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YOUTH POLICY: FROM STANDARDS TO PRACTICE

An international seminar about Council of Europe standards on youth policy and youth work and their application in national policies and programmes

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Draft report

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Executive summary

The Council of Europe Youth Department, the Ministry of Science and Higher Education of the Russian Federation and the National Youth Council of Russia were co-organising an international seminar “Youth Policy: from Standards to Practice” with youth policy and youth work experts from the Russian Federation and other states parties of the European Cultural Convention (29 November – 2 December 2021, St.Petersburg). The aim of the seminar was to foster dialogue and learning on youth policy standards and practices, strengthen cooperation between Council of Europe and Russia Federation in the field of youth policy and to support cooperation and exchange on youth policy and youth work. The activity took place within the Framework program on cooperation between the Ministry of science and higher education of Russian Federation and the Council of Europe in the field of youth policy for 2020-2023.

The objectives of the seminar were:

- to discuss the state of youth policy and youth work in the participating countries, including the recognition of youth work, role of youth participation and youth organisations;
- to learn about the youth policy standards, mechanisms and practices in the Russian Federation and other countries, notably in relation to Council of Europe youth policy standards and youth work approaches;
- to explore the previous experience and future perspectives of the co-operation in the field of youth with the Council of Europe, the Russian Federation and other participating countries;
- to support dialogue and cooperation between various groups of stakeholders in youth policy and youth work, especially governmental and non-governmental partners with the view to support the implementation of the Recommendation CM/Rec(2017)4 of the Committee of Ministers to member states on youth work and the Council of Europe Youth strategy 2030;
- to provide opportunities for new partnerships to develop new projects and further cooperation.

The seminar gathered 41 participants from the Russian Federation and other member-states of the European Cultural Convention, in total 23 countries. They were representatives of national, regional and local authorities responsible for the implementation of youth policy; representatives of non-governmental and public organisations, youth NGOs working with young people at the international, national and regional levels; representatives of academic and research institutions; independent experts.

The methodology and approaches of the training course were based on the principles of non-formal education and quality standards for educational activities of the Youth Department of the Council of Europe. The program on day 1 was focused on setting a common ground, creating positive learning atmosphere, getting to know professional pathways and organizations, exploring key definitions and concepts. The day 2 was focused on youth policy as a strategy and practice in different realities. The day 3 stressed the value of youth work and underlined its key principles, approaches, documents (in particular covered by the Recommendation CM/Rec(2017)4 of the Committee of Ministers of Council of Europe on youth work). The day 4 helped to map the existing challenges in implementing local, regional and national youth policies and youth work, identify possible solutions as well as to get familiarized with possible support measures and plan further steps.

Several common threads were running through the entire activity. It was important to reflect about the changing needs and inspirations of young people (for example, deficit of trust to state institutions, economic unsustainability during the Covid pandemic, well-being concerns and lack of access to professional services, low motivation for participation in traditional formats and other trends.) Participants expressed high interest in applying quality standards developed on international level in local youth policy and youth work.

Introduction

The Council of Europe Youth Department, the Ministry of Science and Higher Education of the Russian Federation and the National Youth Council of Russia were co-organising an international seminar “Youth Policy: from Standards to Practice” with youth policy and youth work experts from the Russian Federation and other states parties of the European Cultural Convention (29 November – 2 December 2021, St.Petersburg).

[The 2030 Strategy of the Council of Europe youth sector](#), adopted by the Committee of Ministers of the Council of Europe in 2020, sets the aim of the strategy to enable young people across Europe to actively uphold, defend, promote and benefit from the Council of Europe’s core values of human rights, democracy and the rule of law. The Strategy assigns a particularly important role to cooperation and capacity-building with both governmental and non-governmental partners, notably through: intergovernmental co-operation at pan-European level on the preparation and implementation of youth policy, based on Council of Europe standards; assistance to youth policy development in member States through bilateral and multilateral support measures.

The seminar “Youth Policy: from Standards to Practice” supported the application and implementation Council of Europe standards and approaches in youth policy and youth work in member states and directly contributed to implementation of the 2030 Strategy.

Council of Europe and the youth partners and stakeholders in the Russian Federation have solid experience in applying and contextualizing youth policy and youth work standards to local and regional realities both within the country and beyond. The first seminar on youth policy and youth work was organized by Council of Europe Youth Department and Russian authorities in 2013. The event became an integral part of different consecutive Framework Programmes on Cooperation between the Ministry of science and higher education of Russian Federation and the Council of Europe in the field of youth policy. Current Framework Programme was signed in 2020 and includes a number of activities till 2023.

The 2021 edition of the Seminar is the fourth activity in a row. The previous seminar on youth policy and youth work (2018) focused on asses to social rights for young people and implementation of Recommendation CM/rec (2015)3 on “Access of young people from disadvantaged neighborhoods to social rights”. The capacity building in field of youth work and youth policy has been the core of learning during other joint activities covered by Framework Programmes (such as "50/50" seminars, long-term training courses, seminar “Remembrance and learning from WWII” and other).

The Russian context of the seminar in 2021 is designated with two important legislative acts. [A national law on youth policy](#) was passed in the Russian Federation in 2020 after almost a 15 years of debates. It has created the basis for the common national standards in youth policy and youth work and for alignment of disparate local legislation in line with federal. The newly adopted legislation sets the key terminology, age limits (from 14 up to 35 years) and certain quality demands. It suggests a clearer structure and system for administering youth work and youth policy, the national responsibility for youth affairs is laid on the Ministry for Higher Education and Science of Russian Federation.

Second important national law [No. 304-FZ of 31.07.2020 "On Amendments to the Federal Law "On Education in the Russian Federation"](#) was passed in 2020. It foresees a number of requirements for educational programmes as well as specifies the general criteria of youth work with students at the educational organizations.

The Covid 19 pandemic shapes the current reality in all spheres including youth policy and youth work. [Knowledge Hub on Covid 19](#) operated by Youth partnership reveals numerous data about significant

influence it has on young people all over the world (though the data on Russia is almost not present in different surveys). Pandemic questions many firm-established concepts and standards in youth work and youth policy on all levels. The youth policy and youth work professionals and volunteers have to take into account that public health issues dominate the agenda. The researches indicate the great demand of attention to well-being of young people and their economical sustainability. Youth sector of Council of Europe, as other institutions, had to adopt to the Covid 19 reality, both during practical activities (for example, allowing certain level of flexibility, strengthening online learning as alternative to classical off-line educational activities) and in strategies.

The seminar “Youth Policy: from Standards to Practice” was organized to respond to the needs of practitioners and policy makers to learn about application Council of Europe standards in youth work and youth policy on local, regional and national levels. The programme of the seminar was based on dialogue, exchange and mutual learning. Particular attention was given to the practices of youth policy and cross-sectorial cooperation in promoting and implementing Recommendations of the Committee of Ministers of the Council of Europe at national and local level. The participants explored and exchanged experiences of applying standards of the Council of Europe in the youth field, including its key principles, such as youth participation, safeguarding human rights etc. This seminar entailed the active involvement of all stakeholders – young people, policymakers, researchers, NGOs, national and international organizations.

The aim of the seminar was to foster dialogue and learning on youth policy standards and practices, strengthen cooperation between Council of Europe and Russia Federation in the field of youth policy and to support cooperation and exchange on youth policy and youth work.

The objectives of the seminar included:

- to discuss the state of youth policy and youth work in the participating countries, including the recognition of youth work, role of youth participation and youth organisations);
- to learn about the youth policy standards, mechanisms and practices in the Russian Federation and other countries, notably in relation to Council of Europe youth policy standards and youth work approaches;
- to explore the previous experience and future perspectives of the co-operation in the field of youth with the Council of Europe, the Russian Federation and other participating countries;
- to support dialogue and cooperation between various groups of stakeholders in youth policy and youth work, especially governmental and non-governmental partners with the view to support the implementation of the Recommendation CM/Rec(2017)4 of the Committee of Ministers to member states on youth work and the Council of Europe youth strategy 2030;
- to provide opportunities for new partnerships to develop new projects and further cooperation.

Participants

The seminar gathered 41 participant from 23 countries-members of European Cultural Convention treaty: Albania, Armenia, Azerbaijan, Belarus, Belgium, Bosnia and Herzegovina, Bulgaria, Croatia, Cyprus, Czech Republic, Georgia, Germany, Italy, Kazakhstan, Moldova, Poland, Portugal, Russia, North Macedonia, Serbia, Turkey, UK. They were representatives of national, regional and local authorities responsible for

youth policy; non-governmental and public organisations, youth NGOs of international, national and regional levels; academic and research institutions dealing with youth policy issues.

The selection was based on the evaluation of 56 application forms. The team of trainers and representatives of the National Youth Council of Russia and Council of Europe Secretariat contributed to the selection process. The group was formed on the basis of geographical diversity, inclusion principles, support to participants from rural areas, gender balance, and diversity of experiences of youth policy and youth work (participants were coming both from the national level organizations and local ones).

Representatives of different organizations participated in activity: National Youth Agency (Albania), European Students' Forum (AEGEE), Youth Public Union (Azerbaijan), National Institute for Higher Education, PEYR (Belarus), UNECE ESD Youth Platform (Belgium), European Network on Independent Living (Bosnia and Herzegovina), European Federation of Psychology Students' Associations, Youth Board of Cyprus, «Young Citizens» (Czech Republic), Young European Ambassadors Initiative, Human Rights Education Youth Network, Society for Intercultural Education Training and Research (Germany), Islamic Cooperation Youth Forum (Italy branch), "Helping Hand International" (Kazakhstan branch), Center for Intercultural Dialogue (North Macedonia), Institute of Sports and Youth (Portugal), National Federation of Youth Associations of Portugal, Group of European Youth for Change (Romania), Portuguese National Youth Council, Association of Roma Intellectuals (Serbia), Ministry of Youth and Sports (Turkey), the European Environment and Health Youth Coalition, International Association of Physics Students (UK).

A vast variety of organisations were coming from different regions and different working levels of Russian Federation, such as: Ministry of Education of the Novosibirsk Region, NGO "Russian Youth Union", "Agency for Social Projects and Youth Initiatives", International Center "Falcogroup", Department of Education and Youth Policy of Surgut District Administration, Social educational projects "Eduaid" and "Ekonomika dostupnymazykom", Youth Parliament of Perm region, Youth Chamber of Cheljabinsk, Youth Cooperation Initiative, Russian Geographical Society, Department of Children and Youth Affairs черо, Center "Rovesnik", National University of Science and Technology (MISiS), Youth Center "PerspektivaPro", Youth Diplomacy Academy, District Youth Center Surgut, Interregional public organization «German youth association».

Participants' motivation and expectations, shared during the first day of the meeting, were mainly related to learning more about Council of Europe values and approaches in youth policy and youth work, bringing the Council of Europe events to countries outside of EU, updating on current trends of international youth policy and youth work, learning more about youth policy, youth work and civil society in Russia, getting a bigger picture advocacy for youth policy and youth work, understanding better the youth work in Covid 19 realities, sharing/getting to know best practices, collecting new ideas for own contest of youth work, brainstorming on what can be done for young people in different countries, reflecting how to improve the youth participation and youth policy on different levels, learning new methods and tools of youth work and how to adopt them to different realities, discovering opportunities for partnership, creating a base for cooperation and networking for future collaboration, getting inspiration for further projects.

The methodology and approaches of the seminar were based on the principles of non-formal education, as well as on the [quality standards for educational activities of the Youth Department of the Council of Europe](#). The concept was developed by a team of trainers selected by the Council of Europe (junior and senior trainers) and National Youth Council of Russia.

This seminar was designed as a mutual learning space, where participants could share, compare and learn from each other's experiences. A significant part of the programme was based on direct exchange and presentation of cases and examples of practice brought by the participants. Inputs from experts from both Council of Europe and Russian Federation provided theoretical framework on principles, standards and

practices of youth work and youth policy.

E-learning was part of educational process. A diversity of e-learning tools were used before and during the entire activity: kahoot quiz on knowledge about Council of Europe (day 1), [padlet page](#) with the introduction of every participants, padlet page for elaborating results after the working groups (day 2), [padlet page](#) for reflection groups (day 2), [telegram channel](#) for permanent communication of entire group, collecting notes, [E-learning platform](#) of Council of Europe prior, during and after the event, google form for evaluation.

Results and conclusions

The international seminar contributed to quality improvement of youth policy and youth work in member states of the Council of Europe and raised the capacity of different stakeholders and players in this field. It allowed participants to learn about Council of Europe standards and approaches, youth work and youth policy in European countries. The educational value is proved with the feed-back from participants. The outcomes of activity are in line with the strategic priorities of the Youth Sector of the Council of Europe.

The political importance of the seminar is also evident. It improves the quality of youth policy and youth work on a systemic level, promotes key principles related to youth participation and human rights based approach, and helps to create and/or adjust quality standards in field of youth policy and youth work for different levels including national and regional youth policy.

Despite the evident advantages of the activity a number of aspects should be taken for consideration when planning further events. Some Council of Europe standards in relation to youth work need to be reviewed and updated because they were formulated before the COVID 19 pandemic, at a very different level of digitalization and development of digital youth work and in a very different social and political context. Front-line youth organizations and associations (e.g. Eurodesk, ERYICA, EYCA, etc.) are gradually moving towards a synthesis of the experience of youth work during the pandemic¹. Such activities have strong potential to consolidate the lessons learnt and modernize the standards and approaches of the youth sector of the Council of Europe. Other measures to update the proposed approaches and standards should also be implemented. If it does not happen, youth work at the local level will be far ahead, and the recommendations offered by the Council of Europe will be either irrelevant or of little use in the current national, regional or local contexts. For example, while promoting the value of youth participation, adequate attention should be paid to digital participation and crisis volunteering, since these are the areas where the unprecedented base of practices for reflection, analysis and new methodological approaches appeared over the past two years.

The powerful example of youth mobilization during Covid 19 pandemic should be used as a base for stronger advocacy for recognition of youth policy and youth work. Professional community needs the support of larger stakeholders in this process, and Youth department of Council of Europe can be involved in this process through the new Campaign on revitalizing democracy.

International documents should become important instruments in youth work recognition on national and regional levels. Currently, it is not enough to inform youth work specialists about the existence of such document, but also to give specific tools for their application in national, regional and local contexts for different purposes. Collecting the best local and regional practices of using Council of Europe documents as an advocacy

¹ For example, EYCA organized on 18-19 November 2021 seminar in Malta “Reimagine our future: youth policies meeting new realities”

tool can be very beneficial.

The seminar on youth policy and youth work is a very good educational and knowledge consolidation activity for the development of national, regional and local youth work and youth policy in Russia and beyond. However its potential can be utilized in a bigger extent. Improving the quality of youth work and youth policy in Russia on the basis of Council of Europe values could be put on a more deep and long-term and regular basis. For example, online distance learning courses in Russian can be suggested complimentary to off-line annual activities. Of-line events are of great value, but they could be supported by a six-month intensive online course in Russian for youth work specialists.

Dissemination of information about activities of such type should be reshaped. In this particular case not all participants were corresponding with the profile of an expert which was initially expected. It can be explained by using the traditional means of information distribution (web-page of Council of Europe or National Youth Council) which are, probably, not enough for reaching the decision makers or/and "out of bubble" potential participants. A more targeted and proactive approach should be implemented to reach the potential participants of online and offline educational activities and capacity rising offers. For example, youth workers working with rural youth, or professionals working with students. The targeting may take place through the type of youth work (for example, counseling, information, non-formal education and training, mental health and wellbeing, physical health, financial and media literacy, digital skills, career counseling, civic engagement, and human rights etc.) It would be helpful for suggesting more focused educational content. It can be also supportive for the implementation of newly adopted Russian legislation in field of youth and National strategy on youth policy and youth work. Meanwhile the stakeholders should not forget about the processes of shrinking civil society space and address this challenge through different activities as well.

Another possible field of intervention is involvement in development of quality criteria and indicators in youth policy and youth work. National and some regional Russian authorities have own system of youth work and youth policy monitoring, but, seems, it could be better complied with the European standards of quality (listed in the report on the value of youth work in the European Union (2013), "European charter on local youth work" (2019), Recommendation CM/Rec(2017)4 of the Committee of Ministers of Council of Europe to member states on youth work). Though it is not enough just to inform about the standards but also to support in their implementation which requires both long-term vision and advocacy competences.

To raise the quality of further seminars on youth policy and youth work it is recommended to have a clear picture of expected practical outcomes, and not only learning outcomes. It also should be clearer who and how will use the recommendations suggested by the participants of such events and whether they are really in demand.

Programme and main content

Day 0

Welcome evening

The aim of the welcome evening was to set a base for further mutual work and break the ice as well as get to know each other. It started with welcome informal words by organizers, introducing the team, round of names, general protocol of working, logistical moments. Small networking exercise (speed dating by 2 circles) was run to break the ice on personal level.

Day 1

Introduction, welcome words, collecting expectations, breaking ice

The seminar was opened by Olga Popova, deputy chair of the National Youth Council of Russia. Ms. Popova spoke about the background of the seminar, aims, objectives, institutional context, four previous editions, which were implemented in partnership with the Council of Europe. She emphasized that the seminar becomes a platform for discussion of youth researchers, policy makers and youth workers about current trends and challenges faced by young people within their transition to adulthood. It creates a space for the networking and cooperation to jointly counteract the negative factors hindering youth development.

The educational aspect of the event aims at exploring youth policy and youth work in different countries, self and mutual learning through the exchange of personal and professional experiences, as well as getting familiar with the activities and approaches of the Council of Europe in the youth sphere. Olga Popova stressed that a key focus of this particular seminar is the application and promotion of [Recommendation CM/Rec\(2017\)4 of the Committee of Ministers to member States on youth work](#).

The welcoming session were continued by Rustam Abdullaev, Programme Officer of Youth Department, Council of Europe who greeted everyone and expressed gratitude to the team, hosts and participants as well as Ministry of Science and Higher Education of the Russian Federation and National Youth Council.

Participants were invited to walk in a room in small groups and familiarize themselves with the aim, objectives, program, key principles of methodology of non-formal education (self-assessment approach, active and voluntary participation, learning by doing, perceiving group as the main resource, learner centeredness, holistic and process orientation, reflective, holistic, individual and group learning, safe space, organised process etc.) and other features of the seminar.

Getting to know each other: exploring experiences and expertise of participants

Participants were suggested to prepare an A4 business card with the key points of information about themselves which they used later while mingling with the others (name, country, what inspires/motivates, how do I spend free time, personal expertise, 5 things to learn and to share). They valued the chance to get to know one another and found that this activity at the start of the week helped to build a better understanding of the different experiences, expertise, countries and organisations.

Third session was focused on Council of Europe. It started with video about the institution and ended with kahoot quizz. Ms. Evgenia Rosinskaya from the CoE Moscow office greeted participants via zoom and explained the mission and responsibilities of the office. She shared information on projects and initiatives in the area of human rights, democracy, and the rule of law that are run on the basis of document "Priority areas for cooperation between the Council of Europe and the Russian Federation".

A member of Advisory Council, Nika Bakhsoliani, revealed the details of the co-management system in the

Council of Europe's youth sector, and outlined the significance of Council of Europe documents related to youth at the local, regional, and European levels. Olga Popova from National Youth council presented the Framework program on cooperation between the Ministry of science and higher education of Russian Federation and the Council of Europe in the field of youth policy for 2020-2023. She stressed that cooperation in field of youth of Russian Federation and Council of Europe started in 1992. Since 2006 Russian Federation and Council of Europe have cooperated on the bases of Framework programs which underline the key priorities of partnership and suggest a Plan of common activities (5-6 activities per year). Participants were suggested to work in 5 smaller groups and while listening the welcoming words concentrate on specific aspects: the main actors (institutions, organizations) of the youth policy and youth work, the tools for youth policy and youth work, the priorities in work with young people, the role of young people, the desired outcomes in youth work and youth policy.

In relation to *Outcomes* participants underlined: visibility of the youth and youth departments in member states, adopted conventions and other documents, implementation of rule of law in member states through Council of Europe, implementation of dialogue between state and non-state actors. In relation to *Stakeholders/actors* participants listed: member states, citizens, ECHR, Parliament Assembly, commissioner for HR, Secretary General, Committee of ministers, permanent missions at Council of Europe, Secretariat, congress of local and regional authorities, conference of INGOs. In relation to *Tools* participants wrote: professional development programs, online and offline courses, youth camp "Dialogue", educational fairs. In relation to *Priorities* participants mentioned: democracy, human rights and rule of law, youth work, non-formal education, intercultural dialogue, support national minorities, access of social right, help people with disabilities, gender equality, cyber security, NEET, revitalizing pluralistic democracy, young people's access to rights, living together in peaceful and inclusive society, youth work.

Setting common ground was done through the "silent walls" activity. Participants were wandering around and reflecting on key concepts and definitions that the seminar operates with (youth policy, youth transition, youth worker, youth sector, youth work, youth participation, non-formal education, citizenship, employability, recognition of youth work). Participants clarified some definitions and shared their thoughts with the help of several questions (were there any terms they struggled to define, which and why; were there any terms they had a different definition of; did they see/read other definitions that surprised them, which terms are the most relevant in own context and work).

Participants were impressed by the diversity of understandings of the concepts. For, example employability is perceived through different entrance points: financial stability, hard skills, social security, soft skills, motivating, career development, right to job, dream job vis-a-vis reality, equal or unequal access to labor market. The ideas of recognition of youth work provoked the thoughts related to social impact, value of youth work, status of youth worker, financial support of government, possibility to develop oneself and community, assessment.

The fifth session aimed at networking and was organized in a form of "Pecha Kucha". Participants were making short inspiring presentations about their organisations, projects, achievements.

Reflection groups were run on a daily base and suggested a space for sharing, feed-backing and debriefing as well as feeling emotional connection and support.

Day 2. Focus on youth policy.

Youth policy

The team started the session with the different understanding of youth policy from the day before and suggested to use the image of a carpet while brainstorming on different parts of ideal imaginary youth policy: financial, program, communication, institutional, normative (legislative). Participants came with different ideas what could constitute it.

Legislative: laws for equal opportunities (social inclusion, financial help, integration of rural communities), laws for implementation of co-management (collaboration between different age groups), laws for accessible mental health care for young people.

Institutional: public organizations, government, civil society, financing bodies, non-commercial organizations,

Financial: Financial literacy, grants for youth NGOs, groups, tax exemptions, removal of barriers for getting financial support, partnership with companies/sponsorship, allocated budget for youth policy.

Communicative : official governmental channels, youth media, through events and projects, legal documents in accessible language, through youth work bodies,

Program related: youth information programs, youth economic empowerment programs, youth centers to support youth workers through programs, education for specialists, health and well-being programs, social inclusion programs. The session helped to determine the frames of youth policy and its various aspects.

Different realities of youth policy.

Participants were invited to share the realities of their local youth policy using the scheme. Firstly they prepared an individual poster and after shared information in small movable groups. The gallery of flipcharts stayed in the room for the whole period of the seminar, they were uploaded on the [e-learning platform as well](#).

Russian youth policy

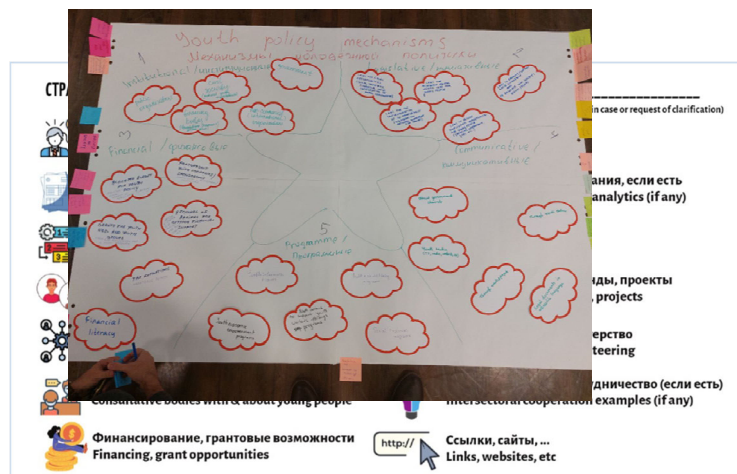
Some participants had quite strong expertise so the big group was divided to sub-groups which were moving from one “expert-participant” to another. Every time the group work was based on the requests and questions of participants.

Work-shops

The team suggested three work-shops in two rounds and participants could participate in two of them.

Indicators of a youth policy

The workshop aimed to discuss how youth policy can be assessed, and which instruments can be applied. European stakeholders suggest to use quality criteria and standards as an instrument to assess youth policy and improve it. Youth sector of Council of Europe presented 11 indicators of a national youth policy in



2003, European Youth Forum tried to make it more [user friendly. Self-assessment tool](#) helps Council of Europe member states to consider their compliance with the Council of Europe's standards for youth policy. They serve as a basis for self-paced youth policy development.

Some member states of Council of Europe have developed own national mechanisms to analyze youth policy. In Russia KPI (key indicators of effectiveness) were introduced on the federal level in 2017. (Decree N 107 "On Approval of the System of Key Indicators of the Implementation of State Youth Policy by the Executive Authorities of the Russian). In 2021 Federal Agency for Youth Affairs initiated massive analytical data collection on youth policy using a number of criteria and indicators. Regional and local authorities responsible for youth affairs were invited to address to this detailed [scheme](#). At the moment youth policy decision makers and youth workers actively use it. On the regional level different systems of assessment of the youth policy are utilized as well mirroring federal approaches (for example, in Novosibirsk region).

The work-shop moderator introduced the Council of Europe tools of youth policy assessment and suggested to reflect on their application in local and national youth policy realities. Participants underlined that some of the indicators are too wide and general, some (for example, related to European identity) are unclear in the context of remote areas. The revision of the instrument is needed due to changed realities, such as rapid digitalization or Covid 19 pandemic, for example.

Participants stressed that it will be useful to include measurement to instruments suggested by Council of Europe. The national and regional evaluative systems are often based on quantitative data (example of Russia). Though it may serve rather as a controlling instrument in comparison to the tools of Council of Europe which could be better adjusted for professional self- and group reflection and development.

The Head of the Department of Youth Policy of Novosibirsk Mariya Zhafyarova said that her challenge will be to merge two systems of youth policy assessment: the one suggested by Council of Europe and the National rating KPI system for youth policy in Russia. She stressed that they do not fully contradict to each other, but attempts to combine the qualitative approach of Council of Europe and quantitative demands of national authorities require serious work of research and advocacy types. One of the possible directions of further analyses can be identifying similar points and enriching local instruments with the international standards.

Youth participation

The choice of the team to address youth participation as a concept and practice was based on the approach that the active involvement of young people in decision making should be at the cornerstone of a youth policy. An [extensive collection of models of participation](#) was undertaken by Andreas Karsten however the choice of the team was to base the work-shop on [Roger Hart's Ladder of Participation](#). It describes increasing levels of power and control over decision-making that adults can give to youth. [Flower of meaningful youth participation](#) introduces the concept of Meaningful Youth Participation (MYP). It explores the ideas that young people can participate on equal terms with adults, or work independently, in organizations and in all stages of programming and policy-making: design, implementation, monitoring and evaluation.

The work-shop raised the issues of motivation of young people for participation which is rarely touched. Lack of belief that something can be changed is one of the key obstacles and the reasons why young people do not participate. It was confirmed by surveys and participants also voiced it several times. Young people do not understand why it is beneficial for them to take an action, participant Pavel Linzer stressed. During pandemic it is even harder to involve young people in residential off-line activities, they prefer to stay online. Proactive approach, outreach, going to the spaces where young people are to motivate to participate can be recommended as a precondition for supporting youth participation.

Participant Anna Kraljevich underlined that, to her perception, the word “empowerment” has a contest – autonomous young individual should believe that he or she can create change in local government or local institutions. “We have to highlight the strength of young people and show them by example how they can change things”. Through social media one can see that youth is motivated but does not know the path to make a change.

The comments of Anna correspond very well with the survey "Institutional factors of civil participation of youth in local self-government: a model of social partnership" run by Ural Institute of Management. 2,026 Russians aged 14 to 30 in all federal districts of the Russian Federation were approached. The research confirmed the majority of young Russians have no experience of participation in local self-government in the traditional forms such as local referendums, public hearings, applying to local self-government bodies, etc. However, more than half of the respondents participated in various constructive forms of civic activism: charity (57%), volunteering (55%), activities for young people - forums, conferences (58%). At the same time, researchers stress the insufficient awareness of young people about the social and political life, absence of clear, convenient and accessible for young people channels of communication and change making. Modern young people are very progressive, and it is very difficult for the decision makers to adapt to the ever-changing environment that young people create.

In Russian realities some preconditions for meaningful youth participation in decision making have been already in place for many years. For example, youth parliaments, youth councils and other types of consultative and advisory bodies exist in many regions on different levels of decision making. However, these structures often have deficits of competences and, in particular, attitudes needed to nurture youth participation (for example, fear of delegating power and control to young people).

During the workshop participants shared some interesting practices of youth participation. Spolek Mladí občané (Young Citizens) from Czech Republic organize municipal council simulations for students to encourage their political participation. A project “[Open spaces](#)” in Novosibirsk region aims to involve youth in organizing leisure time activities for their peers in rural areas and to increase the access to diverse cultural opportunities. A Road map plan of action to prevent youth and child vulnerability in Novosibirsk region (2022-2025) foresees participation of non-governmental youth organizations in Commissions on youth delinquency which is traditionally fully adult led activity. This case has a potential to combine prevention of vulnerability and delinquency and youth participation.

Youth movement of NGO [Russian Geographical society](#) nurtures youth participation through different means. Young people can apply for small grants for implementing different projects. They were involved in designing the strategy of NGO development. However, the representatives of the organizations admit that the tactics and strategies of supporting meaningful youth participation are still to be developed, especially when it comes to non-traditional ways of youth participation . They also underline an urgent necessity to train youth workers in youth participation.

Co-management system

Nika Bakhsoiliani, a member of Advisory Council, introduced [Co-management system](#) of Youth Sector of Council of Europe as a vivid example of youth participation and answered questions.

[Day 3. Focus on youth work.](#)

First sessions were related to the [Recommendation CM/Rec\(2017\)4 of the Committee of Ministers to](#)

[member states on youth work](#) as a basis for quality and recognition for youth work.

According to the preliminary survey, participants of the seminar were not familiar with the document so the first session was planned to create the basic understanding while the second one aimed to help to transfer the ideas and principles of the Recommendation to the daily work.

The session started with the introduction of the Recommendation. Participants learnt what the difference between recommendations, conventions and charters, binding and non-binding documents of Council of Europe, process of development of any document, applicability for different stakeholders, structures, the process of evaluation of its implementation. [The Guide to Recommendation](#) was introduced. Participants explored the Recommendation individually and in groups of 5 or 6 summarizing its main messages.

The trainer stressed that the document incorporates the demand to member states decision makers to ensure the establishment or further development of quality youth work. He suggested to focus on five aspects in relation to this demand and use clarifying questions to analyze what works and what does not work in different realities and how the gaps can be closed. Participants could formulate recommendations for youth workers, policy makers and researchers:

- strategies, concepts and legislation that provide the context for youth work and enable it to flourish and develop in a quality way (whether youth legislation exists in a country or region, what type of legal bases exist for this, personal involvement in developing changes in frameworks, strategies and legislation, availability of a clear and transparent system of standards and indicators for youth work, examples of changes in the lives of specific organisations and young people).

The working group reminded about the existence of EU youth dialogue, EU youth goals, EU Youth Strategy 2019-2027, EU competency framework and national legislation. Participants complained that in general it is not a transparent, coherent and clear system. The difficulty is that it is build “top to down”.

- structures and resources to ensure that both financial and other resources are allocated to youth work (whether the infrastructure for youth work is sustainable, accessible and diverse, what is the funding and how one can influence the distribution of funds, whether there are structures for joint planning or consultation for policy-making in youth work and how one can get involved in them).

In terms of structures and resources participants recommended to policy makers to allocate adequate funds, establish clear and transparent funding mechanisms, coordinate funding and create opportunities for corporations to provide financial support, provide staff salaries and ensure youth work is recognized as a profession with benefit, fund research on youth work, improve infrastructure and standards, especially in rural areas, improve cooperation between NGOs, government and other stakeholders.

Participants agreed that youth workers should use youth friendly channels and language to disseminate information about funding opportunities, explain application procedures (in case of grant calls), cooperate with researchers, improve capacity building for financial management. Researchers should touch financial implications for youth work (for example, how funds are allocated, efficiency of funding etc.). They also have to identify under-funded areas, sustainability of youth work and propose recommendations.

- effective collaboration with other sectors that have an impact on young people's well-being and development, ensuring a strong, holistic impact (good practices of cross-sectorial cooperation, experiences of personal with different agencies, interregional and international cooperation)

Effective collaboration should start with stakeholders mapping and raising awareness of existing structures. Networking, reaching out should become key principles and approaches. Defining the needs of the target group and suggesting specific initiatives can create a solid base for collaboration. Contacting experts and creating action plans together, supporting the practice with research can also contribute to strengthening the cooperation.

- appropriate policies that ensure equal access to youth work for all young people (excluded groups of young people and measures to include them, whether youth groups at social risk are involved in shaping youth policy, involvement of youth groups at social risk, whether youth work is accessible and open to everyone).

To ensure equal access to youth work for all young people different aspects are to be taken into account: psychological barriers, discrimination, lack of youth friendly information, lack of digital infrastructure, language barrier, collaboration and communication built on mutual respect. The most excluded groups of young people are: rural youth, LGBTQ+, young people with disabilities, migrants, economically vulnerable young people, young people with criminal record.

- evidence-based work with young people that is designed to respond to changes and trends in society and the challenges young people face (basis for decisions on necessary support measures, projects and programmes for young people, tools are used to obtain objective data, youth surveys, social and economic trends to be taken into account).

In the final evaluation form participants noted that recommendation enshrines a conceptual framework, basic approaches and principles, as well as the conditions that should be in place for youth work. At the same time, participants regretted about the complexity of the language of the document stating that it is not understood by people who are not dipped in youth policy. Participants also noted that not all countries are aware of the document, they do not use it while planning own legislation.

The session provided an opportunity to analyze the validity and applicability of some recommendations to the practice and reality of youth policy in the countries and regions of participants. For some participants, this analysis proved difficult due to their poor understanding of the work of youth policy institutions in their home countries as not all participants had sufficient knowledge on this and were responding to the profile of an expert.

Collecting and learning best practices was named as an effective tool for the professional development. For example, Association of youth workers of Belarus and Department of Youth Policy and Socio-Cultural Communications of the Republican Institute of Higher Education implement a regular event "Marathon of successful practices of specialists in youth work" and have created [a database of best practices](#).

The recognition of youth work, quality and impact of youth work. The quality assessment is a one of the most important issues in youth work. [The report on the value of youth working the European Union \(2014\)](#) identified 7 core areas of good quality youth work: the close relationship between the youth worker and the young person; active outreach to young people in need of help and support; flexibility, accessibility and adapting to the needs of young people; learning opportunities, goal setting and recognition of achievements; safe, supportive environments enabling young people to experience life, to make mistakes and to participate with their peers in an enjoyable and fun setting; autonomy with young people driving their own development; partnerships/collaboration with other actors (e.g. formal education, social work).

"[European charter on local youth work](#)" was launched by [Europe goes local](#) in 2019. The aim of the charter was to contribute to the further development of local youth work by stating principles should guide.

[Recommendation CM/Rec\(2017\)4 of the Committee of Ministers of Council of Europe to member states on](#)

[youth work](#) should also serve as a basis for quality in youth work. The [guide](#) to this important document aims to help to put the document in practice and reality. All these documents should contribute to the improvement of local youth work. However participants of the seminar were not familiar with them.

The session was based on open brainstorming and case studies. It was finalized with the presentation of European Youth Card Association ([EYCA](#)) done by the guest speaker - director Manel Sanchez. European Youth Card Association (EYCA) is a non-governmental, not-for-profit association of 40 member organisations that issue the European Youth Card to over 6 million young people in 38 countries across Europe. Manel Sanchez explained to participants the mission and initiatives of EYCA and how do they relate to recognition of youth work and raising quality.

[Fourth session](#). Working groups were suggested in three topics.

Non formal education

Participants flipped through pictures of education, and filtered formal and non-formal education. They reflected on what resonates, how does it show up in their work, what is their experience and whether they like it or not. Once they have sorted through the pictures they discussed what formal and no-formal education have in common, what are the values of non-formal education. Participants discussed the key principles of non-formal education in buzz pairs. In a plenary the group went through each of the principles, and participants added their post its, where relevant one by one.

The session challenged everyone to rethink what non-formal education was. The presentation of principles followed after the group ensured that everyone had their own perspective, and allowed participants to respectfully challenge each other and identify what makes NFE non-formal. Participants left with a better understanding of how to differentiate formal and non-formal education and understanding, what the key principles of NFE are and how they can be adapted to their work/context.

During the working group the participants brought many cases and best practices from their realities. They underlined that providers of non-formal educational activities postponed the educational activities or suggested their different versions online in 2020-2021 due to pandemic. The new experiences were reflected in different trainers communities, for example, in Facebook group "Non-formal education goes online". When possible, the outdoor activities were suggested to young people as the most "safe" in terms of Covid pandemic. Participants also brought some concrete examples.

["Dating with Fair Play"](#) is a long-term program of non-formal education supported by a state of Portugal which aims to prevent violence in dating relations. It foresees subgranting and targets young people aged 16 - 30. The project addresses the problems of violence and abuse in dating relationships. The prevalence of various forms of violence in dating relationships, as well as the non-recognition of these behaviors as abusive by young people reveal that, regardless of the context, it is essential to work to raise awareness about this social issue among the young people. The methods of non-formal education are pretty much applicable for this aim and subgranting supports non-formal educational initiatives in schools.

[Portuguese National Youth Council](#) implements a national project on fostering integration of non-formal education into formal system. They are running simultaneously three different courses targeted at youth workers, youth leaders and teachers of schools.

The ["Selet" Academy of Youth Diplomacy](#) is a programme that supports young people and youth initiatives in the field of international cooperation. Currently it brings together more than 300 people who participate in international educational exchange programmes between the Republic of Tatarstan and the

international community.

Youth movement of NGO [Russian Geographical society](#) includes more than 90 youth clubs in 63 regions throughout the country and abroad, suggesting annually about 1,000 events for young people interested in geography and natural sciences. Some youth projects of organization are environment and science oriented and includes studying of geography, history, traditions, culture and heritage (for example, collecting observations on nature for a special [hub on phenology](#), or thematic summer schools, or scientific podcasting for young people, or geographic expeditions and archaeological excavations). While other projects can be seen as wide youth work fields: volunteering, youth workers training and education etc.

- *European youth portfolio and competences of youth worker*

Participants elaborated the professional competences of a youth worker. They stressed the importance for a youth worker to have desire to make the world better and to be an active citizen. They mentioned that a youth worker should share the ideas of solidarity and equality, be empathetical, tolerant, open-minded, patient. In the same time he or she should be a leader who is able to motivate others and keep own motivation high. It is important that a youth worker should also have passion for what he does, he or she should avoid formalized approach.

It is crucial to have relevant skills to assess the requests of young people and understand their needs. Skills to navigate in informational society are very important nowadays: a youth worker should know how to use online platforms effectively and do digital youth work. Communication skills mean a lot (ability to find a common language and communicate with youth in a constructive manner), as well as ability to work in a group and individually. Skills related to project management, suggesting solutions, fast reaction and orientation should help a youth worker to navigate in modern world.

As for knowledge a youth worker should know the theoretical background and methodologies of youth work, project management theories, legal framework on national and international levels, fundraising principles and practices, actual situation of young people, of youth work.

On the next stage participants were invited to familiarize themselves with the [Youth work portfolio](#), a tool that helps individuals, teams and organisations doing youth work around Europe to understand their competence and to develop it more effectively. The debriefing focused how this can be adopted to local realities, which functions and competences are new for, what is the value of a portfolio. Andrei Salikov, representor of the Steering committee on youth, brought some insights about the background and history of Portfolio creation.

The experience of pandemic brought to the surface some new issues related to competence frameworks for youth workers, for example, critical and confident use of digital platforms, competences to adapt off-line youth oriented activities for online setting became a part of professional portrait. In order to address to this trend two youth information and mobility networks, the European Youth Information and Counselling Agency (ERYICA) and Eurodesk, joined together and devised the competence framework for youth information workers (["YouthInfoComp"](#) - The Youth Information Worker Competence Framework).

Youth work education aims to suggest a frame for youth workers to obtain requested professional competences. Some countries have well established systems of youth work education while others rely more on supplementary courses and trainings. As an interesting practice we can name a new educational project ["Corporate University"](#) which was launched by the Department of Youth Policy of the Ministry of Education of the Novosibirsk region of Russian Federation. The project, aimed at improving the knowledge of youth policy, is a continuous online education of specialists working with youth at different levels and in different areas.

- *Youth spaces, youth centers and the Council of Europe Quality Label for Youth Centres*

Promotion of European Youth Centres of the Council of Europe as standard-setting instruments and examples of good practice, certifying relevant national, regional and local centers with the Quality Label inspires professional reflection on quality demands for any in-house youth services and spaces. [Criteria](#) for acquiring the Council of Europe Quality Label for Youth Centres were not very familiar to participants of the seminar so it was worth to learn about them and reflect about their applicability to different realities.

Day 4

On session on the previous day participants identified key challenges related to youth policy and youth work and now they were invited to **brainstorm on possible solutions** and transform some ideas into projects. The Disney method was suggested for these two sessions. Participants explored existing challenges in youth work and youth policy through different “hats” (The Dreamer, The Engineer, The Risk manager) and mapped the possible solutions.

A challenge	Solutions	Other thoughts
Challenges related to youth policy and youth work		
Lack of understanding of term “youth work”	Raising awareness on principles and values of youth work	
Lack of identity of youth policy and youth work	Showcase youth work more in media	Unwise youth policy may lead to losing the sense of belonging
Lack of relevant infrastructure	To develop the infrastructure using grants, crowdfunding, support of local authorities, participatory budgeting and constant monitoring Assessment of the results in dynamics: was - became. Involve business in creating youth spaces Design the spaces together with young people Set up local youth spaces in each municipality and develop local grass-root level youth work The centers and activities should be accessible Firstly support the existing centers rather than creating new ones Ensure financing not only for the opening but for sustaining as well . Possible means: grants, crowdfunding, participative budgeting, collaboration with authorities	Investing more funds into formal education and youth governmental structures 1 (
Formal approach to youth policy and youth work	Monitor implementation (independent organizations should do it) Alarm in case of discrepancies Raise awareness Avoid propaganda Collect the feed-back from youth	

<p>Formal approach & dependence to KPI</p>	<p>Phase I: Training youth organizations about youth research.</p> <p>Phase II: Create decentralized network of existing youth organizations which will:</p> <ul style="list-style-type: none"> • monitor the implementation of youth policy; • research youth policy issues; • make recommendations, reports and evaluations. <p>Methodology: collaborative, decentralized, open-sourced.</p> <p>Roles distribution: Youth: meaningful implementation of youth policy; Personal: everyone has an opportunity to assess youth policy, targeted projects; Organization: turn local organizations into monitors and evaluators of youth policy; Authorities create powerful advocacy tool; International organizations: support Europe-wide projects</p>	
<p>Lack of understanding of communities needs and interests</p>	<p>Community based research methods, structured needs analysis and education on evidence based programmes</p>	
<p>Lack of recognition of youth work</p>	<p>Strengthen the data-based and evidence based youth policy Run community research to better understand the needs Youth. Raise awareness of youth work opportunities. Personal level. Learning through formal and non-formal education. Research and methodical work. Digital work with young people. Development of e-learning. Joint projects, programs, initiatives. Joining efforts for the benefit of developing youth work Network of youth work NGOs f State level. Recognition of quality standards. Setting the profession in the state list of jobs. + Quality standards. + competitive payment. Promote best practices at national level.</p>	<p>We are staying in a “bubble” and it prevents from spreading the word around</p>
<p>Lack of access to vulnerable groups</p>	<p>Training specialists to do inclusive projects Creating specific informational channels for most vulnerable groups Developing infrastructure for the vulnerable people</p>	<p>Equality ideas where no vulnerability exists</p>
<p>Inflexibility of the funding</p>	<p>Suggesting regular subsidies for youth organizations for 2-5 years (covering administrative costs) Creating crowdfunding platforms at universities Financing youth policy field better and more stabile</p>	<p>The ideal picture will include long-term well financed youth oriented programs which</p>

		are operated by motivated and educated youth workers.
Complicated system of procurement in Russian reality	It would be better to cancel Federal law "On the contract system in the procurement of goods, works and services for state and municipal needs" from 05.04.2013 N 44-FZ when it comes to youth policy	
Short-term vision	Shifting from short-term projects to long-term programs of support of regional and local youth work	
Low awareness and motivation of the youth departments.	Setting up department for youth policy at universities and large companies.	
Challenges related to youth workers		
Youth work is not a trendy job Not enough qualified staff	To develop corporate culture of youth workers (to make the profession more attractive and trendy) To work closer on motivation of people to work with youth (partners, raising resources). Corporate culture (make the profession trendy).	lack of understanding and respect for youth
Lack of understanding and respect for youth workers lack of recognition	Empowering young people to take active role and change narratives	
Challenges related to young people		
For young people it is difficult to have a consolidated voice as the group is not homogeneous		
Lack of motivation for participation which leads to low engagement of young people	To review the system of youth workers salaries	
Young people do not want to participate It is formal	Off- and online on a local level campaigns to raise awareness on youth participation Check how the decision systems work and inform young people so that they make informed decisions	

	<p>To make a survey on what young people think about the implementation of youth policies in their countries</p> <p>Organize interactive meetings of youth organizations with youth to inform about activities</p> <p>Encourage active members of NGOs to share their personal experiences in youth structures through blogs</p> <p>Advocate for the inclusion of youth work into national curriculum so youth are incentivized to participate</p> <p>Provide accessible places for youth to manage and initiate own projects</p> <p>Collect feedback and take into account the opinion of young people.</p>	
	<p>Support youth political participation through creating good preconditions</p> <p>More rights and responsibilities to youth</p> <p>Age quota</p>	
<p>Lack of respect to young people Adults do not believe in practical value of youth ideas, they ignore youth.</p>	<p>Projects on intergenerational dialogue and partnership</p>	<p>Raising the general culture and addressing the ideas of equal attitudes in any society. Desired result: the strengths of young people is acknowledged as equal members of the society.</p>
<p>More and more physical contacts are needed because pandemic influenced young people whom was harder to reach for off-line engagements</p>		
<p>Lack of inclusion/ inequality, lack of accessibility for marginalized groups</p>	<p>Discussions with governments, expand the visibility of marginalized groups (such as people with disability and LGBTQ+ community etc..)</p>	

Support measures and resources of the group.

The sessions aimed to introduce the resources available for youth work and youth policy development. It started with the presentation of guest speakers - Denis Ashirov representing the Ministry of Science and Higher Education of the Russian Federation and Grigory Petushkov, the Chair of the National Youth Council of Russia. "Expert corners" run by the team focused on Council of Europe Youth sector opportunities, SALTO and UN, National Russian donors supporting projects, educational opportunities.

Rui Gomes greeted the participants and stressed that the seminar is an important space for constructive dialogue and exchange on practicing youth policy and youth work. He expressed strong interest for the outcomes of the activity. Rui Gomes introduced the new campaign of Council of Europe "[Youth for democracy, democracy for youth](#)" launched by the Joint Council on Youth (CMJ) on 12 and 13 October 2021. This body is a part of the [Co-management system](#) applied for decision making on policy and allocation of resources in Youth sector of Council of Europe.

The focus of the campaign will be revitalizing democracy in the Council of Europe member states and restoring mutual trust between young people and democratic institutions and processes. The purpose of the campaign is to draw the attention of everyone concerned on the risks of backsliding of democracy and democratic processes which is affecting the quality of lives and quality of democracy. "Youth for democracy, democracy for youth" is a youth driven campaign for the benefits of our societies but the target group is not only young people but the societies in general. The heart and soul of Council of Europe are its key values: democracy, rule of law and human rights. The campaign should potentially involve all institutions of the Council of Europe. It is important to note that it will come together with the 50 anniversary of the Youth sector of Council of Europe which was set up in 1972. Revitalizing democracy is one of the objectives of a [new strategic framework of Youth sector](#) for 2020-2030. In the end Rui Gomes invited participants to associate with this campaign and consider how one could become a part of it in 2022.

Some comments to his speech came from a participant from Croatia from the European Federation of Psychology Students' Associations (EFP SA) Anna Kraljević said that young generations inherited the lack of trust to the governments from their parents. The first step can be an educational and awareness process on learning better how the civil servants work. There are some courses and schools in Croatia that explain it but usually they do not cover the topics how the changes can be made. Another topic is empowerment of young people which can not take place if young people do not see how the changes happen and not perceive themselves as change makers involved in a process.

Follow-up, evaluation and closing

This session was about turning the learning into practical steps. Participants were invited to think about the challenges they worked on, the plans they created and own expectations. Participants used the form to write down an action plan for follow-up. Then they were invited to find some other participants within the group who could potentially support their plans, might have expertise to share or they were from similar regions or countries. This session was challenging, seems, it wasn't enough time and the energy had been gone. It was the final session of the day, the focus was shifting towards feedback and wrap up, rather than planning next steps.

Appendices

Programme

Sunday, 28 November

Arrival of participants

19:00-20:00 *Dinner at the hotel*

20:30-22:00 **Welcome evening for getting to know each other**

Monday, 29 November

08:00-09:00 *Breakfast*

09:30-11:00 **Opening of the Seminar with:**

- **POPOVA Olga**, Deputy Chairperson of the National Youth Council of Russia
- **ABDULLAYEV Rustam**, Programme Officer, Youth Department of the Council of Europe

Introduction to the programme (aim and objectives, methodology and expectations)

11:00-11:30 *Coffee break*

11:30-13:00 **Getting to know each other: exploring experiences and expertise of participants**

13:00-14:30 *Lunch*

14:30-16:00 **Council of Europe Youth Sector: standards, priorities and approaches. Council of Europe youth sector strategy 2030**

16:00-16:30 *Coffee break*

16:30-18:00 **Building a common conceptual ground: basic definitions and concepts**

18:30-19:00 Debriefing groups

19:00-20:30 *Dinner*

20:30-22:00 **Professional networking: fair of projects and activities of the participants' organisations**

Tuesday, 30 November

08:00-09:00 *Breakfast*

09:15-09:30 Intro to the day

09:30-11:00 **Youth policy: concept, actors, mechanisms, effects. Cross-sectorial cooperation and interconnection**

11:00-11:30 *Coffee break*

11:30-13:00 **National youth policy in the realities of participants. Exchanging of the experiences. Discussions on similarities and differences in approaches into the youth policy field in different countries**

13:00-14:30 *Lunch*

14:30-15:30 **Introduction to the Youth Policy field in the Russian Federation tendencies, achievements and challenges. Context of youth policy in the Russian Federation**

15:30-16:00 *Coffee break*

16:00-18:00	Working groups: <ul style="list-style-type: none"> - Youth participation - Co-management system - Indicators of a youth policy
18:00-18:30	Debriefing groups
19:00-20:30	<i>Dinner in the city</i>
20:30-...	Free evening

Wednesday, 1 December

08:00-09:00	<i>Breakfast</i>
09:15-09:30	Intro to the day
09:30 - 11:00	Youth Work & Recommendation CM/Rec(2017)4 of the Committee of Ministers to member States on youth work, as a basis for quality and recognition of youth work
11:00 - 11:30	<i>Coffee break</i>
11:30 - 13:00	Recommendation CM/Rec(2017)4 of the Committee of Ministers to member States on youth work in practice
13:00 - 14:30	<i>Lunch</i>
14:30 - 15:45	The recognition of youth work, quality and impact of youth work
15:45 – 16:15	Presentation of European Youth Card Association with: <ul style="list-style-type: none"> ➤ SANCHEZ Manel, <i>EYCA Director</i>
16:15 – 16:45	<i>Coffee break</i>
16:45 – 18:10	Working groups: <ul style="list-style-type: none"> - Non formal education - European youth portfolio and competences of youth worker - Youth spaces, youth centers and the Council of Europe Quality Label for Youth Centres
18:10 – 18:45	Debriefing groups
19:00-20:00	<i>Dinner</i>
20:00 – 22:00	Excursion (tour around the city by bus)

Thursday, 2 December

08:00-09:00	<i>Breakfast</i>
09:15-09:30	Intro to the day
09:30-11:00	Developing further initiatives and ideas for cooperation
11:00-11:30	<i>Coffee break</i>
11:30-13:00	Developing further initiatives and ideas for cooperation
13:00-14:30	<i>Lunch</i>
14:00-16:00	Support measures and resource of the Ministry of Science and Higher Education of the Russian Federation and National Youth Council of Russia, with: <ul style="list-style-type: none"> ➤ ASHIROV Denis, <i>Director of the Department of State Youth Policy and Educational Activities of the Ministry of Science and Higher Education of the Russian Federation</i>

➤ **PETUSHKOV Grigory**, Chairman of the National Youth Council of Russia

Support measures and resource of the group.

Council of Europe campaign “Youth for Democracy, democracy for youth”, with GOMES Rui,
Head of Education and Training division, Council of Europe Youth Department (online)

16:00-16:30	<i>Coffee break</i>
16:30-18:00	Developing action plans, evaluation and Closing
18.00 – 19.00	<i>Farewell party with elements of intercultural evening</i>
19:00-20:00	<i>Dinner</i>
	<i>Free time</i>

Friday, 3 December

08:00-10:00 *Breakfast*

Departure of participants

PARTICIPANTS

Kleina KASANAI	National Youth Agency, General Director <i>Tirana, Albania</i>
KHANZRATYAN Izabella	European Students' Forum-Yerevan (AEGEE) Project Coordinator/Manager, <i>Yerevan, Armenia</i>
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Andrei SALIKOV	National Institute for Higher Education (NIHE) Professor at the Department of Youth Policy and Sociocultural Communications, <i>Minsk, Belarus</i>
HERTELEER Simon	UNECE ESD Youth Platform, Coordinator, <i>Elsene, Belgium</i>
Fatma BULIĆ	European Network on Independent Living (ENIL) President of the Board, <i>Tuzla, Bosnia and Herzegovina</i>
Nedim HODZIC	Assistant for Fatma Bulić <i>Tuzla, Bosnia and Herzegovina</i>
Stanislava STEFANOVA	European Students' Forum-Sofia (AEGEE) President, <i>Petrich, Bulgaria</i>
Ana KRALJEVIĆ	The European Federation of Psychology Students' Associations (EFPSA) Advocacy Team Writer, <i>Zagreb, Croatia</i>
Kleanthis KOUTSOFTAS	Youth Board of Cyprus, Chairperson <i>Nicosia, Cyprus</i>
Pavel LINZER	Spolek Mladí občané (Young Citizens) Secretary, <i>Ostrava, Czech Republic</i>
Nichita MADAN	Young European Ambassadors Initiative <i>Risskov, Denmark</i>
Michela GRASSO	European Solidarity Corps Volunteer <i>Saint Caprais de Bordeaux, France (Italy)</i>
Nika BAKHSOLIANI	Human Rights Education Youth Network Chair of Board, <i>Tbilisi, Georgia</i>
Billal HIGO	SIETAR (Society for Intercultural Education Training and Research) Intercultural Trainer, <i>Munich, Germany</i>
Khadija TIRHA	Islamic Cooperation Youth Forum (ICYF) Intern, <i>Torino, Italy</i>
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Daniel Dariusz STANIEK	European Students' Forum-Europe (AEGEE) Policy Officer on Europe in the World, <i>Jaworzno, Poland</i>
Miguel MARTINS	Institute of Sports and Youth (IPDJ) Senior Officer, Youth Department, <i>Lisbon, Portugal</i>
Tiago Manuel REGO	National Federation of Youth Associations (FNAJ) President, <i>Viana do Castelo, Portugal</i>
Sara BAIRRÃO DIAS AMARAL	Portuguese National Youth Council Secretary-General, <i>Lisbon, Portugal</i>
Jovana MIHAJLOVIC MIJOVIC	Association of Roma Intellectuals

	Project Manager, <i>Surdulica, Serbia</i>
Bulut ALTUN	Ministry of Youth and Sports Youth and Sports Expert, <i>Ankara, Turkey</i>
Ruhi CHITRE	International Association of Physics Students President, <i>Norwich, United Kingdom</i>
Kseniya AMERHANOVA	Department of Children and Youth Affairs Head of the Center “Podrostok” (Teenager) <i>Almetyevsk, Russian Federation</i>
Dmitrij BABUSHKIN	Agency for Social Projects and Youth Initiatives Director, <i>Chelyabinsk, Russian Federation</i>
Artem DASHKOVSKIJ	Youth Parliament of Perm Krai Chairperson, <i>Perm, Russian Federation</i>
Nikita EJSMONT	Youth Chamber President, <i>Chelyabinsk, Russian Federation</i>
Natalia GROSS	Social educational projects Eduaid and “Ekonomika dostupnym yazykom” (Simple Economics), Founder, <i>Saint-Petersburg, Russian Federation</i>
Adel HUSAINOVA	Russian Youth Union (in the Republic of Bashkortostan) Project Manager, Specialist in Work with Local Organizations <i>Ufa, Russian Federation</i>
Irina KULIKOVA	Center “Rovesnik” (Peer) Deputy Director, <i>Izhevsk, Russian Federation</i>
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Ellina PEKUROVSKAYA	Russian Geographical Society Deputy Director of the Youth Department of the Executive Directorate <i>Moscow, Russian Federation</i>
Dmitrij PRIHODKO	Association of Students and Student Associations of Russia Deputy Chairperson <i>Saint-Petersburg, Russian Federation</i>
Evgenij SHILYAEV	Youth Center “PerspektivaPro” Director, <i>Izhevsk, Russian Federation</i>
Sergej UTKIN	Youth Diplomacy Academy President of the European Youth Parliament of Russia <i>Kazan, Russian Federation</i>
Svetlana YESKINA	District Youth Center Director, Bely Yar village, Surgut district, <i>Russian Federation</i>
Mariya ZHAFYAROVA	Ministry of Education of the Novosibirsk Region Deputy Minister, Head of the Department of Youth Policy <i>Novosibirsk, Russian Federation</i>
Ekaterina ZORINA	Interregional public organization «German youth association» <i>Moscow, Russian Federation</i>

EXPERTS AND SPEAKERS

Denis ASHIROV	Director of the Department of State Youth Policy and Educational Activities of the Ministry of Science and Higher Education of Russian Federation <i>Russian Federation</i>
Rui GOMES	Head of the Education and Training Division, Youth Department, Council of Europe

Grigory PETUSHKOV	Chairperson of the National Youth Council of Russia <i>Russian Federation</i>
Evgenia ROSINSKAYA	Deputy Head of Council of Europe Programme Office in Moscow <i>Russian Federation</i>
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Participants evaluation

The evaluation form consisted of 13 questions about different aspects of the Seminar. The participants needed to mark from 1 to 5 or leave a comment, depending on the question. In total, 31 participants filled the form.

Question 1: *General impressions about the seminar (mark 1 to 5 and leave a comment (optional)).*

From 31 marks – 11 participants marked “5” (35.5%), 19 marked “4” (61.3%), 1 marked “3” (3.2%), nobody marked “2” and “1” (bad). **Average score is 4,3.**

Most of the comments were positive, with participants noting that it was a great seminar and feel far more knowledgeable about youth work. Participants felt they got a solid understanding of quality standard and insights into different European countries. The opportunities for networking at the start of the week enabled participants to better understand the group dynamic and experiences. The event was well organized with good supports for visas, travel and explaining the logistics and planning, including the cultural program. Participants also valued the opportunity to learn more about the activities of the Council of Europe related to Youth Work.

Some comments were more critical:

- there wasn't any planned free afternoon, which created a packed week and as the seminar continued participants felt tired and found it difficult to process the content. Some felt it meant they did not have time to socialize or see the city.
- the level of knowledge between participants varied which made more expert participants feel that certain session was basic, and did not get into the detail they desired.
- one participant would have appreciated more practical tools for working with youth across Europe

Question 2: *To which extent did this Seminar fulfil your expectations? (mark 1 to 5 and leave a comment (optional)).*

From 31 marks – 9 marked “5” (fulfilled completely; 29%), 16 marked “4” (51.6%), 6 marked “3” (19.4%), nobody marked “2” and “1” (not at all). **Average score is 4,1**

Most of the comments are positive. Some participants commented they didn't have clear expectations as this was their first Council of Europe event, while other felt their expectations were exceeded. Others felt very involved in the process and had the opportunities to share their expertise and experience. Some felt there was a healthy balance between understanding how youth work is arranged in different countries and regions, learning about different projects and sharing their own experience.

Some other participants felt there were too many feedback activities and would have preferred more networking opportunities and time to socialize

Question 3: *Please, evaluate to which extent the objectives of the seminar were achieved? (mark 1 to 4 and leave a comment (optional)).*

Objective 1: To discuss the state of youth policy and youth work in the participating countries, including the recognition of youth work, role of youth participation and youth organizations

From 31 marks – 8 marked “4” (fully achieved), 18 marked “3” (mostly achieved), 5 marked “2” (partly achieved), nobody marked “1” (not achieved). **Average score is 3,1.**

Objective 2: To learn about the youth policy standards, mechanisms and practices in the Russian

Federation and other countries, notably in relation to Council of Europe youth policy standards and youth work approaches

From 31 marks – 13 marked “4” (fully achieved), 13 marked “3” (mostly achieved), 5 marked “2” (party achieved), nobody marked “1” (not achieved). **Average score is 3,3.**

Objective 3: To explore the previous experience and future perspectives of the co-operation in the field of youth with the Council of Europe, the Russian Federation and other participating countries.

From 31 marks – 5 marked “4” (fully achieved), 22 marked “3” (mostly achieved), 3 marked “2” (party achieved), 1 marked “1” (not achieved). **Average score is 3**

Objective 4: To support dialogue and cooperation between various groups of stakeholders in youth policy and youth work, especially governmental and non-governmental partners with the view to support the implementation of the Recommendation on youth work and the Council of Europe youth strategy 2030

From 31 marks – 10 marked “4” (fully achieved), 16 marked “3” (mostly achieved), 5 marked “2” (party achieved), nobody marked “1” (not achieved). **Average score is 3,2.**

Objective 5: To provide opportunities for new partnerships to develop new projects and further cooperation /**Average score is 3,6.**

From 31 marks – 14 marked “4” (fully achieved), 11 marked “3” (mostly achieved), 6 marked “2” (party achieved), nobody marked “1” (not achieved). **Average score is 3,3.**

In general participants were happy with the objectives, and felt in general they were met, considering there was only four days available for the seminar. Across all the objectives participants felt they had learnt more and were leaving the seminar more informed. Other participants felt there wasn't sufficient time spent discussing the 2030 strategy. One participant noted that given the four days, it would have been better to have a smaller number of objectives and allowed more time to get into the other objectives. Another participant felt the content was too packed, with not enough time for socializing or getting to know one another, which also meant there wasn't sufficient time to get into detail on all topics.

Question 4: Please, evaluate how useful the program has been for your professional work (mark 1 to 5 and leave a comment (optional)).

From 31 marks – 11 marked “5” (totally useful; 35.5%), 14 marked “4” (45.2%), 6 marked “3” (19.4%), nobody marked “2” and “1” (useless). **Average score is 4,2.**

Participants had many positive comments, and found the work knowledge interesting for their work, and feel they can bring new experiences back to their countries and regions, and believe it can be included in their work. Additionally participants found the resources useful too, which can act as tools to follow-up their learning. With a range of participants from government to NGOs, different backgrounds found there was plenty of scope to bring their learning back into their work. Even for participants who possessed higher levels of expertise found the other participants were useful resources that have inspired their professional work.

Question 5: Which programme's blocks did you find the most useful and resourceful for you?? (leave a comment)

31 participants shared their favorite blocks, the accompanying number indicate if it was reported by more than one person.

- Youth participation - 3
- Co-management
- Networking - 4
- Russian Youth Policy - 3
- Youth Policy Day in general 3-
- Youth policy indicators from the council of Europe - 6
- Youth Work Day, in general
- Workshops - 8
- Non – formal education/learning
- Youth Portfolio
- Youth Work Recommendations - 3
- Learning about the Council of Europe

There were a few comments that all sessions were resourceful. Some participants chose multiple blocks or full days, as some days were thematic around youth work or youth policy. A common thread was enjoying workshops and breakout sessions, which enabled smaller but deeper conversations in group work.

Question 6: *What did you consider as three main learning achievements? (leave a comment).*

The following are the key topics participants felt they learnt, not all participants listed three learning achievements.

- How the concept of youth work and youth policy can be different across participant’s countries and even within countries there can be different approaches.
- Understanding how the Council of Europe works as an institution on youth work. Including co-management, resources that are available to support participants and recommendations on youth work.
- Youth participation, and how to include young people without tokenizing or disempowering them, and supporting meaningful contributions from young voices. This also included how we reach out to young people and motivate them to participate without controlling them.
- Non-formal education methodologies and how to integrate NFE into youth work, in particular the combination of having a session on NFE and being able to observe the use of NFE throughout the week.
- The Russian context, and how youth work is organized across the Russian Federation.
- Quality indicators for youth work
- Despite the varieties and diverse regions represented there remained common challenges and barriers for organizations working on youth.
- Found opportunities for new projects and to continue international cooperation with other participants beyond this training.
- The Council of Europe’s approach to co-management with the Advisory Council on Youth being a particularly inspiring model for collaborating with young people.
- Learning about the individual circumstances and experiences and projects from the different participants has inspired new opportunities and insights into youth work. Participants viewed each other as experts they wish to stay in touch with for the future.
- Youth Portfolio
- A Russian participant noted the importance of bringing together different stakeholders from the various regions across the Russian Federation to support the implementation of the recommendation on youth work and follow-up to this seminar.
- The importance of identifying and setting standards in youth work

- The need for international dialogue and cooperation to share challenges and solutions to the barriers around youth work.
- Competences of youth work

Question 7: Please assess the applicability of the Council of Europe Standards for Youth Policy and Youth Work in Your context.

From 31 marks – 7 marked “fully applicable” (22.6%), 24 marked “applicable with the need to adapt” (77.4%) and nobody marked “applicable to a small extent” or “not applicable”.

In general participants felt the Standards for Youth Policy and Youth Work are relevant in their context, but found it depended on their context with a mix of countries represented, some were volunteers, others worked for NGOs and some work for government. Even in countries where participants felt they had solid standards, participants have been room for improvement. A common comment was also the need to adapt the standards around youth policy and youth work to their specific context and find solutions to challenges presented by national contexts. Participants found the standards inspiring and realized how much they are needed in their contexts.

A common challenge presented was the lack of funding and insufficient political support for the implementation of the Council of Europe standards or recommendations on youth work. When these measures are not taken seriously at national level and are viewed as ‘soft’ power it can be demotivating as they are not taken as a priority.

One participant noted they would need more time to properly digest their learning and process how it can be applied to their region.

Question 8: Which kind of sessions or activities would you suggest to add in the program of the future? Which kind of changes would you suggest to make in general? (leave a comment (optional)).

25 responses from participants, the following are the key proposed changes:

- A session to understand local politics and contexts, which would incorporate time to better understand participants contexts.
- Using online training ahead of the session to understand the Council of Europe, Youth Work and youth work in Russia. Though it is worth noting this was set up on E-learning platform, though not used by all participants.
- Opportunity to visit organizations in Russia or the host city, to get an insight into the reality.
- More team building opportunities
- More opportunities for smaller group work to help understand the reality of different contexts and various realities captured by participants experiences and learn about the specific challenges in different cities/regions/countries.
- More practical tools, for example when working with difficulty teenagers and their families.
- Reduce the training hours per day, as the learning was quite heavy.
- Reduce the number of presentations, or where possible the use of virtual presentations and speakers joining online.
- Introducing and working on the sustainable development goals and how they intersect with youth work.
- Reduce the number of sessions focused exclusively on the Russian context.
- Include a session that is more focused on personal motivations about why participants work on youth work and what brings them to the seminar, to get to know one another on deeper level.

- Add a module or session on Russian culture for foreign participants to improve understanding of the Russian context, it would be helpful and appropriate.

Question 9: *How do you evaluate the contribution of resourcefulness of the group of participants (mark 1 to 5 and leave a comment (optional)).*

From 31 marks – 12 marked “5” (great; 38.7%), 12 marked “4” (38.7%), 5 marked “3” (16.1%), and 2 marked “2” (6.5%) and no one marked “1” (not satisfying). **Average score is 3.9**

Participants felt there was different levels of expertise represented within the group, which meant some learnt from other while more expert participants felt the opposite. In general there was a positive group dynamic, where everyone got on well and collaborated with others. Participants recognized that the group was not homogenous with many different experiences, this was in general a positive as it led to new learning opportunities but also had some limitations.

Some participants noted that there were some personalities that dominated discussions both in plenary and the in smaller group work, and felt that disrupted the dynamic. Another participant felt that one participant represented a ‘biased government’ and believed this had a negative impact on sharing space. Not all participants participated equally, with someone participants not engaging in workshops and smaller breakout groups, which felt like a missed opportunity.

Question 10: *How do you evaluate the work of the team of trainers to your learning process (mark 1 to 5 and leave a comment (optional)).*

From 31 marks – 23 marked “5” (great; 74.2%), 6 marked “4” (19.4%), 2 marked “3” (6.5%), and no one marked “2”, or “1” (not satisfying). **Average score is 4,7.**

In general participants found the team of trainers of excellent. Sessions were explained well with excellent introductions and clear of understanding of the ways of working together. The trainers also brought with them lots of different and valued experiences. Trainers were found to be friendly, effective, inclusive, expert and helpful.

Some comments for improvement:

- If trainers moderated more of the smaller breakout sessions it could have prevented some personalities from dominating the conversation.
- Trainers were too strict with timing of the days, perhaps because the schedule was over packed with content.

Question 11: *Which concrete steps are you planning to take in order to improve your work with and for youth? (leave a comment).*

Participants shared many follow-up activities that they are planning which include reading more materials and resources shared by the Council of Europe and participant, this seminar has opened many new ways of working with various resources they will need time to read through. Similarly participants have committed to sharing the resources they’ve encountered in their local context. This also extended to creating new policy papers and tools in line with the Council of Europe quality standards to make the policies more accessible at their local level. These measures will help to disseminate the learning beyond jus the participants.

Other participant mentioned more concrete proposals such as starting new youth participation and youth mobility projects or integrated non-formal education into their working methods. This has included applying

their new knowledge on youth participation to engage youth and capture their voices in the policy making process. One international participant mentioned a planned project with some of the Russian participants.

Other planned steps included setting up an online course for the implementation of projects that can make better use of the Council of Europe instruments. For example ensuring the implementation of Youth Worker's portfolio criteria in the personal development plans of young leaders and workers

Advocacy campaigns were also raised as next step, with participants planning meeting with government and relevant Ministries to support the implementation of Council of Europe standards and policies in their member state.

A group of the Russian participants are also planning on supporting each other with writing grant applications to help tackle issues around lack of funding.

Question 12: *Please evaluate the logistics of the seminar (leave a comment (optional)).*

From 31 marks. On a scale of 1-4.

Accommodation – 16 marked 4 (excellent), 12 marked fine, 3 marked should be improved and no one marked bad. **Average score 3.4**

Meals – 14 marked 4 (excellent), 8 marked fine, 8 marked should be improved and one marked bad. **Average score 3.1**

Organization of Travel – 23 marked 4 (excellent), 8 marked fine, and no one marked room for improvement or bad. **Average score 3.7**

Cultural Program – 13 marked 4 (excellent), 11 marked fine, 5 marked should be improved and 2 marked bad. **Average score 3.1**

Participants commented that the seminar was well organized and left with a very positive impression and felt the logistics were very smooth. Although the room felt cold and sometimes the food wasn't great, where possible the organizers sought solutions to improve the situation.

The only negative comment related that they would have liked the opportunity to have seen more of the city and have more time for the cultural programme, though participants noted that the programme didn't allow for this and the primary goals related to the seminar not seeing the city.

Question 13: *Additional comments or suggestions (leave a comment (optional)).*

Participants left 11 comments. The comments were all positive thanking the trainers and organizers for the work in making the seminar a success. They valued the incredible opportunity and felt it was a pleasure to have met everyone on the team. Participants were thankful that the event happened in person, and in such a beautiful location.

The only comment towards further improvement was noting that not all participants were fully engaged

or present throughout the training, with one participant commenting that it was a missed opportunity to not see everyone.