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***Enter!:* from Policy to Practice**

A seminar on the implementation of the Recommendation
CM/Rec(2015)3 on the access of young people from disadvantaged
neighbourhoods to social rights through youth work and youth policy

European Youth Centre, Strasbourg
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REPORT

The opinions expressed in this work are the responsibility of the preparatory team and do not necessarily reflect the official policy of the Council of Europe.

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Introduction to the seminar

For the Council of Europe, social cohesion is firmly based on Human Rights (as codified in the European Convention on Human Rights and the Revised European Social Charter), as well as an acceptance of shared responsibility for the welfare of all members of society, especially those who are at risk of poverty or exclusion. In line with this, the youth policy of the Council of Europe aims at providing young people with equal opportunities and experience which enable them to develop knowledge, skills and attitudes to play a full part in all aspects of society.

Many young people in today's Europe live in situations where they experience exclusion, discrimination, and violence. This is not only a youth issue, as it often affects young people as they grow up, just as much as it affects their social networks, their intergenerational relations and the way society in general is related to young people. In the transition to adulthood, young people experience situations of socio-economic vulnerability and fragility while finding their place in society.

Youth policy and youth work are directly concerned by these situations. Youth workers and youth organisations are often at the forefront of projects designed to provide non-formal education and leisure time activities, counter discrimination and exclusion, and promote participation and citizenship, usually with the aim of easing social tensions. In order to put into place these interventions and make significant contributions, youth workers should be competent to engage with young people and policy-makers.

At the same time, youth policy responses to exclusion, discrimination and violence have proven to be often based on the "fire brigade" approach; meaning that they are reacting to problems, instead of creating sustainable solutions that can support young people to access their rights and have a smoother transition to adulthood. Sometimes youth work interventions and youth policies are fragmented and uncoordinated, and this reflects to the responses that reach out to young people.

The Enter! project was introduced by the Council of Europe to promote access to social rights for young people, in particular of those exposed to social exclusion, discrimination and violence, through a variety of local, national and European interventions involving policy-makers, youth work actors and young people. One of the outcomes of the project is the Committee of Ministers [Recommendation CM/Rec\(2015\)3](#) 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 [...]."

The text also recommends that "authorities responsible for youth in the member States ensure that this recommendation, including its appendix, is translated and disseminated as widely as possible, in particular among young people using youth-friendly means of communication." The Recommendation CM/Rec(2015)3 (Enter! Recommendation) provides the Council of Europe and its partners with a policy instrument that can support the implementation of policies, programmes and projects which improve young people's access to social rights. Its adoption, however, is only the starting point. Its implementation is crucial to actually make an impact on young people's lives.

The Enter! Youth Meeting in 2015 generated already ideas for implementation and identified gaps. That meeting called for a range of policy measures including recognition of the importance of youth work and youth workers; investing in youth centres and similar agencies as places where young people can come together to grow their own initiatives; valuing sports, culture and leisure activities

as platforms for self-development and social inclusion; and often cited as the most challenging of all, securing financial resources for youth work and the promotion of social rights, because success cannot, and should not, rely only on unpaid volunteers.

With this in mind, the Joint Council on Youth adopted in March 2016 a strategy to support the implementation of the Enter! Recommendation which foresees a regular review of measures adopted every 3 to 4 years. The strategy is based on the combined work and cooperation between public authorities in member states, youth organisations and the Council of Europe. For the first period of the review, the contribution from the Youth Department of the Council of Europe comprises of:

- i. A long-term training course based on local interventions and projects, for representatives of public bodies and youth work structures. The course will be implemented in 2017 and 2018 and it will be the ground to develop and apply examples of youth policy and youth work that can inspire other practitioners;
- ii. Support measures for youth work or youth policy interventions by local authorities;
- iii. Support and review measures for government authorities in charge of youth policy;
- iv. Activities with youth organisations to advocate and advice on the implementation of the Recommendation.

Strategic role of the seminar

The Enter! project was set up to respond to the discrimination, exclusion and violence faced by young people, particularly in disadvantaged neighbourhoods, through improving access to their social rights such as access to education and training, employment, healthcare, housing, information and counselling, and sports, leisure and culture. The project envisages a variety of initiatives that are built on two solid foundations.

- I. Training for youth workers to build their capacity in running activities clearly linked with access to social rights.

The training has as an aim to build youth workers who can support young people to develop self-confidence, resilience and motivation; attributes particularly important for those confronting exclusion. It also supports youth workers to connect their work with access to social rights for young people from disadvantaged neighbourhoods.

- II. Secondly, influencing policy processes in particular through the adoption and implementation of the Enter! Recommendation

Based on the experience and lessons learned from the Enter! project in 2015 the Council of Europe's 47 member States adopted a common policy known as the Enter! Recommendation. The Recommendation refers to access to quality education, secure employment, decent living conditions, adequate transport, healthcare, technology and opportunities for social, cultural and economic participation as prerequisites for the inclusion and active citizenship of all young people. It recognises the willingness of young people from disadvantaged neighbourhoods to contribute to the improvement of their own situations and those of their communities, thus recognises young people as agents for social cohesion. It encourages public authorities to implement sustainable, evidence-based policies that take into consideration the specific situations and needs of young people from disadvantaged neighbourhoods. Furthermore, these policies should aim to prevent and eradicate poverty, discrimination, violence and exclusion faced by young people.

In order to prepare the implementation of these actions and, especially, to plan them as complementary and mutually supportive, the Youth Department organised a seminar with participants representing different stakeholders. A specific role was foreseen for local authorities and

local youth work entities as they play an irreplaceable role in reaching young people and in shaping the conditions that have a direct impact in their everyday life.

The seminar was a strategic moment to look into the implementation of the Enter! Recommendation. More specifically it explored measures and actions that make a difference in the lives of young people, at the national and local level. The seminar was an important opportunity for joint reflection between participants working at the local level and the Council of Europe, to define joint priorities, interventions and other activities to effectively implement the Recommendation. The seminar was also a moment for renewal of partnerships and starting a process of co-operation, outlining that dialogue between the Council of Europe and local authorities, youth organisations and youth work practitioners is a pre-requisite for success.

The seminar's lecturer Gérard Schann outlined during his input the importance of the implementation criteria and considerations of social rights, while acknowledging the fact that there are Human Rights frameworks which clearly describe these rights. The seminar worked significantly in the direction of exploring substantial measures to promote the social rights that young people have according to the European Social Charter. In this way, the seminar was also an important step to bring social rights closer to participants' realities, motivating them to continue or start working on access to social rights.

Aim and objectives of the seminar

The seminar aimed to identify and prepare the main support measures for the implementation of the Recommendation CM/Rec(2015)3 on the access of young people from disadvantaged neighbourhoods to social rights. The objectives of the seminar were:

1. To explore current situations of young people affected by discrimination, exclusion and violence as well as the responses to those situations;
2. To develop participants' understanding and knowledge of the Enter! Recommendation and the Enter! project of the Council of Europe;
3. To make proposals for the support measures and activities for the implementation of the Enter! Recommendation, in particular the long-term training course and related activities, and identify potential partners and roles;
4. To start the preparation for the first review of the implementation of the Enter! Recommendation.

Profile of participants

The seminar brought together 40 participants with the following profiles:

- Representatives of municipalities and local public bodies with a mandate to implement policies related to youth and social rights
- Representatives of youth work structures, youth organisations and other civil society entities working on the local level with young people to support their access to social rights
- Representatives of informal youth groups able to cooperate with policy makers or youth organisations on issues related to access to social rights for young people
- Representatives of the Advisory Council on Youth and the European Steering Committee on Youth.

All participants also:

- had the interest and potential capacity to develop projects for and with young people on social rights (education, work, social security, health, housing, quality of life, poverty alleviation);
- had an interest to work with young people and policy-makers on enhancing cooperation for improving access of young people to social rights;
- had significant experience of working with young people at risk of social exclusion, discrimination or violence;
- were 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 Recommendation, particularly to the long-term training course;
- had a 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 Recommendation.
- were able to work in English or French.

In terms of expectations and contributions, participants mentioned the following:

Expectations	Contributions
Learn about the different practices and work of the participants	Have a commitment to share, listen and work together
Learn about the ideas and tools for implementing the Recommendation	Bring in the seminar practices from the Member States and challenges from these practices
Get more knowledge on social rights and the Council of Europe's activities	Share ideas, questions and suggestions for practices done by other participants
Learn more about the Enter! project and its' future	Contribute to building of partnerships during the seminar
Find new innovative measures on social rights and find more coherence among the different tools	Contribute with advocacy on the local and regional levels
Translate the Recommendation into actions	Work together so that the seminar is efficient especially in the context of raising extremism and exclusion
Discuss how to build a Europe of rights (a social Europe)	
Learn how to support access to rights and avoid discrimination (specifically access to housing, education etc.)	

In terms of profiles and roles of participants, more than two thirds of the participants were involved in an activity of the Council of Europe for the first time. This shows significantly that the intention of the seminar was to involve newcomers within the Enter! project. Participants came from a variety of

organisations, some of them having specific missions connected with social rights and some having a more general social mission that includes social rights. Participants' organisations were also very diverse, some of them considering themselves as based in a disadvantaged neighbourhood and others working with young people that experience disadvantage. The new realities of economic and social crises are increasing the situations of disadvantages in society, as young people are more often impacted. Other participants could more clearly see themselves as based in a disadvantaged neighbourhood, where the problems are lack of housing, employment, or opportunities for education. Disadvantaged neighbourhoods were also seen as places isolated from the rest of the community, where young people do not have access to quality education, decent housing and social rights; this also includes rural areas, where there are almost no opportunities for young people. Apart of youth workers, several managers of social workers or project officers in local authorities were present. Some participants worked directly with young people, mainly the youth workers; while on the other hand, participants based in local and regional authorities mainly described their role as indirectly reaching young people.

Most of the participants had a mandate to represent an institution or organisation in the seminar, and were planning to report back proposing further involvement in the Enter! project by their institutions or organisations.

Programme contents and flow

The programme of the seminar was based on interactive approaches, interactions among participants and sessions aimed at making proposals for the future.

The first day of the seminar was dedicated to understanding more about access to social rights for young people and exchanging information and practices about the participants' realities and contexts of their work. The second day of the seminar was fully dedicated to familiarising participants with the Enter! recommendation and developing ideas on how they can support its' implementation on the local level to promote access to social rights for young people. The last day offered space to propose support measures that should be put in place by the Council of Europe in order to support the implementation of the Recommendation. These measures were used as guidelines for the future activities of the Enter! project in 2017 – 2019.

Participants contribution was gathered through 3 working group sessions; one focused on participants' realities, the second reflecting on the implementation of the Enter! Recommendation and the last one focused on the support measures for the implementation on the Recommendation.

Situations of young people and practices

Participants discussed on the main challenges that young people face in their communities and looked further to identify responses to these challenges. The issues identified by participants were diverse as they are linked to the local contexts. However, some common trends were also identified. One of the key challenges mentioned by the participants was the **organisation of services related to social rights**. As this is a broad area it was further specified as lack of funding, lack of sustainability and poor infrastructure for working with disadvantaged group. In addition to these challenges there were other challenges mainly connected with complicated bureaucracy and formalities to access social rights.

Services are also resistant to changes in their ways of working. This often causes difficulties for the services to establish connections with young people which results with a growing lack of trust between the service providers and the potential beneficiaries. The group outlined that it would be important to reverse the mistrust by having more friendly and welcoming services accompanying people to access their rights. Another aspect related to the provision of services is that some service providers exclude young people and even more, they totally stigmatise them. The provision is often done by professionals who are not young people themselves which add to the gap as young people cannot find their peers when they approach a service provides (for example the employment office). This also stimulates the disconnection between young people and services.

Generally, the participants also indicated that there are too little financial and human resources for social inclusion in our societies today. In addition to this, the impact of the service provision was often measured through numbers and not through the humanitarian aspect of the actual work done.

An important challenge for access to social rights of young people was also identified in the **profile and competences of those working in social services and youth work**. Participants outlined that the professionals often lack intercultural competences towards young people and or some specific minority groups. In addition to this, the professionals have too little opportunities for youth workers' mobility in order to gain new ideas and concepts and find new ways of approaching young people.

Another dimension of the challenges to access social rights for young people was defined within the **distance from services to communities as well as uncoordinated service provision**. More specifically this is manifested with the lack of connections between and among services as well as lack of links between services and communities. The service provision often does not reach the areas where young people are. The improvement of accessibility of the service provision would create relations that are trustful, voluntary, having in mind the balance of powers between youth workers and young people. Services are often not adapted to communities; they are rather standardised and provided in an automatic way. It is important to have continuous work close to the community and preferring long term projects that bring stability and sustainability in the service provision.

The previous challenges also indicate that there is a **lack of coherence of measures for social rights and the lack of awareness of all measures available**. There may be a lot of measures in place, but young people might not be aware of them or the measures could be incoherent (for example, some social service provision can have specific age limits as requirement).

In addition to these challenges, some participants also outlined the following issues:

1. Limited access to housing for young people who want to move out from their parents' house;
2. Challenges related to the integration of young refugees, including their access to housing;
3. Unemployment as a challenge or more specifically the lack of jobs, the difficulty to access quality employment for young people; and the difficulties to match skills with the needs of the labour market;
4. Lack of information and advice for young people about their rights;
5. Challenges in the education system that lacks quality as well as the increasing number of schools dropouts;
6. Challenges connected with mental health of young people;
7. The stigmatisation of young people from the disadvantaged neighbourhoods;
8. The detachment of young people from their communities which makes them not feel part (belong) to anything;

9. Lack of social and political recognition of the issues around exclusion and marginalisation.

In addition to identifying the challenges, participants also focused on outlining some good practices. Based on the discussions the following ideas were outlined:

1. Networking and partnership building among stakeholders in order to support the quality and outreach of the service provision and interventions;
2. Human Rights Education as well as activities providing information and advice to young people on social rights;
3. International opportunities for learning mobility of young people;
4. Support for young people in their access to employment including training for young people, coaching young people in preparing their CVs and competences to access the labour market including psychological support for young job-seekers;
5. Advocate for quality education;
6. Combating discrimination and segregation by bringing concrete cases of people from disadvantaged neighbourhoods to policy makers
7. Addressing discrimination through youth work and discussion about it in safe spaces;
8. Training and support to increase opportunities of young people's participation;
9. Capacity building for service providers;
10. Fostering dialogue and cooperative relations among partners;
11. Bringing services where young people are through provision of street-based youth work and truly participatory approaches.

Working with the Enter! recommendation

During the second day of the seminar, the participants got familiar with the Enter! Recommendation and worked on providing ideas on how they can use the Recommendation in their daily work, as well as the ways how implementing this Recommendation will support young people to access social rights in their local context.

The day started by introduction of the Enter! Recommendation, including the specific measures outlined in its Annex which are based on practices collected from practitioners and local authorities. The discussion on the implementation of the Recommendation was based on the key idea that any local authority or any youth work structure could select from the Recommendation what they find most useful and relevant in their local context or situation. In other words, the Recommendation should serve as a compass for local stakeholders to assess their achievements in terms of promoting access to social rights and as well as an inspiration for future actions. The implementation of the Recommendation should also take into account the time needed for the policies developed on a local or regional level to result in changes which will require further action.

The guide to the Recommendation "Taking it seriously" was also introduced as part of the presentation of the Enter! Recommendation. The participants explored the types of actions that they could put in place in order to support the implementation of the Recommendation, namely:

- Understand the situation

- Undertake research
- Identify the key stakeholders
- Start creating your story
- Devise a plan of action
- Take action
- Link up with other groups and movements
- Support people in need
- Training and peer education
- Lobbying and campaigning

Following this initial introduction, the participants explored the measures proposed in the annex of the Recommendation in order to identify which of them are the most relevant in their work context. Participants identified the connections of their work with a variety of measures proposed; in the working reality of some of the participants these measures were already applied, while in other contexts these measures could be implemented only as a long-term process. While exploring the measures a comment was shared that the right to education is much narrowed, presenting it only as a way for access to the job market. Another comment outlined the specific situation of young people from rural areas and the fact that they have very few opportunities to access their social rights.

Participants discovered three examples of practices related to the Enter! Recommendation and the Enter! project.

Biljana Vasilevska Trajkoska introduced the work of the Youth Social Rights Network (YSRN), which was formed in 2011. The network included in its inception the participants of the first Enter! Long term training course. The focus of the network is on access to social rights of young people from disadvantaged neighbourhoods, and it is an informal network.

The first activity of the YSRN was a study session in 2013 bringing together youth workers and local authorities in order to develop joint initiatives on access to social rights for young people. The involvement of the local authorities was perceived as a positive step to further the cooperation on local level. A second activity was organised in 2015 involving also the business sector, and it analysed issues related to employability of young people. Other activities were organised in Greece in order to promote the Enter! Recommendation with different local stakeholders. The YSRN also organised a study session in 2016 on coaching for young people who are out of education, employment or training. The network engaged in a process of promoting the Recommendation on the local level, which has become now part of the strategy of YSRN until 2020. In 2017 the YSRN will campaign and advocate for engaging local authorities in the process of implementation of the Enter! Recommendation.

Maria Roidi from the Municipality of Neapoli-Sykies initiated a pilot activity in her municipality which was based on the Enter! Recommendation. The activity included the translation of the Recommendation to Greek, meetings with the Planning Office that develops the city plans of the municipality, round table with stakeholders from the youth sector. The City Council adopted the Enter! Recommendation formally and agreed to use it as a tool to guide local policies. In addition, there is also an increased networking with other municipalities from Greece. The municipality

decided based on the Enter! Recommendation to propose a system collect and measure data which will help to evaluate the effectiveness of their policies. Currently, they have set youth participation and involving young people in decision-making bodies as a priority area. The process has started recently and is now in development.

Thierry Dufour who has been active earlier in the Enter! project, introduced an initiative by the Bureau International Jeunesse - BIJ (Youth International Department of the Ministry of Youth) from the French-speaking community of Belgium. The BIJ launched a call for projects “Human rights - social rights towards a dignified and fair life”, on the access to basic rights of young people. In order to access this call, there were several quantitative and qualitative criteria; one of them being that projects should be using non-formal education and creative methodologies (such as puppet theatre). The target groups are young people aged 15 to 30. The projects have also an international dimension and can include youth workers; for example meetings of youth workers with a direct link to young people. The call started in 2012 and it is a success although the budget available is not very high.

Plans for applying the Enter! Recommendation developed by participants

The participants identified areas for intervention proposed by the Recommendation on which they could work further, and based on their choice, smaller groups were created. The following list of topics is made starting with the topics chosen by most participants, and ending with topics which one few or one participant chose.

1. Supporting the role of non-formal education and youth work
2. Enhancing youth participation
3. Information and counselling for young people
4. Training and education with different aspects involved (vocational guidance, apprenticeships etc.)
5. Access to employment
6. Breaking down segregation and promoting social inclusion

Topics mentioned by only one participant included: health, housing, leisure and culture, gender mainstreaming, prevention of violence.

Once the participants identified the topics, they worked on specifying the actions that they can take by defining the steps to implement those actions. Then they also brainstormed on what might be needed on each of these steps (what they need from their organisations, their partners, or from the Council of Europe). Participants worked individually or in pairs to create a list. To give some examples, participants mentioned the following possible actions and needs:

- Providing information and counselling
- Creating youth friendly materials on social rights
- Improving the quality of information services by making them more holistic
- Creating action plans for mayors and cities
- Working with the youth council
- Supporting youth participation, through direct work with young people, youth councils, online platforms, involve young people in the decision making,
- Improving participation and engagement through better identification of young people's needs and consultation processes with young people
- Making available financial support for youth organisations, social workers and young people
- Improving gender equality through education, awareness and research
- Organising training courses
- Training and educational activities for young people to reconnect with schools
- Providing quality education and training for young people from rural areas
- Training youth workers and social workers
- Accompanying and advising young people to find employment
- Promoting cultural diversity
- Promoting sports, leisure and culture
- Using culture and leisure activities to promote social rights

- Developing structures to combat violence at all levels, including bullying in schools
- Working on improving access to specific social rights, such as health, or housing.

The participants as well committed to promoting the Enter! Recommendation to various networks and international organisations in which they are members.

With regards to participants' needs especially related to the Council of Europe, they identified the need for recommendation letters, methodological support, political support and funding. Improving the promotion of the work done on social rights would result in increased motivation for the local level stakeholders to get engaged.

Proposals for support measures of the Enter! project

The participants contributed to the development of the new edition of the Enter! project by providing proposals for support measures that should be included within it. These proposals are outlined in this seminar report. As a follow-up, the proposals should be strategically developed into possible support measures in the first quarter of 2017, which will be part of a consistent project. The support measures include different dimensions as complementary, all aiming to improve access to social rights for young people.

The Council of Europe's Youth Department will also seek ways of maintaining connections and partnering with the participants of the seminar and their organisations. Furthermore, a coordination group can be created in order to give consistency to the cooperation among different entities, the statutory bodies, the European Platform on Social Cohesion and the partners from the local and national levels.

In the morning of the third working day, participants reflected and made proposals for possible support to the implementation of the Enter! Recommendation on local level. They worked in several groups that analysed different themes and target groups. In the next part of the report, a summary of the outcomes from all working groups will be provided.

Support measures for local authorities

The cooperation with the local authorities should apply top-down and bottom-up approaches having in mind the hierarchies of different local institutions. The process of partnering with local authorities is all about creating spaces and developing political willingness for changes on the local level.

The support measures from the Council of Europe which were identified by local authorities include:

- Making the Recommendation known locally

Participants proposed that the Council of Europe invests more in making the Recommendation known on the local level. Otherwise, local authorities may not have any information about what they are requested to do.

- Support from the Council of Europe to initiate the process on the local level

Participants suggested that the representatives of the Council of Europe could engage on the local level in the municipalities that intend to take action on social rights, in order to convince the local authorities about the need and support to implement the Recommendation. The Council of Europe could equally provide training to local authorities on using the Recommendation as well as provide advice. Representatives of the Council of Europe could also have bilateral meetings on the local level with decision-makers.

The Council of Europe should also provide support letters for local authorities to start their initiatives. Apart of the local authorities, sending support letters to the participants in this seminar will also give them more legitimacy for their actions on the local level.

- Educational support on developing local projects

Participants suggested that the Council of Europe provides educational support in developing educational activities or tools as well as capacity building activities on local level.

- Quality label as a recognition of the projects

It is important that the projects that are clearly supporting the implementation of the Enter! Recommendation are awarded or highlighted with a kind of “quality label”. This can be provided at the end of the project as a sign of recognition.

- Strategic policy-making processes

Participants proposed that the Council of Europe could act as a facilitator among local stakeholders through supporting the process of strategic policy-making and creating connections and synergies

Questions that this group reflected upon:

a) How could we support you in this work of implementing the Recommendation concretely?

**b) How we keep this group working together?
How we organise communication?**

c) How to link this process with the national level?

between national and local level entities. The Council of Europe should also be present and send its representatives to the local events.

- Website of good practices

Participants proposed that the Council of Europe creates an additional space on the Enter! website where partners can include their practices linked with the implementation of the Recommendation.

- Connections between the Long-term training course and the local level

Participants suggested that the Council of Europe supports more the participants in the Long-term training course (LTTC) to connect with other stakeholders on the local level. The participants in the LTTC need more support on the local level as the implementation of the Recommendation implies that they should involve and connect with different services. This is often difficult because social and other service providers are very busy with their own work-plans as usually they also have difficult tasks and limited time. The Council of Europe should examine ways possible to reinforce the networking on local level and doing so will not leave the implementation of the Recommendation solely on the possibilities and capacity of the individuals trained within the LTTC. More systemic and structural support should be provided as well.

- Support to local authorities

The Council of Europe should prepare a set of support activities for the work on local level. These activities should be specific and easy to adapt to the local realities. The support activities should include measures to support the link between the local authorities and young people, youth workers or youth organisations, beyond youth councils, whose representation power was questioned by many participants.

- Advice for enhancing the participation of young people in policy and projects

Participants took time to discuss about issues related to youth participation on the local level. Within the discussion they raised the question on how to reach young people in order to hear their voice and how to ensure the authorities listen to young people's ideas. A set of tools and other measures to enhance youth participation locally should be developed. It also could include support activities and tools for young people so they have the capacity to participate in policy and projects.

- Stronger and more direct links with decision-makers

The Council of Europe should consider creating direct links on the local level with the decision-makers on a local level, not only with the middle managers or grassroots youth workers. This can be through for example specific training courses for managers or high-level decision-makers from local authorities, so that they are familiarised with the Enter! Recommendation. These kinds of training seminars could also be hosted by the interested local authorities.

- Promote the Recommendation through the associations of local authorities

The Council of Europe can also use the associations of local authorities to promote the Recommendation.

Training youth workers (LTTC, national trainings)

The European level long-term training course should provide a jointly-agreed definition of specific terminology that it is using (for example: what is youth work, social rights, informal/non-formal education, human rights, etc.). These terms are often given different meaning depending on the local context on which the social policy is based. The existing meaning and needs associated with the terms should be explored and a common definition agreed before further work can take place in an intercultural context of the course.

Questions that this group reflected upon:

- a) What features should be there for the training of youth workers? At European level? At national or local level?**
- b) How we keep this group working together? How we organise communication?**
- c) How to link this process with the national level?**

In the preparation of the training, the trainers should work alongside the participants - youth workers working with young people from disadvantaged areas, to ensure that the programme is related to the realities in the grassroots. The programme should be developed to reflect the agreed ethics/values of youth work and non-formal education (for example the voluntary engagement of young people, having the young people at the core of the activities, providing power in favour of young people to decide about the content of the activities). Those values should be explained and explored at the start of the course. Where possible, the participation of young people from disadvantaged backgrounds in the training courses should be considered, keeping in mind specific dilemmas such as the way how are they chosen or how would this change their role in the course.

In addition to the policy and values, the programme should focus on the challenges and complexities of the direct provision of youth work with young people. This should be explored through experiential learning and discussions, providing space for sharing of good practices in a spirit of mutual learning. Also the programme of the course should be recognising the competences of the participants who are working with specific target groups (i.e. young people with mental health issues, LGBTQI, etc.).

During the residential seminars, participants should receive practical training on how to engage young people from disadvantaged neighbourhoods, using outreach techniques where there is no existing provision. This could take place through study visits of local projects in Budapest or Strasbourg where possible.

The course should encourage cooperation between the participating youth workers and the trainers, both in the elaboration of the training content as well as during the programme, in order to ensure a non-hierarchical sharing of experience and practice. We envision these relationships to continue in the development of projects after the completion of the initial seminar.

The seminars should give information about social rights and the Enter! Recommendation and offer the opportunity to develop practice in disadvantaged areas in order to understand the realities of the young people. Before the development of concrete projects, we recommend that the participants are encouraged to carry out informal consultations with young people in disadvantaged communities

(either in existing projects or through outreach), to ensure that the project is relevant for young people. In case no funding is available, the projects should be funded by the Council of Europe or other foundations in order to ensure the professional development of youth work.

In the second seminar participants should reflect on their work in the local communities, exploring challenges, dilemmas and successes. They should also explore how to elaborate, evaluate and follow-up on projects, making sure they are sustainable and still relevant to young people. Discussing and sharing opportunities for funding should be part of the programme, as well as questions related to advocating young people's social rights in political structures (municipalities, youth councils, etc.). Participants should also learn how to communicate the process and not only the outcomes as achievements of youth work and non-formal/informal education. In this seminar, participants should explore the use of the Enter! Recommendation by young people or by those advocating on behalf of young people.

The activities and projects developed in the framework of the long-term training course should be recognised by the Council of Europe. All activities and projects should be collected and disseminated to ensure the continuation of the learning process and to support other youth workers and trainers.

As far as national / local level training is concerned, participants proposed organising a short seminar or information activity of 1 day, to provide general information on social rights for youth workers and/or young people. The information session with young people can be based on Enter Dignityland. The content of such session could be prepared by the Council of Europe, with a possibility to be adapted on the local level.

Another option could be organising a seminar of 2 or 3 working days (if resources are available) including video production of the seminar's inputs.

The Council of Europe could also develop a package of capacity-building activities, tools and results from the LTTC's which can be translated in local languages and used on the local level. In addition, the 50 /50 trainings were also considered valuable for the national and local level, as they encourage cooperation between civil society and local authorities. Attention should also be given to fundraising through organising seminars on this topic and including young people in such activities as well.

The Council of Europe could support the training processes on national or local level by:

- Providing support letters to the local and regional levels institutions and organisations that want to engage in training activities
- Establishing a quality label or other forms of recognition to activities on local or regional levels
- Providing communication materials for supporting the visibility of the event and the dissemination of the Enter! Recommendation
- Inviting the Joint Council on Youth to these activities in order to create links and engage with the local authorities

The participants in the seminar expressed their willingness to contribute to this process as trainers and participants as well as resource persons, either in preparatory period, at the LTTC residential seminars or in between. They could also disseminate information to local organisations and promote their participation to the courses.

Participants also considered important that the Council of Europe pays attention to the reality of youth workers. Some of them might not be able to attend the trainings so there should be more ways to facilitate their engagement, presence or contribution.

Research and seminars themes

The participants proposed a new theme to be addressed more directly in the course, which is violence. The group acknowledged that there is a lack of discussion about this topic in their countries, and the Council of Europe could support to create public space for discussion. More activities proposed on the topic of violence include training young people on how to deal with bullying.

Questions that this group reflected upon:

- a) What themes should be further explored / researched in the Enter! project?
- b) How we keep this group working together? How we organise communication?
- c) How to link this process with the national level?

Other themes discussed included institutional violence, racism and radicalisation of young people. These themes are addressed to a certain extent, but there should be more vigorous action in promoting intercultural dialogue on the local level and more work on access to social rights should be done. Not accessing one's rights may trigger radicalisation. What can be done is to create spaces for dialogue and mediation in closed communities, and together to provide capacity building and support for the upkeep of these spaces. Exploring further some specific social rights, participants concluded that local authorities should create more jobs for young people who feel excluded from society. Another area includes improving the quality of the public housing programmes, as now the housing projects are creating closed neighbourhoods which are segregated. The housing projects should seek that all people live together with their diversities.

The participants discussed also on the theme of mental health. They propose at the beginning to address the need to have spaces for discussion around mental health and its manifestations, including discussing how to prevent mental health problems among young people. There is also a need for youth work practitioners to have better capacity to address mental health issues of young people that they work with.

The participants proposed as well the theme of poverty or the topic of 'scarcity', which includes also the impact on psychological functioning, cultural development and cohesion, social capital and cohesion, society and health, for example. The role of poverty or scarcity in the development of young people should be further researched, and its causes and impact recognised in order to be able to work with the less privileged.

The review process

Questions that this group reflected upon:

- a) **What should be the steps of the review process? What should we ask from the local authorities? How to involve youth workers and youth organisations and young people?**
- b) **How we keep this group working together? How we organise communication?**
- c) **How to link this process with the national level?**

The review process should not be seen as a process for punishment and shaming, but a learning process and a support measure in itself. The review process also has the purpose to inform policies. In the process, we should promote and collect good practices and encourage peer learning. The review process can include both the national and the local level.

At national level, the review process should include the following stakeholders:

- **Governments** and particularly the authorities responsible for youth. The governments need to have sufficient time to collect information from different structures and there needs to be guidelines and advice on how to build a review dialogue in the country (consult and involve).
- **NGOs** should have a direct opportunity to comment on the data presented by the countries (bringing a different point of view). Also civil society can assess how they see the policy actions, but also what they did to promote social rights. There should be a careful process prepared for involving the civil society in order to make sure that the organisation will be engaging fully in the review process (for example, develop a partnership with the European Youth Forum – and give a particular role to National Youth Councils).

At local level, the review process should include the following stakeholders:

- **Local authorities** and in particular the ones directly involved with the Enter! project or the authorities responsible for social rights and youth. They should be invited as privileged partners in the review. If they worked on implementing the Enter! Recommendation then they are more likely to highlight measures that they have done. This should showcase good practices. Cooperation with the Congress of Local and Regional Authorities may help in this process also.
- **Young people** should also be involved, for example through focus groups or other mechanisms.
- **Participants in the LTTCs** should be involved in order to bring also quality insights in the process. They could be involved together with the local authorities in charge of the area in which they work.

In terms of organising the process, the Council of Europe should allow at least 1 or 2 years for collection and revision of data provided that they announce the process and the details well in advance. The review process should not come as a surprise. The format for collecting information should be simple and user-friendly and there should be considerations made to make it accessible for different entities. Country reports should be published online in which the good practices need to be highlighted.

Regarding the focus of the review process on specific topics, the participants consider youth participation as one aspect. In cases when there was a prioritisation of the measures to implement, municipalities could explain the prioritisation process and who was involved in the decisions to

prioritise. On national level, the governments might choose to report the progress on certain areas with more emphasis, having in consideration that many questions are not directly connected to youth policy and may be more easily connected to social policy.

Promotion and how to bring the Recommendation closer to young people

The group discussed a lot on possible expected results and approaches, keeping in mind what young people need to know and how this can be a process which facilitates learning. The educational tools proposed are based on non-formal education and aim to build relationships and connections.

The proposals are:

1. a cartoon contest, which could also function as a training sessions in schools for development of cartoons by young people based on storytelling;
2. a game for young people to learn more about the Recommendation and to bring their local experiences in the game. The game can also provide space for their national level experiences and European level questions. This game could be developed on the basis of the game "People have rights!" (developed in the context of the TRAYCE);
3. develop a video about the Recommendation with basic information and use it for dissemination;
4. create a youth friendly version of the Recommendation (like the "Charter for all") in partnership with NGOs and schools;
5. an online or mobile application (app) for young people to learn about social rights in real life, for example including different social rights and thematic areas of the Recommendation. The app could work as a game that gives young people open badges at the end of each level. The badges could be administered by NGOs, so that there is a link between the game and young people. The game should consider the age of young people and start with a target group of 14 year old youngsters;
6. a small brochure on social rights in the form of a pocket-notebook that can include social rights, pictures that illustrate those rights and particular issues. This brochure should be youth-friendly and address young people from 10 years old upwards.
7. The produced material should be adapted in Braille, with voice synthesis for the Enter website, and include sign language in videos produced.

Questions that this group reflected upon:

- a) What kind of promotion for the Recommendation and how to make a youth-friendly version?
- b) How we keep this group working together? How we organise communication?
- c) How to link this process with the national level?

Background reading

The Enter! seminar was based on the **Enter! Recommendation** and its future implementation. You can access the full text here

https://search.coe.int/cm/Pages/result_details.aspx?ObjectID=09000016805c46f7

and a more user-friendly explanation of the Recommendation here

<http://www.coe.int/en/web/enter/the-recommendation>.

Social rights were the main topic of the seminar. Social rights, together with civil, political, legal, economic, and cultural rights, are human rights. This means they belong to every human being regardless of their place of residence, nationality, religion, gender, origin, skin colour, language, sexual orientation or any other characteristics. Social rights, like all other human rights, have their source in the Universal Declaration of Human Rights (for example, the right to equality, the right to social security, the right to education, the right to health, etc.). At the European level, social rights have been mostly the subject of two Council of Europe conventions: the European Social Charter and the revised European Social Charter. The main social rights are: education, health, housing, work, social security and assistance, right to organise, right to protection against poverty and social exclusion. All social rights should apply without discrimination!

Learn more about social rights here: www.coe.int/socialcharter

The **Youth Department**, which was organising this meeting, is part of the Council of Europe. It elaborates guidelines, programmes and legal instruments for the development of youth policies at local, national and European levels. It provides funding and educational support for international youth activities aiming at the promotion of youth citizenship, human rights, democracy and cultural pluralism. It seeks to bring together and disseminate expertise and knowledge about the life situations, aspirations and ways of expression of young Europeans.

Read more about the Youth Department at: www.coe.int/youth

The Enter! seminar was organised within the **Enter! Project on access to social rights for young people**. This project promotes access to social rights for young people, in particular of those exposed to social exclusion, discrimination and violence, through a variety of local, national and European interventions involving policy-makers, youth workers and young people. By the time of the seminar, the Youth Department published the guide "[Taking it seriously](#)", a guide to the Enter! Recommendation. The guide can be found on the Enter! website.

Read more about the Enter! project here: www.coe.int/enter

Daily programme

26 September

Arrival of participants

19:00 – 20:00 Dinner

20:30 Welcome activities

27 September

09:30 Welcome and introduction of participants

09:45 Opening of the seminar by *Matthew Johnson*, Director of Democratic Citizenship and Participation, Council of Europe

10:15 Introductions and expectations

11:00 Break

11:30 Introduction to the Council of Europe, the Youth Department and the *Enter!* project

13:00 Lunch break

14:30 Access to social rights for young people: key issues and responses to tackle inequalities

Input by Gérard Schann, Director of the Association VILAJE and President of the Socio-Cultural Centre "Au-Delà des Ponts", and discussion

16:00 Break

16:30 Access to social rights for young people on the local level: issues and practices (working groups)

18:00 End of the programme

18:30 – 20:00 Reception and dinner

28 September

9:30 Introduction to the *Enter!* Recommendation and how to use it

Examples of projects and practices based on the *Enter!* Recommendation

With Maria Roidi, Biljana Vasilevska and Thierry Dufour

11:00 Break

11:30 Using the *Enter!* Recommendation on the local level (I)

13:00 Lunch break

14:30 Using the *Enter!* Recommendation on the local level (II)

16:00 Break

16:30 Introduction to the review process of the Recommendation within the Council of Europe's work

18:00 End of the programme

19:00 – 20:00 Dinner

Networking evening

29 September

9:00 Introduction to working groups on proposals

9:30 Proposals for the support measures to the implementation of the Recommendation

- The long-term training course for youth workers and youth policy makers
- Measures for the implementation of the Recommendation (pilot projects)
- Milestones of the review process

12:00 Presentation of the results of the working groups

13:00 Lunch break

14:30 Next steps and conclusions

16:00 End of the programme and departures

19:00 – 20:00 Dinner

List of participants

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