needs. But attention should be paid to the fact that these choices are already very often the result of assumptions. Challenging those assumptions, while acknowledging that there are often interests in learning something new, ought to be a permanent concern of the trainers.

To the extent of the possible, attention should be paid for participants to reflect upon and propose different ways of working together. In this sense, the cooperation between the stakeholders – as an important dimension of youth policy cooperation and development – is more than a methodological approach or an implicit learning element (which it necessarily is), it should also be discussed and addressed in the programme in a critically constructive manner and where everyone ought to feel able to give input.

The programme should result in some ways of working together or planning future cooperation together. If, as it is often the case in the long-term training courses of the Youth Department, the participants are expected to develop projects, they should be encouraged to develop projects together (from among the variety of stakeholders) or, at least, the cooperation should be part of the projects’ objectives.

Methodology

Tolerance of ambiguity, empathy and role distance are key competences for intercultural learning that should form part of the way the trainers prepare and run the programme and of the way the group of participants/learners is facilitated. There will always be different and sometimes opposing perspectives on the roles, the performance and the relevance for youth policy of each of the stakeholders. It is actually healthy that contradictions emerge and are defended, for in fact cooperation does not mean that everyone has to agree. But this diversity of roles, perspectives and, above all, interests, should not be confused with the ignorance, the stereotypes or the prejudice that often exists and that in many cases result of the ignorance of the conditions of work of the “others”. Civil servants cannot always do what they would like to, NGOs are not always “anti-governmental”, researchers are not always “locked” in their academic frameworks and youth workers are not always “taking the side” of young people.

This is first of all a matter of attitude from the side of trainers and organisers and, of course, a matter to be explored in programme. In practical terms, it has proven sometimes very interesting to conduct role plays or simulations in which participants play others' roles, or to explore/share what a day's work implies for a civil servant and for a voluntary youth leader. Or to visit the office of a youth organisation.

Promoting mutual knowledge should therefore remain a permanent concern of the trainers. Participants will surely find ways of making that learning useful for their functions.

Administrative and practical matters

Everything that has been said above applies also to the practical, administrative, financial and logistic conditions of the training. Especially important is to make sure that the course takes into account the specific needs of each target group and, when that is not possible, to show at least concern for the matter. Some examples:

Attendance: many civil servants may need permission to attend a training activity, in many instances this may be deducted from their holidays or training credits. Needs of service may also determine limited availability for longer absences from office. Similarly, youth leaders may have commitments with school and exams or can only participate during their holidays or week-ends. While civil servants may be restricted from taking part during week-ends for contractual or insurance reasons.

Costs: many youth leaders are volunteers and, therefore, may have difficulties in contributing financially to the course. Civil servants, on the other hand, may be reluctant in contributing financially to an activity which they see as benefitting their service.

Accommodation: while many youth leaders may be used to share rooms during a training activity, this may not be the case for civil servants.

What they are not

Fifty-Fifty courses can be seen as starting points, they need to be furthered by other initiatives. They are least effective when they are not followed by any genuine intention of pursuing dialogue of cooperation. In such cases, the Council of Europe can and should continue promoting dialogue through other means than training.

Background of the 50/50 training seminar with the Russian Federation

The Council of Europe and governmental bodies responsible for the implementation of youth policy in the Russian Federation have been cooperating in the youth policy field since 1992. The main objectives of this cooperation were to support the development of youth policy at federal and regional levels, to provide assistance to non-governmental youth organizations, and to draw attention to interaction among government structures and public organizations.

The Evaluation study on the Implementation of the Framework Programme for Cooperation between the Directorate of Youth and Sport of the Council of Europe and the Ministry of Sport, Tourism and Youth Policy of the Russian Federation in the Field of Youth Policy carried out in 2011 by the youth sector of the Council of Europe points out that the cooperation between the parties developed gradually:

Before 2003 — separate joint events,

2003-2005 — implementation of the joint plan of actions,

2006-2008 — implementation of the Framework Programme for Co-operation in the Field of Youth Policy.

2009 – 2012 — under implementation: the Framework Programme for Cooperation in the Field of Youth Policy for 2009 – 2012.⁷

The Annual Action Plan has been usually developed and adopted for the purpose of implementing Framework programme and developing the cooperation, defining the core issues and forms of cooperation, and facilitating organisational arrangements for it.

Different activities have been organised within the Framework cooperation. Since the beginning of cooperation, the variety of training courses were held for youth leaders, including long-term ones, seminars on the situation of children and youth public organizations, as well as a number of trainings on the situation of youth and the youth policy in the federal districts, including conflict areas of the Russian Federation.

In addition to that, representatives from the Russian Federation took part in seminars held by international youth organisations, language courses, and trainings organized by the Youth Sector of the Council of Europe.

Different geographical areas of the Russian Federation were covered by the activities, including Far East and North Caucasian Federal districts. The cooperation enlarged and more effectively involved the European Commission in 2008. Different initiatives were taken for recognition of non-formal education in the Russian Federation.

In 2009 the Seminar on “European Youthpass”/ “European Portfolio” was held in the European Youth Centre Strasbourg, France. The training course on Democratic Youth Participation took place in November 2009, in Saint-Petersburg, in the Russian Federation. The Intercultural language course was held in Moscow, the Russian Federation in 2009, 2010 and 2011. In summer of 2010 and 2011 the international Youth Camp “Dialogue” (Continuation of implementation of Kazan Action Plan) within the priority area “Development of intercultural dialogue and its inter-religious dimension” has been implemented in Kaluga region of the Russian Federation. Within the same two meetings

⁷ Gudakovska N. Evaluation Study on the Implementation of the Framework Programme for Cooperation between the Directorate of Youth and Sport of the Council of Europe and the Ministry of Sport, Tourism and Youth Policy in the Russian Federation in the Field of Youth Policy, Directorate of Youth and Sport, the Council of Europe, 2011.

between representatives of Russian and Georgian youth organisations were organised in 2009 and 2010 (one per year).

-The year 2010 brought such activities as Training Course for Russian Trainers (December, EYCS), the International Youth Volunteer Camp “Getting Ready for Universiade 2013” (June, Kazan, Republic of Tatarstan, the Russian Federation).

The first seminar for Young Parliamentarians has been run for the first time in April-May 2010 in European Youth Centre Strasbourg. The seminars for Young parliamentarians were organised also in 2011 and 2012.

-The International Forum for Youth Leaders for Mutual Understanding in Caucasus, was held in Nalchik, the Republic of Kabardino-Balkaria (the Russian Federation) in September 2011.

-The Joint training-seminars for youth workers from state authorities of the Russian Federation together with representatives of youth NGOs (50/50 Training courses) were held in different regions of the Russian Federation throughout last 6 years of cooperation.

Historical perspective of 50/50 trainings

The Joint training-seminar for youth workers from state authorities of the Russian Federation together with representatives of youth NGOs – hereinafter, the 50/50 training seminar – has always had an important place in the set of activities within the area of assistance in developing the system of training and raising the level of youth worker’s skill, encouraging new approaches, and facilitating a policy of cooperation between the various actors involved in youth policy in the Russian Federation.

Looking back, the following 50/50 training courses were implemented in different regions of the Russian Federation during last 6 years of cooperation:

- Joint training-seminar for youth workers from state authorities of the Russian Federation together with representatives of youth NGOs for Southern Federal District, October 2006, Azov, Rostov region, the Russian Federation
- Joint Training Course for Co-operation and Partnership in the youth field in the Barents region between Youth Sector Civil Servants and Workers/Volunteers from Europe, 13 - 17 October 2006, Murmansk, the Russian Federation;
- Joint training-seminar for youth workers from state authorities of the Russian Federation together with representatives of youth NGOs for Privolzhsky and Uralsky Federal District, 22 - 28 October, 2008 Ulyanovsk, the Russian Federation;
- Joint training-seminar for specialists on youth work of the state authorities of the Russian Federation alongside with representatives of the youth non-governmental organisations in Far Eastern Federal District of the Russian Federation, 28 May-03 June, 2009, Vladivostok, the Russian Federation;
- Joint training-seminar for specialists on youth work of the state authorities of the Russian Federation alongside with representatives of the youth non-governmental organisations in the North Caucasian Federal District(50/50 training), 4-30 August 2010, Derbent, the Republic of Dagestan, the Russian Federation;

Rationale for the 50/50 training seminar in 2012

The year 2012 brought a few changes to usual format of 50/50 training seminar. This year the “*Joint training-seminar for specialists on youth work of the state authorities of the Russian Federation alongside with representatives of the youth non-governmental organisations*” has taken place in European Youth Centre Strasbourg and involved participants from different Republics and regions of the Russian Federation, in comparison to the past editions when

participants represented only one or two federal districts and activity itself has taken place on the territory of the district covered by its scope.

The Evaluation and Planning Meeting of Implementation of the Framework Programme for Cooperation between the youth sector of the Council of Europe and the Ministry of Sport, Tourism and Youth Policy of the Russian Federation in 2011 and 2012 held in European Youth Centre, Strasbourg on 21st January 2012 defined the place and format of the activity. The meeting was organised with the purpose to evaluate the implementation and results of the 2011 activities, the programme of activities for 2012, and also raised discussion on the perspectives for the cooperation for 2013 and beyond.. Responding to that need, the new, wider geographical coverage of the 50/50 training seminar in 2012 was chosen in order to better assess the relevance and added value of the activity, i.e. 50/50 training seminar, for the Russian Federation entirely and gather suggestions for the future format of activity from participants representing structures and organisations of national, regional and local level and different entities of the Russian Federation. The decision to hold the activity in the European Youth Centre Strasbourg was also made during the meeting. It ensured a greater opportunity for participants to better understand and “feel” the values, principles, approaches, and experiences of the Council of Europe in the field of youth policy and youth work.

Aims and objectives of the training seminar

The aim of the training seminar was to strengthen co-operation and partnership between non-governmental and governmental key actors in the development of youth policy, and to contribute to development of youth policy and youth work in the Russian Federation according to principles of pluralistic democracy, human rights, and participation of young people.

The following objectives were set:

- To reflect on the current situation and recent developments in youth policy in the Russian Federation, and what is required of youth policy;
- To raise participants' awareness about the role and importance of youth work and its links with youth policy;
- To clarify roles of NGOs and governmental sector in relation to youth work and youth policy development and implementation;
- To create a space for open dialogue and promote mutual understanding and respect between actors within NGO and governmental sectors, and to encourage co-operation;
- To help participants develop skills to implement core competences in relation to youth work and youth policy in their realities;
- To reflect upon and promote youth work values, principles and concepts, with a focus on dialogue and partnership between government/state/local authorities and NGOs, youth participation, non-formal education, tolerance, and intercultural dialogue.
- To develop a vision to be used for future 50/50 seminars by analysing the current format and identifying current needs and proposals for the co-operation between civil society and the governmental sector.

Partners and organisers

The training seminar was organised in partnership between the Council of Europe Youth Department⁸, the Ministry of Sport, Tourism and Youth Policy of the Russian Federation,⁹ and the National Youth Council of Russia¹⁰.

The Council of Europe is one of the oldest international organisations dedicated to fostering co-operation in Europe, through the promotion of human rights, democracy and the rule of law. Founded in 1949 by the Treaty of London, it was established by a group of national leaders to ensure that the horror and suffering of the 20th century's two world wars would never be repeated. The Council of Europe believes that such values as human rights, democracy and the rule of law form the basis of a tolerant and civilised society, and that they are indispensable in building a stable, functional, and cohesive Europe. **The Youth Department** is part of the Directorate of Democratic Citizenship and Participation of the Council of Europe. The Department elaborates guidelines, programmes and instruments for the development of coherent and effective youth policies at local, national, and European levels. It provides funding and educational support for international youth activities aiming at the promotion of youth citizenship, youth mobility, human rights, democracy, and cultural pluralism. It seeks to bring together and disseminate expertise and knowledge about the life situations, aspirations, and ways of expression of young Europeans.

The Ministry of Sports, Tourism and Youth Policy of the Russian Federation was founded on 12th May, 2008 and was, at the time of the seminar, a federal executive body responsible for performance of governmental policy and legal regulating in the area of physical culture, sports, tourism and youth policy, providing of governmental services (including anti-doping activities), and managing of governmental property in the sphere of physical culture and sports. On the part of the Ministry of Sport, Tourism and Youth Policy of the Russian Federation, the activities under the Framework Programme are coordinated by the Department of Tourist Activity and International Cooperation.

The National Youth Council of Russia was founded on 10 January 1992 on the initiative of 8 non-governmental organisations. Foundation of National Youth Council was supported by the Russian Federation President's Decree 1075 "On immediate actions on development of youth policy in the Russian Federation", dated 16 September 1992.

The National Youth Council unites different all-Russian and inter-regional organisations and Regional youth councils (Round tables) as its members. It serves as a system of coordination and consultation for youth and children organisations. The main aim of National Youth Council is to support and coordinate activities of Russian youth and children's organisations in order to encourage protection and realization of their interests as well as rights of children and youth.

⁸www.coe.int/youth

⁹<http://minstm.gov.ru/>

¹⁰www.youthrussia.ru

Participants' profile

This seminar was special regarding the profile of participants as this time the course included participants from different Russian regions, not only from one as it was before. There were 27 participants, from 21 cities (18 regions), including 11 representatives of local and regional authorities and 16 representatives of Youth NGOs – both interregional and regional.

From the youth NGO side, the participants were mostly persons with the right of decision making in the organisation for establishing new partnerships and also with possibilities to multiply results of the course. They were aged mainly 21 to 30. All NGO participants actively work on local level and have some experience of cooperation with governmental structures. Their areas of work were different – organisations working with volunteers, associations of rural youth, young Russian-Germans, members of Russian Youth Union, outdoor activities organisations - most of them are members of the National Youth Council.

From the governmental side, participants came from local and regional authorities, aged 21 up to 50 (average around 35). Participants were mostly civil servants and specialists working in youth departments and governmental youth structures. Many of them had a youth NGO's background.

Methodological approaches

The training course created opportunities for participants to gain comprehensive understanding of youth policy, youth work, and youth participation. Participants went through experiential learning process in order to explore realities of youth work and policy in the Russian Federation and at the European Level, possibilities of cooperation between governmental and non-governmental youth sectors, and connections between youth policy, youth work and youth participation. The seminar provided space for development of follow-up activities which will help participants apply the competences developed during the training in their organisations and communities.

The programme was based on the following methodological principles

- Acquire knowledge by receiving information from exercises, inputs from the team, group, and oneself (internal insights);
- Develop skills and attitudes in practical exercises and activities during the programme (based on non-formal learning) and in breaks or free time (informal learning);
- Build the programme on sharing experiences and expertise among the group;
- Give attention to learning processes: provide space for discussions, group feedback conversations, and individual daily reflection.

The main approach used when planning and implementing the training seminar was an approach of non-formal education. The programme has been planned according to the aims and objectives of the course, needs of participants defined in their application forms in response to situations with youth policy in the Russian Federation, considering the opinions and needs of all partners involved and rationale defined during the preparatory meeting with consideration of the results, outcomes, and follow up of previous years' activities and results, and future perspectives of cooperation. The adaptation of the programme during the training seminar happened according to the particular needs and feedback of the group; considering the expectations, fears, and contributions of participants defined on the first day of the training seminar.

The selection of participants has been done on the basis of an open call for participants, as far as the NGO sector is concerned, and the selection itself has been done jointly by the Russian partners and the trainers. As far as the governmental sector is concerned, the selection of participants has been done according to the interest of the regional and local levels to improve their competences in the youth field. Part of the travel costs have also been covered by these levels for the governmental sector representatives.

Main results of the seminar

The seminar has created a space for co-operation and partnership between 16 non-governmental and 11 governmental actors in the development of youth policy, and to contribute to development of youth policy and youth work in the Russian Federation according to principles of pluralistic democracy, human rights, and participation of young people. 27 representatives of more than 15 different regions of the Russian Federation worked together during the seminar, got to know each other better, developed partnerships and ideas for cooperation in the future, and above all, learned together.

Practical workshops within the programme raised awareness of participants about the meaning of youth policy, the role and importance of youth work, and youth participation and their links with youth policy.

The programme of the activity allowed participants to reflect on the current situation and recent developments in youth policy in the Russian Federation, helping to identify existing challenges and possible ways to deal with them from the point of view of governmental and non-governmental organisations. Making the collages, drawing the “Youth policy sun,” and simulation exercise “Meeting the Mayor” were very successfully chosen activities in order to bring up the existing system of youth policy and existing cooperation mechanisms between GOs and NGOs, the roles to be taken by each sector, and helped to develop competences necessary for effective cooperation between both sectors.

The European youth policy, youth policy indicators, main structures and mechanisms, and existing instruments were presented and best practices shared. Meetings with experts and presentation of different instruments, such as the Revised European Youth Charter on the Participation of Young People in Local and Regional Life, and use of different methodological resources of the Council of Europe (“Compass”, “Have Your Say!”) allowed participants to understand better the participatory approach to youth policy in the Council of Europe and acknowledge the meaning of youth work in these processes.

The non-formal education approach together with the values and principles of the youth work in the Council of Europe let participants reflect upon and promote youth work values, principles, and concepts. A focus on dialogue and partnership between government/state/local authorities and NGOs was present throughout the activities.

The networking and cooperation between NGO and GO sectors were developed by means of mutual agreement and in the development of 15 common and individual ideas for follow up.

In regards to the competences developed by participants during the training seminar, the following knowledge, skills and attitudes are to be mentioned:

1) Attitudes

- Changed attitudes of NGO and governmental representatives towards possible partnership and cooperation;
- Vision of young people as a resource;
- Recognition by participants that they are a part of the Council of Europe and part of the Council of Europe youth policy;
- Apprehension of non-formal education as an effective instrument of youth work;
- Understanding that youth needs is the basis for work of governmental actors and NGOs in the youth field;
- Review of one’s own role in youth work and youth policy;
- Reflection about intercultural dimension of youth work and youth policy.

2) Information/ Knowledge

- Concepts and approaches to „youth policy” and „youth work”
- Youth policy context at local, national, and European level and their interconnection.
- Intercultural dialogue as a principle in youth work and youth policy.
- Council of Europe. European youth policy. Co-management system.
- European instruments (The Revised European Charter on the Participation of Young People in Local and Regional Life, European Youth Foundation, etc) and national instruments.
- Programmes of the National Youth Council of Russia and support from the Ministry.

3) Skills

- Non-formal education and Intercultural dialogue skills.
- Practical skills on cooperation/interaction between representatives of GOs and NGOs.
- Skills on working with international organizations.
- Skills on advocacy of youth interests in youth policy development and implementation.
- Skills of critical analyses of youth policy.

Responding to particular objectives set for this year, i.e. to develop a vision to be used for future 50/50 seminars by analysing the current format and identifying current needs and proposals for the co-operation between civil society and the governmental sector. The seminar proved one more time the effectiveness and importance of such activity and format for the process of development of youth policy of the Russian Federation. Despite the fact that some modifications were introduced in terms of duration of the activity, increasing it by one day and changing the format from short-term to long-term one, the seminar was evaluated as an effective and best practice in the field of development of cooperation between NGOs and GOs.

Recommendations for follow-up

The recommendations and suggestion are drawn up considering the results of evaluation of the training seminar done by trainers, organisational team, and participants. After the evaluation of the seminar by the team, the necessity of the training on Youth Work for Youth NGO's in Russia became visible, as there was no such course for a long time and new generation of Youth Workers and Leaders misses competences that might be developed during such course.

The follow up ideas of participants clearly show that there is need to work on youth social rights, young people with fewer opportunities, and international youth cooperation. We can see from participants' evaluations that they have information about what is going on in the European Level, and how youth Work and youth organisations are functioning. Almost nobody heard about mainstream topics such as Recognition of NFE and Social Rights of Youth.

Recommendation for the next years' activities are to include more educational activities (Training Courses) for Youth Workers and Youth Leaders (based on their needs), and to develop competences which will be helpful in their work and useful for Young people in Russia. Training 50/50 might be also a good tool to help in needs analyses of Youth NGO's and GOs in Russia.

Some recommendations and considerations for the programme, content, format and procedures for the next activities of such or similar type:

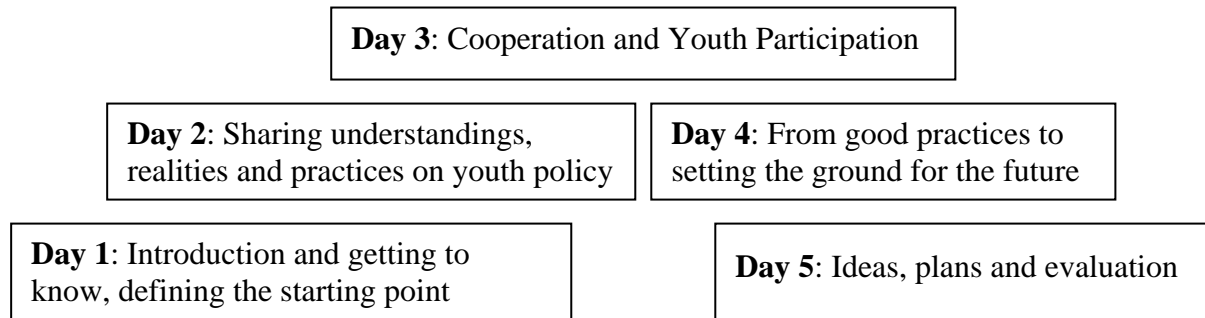
- In regards to selection of participants, to keep balance and ensure diversity between regions represented within the group, to achieve balanced representation in numbers of civil society participants and state representatives, ensure diversity in the NGOs that will participate and experiences of participants with previous activities of the Council of Europe, to ensure gender balance in the participants' group, to try to ensure the representation of both sectors from the same region for the purpose of more effective follow up;
- Regarding the programme of the training seminar, there were several proposals made. Firstly, to make the programme of the training seminar one day longer in order to include some other very important components, i.e. more sharing with existing practices on State Youth Policy in concrete EU countries – possibly, through involvement of participants other than the Russian Federation. Then visits to European Institutions as an official part of the programme and in specially allocated time along with visits to active NGO in Strasbourg would very much help to become closer to European Youth Policy and find out new practices.
- Reflecting on various group feelings towards the non-formal education approach (from dissatisfied to very satisfied) at different moments of the training seminar, to include in the programme the session dedicated to “Non-formal education”, but at the same time to link experience with main principles and values of non-formal education to provide opportunity for deeper understanding of the approach.

- Considering the composition of the trainers' team, to ensure that the team is represented by both the trainers of the Trainers Pool of the Council of Europe and trainers from the Russian Federation.
- According to group and team feedback and evaluation outcomes, the federal level representation of the governmental sector along with permanent representation of other partners throughout the course has been mentioned as one of the vital importance for coherence of the process, main approach of the activity and even more effective results.
- In relation to foreign language (English), to ensure at least two translators/volunteers who would assist in involvement of those members in the team who do not speak both languages.
- In regards to information, to disseminate results of the training seminar and reports in both languages (English and Russian) to as wider audience as possible through the web sites of partners and co-organisers, but at the same time using the potential of the group and their organisations in order to ensure wider and deeper effect.

Concluding all said above, it is worthy to say that the 50/50 concept of the training seminar has proven again to be an effective and successful experience both for participants and organisers, governmental sector and the non-governmental sector representatives.

The necessity to continue implementation of educational activities for the development of youth policy, youth work, and increase youth participation with 50/50 approach is obvious; as well as the request for the training activity of the long-term character, including common residential and grass –root activities containing elements vital for development of youth work and participatory youth policy according to actual realities of young people in different corners of the great territory of the Russian Federation.

Appendix I. Daily programme



DAY 1, 8 May, “Introduction and getting to know, defining the starting point”

After welcoming activities in the evening of the previous day, this programme day has started with opening and introduction of the seminar, continued with group building activities, getting to know better the Council of Europe and organisations of participants, and finished with sharing of individual collages of understanding of youth work and an intercultural evening with great performances of participants in a friendly atmosphere.

In the introductory part participants were welcomed by the organisers of the course, namely:

- Nasyat Shirinova, Administrator in the Youth Department of the Council of Europe;
- Mara Georgescu, Educational Advisor of the Youth Department of the Council of Europe;
- Olga Popova, Executive Director of National Youth Council of Russia;
- Eduard Ryzhkin, Deputy to the Permanent Representative of the Russian Federation to the Council of Europe.

Participants also shared their expectations, contributions, and fears towards the seminar. In general, the group, the process, learning and expected outcomes were shared among the group. Among the expectations participants mentioned knowledge about European and Russian youth policy, better awareness about existing youth policy mechanisms, structures and their roles in the youth policy, sharing of and getting new experience in the field of youth policy and youth work, getting insights about best practices in youth field in different Council of Europe member states, new contacts and partnership, inspiration and motivation, new projects’ ideas and cooperation within and between regions as well as better understanding and instruments of intercultural dialogue and social inclusion, and positive emotions and complex vision of the youth policy.

The group was ready to contribute with their knowledge and experience in the field of youth policy and youth work, discuss the youth policy in the region, different international youth programmes and experience of organisation in these programmes, project management skills, new methods of non-formal education, best practices in youth policy implementation involving different actors, media coverage, making groups in social networks, good mood and jogging in the morning, and yoga.

As for fears participants mentioned lack of knowledge in the field of youth policy, fear to be lost after the seminar, wasting of time and boring programme, language barrier during the

programme, overloading with information, and lack of time for all programme elements. Participants also mentioned that they would like to avoid unjustified expectations, loss of important information, generalisation in words and actions, absence of real results, lack of free time for sightseeing, and unserious attitudes of other participants.

The rest of the morning programme was dedicated to group building activity where participants had to cross the “Swamp” acting as a group, thus, discovering the better ways and building the culture of cooperation in the group. As a result, the main principles of effective cooperation defined by the group for 5 days of the seminar included following:

- rule of raised hand;
- do not accumulate negative emotions;
- respect;
- positive mood;
- aloud thoughts (concerning a topic of discussion);
- responsibility;
- constructive criticism;
- punctuality;
- support;
- feedback (with trainers);
- concentration on qualitative results.



The presentations of organisations started from the introduction of the Council of Europe, its mission and activities, the place of the Russian Federation in the Council of Europe and main differences between the Council of Europe and the European Union. Then the Organisational market took place where participants shared information about their organisations, presenting the aims, objectives, type of work they do in the youth field and achievements of work they are proud of (see Annex C).

The collage “Youth work is...” open the floor for reflection and discussion on individual perceptions of participants about the youth work.

The atmosphere and interactive programme of the evening prepared and run by participants let them understand each others’ cultural backgrounds and affiliations, have fun, and develop intercultural competences.



DAY 2, 9 May, “Sharing understandings, realities and practices on youth policy”

Youth policy was the core issue in the agenda of the second programme day. Participants had a chance to share their own understanding of youth policy, to discover the European youth policy and the one existing in the Russian Federation on federal and local/regional levels. The final part of the day programme was dedicated to workshops on non-formal education and intercultural dialogue.

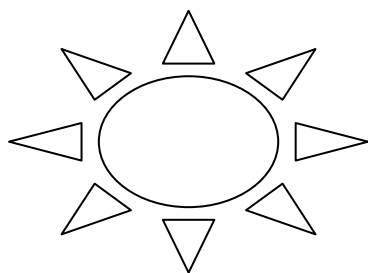
The day started with welcome speech delivered by Tina Mulcahy, the executive director of the European Youth Centre Strasbourg, and continued with the introduction to the youth sector of the Council of Europe done by Mara Georgescu.

The rest of the morning was spent for harvesting the understanding of the youth policy by participants and accumulating the information about the practices and realities on the youth policy in the Russian Federation.

First, working in small groups participants identified the core words which characterise/are related to/are covered by the youth policy. Being the starting point for participants' reflection on the issue, the common things mentioned as outcomes were:

- **Structure:** involvement of public and governmental sectors, legislation and regulations on youth policy, financial support (grants etc.), youth friendly infrastructure for participation and development.
- **Areas:** Mobility (including tourism) and opportunities, employment (unemployment) and adequate waging, youth participation (including different forms of participation, e.g. non-formal groups, organisations, students councils, voluntary movements, youth parliaments) and supporting systems (youth work), access to reliable information, , new technologies and innovation, education (including formal, informal and non-formal approaches and competence based development - see directions below) and personal and professional development, health and family, leisure and free time;
- **Competences** (directions) to be developed topic raised: team work, communication skills, emotional intelligence, civic position and attitude, leadership, sense of initiative, entrepreneurship, creativity, self-development skills, intercultural dialogue, ecology, disadvantages, patriotism,
- **Other characteristics given:** friendship, love, surprises, new experience, support, festivals, hard work, help, "two sides of the coin", personal philosophy, starting in family, self-assertion, heroes.

The next part of the morning programme continued with exploring the youth policy realities and practices of the Russian Federation regions represented by participants. Participants prepared and shared the models and mechanisms of the youth policy, actors involved and their roles along with the existing documents and youth policy implementation procedures in their region. The work happened in small groups where participants drew together a youth policy landscape according to the situations in their region. The work resulted in the posters with "youth policy sun" presenting the best practices/ really working elements (mentioned in the middle of sun) and challenges (mentioned in rays) of the youth policy from region to region. Here the expectations towards each of the sectors were identified for the development of the situation and dealing with challenges. Participants



worked in 4 groups according to the type of organisation they represented, i.e. governmental and non-governmental sectors. Results and outcomes of group work were presented on the next morning.

The meeting with Mr Ulrich BUNJES, the Head of the Youth Department of the Council of Europe and Mr Denis BARINOV, the Head of the National Youth Council of Russia opened the afternoon programme and let participants discover more about the European Youth policy and youth policy in the Russian Federation.

Two workshops ran in parallel closed the day programme. The topics of the workshops were (a) Non-formal education and (b) Intercultural dialogue.

The Non-formal education workshop provided a space for participants to experience the non-formal education through the exercise “The language barrier” from Compass – the Manual on Human Rights Education with Young People. After the activity participants together reflected on the experience and identified the main principles of the non-formal education. As a result of the workshop, the values, approaches, and attitudes of the non-formal education were discussed to understand the differences between non-formal, formal and informal education.

The Intercultural dialogue workshop focused on the exploration of the concept of intercultural dialogue and its main challenges, provided a space to share participants’ understanding about intercultural dialogue, introduced the White Paper on Intercultural Dialogue of the Council of Europe, made conclusions and links regarding the importance of intercultural dialogue to youth participation and youth policy, and local realities of the participants. First, participants were given a chance to experience the process of intercultural dialogue through the simulation activity “The storm on the island”, then shared experiences and were introduced to the concept of intercultural dialogue through the Iceberg model of intercultural learning. The discussion about the links to realities of participants brought out examples from life (activities, perceptions etc.) and helped to better understand the meaning of the intercultural dialogue as well as to find out the interconnection of the intercultural dialogue with youth policy, thus, giving the space for potential development of existing activities in the future.

DAY 3, 10 May, “Cooperation and Youth Participation”

The third day was the day of explorations and discoveries. The current situation in youth policy in the Russian Federation was discussed, and the roles of NGOs and governmental sector in relation to youth work and youth policy development and implementation were clarified.

Participants developed their competences in building dialogue between governmental and non-governmental sectors, better understood the roles, responsibilities, and challenges of what both sectors have and face in relation to youth policy development and implementation, and reflected on the role of youth participation in this processes.

The morning part of the programme was devoted to cooperation and started with presentations of the “youth policy suns” that were created by participants the day before. It was a great opportunity to see how both sectors see present situation of youth policy and the role of the other sector. Summing up the experience and outcomes of this exercise, it is important to mention that for many of participants in the group this exercise was full of insights about existing situations with youth policy in the Russian Federation, breaking stereotypes between the NGO and GO sectors’ representatives regarding their attitudes and roles in the youth policy, and clearness towards existing challenges that can be addressed by both sides.

	GO perspective	NGO perspective
Positive aspects	<ul style="list-style-type: none"> - the existence of legislative base, system, infrastructure - a wide range of areas covered - development of youth advisory organs 	<ul style="list-style-type: none"> - the existence of NGOs as such - a wide range of activities provided (including educational, leisure, cultural), - existence of networks - wide coverage of the topics

	- the existence of “formal” feedback/consultation system	worked on
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Many challenges, such as absence of responsibility in NGO sector, consumer attitude, and lack of initiative from youth organisations as well as lack of material and technical base for the initiatives realization, lack of information and cooperation with different sectors, lack of staff, weak cooperation with NGOs, and absence of cooperation mechanism with NGOs were addressed toward GOs within the activity. The main challenge pointed out both by NGO and GO representatives is unclerness of the roles and responsibilities of another sector ,therefore misleading expectations toward each other. Therefore, a lot of time during the presentations and the next activity itself were focused on clarifying the roles of both sectors.

The simulation exercise “Meeting the Mayor” from the “Have Your Say” Manual on the Revised European Charter on the Participation of Young People in Local and Regional Life clearly showed the reality of the existing mechanisms of cooperation and helped participants to think over better strategies for co-operation, defining best practices, and areas in cooperation mechanisms that can be implied in reality of participants.

Tackling the topic of youth participation in the next part of the session gave participants the opportunity to first reflect on the meaning of youth participation in theory and practice and then to make links to its interrelation to youth policy and youth work. The brainstorm on “The young person is...” and “Youth participation is...” (see outcomes below in table) was followed by the presentation of the definition of youth participation from the Manual and the “Ladder of participation” activity pointing out different levels of participation with real examples from realities of participants.

Young person		Youth participation	
Illiteracy	Internet	Hanging out	Actuality
Stupidity	Model	Volunteer	Start fever
Volunteer	Consumer	Communication	Impetuosity
Diversity	Art	Influence	Grow
Self-education	Protest	Elite	Curiosity
Potential	Imprudence	Activity	Process inclusion
Twitter	Mobility	Self-expression	It was told to do so
Kindness	Movement	Unique	we do
Showing off	Maximalism	Prospects	Useful there where
Sincerity	Creativity	Advancement	was born
Freedom	I want to leave	Importance	Skills
Dance	Creativeness	Experience	Who if not me?
Age	TV	Changes	None of my
Activity	I don't care		business
Future	Career		
Conflict	Ambitions		
Immortality	“Gopnik”		
Passivity	Positive		
Ideas			
Responsibility			
Motor			
Beauty			

Concluding the experience of the day, participants have mentioned in the last debriefing circle that they learned more about the youth policies in different regions and reflected on youth policy and their knowledge of that in their own region. The group particularly pointed out that presentation and sharing of the situations in their region (“the suns”) along with the experiential exercise, “Meeting the Mayor,” were “highlight” experience and brought deeper understanding of youth policy meaning reinforcing the roles and responsibilities undertaken by NGOs and GOs. Particularly the importance of the NGO role and “going” farther in activities than festivals and exhibitions was mentioned as a vital need. The issue of involvement of researchers for youth policy to be built upon presence of relevant data was raised. The regular support and development of youth participatory structures was addressed by both sides, as well as regular budgetary support for youth initiatives and responsibility (level of trust).

DAY 4, 11 May, “From good practices to setting the ground for the future”

The fourth day of the programme brought up the examples of good practices of cooperation between institutions and civil society for youth policy development, as requested by the participants in their expectations towards the training and every day evening reflection groups.

Mr Dmitri MARCHENKOV, the representative of the Congress of Local and Regional Authorities of the Council of Europe met with participants and told about the Congress of Local and Regional Authorities of the Council of Europe, and the revised European Youth Charter on the Participation of Young People in Local and Regional Life. He outlined the importance of participatory approach to youth policy on different levels, including regional and local, and explained the work done by the Council of Europe in this regards.

Ms Véronique BERTHOLLE, the representative of the Youth Express Network, presented her organisation and activities they do on local and international level. The most beneficial for participants out of her speech was the explanation of the mechanism of cooperation between their organisation and local governmental bodies. She has also spoke about the experience in building effective and trustful cooperation and partnership with the local municipality. Participants were really interested and some of them even went to visit the headquarters of the organisation during the lunch break.

In order to accumulate and put together the outcomes of the previous days participants were invited to reflect upon the interrelation of three main issues raised during the training seminar, i.e. youth policy, youth work, and youth participation. They were asked to point out the areas for improvement of young people’s life from three perspectives: what can be done with, for, and by young people. By working in three smaller groups, participants came up with following:

What can be done with young people?

- To develop a legislative base.
- To set up the mechanisms of cooperation between GOs and NGOs, increasing NGOs’ participation in decision making and youth policy development.
- To involve youth parliaments and councils into the processes of youth policy development.
- To pay attention at information and its availability.
- To initiate and organise joint activities and projects.
- To raise awareness and stimulate the growth of importance of the youth work and support NGOs in these processes.
- To provide space and conditions for inclusion.

What can be done for young people?

- To develop laws and legislative base related to young people.
- To clearly define the mechanisms of cooperation between GOs and NGOs, young people's involvement in youth policy development and support of youth NGO.
- To clarify the division of competencies of public authorities.
- To ensure the adequate infrastructure for youth work based on the needs of young people.
- To carry out the systematic research, including collection of data on implemented projects and achieved results, to be used in development and implementation of state youth policy.
- To stimulate participation of young people through development of mechanism of motivation.
- To finance NGOs in framework of events, activities, and ensure logistical and financial support of youth initiatives and projects.
- To set up the quota for young deputies in governments.
- To ensure access to youth media and internet technologies.
- To provide space and conditions for inclusion.

What can be done by young people?

- To be actively involved and participate in youth policy development.
- To develop youth initiatives based on their interests and particular needs.
- To participate in public discussions of legislative projects.
- To take responsibility and come up with the initiative to bring the change.
- To use and promote Youth media and internet technologies.

11 indicators developed by the European Youth Forum for European Youth Policy and the interlinked model of participatory youth policy and integrated youth work showed the role/place of each component, i.e. youth policy, youth work, and youth participation. This brought real examples made by the team (see the model below) closing the “past and present” components of the seminar and opening the floor for planning future perspectives and follow up activities.

The rest of the day, participants worked on developing the follow up activities to be implemented after the training seminar individually and in partnership with other participants.

DAY 5, 12 May, “Ideas, Plans and Evaluation”

The morning session focused on presentation of different support measures for initiatives of participants on the local, regional, and international levels.

The support available from the Ministry of Sport, Tourism and Youth Policy of the Russian Federation, and the Youth Department of the Council of Europe along with the opportunities of the Youth in Action Programme of the European Commission and the European Youth Foundation of the Council of Europe were presented. Then time and space was given to participants in order to reflect on how these opportunities can be used in order to implement the follow up initiatives and ideas they planned. More details on follow up plans presented by participants after the lunch are found in the section of the report “Follow up plans of participants” and Annex 1 “Summary of follow up projects”.

The evaluation activities closed the programme of the event. Here participants evaluated the competences they developed during the seminar, summed up the experience from every day programme and reflection groups, identified individual learning outcomes, learning outcomes for their organisations and the young people they work with, and evaluated the seminar

formally and in interactive way from different perspectives, i.e. content, programme, learning outcomes, logistical aspects, group work etc.

The main issues pointed out as the outcomes and results were great experiences that allowed participants to:

- Better understand meaning of youth policy and European youth policy,
- Share and more precisely understand the situation with youth policy in the Russian Federation on federal, regional and local levels,
- Reflect on the roles of NGO and GO and develop better cooperation and understanding between representatives of both sectors;
- Better know people personally and develop new ideas for follow up;
- Get ideas for youth policy and youth work development in their region;
- Discover different support measures – instruments for follow up activities;
- Value the cooperation between both sectors;
- Understand better the Council of Europe as an organisation;
- Get interested in future active participation.

Some participants mentioned that for the future it would be good to include in the programme visits to local organisations and different European institutions (to use for 100% the resource of the place). Also, the representation of Federal level institutions responsible for youth policy was mentioned as vital importance for the ensuring of the 50/50 approach at all levels. All in all participants were satisfied and greatly valued the approach of 50/50 training as such.

The farewell party in the evening with issuing certificates and T-shirts for each participants officially closed the training seminar.

Appendix II. Follow-up plans by participants

The training seminar was a great opportunity for participants to get to know each other better, to share realities, and discover the areas of work of organisations represented by participants. Participants desire to set up partnerships and develop concrete ideas for cooperation and follow up.

The individual ideas were developed and presented by participants in the afternoon of the 4th day of the seminar. Many ideas were focused on international and interregional cooperation. All ideas are grouped as follows:

- Development (way of thinking, communication, personal growth),
- International and interregional cooperation,
- Confidence in the future (dignified existence, importance, being needed),
- Leisure,
- Expansion of life boarders of youth (communication, education, career),
- Non formal education,
- Right choice, self-determination, professional orientation => Non formal education,
- Self-realization, being needed, useful => educational projects, experts groups on local development
- International educative programs,
- Research in the youth sphere
- Infrastructure in the youth policy (good centres, clubs on republic and local levels)
- Youth information,
- Employment,
- Career, business,
- “Interestingness” in creativity
- Student (youth) self-governance,
- Social guaranties and support for low-income groups/ people in difficult situation,
- Support in solving social questions
- Families, housing

Further work, individual and in groups, on development of these ideas resulted in **15 more concrete project ideas** focusing on different sectors of youth policies and youth participation with the purpose to be implemented after the seminar and follow up results/outcomes of the activity. The sectors/ areas covered by the ideas are:

- International cooperation;
- Voluntarism;
- Youth work support system and structures, including development/building of infrastructure;
- Housing;
- Inclusion of young people with fewer opportunities

More detailed summary of ideas is available in Annex 1.

The resources and potential of the social networks were also used and two **internet groups** were established already during the training seminar for further networking after the course, exchange of information, ideas, and development of common initiatives started during the seminar and these newer ones have been developed as well:

- 1) The group page of the seminar in social network “V kontakte“
<http://vk.com/strasbourg5050>;
- 2) The group page of the seminar in Facebook.

A **mailing list** of participants, team members, invited experts, and other people involved in the activity was created and disseminated among the group in order to ensure regular communication between participants.

Some **other mechanisms** for further cooperation included in the ideas developed by participants during the training seminars are common web-sites and data bases with information on mobility and education, newsletters, etc.

The **information about the training seminar** was disseminated during and after activity on these different web sites:

<http://www.zabaikalye.ru/pressreleases/3512>,

<http://kbro.ru/news.html?did=1737>,

http://www.youthrussia.ru/index.php?option=com_content&view=article&id=713:-5050&catid=19:news&Itemid=116,

http://bashgmu.ru/index.php?option=com_content&view=article&id=1709

<http://kdm62.ru/news/2012-05-11-2022>

http://federal.polit.ru/govbody/kommol_rzn/news/127100647/

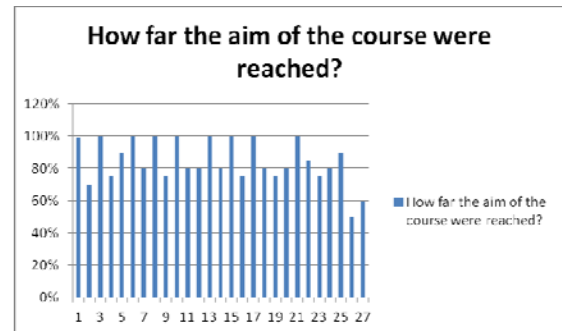
One month after the training seminar, participants worked on the implementation of developed plans, shared information, and outcomes of the training seminar with members of their organisations and co-participants in activities from other organisations.

As some of participants mentioned in emails in one month after the course: “There is still a lot of work to done!!!”

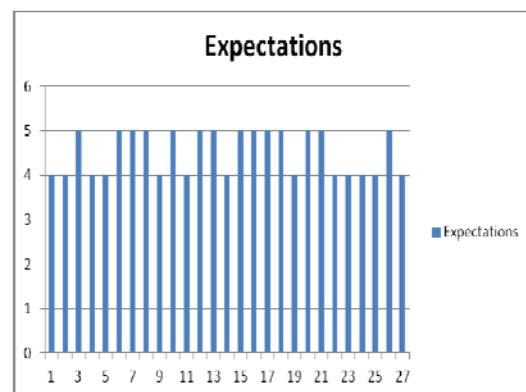
Appendix III. Main evaluation points

We can see from the evaluation forms of participants that the general satisfaction with the course was high. The first part of evaluation questions were about aims of the course, expectations of the participants, methods were used, and learning atmosphere. Here is the analysis of the evaluations:

The first question was about aims of the course. As we can see from the diagramme, more than half of group's aims reached more than 80%, only for 1 participant on 50%, and for the rest on diapason from 70% to 80%.

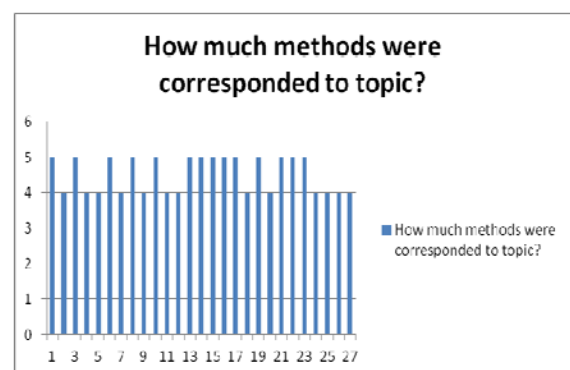


The second question was about expectations of participants. For half of the group expectations were fulfilled 100% (5 points from 5). All other participants marked 85% of their expectations fulfilled (4 points from 5). Main comments were about opportunity for getting to know people from other regions and organisations and that the course became an opportunity to discover youth work from the other side. There was one critical comment about not using the full potential of public sector representatives during the course. 5 participants mentioned that results were higher than they expected at the beginning.



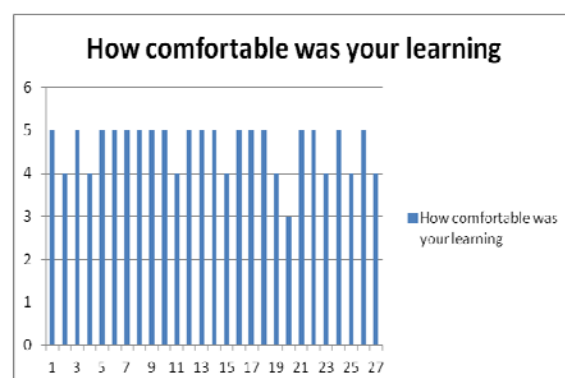
3. Methods of the training (pic.3)

13 participants were fully satisfied with the methods (5 points out of 5) and 14 were almost satisfied (4 points out of 5). For some of participants it took time to understand non-formal education methods, but finally they started to appreciate them. One person commented that the beginning methods did not really answer the content (opening, organisational market).



4. Learning atmosphere of the training

For main part of the group, the learning process was very comfortable (5 points from 5), for 8 persons it was good (4 points



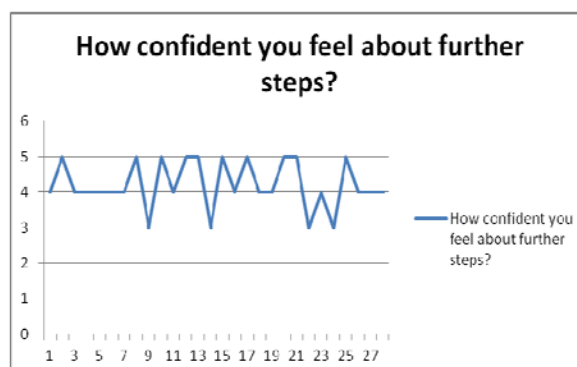
out of 5), and for one person it was average (3 points). Main factors that helped participants feel comfortable were the team of participants, methods, and atmosphere inside the group and Strasbourg.

5. The fifth question was correlated to new knowledge about youth work, youth policy, and youth participation. From the comments, participants found information about European youth policy, funding opportunities (European and Russian Youth Programmes), and information about Youth Policy in other regions of Russia to be most interesting and new.



The second part of the questionnaire included questions about the programme sessions. Overall, participants gave very satisfactory scores regarding the programme. “Teambuilding Session”, “Youth Work and I”, “Simulation on Cooperation Between NGOs and Gos”, and “Funding Opportunities” had an average score of 4,9 out of a maximum of 6. “The Criteria of the Youth Work” (comments- was hard to do task, hard to work with 3 definitions), “Organisational Market” (comments – methodology needed to be changed, not enough time, not enough space for everybody), “Youth Policy of the Russian Federation” (comments- topic wasn’t open enough, were missed representative of the Ministry) received the lowest overall rating (from 4,02 to 4,2) All other sessions received an average rating from 4,5 – 4,8.

Another question regarded how participants feel about follow up and next steps. This question was without comments, but we can see that biggest part of the group felt quite confident. Some of participants mentioned in oral evaluation that they needed time to analyse everything one more time and to make conclusions to see the picture and to understand how they feel.



Finally, the questionnaire had 3 open questions, as follows:

What is your first step after you return home?	What type of support do you need?
Discuss project with colleagues	In principal I have everything
To discuss my further plans with the head of organisation	Needed consultancy from NYCR and informational support from social media
To spread information to maximum amount of people	Nothing
Making initiative group, looking for partners and funds and creating of info space for the	Resources, finances

Course participants	
I will present Council of Europe and TC to Young People	Nothing
17-19 of May I have seminar for my organisation, there I will use Compass	I need to spread information to the staff of my organisation and receive their support
Talk to Youth Affairs Comity	Info, moral and finances
I will find all presented on-line resources	Hard to say, informational
Exploration of the NYCR projects, funding opportunities	Consultations
I will analyse received knowledge, materials. I will look for new partners	Professionals for research in Youth sphere
I will analyse received information	Support from the side of Youth NGOs in projects realisation
Results analyses	Don't know yet
Creation of the project on international cooperation	Mailing about projects, personal on-line consultations, help in finding partners
Put photos on-line	Evaluation of the project application

Appendix IV. Summary of follow-up projects

Area of work: International cooperation

1. Ilmira (Republic of Tatarstan)

Development of international cooperation as a tool to activate the potential of youth and support youth work in the countryside and villages, including development of information data base, consulting with young people from villages, and establishing contacts with international partners.

2. Anna Kolgurina (Krasnodar)

Development of international cooperation in Krasnodarsky region. The idea would include setting up the initiative group; establishing partnership with youth organisations, international foundations, international universities, and national Youth Council throughout the implementation of different projects. The goal also includes developing foreign language competences of the participants of initiative groups, and using the resources and potential of Rotaracts NGOs.

3. Zhanna (Nalchik, Republic of Kabardino-Balkaria)

Integration of young people from the represented republic in international community. The idea would include development of cooperation between youth organisations from different regions all over Russia, and international organisation and governmental structures (Ministry on youth of KBR). The plan of actions includes organisation of exchanges and job-shadowing, trainings, seminars, forums on the topic of non-formal education, voluntarism in partnership with international and interregional partners, regular development of foreign language competences with involvement of volunteers who know foreign languages, and dissemination of information among youth NGOs about opportunities to participate in international programmes ensured by means of a developed web site and established regular newsletter/information list.

4. Republic of Mariy-El

Development of international cooperation by means of collection of information about international projects, foundations, grants, the data base on potential international partners, participation (individually and in groups) in international projects, and calls. The idea should also integrate the experience and potential of the camp for Finno-Ugric children.

5. Ekaterina (Moscow)

Development of international cooperation

Challenges and problems to be addressed by the idea:

- lack of information
- language barrier
- lack of cooperation between organisations

Steps to implement the idea include:

- Negotiations with Ministry for informative and administrative support.
- Distribution of information in universities and territorial quarters of RYU.
- Development of cooperation with potential and existing partners from other countries.
- Coordination on federal level, representation in governmental structures.

6. Idea

To develop the common web site/community where it will be possible to post information in 2 languages (minimum) about international and interregional events, trainings, seminars and forums, and information about activities in around the world. Development of groups in social networks is another way to share ideas and foster communication. Another step in the idea is to establish a resource centre which would be responsible for consultancy, administration of the web site, and methodological support. It would also coordinate the club of people interested in international cooperation, organise meetings with experts in the field of youth partnership, and develop initiative of foreign language courses in the centre and member organisations. Thus, it will be possible to raise the availability of information, decrease language barriers, develop cooperation on different levels, and ensure support and consultations for NGOs and young people.

7. Budanova Natalja (Chita, Zabakalsky region)

Development of international cooperation based on distribution of information among young people on international projects. The idea would involve following steps:

- Collection of information, analysis of situation;
- Search for partners (In the Russian Federation and abroad);
- Consultations with lawyers and experts in the field of international law;
- Consultations with international department of RYU CC;
- Consolidation with participation of 50/50 TC and NYCR;
- Forming the initiative group of young people in the region;
- Creation, development and modernisation of common information resource.

8. Smekhov Maksim (Khanty – Mansyisk)

To develop a system of international cooperation in the field of non-formal education on the basis of the RUY quarter in Khanty-Mansyisk. The idea foresees the establishment of initiative group interested in international cooperation, establishment of cooperation with international partners through different activities of CoE and EU, development of common international project to be applied to EYF, and development of interactive page on international projects in order to make the information available for wider group of young people.

Possible projects' themes:

- European mobility – education (formal and non-formal);
- European mobility – employment and carrier (job-shadowing, internships, business trainings, development of small international enterprises);
- Human rights and Democracy (camps and seminars on challenges, raising capacity of local trainers potential, job-shadowing in countries members of the Council of Europe);
- Development and support of human resources staffs of NGOs;
- Organisation of camp on the topic of intercultural dialogue;
- Publishing of informational materials in the field of sexual education and gender equality.

9. Margarita (Moscow)

To develop local /regional youth exchange programmes with the aim to better know the culture of national minorities and to exchange experiences of youth work with inactive young people – young people with fewer opportunities, including those from villages. The project will be also focused on development of a systematic approach and will involve NGOs of different nationalities, youth NGOs, and these public institutions: schools, universities, cultural clubs, and Ministries.

Area of work: Voluntarism

1. Vasiliy Bikov (Kaliningrad)

To create the All-Russia Voluntary Service in order to modernise the NGO sector and to open up space for the potential of creativity and innovation of socially oriented NGOs through the opportunity to ensure the regular staff/human resources from volunteers. This initiative would increase the number of NGOs working on permanent basis and strengthen the level of trust of the GO sector towards the NGO sector.

Area of work: Youth work support system and structures

1. Magomed (Republic of Ingushetia)

Development of different structures/bodies (clubs, centres) of youth policy on regional and municipality levels. The idea is proposed in line with the assertion of 10 youth centres included in the project of the sub programme «Activities for social-economic development of Republic of Ingushetia in 2012-2025» within the state programme project "Development of North Caucasian Federal District until 2025" to be ensured by the Committee on Youth Affairs. The idea foresees also the involvement of youth organisations that would actively participate in the establishment of infrastructure through different stages (contact with funders, premises, etc.)

2. Yelchaginova Olga and Kobyakova Anna (Lipeck region)

Establishment of NGO resource centre that would ensure the new interregional and international projects, networking, web sites, thematic newsletters, educational programmes for coordinator of NGOs, non-formal education programmes, and regular consultations.

Area of work: Housing

1. Stanislav Iazovitsky (Saint- Petersburg)

To increase access of young people to housing by means of raising awareness of young people on housing opportunities and mechanisms for receiving housing in accordance with existing federal and regional programmes. The idea foresees:

- Development, publishing, and dissemination of informational leaflets and guidelines with simple and easy explanations about existing laws and rules on receiving and obtaining housing;
- Organisation of youth consultative centre in the field of youth housing;
- Development and signing agreement with the Housing Committee of St.- Petersburg on cooperation in the field of information for youth on opportunities for purchasing housing using state housing programmes.

The idea foresees involvement of both NGOs and GOs.

Area of work: Inclusion of young people with fewer opportunities

1. Ratmir (Nizhny Novgorod)

To develop the environment for young people with fewer opportunities (people with disabilities), attitude of the state, business, youth, and other society members towards them and their accessibility of environment (employment, pandus, transport, special conditions). The idea also strives to break stereotypes about this group, develop, and support of willingness to grow and achieve ideas of self-realisation.

Activity: Implementation of 4 -7 days event «I CAN! CAN YOU?» The programme of the event will contain all or some of the following elements of work with local youth (possible involvement of young people from other regions, countries):

- Living library
- Speeches and performances showing attitude of the society to people with disabilities, influence on their development (interactive feedback activities)
- Invitation of representatives of state bodies, business structures, local leaders of youth NGOs (round tables)
- Photo hunting in public places with focus on accessibility of environment for people with disabilities

2. Natalja Moleker and Ttajana Kosacheva (Ryazanskaya and Novosibiskaya region)

To develop activities directed to self-realisation, self-determination, and raising of strong civil position of young people. New forms of activities and distribution of information among different youth motivating them to be involved in public life. The project idea foresees deep analysis of the needs of young people, their interests, ideas for self-realisation by means of involvement of volunteers, and professional sociologists by means of carrying out the survey. Other activities included: wide public informational campaign where the content depends on the target audience and the development of youth work programme of activities, including:

- a. Interactive meetings
- b. Informal meetings with famous, successful and interesting people who consider the interests of young people. Everyone can take part in meetings.
- c. Interactive forums in general education: tea ceremony, send animation, karate competition, round tables, discussions on youth policy issues – defined according to the needs of young people.

The activities will be focused on the involvement of excluded/ inactive youth in existing projects of state youth policy.

Appendix V. Daily programme

7 May 2012

Arrival of participants

19.00 Dinner and welcome evening

8 May 2012

9.30 Opening and introduction to the seminar

11.00 Coffee break

11.30 Group building – The Swamp

13.00 Lunch break

14.30 Introduction to the Council of Europe

15.00 Organisations Market

16.00 Coffee break

16.30 Youth work exchanges

18.00 Reflection groups

19.00 Dinner

20.30 Intercultural evening

9 May 2012

09.30 Welcome by Tina MULCAHY – Youth Department of the Council of Europe

Introduction to the youth sector of the Council of Europe

09.45 Sharing practices and realities of youth policy

11.00 Coffee break

11.30 Sharing practices and realities of youth policy

13.00 Lunch break

14.30 Youth policy in the Russian Federation – European youth policy

Ulrich BUNJES – Head of the Youth Department of the Council of Europe

Denis BARINOV – Introduction to the Russian youth policy

16.30 Workshops

Non-formal education

Intercultural dialogue

18.00 Reflection groups

19.00 Dinner

Free evening

10 May 2012

09.30 Discussion regarding the cooperation between civil society and local authorities

11.00 Coffee break

11.30 Co-operation between institutional and civil society partners in practice - Simulation

13.00 Lunch break

14.30 Co-operation between institutional and civil society partners in practice (II)

Introduction to the ladder of youth participation

16.00 Visit to the Council of Europe

20.00 Dinner in the city

11 May 2012

09.30 Good practices of co-operation between institutions and civil society for youth policy development

Dmitri MARCHENKOV – Congress of Local and Regional Authorities of the Council of Europe

YEN – Youth Express Network

11.00 Coffee break

11.30 Areas for improvement: What can be done with, for and by young people to improve their lives?

13.00 Lunch break

14.30 Making links between youth policy, youth work and youth participation

15.30 Introduction to follow-up and working on follow-up

19.00 Dinner

After dinner: working on the follow-up

12 May 2012

09.30 Presentation support measures

Ministry of Youth and Sport of the Russian Federation

Youth in Action Programme of the European Commission

European Youth Foundation and the Youth Department of the Council of Europe

11.00 Coffee break

11.30 Developing follow-up and networking

13.00 Lunch break

14.30 Presentation of follow-up

15.30 Evaluation and closing

19.00 Dinner

20.30 Farewell party

Appendix VI. Participants list

Surname	Name	Organisation
BAUER	Margarita	Interregional youth organization “German youth association”
BUDANOVA	Natalia	Zabaikalskykray regional committee of all-Russian NGO “Russian union of youth”
BEREZINA	Anastasiia	Union of children’s and youth organizations of Mari El republic “Erviy” – “Young power”
BYKOV	Vasily	Kaliningrad regional youth NGO “YMCA-Yantar”
BAYSIEV	Temirzhan	Young NGO “M-Drive”
KOSACHEVA	Tatiana	Association of children’s and youth NGOs of Ryazan region “Youth council”
KLIMOVA	Ekaterina	All-Russian NGO “Russian Union of Youth”
KONYSHKIN	Ratmir	Interregional youth movement for support of voluntary initiatives “Sfera”
ZHEKAMUKHOVA	Zhanna	Interregional association of youth NGOs of Caucasus
IDRISOVA	Gulnara	Interregional NGO “Association of girl scouts”
OVCHINNIKOVA	Maria	All-Russian youth NGO “Russian union of rural youth”
RAKHIMOV	Kairbek	Youth NGO of Kalmykia republic “Student pedagogic group “Solng””
SABIRZIANOVA	Ilmira	Regional NGO “Agrarian youth association of Tatarstan republic”
SMEKHOV	Maksim	Khanty-Mansiysk regional branch of all-Russian NGO “Russian Union of Youth”
KOLGURINA	Anna	Krasnodar regional NGO “Southern regional resource center”
SHIRINOV	Zamir	All-Russian NGO “Russian Union of Youth”

BARKINKHOEV	Magomed	Committee on youth affairs of the Republic of Ingushetia
ELCHANINOVA	Olga	Department of internal policy of Lipetsk region
KOBYAKOVA	Anna	MoscowStateDuma
MOLEKER	Natalya	State budgetary institution of Novosibirsk region “House of youth”
NIKIFOROV	Alexey	Ministry of sport, tourism and youth policy of Krasnoyarsk region
PANOVA	Olga	Department of family and youth policy of Moscow
POZDNIAKOVA	Natalia	Department of youth policy of Krasnodar region
TOROPOV	Vladimir	State budgetary institution of Arkhangelsk region “Youth center”
KHOLOPIK	Andrey	Department of youth policy of Krasnodar region
SHEPELEV	Alexander	Department of youth policy of Krasnodar region
IAZOVITCKII	Stanislav	Committee on youth policy and interaction with NGOs of the government of Saint-Petersburg
BARINOV	Denis	Chairman, National Youth Council of Russia
GAVRILOVA	Anna	Head of international programmes and projects department, National Youth Council of Russia
POPOVA	Olga	Executive director, National Youth Council of Russia
SCHERER	Ekaterina	Freelance trainer
GUDAKOVSKA	Natalja	Freelance trainer
GEORGESCU	Mara	Educational advisor, Youth Department, Council of Europe
LUBELLI	Jackie	Administrative assistant, Youth Department, Council of Europe
SHIRINOVA	Nasiyat	Administrator, Youth Department, Council of Europe
IVANOVA	ULIANA	Trainee on study visit, Youth Department, Council of Europe
BUNJES	ULRICH	Head of the Youth Department, Council of Europe
MULCAHY	TINA	Executive director of the European Youth Centre, Youth Department, Council of Europe
MARCHENKOV	DMITRI	Congress of Local and Regional Authorities, Council of Europe