

International training seminar

**“From Policy to Practice: Youth Work
Supporting Access of Young People to
Social Rights”**

24-27 October 2018

Kazan, Russian Federation

Report

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Executive Summary

This report is based on the findings and experiences of the participants from the training seminar 'From Policy to Practice: Youth Work Supporting Access of Young People to Social Rights' that took place in Kazan, Russian Federation from 24-27 October 2018.

There were two key elements to this training seminar that made it stand out. One was the broad range of participants; they included face to face youth workers, youth work managers, face to face workers from other sectors - prison service, teachers, pedagogues and psychologists, and people from the policy and decision-making side - municipal employees, elected representatives at regional and national level, etc.

The other key element was the focus on both the Enter! Recommendation (Recommendation CM/Rec(2015)3 on the access of young people from disadvantaged neighbourhoods to social rights) and the Youth Work Recommendation (Recommendation CM/Rec(2017)4 to member States on youth work). Both of these recommendations are perfect for exploring with the range of participants that took part in this training seminar.

Both of these aspects enriched the discussions and analysis conducted by the participants under the guidance of the trainer team.

THE COUNCIL OF EUROPE AND SOCIAL INCLUSION OF YOUNG PEOPLE THROUGH YOUTH WORK

In Europe today, many young people live in situations where they experience exclusion, discrimination and violence. This is not only a youth issue, it often affects young people when they grow up, just as much as it affects their social networks, their intergenerational relations and the way society relates to young people.

In 2009, the Council of Europe youth sector initiated the Enter! project aiming to support youth policy and youth work responses to exclusion, discrimination and violence affecting young people, particularly in multicultural disadvantaged neighbourhoods. The project comprises of educational activities, awareness raising and support for youth work providers, youth organisations or local authorities to enhance the access to social rights for young people. One of the outcomes of the project is the Committee of Ministers' **Recommendation CM/Rec(2015)3 on the access of young people from disadvantaged neighbourhoods to social rights**, which recommends that "the governments of the member states develop and implement sustainable, evidence-based public policies that take into consideration the specific situations and needs of young people from disadvantaged neighbourhoods. These policies should aim at preventing and eradicating the poverty, discrimination, violence and exclusion faced by such young people [...]."

Youth workers and youth organisations are often at the forefront of projects designed to provide alternative non-formal education and leisure-time activities, counter discrimination and exclusion, to promote participation and citizenship, usually with the aim of easing social tensions. In order to put into place these interventions, youth workers require competences in engaging with young people and policy-makers in order to make a significant contribution.

The **Recommendation CM/Rec(2017)4 to member States on youth work**, adopted by the Committee of Ministers in 2017 emphasizes the role of youth work in responding to situations of exclusion of young people. It encourages member states to strengthen the necessary support for youth work at local, regional, national and European levels. It is therefore important to learn from different practices and experiences and devise further ideas to support the social inclusion of young people through youth work.

Access of young people to rights and social inclusion, recognition of youth work and non-formal education are the main priorities of the **Framework Programme on cooperation between the Council of Europe and the Russian Federation in the field of youth policy**. Since 2016, the Russian Federation, as a member state of the Council of Europe, has been contributing to the implementation of Enter! and Youth Work Recommendations through organising capacity-building activities for youth workers and policy makers from the Russian Federation and other countries within the Commonwealth of Independent States (CIS). As outcomes of these activities, new policy measures and youth work approaches were introduced at local and regional levels.

Strategic role of the training seminar

The International Training Seminar "From Policy to Practice: Youth Work Supporting Access of Young People to Social Rights" was a part of the Council of Europe Youth Department "Enter!" project and of the 2018 Action Plan of the Framework Programme on cooperation between the Council of Europe and the Russian Federation in the field of youth policy.

The seminar was held from 24 to 27 October 2018 in Kazan, Republic of Tatarstan (Russian Federation) and brought together youth workers, youth specialists and representatives of local and regional authorities who met and exchanged practices related to the promotion and implementation of the two Council of Europe Committee of Ministers' Recommendations – Enter! and youth work.

The training seminar was co-organised by the City Hall of Kazan, National Youth Council of Russia and the Youth Department of the Council of Europe with support of the Ministry of Science and Higher Education of the Russian Federation, Federal Agency on Youth Affairs and the Government of the Republic of Tatarstan.

Aims and objectives of the seminar

The Seminar aimed to explore the role of youth work in supporting young people's access to social rights. It fostered peer-exchange on the approaches and frameworks of cooperation between local authorities and youth workers, in order to promote social inclusion for young people.

Objectives of the seminar:

- develop an understanding of Council of Europe standards and tools of youth policy, youth work and youth participation for interventions aiming to combat discrimination and social exclusion at local and regional levels;
- consolidate experiences and good practices of youth work and youth policy on access to social rights in the Russian Federation and other states parties to the European Cultural Convention;
- identify and explore challenges in working with the Enter! and Youth Work Recommendations and devise future plans for their implementation;
- identify good practices and youth work approaches which support the social inclusion of young people and their access to social rights;
- support and strengthen the networking and cooperation between different stakeholders and partners interested in the implementation of the Enter! and Youth work Recommendations.

Participants

The profile of participants

The training seminar brought together 47 participants from the state's parties to the European Cultural Convention of the Council of Europe with the following profiles:

- a) Representatives of municipalities and local public bodies with a mandate to implement policies related to youth and social rights;
- b) Representatives of youth work structures, youth organisations and other civil society entities working at local level with young people to support their access to social rights;
- d) Representatives of the Joint Council on Youth of the Council of Europe.

All participants also were expected to correspond to:

- have an experience and interest in working for and with young people on social rights (education, work, social security, health, housing, quality of life, poverty alleviation);
- have significant experience of working with young people at risk of social exclusion, discrimination or violence;
- be familiar with the Enter! Recommendation and Youth Work Recommendation (CM/Rec (2015)3 and CM/Rec (2017)4)
- be active in organisations/institutions that are interested in developing partnerships with other European organisations for the enhancement of social inclusion of young people
- have a position in their organisation/local authority that allows them to mobilise their organisation in the processes related to the implementation of the Recommendations;
- have strong personal and professional motivation and the intention (with support from their organisations/institutions) to take an active role in implementing some of the measures included in the Recommendations.
- be able to work in English or Russian
- aged – 18+.

Selection of participants was carried out by the organisers according to formal criteria.

37 applications of candidates were received by the National Youth Council, 25 by the organiser from the Republic of Tatarstan and 56 applications by the Youth Department of the Council of Europe.

Finally, 47 participants from 19 states parties to the European Cultural Convention of the Council of Europe were selected, 27 female and 20 male participants. The Youth Department supported the participation of 23 participants from 17 countries. The National Youth Council has supported participation of 13 participants from 9 regions of the Russian Federation other than the Republic of Tatarstan. The Kazan City Hall supported the participation of 11 participants from the city of Kazan and other entities of the Republic of Tatarstan.

The final group of participants was of very different age, the youngest participant was 18 years old and an oldest participant was - 48 years old, considering also gender, as much as possible, and geographical balance.

The profile of represented organisations broadly varied in order to ensure the diversity of opinions, experiences and perspectives on the topic and find out diversified overview on influence of European youth policy documents at different levels on the life of young people. Representation of governmental authorities included representatives of municipalities and local public bodies along with national level governmental bodies responsible for youth issues, i.e. Ministries of the Republic of Armenia and the Republic of Romania, took part in the seminar. Youth work structures, youth organisations and other civil society entities working at local level with young people to support their access to social rights were widely represented. It is worthy to highlight the broad representation of thematic areas social

rights covered by organisations, including education, work, social security, health, and housing, quality of life, and poverty alleviation. Representatives of the Joint Council on Youth of the Council of Europe took also part representing the European level voice of young people and monitoring the outcomes of discussion for the review process of the Enter Recommendation.

Some of the participants were previously involved in the activities of the Enter project on access of young people to social rights, either through the LTTC Enter or other activities organised by the Youth Department, or in cooperation with other partners, e.g. study sessions, seminars. There were municipalities represented who engaged in the support measures instrument to ensure local outreach of the Enter! Recommendation and the Youth for Democracy programme. Youth delegates to Congress of Local and Regional Authorities of the Council of Europe were also represented in the group.

Diverse experience working in the youth field for some of participants was related to policy development, for others – policy implementation, but some representatives of the youth civic sector did not have any experience with policy development but having many years of experience supporting young people at risk by providing leisure, education, consultancy and other services. The representation of different sectors helped to exchange both perspectives and better understand the role of each sector and see benefit of working cross-section.

Some participants were well aware about the Council of Europe and its work in the youth field, knew both Recommendations. At the same time, some participants were not so much familiar with one or the other document, or European youth work and youth policy practices and approaches of the Council of Europe. For many in the group it was important to find through the seminar those connections between their work, CoE practices and approaches, existing youth policy documents and access to social rights. Participants were keen to find out about key CoE priorities in the youth field, i.e. youth participation, human rights education, social inclusion etc.

The group was friendly and positively oriented towards sharing experiences, contributing to review process of the Enter Recommendation, intercultural experience, new knowledge and willing to have follow-up activities after the seminar. It is important to mention that divided selection of participants between the Council of Europe and the Russian partners made possible to bring different realities of work with young people at risk and issues of access to social rights. It was possible to feel synergy in dynamics and unified spirit in the group. The language used during the sessions was both English and Russian in balance. Simultaneous translation help of the volunteers and multilingual team supported this process and gave chance to enlarge the influence of discussions and address realities/opinions in geographically mixed. It had positive influence on the dynamics, results and involvement of participants. Working format stimulated mutual cooperation and work in mixed groups as well as provided possibility to better know each other.

Main Content

Programme Overview

Tuesday, 23 October	Wednesday, 24 October	Thursday, 25 October	Friday, 26 October	Saturday, 27 October
Arrival of participants	Official Opening	Kazan - an Example of Intercultural Dialogue and Inclusion	Youth Participation: Concepts and Tools	Increasing the Impact of Youth Work
Break				
	Intro to the Council of Europe	Role of Youth Work in and for Social Inclusion of Young People	Youth Participation: Mapping Social Inclusion	Inter-Sectoral Cooperation
Lunch				
	Building a Common Ground	Enter! Recommendation: Youth Work and Youth Policy	Visit to Local Youth Work Organisations in Kazan	Council of Europe Activities
Break				
	Panel Discussion: From Youth Policy to Youth Work Practice	Enter! Recommendation: Youth Work and Youth Policy	Free	Official Closing with Mayor of Kazan
Dinner				
Welcome Evening	Fair of Projects	Gala dinner in the Old-Tatar Settlement: Altyn Kul	Playing "Enter DignityLand"	Developing Future Initiatives

Arrival Day

Tuesday 23rd October

There was a short introduction evening on the arrival day. There were words of welcome from Marina Filaretova from the Council of Europe and Olga Popova, Deputy Chairperson of the National Youth Council of Russia. The trainer team of Nik Paddison and Natalja Gudakovska with Marina Filetarova conducted a series of ice breaking games and name games to enable the participants to start to get to know one another.

Day 1

Wednesday 24th October

The first full day started with an official welcome and then went straight into a series of short introductory speeches:

- Rimma RATNIKOVA, Deputy Chairwoman of the State Council of the Republic of Tatarstan
- Petr SICH, Head of the Council of Europe Programme office in Moscow
- Damir FATTAHOV, Minister on Youth Affairs of the Republic of Tatarstan
- Grigory PETUSHKOV, Chairman of the National Youth Council of Russia
- Evgenia LODVIGOVA, First Deputy Head of the Kazan Municipality

After the speeches the seminar continued with an introduction to the background, aims and objectives, the programme was explained and the group of participants expressed their expectations. The methodological approach was also explained.

Council of Europe

There was an introduction to the work Council of Europe and a Council of Europe bingo game was used. This gave further support for participants to get to know each other and gave a broad overview of the work of the Council of Europe. This was further developed with an input on the biannual priorities, an explanation about Human Rights and Human Rights Education, and specific information on the development of standards for youth policy and how Recommendations come about.

Recommendations

The group was divided into two. Half the of the group was introduced to the Recommendation CM/Rec(2018)4 (Recommendation on Youth Work) and the other half to the Recommendation (CM/Rec(2015)3) (Enter Recommendation). After a 20min interactive input the groups swapped to learn about the other recommendation. This was an opportunity to ensure that all the participants were on the same page with regards to having a basic understanding of both of the Recommendations that were the foundation of the seminar. In both cases an overview of the key points of each Recommendation were made followed by an open discussion about it and the participants connection to it.

Defining

The participants were invited to develop a series of definitions on some key terminologies. This was to build a common conceptual ground on the concepts of youth work and social rights using the experiences and expertise of participants. The words explored were:

- Social rights
- Access to rights
- Social inclusion
- Young people from disadvantaged neighbourhood;
- Youth policy
- Youth workers
- Youth participation
- Youth work

Each word was on a flipchart, the participants individually wrote what they understand by each word on the flipchart. In the next step the participants divided themselves between the words and created a summary of each flip chart that then became the basic definition as understood by the group. Each of these was presented to the rest of the group and the team offered an official definition to compliment the one derived from the participants.

Experience

A Barometre exercise was held to establish the extent of the groups experience and knowledge in youth work. The questions were based on the following areas:

- their experience in non-formal education
- experience in youth work/youth policy
- experience in work with young people or as youth workers, for young people
- years of work in the youth field
- experience with Council of Europe activities
- experience with Recommendations

Youth policy to youth work practice

There was a panel discussion "From youth policy to youth work practice", several of the participants were asked to be the panel because of their specific position in their organisation or because they work at municipal or governmental level.

The following people took part:

- Anna Zakhmatova, Deputy Minister on Youth Affairs of the Republic of Tatarstan
- Vardan Ghaplanyan, Ministry of Sport and Youth Affairs, Armenia
- Catalin Lazar, Ministry of Youth and Sports, Romania
- Zoltán Szenes, Municipality of Nyíregyháza City with County Rights, Hungary
- Mourad Chalal, ACSA - Association des Centres sociaux d'Aulnay sous-Bois, France

The focus of the questions to the panel was on how they (their organisation / municipality / Government) works with youth work.

Triangle of Cooperation

The group was presented with the Triangle of cooperation within the youth policy field, this refers to the connection between; youth policy, youth work and young people. The group was asked to form buzz groups and answer the question: "How does the cooperation between these three works in your reality?"

Fair of Projects

This began the more formal start of networking. Each organisation present was asked to create a poster (pre-designed template with minimal information). This information included:

- Name of organisation
- City and country
- Target group (age, young people)
- Aim
- 3 tag words (key words associated with the organisation and or its work)
- Activities (related to access of young people to social rights)
- Their name
- Contact details

Day 2

Thursday 25th October

After a visit to the city and the a guided tour of the Kremlin the group returned to do an exercise on the subject of social inclusion. After the initial brainstorm the group was divided into stakeholder groups:

- Youth workers (face to face)
- Policy makers
- Municipality staff
- Youth work providers / managers
- Educational institutions

- Other...

The concept was for each group to explore the roles and responsibilities they have to young people, the groups were given the following question:

“What is our function, and are roles and responsibilities to young people in the context of social inclusion?”

Each group explored their individual situations in relation to this question listing examples of practice that did not work and why and therefore what could be changed. They were also tasked with coming up with examples of good / successful practice. These were then shared with the rest of the group back in the plenary.

The first thematic session was introduced and was based on the ENTER Recommendation.

This was explored in two parts, the first part focussed on the part of the Recommendation linked to ‘Living Conditions’. This is a large section of the Recommendation and so was subdivided into six areas.

“Improve living conditions for young people living in disadvantaged neighbourhoods by providing easy access to affordable and youth-friendly public services in”

- Education and training
- Employment
- Health
- Housing
- Information and counselling
- Sports, leisure and culture

The second session focussed on the other 6 key recommendations:

- Implement measures to achieve an end to segregation and isolation
- Promote opportunities and programmes that ensure young people are consulted about and able to participate in decisions related to their living environment
- Ensure that young people can play an active role in society, without discrimination
- Recognise the role of non-formal education, youth workers and youth organisations in promoting active citizenship and preventing discrimination, violence and social exclusion
- Ensure that youth policies are gender-sensitive and support the equal participation of young women and men living in disadvantaged neighbourhoods.

For both parts the working space was divided into 6 sections, each section had a theme from the recommendation. In 6 groups, one group per section, the participants would discuss the recommendation to ensure all the group understands and share examples of their practice related to that recommendation. One person from each group was responsible for fulfilling the template provided with the main information from their group.

The following question was the basis of the discussions and sharing for the first round:

“Share your practice in relation to this social right, explore the challenges and the achievements”

This was the question for the second round:

“Explore the measure of the Recommendation you have chosen. Share your practice in relation to it.”

Below is the template for stories:

- The topic of the practice
- Target group
- Activities
- Achievements
- Challenges

Day 3

Friday 26th October

The focus of the first part of day 3 was on the subject of participation. The group was divided into 2 subgroups and each group was taken through 2 exercises related to participation. The first part was a 'Where do you stand?' exercise. The statements / questions featured included:

- Local authorities only support youth participation when it is politically useful for them!
- Youth policy should focus more on youth development than their rights!
- The financing and also implementation of policies and support of youth participation is the task of public authorities!
- It is not the government's job that young people have a say, but the young people's!
- Youth workers have more power than policy makers to ensure youth participation!
- It is more important to have youth policy that allows young people from disadvantaged situations to have a home, food and basic necessities than to let them say what they like!
- Youth work with disadvantaged young people should always be aligned with official youth policies!
- All young people should participate!

This created lively discussions that often highlighted the similarities of points of view between the different parts of the sector, meaning the face to face workers and the policy makers were often in agreement - even if the approach would be different.

Both sub groups had a plenary discussion after the initial exercise and were asked the following question:

"How do you see the participation of young people from disadvantaged situations in your community/society?"

In answering this they were also asked to identify what they thought was:

- Role of youth work
- Role of youth worker
- What is the difference between young work and social work or teaching?

The subject of participation was further pursued with the Roger Hart Ladder of Participation model. Both groups had the ladder made of tape on the floor. Each sub-group was further divided in 8. Each of these groups received information on one of the eight stages of the ladder. each group needed to make an example/story of their step in 3 to 4 sentences about a young person who is disadvantaged.

Once the stories were completed the small groups came back together to share their stories and decide which stage they were. Once all the eight stories were shared the trainer helped the group to make the correct order of the steps and provide further information where necessary.

A final part of the exercise was for each of the participants to stand on the ladder at the stage they felt represented their work. This also was not discussed further but was more for each participant to put the ladder into the context of their work.

The final connection with participation was the to bring the whole group back together and conduct an interactive input in the RMSOS model of participation as developed in the Have Your Say manual.

The whole group was divided into 10, each pair of groups received one of the pre-conditions for participation.

- Rights
- Means
- Space
- Opportunity
- Support

Each group received the whole theory to read but was to focus on their own part of it to specifically explore, each part also came with a set of questions from the manual and they were asked to respond to them with the following question in mind:

“As practitioners, working with disadvantaged young people, respond to the preconditions reflection questions”

During the plenary session when the groups came back together, they shared what had been the question that had required the most discussion? and what were the responses related to that question?

Day 3 provided the participants the opportunity to visit local youth work organisations.

Day 4

Saturday 27th October

The participants gave feedback on their visits, what they experienced and what they had seen.

Recommendation on Youth Work was explored, the initial stage was to introduce it and explore with the group why we have this recommendation and to provide some background and history to it. The 7 key recommendations were also told to the group and they were informed about the list of measures that are promoted in the Recommendation.

The group was split into trios and they received the list of the Measures as a form and were asked to give an answer to each part:

- what can be done?
- how can it be done?

In trios they would write their answer in the given form.

The Council of Europe Youth Work Portfolio was introduced which supports youth workers in documenting and recording their roles and responsibilities linking them to qualifications and competences.

The group met with the Mayor of Kazan, the Mayor was informed what the seminar was about by the group and there was a question and answer time with the Mayor.

Resources and support session were held from the perspective of the Council of Europe and the Russian Partners.

Aspects of the Council of Europe were presented, including:

- Upcoming Council of Europe activities and support measures for youth work on access to social rights for young people from disadvantaged neighbourhoods;
- The concept of Study Sessions
- Publications
- Multilateral activities
- The work of the European Youth Foundation and its Pilot projects

From the Russian perspective the framework cooperation between the Council of Europe and the Russian Federation in the field of youth policy was presented.

Follow-Up and future initiatives focussed at first networking for better access of young people to social rights and the group was asked in organisation-based groups to focus on:

- How to improve my practice, approaches, cooperation with different stakeholders, developing work with disadvantaged young people, etc.

The second stage was to explore potential joint initiatives. Each person received a piece of A4 paper and was asked to write on it what they would want to do or cooperate on an international level. This could be about work with a particular group of disadvantaged young people, or an approach like a youth exchange or online connection, etc. Once everyone had their papers the group was asked to mingle and find others with similar or the same concepts and so meet and start to plan.

The final stage of the programme was to evaluate. A written evaluation was filled in and the the physical pie evaluation exercise was conducted. The questions asked included:

- Readiness to adopt something from this week in my work?
- From practice of this seminar to your work?
- How much do you feel you contributed to this seminar?
- Feeling about the learning group (party group)?
- Usefulness of this seminar?

Official closing of the seminar.

Follow-Up Projects and Initiatives

Final day of the seminar provided space to develop follow up ideas and outcomes related to promoting access of young people to social rights through youth work practices. The time was given for planning individual and group follow-up actions. The participants, first, worked on the ideas of improvement of their practices, approaches, cooperation with different stakeholders in order to develop their work with disadvantaged young people. After, the time was given to mingle and discuss ideas they have for cooperation on an international level to improve work with a particular group of disadvantaged young people. Participants were invited to think of actual work or policy development, for example. The team encouraged participants to plan and develop realistic ideas that can be easily implemented in their realities to bring change.

In regard to the Recommendations and human rights participants plan:

- to disseminate information about Enter! Recommendation among young people;
- to revise the work and principles of work of organisation considering content of both Recommendations;
- to implement the documents in future work and include Recommendations in the educational programme at university;
- to disseminate the Recommendations in Local Youth Council;
- to prioritise social rights in our programmes, and to organise youth training and educational programmes on social rights as well as training and educational programmes for youth work specialists/teachers to decrease level of violence and discrimination among youth;
- to introduce human rights and issues access to rights in the working plan of the regional entity program;
- to talk about the broader concept of access to social rights, as now there is better understands that their work is only the part of the broader work on access to social rights, and will talk about it with his/her young people and will be able to deliver this information properly;

In regard to the Council of Europe, its approaches and cooperate with local authorities participants plan:

- to support work on the recommendation and fighting discrimination using the Recommendation when addressing issues with our local elected members;
- to introduce young people to the Council of Europe, its work, values and opportunities it provides, to share on a regular basis the work done by the Council of Europe and the Recommendation to other related groups;
- To ensure the cross-sectoral cooperation between local authorities and youth NGOs in the implementation of youth policy and youth programmes, e.g. cooperation between social protection services, youth committees in municipality, schools, youth municipality centres, centres for family support etc., and make it systemic as now it works only in case of personal contacts, and cooperation in general is very low;
- Hold a meeting with the heads of the youth area in Barcelona to promote the CoE in their activities during 2019 (from September to December they carry activities/conferences for youngsters, called "from BCN to the world");
- to Write and submit an article for an important online magazine which focuses on education in my region, about the CoE and Human Rights Education.

In regard to youth work, non-formal education, diversity of methods and practices participants plan:

- to diversify methodologically local youth work, by integrating Council of Europe approaches and practices (including manuals and Dignity Land) into every day youth work practice;
- to organise different clubs with young people, including those of disadvantaged background
- to involve young people in decision making processes in villages and counties, by establishing Youth council. The pilot initiative will be in the village Rysevo.

- to modify the programme for young people considering their needs and interests, and involve young people in social projects' practices and spread information about opportunities for self-development and of support for scientific, artistic and entrepreneurial activities;
- to organise non-formal education programmes, youth trainings, summer camps, social games on the topics of peace, prevention of violence and discrimination, and share information and experience with my colleagues in organisation;
- To celebrate the Youth Information Day (April), in Barcelona, with a session aimed at young people at risk of social exclusion;
- To provide information about particular social rights and in general, support services for young people in needs for mental health and other required support;
- To bring conclusions from the experience in the ENTER project, discussion and development of new ideas;
- to propose to the NGO Nexes (working on HRE and interculturality in BCN) to translate (into Spanish and Catalan) the game EnterDignity Land and promote it in the region. They have accepted.

In regards to international cooperation participants discussed:

- a new project regarding youth work with the participation of experts and youngsters;
- after the seminar to contact other participants to further discuss ideas initially planned during the seminar for promotion of Recommendations;
- few projects with participants, to initiate events in Skopje similar to this seminar;
- developemnt of the training course on social inclusion and youth participation, where they will use CoE materials. They plan to apply it for the February deadline to the Erasmus + programme.
- establishing partnerships with associations that work in the area of youth information (with ERYICA);
- their our own program and apply for financial support in the field of education and youth;
- staring of new collaboration together;
- an organisation of forum to share experience and information from the seminar and about different opportunities.

Evaluation of the training seminar

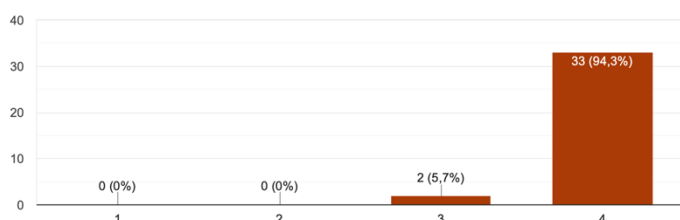
Evaluation by participants

35 participants completed the evaluation form after the seminar. The summary of responses is presented below. The grading used considers 1 being a minimum satisfactory answer, and 4 – maximum satisfactory answer.

General impression on the training seminar

1. General impressions about the training seminar / Общие впечатления от тренинг-семинара

35 atbildes



Participants highly evaluated the seminar, commenting it as very structured, accessible, dynamic and content wise very efficient. They mentioned that supportive and welcoming environment helped them to build new contacts, get to know better other participants, new practices of work in other regions, understand better Recommendations and ways to practically integrate them in their job.

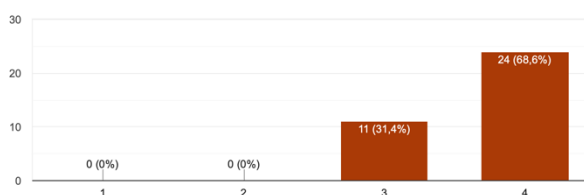
The work of the team of trainers and organisers was appreciated. The methods were particularly appreciated and helped to understand the theoretic background of work of CoE, priorities and policy papers, at the same time practical exercises brought better connection and linked them to job of participants. For some people it was new and for some best training seminar experience.

Fulfilment of expectations

Almost 70% of the marked their expectations being fully satisfied. Some of them commented expectations were over exceeded. Participants highly appreciated their needs were respected and heard, the content of the programme proper for learning and also interlinked with cultural activities, variety of methods and cultural background of the group, and Russian Federation participants, in particular. Other 30% of the group responded that their expectations were almost fully completed (rating 3). They were expecting a bit more time for exchange of practices and organisational experience, concrete instruments for work with risk groups of youngsters. One person wished having at least one day on the practices that are carried out in each country and region even more practically, and would have loved to get to know how it works at the level of youth policies in the Russian Federation in a clearer way. Participants mentioned that diverse and interactive methods helped to understand the topic and be involved.

2. To which extent this training seminar fulfilled your expectations? / Насколько тренинг-семинар оправдал ваши ожидания?

35 atbildes



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Achievement of objectives

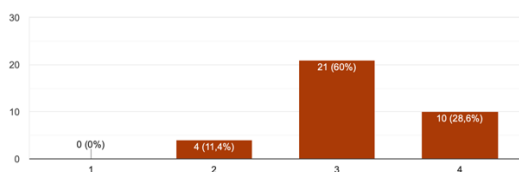
Objectives are assessed as being mostly or fully achieved. There are few responses chosen partly achieved. None of the participants thought that objectives are not achieved at all. Among the comments one person mentioned that was wishing to get more detailed information about youth work tools to work with issues of violence among youth. Another person mentioned that it was completely new approach of youth work and it was difficult to “digest” it, therefore, it is difficult to assess. Several people commented that objectives were fully achieved.

Programme and learning

More than 70% of the group assessed the programme as being totally useful, more than 20% - as useful, and less than 3% assessed as partly useful. Participants highlighted importance of non-formal education programmes for personal and professional development, exchange of experience with colleagues from different regions of Russia and abroad. One person commented that has theoretical knowledge now, but for its integration on practical level more time will be required. Few people said the programme broadened their perception of youth policy and youth work. The differences between youth policy practices in Russia and other countries was mentioned as challenge to implement the Recommendation, which according to the person, was written by other kind thinking people and it can be difficult to implement it in Russia. Programme helped to better understand meaning of “access to rights” and equal access to different disadvantaged and mainstream groups of youngsters. One person mentioned the programme being a crisis catalysator for approaches used in the organisation and booster for changes.

Personal contribution to the training seminar

6. How do you evaluate your own contribution to the training seminar? /
Как вы оцениваете ваш личный вклад в проведение тренинг-семинара?
35 atbildes



When asked about personal contribution to the seminar, 60% of participants thought they contributed well and almost 30% - very well. A bit more than 10% said they contributed little. Among contributions participants mentioned sharing of experiences, practices and realities from the region, positive and open-minded attitude, enthusiasm as a young person with disability, engaged in learning process. One person mentioned that other were more active. Another participant said that used the time at the

seminar to get to know as much as possible from colleagues to find solutions for the current problems. One person faced difficulty to communicate in English outside the programme, though, during the programme it was fine as translators were ensured. Another person said the seminar changed perspectives to youth work and the topic, therefore, it was a moment of listening and grabbing all possible information.

Team of trainers

Participants highly evaluated the work of the trainers' team. They valued a lot knowledge and capacity to get the group working, everyone being involved, share and learn from each other. Openness, support, accessibility in every sense, good preparation and professionalism were pointed out. One person mentioned it was great that despite two working languages the information delivered in English by Nik was clear and understandable for Russian speaking participants. Another person said that there has not been any session that was not interesting or difficult to understand. The group liked discussions, opportunity to ask questions and get answers, having dynamic atmosphere and good spirit.

Logistics, working space, cultural and non-formal parts of the programme

Almost 95% of the group evaluated logistics of the training seminar (transfer, accommodation, visa support, info pack etc.) as perfect, other 5% - as good. Participants were satisfied with great welcoming, care during the seminar, organised cultural evenings, getting to the Kazan tour, opportunity to get to know traditional background. One local participant mentioned that wished to stay at the hotel and not go back home every day. Vegetarian food and consideration of needs were appreciated a lot. The work of hosting partner and volunteers were particularly highlighted.

More than 85% of participants found the working space very comfortable and appropriate, more than 10% - as comfortable and appropriate, and less than 3% said it was uncomfortable, though none any particular comments for the discomfort were added. Among other comments participants said they

appreciated flexibility to work in different settings and groups, possibility to choose working space for group work. Comfortable rooms, timed breaks, great job done by interpreters both in the plenary and in working groups.

The group liked. A lot cultural and non-formal part of the programme. One person mentioned that this exceeded their expectations in most beautiful sense, in high style, perfect balance between work and pleasure, very fun way of knowing the city and cultures, new things. One person wished to have more free time. Others appreciated opportunity to get to know Tatarstan culture, to go on the city tour, closing party. One person highly appreciates the evening playing Dignity Land and wish to run it with their youngsters.

Learning outcomes of participants

The variety of the of important learning outcomes were mentioned by participants in the evaluation form. Among them some are linked to policy documents, cooperation with authorities, and access to rights, some other are about realities of young people, partnership and youth work practices in different countries, as well as new working perspectives and approaches to integrate in work with young people.

- The Recommendations, access to rights and youth work

Awareness is mentioned as one of the most common learning outcome regarding the Recommendations. Participants got knowledge about both Recommendations, their contents and awareness how these policy documents can be used in their work at local level. One person found Enter Recommendation to be a useful resource to implement rights' related youth projects in Tatarstan. For many in the group, it was useful to work with Recommendations and they found out the particularities addressed in Enter Recommendation. They appreciated identification and exploration of challenges in working with the Enter! and Youth Work Recommendations, and development future plans to implement both. Common understanding regarding the terms related to access to rights and youth work was mentioned by many in the group. One participant realised that youth workers is second priority group to work with after the young people. Some participants found Recommendation on Youth Work very practical and applicable tool to their working realities. The understanding of complexity of the "access to rights" term was pointed out as an important aspect to bring attention of young people, youth workers, and society. Representative of organisation "Shag vpered" found the possibilities to meet Mayor as a very useful, explored the importance in further development of cross-sectoral cooperation and highlighted the need to develop cooperation with responsible ministry, heads of villages, and the youth club "Shag vpered." Awareness on intercultural aspects and clear understanding of importance of equality in access to social rights for everyone were also pointed out in this point.

- Young people, youth work realities and youth policies

Many participants said they realised that there are as many similarities as many difference in the realities of young people in different countries, and this is a value. Living in different places is not an obstacle, said several participants, highlighting the importance to know the realities in other countries, exchange experiences and establish partnership at local and international level. As for agreement on definitions, several participants found it to be very relevant for constructive dialogue with young people and authorities. Broader understanding and common space for dialogue to discuss solutions for challenges, diversity of situations of young people and common ways to improve life of young people, anti-discriminative thinking pattern, broader understanding of social inclusion and access to social rights are mentioned among learning outcomes. Several people are inspired by working practices of other colleagues and work of trainers, professional approach to youth work, needs based approach to youth work. Some people were happy to become motivated to develop international projects and involve young people to deal with problems. Foreign participants were very happy to know more about Russian realities, meet with local organisations and see similarities in problematic field.

- Working approaches

Few people mentioned seminar brought the new perspective and view on the youth work approaches for improvement of access to social rights, expended understanding of European standards of youth work, brought experience working with tools developed by the Council of Europe. Youth work approaches as non-formal education, inclusion, youth participation and intercultural learning were mentioned here as new insights. New forms and methods of youth work for improving access of young people to social rights, good practices of participants and the Council of Europe, ideas, necessity and possible efficacy of cross-sectoral cooperation were discovered. Sense of responsibility, need to address human rights in youth work, valuing diversity of experiences, realities, backgrounds etc. were explored as important values and attitudes in youth work on access to social rights. Different levels of involvement of young people paid attention of rather big number of participants and reshaped ideas of participatory approach in youth work, or at least gave a stimulus to reflect on that. Networking and cooperation as tool to enrich potential of organisation was appreciated. Some participants also mentioned that the seminar helped to better see strengths and weaknesses of the working practices and approaches and pushed to think about youth work broader than just information and counselling, or any other minor thematic field.

Suggestions of participants: sessions to add in the programme of the future similar training seminars and changes to make in general

The opinion of participants in this questions was diverse and often opposite. Big number of participants thought nothing extra to be added to the programme, as it was efficient, completed and intense enough. Some other brought different proposals to consider for the future:

- more time to dedicate for exchange of practical experience of participants,
- work with case studies on challenges of young people to access the social rights and possible solutions,
- longer training, more opportunity for networking, proper time to develop projects,
- more getting to know each other activities and study visits to even more local organisations,
- invitation of representatives of all international organizations involved in human rights work,
- more attention to the work with some particular groups, i.e. people with disabilities, children and parents from risk families, HIV-positive youth and young offenders,
- a session focused on the implementation of ENTER! Rec and explained in details youth practices that can be applied in other regions,
- a practical session on the other programmes of the CoE: No Hate Speech Campaign, Roma Youth Action Plan, Compass, Youth-Piece-Dialogue to include them in practices and avoid lack of knowledge in existing practices,
- clear algorithm of cooperation between non-governmental organisations and local authorities to improve access of young people to social rights.

Evaluation by trainers and stakeholders

Aims

We believe the programme and the way it was put together worked strongly towards meeting the aim and objectives. The trainer team worked well together in ensuring a full exploration of each part of each objective. However, there is always a balance between fulfilling everything and really taking certain subjects to the depth they need or the participants need them to go to. At times the programme felt overly busy and we think we were not able to satisfactorily cover everything to the depth that was needed.

Consolidation of experiences in implementation of Enter! Recommendation was also challenged with rather low awareness of participants on the core issues of the seminar theme, such as access to social rights, disadvantaged groups, Council of Europe youth work approaches. In order to build the basis for discussions and sharing, we dedicated time and efforts to build a common ground and understanding in the group about the core issues, such as young people from disadvantaged

neighbourhoods, inclusion, access to rights, youth work, youth policy etc. It supported the group in finding connections between their work and recommended actions in Enter! recommendation, and helped to gather some data on challenges and good practices existing in participants countries. Previous experience of participants in work with disadvantaged groups was helpful.

Participants

The participants reflected face to face youth workers, youth work managers, those from other sectors involved in face to face work with young people (teachers, prison workers, etc.), and policy makers from municipal to regional to national level. Some participants had previous experience with the Council of Europe, for some the organisation and its approaches to youth work was completely new.

The group was large but consisted of a broad range of people from different backgrounds. They worked well together and for the most part engaged well with each other, there was a language barrier with the majority have Russian as their first or second language. The diversity of the group, not just in the geographic sense but in the sense of key personnel from Municipal and state level working alongside face to face youth workers and understanding one another, challenging one another and find common ground to move forward in their respective communities. Youth statutory bodies of the Council of Europe and young delegates to the Congress of Local and Regional Authorities positively supported peer-to-peer exchange.

The group was very motivated and willing to learn, build connections and bring new experience back to their organisations, and develop individual and common follow up activities.

Programme

The programme was overly busy and rushed. While it included everything that was needed and everything was covered according to the aim and objectives, some elements needed more time – especially for the recording of conclusions and learning. The language also takes a credit in this sense. The simultaneous translation and support of interpreters in the groups was great help in that sense. However, the discussions and small group work required extra time. Regular language support allow mixing the groups and making the diverse geographical groups, which made a bigger resonance in discussions, broadening the perspectives of youth work and making people think outside the frames they were used to for many years.

It is not easy to see what could be taken out to lessen the busyness of the programme. The hosts want to share their city and youth work situation, etc. This has a big impact on timings and removes a lot of flexibility, however, it is difficult to complain about such elements because they are also really important and participants expect to have not only content related programme, but also to have a chance to better know the region, culture and traditions.

The highlighting of and promoting of both the Youth Work and ENTER Recommendations was the best result of this seminar. Both of these documents are hugely important in work with young people and raising the awareness of youth workers and policy makers as to the content and their importance. We managed to pass this message to participants. Their enthusiasm and motivation continuing after the seminar resulted in already implemented activities, such as Dignity Land playing sessions with young people, young people and representatives of authorities, presentation about the seminar in the Congress of LRA of CoE, continuous dialogue and exchange of the follow up activities in the seminar group, and continuous connection between the people after two month from the seminar.

Conclusion

Overall impression of the seminar is very positive. The seminar was a good booster for further actions to support young people's access to social rights. It raised awareness about the Recommendations, important role of youth work in implementation of Enter Recommendation and motivated participants to cooperate, ensured peer-exchange and highlighted the possible ways of cooperation between local authorities and youth sector representatives.

Both of the Recommendations are really important, combining them in one activity is on the one hand brilliant because they fit really well together and on the other it is hard because both demand so much time and energy, a 4 day programme is just not enough. More days of the seminar would allow going deeper with topics.

Other emerging topics in relation to the implementation of the Council of Europe Youth Department priorities and Recommendations adopted by the Committee of Ministers

Highlights and lowlights of the seminar:

The training seminar was implemented within the first and second priority of the Council of Europe's Youth Sector, i.e. aiming at supporting young people's access to social rights and providing space for peer-exchange and support to enhance and improve participatory and qualified youth work practices in this field, and with the Framework cooperation between the Council of Europe and the Russian Federation in the field of Youth.

The seminar was the first experience of that kind, bringing together representatives of different sectors, different geographical regions and different experiences to accumulate existing practices of youth work in supporting access to rights for young people and to contribute to the review process of Enter! Recommendation. This process was challenged by lack of previous experience of some participants with the Council of Europe, its activities, and lack of knowledge of one or both Recommendations. The strong educational and awareness raising element was integrated in the programme by the team to minimise this gap. Parallel processes helped to motivate participants to use Recommendations in their work and at the same intensified the programme, lacking some time for deeper discussions.

The high motivation of participants resulted in a number of follow up activities to be implemented in the future. It is worthy to mention that already after 2 months since the end of the seminar participants actively disseminate the experience. The seminar was presented by young people - ex-participants of the seminar during the last session of the CLRA of the Council of Europe. The play rounds of Enter Dignity land were organised by some participants for young people and also young people and policy makers. Participants shared experiences with their colleagues in organisation and started to revise working approach they had so far. More attention to young people and their needs came into the focus of organisations. Informative and education activities are being held on the local level focusing on access to rights, Recommendations and other related issues. There is a group of participants who develop a training course on social inclusion and youth participation, where they plan to use educational materials of the Council of Europe; the course will be applied for the February deadline of the Erasmus + programme. Representative of the ERYICA is working on establishing partnerships with associations that work in the area of youth information. Participants of the seminar engaged in later activities implemented within the Framework cooperation programme between the Council of Europe and the Russian Federation in the field of youth work and youth policy. The Council of Europe work and support measures, incl. educational tools, programmes, policy documents and youth work standards, approach to educational activities, became of an interest of participants and will potentially stand as a quality standard in their future work.

The Enter Recommendation was implemented for more than two year so far. The seminar highlighted the importance of this policy instrument. At the same time, it also showed that local level is still poorly reached. We believe further actions are needed to spread it locally, educate municipalities and organisations on implementation process and possible benefits. Collection and availability of inspiring practices from local level can be a helpful hand here. Further support measures are required to bring attention of municipalities in this process and link together decision-making level with civil society initiatives. Recommendation on Youth work requires broader announcement and possibly to be referred to in other activities of the Youth Department. The seminar showed the interest of the participants to understand and implement both documents, though, for the education purpose the

team advises to make the content and core messages of both documents explained and worked through in a user friendly and engaging way.

Enter Recommendation and its thematic areas

With regards to the Enter Recommendation, the group felt that all aspects of the Recommendation were relevant for all young people though there are specific groups that should be targeted according to the location of the youth work or the specific situation of the young people. Below are a number of points that were highlighted by the group.

Information and Counselling

The main two activities for information and counselling included the use of the internet and having mobile info points. It was felt that these two approaches could access the widest audience and have the greatest impact. Introducing non-formal education into schools allows an easier exploration of many subjects that it is key to introduce to young people. The use of events and festivals can also be used for outreach.

The achievements of such approaches have seen an increase in intersectoral cooperation between different agencies and between agencies and the young people who need to access them. There have also been more opportunities for young people to gain advice and information. Young people have experienced empowerment and as a result youth workers have seen an increase in dialogue between different groups, cultures and ages.

Health

Accessibility was an important factor for the health aspect. Many saw that youth work had a strong obligation to develop measures with other sectors to make health support as accessible as possible. This included physical access for disabled young people as well as general access to counselling, advice and information on all issues affecting young people whether that be for prevention or need for knowledge.

In some areas engaging the support of the local authorities and other sectors has been a big success. In others the role of youth work providing training to develop youth worker expertise has been a success. Including young people who have a background in substance misuse can greatly enhance work in drug prevention and knowledge provision.

Sport

The conclusion was that there has to be specific programmes for impact to be really seen here. The examples from the participants included creating a programme for introducing new sports, or bringing young people to sports they never tried before and offering lessons. In another case an effort was made to increase the sports facilities available.

The group shared that in some instances they had seen an increase in the popularity of sports and that it was a good way to bring different groups of young people together, thereby breaking some stereotypes - whether that be towards young people with disabilities or young refugees/migrants.

Leisure Time and Culture

Some youth organisations gave a lot of focus to creating inclusive spaces, this could be youth centre open spaces or spaces for counselling, workshops, etc. Many organised events, competitions and festivals with and by young people and some even created culturally based products with the young people that were available online and offline.

Engagement in leisure time and cultural activities sees an increase in the creative potential of young people. Many activities in this field mean that young people just turn up and engage on their own terms and can often interact with other young people from different areas.

Education and Training

Education and training is a huge area of work connected with youth work, there are many opportunities for workshops that can include any number of approaches like theatre, discussions, role plays, etc. The group also highlighted the need for staff in the youth sector to be trained to support their expertise and therefore the young people they work with.

Many organisations represented have seen the young people they work with entering employment because of the work they do towards the personal and social development of the young people. They are involved in the building of self-determination, confidence and emotional intelligence, the development of young people on different levels related to language knowledge, finances, motivation, etc. and the raising awareness among young people of their social rights. Further to this the greater the levels of recognition by schools and local authorities also increases the strength of the work being undertaken.

Challenges

The challenges included motivating young people and sometimes even motivating those who work with the young people. Dealing with bureaucracy and a lack of funding support, the lack of recognition of youth work and non-formal education was also a common issue and, in some cases,, it was noted that even if policy existed there was little or no will to put anything into action. Attitudes to young people in general and especially to certain minority groups was an issue for many. Another side was the lack of expertise in the youth workers, a lack of resources and sometimes a lack of quality in youth work practice. Sometimes there is a lack of information for the young people to know what opportunities exist for them.

Appendix 1

Programme

Tuesday, 23 October	
Arrival of participants	
19:00	<i>Dinner</i>
20:00	Welcome evening for getting to know each other
Wednesday, 24 October	
08:00	<i>Breakfast</i>
09:30	<p>Official opening of the Seminar with:</p> <ul style="list-style-type: none"> - Rimma RATNIKOVA, Deputy Chairwoman of the State Council of the Republic of Tatarstan - Petr SICH, Head of the Council of Europe Programme office in Moscow - Grigory PETUSHKOV, Chairman of the National Youth Council of Russia - Damir FATTAHOV, Minister on Youth Affairs of the Republic of Tatarstan - Evgenia LODVIGOVA, First Deputy Head of the Kazan Municipality <p>Introduction to the programme (aim and objectives, methodology and expectations) Group photo</p>
11:00	<i>Break</i>
11:30	<p>Introduction to the Council of Europe's work on young people social inclusion</p> <p>Recommendation of the Committee of Ministers of the Council of Europe on access to social rights for young people from disadvantaged neighbourhoods (Enter!)</p> <p>Recommendation of the Committee of Ministers of the Council of Europe on Youth Work</p>
13:00	<i>Lunch</i>
14:30	Building a common conceptual ground on youth work and social rights: exploring experiences and expertise of participants
16:00	<i>Break</i>
16:30	<p>Panel discussion "From youth policy to youth work practice" with:</p> <ul style="list-style-type: none"> - Anna ZAKHMATOVA, Deputy Minister on Youth Affairs of the Republic of Tatarstan, Russian Federation - Catalin LAZAR, Advisor to Minister of Youth and Sports, Romania - Ekaterina TYATYUSHKINA, People with Disabilities Support Foundation, Kemerovo region, Russian Federation - Zoltán SZENES, Municipality of Nyíregyháza City with County Rights, Hungary - Mourad CHALAL, Association des Centres sociaux d'Aulnay sous-Bois, France - Timerhan SHAIKHUTDINOV, Regional youth non-governmental organisation "Council of children's organisations of the Republic of Tatarstan", Russian Federation

17:30	Triangle of cooperation within the youth policy field: Youth Policy – Youth Work-Young People
19:00	<i>Dinner</i>
20:30	Fair of projects and activities of the participants' organisations: starting networking
Thursday, 25 October	
08:00	<i>Breakfast</i>
09:00	Kazan - an example of intercultural dialogue and inclusion: guided visit around Kazan city
11:00	<i>Break</i>
11:30	Role of youth work in and for social inclusion of young people Mapping positive practices: what youth work can do to improve access to social rights for young people?
13:00	<i>Lunch</i>
14:30	Thematic working groups on youth work and youth policy measures based on the Enter! Recommendation
16:00	<i>Coffee break</i>
16:30	Thematic working groups on youth work and youth policy measures based on the Enter! Recommendation (continued)
18:00	Recording from the thematic working groups
19:00	<i>Moving to the Altyn Kul</i>
20:00	<i>Gala dinner in the old-Tatar settlement (Altyn Kul)</i>
Friday, 26 October	
08:00	<i>Breakfast</i>
09:30	Youth Participation: key concepts and introducing tools
11:00	<i>Coffee break</i>
11:30	Youth participation in action: mapping of forms for youth participation in activities related to young people's access social inclusion
13:00	<i>Lunch</i>

14:00	Presentation of forms of youth participation
15:00	Areas of youth participation and cross-sectorial cooperation: visit to local youth work organisations in Kazan
17:00	<i>Free time</i>
19:30	<i>Dinner in the hotel</i>
20:30	Playing "Enter DignityLand" (optional)
Saturday, 27 October	
08:00	<i>Breakfast</i>
09:30	Exchange after the visits
10:00	How to increase impact of youth work to social inclusion of young people in the society nowadays: values and challenges of youth work Thematic discussions on inclusive youth work, quality in youth work activities, recognition of youth work and Council of Europe's Youth Work portfolio <i>(with coffee break)</i>
12:00	Cooperation between youth workers and local authorities: how to work together effectively?
13:00	<i>Lunch</i>
14:30	Upcoming Council of Europe activities and support measures for youth work on access to social rights for young people from disadvantaged neighbourhoods Framework cooperation between the Council of Europe and the Russian Federation in the field of youth policy
15:15	Development of further initiatives and networking for better access of young people's to social rights
16:45	<i>Coffee-break</i>
17:15	Presentation of follow-up initiatives and evaluation of the training seminar
19:00	<i>Moving to the Kazan City Hall</i>
19:30	Official closing of the seminar with: <ul style="list-style-type: none"> - Ylsur METSHIN, Mayor of Kazan city - Olga POPOVA, Deputy Charwoman of the National Youth Council of Russia - Marina FILARETOVA, Programme Officer at Education and Training Division of the Youth Department, Council of Europe - Damir FATTAHOV, Minister on Youth Affairs of the Republic of Tatarstan

21:00	<i>Dinner and farewell party at the hotel</i>
Saturday, 28 October	
08:00	<i>Breakfast</i>
Departure of participants	

Appendix 2

Thematic Session 1

Information and Counselling

Target Group:

The target group here was felt to be young people in general, though with an emphasis on young people with specific needs. The other side of this is that various stakeholders are also part of the target group in that they can support young people either to access such services or be in a position to provide them. These stakeholders would include NGOs, authorities, and schools...

Activities:

Internet – website development and being active on relevant social networks as a means of being visible was identified as being an important role of a youth organisation. This also linked with advertising and promotion of the opportunities available for young people; events, trainings and youth information points;

Mobility info points – in the region of Catalonia the local youth workers go once or twice per week to the high schools and operate from there. This facilitates the information reaching more young people;

Non-formal education in schools – when working in cooperation with schools certain subjects can be introduced, for example; volunteering, gamification, etc.

European Voluntary Service / European Solidarity Corps – youth organisations can arrange for volunteers to carry out activities with young people in local schools;

Events – youth organisations can organise events and round tables open to the general public and promoted especially in social networks or areas where young people are present;

Campaigns – campaign invite the use of diverse forms of communication which can be targeted to young people. For example; email, social networks, local tv and radio...

Achievements:

Intersectoral cooperation – in some cases the success was in the connecting young people with various other stakeholders. When carrying out projects with young people if they are fully engaged in the whole process they will be meeting with and working with the authorities, sponsors, persons from other sectors, etc.

Promotion – promoting projects made by and / or for young people to the wider community to showcase the capabilities and successes of the young people;

Opportunities – giving real opportunities in different fields. One of the strengths of the Erasmus+ Youth in Action programme and the Council of Europe European Youth Foundation is the possibility for young people of engaging in different areas and subjects; social inclusion, environment, human rights, sports, etc.

Active participation – young people are the best multipliers of change. Young people who actively participate are informed of what is happening in their community, they know the resources they have, and the capabilities they have;

Dialogue – there can be an increase in dialogue between different cultures, religions and people of different ages;

Youth empowerment – young people self-manage their own projects.

Challenges

Participation – to attract both young people and various stakeholders for a project is not easy!

Bureaucracy (stakeholders) – paperwork, legalities, reports, proposals, etc. all can be quite intimidating for both the young people and the stakeholders themselves. Maintain lots of dialogue, keep any documentation really clear and simply written;

Expertise – certain topics such as intercultural dialogue, working with young people with disabilities, working with foreign languages, etc. all these areas can require a level of expertise that the young people may not have;

Resources – often there is a lack of resources; people, space, funds...

Conflict of interests – this can be between the public institutions and the private sector. For example; the difficulty of offering youth information services in private schools!

Quality in youth work – a lack of standards in the youth work on offer can be an issue.

Health

Target groups

The target groups for the area of health would be; young people from disadvantaged areas and disadvantaged social environment from 14 to 30 years. They would also be young people belonging to different 'at risk' groups, such as those with anti-social behaviour, auto-aggressive behaviour, young people who have problems with the law, drug users, young people with disabilities, and those from difficult family backgrounds.

Activities

Accessibility – the development of measures to work with the authorities to support organisations and the general environment to become accessible for young people with disabilities, not just physical access but access to medical services and support, etc.

Counselling – providing support to disadvantaged young people, including individual and group counselling;

Information – educational training on the social rights of young people and their access to them;

Drugs and alcohol – support work for recovering drug addiction in prisons (social, assistance in establishing relations with medical institutions, narcological medical institutions, etc.);

Prevention work – training to youth workers in the area of prevention, social adaptation and re-socialisation of young people.

Achievements

Local authorities – attracting the attention of the local authorities can be a big support in ensuring access to social rights of young people who are experiencing difficulties in their lives;

Training – the training of youth workers to be able to specialise;

Young people – the inclusion of young people who have a background in substance misuse can greatly enhance the work;

Inter-sectoral cooperation – connecting with the health care system, probation services, social services, prisons services, police, etc;

Needs – look at the actual needs of young people and take them into account;

Long term programmes – the availability of long-term programmes for working with youth and implementing state youth policy.

Challenges

Lack of understanding – where authorities don't understand or support targeted work with young people;

Lack of recognition – where the formal approach – social services, school authorities, police, etc. are seen to be the only groups to deal with the problems of the young people;

Stigmatisation – young people from disadvantaged areas are stigmatised and further excluded because of where they live;

Expertise – low skill level of youth workers;

No action – failure and a lack of readiness by the decision makers to put into action decisions and policies for tackling young peoples issues;

Funding – little or no financial support for youth work and especially targeted youth work.

Sport

Target groups

Children and young people aged 11+. Young refugees and migrants. Young people with disabilities. Young people from rural areas.

Activities

Popularise – example from Serbia for rural communities. Two day seminar to introduce young people to new and different sports;

Ski games – encouraging young people to try winter sports – including for people with disabilities. Volunteers from the local community offered ski classes and races were organised;

Sports spaces – example from Irkutsk: 2 villages worked together to create sports infrastructure

Sports together – example from Lithuania: providing access to a large number of different sports through 30 events, there was a focus on young refugees, this involvement helped to socialise the young refugees with the wider community;

Achievements

Popularisation of sports at the local level

Socialisation of young people with disabilities

Organising of 30 sporting events per year

Breaking negative refugee stereotypes

Physical activity

Creation of sports infrastructure in villages

Intercultural exchange

Challenges

The language barrier when working with young refugees;

Dealing with stereotypes and prejudices of the general public towards young people in general and especially towards certain target groups

Young people being passive towards the activities on offer

Lack of financial support

Leisure Time and Culture

Target groups

Young people from remote and rural areas. Young people with disabilities. Young people from orphanages and or low-income families.

Activities

Inclusive spaces – the creation of inclusive and accessible spaces;

Youth centres – the creation of specialised youth centres and or spaces for young people that include such services as; counselling, training, master classes, game programmes...;

Events – the development of and holding of competitions and festivals with and by young people;

Products – the creation of a cultural products (on-line and off-line).

Achievements

Potential – development of the creative potential and social activity of people with disabilities;

Connections – the possibility of simultaneous participation of young people from different areas in socio-cultural activities;

Quality of life – improving the quality of life of young people

Guidance – career guidance and other forms of guidance for young people at the transition phase of their lives.

Challenges

Finances – lack of a budget;

Motivation – in some areas there is a lack of motivation to engage from the young people, this can also be true of the people who work with the young people;

Infrastructure – lack of infrastructure for implementing projects and activities;

Recognition – lack of any legislation recognising youth work and its role or a large gap between those who work with young people and those who make the policies affecting young people;

Quantity vs. quality – the work is all about quantity, the number of young people reached or who enter the youth centre, it is not on the quality of the work being undertaken or the developments in the lives of the young people.

Education and Training

Target Group

For education and training the target group encompasses all young people but there are specific groups according to the location of the youth work. In some areas this includes: Internally Displaced Persons or Refugees; teachers working with young people from rural areas; young people from disadvantaged neighbourhood and or regions; girls and young women; students, etc.

Activities

Approaches – a variety of approaches were being used by the group; workshops, simulation exercises, theatre, role play, training in psychology, organising camps for mixed groups of young people (refugee and local young people) where non-formal education activities could take place, etc.

Staff training – the also suggested non-formal education training for teachers, training courses for staff on motivation, finances and languages, for example;

Achievements

Employment – the integration of young people to a career;

Change – breaking of stereotypes held by young people;

Personal and social development – building of self-determination, confidence and emotional intelligence, the development of young people on different levels related to language knowledge, finances, motivation, etc. and the raising awareness among young people of their social rights;

Recognition: schools – the integration of non-formal education into the formal education system;

Recognition: local authorities – youth policy acceptance by the local authorities and cooperation between NGO's and local government;

Refugees – social inclusion of the refugees.

Challenges

Communication – lack of information to young people and a lack of actual facilities to operate from;

Finances – lack of financial support;

Prejudices – the work being blocked by peoples stereotypes and prejudices;

Motivation – lack of motivation among the young people and the fact that they have so much obligatory work to do from formal education;

Trainers – limited trainer resources, availability, quality, experience, expertise, etc.

Schools – a lack of understanding from schools of what the youth workers do or want to do;

Appendix 3

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