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З ПИТАНЬ ДЕРЖАВНОЇ СЛУЖБИ



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“We solve our problems together. Good co-operation with the authorities is the most important thing” [Quotation from an interview].

**Research of the Needs and the State of Activity
of Local, Regional, and National Authorities, Responsible for Youth
Policy and of Local and Regional Youth Consultative Bodies
in Particular Taking into Account the Needs and Realities of Young
People in the War and Post-War period**

Report

October 2023

Abbreviations and designations used in the text:

AU - authority

NGO – non-governmental organisation

YCB - youth consultative body

[Q AU] – a quotation from a questionnaire for local, regional and national authorities responsible for youth policy

[Q YCB] – a quotation from a questionnaire for local and regional youth consultative bodies

[AU YP] - a quotation from an in-depth interview with representatives of authorities responsible for the formation and implementation of youth policy

[YCB] - a quotation from an in-depth interview with representatives of youth consultative bodies

[FG YCB] - a quotation from a focus-group discussion with representatives of youth consultative bodies

[JFG] - a quotation from a joint focus-group discussion with representatives of youth consultative bodies and authorities

[PDRR] - a quotation from the presentation-discussion of research results

The findings of the research are only based on the responses by representatives of authorities, responsible for youth policy and youth consultative bodies at the local, regional and national levels, who have participated in the survey, the focus groups and the in-depth interviews, and solely based on their perception of the circumstances in which they work. The research findings do not have to demonstrate the actual situation. The Council of Europe, the Ministry of Youth and Sports of Ukraine, the National Agency of Ukraine on Civil Service, the Ukrainian Youth Councils Association and the research team are not liable for the reliability of the information obtained during the research.

The opinions expressed in this publication are the responsibility of the author(s) and may not coincide with the official policy of the Council of Europe.

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INTRODUCTION

The Council of Europe project “Youth for Democracy in Ukraine: Phase III”

Co-operation between the Council of Europe and Ukraine in the field of youth policy has been ongoing for several years on the basis of a bilateral co-operation programme. An international review of Ukraine’s youth policy, the publication of the “Compass” manual in the Ukrainian language, and a number of activities in the field of youth participation and youth policy were among its main activities. Additional information about this co-operation can be found on the page dedicated to Ukraine on the youth portal of the Council of Europe.

The Action Plan of the Council of Europe for Ukraine for 2023-2026¹ is a strategic planning tool that aims to complement, through co-operation, the country’s efforts to further harmonize legislation, institutions and practice with European standards in the areas of human rights, the rule of law and democracy and in such a way to support the country in fulfilling its obligations as a member state of the Council of Europe. The Action Plan of the Council of Europe for Ukraine also included youth issues, in particular measures aimed at strengthening the youth policy, which is based on the participation of all interested parties and strengthening youth work during the war and in the post-war period, taking into account the specific needs of young people. The project “Youth for Democracy in Ukraine: Phase III” was launched within the framework of the Action Plan of the Council of Europe for Ukraine for 2023-2026 and was built on the results and experience of the Council of Europe project “Youth for Democracy in Ukraine” in 2020-2022.

The Project aims to ensure that young people in Ukraine benefit from participation in youth policy and quality youth work to strengthen their own resilience and well-being, to realize their human rights and freedoms, democratic participation and citizenship in war and post-war times.

The project emphasizes the importance of the Youth Sector Strategy of the Council of Europe until 2030² and reflects the National Strategy of State Youth Policy until 2030³, the State Targeted Social Program “Youth of Ukraine” 2021-2025⁴. The project encourages interested parties of youth policy in Ukraine to implement and disseminate the Recommendations of the Committee of Ministers to member states on the access of youth from disadvantaged areas to social rights, CM/Rec(2015)3⁵; on young people's access to rights, CM/Rec(2016)7⁶; on youth work, CM/Rec(2017)4⁷; on Roma youth participation (CM/Rec(2023)4)⁸; on protecting youth civil society and young people, and supporting their participation in democratic processes (CM/Rec(2022)6)⁹.

¹ Action Plan of the Council of Europe for Ukraine “Resilience, Recovery and Reconstruction”. URL: <https://rm.coe.int/action-plan-ukraine-2023-2026-eng/1680aa8280>

² Youth Sector Strategy of the Council of Europe until 2030. URL: <https://www.coe.int/en/web/youth/youth-strategy-2030>

³ Ukrainian National Strategy of State Youth Policy until 2030. URL: <https://zakon.rada.gov.ua/laws/show/94/2021#Text>

⁴ State Targeted Social Program “Youth of Ukraine” for 2021-2025. URL: <https://www.kmu.gov.ua/npas/pro-zatverdzhennya-derzhavnoyi-cilovoyi-socialnoyi-programi-molod-ukrayini-na-20212025-roki-ta-vnesennya-zmin-do-deyakih-aktiv-kabinetu-ministriv-ukrayini-579-020621>

⁵ Recommendation of the Committee of Ministers to member states on the access of youth from disadvantaged areas to social rights, CM/Rec(2015)3. URL: <https://rm.coe.int/168066671e>

⁶ Recommendation of the Committee of Ministers to member states on young people's access to rights, CM/Rec(2016)7. URL: <https://rm.coe.int/1680702b6e>

⁷ Recommendation of the Committee of Ministers to member states on youth work, CM/Rec(2017)4. URL: <https://rm.coe.int/cmrec-2017-4-and-explanatory-memorandum-youth-work-web/16808ff0d1>

⁸ Recommendation of the Committee of Ministers to member states on Roma youth participation (CM/Rec(2023)4). URL: <https://rm.coe.int/0900001680aacef2;>

⁹ Recommendation of the Committee of Ministers to member states on protecting youth civil society and young people, and supporting their participation in democratic processes (CM/Rec(2022)6). URL: <https://rm.coe.int/0900001680a5e7f3>

This research

The research of the needs and the state of activity of local, regional, and national authorities in the field of youth policy and of local and regional youth consultative bodies, in particular taking into account the needs and realities of young people in the war and post-war period was conducted by the Council of Europe project “Youth for Democracy in Ukraine: Phase III” in co-operation with the Ministry of Youth and Sports of Ukraine, the National Agency of Ukraine on Civil Service, and the Ukrainian Youth Councils Association.

Purpose and objectives

The purpose of this research was to better understand the key players, their achievements, difficulties and needs to implement participatory youth policy.

Following this purpose, the objectives of this research were:

- To identify co-ordination, political capacity of key players;
- To identify learning needs of key players;
- To identify opportunities for communication, networking, dialog, co-operation between authorities and other stakeholders;
- To identify obstacles of youth participation.

Target groups

For achieving these objectives, the research targeted and counted with the participation and contribution of:

- civil servants and local self-government officials in the field of youth policy;
- heads and members of youth consultative bodies (youth councils, youth parliaments, student councils etc.)

Methodology

The research methodology was based on the methods of participatory research, which provide for participation of representatives of the target groups in the research, inclusion of common (popular) ideas and practices in the research, focus on expanding opportunities of the participants of the research, no hierarchy to consider interests and opinions of those with less power or representation authority, values-based attitude to different views and opinions.

As well the research used a mixed approach to compensate the possible gaps that could be encountered in using only one method.

The following methods were employed in this research for both target groups:

- **desk review** - during the research, the following documents were analysed: the Law of Ukraine “On the Fundamentals of the Youth Policy” No. 1414-IX dated 27 April 2021, Resolution of the Cabinet of Ministers of Ukraine “On Approval of Standard Provisions on Youth Councils” No. 1198 dated 18 December 2018, Occupational Standard for the Profession “Youth Specialist (Youth Worker)”, the Recovery and Development Plan of Ukraine (within the United24 initiative of the President of Ukraine V. Zelenskyi), standards and approaches of the Council of Europe, in particular the Revised European Charter on the Participation of Young People in Local and Regional Life, Recommendations of the Committee of Ministers of the Council of Europe to member States on the access of youth from disadvantaged neighbourhoods to social rights (CM/Rec(2015)3), on young people’s access to rights (CM/Rec(2016)7), on youth work (CM/Rec(2017)4), on Roma youth participation (CM/Rec(2023)4), on protecting youth civil society and young people, and supporting their participation in democratic processes (CM/Rec(2022)6);
- **online surveys** - for identifying the main achievements, difficulties and needs related to participatory youth policy, for representatives of authorities, responsible for youth

policy¹⁰ (in which 147 respondents took part), and youth consultative bodies¹¹ (in which 36 respondents took part).

- **in-dept interviews** - for the collection of additional data and deeper and more precise reflection on participatory youth policy – 10 in-dept interviews with representatives of authorities, responsible for youth policy¹² (2 at national level, 2 at regional level and 6 at community level), and 8 in-dept interviews with representatives of youth consultative bodies¹³ (1 at national level, 1 at regional level and 6 at community level);
- **focus-groups** - for discussing, from different points of views, open questions and controversies – 2 focus-groups with representatives of youth consultative bodies¹⁴ (in which 11 respondents took part), and 2 focus groups with representatives of authorities, responsible for youth policy and youth consultative bodies¹⁵ (in which 16 respondents took part);
- **final presentation-discussion** - for the presentation and final discussion of the research findings, which was conducted in online format on 11 August 2023 (in which 47 participants took part). The discussion of the research results took place with the participants in four small groups in three directions:
 - 1) obstacles, barriers, challenges for youth participation;
 - 2) possible and desirable actions to overcome obstacles for youth participation;
 - 3) necessary competences regarding participatory youth policy.

The research was conducted during May-July 2023 remotely (by means of the online questionnaire, audio and/or video calls and conferences).

The invitation to participate in the online survey was published at the website of the Council of Europe Office in Ukraine: for representatives of authorities, responsible for youth policy - <https://www.coe.int/en/web/kyiv/-/invitation-for-civil-servants-and-officials-of-local-self-governments-of-ukraine-who-are-responsible-for-youth-policy-to-participate-in-the-needs-assessment>; for representatives of youth consultative bodies - <https://www.coe.int/en/web/kyiv/-/invitation-for-representatives-of-youth-advisory-bodies-of-ukraine-to-participate-in-the-needs-assessment>), at the website of the Ministry of Youth and Sports of Ukraine (<https://mms.gov.ua/events/rozpochato-doslidzhennia-shchodo-potreb-ta-stanu-diialnosti-zokrema-z-urakhuvanniam-potreb-ta-realii-molodi-u-voiennyi-ta-povoienyi-period>), on Facebook pages of the Council of Europe Office in Ukraine, the Council of Europe Project “Youth for Democracy in Ukraine”, the Youth Policy Department of the Ministry of Youth and Sports, in the Youth Worker group.

¹⁰ Annex 1: Questionnaire for representatives of authorities, responsible for youth policy

¹¹ Annex 2: Questionnaire for representatives of youth consultative bodies

¹² Annex 3: Guidelines for in-depth interviews with representatives of authorities, responsible for youth policy

¹³ Annex 4: Guidelines for in-depth interviews with representatives of youth consultative bodies

¹⁴ Annex 5: Guidelines for focus groups with representative of youth consultative bodies

¹⁵ Annex 6: Guidelines for focus groups with representatives of authorities, responsible for youth policy and representatives of youth consultative bodies

Outcomes

According to the state of youth policy / youth work with participation of young people, the achievements and challenges related to the involvement of young people and youth participation policy, this research identified the competencies needed for their further development.



Diagram 1: Competency approach used in the research.

These outcomes and particularly the competences needed for youth participation and participatory youth policy were considered in the planning of following activities of the Project, namely the training courses for representatives of authorities and youth consultative bodies.

All the outcomes of this research are gathered in this comprehensive research report. The annexes gather all the relevant detailed information of the research.

KEY FINDINGS

The current state of youth policy in Ukraine is marked by the armed aggression of the Russian Federation against Ukraine. Despite the enormous difficulties several achievements have been identified:

- development of legislative and regulatory framework, approval of the professional standard of a youth specialist (youth worker), institutional stability (All-Ukrainian Youth Centre, Ukrainian Youth Foundation, state programme “Youth Worker”), development of the “YeMolod” tool;
- co-operation between authorities and young people, in particular the activities of non-governmental organisations, youth councils and youth advisers working in structural units on a voluntary basis;
- restoration of programmes for financing youth projects through grant funds, as well as financing of targeted programmes at the regional and local levels (however, in some regions and communities, targeted youth policy programmes are either absent or combined with other targeted programmes, accordingly, funding for youth policy is limited and often the lowest compared to other programmes);
- return of non-governmental organisations that had stopped their work due to the full-scale invasion.

In relation with youth participation according to the results of an online questionnaire both the national, regional and local authorities and the responsible persons of youth consultative bodies have a quite similar perception: the lowest or meaningless levels of youth participation (no real influence) never or almost never takes place. For the higher levels of youth participation, the shared decision-making, authorities are more optimistic and youth consultative bodies more critical in their evaluation. However, this was not supported by the results of interviews and focus-group discussions, on the contrary, respondents often gave examples from their activities that demonstrate lower levels of participation of young people.

As for the different areas of youth participation the most relevant ones, according to respondents, are the management or organisation of the activities of young people through information, training, support of youth projects and initiatives, encouraging young people to volunteer and promoting the participation of young people in non-governmental organisations. There is a tendency to underestimate the role of information and communication technologies and mass media. Organised associations of young people constitute a force capable of changing the situation in the community, including emphasizing the need to involve young people in political parties as a real possibility of access to power and decision-making. At the same time, it depends on the level: the representatives of village communities underlined the lack of competencies in the co-operation between authorities and NGOs, and asked about external institutional support in the development of this area of youth policy and youth work.

In relation to the obstacles of youth participation, the perception of authorities and youth consultative bodies is similar. The main obstacles are the current circumstances of war and the more permanent ones of poverty and unemployment. As for the other obstacles of youth participation, youth consultative bodies are more critical than authorities in relation to the necessary financial, moral, and institutional support.

The main steps in the development of youth policy identified as follows:

- the reconstruction of Ukraine in the post-war period, considering the following directions: rehabilitation of young people returning from the war, youth work on the de-occupied territories, work on the return of young people from abroad, adjustment of the work of all newly created institutions, development and adjustment of digital tools (YeMolod and Register of youth centres);
- development of youth infrastructure, primarily in rural areas and sleeping areas of cities: youth centres, non-governmental organisations, spaces for young people of various subcultures and interests;
- clear state strategy and documents for the implementation of youth policy: development of mobile youth work, creation of an educational standard for youth workers, establishment of cooperation between the authorities and young people;
- availability of practical support in developing youth policy plans, finding funding, developing a strategy, establishing co-operation (for example, trainings for civil servants responsible for youth policy; increasing the role of youth policy in communities (today it depends on the personal attitude of the head of the community); availability of models or templates for small communities in rural areas, exchange of experience).

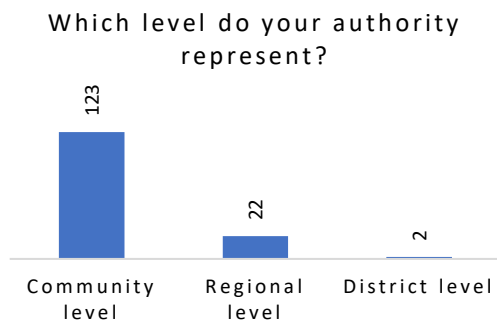
The competences in the field of youth policy and youth work, according to respondents, to be further developed for improving youth participation, could be clustered as follows:

- Basic competences regarding youth participation / youth policy: understanding youth work, training of youth workers, openness, intercultural competences, teamwork, understanding the needs of young people.
- Competencies focused on co-operation between representatives of authorities and young people: communication, lobbying, legal boundaries, understanding of youth policy, co-operation.
- Digital competences applied to both direct work with young people and co-operation with other interested persons, as well as fundraising and project management competences.

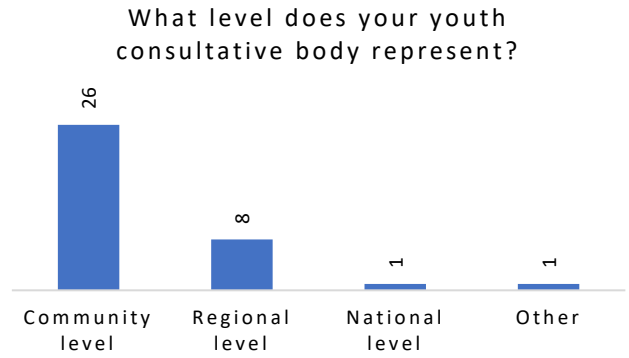
FINDINGS

Profile of respondents

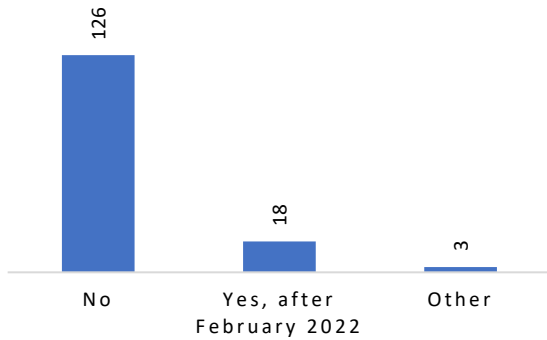
Authorities, responsible for youth policy



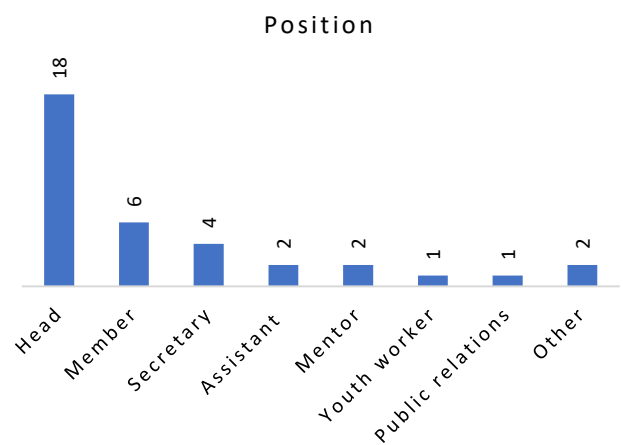
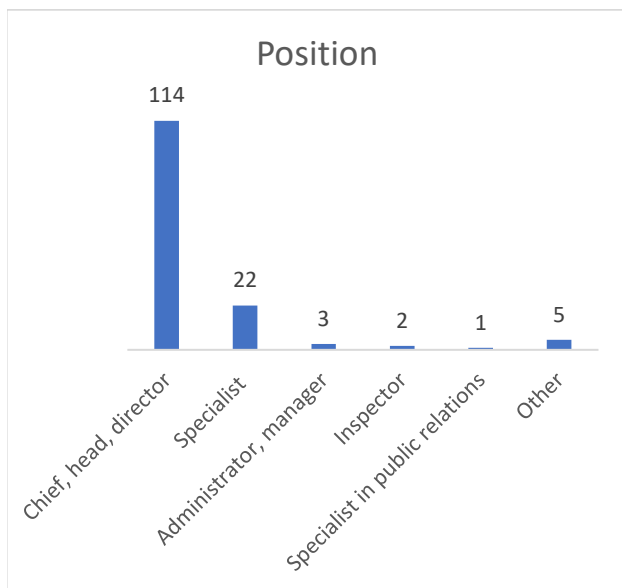
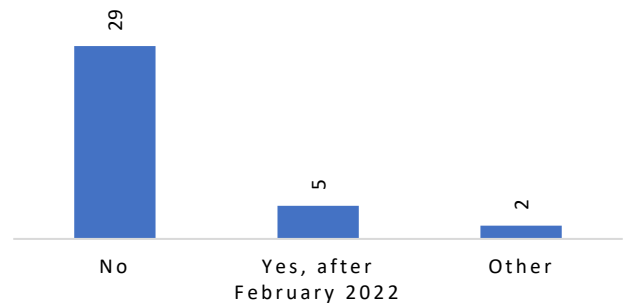
Youth consultative bodies

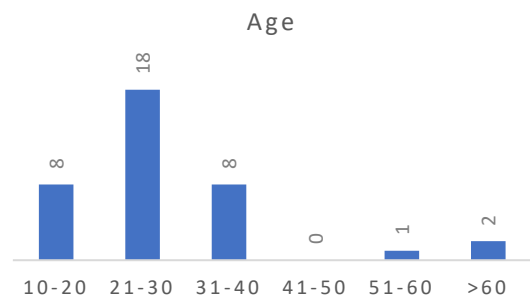
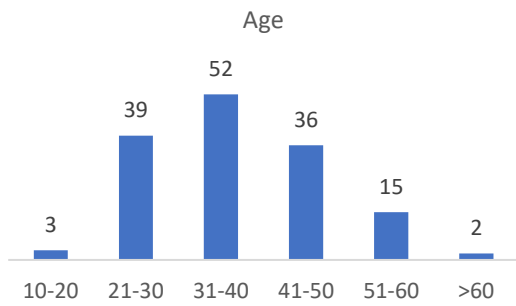
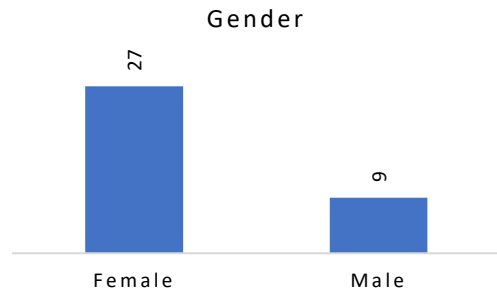
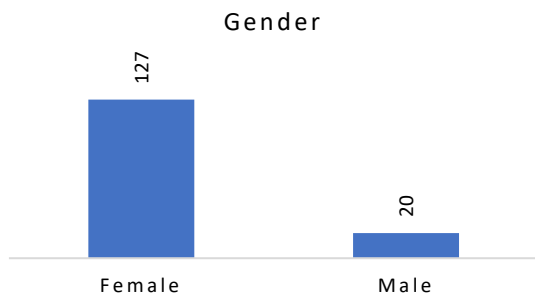


Change the location of activity



Change the location of activity





Graph 1-10: Answers to the questions of the questionnaire on profile (level of representation, change of location, position, gender and age) for representatives of authorities, responsible for youth policy and of youth consultative bodies.

Current State of Youth Policy in Ukraine

According to the Ministry of Youth and Sports of Ukraine, about 40% of young people were forced to change their permanent place of residence after 24 February 2022. In particular, about 2 million people are internally displaced, the same number left Ukraine¹⁶.

According to the data obtained during the research, it appears that despite the full-scale invasion of the Russian Federation in Ukraine, youth policy and youth work are implemented and have a number of achievements:

<p>Development of legislative and regulatory framework, approval of the professional standard of a youth specialist (youth worker), institutional stability (All-Ukrainian Youth Centre, Ukrainian Youth Foundation, state programme “Youth Worker”), development of the “YeMolod” tool</p>	<p><i>“Among the achievements to date is a fully prepared legislative framework: the Law of Ukraine, the Strategy for the Development of Youth Policy, the State Program “Youth of Ukraine”. Also, the Ukrainian Youth Foundation is currently in the process of formation, the All-Ukrainian Youth Centre exists and operates, and the professional standard “Youth Worker” has been adopted” [AU YP].</i></p> <p><i>“Youth policy is developing dynamically. We have a lot of new tools: the Ukrainian Youth Foundation, the development of a normative legal act on the National Council, a review of opportunities and standards for youth centres as recommendations for the provision of services to youth in youth centres” [AU YP].</i></p> <p><i>“In 2023, we developed a professional standard with the participation of the Council of Europe. Currently, we are working on methodological recommendations for the implementation of the professional standard” [AU YP].</i></p> <p><i>“Processes are moving, including professional training at the level of formal education. If we talk about the training of specialists in youth work, there are a lot of programmes in non-formal education, including “Youth Worker”. This is now the only state programme of non-formal education” [AU YP].</i></p> <p><i>“YeMolod will be the only platform where young people can register. It will gather all the tools, for example, regarding competitions or obtaining grants” [AU YP].</i></p> <p><i>“Professional standard is not just recognition of a profession, but an important step” [AU YP].</i></p> <p><i>“...from the development of a normative legal act on the national council, then a general review of opportunities and standards for youth centres.” [AU YP].</i></p> <p><i>“This is the Ukrainian Youth Foundation. Of course, the creation of the supervisory board has already been approved. The All-Ukrainian Youth Centre is functioning” [AU YP].</i></p>
<p>Co-operation between authorities and young people, in particular the activities of non-governmental organisations, youth councils and youth advisers working in</p>	<p><i>“We solve our problems together... Good co-operation with the authorities. That is the most important. The mayor of the city is open to it... open to discuss with young people for hours.” [AU YP].</i></p> <p><i>“Youth policy will develop well, because there is a youth council, there are non-governmental organisations that are ready to co-operate with the authorities, and the authorities, accordingly, the mayor himself is interested in co-operation, and this gives us hope that it will work quite well” [AU YP].</i></p>

¹⁶ <https://www.kmu.gov.ua/news/minmolodsportu-blizko-40-molodih-lyudej-vimusheno-zminili-svoje-postijne-misce-prozhivannya>

<p>structural units on a voluntary basis</p>	<p><i>"A youth council was created at the village council. If considered in the context of involving young people in various fields, there are those who are interested in sports, some are interested in music, dancing, and so on" [AU YP].</i></p> <p>Participation tools used by youth consultative bodies in their activities:</p> <p><i>"Co-operation with the authorities through meetings, joint events, participation of representatives of youth councils in deputy commissions; youth council as a tool of participation; co-operation of youth councils with the executive committee; representatives of youth councils are advisors to city mayors on youth policy issues; the head of the youth council is a member of the co-ordination council on issues of youth policy, etc." [YCB].</i></p> <p><i>"Plus, I am also a member of the co-ordinating council on youth policy issues in the Vinnytsia oblast as a delegated representative from our local youth council." [YCB].</i></p> <p><i>"The head of the community constantly organises meetings with us in various formats. Meetings were also organised with school youth. This year, they conducted a survey of who is interested in what and conducted school youth excursions to the city council. It was not just a tour, but they got to know who does what, who performs what role. The children see, but at their own level, and the children were interested" [YCB].</i></p> <p><i>"If one of the colleagues or a representative of the youth has an idea, it is not a problem to go to someone's office and offer the head of the department or division your project or propose your position" [YCB].</i></p> <p><i>"We started working with the executive committee. Start to co-operate with the Department of Education this year" [YCB].</i></p>
<p>Restoration of programmes for financing youth projects</p>	<p><i>"This year, the possibility of providing grants for youth initiatives has been restored. It is not a non-governmental organization, but simply a young person who may not represent any NGO, has his/her own idea, his/her own concept. Such a young person fills out an application form and defends his/her projects. This is relevant. We have a large set of good ideas from young people this year. There was no financial resource to implement these ideas, it was actually very difficult. The ideas were both relevant and necessary. And we can track what young people are interested in at the moment, what hurts, so that they want to reveal. Because these projects should involve young people" [AU YP].</i></p> <p><i>"...The competitions for Ukrainian-Polish exchanges took place, there is a project that we will support" [AU YP].</i></p> <p><i>"There are young people who are interested in politics. They always were. That is why we have a school of self-government, that is already a programme. It began to be implemented again. It again has large sets of young people. Young people are interested in how self-government bodies work. It is very interesting how deputies work. What is a city as an organism in general. How it works. How the budget is executed. This programme is being implemented. 50 trainees graduated in the spring. And we will recruit again in the fall. Because there is a demand" [AU YP].</i></p> <p><i>"There are programmes that receive funding - these are the "National Patriotic Education" programme and the "City of Youth" programme. All our events are subordinated to these programmes and in connection with that we receive funds for holding these or other events" [YCB].</i></p> <p><i>"We are now introducing foreign exchange into our practice. Within two months, our young people from the youth council went to Lublin" [YCB].</i></p>

Return of non-governmental organisations that had stopped their work due to the full-scale invasion	<i>“Based on the fact that we have already been in a full-scale war for a year, non-governmental organisations are returning. Many remained repurposed as volunteer organisations. And some of their needs have shifted a little in this regard, but new ones have appeared that work in the field of education. There are many international organisations for young people that work in the youth direction. And they strengthen us a lot in terms of work involving youth. Because they have a significant financial resource and give young people the opportunity to realize their projects and ideas” [AU YP].</i>
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Thus, respondents of both target groups note achievements and good practices in the field of youth policy in wartime conditions. Despite the financial limitations of state youth programmes, respondents note the strengthening of the public sector, the availability of a regulatory framework and tools for the creation and implementation of youth programmes, the development of youth institutions and youth infrastructure, and the strengthening of youth consultative bodies.

So, the main achievements in youth policy sphere were determined:

- development of the legislative and regulatory framework;
- partial restoration of programmes for financing youth projects (not in all regions);
- starting the activities of youth councils and opening youth centres and spaces;
- established co-operation with the administration of amalgamated communities, non-governmental organisations, youth counsellors (on a voluntary basis).

During the research, separate quantitative indicators of people involved in the formation and implementation of youth policy were determined both at the levels of authorities and youth consultative bodies.

The number of employees in the authority bodies responsible for the formation and implementation of youth policy (on average, according to the results of in-depth interviews with representatives of authorities, responsible for youth policy):

- At the national level - 15 people
- At the regional level - 3-4 people
- At the community level - 2-3 people

Based on the results of in-depth interviews with representatives of the authorities responsible for youth policy, it was determined that only at the national level, civil servants do not combine the functions of youth policy with other areas. At the level of the region and local communities, the authorities responsible for the formation and implementation of youth policy have an average of 3-4 employees, of which 2 implement youth policy as a result of combining the functions of youth policy with educational, social, sports, etc.:

“Our department deals with culture, youth, sports, and we also have child protection, combating violence in families, issuing certificates of large families, children, and parents. There are 3 people working in the department who are responsible for all areas” [AU YP].

“My functional duties are national-patriotic education, children’s health, and youth policy. That is, it is like three in one” [AU YP].

“Youth policy is integrated in education policies. Youth policy is important but not a priority at the local level” [AU YP].

According to the obtained results, it can be assumed that the main obstacle in the formation and implementation of youth policy is determined by the researched to be the insufficient number of representatives of the authorities responsible for youth policy, as well as the combination of their functions and responsibilities with other areas of state policy, which

lead to overloading of representatives, in particular, a lack of resources, primarily temporal and emotional, for additional initiatives.

Quantitative composition of youth consultative bodies (on average, according to the results of in-depth interviews with representatives of youth consultative bodies):

- At the national level - 8 persons
- At the regional level - 23 persons
- At the level of community - 30 persons

On average, at all levels, the representation of men in youth consultative bodies is 20-30%, respectively women 80-70% (according to the results of in-depth interviews with representatives of youth consultative bodies).

At the regional level, youth consultative bodies include representatives of non-governmental and charitable organisations, local youth councils, pupil and student self-government, and at the local level, the youth council can also include active young people who live in the community where youth council operates without affiliation to a specific organisation or self-government.

Priority areas of activity of youth consultative bodies:

- *functioning of thematic departments*

"We were divided into committees: culture, sports, education, ecology, nature. Of course, we tried to work in our fields" [YCB].

- *lobbying of the needs and interests of young people at various levels*

"We meet quarterly with departments and youth. I convey the opinion of young people, which I receive at meetings, formal and informal meetings, to local authorities. And the same goes from local authorities to young people" [YCB].

- *informing*

"It seems to me that if we want to work for results, then any work should start with information campaigns, we should first "spin" these expected results. So that we can show what we offer and whether young people will really be interested in what we want and whether they will want to get involved in it. If our information campaign is successful, then all the other positions we have indicated may be available" [AU YP].

In general, the priority areas of activity are based on considering the regulatory and legal acts of Ukraine and taking into account the local context at the level at which the YCB functions, taking into account the needs of young people, which are determined in various ways. Also, various young people are involved in YCB, there are certain difficulties in maintaining interest of members in the activities of YCB, so this is also a certain cross-cutting direction of activity to form the value of YCB and increase the motivation of young people for its activities.

Legal acts that are in the field of youth policy¹⁷

Most of the respondents demonstrate a good knowledge of the legal frame of youth policy in Ukraine.

The answers of the authorities show a deep and wide knowledge of the legal acts. Most of them refer to several of the most important ones that at national level are:

- Constitution of Ukraine¹⁸;
- Decree of the President of Ukraine “On the National Youth Strategy until 2030” No. 94/2021 dated 12 March 2021¹⁹;
- the Law of Ukraine “On the Fundamentals of the Youth Policy” No. 1414-IX dated 27 April 2021²⁰;
- the Law of Ukraine “On Local Self-Government in Ukraine” № 280/97-BP dated 21 May 1997²¹;
- the Law of Ukraine “On Education” No. 2145-VIII dated 5 September 2017²²;
- Resolution of the Cabinet of Ministers of Ukraine “On Approval of the State Targeted Social Program “Youth of Ukraine” for 2021-2025” No. 579 dated 2 June 2021²³;
- Resolution of the Cabinet of Ministers of Ukraine “On Approving the Model Regulations on the Youth Centre and on the Expert Board at the Youth Centre” No. 1014 dated 20 December 2017²⁴;
- Resolution of the Cabinet of Ministers of Ukraine “On Approval of Standard Provisions on Youth Councils” No. 1198 dated 18 December 2018²⁵;
- Order of the Ministry of Youth and Sports of Ukraine “On the Approval of the Procedure for the Implementation of Programmes, Projects and State Policy Events in the Field of Youth and National-Patriotic Education” No. 808 dated 03 March 2016²⁶.

The answers of the youth consultative bodies are less complete and less detailed focusing more on the legal regulations of the youth councils and in some cases on the regional and local norms.

¹⁷ Answers to the questions of the questionnaire “What legal acts regulate your activities in the field of youth policy?”

¹⁸ <https://zakon.rada.gov.ua/laws/show/254%D0%BA/96-%D0%B2%D1%80#Text>

¹⁹ <https://www.president.gov.ua/documents/942021-37337>

²⁰ <https://zakon.rada.gov.ua/laws/show/1414-20#Text>

²¹ <https://zakon.rada.gov.ua/laws/show/280/97-%D0%B2%D1%80#Text>

²² <https://zakon.rada.gov.ua/laws/show/2145-19#Text>

²³ <https://zakon.rada.gov.ua/laws/show/579-2021-%D0%BF#Text>

²⁴ <https://zakon.rada.gov.ua/laws/show/1014-2017-%D0%BF#Text>

²⁵ <https://zakon.rada.gov.ua/laws/show/1198-2018-%D0%BF#Text>

²⁶ <https://zakon.rada.gov.ua/laws/show/z0453-16#Text>

Youth participation

Youth participation is the involvement of young people in various aspects of community life. It can manifest itself in participation in decision-making processes and the formation of policy areas that concern youth, self-governance in educational institutions, joint management of projects, leisure, additional education, etc. In the context of the Revised European Charter on Youth Participation in Local and Regional Life, youth participation is considered as the right of young people to be included in public life and the right to assume duties and responsibilities in everyday life at the local level, as well as the right to influence their own life through democratic methods. Ensuring youth participation is one of the principles of youth policy²⁷.

Youth participation can also be seen as a form of partnership between youth and adults. Partnership means working together. This means listening to everyone's voice and considering proposals in detail²⁸.

There are different levels of youth involvement in public life. It all depends on the local situation, resources, needs and experience. Roger Hart offers a model of the Ladder of Children's Participation²⁹, which illustrates the different levels of participation of children and young people in projects, organisations or communities. He defines eight degrees of youth involvement, each of the degrees corresponding to one rung of a ladder:

Rung 8: Shared decision-making.

Projects or ideas are initiated by young people, who invite the adults to take part in the decision-making process as partners.

Rung 7: Young people led and initiated.

Projects or ideas are initiated and directed by young people; the adults might get invited to provide any necessary support, but a project can carry on without their intervention.

Rung 6: Adult-initiated, shared decision making.

Adults initiate projects but young people are invited to share the decision-making power and responsibilities as equal partners.

Rung 5: Young people consulted and informed.

Projects are initiated and run by adults, but young people provide advice and suggestions and are informed how these suggestions contribute to the final decisions or results.

Rung 4: Young people assigned and informed.

Projects are initiated and run by adults; young people are invited to take on some specific roles or tasks within the project, but they are aware of what influence they have in reality.

Rung 3: Young people tokenised (tokenism)

Young people are given some roles within projects, but they have no real influence on any decisions. The illusion is created (either on purpose or unintentionally) that young people participate, when in fact they have no choice about what they do and how.

Rung 2: Young people as decoration.

Young people are needed in the project to represent youth as an underprivileged group. They have no meaningful role (except from being present) and – as happens with any decorations – they are put in a visible position within a project or organisation, so that they can easily be seen by outsiders.

²⁷ Revised European Charter on Youth Participation in Local and Regional Life. Access - <https://rm.coe.int/168071b4d6>

²⁸ Stacey, K., "Theoretical underpinnings of youth partnership accountability", unpublished paper, Adelaide, 1998; quoted in Youth participation handbook for organizations. A guide for organizations seeking to involve young people on boards and committees, Government of South Australia Office for Youth, 2003, p. 15.

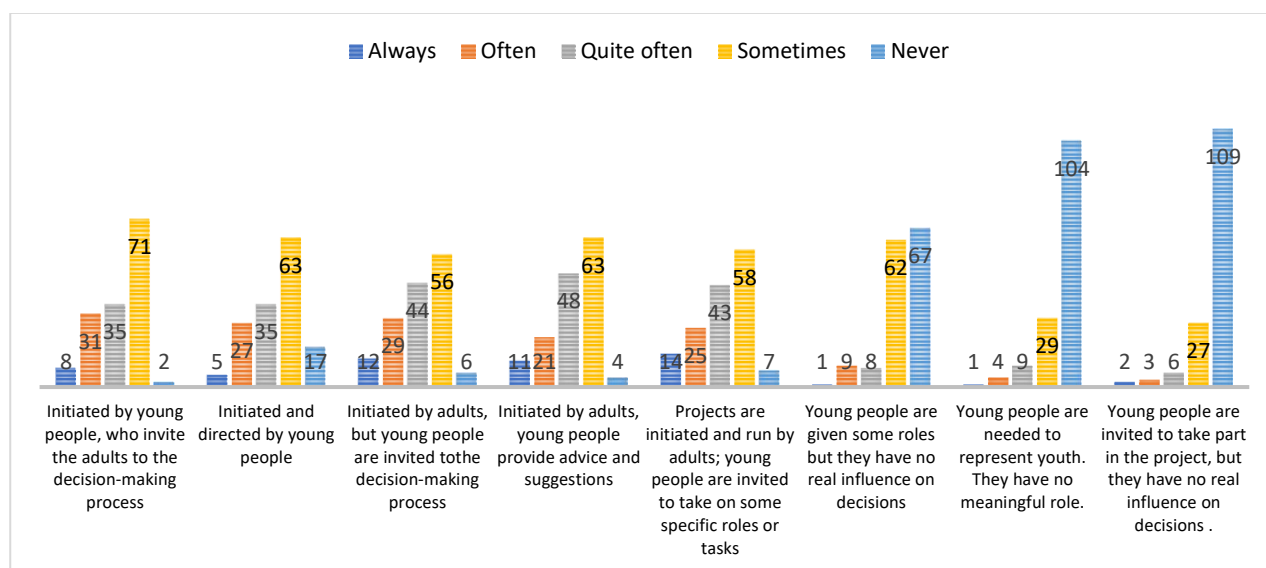
²⁹ Hart, R., Children's participation from tokenism to citizenship, UNICEF Innocenti Research Centre, Florence, 1992. This model has been based on S. Arnstein's "ladder of citizen's participation", published as "A ladder of citizen participation", JAIP, Vol. 35, No. 4, July 1969, pp. 216-24.

Rung 1: Young people manipulated.

Young people are invited to take part in the project, but they have no real influence on decisions and their outcomes. In fact, their presence is used to achieve some other goal, such as winning a local election, creating a better impression of an institution, or securing some extra funds from institutions that support youth participation.³⁰

Respondents who took part in the research evaluated their activities in relation to the levels of youth participation as follows:

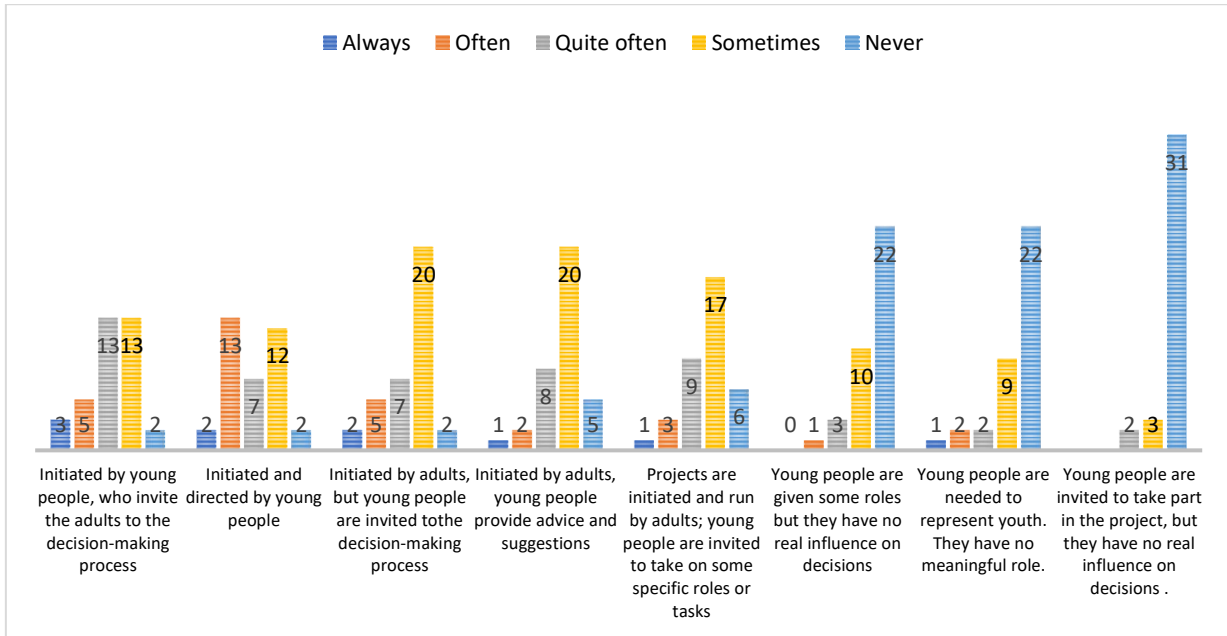
Authorities, responsible for youth policy



Graph 11: Answers to the question of the questionnaire “How often young people take these different roles in your programmes / projects and structures” for representatives of authorities, responsible for youth policy.

³⁰“Have your say!”: Manual on the Revised European Charter on the Participation of Young People in Local and Regional Life. Access: <https://rm.coe.int/16807023e0>

Youth consultative bodies



Graph 12: Answers to the question of the questionnaire “How often young people take these different roles in your programmes / projects and structures” for representatives of youth consultative bodies.

Both the national, regional and local authorities and the responsible persons of youth consultative bodies have a quite similar perception: the lowest or meaningless levels of youth participation (no real influence) never or almost never takes place. For the other, for the higher levels of youth participation authorities are more optimistic and youth consultative bodies more critical in their evaluation. This tendency is also recognizable in the qualitative comments.

Areas of youth participation³¹

- Area 1: Training in youth participation

During the discussion and the focus-group discussions the attention was paid to training about youth participation:

“Our youth are knowledgeable, but they need to be constantly told about how to properly participate in the life of the community. In my opinion, first you need to teach them the basics, and then work with more complex things” [JFG].

“Education and development of young people in terms of their ability to influence decisions made in the community from their own experience is priority No. 1” [JFG].

- Area 2: Informing young people

“It seems to me that if we want to work for results, then any work should start with information campaigns, we should first “spin” these expected results. So that we can show what we offer and whether young people will really be interested in what we want and whether they will want to get involved in it. If our information campaign goes well, then all the other positions we have indicated can be there” [JFG].

“To begin with, the most important thing for us is that we inform young people about our future initiatives and what we plan to do with them. After that, we train them, and immediately after training, we will have the opportunity to position young people by themselves, and therefore the next step is to support youth projects and initiatives” [JFG].

“Currently, the field of informing young people is stagnant, because institutions occasionally use the communication channels used by young people. And it turns out that institutions communicate their messages in one plane, and young people live in another plane” [JFG].

“Without information, young people will not understand what to do. It is needed to show what opportunities there are, after which to teach in different areas, depending on interests.” [JFG].

- Area 3: Promoting youth participation through information and communication technologies

During the discussions, there was a tendency to underestimate the role of information and communication technologies in the formation and implementation of youth policy on the part of the participants. The main argument for this was determined by the confidence in the sufficient level of use of computer technologies by young people: *“Knowing in which informational and active world we now live; it seems that young people can teach us more in this area than we can teach them.” [JFG].*

“Our youth know how to use information technologies, but they do not know how to properly use these technologies to inform young people” [JFG].

“Promoting the participation of young people with the help of information and communication technologies is perhaps the area where official institutions and young people could meet. Let’s say to learn about each other and about opportunities. We talked about the fact that young people can be very literate in terms of communication technologies and offer precisely digital, modern solutions to problems that the government and/or local self-government bodies

³¹Areas of youth participation, according to the Revised European Charter on the Participation of Young People in Local and Regional Life (<https://rm.coe.int/16807023e0>), are results of joint focus groups for representatives of authorities and youth consultative bodies.

traditionally solve using paper procedures. Maybe young people can digitize those paper algorithms that were traditional, long and bureaucratic. For example, after a full-scale invasion, there were applications or simple, concrete and practical things that helped solve problems.” [JFG].

- Area 4: Promoting youth participation in media

“Promoting the participation of young people in the work of mass media is a continuation of informing and working with communication and information technologies. For us, it's all one block” [JFG].

“Encouraging the participation of young people in the work of media seems for me to be a strange point, I am not sure that it has any effect at all on participation in the life of the community or young people. But in fact, we have now started working for external mass media and communicating with the community, and it's great, because in this case, we recruit a sufficient number of respondents, and in this case, we have to do large-scale events and communicate about it. But this is about a long-term perspective and a high level” [JFG].

“Young people are not interested in the media and are somehow not actively involved, and it is difficult to involve them in this work” [JFG].

- Area 5: Encouraging young people to undertake voluntary work

“We put the encouragement of young people in volunteering first with the argument that in this way we can gather a large audience of young people. With the beginning of the war, volunteering became even more popular in our country, many young people were involved in weaving nets, distributing aid, etc. That is, through this tool we can attract a large audience” [JFG].

There is an opposite opinion: *“Encouraging young people to volunteer cannot be a priority task, because, as we can see, since the beginning of the full-scale invasion in our country, there has been an absolute boom in volunteering, which was not there before. And it did not really contribute, or contributed minimally, to the fact that young people began to take a more active part. Volunteering is not equal to participation in public life. This is a one-time promotion, on the other hand, public associations are about subscription. Participation in NGOs can further encourage volunteering, training, and more”* [JFG].

- Area 6: Supporting young people's projects and initiatives

During the focus group discussions, support for youth projects and initiatives was considered by the participants as important, but not of primary importance. The arguments for this were the vision that the youth should be taught, informed, and given volunteering experience first, and only then they will be ready to implement their own projects.

- Area 7: Promoting young people's organisations

“Supporting the development of youth organisations, because they currently play an important role in youth policy” [JFG].

“Without these youth organisations, it is impossible to implement any grant project” [JFG].

- Area 8: Promoting youth participation in non-governmental organisations and political parties

Discussions were sparked by the area of promoting youth participation in non-governmental organisations and political parties. An opinion was expressed about the need for the emergence of such youth associations as “grassroots” - that is, without external management from the authorities: *“Promotion of youth participation in non-governmental organisations and political parties are very important, but they can come off as formalized if pushed artificially. If they are grassroots, then how to achieve that such grassroots initiatives appear and is it possible to somehow stimulate them, their emergence. Or if people self-organised, then work, showing them the possibilities and necessity of creating NGOs or political parties to reach a higher level of decision-making”* [JFG].

“It is necessary to convey to the youth that it is dangerous to be outside politics because your opinion will not be heard. It is very difficult to report through the street, through evidence, through active civil instruments. To influence, one must go to this government. To understand and have the opportunity to do something, to influence at the local level, it is necessary to go in this policy to the state and local bodies accordingly” [JFG].

“There is no other way to power except through political parties. This is so that they do not go and ask deputies but are themselves involved in making decisions on the ground” [JFG].

“In my opinion, on the first place and only there can be the promotion of youth participation in non-governmental organisations. And I would not write political parties on the same sticker, because these are completely different things that are not related or similar in any way. Political parties are the “high level” that young people take part, it’s already somewhere higher. And everything always starts with involvement in youth communities” [JFG].

“I see many cases in our city when NGOs are formalized. These are really closed clubs. But it depends on the goal of the organisation and its vision” [JFG].

- Other (Youth exchanges)

One of the small groups suggested to add youth exchanges to the list of areas of youth participation: *“We also added youth exchanges - international and in Ukraine. It was about the fact that young people are now very mobile. Young people can gain new experiences through travel, study and other things. And this new experience can be very useful for communication in their communities or cells”* [JFG].

Joint focus-group discussions allow us to formulate the following conclusions:

1. The attention of the participants of the discussion is focused on the management or organisation of the activities of young people through information (a field that is included in the top 3 answers of all small groups), training, support of youth projects and initiatives, encouraging young people to volunteer, promoting the participation of young people in non-governmental organisations. Encouraging young people to volunteering is considered as a tool to involve young people in youth policy.

2. There is a tendency to underestimate the role of information and communication technologies and mass media in the formation and implementation of youth policy on the part of participants. The main arguments for this are the sufficient level of use of computer technologies by young people.

3. Organised associations of young people were considered by the research participants as a force capable of changing the situation in the community, including emphasizing the need to involve young people in political parties as a real possibility of access to power and decision-

making. The opinion was expressed about the need for the emergence of “grassroots” youth associations (without external management from the authorities) depending on the interests of young people.

4. It is important to evaluate the experience of conducting focus-groups in the specified format as effective, since the absence of direct questions and the availability of time for joint work and discussion allowed the participants to shift the focus of attention from the coverage of socially acceptable information or a critical assessment of the pros and cons of the activities of various stakeholders of youth policy for communication on possible areas of building effective steps to ensure the participation of young people.

5. The importance of leadership and mentoring skills, the ability to create a safe space for young people, and an equal approach to different groups of young people were emphasized.

Obstacles for Youth Participation

Participation and active citizenship are about having the right, the means, the space and the opportunity and where necessary the support to participate in and influence decisions and engage in actions and activities so as to contribute to building a better society³²:

Young people have the **right** to participate or influence decision-making processes.

Young people have sufficient **means**, do not feel isolated or excluded from society, unable and/or unmotivated to participate due to poverty, unemployment, war, or other difficulties. Their priority is not to look for different ways of obtaining funds, and as a result, young people have enough time or motivation to participate in the life of an organisation or community.

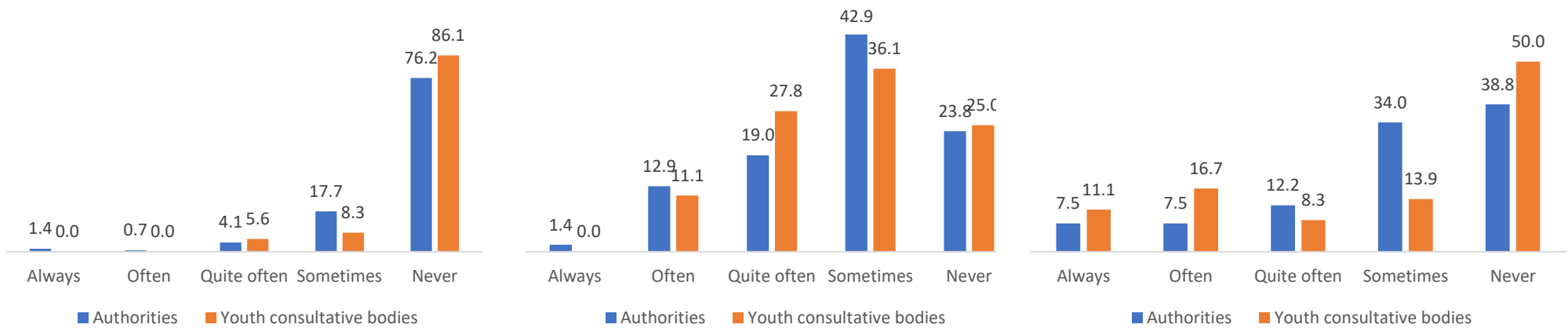
Young people have a physical **space** to meet, spend time or organise their own activities or space to participate in the policy-making process.

Young people have **opportunities** to participate; easy access to information on how to get involved, they know what is happening in their community regarding youth participation, etc.

Young people have the necessary **support** (financial, moral, institutional, etc.) for their participation, especially young people from disadvantaged backgrounds, with fewer opportunities, from rural areas, from national minorities, etc.

“Obstacles are conditional. There would be desire and push from both sides. The main obstacle is the reluctance on both sides (the youth and the authorities) to burden themselves with additional responsibilities” [AU YP].

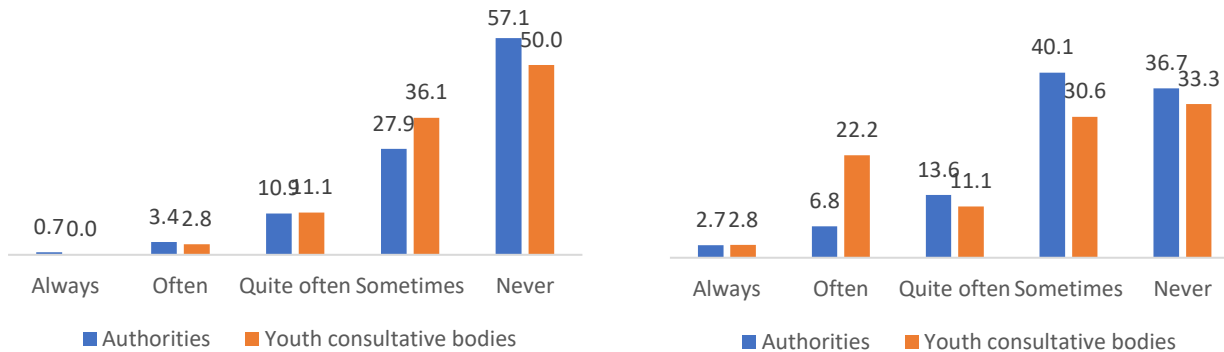
³²“Have your say!”: Manual on the Revised European Charter on the Participation of Young People in Local and Regional Life. Access: <https://rm.coe.int/16807023e0>



Young people **do not have the right** to participate or influence decision-making processes

Young people **do not have enough means** due to poverty, unemployment, war or other difficulties.

Young people **do not have a physical space** for meetings



Young people **do not have the opportunity** to participate due to difficult access to information

Young people **do not have the necessary support** (financial, moral, institutional, etc.)

Graph 13-17: Answers to the question of the questionnaire “In your context, do young people experience obstacles in the following areas for participating?” for representatives of authorities, responsible for youth policy and of youth consultative bodies.

In relation to the obstacles of youth participation, the perception of authorities and youth consultative bodies is similar. The main obstacles are the current circumstances of war and the more permanent ones of poverty and unemployment. As for the other obstacles of youth participation, youth consultative bodies are more critical than authorities in relation to the necessary financial, moral, and institutional support.

In the process of in-depth interviews and focus group discussions, participants were asked questions about the main difficulties and obstacles in formation and implementation of youth policy, the answers to which are summarized in the table below.

<p>The situation in the country caused by the war</p>	<p><i>“The war is the main problem... Unexpected, difficult” [AU YP].</i> <i>“I’ll tell you honestly, youth policy is now based exclusively on volunteering. That is, all socially active youth, as well as non-governmental organisations - all of them are currently working in various areas of volunteering (helping the front, helping the victims). I think that a similar situation is observed throughout Ukraine, although in safer oblasts, there may be an opportunity to implement other areas of activity. Unfortunately, we can only work in this direction. Due to the current situation, we cannot hold any events or somehow involve the youth in general political or social events, as was the case before the full-scale invasion. We are now in such a situation that we cannot take responsibility and expose young people to risk” [AU YP].</i> <i>“Perhaps, the activity of young people is mainly reduced because of the war; it is necessary to single out the war, especially the territory where hostilities are taking place, and add it to a separate group of obstacles” [PDRR].</i></p>
<p>Lack of a youth policy strategy at the local level, devaluation of youth policy, political barrier</p>	<p><i>“It is a challenge that sometimes even today they do not understand why they need youth, youth councils and what they should do; do not realize how they can be useful to each other” [AU YP].</i> <i>“It is sad to see when people who work with young people use young people as a resource for a beautiful picture or for good reports. Or, if we return to the distribution of resources, it is about the fact that we will give money to this youth community because we co-operate with them, and we will not give it to another because they criticized the local authority” [JFG].</i> <i>“Officials, because of their certain views, do not support certain people or certain groups of people. It is difficult to resist lobbying the interests of only certain groups of people and ignoring others. You can turn to other representatives of the government, the coalition, or the opposition” [FG YCB].</i> <i>“A participant of one event told me that youth policy is not a priority now” [YCB].</i> <i>“The majority of youth consultative bodies exist only on paper, do not fulfil their direct function, organise cultural and entertainment events, but do not provide consultations when making decisions that affect the life of the youth of the community” [YCB].</i></p>
<p>Lack of people in authorities, combination of duties and workload from other areas</p>	<p><i>“Now I am the head of the department. Accordingly, I am alone. And I am responsible for all directions now” [AU YP].</i> <i>“Physically, I just don’t have enough time to implement everything that I have planned, that I have been doing before, because earlier I co-ordinated more the direction of the youth and more the direction of the family, and now sport has also been added to my responsibility. Plus, other workloads related to the position, the effectiveness of even conducting events has decreased” [AU YP].</i></p>

<p>Poor co-operation between authorities and young people, lack of support from authorities</p>	<p><i>“Young people imagine that authorities are inaccessible. No matter how much we wave our hands and open the door, many still have a stereotype that there are officials sitting there who need everything in paper form in three copies. Difficult communication, bureaucracy is still there” [AU YP].</i></p> <p><i>“Many young people are not very interested in authorities, how it is possible to co-operate with them, how it is possible to get a profit from it, and how it is possible to influence the decision-making of the authorities” [AU YP].</i></p> <p><i>“State authorities that have certain programmes and administrative documents, they have certain assigned tasks and must report on them. They need implemented measures, programmes. And that's why they want young people to do things in their way” [AU YP].</i></p> <p><i>“Everyone is in their own bubble; they use their usual method” [PDRR].</i></p> <p><i>“Lack of trust of young people in the authorities, youth centres, youth councils or a very low level of trust” [PDRR].</i></p> <p><i>“Young people can be and work in the community, participate, but they do not believe that people in power can offer something valuable” [PDRR].</i></p> <p><i>“For example, poorly established communication with the authorities, when people are active, young people want to convey their opinion in some way, but the authorities are not interested in this and do not help them develop, or maybe they simply do not understand this and do not want to understand somehow” [YCB].</i></p> <p><i>“It was interesting, for example, that the city council invited us to the training without agreeing with us, and the chairman informed us that there will be a training, that's all for you. And then it turns out that we did for you, but you didn't come, how interesting you are.” [YCB].</i></p> <p><i>“The very creation of our youth council was a challenge, because the city youth department did not really want to create such a body, I was the initiator of this youth council” [YCB].</i></p> <p><i>“There are bureaucratic procedures that are not understandable for young people (they do not understand how the meeting is held, what is the difference between the meeting of the executive committee and village heads)” [PDRR].</i></p> <p><i>“Frequent lack of support from the authorities; inertia of authorities due to lack of interest; lack of individual support of youth councils; there is no system of institutional support for youth councils; not all authorities pay attention to co-operation with youth, use youth as an electorate, volunteers, labour force for other purposes” [PDRR].</i></p> <p><i>“Local self-government bodies understand that the youth council is an event agency” [PDRR].</i></p>
<p>Lack of experience, insufficient level of competences</p>	<p><i>“Maybe if we had some experience, maybe if we knew some effective practices in the implementation of targeted youth programmes in such small communities, maybe we could do something” [AU YP].</i></p> <p><i>“Sometimes young people want to, but do not understand how to properly convey their opinion to the authority, and because of this, this modesty arises” [FG YCB].</i></p> <p><i>“The youth council is not just some sect. That is, first you need to declare yourself. The youth must be prepared for this, and they must be motivated” [YCB].</i></p> <p><i>“Because there is no such basic training for the youth council yet. The members were simply referred to us, at first some of them simply did not know that they had been delegated” [YCB].</i></p>

	<p><i>“Out of 22 members of the youth council 5+ are active, a young person does not understand that the youth council is a serious organisation, not a party” [PDRR].</i></p> <p><i>“No one wants to do this, no one has experience in such work, and it's a pity” [YCB].</i></p> <p><i>“For example, the work of the secretariat is work with documents, and it all falls on my shoulders and I just do everything by myself” [YCB].</i></p> <p><i>“There was a problem that there were no normal templates. We need templates for the council, in addition to having a Standard provision” [YCB].</i></p> <p><i>“For me, it was a problem to prepare a protocol, document, an appeal to the city council” [YCB].</i></p> <p><i>“There is a problem of participation, because young people do not understand how” [PDRR].</i></p> <p><i>“Young people do not understand why they should go to these meetings” [PDRR].</i></p> <p><i>“There is a need to train youth councils in the principles of grant activity and fundraising for the possibility of submitting applications for grants-subsidies, for startups” [PDRR].</i></p>
Insufficient level of research of young people's needs	<p><i>“Due to the low level of awareness, there are very few gatherings of the needs of young people, which kills initiatives. Gathering needs is the same as informing: today, for example, a young person understands one thing, but the next time he/she sees feedback and results about his/her answers; when a young person is asked what he/she needs and feedback is given as to why it can or cannot be done, it stimulates the young person to participate more in research and gathering of needs, and at the same time learn more about it” [AU YP].</i></p>
Psychological and motivational obstacles	<p><i>“Lack of motivation (internal anxiety due to external); it is difficult to find motivation to continue working further and develop youth in the community; uncertainty about tomorrow” [PDRR].</i></p> <p><i>“There is already no fuse (burned out) both in the centre and in the council” [PDRR].</i></p>
Movement of young people outside the community, change in the field of activity and priorities	<p><i>“Pupil youth work, they work actively, and then we understand that active youth who want something more, leave for bigger cities, where there is a wide range of opportunities for self-realization. Sometimes they even go outside the territory of Ukraine. Young people choose where it is better for them, where it is more convenient for them” [AU YP].</i></p> <p><i>“We are a specific community located near the city itself. In a big city, unfortunately, there are resources, bigger cities lure to themselves. We are suffering” [AU YP]</i></p> <p><i>“Turnover of young people, the fact that they move to another city. Lack of continuity” [AU YP].</i></p> <p><i>“That they went all over the country and to Europe went a lot” [YCB].</i></p> <p><i>“People left, a lot of such active, really cool people left” [YCB].</i></p> <p><i>“Because a lot of people left youth policy, unfortunately” [YCB].</i></p>
Financial barrier	<p><i>“We adapted our programme according to youth policy guidelines, but at the local level they do not follow the youth policy guidelines. Very often they need to survive and there are not enough resources” [AU YP].</i></p> <p><i>“I really want to have the youth centre, that the head dreams of, and we dream of, and the head of the education department dreams of. But, as they say, not everything at once. There is one building in town that might be</i></p>

	<p><i>suitable. But it must be renovated. There is a need to invest money. Unfortunately, there are no extra funds now.” [YCB].</i></p> <p><i>“We now have a problem with grants. We are pouring in now, getting support. But all the same...” [YCB].</i></p> <p><i>“We have to limit ourselves. But again, these restrictions are not just about funding.” [YCB].</i></p> <p><i>“If there was some kind of financial support in the form of some prizes. To give some separate money, the attitude would be already different, etc.” [YCB].</i></p> <p><i>“I would like more grants, to participate in some grants” [YCB].</i></p> <p><i>“Lack of funding for youth programmes, youth centres in the community; attracting money through NGOs, lack of support from the authorities; unstable financing; lack of rates in youth centres” [PDRR].</i></p>
<p>Infrastructural obstacles, including transport and connection between settlements and lack of youth spaces</p>	<p><i>“Unfortunately, we really don't have enough youth centres in our city. For various activities - sports, cultural, artistic. Now we have just renovated the sports complex. There was a big hall where they sang and danced - it has already collapsed. There was the Officers' House, which was bombed. There are only private development centres. But I'm sorry, it costs 60 hryvnias per person” [AU YP].</i></p> <p><i>“Distance from the main centre (30 km), no public transport. Small village - hard to get to” [PDRR].</i></p> <p><i>“Lack of spaces for meetings (usually local self-government bodies provide premises for youth council meetings, if there is no youth centre - there is no office for the youth council, the authorities often think that there is no need)” [PDRR].</i></p>

So, the main barriers for youth participation in the formation and implementation of youth policy were noted: low level of awareness among young people, including due to inefficiency of informing; the movement of young people outside the community (primarily rural) through the search for better opportunities for self-realization; the absence of a youth policy strategy as a lack of understanding of the prospects for the community and the country; financial, political and infrastructural obstacles that limit young people’s access to participation.

Quite often, at the local level, there is an overburden on people who are responsible for youth policy due to other functional duties, the representatives of YCB also have different occupations and cannot always devote enough time to the activities of YCB; according to respondents, there is a lack of knowledge and competences regarding formation and implementation of effective youth policy; also at the local level, local youth programmes are often either absent or combined with others, which also affects the effectiveness of youth policy. All these obstacles affect the motivation and interest in formation and implementation of youth policy and often contribute to the emergence of misunderstandings between representatives of the authorities and youth consultative bodies.

Possible and desirable actions to overcome obstacles for youth participation

The above-mentioned obstacles and difficulties require finding ways to overcome them, which led to the following question of questionnaire, in-depth interviews and focus-group discussions regarding possible and desirable actions to overcome obstacles.

<p>Victory and reconstruction, rehabilitation of young people returning from war, work on the de-occupied territories</p>	<p><i>“First of all, to free Ukraine. Fully. After the victory in this war and liberation, we will have a specific category of youth - people who are burned by the war, who will return from the war or lived under occupation. They may have disabilities and mental characteristics. A separate direction of youth policy should be practiced with them - work with youth who have gone through combat, who have gone through hell. This will be the main direction and special attention. They should be immersed in interaction, involved in projects, show their importance in peacetime. This will be the cornerstone of youth policy” [AU YP].</i></p> <p><i>“For the first few years, we will rebuild relations with people. And only then we will talk about further development, further achievements. Roughly speaking, we should rehabilitate youth policy after the end of the war, because it is now in a stage of stagnation, I don’t think only in our region. It is not time for it now” [AU YP].</i></p> <p><i>“The two important steps for the future are that young people feel that they are safe and they have a future in Ukraine” [AU YP].</i></p> <p><i>“A lot of young people fight. And they will come from the war completely different. And it is important to think about them. We are already thinking in terms of sports, rehabilitation, mental health, and the fact that the family members to whom they return from the war should also be ready. Likewise, we already meet and say that there should be some mini programmes. That the community should be ready for the arrival of people with other visions of the world. And to think about it from an infrastructural point of view” [AU YP].</i></p> <p><i>“A separate category is young people who were under occupation. If young people are people aged 14 and over, then they are people who have been the target audience of propagandists for many years, certain narratives have been imposed on them. They need to live on, and we need to work with them. This will be a problem for Kherson, Zaporizhzhia, Donetsk, and Luhansk oblasts. Entire generations have already grown up in the occupation, they need to be socialized, integrated into our society, if they have not fled to the other side, then they are citizens of our country” [AU YP].</i></p> <p><i>“To work with young people in the occupied territories (we cannot lose them) so that it is not too late” [PDRR].</i></p>
<p>Information</p>	<p><i>“Conducting an information campaign for heads of local authorities regarding the implementation of youth policy on the ground” [Q AU].</i></p> <p><i>“It is necessary to inform young people about their rights regarding participation in youth policy (regarding IDPs, for example)” [PDRR].</i></p>
<p>Strategy of formation and implementation of quality youth policy</p>	<p><i>“Regulation of the work of all newly created institutions” [AU YP].</i></p> <p><i>“Creating an educational standard «Youth worker»” [AU YP].</i></p> <p><i>“Promoting youth participation (every young person is important; activity is cool!)” [PDRR].</i></p> <p><i>“The participation strategy should start in schools, to have school councils... It should be promoted from childhood on” [AU YP].</i></p>

	<p><i>"It will probably be necessary to make changes to the youth policy programme. To develop documents that will pave the way for solving certain problems" [AU YP].</i></p> <p><i>"Interaction with neighbouring communities, exchange of experience/best practices" [PDRR].</i></p> <p><i>"Attention to youth from rural areas" [PDRR].</i></p>
Establishing co-operation between authorities and young people, support from authorities	<p><i>"To meet each other: when there is an internal need and real interest, a desire to understand and build communications" [PDRR].</i></p> <p><i>"Co-operation and partnerships with other local communities, with school children, with young organisations" [AU YP].</i></p> <p><i>"To make the local government, the executive committee, the deputy corps understand that young people are an active change that is growing, this is the future" [FG YCB].</i></p> <p><i>"Especially in the villages, the "reach of authorities" works great - when you can come to an appointment - it creates a community, belonging, a feeling that I have been heard, my voice is important" [PDRR].</i></p> <p><i>"Perhaps, more meetings with authorities" [YCB].</i></p> <p><i>"Get ready for co-operation, youth are an asset of the community, allow them to attend meetings» [FG YCB].</i></p> <p><i>"Meetings of authorities and youth (facilitated sessions), a safe environment for dialogue; youth advisers who inform the authorities of the needs of young people; tools to show the authorities bonuses from active youth" [FG YCB].</i></p> <p><i>"Provide expert support to youth councils" [PDRR].</i></p> <p><i>"Best practices (examples of how young people can influence), youth exchanges (go to see and talk: what it will give me personally?), to show the youth" [FG YCB].</i></p> <p><i>"Implementation of new forms of interaction and foreign experience (for example, school entrepreneurship in Germany would be interesting to implement it in Ukraine) - this gives impetus and inspiration" [PDRR].</i></p> <p><i>"Internship of young people in authorities" [AU YP].</i></p>
Increasing the level of competences	<p><i>"Training and non-formal education should be added to increase the participation of young people" [PDRR].</i></p> <p><i>"Teaching youth and authorities tools to influence. Systematic training (formal and informal education)" [YCB].</i></p> <p><i>"Conduct more frequent trainings, conduct master classes, show, tell" [YCB].</i></p> <p><i>"School of Local Self-Government for Youth" [YCB].</i></p> <p><i>"Improve youth awareness about the youth council, village council (local self-government bodies)" [PDRR].</i></p> <p><i>"Training on writing projects and obtaining grants" [PDRR].</i></p> <p><i>"School laboratory of children's Sokilstvo" [PDRR].</i></p>
The functioning of youth councils as consultative bodies and the performance of consultative functions by representatives of YCB at various levels	<p><i>"I would like our youth councils to fulfil their direct duty - to advise in the field of youth policy, but first of all, the attitude of specialized departments towards such bodies needs to be changed, because they treat youth councils as an event agency that must carry out the approved plan of entertainment activities, and not to perform direct duties" [YCB].</i></p> <p><i>"Youth councils can become advisers to heads of communities... In some regional and local administrations, in some regions and communities, this is happening." [YCB].</i></p>
Research of young people's needs	<p><i>"Investigate the needs of young people to understand their desires" [Q AU].</i></p> <p><i>"Representatives of youth work departments should monitor the needs of young people" [FG YCB].</i></p>

Motivation	<p><i>“Additional motivation in work with youth through awards and scholarships” [Q AU].</i></p> <p><i>“When you treat work not as work - by example - you are a member of the youth movement, you want to join” [PDRR].</i></p>
Work on the return of young people from abroad	<p><i>“Now, if you count young people who have left Ukraine, this is 40%. And how to return them now? You need tools or something to come up with to return. That is, the conditions here need to be changed, most likely” [AU YP].</i></p>
Financing	<p><i>“The number of youth programmes in communities should be increased” [PDRR].</i></p> <p><i>“In our community, a project competition was held more than once (well, it was before the war)” [YCB].</i></p> <p><i>“Request from the youth council for funding” [PDRR].</i></p> <p><i>“Scholarships from local self-government for active participation” [YCB].</i></p>
Development of youth infrastructure, mobile youth work	<p><i>“It is clear that it should not be a single youth centre, but a stable and understandable youth space. Where at least there will be workers who communicate with young people directly. That is, to make it easier to come to them. So that it was a certain point of entry for young people, where they could get the necessary information. Who could co-operate with various authorities and simplify communication for young people, which is now very complicated. We recently discussed that it would be good to have such small centres in different micro districts of the city” [AU YP].</i></p> <p><i>“Creating forms for extracurricular spaces” [PDRR].</i></p> <p><i>“We have different subcultures. It is clear that they do not want officials to interfere there, but at least the city could create these spaces. We created one such small skate park for the whole small city. So, there is already its own subculture, and its own party. And I believe that there are not enough such spaces for various young people, as well as for young people with disabilities, which also do not exist yet, more need to be created. In other words, some infrastructural changes in the city would also be very important for young people” [AU YP].</i></p> <p><i>“Development of mobile youth work” [AU YP].</i></p> <p><i>“Conducting events for young people where they are directly located. This is communication and encouragement of everyone: schools, institutions of higher education, youth centres, at the street, some kind of events. At some events, young people are needed, because it is very difficult to find new people. Because now we are in our own bubble. We have recruited our community and we are spinning in it, spinning” [YCB].</i></p>
Inclusive youth policy	<p><i>“Improving accessibility and promoting an inclusive environment” [Q AU].</i></p> <p><i>“Attracting young people from vulnerable categories (it is difficult, but necessary)” [PDRR].</i></p> <p><i>“Going outside, the school should open its doors” [PDRR].</i></p>
Exchange of experience	<p><i>“It is important to exchange experiences or certain cases of the development of local programmes for small towns, which could then be implemented and transferred” [AU YP].</i></p> <p><i>“It would certainly be desirable to conduct training on the creation of municipal youth programmes. ... Including how to involve young people in these processes” [AU YP].</i></p> <p><i>“For me, it is the ability to analyse international practice and then implement it in the state practice, because not everything that works there can work in Ukraine. This is an analysis of international practice, then opportunities to apply this experience, which we will receive” [AU YP].</i></p>

The interviewees identified the following as the main steps in the development of youth policy:

1) the reconstruction of Ukraine in the post-war period, considering the following directions: rehabilitation of young people returning from the war, youth work on the de-occupied territories, work on the return of young people from abroad, adjustment of the work of all newly created institutions, introduction of digital tools (YeMolod and Register of youth centres);

2) development of youth infrastructure, primarily in rural areas and sleeping areas of cities: youth centres, non-governmental organisations, spaces for young people of various subcultures and interests;

3) clear state strategy and documents for the formation and implementation of youth policy: development of mobile youth work, launch of Ukrainian Youth Foundation activities, creation of an educational standard for youth workers, establishment of partnerships.

Taking into account the needs of young people

“Any need is felt, and we are always open to communication, always open to finding some points of contact and some consensus on this or that issue, we have never refused” [AU YP].

During in-depth interviews, all representatives of government bodies and youth councils noted that they conduct research of the needs of young people, primarily through online surveys and direct communication. At the same time, the majority of respondents did not note the specific needs of certain groups of young people or the desire to go beyond the usual audience.

The following methods of researching the needs of young people were named:

Collection of statistical information	<i>“Any of our regulatory legal acts is based on research of needs. We also sometimes use direct data provided by the State Statistics Service. We can take many points and indicators from the state statistics (unemployment rates, gender aspects)” [AU YP].</i>
Questionnaire	<p><i>“We conduct questionnaires, and we conduct surveys. Data collection” [AU YP].</i></p> <p><i>“Survey of young people regarding their needs, with subsequent development (or correction) of state programmes” [AU YP].</i></p> <p><i>“Every six months the youth council conducts a survey on the needs of the youth of the community, regarding different categories of people, for example, internally displaced persons need housing and work, people with disabilities need more inclusive public institutions. Usually during the surveys we do not determine the gender of the person, because each young person has individual needs” [YCB].</i></p> <p><i>“Questionnaires, large meetings with team members.” [YCB].</i></p> <p><i>“We asked what problems they have. We had a survey with over 1000 respondents” [YCB].</i></p> <p><i>“...a survey was conducted. We already have preliminary ones, we have such a plan to create an analytical note on the portrait of the youth, to hear the problems and offer certain proposals” [YCB].</i></p> <p><i>“We conducted the survey through the mailbox, it was anonymous. We asked several questions in that questionnaire” [YCB].</i></p> <p><i>“And the first thing we did was conduct a survey. We talked with young people at least remotely. We conducted a survey of what they lack and what they want” [YCB].</i></p>
Using the youth council and youth advisers as a source of information about the needs of young people	<i>“So, for example, in addition to the fact that there are youth advisers, there is also a youth council. They also conducted some research. They told us: yes, yes, the youth want it, let's sit together and discuss” [AU YP].</i>
Direct communication with young people	<p><i>“We do three or four big meetings... a youth forum, another for youth volunteers and other big meetings. We compare the outcomes with the programmes, which already run and we adapt our plans accordingly.” [AU YP].</i></p> <p><i>“We conduct local and regional dialogue.” [YCB].</i></p> <p><i>“Today, we work with young people individually, we organise various meetings of a psychological nature.” [YCB].</i></p> <p><i>“We have always had this issue in the centre, we have held events for different audiences. Because we understood that the needs of a 13-year-old are very different from a 35-year-old. That's why we had events for different age audiences.” [YCB].</i></p>

Monitoring of social networks	<i>“Social networks help us a lot. Because young people are all in social networks now. They write us any questions both in personal messages and on the management pages” [AU YP].</i>
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Research of the needs of young people at all levels is carried out, first of all, with the help of online questionnaires, direct communication with youth, representatives of the youth council, youth advisers.

Differences in the needs of different categories/groups of young people

The difference in the needs of different categories/groups of young people is recorded by a small part of the respondents. Mainly representatives of the authorities note the difference in needs by gender of young people or their social status and physical condition. Most of the respondents noted internally displaced persons as a special category of young people. The representatives of the authorities mainly address the work with “other” categories of young people to the activities of specialized non-governmental organisations or youth associations. Cultural, national, religious, etc. differences in the work of authorities are not traceable.

<p>By gender</p>	<p>Authorities, responsible for youth policy: Yes – 3; No – 2; I don't know/avoid answering – 5.</p> <p>YCB: Yes – 2; No – 0; I don't know/avoid answering – 7.</p>	<p><i>“In our programme, we count on the initiative of girls and men. At the moment, the initiative is in the hands of the girls. It was there before, now it is even more pronounced. That is, mostly women and girls turn to us and receive support. Boys apply more with technical projects, tourist, and sports activities, etc. Girls are more focused on social directions, volunteer work with the wounded, children, camps, excluded categories. These are more social and partially artistic projects. Boys are often involved in art projects” [AU YP].</i></p> <p><i>“You know, the same. I even watch the events. Where do we have more? There are fewer boys. Why less - because we now have war conditions. Boys are afraid, have become less active” [AU YP].</i></p> <p><i>“From my experience, women have always been socially active, there have always been more of them in youth initiatives and in non-governmental organisations (about two-thirds of women, one-third - men). Now the situation has worsened. Many men went to army. Many more, during the occupation, when mobilization was announced by that side, were frightened, young people of conscription age left” [AU YP].</i></p> <p><i>“I want to say that we involve a lot of girls and I really want girls to know that they can get involved and not be afraid. Because there really was such bullying” [YCB].</i></p> <p><i>“This cannot be said that the needs of boys and girls are somehow different” [YCB].</i></p>
<p>By age</p>	<p>Authorities, responsible for youth policy: Yes – 2; No – 0. I don't know/ avoid the answer – 8.</p> <p>Youth consultative bodies: Yes – 4; No – 0; I don't know/avoid answering – 4.</p>	<p><i>“As a rule, when collecting needs, the age and gender of young people are considered. It is possible to monitor the needs of girls and their age, as well as the needs of boys or men depending on their age” [AU YP].</i></p> <p><i>“I have completely other problems than those of students who are 18 years old” [YCB].</i></p> <p><i>“If the category, for example, under 13 years, it is usually one need, well, like that, we want to have a place to rest, and the club organises it” [YCB].</i></p> <p><i>“We understood that the needs of 13-year-old youth are very different from 35-year-old youth. Therefore, we had events for different age audiences. But we tried to combine audiences of different ages, to do integration activities” [YCB].</i></p>

<p>By social status, including internally displaced persons (IDPs)</p>	<p>Authorities, responsible for youth policy: Yes – 7; No – 0; I don't know/avoid answering – 3.</p> <p>Youth consultative bodies: Yes – 5; No – 0; I don't know/avoid answering – 3.</p>	<p><i>“Recently, although earlier, IDPs (internally displaced persons) have been singled out as a separate special category of youth. Accordingly, we have a programme considering the needs of IDPs. Donor organisations are also working in this direction, it is very important for them” [AU YP].</i></p> <p><i>“And now there are many internally displaced young people. We hold a lot of events for them, we “pull out” young people” [AU YP].</i></p> <p><i>“There are certain state programmes for such people, but they are mostly implemented through the Social Security Administration. Plus, NGOs work with them” [AU YP].</i></p> <p><i>“Our youth council has 3, if I'm not mistaken, internally displaced young people, they are included” [AU YP].</i></p> <p><i>“Almost 10% of the respondents were IDPs and, accordingly, we pay attention to this. In addition, our city is currently in the process of preparing documents for the creation of the Council of Internally Displaced Persons, which will be a separate structure that will specifically deal with the problems of internally displaced persons [YCB].</i></p> <p><i>“...for example, IDPs now have a reference point to find a place to live, work, to have something to live for” [YCB].</i></p> <p><i>“At the end of 2022 - the beginning of 2023, we developed road map for IDPs. Together with the youth of our city, we developed links to all services that may be useful (legal, medical, social, educational assistance and support). Such a small guide was published” [YCB].</i></p> <p><i>“Our youth council was the first to create a department for IDPs at youth consultative body back in 2021. And on 23 February 2022, we worked on holding a forum on supporting IDPs within the region. We had a lot of displaced youth. And we have developed good practices since 2014... We have even developed such a guide on the creation of such events for departments: which they do, based on the experience of our youth council” [YCB].</i></p>
<p>By social status, in particular rural youth</p>	<p>Authorities responsible for youth policy: Yes – 2; No – 0; I don't know/avoid answering – 8.</p> <p>Youth consultative bodies: Yes – 1; No – 0; I don't know/avoid answering – 7.</p>	<p><i>“They are so different. If these are young people from larger communities, then these are, first of all, topics such as: financial literacy, sexual education, ecology, organisation of events. So, if you take young people from small communities, they want to build a bus stop, build a playground, because there is not even a place to play sports” [AU YP].</i></p> <p><i>“In rural areas, it is a gym where those who like can go and exercise” [YCB].</i></p>

<p>By state of health (young people with disabilities)</p>	<p>Authorities responsible for youth policy: Yes – 3; No – 0; I don't know/avoid answering – 7.</p> <p>Youth consultative bodies: Yes – 5; No – 0; I don't know/ avoid the answer – 1; There is no such category – 2.</p>	<p><i>“Young people with disabilities have their own needs. There is an appeal for recovery. If before we had at least one institution for young people and children over 10 years old, where they could be rehabilitated and collected. Now this institution is not working. And such people generally have nowhere to spend their leisure time in the summer. Therefore, the issue of leisure time is of great concern to people with disabilities. Because not all institutions are adapted for them” [AU YP].</i></p> <p><i>“Youth with disabilities need more opportunities to participate as well, the first is the issue of physical accessibility, which has a lot of problems, but these are not the only obstacles, unfortunately” [YCB].</i></p> <p><i>“We have a partner organisation for people with disabilities “Harmony”, so they have problems with accessibility. Therefore, we are now working to establish barrier-free access. We analysed what, for their understanding, is inaccessibility, also about employment problems and leisure time. We have special barrier-free programmes, and educational institutions began to write appeals to the city council in 2022 to help improve their territory specifically for people with disabilities.” [YCB].</i></p> <p><i>“Regarding inclusion. Such a question is very painful. We also included it in our agenda, we raised this issue of accessibility. We began to check how people with disabilities can get to the executive committee, to the city council” [YCB].</i></p>
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In general, researching the needs of different categories/groups of young people and taking them into account in the activities of representatives of authorities and youth consultative bodies is a field that is actively developing and needs to be strengthened in order to implement participatory youth policy and take into account the National Strategy for Creating a Barrier-Free Environment in Ukraine till 2030³³.

³³ <https://zakon.rada.gov.ua/laws/show/366-2021-%D1%80#Text>

Communication and co-operation

The research studied communication channels of authorities and young people, as well as tools for building communications, informing, and co-operation. The results are presented in the table below:

<p>Social networks (Telegram, WhatsApp, Viber, Instagram, Messenger, Facebook, TikTok)</p>	<p><i>"If a young person cannot post on Instagram and get a response, it will no longer be of interest to them" [AU YP].</i></p> <p><i>"They find you on Instagram, and they write to you no matter how you fight back. Because it is easier for young people. I say: go to the website of the city council, at the bottom of the page in the authority section, find the department, there is our e-mail at the bottom of the page. No one wants to do this. Well, young people for sure. And that's why social networks are clearly the leaders of communication" [AU YP].</i></p> <p><i>"We signed up for various youth councils, follow the activities, maybe implement something by ourselves" [YCB].</i></p> <p><i>"We have Viber group, we are constantly in touch, it's not like, here, no one communicates with anyone at all. We are constantly in touch in this regard, if we do not meet in person, then we meet online" [YCB].</i></p> <p><i>"Representatives of the authority, who communicate with young people at the same level, use simple terms" [FG YCB].</i></p> <p><i>"Use different social networks" [PDRR].</i></p> <p><i>"To inform through Instagram, Telegram, Facebook, TikTok - to be closer to people" [PDRR].</i></p>
<p>E-mail</p>	<p><i>"I have an email. There is also a department e-mail, to which fewer people write" [AU YP].</i></p> <p><i>"In the simplest case, it's to go to the website of the city council and to write to the general mail of the city executive committee, write and write there, and let them sort it out there already" [AU YP].</i></p>
<p>Work in online format</p>	<p><i>"We can work as a network and resume online events and gather a larger number of representatives somewhere in some local place" [YCB].</i></p>
<p>Websites of authorities</p>	<p><i>"To be honest, few people go to the sites and few young people look at them" [AU YP].</i></p> <p><i>"Information about the activities of the youth council will be constantly published on the website of the youth and sports department" [YCB].</i></p> <p><i>"At a minimum, we need an understandable website of the city council. Easy for young people and for the older generation. Young people just don't want to waste time, older people just can't figure it out. That is, these should be clear channels of communication, first of all, absolutely accessible, open, and clearly described. That you come in - and it immediately became clear to you" [AU YP].</i></p>
<p>Questionnaire</p>	<p><i>"A survey of youth is conducted annually, a section of youth needs is conducted, based on the results a programme is formed, which takes into account requests that are relevant today. Also, according to the results of the survey, the relevant programmes are being adjusted, including the "Youth Worker", "Trauma Informed Youth Work" and others. All this is carried out on the basis of surveys" [AU YP].</i></p>
<p>Participation in events</p>	<p><i>"Also, communication takes place through events or the involvement of youth and youth workers in events" [AU YP].</i></p>
<p>Through structural subdivisions</p>	<p><i>"Communication is also carried out through structural subdivisions of regional administrations or territorial communities. Directly with the youth, the Ministry</i></p>

	<i>works very superficially, because you cannot reach everyone, and this is not the task of the Ministry. Therefore, there is more co-operation here through external communication channels, through the transfer of powers to local organisations and territorial communities” [AU YP].</i>
Word of mouth radio	<i>“Social networks and the website of the city council, the youth council, as they say here and the word-of-mouth radio” [AU YP].</i>
Mobile youth work	<i>“Apart from the usual communication channels, a big bus going to the different local communities... Do workshops, events. Not in every local community there is a youth council. In some local communities there is no clear interlocutor for young people at the local level” [AU YP].</i>
Direct communication	<i>“The most effective channel of communication is direct communication. When young people and representatives of the authorities sit down at the same table, they agree on something and decide something. All media - for conveying information, networks - for feedback or appeals, but to decide something - only live communication is needed” [AU YP]. “They develop different ideas together, and even at the trainings that are held here, they, again, cross paths, contact each other, and we understand that any training will end with some final thoughts, final trainings, results, and this is developed jointly” [AU YP].</i>
Through youth centres	<i>“In the vast majority of youth centres today are created as communal institutions and enterprises of the youth budgetary sphere. Therefore, the governing bodies of these centres are the authorities themselves - executive committees of local councils or regional administrations or the Ministry as the manager of the policy of the All-Ukrainian Youth Centre. Therefore, the more youth centres will be created, the higher the quality of the relationship will be” [AU YP].</i>
Through youth councils, youth advisors	<i>“Youth councils are like a bridge between young people and the leadership of the community or local administration, although officials often belong to the authorities themselves. Both need to understand why it is necessary and what it will give as a result in the future. And here it is the task of public servants to research this area, to convey it to young people and to the leadership of their specialized departments, executive committees, or administrations - why it is important and how to do it correctly. Communication takes place precisely because of this” [AU YP]. “Projects are the best way to work with young people. Getting to know the youth councils from other cities... Coming back with new ideas” [AU YP]. “We co-operate directly with the authorities, the head of the youth council is a member of the executive committee of the Poltava City Council, the members of the youth council are members of the permanent deputy commissions for the areas of work” [YCB]. “We inform the department of education. Because there is a consultant who guides us. He always helps us because we are also not always competent in all matters” [YCB]. “I work with the youth policy department under a contract. And thus, I have direct communication with the head of the department, we consult with her. She is the head of the structural division that takes care of young people, and I convey all ideas or thoughts to her” [YCB]. “We constantly co-operate with youth councils in the region, in projects that we implement together” [YCB]. “During the war, co-operation improved, because the youth councils support the internally displaced people, engage in humanitarian activities” [YCB].</i>

Co-operation with non-governmental organisations	<p><i>"They gave us a little bit of time to develop our needs and these non-governmental organisations provided them, so that they understood how to co-operate with us" [YCB].</i></p> <p><i>"We are currently working with non-governmental organisations on a project to implement a youth space in the city" [YCB].</i></p> <p><i>First of all, we have to say that the representatives of the youth council are nominated from youth non-governmental organisations of the city, there are different organisations, according to our regulations, only one person can be nominated from each organisation. And now, the popular and well-known non-governmental organisations are represented in our organisation, and they actively co-operate with us if they hold certain events" [YCB].</i></p>
Informing rural youth	<p><i>"Create an information algorithm for conveying information to young people, because there is not enough information in rural areas" [PDRR].</i></p>
Stimulation of communication by the community leadership	<p><i>"Communication in principle between departments and divisions is good because the mayor is interested in everything. Accordingly, our other departments are already interested in co-operation. ... My personal communication with the regional state administration has somewhat improved, and accordingly, our youth council as well, the regional head of the youth council is interested in involving all our heads in his work" [AU YP].</i></p>
Lack of communication	<p><i>"Absolutely no communication. Young people do not fully understand this communication algorithm. They do not know how to go to the city council and talk to someone. Writing a letter - how to write it, to whom to write it, to whom to carry it, where to send it. All these issues are still not closed and, accordingly, it reflects any desire to communicate, if it arises. The complexity and lack of information on how to do this discourages the desire to possibly convey some important information to the authorities" [AU YP].</i></p>

In their answers, respondents note that they use various opportunities and communication channels in working with young people, and mention that social networks are effective, which they are now actively mastering to improve the efficiency of their work.

The main channels of communication with young people were determined by the researchers: social networks (Telegram, WhatsApp, Viber, Instagram, Messenger, Facebook, TikTok, other), websites of authorities, e-mail, mobile youth work, direct communication, joint projects, partnerships and exchanges, youth centres, associations of youth councils and other formations.

Need in competencies

In a separate qualitative question, the authorities and youth consultative bodies were asked about the competences to be further developed for improving youth participation. The answers were very diverse, but some common trends could be found:

- the first group of competences to develop are the basic ones on youth participation / youth policy: understanding of youth work, training of youth workers, openness, intercultural competences, teamwork, understanding the needs of youth people, etc.;
- the second group of competences refers to the ones oriented to the co-operation between authorities and representatives of young people: communication, lobbying, legal frames, understanding of youth policy, co-operation, etc.;
- the third group of competences are the digital ones applied both to the direct work with young people and to the co-operation with other actors.

Since the question was a qualitative and not a quantitative one it was not possible to identify any significant difference, but it seems that authorities give more importance to the competences related to the co-operation and the youth representatives to the basic ones on youth policy and youth participation.

Competence	Quotation	Consideration in Occupational Standard “Youth Worker” ³⁴ or in Model programme “Participatory Youth Policy” ³⁵
General awareness in the field of youth policy	<p><i>“This is such painstaking work, as far as I’m concerned, and the representatives of self-government bodies need to understand and know who they work with” [AU YP].</i></p> <p><i>“Awareness of participation and the essence of youth policy” [AU YP].</i></p> <p><i>“Understanding of intersectoral youth policy” [AU YP].</i></p> <p><i>“Knowledge of how young people can influence decision-making processes, how the authorities’ function” [AU YP].</i></p> <p><i>«Understanding why youth policy should be implemented” [AU YP].</i></p> <p><i>“The youth council needs to understand (the composition changed with the war) that it is a consultative body. It takes time to grow” [PDRR].</i></p> <p><i>“Know your rights and freedoms and be able to protect them” [AU YP].</i></p>	<p>Occupational Standard “Youth Worker” The ability to involve young people in the planning, implementation and evaluation of youth-oriented activities, using participatory approaches (B6).</p> <p>Model programme “Participatory Youth Policy” Topic 1. Youth policy: concept and essence of youth policy; tools for the formation and implementation of youth policy. Topic 3. Ensuring youth participation in the formation and implementation of youth policy at the local, regional and national levels: human rights and youth participation in the formation and implementation of youth policy;</p>

³⁴ https://register.nqa.gov.ua/profstandarts?profession_id=377

³⁵ <https://nads.gov.ua/npas/pro-zatverdzhennia-typovoi-zahalnoi-korotkostrokovoi-prohramy-za-temoiu-molodizhna-polityka-zasnovana-na-pidkhodakh-uchasti>

		forms of youth participation; youth work and non-formal education in ensuring youth participation.
Knowledge of the legal framework, office management skills	<p><i>“Each civil servant in the youth sphere must clearly understand why these processes are taking place: why youth councils were created, what they are needed for, why it is necessary to create programmes and what are programme codes, how to create a youth centre (how to technically organise, how to prepare decisions of the local council, how to accompany it, how to bring it to a vote)”</i> [AU YP].</p> <p><i>“Information about normative legal acts, the situation in the community”</i> [PDRR].</p> <p><i>“Emphasis on legal competence, record keeping, ability to keep protocols and reports of the youth council”</i> [PDRR].</p> <p><i>“To teach office management, at least just the basic principles, basics of office management and teach to understand how to read all these legal documents”</i> [YCB].</p>	<p>Occupational Standard “Youth Worker”</p> <p>Ability to analyse the international practice of youth work and apply international and national experience in the organisation of youth work (A1). Ability to prepare informational materials for authorities, local self-government bodies, other institutions and organisations working with youth (A3). Ability to keep necessary documentation on youth policy issues (B2).</p> <p>Model programme “Participatory Youth Policy”</p> <p>Topic 1. Youth policy: legislative provision of youth policy; standards of the Council of Europe regarding youth policy.</p>
Skills on research of the needs of young people	<p><i>“Analytical abilities and the ability to work with statistical data provided by the State Statistics Service”</i> [AU YP].</p> <p><i>“Methods and tools for collecting needs (mapping, youth passport of the community, analysis)”</i> [AU YP].</p> <p><i>“Youth should be felt. That’s what we had when we wrote the programme “Development of our city”, we invited youth, conducted surveys and communicated. They were made to feel that they are not just living in the city, but they take part in some fateful decisions. That is, young people should feel not just events, but that they invest a part of themselves in the city. They are listened to. They are heard”</i> [AU YP].</p> <p><i>“To be able to present the same need, why we are applying, why it is relevant. These seem like simple things, but we see that many of our colleagues do not know how to do this. And again, no one satisfies this need of theirs. They have to either spend their time and do it. Or they don’t do it and, accordingly, the final quality of the work of the self-governing body, its presentation, suffers from this. If you work in a technical body of self-government, then it is not so important. If you work with the community and you constantly have to give</i></p>	<p>Occupational Standard “Youth Worker”</p> <p>Ability to identify and analyse youth needs (A2).</p> <p>Model programme “Participatory Youth Policy”</p> <p>Topic 2. Youth and the research of their needs: the concept and essence of youth, categories/groups of youth; research of youth needs; taking into account the needs of young people.</p>

	<p><i>feedback to the community, then of course you would like this communication to be clear, technical, and visually pleasing. And this is all thanks to some personal skills, and not because officials were taught this. Because a lot is lost. This affects the quality of work” [AU YP]</i></p> <p><i>“We have an electronic survey, but, for example, for in-depth interviewing, it would be appropriate to learn how to conduct an interview.” [YCB].</i></p> <p><i>“You need to be able to ask questions” [YCB].</i></p> <p><i>“It is necessary to soberly assess the situation: what is needed and what is not. Because it is clear that if we put cultural and mass leisure time on the first place, then we develop more culturally. We have it on the first plan. And we analysed that we really need it. There was no need to do any research here.” [YCB].</i></p> <p><i>“That is, to be able to analyse information and analyse it correctly. That is, not the way we want to hear or see it. And as it really is” [YCB].</i></p>	
<p>Communication and co-operation skills, skills of working with different categories/groups of young people</p>	<p><i>“First of all, it should be communication skills: to be able to communicate, not to be an official, but to be a person who is always ready to listen and understand” [AU YP].</i></p> <p><i>“Such a skill is speaking the language of youth. First of all, that we should always be heard by each other” [AU YP].</i></p> <p><i>“Civil servants should know what the youth live by, to be on the same level as the youth. Do not be as an elder with a younger, but as an equal - to an equal” [AU YP].</i></p> <p><i>“This is about co-operation on equal terms and, perhaps, the ability to listen, because in most cases this does not happen” [AU YP].</i></p> <p><i>“Feel and hear the youth” [AU YP].</i></p> <p><i>“To be the “voice” of the youth, that is, to be able to listen to young people, to be in a trusting relationship with them, so that they know that they can always turn to you for any help, that you will always support and be on the side of the youth” [AU YP].</i></p> <p><i>“The ability to inform easily and simply” [AU YP].</i></p> <p><i>“The first is equality, an equal approach to different social groups, age groups, which are among the youth. It seems to me that this is very important, because often those who work with young people quite sharply drag the resource to those communities that are closer to them or with which they work” [AU YP].</i></p>	<p>Occupational Standard “Youth Worker”</p> <p>Ability to communicate within professional activities (ZK.03).</p> <p>Ability to build interaction and work with different groups of young people (ZK.08).</p> <p>The ability to develop and satisfy the various needs and interests of children and young people, to promote their personal development, self-realisation and sustainability (B5).</p> <p>Ability to use intersectoral and interdepartmental co-operation in order to establish interaction (G1).</p> <p>Ability to establish contacts and interact with subjects of youth work (G2);</p> <p>The ability to carry out public communication (G3).</p> <p>Model programme “Participatory Youth Policy”</p> <p>Topic 3. Ensuring youth participation in formation and implementation of youth policy at the local, regional and national levels; establishing co-operation between various subjects of youth policy with the participation of youth.</p>

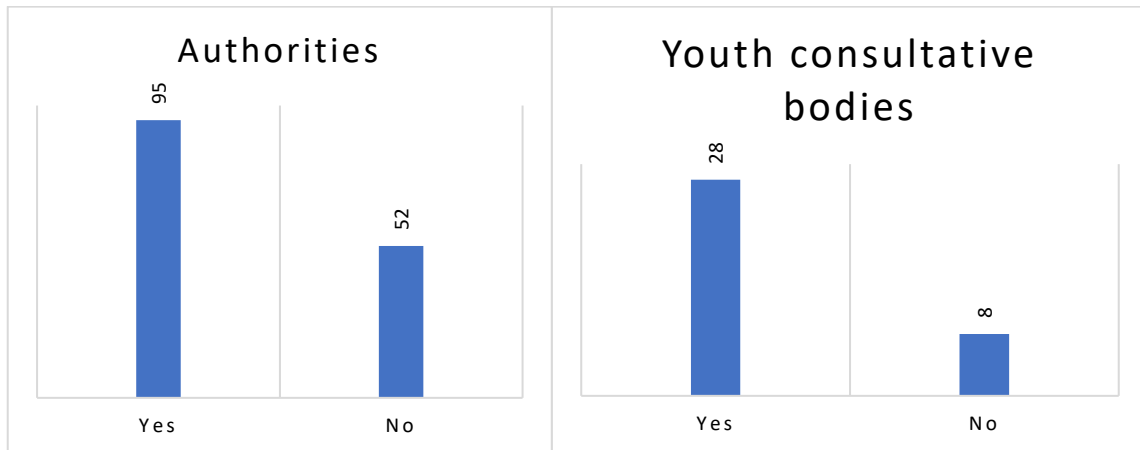
	<p><i>“Communication with authorities, different categories of youth, communication with different age categories of people” [YCB].</i></p> <p><i>“When we organise something, we have to come and talk about our idea. Not everyone can do it. But it’s also important.” [YCB].</i></p> <p><i>“The ability to find a common language with different age categories” [Q YCB].</i></p> <p><i>“Life skills: conflict resolution, for example” [PDRR].</i></p>	
Psychological competences, tolerance and empathy	<p><i>“Understanding mental health, psychology is very important. Such skills will be very important, in particular the psychology of working with post-traumatic syndrome. Those who are far from people, who do not communicate with the community at all - they did not feel it. They are at their workplace. Nothing has changed for them. And it has changed for people. And now completely different people come to you, with whom you have to communicate in a completely different way” [AU YP].</i></p> <p><i>“It is difficult now, because society is inert and tired, and, accordingly, it is also difficult for young people to look to the future. A large number of young people still remain abroad, so general psychological support is needed in these conditions. There is a lot of talk about this, it is very important for youth workers and for young people” [AU YP].</i></p> <p><i>“Because when you work with people, your door doesn’t close, and you need not to annoy the youth” [AU YP].</i></p> <p><i>“You have to be not indifferent. You have to put aside some of your job descriptions, take your hand and help. I don’t know if it’s a skill or a character. But unequivocally - you have to love the youth. To love people. To be as empathetic as possible to them” [AU YP].</i></p> <p><i>“Skills of psycho-emotional care” [Q YCB].</i></p>	<p>Occupational Standard “Youth Worker”</p> <p>Ability to build interaction and work with different groups of young people (ZK.08);</p> <p>Ability to organise meaningful leisure time, cultural, emotional (emotional-psychological) development of youth, safe meaningful leisure time (B1).</p> <p>Ability to provide partner support and involve representatives of socially vulnerable groups of youth in activities (B8).</p> <p>Model Programme “Participatory Youth Policy”</p> <p>Topic 2. Youth and the research of their needs: the concept and essence of youth, categories/groups of youth; taking into account the needs of young people.</p>
Skills on work with trauma	<p><i>“Something about burnout! Stress resistance, emotional intelligence - conditions have changed, there is no resource (human, internal), you need to keep yourself in balance” [PDRR].</i></p> <p><i>“Psychological (scientific) process - delving into the level of interaction, the principle of companionship instead of mentoring” [PDRR].</i></p> <p><i>“Working with trauma: many young people from among IDPs and local people have trauma and need to know what else to do” [PDRR].</i></p>	<p>Occupational Standard “Youth Worker”</p> <p>Ability to implement programmes for the promotion and approval of a healthy and safe lifestyle, sustainability, and health culture (B2).</p> <p>The ability to identify one’s own needs for improving the professional level and the needs of persons involved in youth work (D1): D1.Z4. Personnel, organisational and information opportunities for receiving special help for yourself</p>

	<p><i>“Often, youth workers and teachers are repelled by work with trauma, because they say that they are not psychologists, but you can do general training” [PDRR].</i></p>	<p>and others (professional burnout, stress, knowledge of a traumatic event, compassion fatigue); D1.U3. Determine the need for receiving special help for yourself and others (professional burnout, stress, knowledge of a traumatic event, compassion fatigue).</p>
<p>Knowledge regarding the goal, tasks and functioning of the youth councils, civil society institutions</p>	<p><i>“Training is needed to understand what a youth council is, why we need it and how it functions” [YCB].</i></p> <p><i>“We need information and training for local authorities to understand the importance of youth councils.” [YCB].</i></p> <p><i>“To tell how state institutions work, how local government works and to say what state government is and why we need it” [YCB].</i></p> <p><i>“This is an opportunity to plan your steps correctly and logically and manage the youth council” [YCB].</i></p> <p><i>“It is also important to understand what powers the authorities will delegate to non-governmental organisations. And how a non-governmental organisation can be useful for civil servants. They must understand the final mechanisms - why this, why involve young people, what it will give young people, the authorities, and the community (not specifically the civil servant)” [AU YP].</i></p>	<p>Occupational Standard “Youth Worker”</p> <p>Ability to develop volunteering, street cultures, informal youth associations (B3).</p> <p>Model Programme “Participatory Youth Policy”</p> <p>Topic 1. Youth policy: legislative provision of youth policy; tools of formation and implementation of youth policy.</p> <p>Topic 3. Ensuring youth participation in the formation and implementation of youth policy at the local, regional and state levels: forms of youth participation; establishment of co-operation between various subjects of youth policy with the participation of young people.</p>
<p>Project management skills</p>	<p><i>“All interaction with young people is based on a programme or project. That is, this person must have significant project management experience” [AU YP].</i></p> <p><i>“And we are faced with the fact that no one teaches us this. How to fill out this application form? This is either your own experience, or you yourself read something somewhere. But this is not taught. And this is important, really. Be able to write a regular application form, submit a grant application. This is very welcome in the city council when we are looking for other sources of funding” [AU YP].</i></p> <p><i>“To work with student youth (14-16 years old) on project management, taking into account their opinions” [PDRR].</i></p> <p><i>“Perhaps we should be on the same page as the youth. Young people are now much freer. They calmly say everything: I like it, and I don’t like it” [AU YP].</i></p>	<p>Occupational Standard “Youth Worker”</p> <p>Ability to develop programmes of national and international exchanges, youth tourism (B4).</p> <p>Ability to involve young people in the planning, implementation and evaluation of youth-oriented activities using participatory approaches (B6).</p> <p>Ability to develop and implement youth training programmes, in particular non-formal, and involve young people to training (B9).</p>

	<i>"To find certain points of contact between their interests (young people) and our own, because we are already older people, we are already starting to lag behind a little" [AU YP].</i>	
English (or another foreign) language	<i>"There are a lot of programmes that currently do not have a translation, or you need to know English to participate. It is important to create programmes for study of professional, spoken English for officials, at least at the basic level" [AU YP].</i> <i>"It's no longer a goal - to know English, it's a tool that must be there to realise opportunities. This is about opportunities of development. If we see that our place in the community is development, then there is nowhere without it" [YCB].</i>	
Digital competences	<i>"Digitalization of youth work. Digital competences are very important" [AU YP].</i>	
The ability to constantly learn	<i>"Basic training of the "Youth worker" programme [AU YP].</i> <i>"Civic education on various topics, but with the condition of participation 50 to 50: representatives of the authorities and representatives of youth or non-governmental organisations" [AU YP].</i> <i>"Learning throughout life" [PDRR].</i>	Occupational Standard "Youth Worker" Ability to continuous professional development and training (ZK.11). The ability to identify one's own needs for improving the professional level and the needs of persons involved in youth work (D1).
Flexibility and adaptability	<i>"First of all, you need to understand youth issues. Constantly be in motion and time. Changes are needed. Views are changing. It all changes." [YCB].</i> <i>"Development of adaptability on the ground, quick response" [PDRR].</i> <i>"Authorities should understand that there are no clear borders" [PDRR].</i>	Occupational Standard "Youth Worker" The ability to act in non-standard situations and in a new situation according to the context (ZK.01).
Leadership skills, mentoring skills	<i>"Leadership" [AU YP].</i> <i>"Mentoring according to the principle of peer-to-peer, mentoring for the transfer of experience in practice" [AU YP].</i> <i>"Mentoring" [AU YP].</i>	Occupational Standard "Youth Worker" The ability to reveal one's own leadership qualities and to develop the leadership qualities of young people (ZK.04).
Advocacy skills	<i>"As for competences, it is the ability to conduct advocacy campaigns, as they are most needed in realising the interests of young people" [YCB].</i>	Occupational Standard "Youth Worker" Ability to involve young people in the planning, implementation and evaluation of youth-oriented activities using participatory approaches (B6): B6.Z3. Models of co-operation to represent the interests of young people in decision-making and activities affecting them.

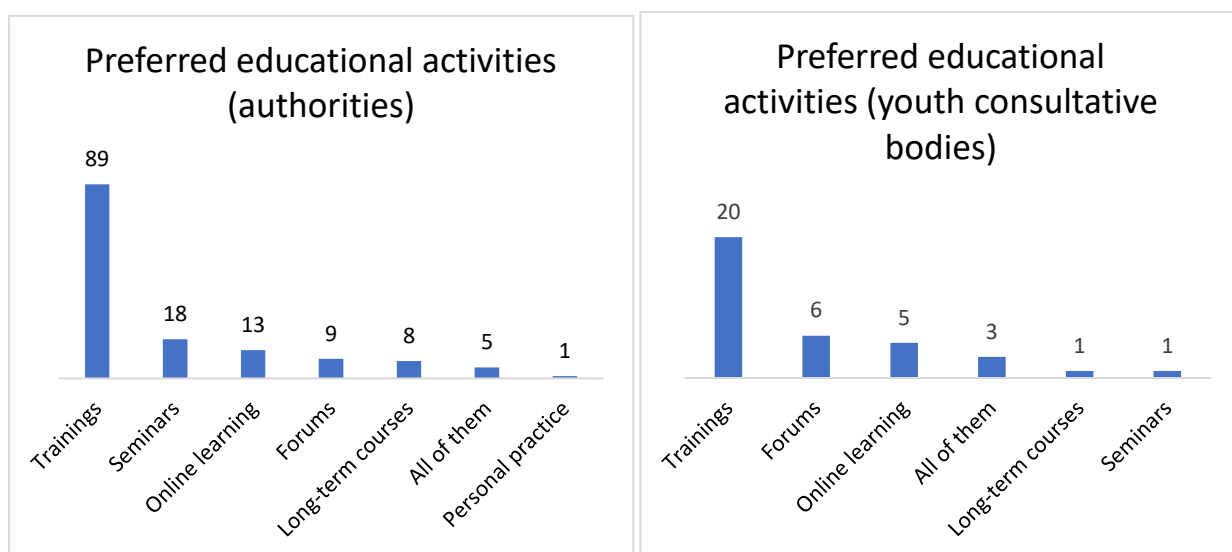
Training experience and preferences

Have you attended any educational activity related to youth policy, youth participation (for example, trainings, seminars, long-term courses, conferences, forums, online learning on educational web platforms, other)?



Most of representatives of the authorities and of youth consultative bodies, around $\frac{2}{3}$, have participated in previous educational activities related to youth policy and youth participation.

As for the details of those previous educational activities the answers are not very precise; the concrete title, year and organiser are not detailed in most cases. Quite often the answers indicate that they were “a lot”. Nonetheless some tendencies can be identified. The respondents of the youth consultative bodies have participated in educational activities focused mostly on their development as youth workers and in meetings and networking activities. As for the authorities in addition to those, they have participated as well in educational activities focusing on other issues like volunteering, recovery of Ukraine and the youth dimension and renewing of youth policy.



The preferred format for the further development of their competences for both actors is the training courses. The only significant difference is that as a second option authorities prefer seminars and the representatives of youth consultative bodies - forums.

Also, the authorities declared almost unanimously to be interested in a programme on participatory youth policy.

RECOMMENDATIONS

The recommendations are based on analysis of the documents, consolidation of the impressions and opinions of respondents who have participated in the research and proposals of the research team.

The findings of the research were appreciated by the participants of the presentation-discussion of research results, which confirms the need for systemic monitoring of the needs and state of activity of representatives of authorities, responsible for youth policy, and youth consultative bodies and dissemination of the findings among the stakeholders.

Information

Develop a transparent algorithm (or road map) for informing young people.

To recommend the authorities, responsible for formation and implementation of youth policy, to update the official websites, making them easier and more accessible, with quick access to the information needed by the youth.

To map actors of youth policy, youth consultative bodies, different spaces of participation at municipal, regional and national level. This mapping would be a tool for supporting, through information, the participation of young people.

Educational opportunities

To develop a training course tackling the identified needed competences for the further development of youth policy. The balance between the different fields of competences with a particular focus on co-operation attitudes would be important, in particular:

- to include in the training programme of civil servants and local self-government officials topics devoted to the main questions identified in the research: methodology and methods of assessing the needs of different groups of young people, fundraising and project management, digital competence, mobile youth work;
- develop trainings or online courses on the following topics: media literacy and development of critical thinking; youth policy strategy; participation of young people in community life; lobbying and representation of the needs of young people; co-operation with the community; activity and active and empathetic listening as the basis of psychological competence;
- to start a project aimed at mastering language, foreign language, social and communicative competences for civil servants and local self-government officials;
- to create educational content for local self-government bodies and youth consultative bodies of rural territorial communities: finding financial resources in rural areas, needs of young people in rural areas, non-governmental organisation: creation and support, partnership with youth councils, documents for the formation and implementation of youth policy;
- to develop non-formal education programmes for young people and representatives of newly created and active youth consultative bodies to form an understanding of the functioning of youth councils as a tool for youth participation;

- conduct a discussion and/or an information and communication campaign on the topic of co-operation between various stakeholders of youth policy, revealing the topics of constructive interaction with authorities;
- to start “laboratories” of best practices aimed at spreading experience and approbation of this experience in new communities;
- to select participants for participation in trainings and other forms of non-formal education on a 50-50 basis (representatives of authorities and representatives of youth or non-governmental organisations).

Educational resources

To develop an online publication-glossary of legal frameworks relevant for youth policy and youth work at municipal, regional and national level. This material can be used as well in the training activities.

To create typical templates of documents that are necessary for the activity of youth consultative bodies (regulations, protocol, request to the local government, etc.) and ensure public distribution with the possibility of open access.

To prepare handbooks based on best practices from war-experienced countries for the rehabilitation of young people returning from war; youth work in the de-occupied territories; work on the return of young people from abroad.

To create educational materials on the topic of inclusive youth policy, as well as youth participation.

To develop educational materials (or a special course) on the topic: information and communication technologies and mass media as resources (or tools) of youth policy.

To disseminate foreign experience of youth policy on the website of the Council of Europe through the preparation of a series of publications.

To develop and spread the value principles of youth policy based on the approaches of the Council of Europe.

Supporting young people, youth consultative bodies, youth organisations

To support the participation of internally displaced youth people through the creation of ad-hoc and “mobile” consultation structures and spaces of participation.

To hold contests for young people regarding their vision of youth spaces in rural areas and sleeping areas of cities.

To introduce mentoring programmes for youth councils (in particular, in village communities) regarding project management and fundraising.

To strengthen the role of non-governmental organisations, youth associations, and political parties in youth policy by revealing the topics of partnership and representing the interests of young people, developing lobbying and representation skills.

ANNEXES

Annex 1: Questionnaire for representatives of local, regional and national authorities, responsible for youth policy

Respondents Profile

- Which level do your authority represent (national, regional, district, community, other)
- What is the full name of your unit? (including the name of the authority)
- Did your unit change the location of work? (no; yes after 24 February 2022; yes in 2014; other)
- How many people in your unit are responsible for youth policy?
- What is your position?
- What is your gender?
- What is your age?

Youth Participation

- Please rate how often young people take on these different roles in your programmes/projects and structures (never; sometimes; quite often; often; always):
 - projects or ideas are proposed by young people who are invited by adults to participate in the decision-making process as partners;
 - projects are managed by young people, they can invite adults to provide the necessary support, but the project can be carried out without the intervention of adults;
 - adults initiate the project, but young people are invited as equal partners to make decisions and distribute responsibilities together with adults;
 - adults manage projects, young people give advice and suggestions, and they are informed about how such suggestions contribute to making final decisions and achieving the goal;
 - the project is led by adults, young people are invited to take on roles or tasks within the project and are aware of the impact they actually have in the project;
 - young people are assigned roles within the project, but they have no influence on decision-making;
 - young people are needed to participate in the project to present youth as a group that has less rights; they do not play any significant role (except for presence);
 - young people are invited to participate in the project, but they have no influence on the decision-making and the final result; in fact, their presence is needed to achieve some other goals.

Youth Participation - Obstacles

- In your context, do young people experience obstacles in the following areas for participating? (never; sometimes; quite often; often; always):
 - Young people do not have the right to participate or influence decision making processes.
Please give an example.
 - Young people do not have sufficient resources due to poverty, unemployment, war or other difficulties. Some feel isolated or excluded from society, unable and/or

unmotivated to participate. In such circumstances, the priority is to try to find different ways to obtain the missing resources, and as a result, young people may lack the time or motivation to participate in the life of an organisation or community.

Please give an example.

- Young people do not have physical space to meet, spending time or organising one's own activities or space for participation in the policy-making process.

Please give an example.

- They do not have the opportunity to participate; uneasy access to information about how to get involved, they don't know what's going on in their community regarding youth participation, etc.

Please give an example.

- They do not have the necessary support (financial, moral, institutional etc.) for their participation; especially young people from disadvantaged backgrounds, with fewer opportunities, from rural areas, from national minorities, etc.

Please give an example.

How to Overcome the Obstacles to Youth Participation

- What should be done, in your opinion, to overcome those obstacles and improve youth participation? Please propose a maximum of five measures and order it from the most to the least.

Competences Needed to Overcome the Obstacles to Youth Participation

- Which competencies (knowledge, ability, skills) do you feel you need to improve to be able to overcome those obstacles within the scope of your official responsibilities?

Youth Policy Legal Frame

- What legal acts regulate your activities in the field of youth policy?

Training Experience and Preferences

- Have you attended any educational activity related to youth policy in the last three years (for example, trainings, seminars, long-term courses, conferences, forums, online learning on educational web platforms, etc.)? (yes; no; other)
 - If yes, which educational activity(-ies) it was(were)? What was(were) the name(s) of educational activity(-ies)?
 - If yes, this(these) educational activity(-ies) related to youth policy was(were) organised by: Higher School of Public Administration; programme (project) of international technical assistance; other.
 - If yes, how do you evaluate learning outcomes? (useful in my professional activity; interesting, but not related to my professional activity; I wasted my time; other)
 - If not, why didn't you attend any educational activity related to youth policy, youth participation?

What types of educational activities do you prefer (trainings, seminars, long-term courses, conferences, forums, online learning on educational web platforms, other)?

- Are you interested in a programme on participatory youth policy?
- Are you interested in taking an online course on participatory youth policy on educational web platforms?

Annex 2: Questionnaire for representatives of local and regional youth consultative bodies

Respondents Profile

- Which level do your youth consultative body represent (national; regional; district; community; other)?
- What is the full name of your youth consultative body?
- Did your youth consultative body change the location of activity? (no; yes after 24 February 2022; yes, in 2014; other)
- What is the total number of members in your youth consultative body?
- How many girls/women are members of your youth consultative body?
- What is your position in youth consultative body?
- What is your gender?
- What is your age?

Youth Participation

- Please rate how often young people take on these different roles in your programmes/projects and structures (never; sometimes; quite often; often; always):
 - projects or ideas are proposed by young people who are invited by adults to participate in the decision-making process as partners;
 - projects are managed by young people, they can invite adults to provide the necessary support, but the project can be carried out without the intervention of adults;
 - adults initiate the project, but young people are invited as equal partners to make decisions and distribute responsibilities together with adults;
 - adults manage projects, young people give advice and suggestions, and they are informed about how such suggestions contribute to making final decisions and achieving the goal;
 - the project is led by adults, young people are invited to take on roles or tasks within the project and are aware of the impact they actually have in the project;
 - young people are assigned roles within the project, but they have no influence on decision-making;
 - young people are needed to participate in the project to present youth as a group that has less rights; they do not play any significant role (except for presence);
 - young people are invited to participate in the project, but they have no influence on the decision-making and the final result; in fact, their presence is needed to achieve some other goals.

Youth Participation - Obstacles

- In your context, do young people experience obstacles in the following areas for participating? (never; sometimes; quite often; often; always):
 - Young people do not have the right to participate or influence decision making processes.
Please give an example.
 - Young people do not have sufficient resources due to poverty, unemployment, war or other difficulties. Some feel isolated or excluded from society, unable and/or unmotivated to participate. In such circumstances, the priority is to try to find

different ways to obtain the missing resources, and as a result, young people may lack the time or motivation to participate in the life of an organisation or community.

Please give an example.

- Young people do not have physical space to meet, spending time or organising one's own activities or space for participation in the policy-making process.

Please give an example.

- They do not have the opportunity to participate; uneasy access to information about how to get involved, they don't know what's going on in their community regarding youth participation, etc.

Please give an example.

- They do not have the necessary support (financial, moral, institutional etc.) for their participation; especially young people from disadvantaged backgrounds, with fewer opportunities, from rural areas, from national minorities, etc.

Please give an example.

How to Overcome the Obstacles to Youth Participation

- What should be done, in your opinion, to overcome those obstacles and improve youth participation? Please propose a maximum of five measures and order it from the most to the least.

Competences Needed to Overcome the Obstacles to Youth Participation

- Which competencies (knowledge, ability, skills) do you feel you need to improve to be able to overcome those obstacles for the participation of young people within the activities of your youth advisory body?

Youth Policy Legal Frame

- What legal acts regulate your activities in the field of youth policy?

Training Experience and Preferences

- Have you attended any educational activity related to youth policy in the last three years (for example, trainings, seminars, long-term courses, conferences, forums, online learning on educational web platforms, etc.)? (yes; no; other)
 - If yes, which educational activity(-ies) it was(were)? What was(were) the name(s) of educational activity(-ies)?
 - If yes, this(these) educational activity(-ies) related to youth policy was(were) organised by: Higher School of Public Administration; programme (project) of international technical assistance; other.
 - If yes, how do you evaluate learning outcomes? (useful in my professional activity; interesting, but not related to my professional activity; I wasted my time; other)
 - If not, why didn't you attend any educational activity related to youth policy?
- What types of educational activities do you prefer (trainings, seminars, long-term courses, conferences, forums, online learning on educational web platforms, other)?

Annex 3: Guidelines for in-depth interviews with representatives of national, regional, and local authorities, responsible for youth policy

- Level (community/district/region/national level).
 - Sector/division/department - how many people? How many people are responsible for youth policy? Do these specialists have additional workloads?
 - Your position?
1. How do you assess the field of youth policy in your community/district/region/Ukraine?
 2. How do your work take into account the needs of young people? In your opinion, do the needs of men/women, boys/girls differ? Do the needs of different categories of young people (IDPs, returnees, youth with disabilities, etc.) differ, and, if differ, in what way? What competencies (knowledge, ability, skills) do you need to assess the needs of young people and/or take them into account in your work?
 3. What do you see as barriers to youth participation in the formation and implementation of youth policy? What competencies (knowledge, ability, skills) do you need to remove these barriers? *(if needed make connections to preliminary results of the survey)*.
 4. What communication channels, most convenient for young people, do you use in your work? How would you rate the communication and co-operation between the authorities, the youth council(s) and young people in your community/district/region/on national level? What competencies (knowledge, ability, skills) do you need to improve the effectiveness of communication between young people, other authorities and youth council(s)?
 5. What important steps do you see in the further development of youth policy and youth participation?? What competencies (knowledge, ability, skills) do you think need to be developed/strengthened for this?

Annex 4: Guidelines for in-depth interviews with representatives of local and oblast youth consultative bodies

- Level (oblast, community, other)
 - Your role in the youth consultative body?
 - How many members are in your youth consultative body? How many girls/women? What is age composition of the council? What are main occupations of members? Which organisations do members of youth consultative body represent?
1. How do you assess the field of youth policy in your oblast/community? The level of satisfaction of youth needs?
 2. How do your activities take into account the needs of young people? In your opinion, do the needs of men/women, boys/girls differ? Do the needs of different categories of young people (IDPs, returnees, youth with disabilities, etc.) differ, and, if yes, in what way? How do the needs of young people affect the activities of your youth consultative body? What competencies (knowledge, ability, skills) do you need to assess the needs of young people and/or take them into account in your work?
 3. What specific challenges do you face as a youth consultative body regarding the formation and implementation of youth policy, youth participation? How do you overcome them? What competencies (knowledge, ability, skills) can help you to overcome these challenges? What rights, means, space, opportunity, and/or support do you need to successfully influence the formation and implementation of youth policy and ensure active participation of young people? *(if needed make connections to preliminary results of the survey).*
 4. How do you co-operate with authorities, other youth council(s), youth organisations, youth to support youth policy and youth participation? In your opinion, how this co-operation can be improved? What methods do you see as an opportunity to attract more young people to participate in youth consultative bodies? What competencies (knowledge, ability, skills) are important for you to develop an effective co-operation process?
 5. What changes in youth policy, in your opinion, could be the most useful and effective for solving the needs of the youth, ensuring youth participation? What competencies (knowledge, ability, skills) do you think need to be developed/strengthened for this?
 6. What are strategic directions of your youth consultative body? What are main results or achievements that were obtained through work of your youth consultative body?

Annex 5: Guidelines for focus-groups with representatives of local and regional youth consultative bodies

1. How would you describe an ideal youth environment where young people have the opportunity to actively participate and influence decision-making (up to 5 sentences)?
2. Identify the three main obstacles and challenges standing in the way of co-operation between authority and the youth consultative body, on the one hand, and active youth participation, on the other hand. And how can they be overcome? *(if needed make connections to preliminary results of the survey).*

Obstacle/challenge	Proposed solution	Competencies (knowledge, ability, skills) needed to resolve obstacle/challenge

3. What inclusive practices can be used to ensure broad representation of different categories of young people in decision-making and formation and implementation of youth policy? Which competences (knowledge, ability, skills) do you need in relation to the topic of social cohesion and barrier-free environment?
4. What rights, means, space, opportunities and/or support do youth consultative bodies need for effective work in the sphere of youth policy and youth participation? *(if needed make connections to preliminary results of the survey).*

Annex 6: Guidelines for focus-groups with representatives of authorities and youth consultative bodies

The idea is taken here: Young Poles in Times of Dramatic Change: Refugees, Identity and Social Engagement. Félix Krawatzek and Piotr Goldstein. Zois Report. No. 2/2022. [Young Poles in Times of Dramatic Change: Refugees, Identity and Social Engagement \(zois-berlin.de\)](https://zois-berlin.de)

Quote from the source: "As part of the focus-group discussions, we gave participants cards with eight historical events which we pre-identified as particularly significant for Polish history in addition to one blank card. Participants were put in pairs and asked to order the events by the importance they attribute to them for understanding what Poland is today".

Participants: from 6 to 10 people in each focus group

Participation in focus groups should be voluntary; participants can be people who leave their data for further co-operation during online survey process.

Duration: one and a half hour

10 minutes - introduction, presentation of research tasks, warning about audio recording and obtaining consent for use of research data in a depersonalized manner (no names or personally identifiable information).

15 minutes – work (for example on the Jamboard resource) in three mini groups of two-three people (joining into mini groups is random). The task is to make a ranking according to the priority of the spheres of participation of young people.

(Areas of youth participation (according to the "Revised European Charter on Youth Participation in Local and Regional Life" <https://rm.coe.int/16807023e0>)

- training in youth participation;
- informing young people;
- promoting youth participation through information and communication technologies;
- promoting youth participation in media;
- encouraging young people to undertake voluntary work;
- supporting young people's projects and initiatives;
- promoting young people's organisations;
- promoting youth participation in non-governmental organisations and political parties;
- controversial position (*green card*);
- your option (*other colour card*).

20 minutes – presentation of the groups' work, justification of their own choice (5 minutes for each group).

10 minutes - discussion of the obtained results, discussions, determination of priorities.

30 minutes – discussion of participant's realities in connection to what was presented earlier. Competences (knowledge, ability, skills) needed to achieve the desired situation regarding participatory youth policy.

5 minutes - summing up, receiving feedback and finishing the work of focus-groups.

Tasks for focus-groups:

Place the cards in order of decreasing rating (relevance, effectiveness, priority) in ensuring the activity of youth policy and youth work actors (authorities responsible for youth policy, youth consultative bodies, youth centres, other actors).

Research question: *In your opinion, which areas of ensuring youth participation in the life of the community and the country are the most effective, in demand and relevant, given your professional experience working with young people?*

Arrange the cards by rating (from the most effective and necessary to the least effective and necessary).

You also have one card in which you can optionally add an area of youth participation that is not counted and place it in the overall ranking in the desired location.

The green card is empty and can be placed in a position that is controversial for you (for example, in a mini group you are not ready to admit that what can be in the first ranking place; then you can use a coloured card as a sign that this place is debatable for you) without indicating its content, as a sign that the task defined for you is debatable.

Tools for focus-group work

10 cards, 8 of which describe the areas for young people's participation, 1 card is your option card, and 1 is a blank card of a different colour.

Analysis of results

Results be analysed in several areas.

- 1) jambords with the work of mini groups;
- 2) arguments of mini groups regarding the selection of priority areas;
- 3) qualitative analysis of the nature of the interaction between the participants depending on the representation (were there people from the same professional field in the team? from different fields? how co-ordinated was the interaction? what is the feedback of the participants of the focus-groups regarding the task? what for the participants was the most important? what was the focus of attention?);
- 4) discussed participant's realities and competences needed to achieve the desired situation regarding participatory youth policy.

Appendix 7. Authorities, whose representatives participated in the research

Varkovytska village council of Rivne oblast
Executive Committee of Zaturtsivka village council of Volyn oblast
The executive committee of Rohan town council of Kharkiv oblast
Division of humanitarian and social sphere of the executive committee of Sursko-Litovska village council of Dnipropetrovsk oblast
Division of economy, transport, investments and tourism of the executive office of Koryukiv city council of Chernihiv oblast
Division of economic development and investments of the executive committee of the Mliiv village council of Cherkasy oblast
Division of economic development and investments of Novovodolaz town council of Kharkiv oblast
Division of economic development and investments of Shumsk city council of Ternopil oblast
Division of humanitarian issues of the executive committee of the Rayiv village council of Synelnyk rayon of Dnipropetrovsk oblast
Division of humanitarian policy of the department of culture, sports and humanitarian policy of Novorozdil city council of Lviv oblast
Division of the provision of social and public services of the Stanytsia-Luhanska town military administration of Shchastia rayon of Luhansk oblast
Division of education, culture and leisure of Pidberiztsivka village council of Lviv oblast
Division of general and organisational work of Pulynsk town council of Zhytomyr oblast
Division of culture, youth and sports of Baikovetska village council of Ternopil oblast
Division of culture, youth and sports of the Pidhorodno city council of Dnipropetrovsk oblast
Division of culture, youth, sports and tourism of Novoselivska territorial community of Poltava oblast
Division of culture, tourism, youth and sports of Krasnopilsk town council of Sumy oblast
Division of culture, tourism, youth and sports of Slobozhansk town council of the Dnipropetrovsk oblast
Division of youth and sports of the executive committee of Starokostyantyniv city council of Khmelnytskyi oblast
Division of youth and sports of Lysychansk city military-civil administration of Sievierodonetsk rayon of Luhansk oblast
Division of youth and sports of Oleksandriia city council of Kirovohrad oblast
Division of youth and sports of the department of education, culture, youth, sports and tourism of Nerubai village council of Odesa oblast
Division of youth and sports of the department of education, youth and sports of Baryshiv town council of Kyiv oblast
Division of youth and sports of the department of education, youth and sports of the executive committee of Lebedyn city council of Sumy oblast
Division of youth of the Department of youth, physical culture and sports of Khmelnytskyi oblast state administration
Division of youth, physical culture and sports of the department of youth and sports of Chernivtsi oblast state administration
Division of youth policy and national patriotic education of the department of national patriotic education, youth and sports of Zhytomyr oblast state administration
Division of youth policy of Ternopil city council

Division of youth policy of the department of youth and sports of Lviv oblast state administration
Division of youth policy of the department of education and humanitarian policy of Podilsk city council of Odesa oblast
Division of youth policy of the department of family, youth policy and child protection of Ternopil city council
Division of youth policy of the department of family and youth affairs of the directorate of social policy of Chernivtsi city council
Division of education of the executive committee of Zaitsivska village council of Dnipropetrovsk oblast
Division of education, sports, culture and tourism of Mygyiyiv village council of Pervomaisk rayon of Mykolaiv oblast
Division of education and humanitarian work of Demydiv town council of Rivne oblast
Division of education and youth of the executive committee of Zinkiv city council of Poltava oblast
Division of education and social and humanitarian work of Viytivetsk village council of Vinnytsia oblast
Division of education, culture and sports of Zhulynska village council of Vinnytsia oblast
Division of education, culture, youth and sports of Bobrynetsk city council of Kirovohrad oblast
Division of education, culture, youth and sports of Voskresensk town council of Mykolaiv oblast
Division of education, culture, youth and sports of Horodotsk village council of Rivne rayon of Rivne oblast
Division of education, culture, youth and sports of Doroshivska village council of Mykolaiv oblast
Division of education, culture, youth and sports of Znamyanka village council of Odesa oblast
Division of education, culture, youth and sports of Pyadytska village council of Ivano-Frankivsk oblast
Division of education, culture, youth and sports of Raigorodotska village council of Zhytomyr oblast
Division of education, culture, youth and sports of Svyatovasilivska village council of Dnipropetrovsk oblast
Division of education, culture, youth and sports of Studenianska village council of Vinnytsia oblast
Division of education, culture, youth and sports of Teplytska town council of Vinnytsia oblast
Division of education, culture, youth and sports of Tupychiv village council of Chernihiv oblast
Division of education, culture, youth and sports of Ustyluzka city council of Volyn oblast
Division of education, culture, youth and sports of Cherkaska town council of Novomoskovsk rayon of Dnipropetrovsk oblast
Division of education, culture, youth and sports of the Chumakivska village council of Dnipropetrovsk oblast
Division of education, culture, youth, sports and tourism of the Sutyskivska town council of Vinnytsia oblast
Division of education, culture, youth, sports and social protection of the population of Krupetska village council of Khmelnytskyi oblast
Division of education, culture, youth, sports and tourism of Murafska village council of Vinnytsia oblast
Division of education, culture, youth, sports and tourism of Romodaniv town council of Poltava oblast
Division of education, culture, youth policy and sports of Tlumach city council of Ivano-Frankivsk oblast

Division of education, culture, sports and work with youth of the executive committee of Zelenodolsk city council of Dnipropetrovsk oblast

Division of education, culture, tourism, youth and sports of the Chyhyryn city council of Cherkasy oblast

Division of education, culture, tourism, youth and sports of Kozynska village council of Rivne oblast

Division of education, youth and sports of Velykobudyshchanska village council of Poltava oblast

Division of education, youth and sports of the executive committee of Devladvivska village council of Dnipropetrovsk oblast

Division of education, youth and sports of the executive committee of Petrivsko-Romenska village council of Poltava oblast

Division of education, youth and sports of the executive committee of Pokrovsk town council of Dnipropetrovsk oblast

Division of education, youth and sports of Talne city council of Cherkasy oblast

Division of education, youth and sports of Teofipolska town council of Khmelnytskyi oblast

Division of education, youth and sports of Troitsks town council of Luhansk oblast

Division of education, youth and sports of Chechelnytska town council of Vinnytsia oblast

Division of education, youth and sports of Yampil town council of Khmelnytskyi oblast

Division of education, youth, sports, culture and tourism of Mykhailo-Kotsyubinska town council of Chernihiv oblast

Division of education, youth, sports, culture and tourism of Hrytsivska town council of Shepetivka rayon of Khmelnytskyi oblast

Division of education, youth, sports, culture and religion of Yuryivska town council of Pavlograd rayon of Dnipropetrovsk oblast

Division of education, youth, sports, culture and tourism of Vasylivska village council of Bolgrad rayon of Odesa oblast

Division of education, family and youth of the executive committee of Novogaleshchynska town council of Kozelshchyna rayon of Poltava oblast

Division of education, family, youth and sports, culture and tourism of the executive committee of Pershotravnevska village council of Dnipropetrovsk oblast

Division of education, youth and sports of Mykolaiv city council

Division of family, youth and sports of Balta city council of Odesa oblast

Division of family, youth and sports of the executive committee of Novoukrainka city council of Kirovohrad oblast

Division of social protection of the population of Verkhnya territorial community of Ivano-Frankivsk oblast

Division of social protection of the population, family, youth and sports of Pidvolochysk town council of Ternopil oblast

Division of youth and sports of the executive committee of Sambir city council of Lviv oblast

Division of education, culture, youth and sports of Stanytsia-Luhanska military administration of Shchastia rayon of Luhansk oblast

Division of humanitarian department of Soshychnenska territorial community of Volyn oblast

Directorate of youth and sports of Dnipropetrovsk oblast state administration

Directorate of youth and sports of Lutsk city council

Directorate of family, youth and sports of Chernihiv oblast state administration

Dymer town council of Kyiv oblast

Donetsk oblast prosecutor's office

General organisational division of Bohdanska village council of Zakarpattia oblast
Klesiv city cultural centre of Rivne oblast
Communal institution "Youth Centre of Chernivtsi "Residence of Youth"
Communal institution "Youth Centre" of Rozhyshe city council of Volyn oblast
Communal institution "Public library" of Kunkivska village council of Vinnytsia oblast
Kopychyntsi city council of Ternopil oblast
Lanovetska city council of Ternopil oblast
Lukivska town council of Volyn oblast
Magdalynivska town council of Dnipropetrovsk oblast
City division of youth and sports of the executive committee of Pershotravenska city council of Dnipropetrovsk oblast
Youth information and communication resource centre at the division of culture, tourism, youth and sports of Novovodolazka town council of Kharkiv oblast
Youth centre of Khiriv community of Sambir rayon of Lviv oblast
Novopokrovsk territorial community of Dnipropetrovsk oblast
Sector of culture, youth and sports of the humanitarian division of the executive committee of the Bilytska town council of Poltava oblast
Sector of youth and sports of the department of education, culture, youth, sports, social protection and health protection of Horokhiv city council of Volyn oblast
Sector of youth policy and national-patriotic education of the directorate of education and science, youth and sports of Zakarpattia oblast military administration
Sector of national-patriotic education, youth and sports of the Romanivska town council of Zhytomyr oblast
Sector of extracurricular education, educational work and youth policy of the directorate of education and science of Odesa oblast state administration
Sector of family, youth and sports of Bobrovytsia city council of Chernihiv oblast
Sosnivska town council of Rivne rayon of Rivne oblast
Sudykivska village council of Khmelnytskyi oblast
Turkiv city council of Lviv oblast
Department of youth, physical culture and sports of Zaporizhzhia oblast state administration
Department of economic development of the executive committee of Kaniv city council of Cherkasy oblast
Department of culture, tourism and information of Dunaivtsi city council of Khmelnytskyi oblast
Department of youth and sports of Kamianka city council of Cherkasy oblast
Department of youth and sports of Kyiv oblast military administration
Department of youth and sports of Kirovohrad oblast military administration
Department of youth and sports of Mykolaiv oblast military administration
Department of youth and sports of Poltava oblast military administration
Department of youth and sports of Sumy oblast state administration
Department of youth and sports of Khmelnytskyi city council
Department of youth, sports and image projects of Ternopil oblast military administration
Department of education, culture, youth and sports of the Lozuvatska village council of Dnipropetrovsk oblast
Department of education, culture, tourism, youth and sports of Trostyanets town council of Vinnytsia oblast
Department of education, youth and sports of Lozivska city council of Kharkiv oblast
Department of education, youth and sports of Petrykivska town council of Dnipropetrovsk oblast

Department of family, youth and mass events of national and patriotic education of Donetsk oblast state administration

Department of sports and youth policy of Ivano-Frankivsk oblast state administration

Department of youth and sports of Rivne oblast state administration

Department of youth and sports of Kharkiv oblast military administration

Department of family and youth affairs of directorate of family, youth and sports of Kharkiv city council

Department of family, youth and sports of Zhytomyr city council

Department of family, youth, physical education and sports of Kalush city council of Ivano-Frankivsk oblast

Department of physical culture, youth and sports of Kherson oblast state administration

Shchastynska rayon state administration of Luhansk oblast

Appendix 8. Youth consultative bodies, whose representatives participated in the research

Kivertsia youth consultative body of Volyn oblast
Co-ordinating council on youth policy at Vinnytsia oblast council
Youth council of the executive committee of the Kamianopotokivska village council of Poltava oblast
Youth council of Kirovohrad oblast
Youth council of Mariupol of Donetsk oblast
Youth council of Ostrog of Rivne oblast
Youth council of Perechynska territorial community of Zakarpattia oblast
Youth council of Pereyaslav city territorial community of Kyiv oblast
Youth council of Poltava city territorial community
Youth council of Poltava oblast council
Youth council at Artsyz city council of Odesa oblast
Youth council at Balaklia city council of Kharkiv oblast
Youth council at Bershada city council of Vinnytsia oblast
Youth council at Vapnyarska town council of Vinnytsia oblast
Youth council at Halytsynivska village council of Mykolaiv oblast
Youth council at Donetsk oblast state administration
Youth council at Kalush city council of Ivano-Frankivsk oblast
Youth council at Kotelevska town council of Poltava oblast
Youth Council at Kreminna city council of Luhansk oblast
Youth council at Myropil town council of Zhytomyr oblast
Youth council at Pervomaisk city council of Kharkiv oblast
Youth council under mayor of Pershotravneve of Dnipropetrovsk oblast
Youth council at Pryshybska village council of Kharkiv oblast
Youth council at Sumy oblast state administration
Youth council at Chernihiv oblast state administration
Youth council of Rohan town council of Kharkiv oblast
Youth council of Khmelnytskyi
Youth executive committee of Novoodeska city council of Mykolaiv oblast
Ruzhynska youth council of Zhytomyr oblast
Student council of Vinnytsia oblast
Sumy oblast youth council
University of youth leaders of Palanska village territorial community of Cherkasy oblast