



EUROPE GOES LOCAL

Supporting Youth Work at the Municipal Level

Towards a Charter on Local Youth Work

The outcomes of the first round of consultations

Introduction

Considering the overall aims of the Europe Goes Local strategic partnership (A)Support the recognition, practice and quality development of youth work as part of municipal youth policy; B) Strengthen the European and international dimension of youth work at the municipal level; C) Develop strategies and measures for National Agencies of the Erasmus+ youth programme to support youth work; D) Contribute to the development of youth work as part of European cooperation in the youth field.), in line with the recommendations of the 2nd Youth Work Convention and the newly adopted Council of Europe recommendation on youth work, the Steering Group of the project set the target of creating a European Charter on Local Youth Work (thereinafter “the Charter”) through a series of actions and activities at the European, national and local levels.

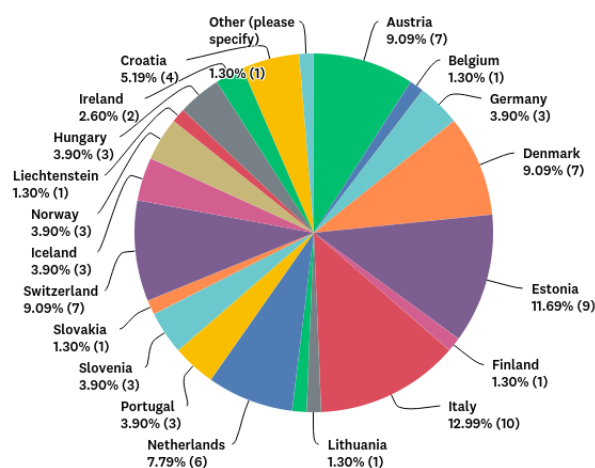
To achieve a broad consensus and create ownership of the Charter, a Europe-wide consultation process is being implemented with the support of the National Agencies and with the participation of the National Working Groups.

All National Working Groups take an active role in shaping the text of the Charter, to build a common tool that will be based on a broad consensus of the youth sector all over Europe. It is also an aim that the development process of the Charter would stimulate discussions and exchanges of experiences as well as knowledge-building and networking among stakeholders.

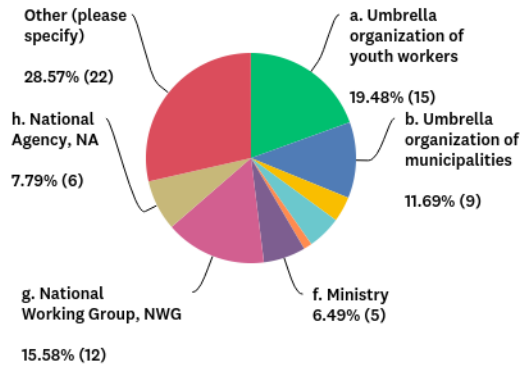
The first round of the consultation was guided by a questionnaire focusing mainly on the text of the Charter. Stakeholders made recommendations on modifications and to add new elements. The outcomes of the consultation were collected and analysed by an expert group, and they are channelled into the further Charter development process. This consultation round ended at the 2nd European event of the project.

The consultations were implemented in 22 countries and bringing together about 70 stakeholder groups:

Q1 Country



Q2 The answers to this questionnaire come from



Each chapter of the Charter was examined by answering the following questions:

Regarding section X, "title of the section"

- a) Is there any bullet point(s) that you think should be added?
Please give concrete suggestions regarding bullet point(s) that you think should be added.
- b) Is there any bullet point(s) that you think should be re-formulated?
Please give concrete suggestions on the alternative formulation(s).
- c) Is there any bullet point(s) that you think should be taken out?
Please give concrete suggestions regarding bullet point(s) that you think should be taken out.

The participants of the 2nd European EGL event (5-7 June 2018, Cascais) examined the most burning and/or controversial topics of the text and gave their suggestions on solving the open questions.

This paper is a complete overview of the consultation outcomes. It contains the opinions without editing or summarizing them providing the full content given by the stakeholders' groups.



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ANSWERS SORTED BY QUESTIONS AND COUNTRIES

Regarding the introductory text: Is there anything missing that you think should be added?

Austria: No (6)

Belgium

" It should be expressed more clearly that youth work takes place during the free-time of young people, in an out-of-school and out-of-work context.

The idea of youth work as a practice "for, with and by young people" (as in the EU resolution of 2010) should be integrated. Youth work should reflect needs and interests of young people, but not only that. Young people are also active citizens now, as young people, and with their activities they can get involvement and responsible for societal issues in their environment.

Outcomes: The order of the bullet points should be changed in order to express better some priority of outcomes : 1) enhances young people's sense of belonging to the local community, thus making them want to constructively contribute to its further development; 2) strengthens young people's sense of well-being and their capacity to resist negative influences and behaviour, thus contributing to their ability to make beneficial choices; 3) contributes to the development of competences that facilitate further learning and labour market participation, thus counteracting early school leaving and the risk of unemployment.

The formulation of 1) above is too much only future oriented. Young people are active citizens now and contribute already now. The formulation of 3) above links the development of competences to narrow only to education and labour market.

Purpose of the charter – needs of local youth work. The idea that the charter is not a list of obligations, but a check list to reflect on, should be more prominently explained. Despite what is written already, the perception of readers is still very strongly: should I do all this?

Certainly, regarding the aspects of "targeting all young people" and "actively outreaching to groups of young people not reached yet" (item 1.3 and 1.4), this perception is easily made. While agreeing with the ideas in general for "youth work as a sector, or a field", not every individual local youth initiative or organization feels equipped to do this. Reality has plenty of examples: what about girls' initiatives, what about areas where e.g. immigration is not present, what with youth local initiatives that have agreed to work complementary towards different target groups.

Derived from the content of this charter, it's probably also better to add that it refers to youth work for youngsters/adolescents (13-30 years).

For whom is this charter: The idea that elements of the charter are, in numerous cases, implemented by actors on regional or national level should also be more prominently expressed. The perception issue as mentioned above exists also here. More specifically in the field of training for local youth workers, the documentation and recognition of learning outcomes, the role of national (umbrella) organisations should not be underestimated. Some more precise examples from the practice should help in this respect. Eventually this could be included by national partners in EGL. "

Croatia: No (3)

Introductory text says that youth work can be paid and that it can be implemented on voluntary basis - this is a reality, but we do believe that only paid youth work is a way that leads to success and gives youth work systematic and serious role.

Denmark: No (4)

Introduction part (A common ground): Instead of writing delivery, the word participation is a better match.



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Introduction part (The outcomes of youth work): Under the last black dot should be added that young people should end up with having a "sense of democracy".

Introduction part (For whom is this charter intended?): The target of the Charter is said to be young people, who is engaged in and wants to improve youth work. However, it might involve a big effort on translation. What also needs to be considered is their linguistic level. This might need some clarification. "

The Charter is written in declaration/intention format and not so much in action format. The mapping exercise of the national structures in the youth field shows that there are vast discrepancies between how youth work is viewed in different European countries, including traditions, organisation of youth work, and finally the conditions for youth work locally, regionally and nationally. The intention to produce a common charter therefore deserves recognition since the charter aims to build bridges between different traditions in the European youth work, focusing on creating better conditions and a more common baseline for youth work. KKU (Denmark) would like for the charter to encourage binding agreements on actions, committing member countries to initiate local processes for formulating strategic goals in the youth area and binding action locally.

Estonia: No (5)

The outcomes of youth work: Taken to the local level, this means that youth work, for example: *contributes to the development of competences that facilitate further learning including non-formal learning that is desired by youth and labour market participation, thus counteracting early school leaving and the risk of unemployment *focuses on developing healthy and environmentally conscious youth

The importance of peer to peer education is to be further highlighted, experience sharing and inspiring. Youth work must be done with youth not just for youth.

Missing topics: responsibility of young people; the need for more analysis of activities, outcomes and experiences; the motivation for youth workers: resting time, quality time etc.

Finland

There are already several European level documents that pin down common principles for youth work. The charter text refers to them too. The new charter would be more credible if the need for the charter and its added value were argued with concrete links to these European level documents.

Outcomes: This chapter describes youth work only as work done with young people with fewer opportunities even though it should have described as work open for everyone. Mentioning education, learning and employment as outcomes describes local youth work too narrowly as a tool only for those issues. The background documents describe youth work's (expected) results better, considering the overall support for young people's growth. Changing the order of the bullet points would improve the text and the description of youth work.

Purpose: The document should define or give a more detailed description on what is meant by "local youth work". I should clarify that local youth work and municipal youth work are not synonyms to each other. The chart in the picture is messy and it does not explain how the core principles relate to each other. Essential elements, such as young people themselves, youth work education and networks of stakeholders are missing. Clarification is needed on when the chapter describes local, when national and when international youth work. It is unclear if the document is a quality charter or a check list for good quality youth work. These documents should be separate. Concentrate keeping the charter as the description of basic principles of work, the value base and the political framework. Check lists should be added as annexes to the charter.

For Whom: This paragraph is very important, demonstrating the diversity of youth work themes and the multiplicity of youth work actors, and that this is accepted and recognised as the base of youth work.

Germany

[...] strengthens young peoples' sense of well-being and their capacity to resist negative influences and behaviour, thus contributing to their ability to make beneficial choices [as self-confident individuals].



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In general:

- At the very beginning there should/could be a short introduction who wrote the Charter and why such a Charter is needed on European level.
- There should be a definition or a description of why youth work is needed regardless of any kind of problems in society, youth work just as a place for learning for young people. In this context the following aspects should be strengthened: -> civic education or even education for democracy. Youth work as such is the place to learn/to live and experience democracy/democratic values and attitudes -> youth work as the place for the acquisition of competences/experiences, youth work as the institutionalized place for non-formal and informal learning -> youth work as the place for promoting personal and social competences
- The aspect self-organisation and not organised youth should be strengthened. Youth work as the place for processes of self-organisation.
- International youth work (European or international activities) should be clearly mentioned also in the introduction, International Youth Work as an integral part of youth work!
- There should also be a clear reference to youth work as a place for actively promoting social justice/equity and acknowledge diversity. Concerning the outcomes of youth work:
- The three mentioned outcomes in the text represent rather effects adapting the existing system. But shouldn't youth work be also a place to develop a sense of being able to offer criticism, to put something into question and to develop the system further (see also education for democracy)
- The first bullet point referring to labour market participation should not be the first one (see also bullet point two above). "

Hungary: No (2)

The last example of the outcomes seems to cover the active participation/citizenship of young people, but I do believe that term is well-known and should be written in this text too.

Iceland: No (3)

The text needs to reflect that local circumstances, financial means and human resources, vary and needs to be considered as stipulated in the European Charter of Local Self-Government, <https://rm.coe.int/168007a088>, cf art. 4.5. The gender perspective is also missing.

Ireland - Inclusion: 1.3 specific reference to inclusion. -Core principles should include reference to transparency and fairness, quality youth work. -The core principles should also highlight that youth work should be needs led (based on young peoples' needs), youth workers should advocate on behalf of young people, and give a platform to young people to have a voice.

Italy: No (5)

The group finds a lack of awareness on what is youth work from the political side. This cause an issue of acknowledgment for youth work and youth workers. So, youth workers should work not only with young people but also with decision makers, local administrators and politicians to raise their awareness on the issue and on young people needs. In this sense, the definition should be broadened including terms such as advocacy. The definition should include a 360-degree view on youth work not only focusing on the practice of work with young people but including also the other side of the work with local administrators.

It's a matter of strategy and context into which youth work is inserted that should emerge in the introductory text (A common ground). The power of the Charter can lay only on the power to bring the contents of CoE recommendation to local administrators.

Concerning the paragraph on "the outcomes of youth work", the group feels the need to entitle the paragraph as "expected outcomes" or "desired outcomes". Otherwise, the paragraph can cause frustration on those youth workers who have not yet reached those results. Moreover, the second bullet point could be reformulated in a positive way introducing the concept of youth empowerment and the capability to develop conscious choices by young people. Finally, the quote of phrases taken from official documents (listed in the notes) can cause confusion on the style (register) of communication of the Charter.



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Concerning the paragraphs on "Purpose and function of the Charter" and "For whom is the Charter intended?", the group sees the need to adopt different languages, registers and formats for the Charter according to different stakeholders to be reached by this document. Indeed, the Charter, in its current draft, can be a helpful document to raise a discussion and raise awareness among decision makers and local administrators (especially those who are approaching youth work for the first time) and in this sense the Charter can have the format of Guide lines. Considering youth workers as another target the format of a check list (which is not the current one) can turn the document in a useful working tool to quickly verify if youth work in practice is missing some crucial aspect.

Also, young people should be addressed by the Charter as they are the main actor for youth work. In this sense, the current format and language should be completely revised in a youth friendly manner. The general feeling with the current draft is a lack of vision of young people in their leading role in youth work not only as primary beneficiaries but also as actors and protagonist. A good exercise could be to try to write again the whole document from the point of view of young people involved or to be involved in youth work activities.

Youth work achieves this by empowering and engaging young people in connection with the own reality and needs in the active creation, preparation, delivery and evaluation of initiatives and activities that reflect their needs, interests, ideas and experiences. Youth work should also promote and influence young people who are both responsible of making more impact on society and transmitting to the others at a local, regional, national level."

Local suggestion on what would make it more useful • Identification, inclusion and recognition of the profile "Youth Worker" in the regional / national professional catalogue. • Develop and intensify best practice experience. • Involve politicians/decision makers at local and national level. • Identify a way to validate Youth Worker job. • The Charter should be clearer and simpler. A lot of things repeated the same concept. Youth Work needs a fresh and clear speech. A simple and accessible language: user-friendly, especially for youths. • Concrete commitment of the institutions in the recognition, application and promotion of its announcements. • A local monitoring steering group. • Accessibility of youth workers to decision-making processes. • Be legitimated. Make it as effective and fundamental as it already happens for the EVS Charter. Can we imagine the same path/use for this Charter? What we think is missing • Characteristic parameters of the figure of Youth Worker. • The establishment of a national body recognized and locally branched, which coordinates the processes and promotes their practices, as a third party. "

In general, we believe that the introductory text should be understandable to everyone and not only to youth workers.

In the first section (a common ground) about the definition of the youth work and of the youth worker, education, which is one of the fundamental principles of Youth work, should be included as part of the definition of the Youth worker activity.

In the second section (the outcomes of youth work), European level is not included as part of activities and youth policies. The inclusion of this level is essential for Youth work because it links the national dimension with the international one.

About the two concepts of "wellness" and "development of the social community to which youths belong to", a rephrasing and a different interpretation should be realized. In the first case, "wellness" should be intended as "self-awareness and consciousness and self-determination" while, in the second case, "development of social community" should be translated and meant as "active participation of youths to the political life and decisions regarding youth action, life and inclusion". Finally, the term "socialization", should be further explained because this word can have two different meanings: "being sociable" or "development of social communities".

In the third section (Purpose and function of the Charter – the needs of local youth work), regarding the scope of the charter and its functionality, it is not clear why the charter has to be considered as a "double nature document" since it is presented as a "charter" but also as a "checklist". Maybe, the solution could be to translate and set the document with different interpretations to foster a better, clearer and more user-friendly use of the charter. It means that its use can vary according to the target. Thus, it could be a checklist for youth workers and a base for discussion for local administrators or stakeholders starting the process of recognition of youth work. This means



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that the charter should have different format and use different languages according to different targets (i.e. there could be a youth friendly version devoted to young people). In the last section (For whom is this charter?), youths should be mentioned as actors as well as European level link of the activities of the youth workers.

Latvia

1. Overall, the text should be in more simplified English. It is necessary to talk not only about the "Core Principles" but also "Features" such as security, participation, etc. 2. "Constructive pathways" should be replaced with other term, such as "socially accepted" 3. Illustration of the Charter "Core principles" as the centre part is not clear. It doesn't illustrate the following text in the main part. 3. "Socialisation" to be replaced with "social development" (like it is mentioned in section 1 (1.5.)) Using this Charter is a means to that end - what is an added value to this sentence?

Liechtenstein

- a clear definition of local youth work in the paragraph "For whom is this Charter intended" - in the paragraph "Purpose and function of the charter" it is written that the charter should function as a check-list. The format is now not supporting this point. The format should be changed - shouldn't young people being listed as stakeholder?

Lithuania: No (1)

Netherlands: No (3)

Suggestion to add under Youth work in the broader context "Social work is a practice-based profession and an academic discipline that promotes social change and development, social cohesion, and the empowerment and liberation of people. Principles of social justice, human rights, collective responsibility and respect for diversities are central to social work. Underpinned by theories of social work, social sciences, humanities and indigenous knowledge, social work engages people and structure to address life challenges and enhance wellbeing" Add somewhere in the text the trust that youth workers build with young people. An important element: without trust you will reach nothing

Regarding boundaries: what are those boundaries? Consider: what is the relation between youth work and specific themes in the field of youth such as prevention of radicalisation/criminalisation?

Youth work mechanisms are 'strength-based' and start from the very notion that all young people should have the possibilities to live free lives and have reasons to value this. They have abilities and need to have and make choices. Through non-formal education principles and approaches, youth workers can support young people in identifying what are the options that exist for them and in making the right choices towards an active life. Youth policy makers can provide the necessary conditions to make this happen.

Norway

definition of youth (age range; dependency/independency in life) - definition of youth worker - does it include the football trainer; the scout leader; the school social teacher - there should be more emphasis on Youth Information - including both practical information as an orientation to make good choices and systemic information: How to make change happen - the long-term societal effect should be emphasised: Building of democratic structures and actors to strengthen democracy and peacebuilding - there is a clear link between youth work, democracy and peace

Portugal: No (2)

According to the contributions presented, there was an emphasis on the importance of this latter being a document that shows a vision, more than just a "check list" or a "how to" document about what is needed to create a Youth Office. On the other hand, it should help clarify the process by which a vision is translated into reality.

The charter should: - Be sufficiently broad and flexible to adapt to the different characteristics and realities of the various countries and, of course, of their young people, promoting the movement to simplify the local implementation of European policies. - Be clear about its vision, where that vision stems from, how it was built and



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who is addressed by this document. - Be easily read and implemented by various municipalities that present different realities and internal characteristics. - Present proposals on how to train the technicians working on the implementation of youth policies. - Clearly mention the benefits of youth work for young people and the community, as well as for the municipalities and the country. - Address the subject of profiles (what kind of areas of training, skills and personality/motivation do/should youth workers have) and roles (duties they perform, responsibilities - to support self-assessment or empowerment processes).

Slovakia: No (1)

Slovenia: No (3)

Switzerland: No (4)

The topic of the outcome should be added in the third point as follows: youth work should not only enhance young people's sense of belonging to the local community, thus making them want to constructively contribute to its further development, but also contribute to make the communities create the conditions that make this possible.

There could be added a basic brief introduction. It would be good to start such a charter with a small introduction what it is about, rather than the phrase "Youth work practice is, and needs to be diverse...". Only after such a short explanation it would be possible to write about the diversity of youth work practice.

The graphic illustration is difficult to understand. - The document could clarify some of the goals from the youth work and develop the following concepts: «self-determination» --> youth work supports the development of young people's self-determination capacity, enabling them to act, make decisions and assert themselves as individuals. « participation » --> youth work strengthens and supports the participation of the youth. « Self-confidence » and « integration in the society » --> youth works helps youth to become responsible adults, who are confident and able to find their place in society. « support creativity » --> youth work supports and strengthens the creativity of youth.

Regarding the introductory text: Is there anything in the text that you think should be taken out?

Austria: no (7)

Belgium

For whom is this charter It is probably the case that in most countries of EGL, young people have not directly been involved in the consultation on the Charter. As this is not the case, we'd better delete the term "young people".

Croatia: no (4)

Denmark: no (7)

Estonia: no (8)

"...the most important European document on youth work so far." We recommend softening the phrasing "the most important" as some other European level documents even if not so recent can be considered essentially important and influential as well.

Finland: no

Germany: no (3)

„This Charter is hence not a list of obligations (...) to the personal and social development of young people. "since it reduces the likelihood of the principles being considered on a local level with the excuse of individual local preconditions

Hungary: no (3)



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Iceland: no (3)

Ireland: no (2)

Italy: no (9)

"Outcomes of youth work It should be included also outcomes related to the opportunity for young people to live their specific life stage, namely their 'being young' not only as an intermediate stage of transition, but also as a distinctive condition of life characterized by specific desires, needs, interests, languages and lifestyles. The definition of 'outcomes of youth work' in the draft charter tend to be in favour of duties and responsibilities of transition to adulthood. This aim draws attention to the young as "person", already in possession of the skills, dispositions and attitudes that the educational relationship can help to develop. New bullet points could be • Recognizing and supporting the right and skills for young people to influence public decisions that affect them. •

Giving opportunities for young people to express themselves as 'young' by adopting different types of media (arts, social media etc.) • Giving concrete opportunities for young people to put in practice skills, ideas and motivation by supporting youth initiatives and youth-led projects in different areas such as the cultivation of a hobby, volunteer community projects, job-related projects etc. "

Latvia:

This Charter means to.... "is hence not a list of mandatory obligations; rather, it is a" should be taken out

Liechtenstein:

- the graph brings now no added value. The graph's design needs to be improved and it should be completed by a short description and a title - the link between the graph and the text, in which the graph is embedded, is not clear.

Lithuania: No

Netherlands: no (6)

Norway

there are too many repetitions. The phrases often end with "...this should also include young people". This is obvious and needs not be said time after time. (And also: If it remains in the text, the phrasing should rather be the other way around, starting with young people: "...young people and other relevant stakeholders" - It is in general too long and too detailed, partly because of the repetitions. It should be more like the 10 commandments - to be shown on one page/billboard Some examples: - 1.1 is unnecessary - 1.4 is already included in 1.3 - integrate 1.8 in 1.6 and take out 1.5 - 2.3.2-2.3.4 - all these should be taken out - 2.4-2.8 should be merged - Do we need point 3 -? - Do we need point 4 -?

Portugal: no (3)

Slovakia: no

Slovenia:

"a. OUTCOMES OF YOUTH WORK The introduction should better focus on the CoE Recommendation on youth work, in particularly when it mentions the outcomes of youth work. The Recommendation states the following outcomes: - it leads to critical reflection, innovation and changes at local, regional, national and European levels; - it contributes to young people's wellbeing, enhancing a sense of belonging and strengthening their capacity to make beneficial choices; - it supports positive and purposeful transitions in personal, civic, economic and cultural life, enabling - the development of competences that facilitate life-long learning, active citizenship and labour market participation; - it promotes the development of various skills such as creativity, critical thinking, conflict management, digital and information literacy and leadership; - it enhances diversity and contributes to equality, sustainable development, intercultural understanding, social cohesion, civic participation, democratic citizenship and the upholding of the values of human rights; - it strengthens young people's resilience and thereby their capacity to resist negative influences and -



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behaviour Whereas the Charter gives focus on some other dimensions of youth work, such as: development of competences that facilitate further learning and labour market participation, thus counteracting early school leaving and the risk of unemployment. Proposal: The Recommendation better describes the outcomes of youth work therefore we suggest using the wording from the Recommendation. The reason why we would suggest this is that youth work can be quickly misunderstood as a tool for social and employment policies tackling the problems of young people in the labour market and schools. To describe youth work as a tool for young people to resist negative influences might also imply wrong understanding of youth work. Youth work is not there to protect young people or to prevent them from misbehaviour, but to support them to be active in the society. Who decides what is negative influences and behaviour? What if young people are not part of a group who decides what is positive and what is negative? As such, youth work can be easily used as a tool for political manipulation. b. PURPOSE OF THE CHARTER The draft charter states that "without giving specific solutions, it acknowledges that solutions must be designed and implemented at the local level. What if a solution is designated on regional, national or European level? Can it work? What is meant with "serious reflection as a prerequisite? "

Switzerland: no (6)

If you read the text you get the feeling that youth work has the solution for all the problems young people have today. The introduction is a good summary of the following chapters. If one assumes that youth workers are professionally trained, it is not clear what the goals of the paper should be. To the layman it only gives the impression that youth workers are / must be all-rounders.

Regarding section 1, "core principles that should guide youth work". Is there any bullet point(s) that you think should be added?

Austria: no (6)

Participation is mentioned but could be formulated clearer in some nuances. "Young people not yet reached" is an essential approach and it would not hurt to be clearer also here

Belgium: no

Croatia: no (3)

No, the text is very clearly detailed, and we would say that maybe it is to detail...many of the bullets are relevant to more than one section and maybe there is no need to repeat them. One field with the name Core principles...might be enough for the reader to have clear picture. This would bring us a document easier to read and more to the point.

Denmark: no (7)

Estonia: no (5)

*to encourage and assist on mapping interests of young people, *to guide, support and find opportunities for realizing the interests of youth through various community partners, positive self-realization gives young people a positive experience and desire to apply gained knowledge in their lives

"We would add the following bullet point: 1.10 to be based on the needs and interests of young people "

duty, commitment and responsibility of young people

I would like to add - based on needs of young people

Finland



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"The list 1. " core principals" should be as it is named: it lists the core elements of youth work and describes the core values of youth work on a more general level. Therefore, it is the basis of description and the following lists 2., 3.... explain in more detail the elements of list 1. The hierarchy of these lists should be seen in the document. The style of the charter is rather solemn, ceremonial, idealistic and demands a lot from youth work. A document that would describe a more realistic and adequate level of quality could be more encouraging. - Instead of numbering, bullet points should be used. But if the numbers are used, the order of elements should be decided to highlight the hierarchy of elements, e.g. point 1.9 should be the basis of everything - Participation should be seen more prominently, highlighting the need of young people as the basis of youth work. - The text is missing the idea of accepting every young person as they are, that should be added. - The idea of seeing young people as a resource is missing "

Germany

„to be centred around young people and strive to enhance their autonomy, [possibility of participation] and access to rights “

the aspect of learning and experiencing democracy/democratic values

Hungary

- The youth worker must be genuine and objective with young people. - The youth work must work like an authorless service for everybody.

Youth work should be visible and supportable for all members of the society. Its importance should be evident for the micro- and macroenvironment (parents, relatives, future potential employers, non-profit and for-profit organizations) of young people.

Iceland: no (3)

Ireland

"• To respond to needs of young people in an authentic and compassionate way. • To advocate for young people • To be sometimes unclear, and exploratory and adventurous and not measurable other than how young people might reflect on the journey. "

Italy: no (9)

- 1.10 "to be clearly targeted and cooperative at a local level and support"

Latvia

In the end of 1.8. add "and responsibilities"

Liechtenstein: no

Lithuania: No

Netherlands: no (4)

to create a professional trusting relationship with young people, so they can say anything they want and need.

Norway

Youth Information

Portugal: no

Slovakia: no

Slovenia



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One additional possible core principle could be, that youth work should be aligned as much as possible with local needs or with local public interest. As a big part of youth work is done through NGOs who in one way or another already contribute to bettering local realities, this core principle is in our opinion already implemented, but missing in the text.

Youth work should emphasise more on street youth work, peer-to-peer information flow, cultural and artistic engagement. Youth work needs personal approach to individual. Focus of development of youth work should be in education and training of youth workers also from financial point of view.

Switzerland

1.2 to be based on voluntary active participation 1.3 an their political orientation 1.4 tries to reach include groups of young people not yet reached (it's not necessary to reach all young people) 1.8 to be centred around young people and strive to enhance their autonomy, their self-determination and access to rights ... to meet young people where they were they stay and also work in the digital world.

"A few points should be mentioned: equal opportunities for all young people, their empowerment and their unlimited enjoyment of rights. A suggestion (in bold): • 1.3 „to target all young people regardless of background and living situation and to make them aware of the fact that they all have equality of opportunity“ • 1.5 „to aim at promoting and contributing to the personal and social development of young people as well as their empowerment“ • 1.8 „to be centred around young people and strive to enhance their autonomy as well as their access to and enjoyment of rights,, "

The bullet point «background» should be more explained and possibly expanded on the socio-economic background.

Impact goals of the work integration, the conditional health promotion and youth culture should be added.

Regarding section 1, "core principles that should guide youth work": is there any bullet point(s) that you think should be re-formulated?

Austria: no (6)

"to enhance their autonomy" could be said clearer by using youthful methods

Belgium

1.3 and 1.4.: should be reformulated, in view of our general remark above. Not every individual youth work initiative or organization should do this to the full extent. Reality is more complex. These principles should also not harm the other principle of voluntary participation. 1.7: should be reformulated to make clear which of 2 ideas we want to express: "youth work should use informal and non-formal methods (the way we work)" and/or "youth work should support informal and non-formal learning (as one effect)". 1.9.: should be shortened in order not to express a too rigid process but, on the contrary, a flexible one with enough space for creative and unexpected impulses by young people. We propose: "to be created and carried out for, with and by young people".

Croatia: no (4)

Denmark: no (5)

"Comment for 1.4: - 1.4: How is this done? How do we make sure that everyone is reached?"

Estonia: no (6)

*to be based on informal and non-formal learning, non-formal learning integrated together with formal learning making learning progress attractive, interesting and creative, helping comprehensive development of the youth;



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"1.1 to be perceived as being attractive, bringing added value and/or joy in life; - it is too abstract 1.6 To perceive young people as resource and possibility, not as a problem"

1.1 to be attractive, bringing added value and/or joy in life; 1.7 1.7 to be based on informal and non-formal learning, and in cooperation with formal education;

Finland

"1.8 should refer to youth work values: non-discriminatory policy, based on human rights, etc. - 1.7 to be corrected as "develops non-formal learning" or "based on methods of non-formal learning"

Germany

1.1 to be attractive, bringing added value and/or joy in life. (not to be perceived as) - 1.3 maybe clearly name the background (social, ethnic, religious etc.)

Hungary

1.6. to meet young people as capable individuals and primary resources in their own lives, and having possibilities, they have intentions of improvement as a starting point for action; 1.7 The learning to be based on informal and non-formal acquirement 1.8 to be centred around young people and strive to enhance their autonomy and access to rights and active citizens

The goal related to attractivity should be finetuned this way: "to be perceived as being attractive, through formulating and transferring important values that bring joy in life." Another respondent thinks that it is also important to motivate the organizations to invest into youth work. The concept should be attractive for them too. A local government recommended two changes: 1.6: to meet young people as capable individuals and primary resources in their own lives, active participants of community development, and having possibilities, not problems, as a starting point for action; 1.8: to be centred around young people and strive to enhance their autonomy and access to rights as well as their becoming active members of the society Another local government suggested the following changes: 1.6: the addition of a reference to the target group of young people who have initial difficulties combating their challenges. 1.8: a higher emphasis on the comprehensive awareness raising to their rights the feedback from a county pointed out that in the 1.6 point of the charter, the parts related to opportunities, not problems, should be taken out as it is too overgeneralizing and simplifying. According to them young people do have problems, and the solutions to these should be viewed as opportunities.

1.6 to meet young people as capable individuals and primary resources in their own lives, and having possibilities, not obstacles, as a starting point for action;

Iceland: no (2)

Suggestion for change in bullet point 1.6: "to meet young people as capable individuals and primary resources in their own lives, and having possibilities and their strength, not problems or weakness, as a starting point for action

Ireland: no (1)

Italy

The group suggests putting current point 1.5 as the first point as it is perceived as the most important. Reformulate point 1.6 as follows: to meet young people as capable individuals and primary resources in their own lives and for the whole society. Reformulate point 1.8 as follows: to be centred around young people and strive to enhance their autonomy and access to rights and their point of view on society. Reformulate and merge together current points 1.3 and 1.4 as follows: to target all young people including groups of young people not yet reached, in all kind of living situation; build one single point around the concept of inclusion.

Yes - 1.2 and 1.3 could be easily merged as follows: "to be based on voluntary participation – on young people taking part out of their own will and motivation, regardless of background and living situation;" - 1.8 "to be



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focused on young people and strive to enhance their autonomy, motivation and access to rights” - 1.9 “to be created, organised, planned, prepared, carried out, evaluated and followed-up together with young people.”

1. The core principles that should guide youth work are that it needs ... 1.1 to be perceived as being attractive, bringing added value and/or joy in life; Comments: the word attractive in Italian sounds like the youth work is something to sell. Maybe the expression “to be perceived as close to the needs and wish of young people” is better (it looks more like the concept of empathy). 1.2 to be based on voluntary participation – on young people taking part out of their own will and motivation; Comments: here the idea of “voluntary” looks too strong and not inclusive. Sometimes the participation in the beginning is not voluntary but it can become. About the young people coming from disadvantage background is longer and more difficult the process of involvement. This happen also because often the access to the opportunities is quite difficult for them. So maybe we prefer to say that “to be based on voluntary participation taking into account the background that could needs different time to feel comfortable”. 1.3 to target all young people regardless of background and living situation; Comments: here maybe we prefer something more precise about the age of the young people (what’s the range we are talking about? Could be from 14 to 30?) 1.4 to actively reach out to and include groups of young people not yet reached; 1.5 to aim at contributing to the personal and social development of young people; 1.6 to meet young people as capable individuals and primary resources in their own lives, and having possibilities, not problems, as a starting point for action; 1.7 to be based on informal and non-formal learning; Comments: this is important but is necessary to be more precise. Maybe we prefer to talk about “to be based on community development approach who is based on informal and non-formal learning”. This consider also the school for example as institution active partner of the development of a community. 1.8 to be centred around young people and strive to enhance their autonomy and access to rights; 1.9 to be created, organised, planned, prepared, carried out and evaluated together with young people. Comments: maybe here we prefer to talk about activities not youth work in general. We think about youth work as method or approach not a mission for young people. The young people take part in the activities, but they are not necessary interested in youth work as general concept. So, it could be: “to ensure that the activities are created, organised, planned, prepared, carried out and evaluated together with young people”. General comments on this point: It is not mentioned the gender balance as core principal. We’d like to see it in this section.

1.1 to be perceived as being attractive, bringing added value and/or joy in life; IT DOES NOT SOUND CLEAR. WHO SHOULD PERCEIVE YOUTH WORK AS ATTRACTIVE?

“1.1 The sentence is too generic, it can give a misleading value to the role of youth workers. We also recognize that the translation in Italian can be less effective than the original one in English. 1.2 It would be useful to add “in rural and isolated contexts”. 1.3 It would be better to use the approach “valorising diversity, different experiences and cultural backgrounds” instead of “regardless of background and living situation”. 1.5 to add “young people that will act as multipliers in their community”. ”

Latvia

Reformulate section 1 to: "The guiding youth work principles need to be..."

Liechtenstein

- the title should be less complicated. Suggestion: the core principles of a charter on local youth work need to: - Point 1.1: should not be the very first of the list, move to 1.6 - Point 1.3: please complete sex, religion, ethnic group... - Point 1.6 should be moved higher - Point 1.8 should be moved higher in the list

Lithuania: No.

Netherlands: no (5)

"to target all young people regardless of background, (religion) and living situation"

Norway

Some examples: - 1.1 is unnecessary - 1.4 is already included in 1.3 - integrate 1.8 in 1.6 and take out 1.5 - 2.3.2-2.3.4 - all these should be taken out - 2.4-2.8 should be merged - Do we need point 3 -? - Do we need point 4 -?



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Portugal: no (2)

Slovakia

Bullet 1.5 – We suggest including professional or carrier development as following: “to aim at contributing to the personal and social and professional/carrier? development of young people;”

Slovenia

a) Active participation of young people should be more emphasised in the Core principles section. E.g.: 1.1. to be based on voluntary and active participation b) To target all young people regardless of background and living situation should be replaced by: to provide equal access to all young people regardless of background and living situation Reason. Some youth work activities can be targeted to a specific group of young people (e.g. young girls living in a rural area).

We propose the re-formulation of the last part of the point 1.6 – perhaps “to recognize young people as capable individuals and primary resources in their own life, and to provide a positive outlook for action”.

Switzerland: no (4)

it encourages, stimulates and awakens the desire to exploit one's own potentialities, one's own abilities, to bring out hidden resources, develops and facilitates socialization. creates concrete opportunities for aggregation, with the aim of promoting social cohesion based on the fundamental values of peaceful, tolerant and supportive action.

1.6. the phrase is too complicated - we suggest taking out "primary resources in their own lives"

“Bringing joy in life” --> This wording seems to be a bit simplistic / naive for such a document. The concept of joy is difficult to define, rather philosophical and is specific to everyone. A wording more appropriate should be found. Anyway, youth work does not always happen in a context of joy. It can also be a support for young people facing difficult situations.

Regarding section 1, “core principles that should guide youth work”: Is there any bullet point(s) that you think should be taken out?

Austria: no

Belgium: no

Croatia: no

Denmark: no

Estonia: no

Finland: no

Germany: no

Hungary

A local government of a county recommended the removal of focusing on young people as it is redundant and refers to the main goal of the charter itself.

Iceland: no

Ireland



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1.1 not a core principle of youth work, statement is too vague, added value to what? Be more concrete e.g. more relevant to foster social, personal and critical development of young people.

Italy

The word "attractive" in current point 1.1 does not sound good in Italian. It could be replaced with something that suggests light heartedness, engagement and a positive approach. Take out current point 1.8 Point 1.3 There is a need to recognize different targets. The inclusion of groups of not yet reached young people (point 1.4) should require also to look at their personal as well as to social problems that may hinder their participation. Point 1.6 says 'having possibilities, not problems, as a starting point for action'. In our opinions, starting point cannot be neither only problems or only possibilities. Of course, youth work should have the primary goal to discover or generate positive opportunities for young people, as well as to help them to discover their personal positive skills and resources. However, these goals can be often reached by taking in consideration problems related to barriers and resistances operating in social context, as well as in the personal experience of the young. Therefore, we suggest reformulating 1.6 as follows: 1.6 to meet young people as capable individuals and primary resources in their own lives, and to tackle barriers and resistances (at a social and individual level) that hinder the positive potential and contribution of young people for themselves and their community.

Latvia: no

Liechtenstein

Point 1.9 and Point 4.2 are the same. Does it need to repeat?

Lithuania: No

Netherlands: no

Norway:

1.1 1.4 1.5

Portugal: No

Slovakia: no

Slovenia: no

Switzerland

1.1 not professional formulated and unnecessary. Should be defined more precisely 1.4. is not always necessary or priority. It depends on the context.

Discussions at the 2nd European EGL Event regarding section 1 of the Charter

The method used allowed participants to be introduced to the process that was implemented for the charter development until the current stage. On the following moment participants were requested to give feedback on new possible elements to be introduced on the Charter and that were identified after the first online consultation phase.

Using a silence brainstorming exercise combined with a prioritization of the existing proposals, the group was able to identify three options that participants discussed on a deeper level during the consultation workshop.

Please find below the main outcomes of the consultation on suggested introduction to the charter:

"Experiencing democracy and promoting democratic values is crucial in local youth work"

Votes supporting the introduction of the sentence – 48

Comments:



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- Is it possible to promoting that values in each situation
- Values + rights
- Yes, but also thinking outside the boundaries of the current political system
- Attention for changing the status quo
- Y.W. can provide a first experience of direct democratic life through youth participation at local level
- Democratic values are limited politics and policies
- And European citizenship

"Youth work is to be attractive, bringing added value and/or joy in life"

Votes supporting the introduction of the sentence – 27

Comments:

- Attractive word is not needed
- About awareness not much for joy
- Is the use of a word joy not too emotional for a charter?
- Living reality + spaces of young people as starting point for youth work which means its attractive and respond to needs
- Attractive or support
- Attractive for people? As what?

"The aspect of learning is essential in local youth work "

Votes supporting the introduction of the sentence – 25

Comments:

- Non-formal education and non-formal learning is the basis of Y.W.
- YES, especially critical thinking skills
- Non- formal learning
- No! For education yes but not YW
- A place to be who they are
- No obligation
- Unformal informal education
- I would stress more the concept of education than the one of learning
- Educational role of Y.W

"Youth work Is to be cooperative at the local level"

Votes supporting the introduction of the sentence – 15

Comments:

- With other realities
- It is more like a process or method and it is involved in number 3
- Including grassroots initiatives
- It depends on meaning of cooperative! All actors must be on an equal level
- Too general the principles should stay more focused
- Covered in point 1.9 and 2
- Does it mean to this section 2
- Cooperative with?

"Youth work should be aligned as much as possible with local needs or with local public interest "

Votes supporting the introduction of the sentence – 17

Comments:

- "As much as possible" to vague, no coherent enough
- Public interred + youth interest



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- Youth work should have the choice to work without demands of Municipalities
- Who defines these local needs and interests? It sounds too limiting in my opinion
- Much top down
- Young people are in focus! Local needs- based on policy
- Open access to everybody
- Public interest doesn't necessarily mean "youth interest"
- Y.W. should be able to turn young people local needs into local public interest/ local youth policy
- What is European value in this?

"Gender balance is crucial in local youth work"

Votes supporting the introduction of the sentence – 11

Comments:

- Is the word crucial appropriate?
- Put it to practice of YW
- At times you need targeted activities
- There should be choice + accessibility
- And all the other target group?
- + sexual and cultural diversity
- I would replace to understand gender equality
- Sensitivities with gender issues / challenges
- Balance – its more awareness on gender issues
- Sensibility to gender issues
- Crucial = A word like you must do it
- Not a necessity. Depends on the identified needs
- It depends on target group + needs of young people
- Man dilute actual youth work
- Incorporated in another core competency

Conclusions

Based on the results of the workshop we could see that the main suggestions supported by participants to be introduced in the Guiding Principles of the Charter were:

"Experiencing democracy and promoting democratic values is crucial in local youth work"

"Youth work is to be attractive, bringing added value and/or joy in life"

"The aspect of learning is essential in local youth work"

Regarding section 2, "policy development: Is there any bullet point(s) that you think should be added?"

Austria: no (6)

Belgium:

In our view section 3 is a combination of items that refer to the desired policy development (section 2). Therefore, we propose to delete section 3 and add the following items to section 2: 3.2 / 3.3 / 3.4 / 3.6.5 / 3.7. For more explanations, see our comments in section 3. As in section 5, we propose to add also in section 2, a reference to an ethical framework, based on the UN declaration of the rights of the child, to be supported and respected in the frame of local policy development.

Croatia: no

Denmark: No (6)



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Point 2.4 about indicators: Have you discussed any further, how such indicators might look like? It is interesting whether the partners can agree on what is important to measure here, how big of an impact such a discussion has on the field of education, and followed by bench-marks, which in the beginning were perceived as highly controversial in some countries.

Estonia: no (7)

"2.2 to engage all relevant stakeholders, ESPECIALLY young people, to take part in all stages of the process, given clear roles and mandates; "

2.3.3 - also all trends, not only youth trends

Finland

"- " Policy development" should be changed into "local policy process recognises..." or similar - The paragraph refers on one hand to grass root level work and on the other on policy level decisions. It is confusing and messy. The paragraph should mention more clearly on which level the bullet points refer to and which actor is in charge. "

Germany

to be assigned an appropriate priority and access to relevant resources in awareness of the fast-moving reality of young people's lives.

Hungary

- Coordination is needed between the sectors for clear and visible work. - Making local measurements regularly including young people because of the genuine developmental progresses. - Clear regulations and procedures are needed

to relay on and work in cooperation with formal educational institutions as well

Iceland: no (3)

Ireland:

"• To have a defined process with a clear identification of the levels of power and responsibility among the stakeholders. • To be accountable "

Bullet to reflect the need for evidence-based policy making,

Italy: no (7)

Add the idea of continuity (follow up) and long-term perspective to point 2.1 as one of major problem for youth work is the lack of a long-term perspective because of lack of funding and lack of a political view on youth policy.

- 2.9 "to be recognized and valued by the local actors and authorities, and by the Government as well"

We express some doubts about the point 2.4 "to be based on clear and measurable indicators regarding what should be achieved in relation to young people's participation, influence and learning"; The recognition of youth work is of course tied to the ability to demonstrate working methods and the impact on the lives of young people. Growing institutional pressure towards the evaluation of youth work is, however, likely to expose the risk of an excessive and somewhat paradoxical "formalization of non-formal education. However, the relational processes peculiar to youth work are characterized by a strong element of unpredictability, so that youth worker is forced towards seizing opportunities (and addressing problems) that arise also (and often especially) during the process. The challenge, therefore, is that of evaluating youth work while not being limited to the assumptions as explained by policy makers regarding expected effects. Otherwise, it involves an outlook open to the exploration and interception of the positive unexpected opportunities and positive resources of a youth work programme or practice.



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Therefore, the point 2.4 could be reformulated as follows: "to be based on clear and measurable indicators regarding what should be achieved in relation to young people's participation, influence and learning, but recognizing that youth work outcomes and process cannot be always predictable and/or measurable and being open to the interception of positive unexpected positive outcomes and opportunities arising during youth work process".

Latvia: no

Liechtenstein: no

Lithuania: No.

Netherlands: no (5)

Municipal councils and policy makers need to know how young people and youth work contribute to the improvement of their neighbourhood. Having a systemic 'community goal' supports young people's commitment and helps to further develop cross-sectoral policies and infrastructures as necessary conditions for sustainable collaboration. This also implies the allocation of (future) resources and availability of cross-sectoral budgets. It is therefore important to keep council members, policy makers, and managers regularly updated about the progress in all stages of the cooperation and of the actions undertaken, as this will also allow giving them a voice in the development.

Norway: No

Portugal:

To raise awareness among the municipalities, as complex and bureaucratic multisector institutions, to the importance, objectives and specificities of the functioning and organization of youth offices, to initiate this process of alignment, starting from the internal dimension, so that the discussion and implementation of measures can be more profitable and sustainable.

Slovakia: no

Slovenia:

2.3.2 to be added: all stakeholders are well informed, and consider, the living situation, needs, interests and abilities of all different groups of young people.

In point 2.1 the word "participatory" could be added after "democratic".

More attention of the chapter should be on the added value of youth centres, which are the spaces and places for expressing youth through youth work. Accurate and regular recording and highlighting the results of youth work at the local level. Development of common quality system ·making youth work more recognisable and measurable. Higher involvement of decision-makers in international events.

Switzerland: no (4)

To be ready for the changing circumstances and changing needs of young people to be sufficiently agile in the implementation.

3.4. should be in section 2. 2.3... all stakeholders are well informed about the different milieus in the community. 2.3... all stakeholders are well informed about the different approaches in the youth work.

The concept of « sustainability » should be added. The projects in the field of youth work must be thought in a sustainable way which implies that enough financial resources must be provided to ensure this sustainability.

Regarding section 2, "policy development": Is there any bullet point(s) that you think should be re-formulated?

Austria: no



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Belgium

"The title should be clearer to indicate that this section is about policy making in support of local youth work. 2.2.: to engage all relevant stakeholders, and young people at the first place, to take part in all stages of the process, from start to finish, given clear roles and mandates; 2.3.: to shorten the document and limit overlap with other sections, we propose to reduce the text to one bullet point without sub-bullets. The text could be: be based on knowledge and comprehension of the core principles of youth work, of its daily practice and of available research on young people and youth work. 2.4.: to avoid any wrong perception of this item, we propose to add in the text: quantitative and qualitative indicators, agreed by all stakeholders involved and related to local policy development. 2.6. It should be made clearer that this refers to "local policy goals" and that these should also be agreed with all relevant stakeholders. "

Croatia: no (3)

"I am not sure if point 2.4. should remain the same or included at all. If this is about helping policy-makers build a meaningful plan of structural interventions in the YW field, I can live with that. However, the more I know and think about it I am becoming quite certain that on an individual/beneficiary level YW cannot function properly if it is not seen primarily as a social value (mean in itself), rather than method of creating ""desirable young people"" (mean to an end). I guess what I am trying to say is that plans, measures and indicators in YW are fine if their achievement does not become the primary purpose of these activities; particularly if meeting them may influence future institutional and financial sustainability of these YW services. YW when delivered properly seems to me more of a fine craftsmanship than industrial production compatible with counting, labelling and packaging. Thus, amending this bullet along these lines may be useful from my point of view. Also, I find 2.6. somewhat problematic (particularly in conjunction with 2.5.). I think that youth work does have a political dimension, but it should not be linked in any deterministic way to will of any political authority. Quality YW can sometimes see eye to eye with (local) politics on what needs to be done, but even if that is not the case, such services should be supported because they are viewed as a social value transcending projects of ongoing administration. That is something I think that young people should expect from (local) authorities. "

Denmark: no.

Estonia: no (8)

"2.3.3 all stakeholders are well informed about research and new trends in the field of youth and youth work on (delete: both) European, national and local level; 2.6 to lead to clear, LONG-TERM AND STRATEGIC local aims and objectives; 2.8 to be implemented in cooperation with all relevant stakeholder, ESPECIALLY young people. "

Finland:

"- 2.4. the work should not be based on indicators. Evaluation of work is helped by setting indicators. -
2.4. The local youth work should be based in a planned strategy of the organisation. On the other hand, there are strategies on higher levels that should be taken into consideration in creating a strategy. - 2.4.
when deciding the final wording of this bullet point, it should be taken in account that all the elements of youth work (issues based on values, such as attitudes) cannot necessarily made into measurable indicators - 2.8.
The final wording of this bullet point should highlight how all young people are included and how the voice of young people would be heard "

Germany:

2.2.,to engage all relevant stakeholders, including young people, with clear roles and [relevant/influential/...] mandates in all stages of the process. "to express the need for actual involvement in decision-making rather than creating toothless mandates solely there to simulate non-existent participation

Hungary:



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2.4 to be based on clear, independent and measurable indicators regarding what should be achieved in relation to young people's participation, influence and learning; 2.6 to lead to clear and profession politically approved local aims and objectives;

A local government recommended the following changes: 2.2: to engage all relevant stakeholders, including young people, with clear roles, mandates, responsibilities and deadlines in all stages of the process; 2.6: to lead to clear and approved by the policy level local aims and objectives; 2.7: to clarify the role and position of local youth work policy within the broader youth policy and other policy fields on local, county, regional, national and European levels; 2.8: to be implemented in conscious cooperation with all relevant stakeholders, including young people. Another local government suggested the following: 2.6: "clear and approved" - clear and accepted A local government of a county emphasized that in point 2.3 a reference to the wide visibility and communication of the results of the research with all stakeholders.

Iceland: no

Ireland:

2.2: Should engage all relevant stakeholders in a meaningful way 2.3.4: Focus on follow up, evaluation and include in the cycle review and update policy development 2.8: instead of 'implemented in cooperation' it should be replaced with 'consultation+ dialogue' and follow-up with all relevant stakeholders

Italy:

Reformulate point 2.2 as follows: to engage all relevant stakeholders, starting from young people, with clear roles and mandates in all stages of the process; suggests the idea of young people as main actors of youth work. Reformulate point 2.3.2 as follows: all stakeholders are well-informed, and consider, different backgrounds and needs of all different groups of young people; Reformulate point 2.7 as follows: to create a connection between youth work at local level and youth policies in a broader sense. The word "politically" in point 2.6 can sound as partisan in Italian, it could be replaced with the concept of public interest.

Yes - 2.3.1, 2.3.2 and 2.3.3 could be merged in one point - 2.5 "to be adopted in compliance to the available budget and capacity"

Yes - 2.5 "to be clearly linked to budget and organisational capacity, co-financed by partnership in the possible measures and audited transparently"

2.1 to be clearly structured and carried out in a democratic and transparent manner; Comments: here is important to be clear that there is not a connection with the political party's program but the local public interest. So, it could be: "to be clearly structured and carried out in a democratic and transparent manner focused on public interest". 2.3.4 there are clear routines for analysing and considering the follow-up and evaluation of local preconditions, work processes and outcomes; Comments: we just said that in this part we see the risk not to include the young people with fewer opportunities. 2.6 to lead to clear and politically approved local aims and objectives; Comments: after a long discussion, thinking about the Italian feeling regarding the politicians, maybe instead of "politically approved" we prefer to talk about "public interest". So, it could be "to lead to clear aims and objectives of public interest". Other point is that is necessary to share and build the aims and objectives with the local government but not to be politically approved. General comments on this point: Someone thinks it is however important to sensitize the politicians about the impact of the youth work. Then we think is necessary to talk about the resources and the budget for the youth work.

2.7 to clarify the role and position of local youth work policy within an in relation to broader youth policy and other policy fields on both local, regional, national and European level; IT SHOULD BE UNDERLINED THE NEED FOR A LONG-TERM PERSPECTIVE AS WELL.

2.1 to add "recognized and used as integral part of the process" 2.2 reformulate it in the way that young people come at the first place. Instead of "including young people": "to involve, besides the youngsters, all the relevant



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stakeholders" 2.6 instead of "approved": "recognized and supported at political level" 2.7 It is too articulate, not so understandable. There are no suggestions for reformulation 2.8 the same as 2.2

Latvia:

2.2. should be reformulated "to engage all young people and all relevant stakeholders, with clear roles and mandates in all stages of the process" 2.8. to be reformulated "to be implemented in cooperation with all young people and all relevant stakeholders" 2.5. should be reformulated "to have clearly allocated budget and assured organisational capacity" 2.6. should be reformulated "politically approved" to "strategically approved" 2.3.1. & 2.3.2. & 2.3.3. "are well informed" should be reformulated to "have an access"

Liechtenstein:

- Point 2.1 in a democratic, participatory and transparent manner -Point 2.2 it's not necessary to write "stakeholders including young people" if it has been stated clearly in the introduction that young people are stakeholders - Point 2.3.4 is too vague and not easy to understand, please add a concrete example like "clear routines including monthly meetings or standard feedback forms..." -Point 2.8 should be clearer and underline the need for a participative process.

Lithuania: No.

Netherlands: no (4)

2.2. to engage all stakeholders, especially young people... The young people should be the starting point and they should have a clear influence in the policy development

Bullet 2.2 to engage all relevant stakeholders, - including young people-, with clear roles and mandates in all stages of the process; change to - firstly and especially young people -.

Norway:

Merge 2.4-2.8

Portugal: no.

Slovakia

"2.3.1 all stakeholders are well-informed, and take into account, the living situation and needs of all different groups of young people as well special local conditions and circumstances."

Slovenia: no

Switzerland: no (4)

2.1/2.2 "clear" is not always clear. These claims are too high. 2.3. Who is responsible to guarantee the information of the stakeholders? The stakeholders themselves or the youth workers? 2.3.2 "all different groups of young people" This is not possible. There aren't as many youth workers as needed. 2.3.3 to be well-informed on all levels seems to be a fulltime job. This should be the job of specialists who follow these developments and pass them on to specialist conferences to an interested audience.

2.3 also based on experience.

2.3.4. this phrase is too complicated, it should be simplified and sharpened. Proposal: There are clear routines for ongoing evaluation.

Regarding section 2. "policy development": Is there any bullet point(s) that you think should be taken out?

Austria: no



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Belgium:

To shorten the document, we propose to delete points 2.3.1 to 2.3.3. and reduce it to one item 2.3., as mentioned above. We propose to delete 2.3.4. to avoid overlap with other sections (like section 6)

Croatia: no

Denmark: no.

Estonia: no (8)

"2.7 to clarify the role and position of local youth work policy within an in relation to broader youth policy and other policy fields on both local, regional, national and European level; Part of it applies only if there is a broader youth policy (e.g. on national level)."

Finland: no

Germany

2.6 removed since local youth work should be linked to the needs and interests of the youth, not to political objectives → e.g. LGBT youth work could be marginalised in countries with little inclusive political goals

2.4 rather take out: we seriously doubt that the learning and participation of young people within youth work can be measured or performed with clear indicators

Hungary: no

Iceland: no

Ireland: no

Italy: no (9)

Take out point 2.8 as it is like point 2.2 (it sounds redundant).

Latvia: no

Liechtenstein: no

Lithuania: no.

Netherlands: no (5)

The last part of the last bullet is the most important and should stand much higher in the row

Norway

2.3.1-2.3.4

Portugal: no

Slovakia: no

Slovenia: no

Switzerland: no

2.3.2-2.3.4 should be taken out. They are too complicated for people who are not specialized in the field of youth work, who are often in the position of policy and strategic development.



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Discussions at the 2nd European EGL Event regarding section 2 of the Charter

The group discussion was directed towards acquiring new insights on two topics that were recognised as most controversial or least covered in a consultation process that preceded the Europe Goes Local second conference.

The first question was related to the stakeholders in the policy development process on the local level: "What are the channels of involving various groups of stakeholders in the policy development process (assuring representation of all relevant stakeholders, especially the youth with different background) on the local level?"

and

the second tackled responsibilities of the stakeholders in the policy development process:

"Who shall be responsible for providing organisational, infrastructural and financial resources for policy development process on the local level?"

Inclusion of the young people in the policy development process from the inception phase was the most important foundation of successful policy development process on the local level mentioned in the very beginning of the first discussion group.

Discussion groups on the first question identified inclusion of the young people, especially the unorganised young people as a major challenge to policy development process on the local level. Regarding the youth who are relatively easy to access, meaning youth who are still in educational system, or the young people who are members of the youth clubs or associations or the youth council, it was emphasized that they must be acquired with the policy development process in a youth-friendly and inviting way.

One of the conclusions that resonated with opinion of the majority of the discussion group's participants was that successful policy development process must try to include young people who are self-organised or members of the grass-root initiatives, especially in the case of the marginalised youth like members of the LGBT community, minorities, refugees and migrants. Another channel of inclusion of the unorganised youth could be through municipal activities and projects. Ombudsperson could also be a person who could help in getting on board young people who otherwise could not be included in the policy development process on the local level. Moreover, the policy development needs to be action-oriented and resonate with the rights and needs of the young people. A participant from the European Youth Forum has pointed out that the EYF is more in favour of the rights-based approach as the youth rights are well recognised and incorporated in existing policy documents. Contrary to this, recognition of the needs of the youth often requires additional research and are therefore not always well represented in the policy agenda.

One of the sub-questions during a discussion on the first question lead to a conclusion that the informal groups of the youth are often expected to form formal structure to be able to continue participation in a policy development process, which might hinder participation of the young people. A tool for bypassing this obstacle can be found in issuing a public call for joining policy development process, which is already been implemented in some countries, like in Denmark.

Digital youth participation in policy development process was an interesting point raised by participants from several countries – Estonia, Denmark, Finland, Ireland, Norway and UK. Apart from these countries, where youth digital participation is a well-established practice, there was also mentioned that the city of Thessaloniki (Greece) has just developed a new model for supporting youth centres via digital consultation process which results are binding. Also, the city of Varaždin (Croatia) is just undergoing a process of introduction of a digital voting on youth related issues. An important notion was introduced during a discussion on digital youth participation – inclusion of a digital component into policy development process requires a holistic approach – gamification + face-to-face approach.

A participant from Denmark gave an example of a public consultation process on a new cultural policy, which gathered more than 1.000 young people who had a chance to engage in live 2-day consultation process, and the costs were covered by the public authorities.

A participant from Latvia elaborated on implementation of policy development process on the local level that was transferred from the structured dialogue process and adopted to requirements of the local policy development.

The participants of a discussion group have identified sustainability of the policy development process on the local level as one of the most crucial components that has to be fulfilled to have successful policy development process. In this regard, it was suggested to have ongoing consultation process – a policy development process inside the policy development process – where the policy is constantly being reviewed as stakeholders and conditions are changing.

When asked WHO are the stakeholders that should be included in a policy development process on the local level, the participants listed several types of stakeholders:

1. Representatives of the local authorities;
2. Representatives of the local services targeting young people;
3. Representatives of the welfare service;
4. Representatives of the local youth council;
5. Representatives of youth civil society organisations not present in the local youth councils;
6. Young people engaged in local youth/school parliaments;
7. Young people gathered in interest groups/unorganised youth;
8. Young individuals invited to join the process via public consultation call;
9. Youth workers;
10. Researchers;
11. Educators;
12. Representatives of educational institutions;
13. Depending on the topic, representatives of the health-related services, employment services, workers unions, institutions in culture, etc.
14. Local politicians.

It was identified that local authorities and public services that are targeting young people on the local level often do not possess basic skills and insights related to the youth sector, especially regarding the youth policy and youth research. Moreover, researchers are usually included at the national, not at the local level.

In a case of hard-to-reach young people youth workers should act as the lobbyists who speak instead of unrepresented young people. Prior to this, the youth workers should identify the needs and interests of unrepresented young people via detached/open/street youth work.

Trustful environment and avoiding tokenism were recognised as one of the most important prerequisites for successful inclusion of the young people in policy development on the local level. In addition to this, the stakeholders coordinating the policy development process on the local level should invest resources into raising awareness about importance of policy making process, especially among the young people.

In regarding to the second question, the participant was almost unanimous that the youth civil society organisations and public authorities should provide organisational and infrastructural support to the policy development process on the local level. Responsibility of each of the actors in this process depends on the policy area. In this sense, it is important to sustain decentralised systems of decision making, at least in the phases of the policy development that precede to the final phase of the policy document consolidation.

An issue of funding of the policy development process was rather a controversial one and there was no straightforward conclusion on who is responsible for providing the funds for the policy development process on the local level. However, the participants of the discussion group were more inclined to an opinion that the public authorities should provide the financial resources for the policy development process. On the other hand, some participants have suggested that in a case when the civil society organisations or the youth council are initiating the process they should also provide the financial resources.

Additional note from the participants



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The participants have suggested that the Charter should have a general text and the national annexes, which would reflect national and local specificities. This would enable the stakeholders on the local level to create more productive process of the policy development on the local level.

Regarding section 3, "organization of local youth work": Is there any bullet point(s) that you think should be added?

Austria: no (4)

An indication that local youth work and open youth work must leave the usual structures to be even registered by young people as youthful/youth related

Belgium

General comment on section 3. In our view this section is a combination of items that refer to the desired policy development (section 2) and the desired youth work practice (section 4). Therefore, we propose to delete section 3 and add its items to section 2 or to section 4, depending on their relevance.

Croatia: no (4)

Denmark: No (7)

Estonia: no (8)

Add- provide high- quality youth work services for young people.

Finland:

"As a general comment on this paragraph: it considers young people as a homogenous group. The paragraph should include a recommendation on how local youth work can take into consideration the diversity of young people and the different abilities, possibilities and capabilities for young people's participation. Youth-led and youth-organised activities, the support for such activities are missing from the paragraph. - To be added: The nature of youth work is fundamentally on young people's side, which may separate it from other local authorities "

Germany:

to provide young people with the necessary knowledge and competence to participate in the process of polity development of local youth work (see 2.3)

Hungary: no

Iceland: no

Ireland:

"• To be organised and delivered in collaboration with young people • To be not exclusively dependant on formal and institutional structures as gatekeepers to the creation of youth work in any context • To support self-organised youth activities • To explore the power balance between young people and youth workers "

Include acknowledgement of the role played by local volunteers in rural youth work. ; Provide adequate support to local volunteers to support the implementation and sustainability of good quality youth work.

Italy: no (6)

Point 3.1, please add: define priorities in a circular, horizontal manner, young people, youth workers and local administrators all together to find a common will among all stakeholders and express a kind of alliance among



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them. Point 3.8, please add: set territorial plans to enable the local communities/administrations to adopt a long-term program which give continuity to youth work and allow youth workers to work on long term objectives.

- 3.8 "Connect all different social levels of local realities and carve into the importance of participation and education stimulated by Youth Workers"

It should be adding a bullet point with reference to the need for investment by the organizations on continuing training and lifelong learning for youth workers who shall be able to get in relationship with continuously evolving generations.

Latvia:

3.5. instead of "access to competences" should be "access to the development of competences"

Liechtenstein: none

Lithuania: No.

Netherlands: no (5)

Maybe this: if necessary, give young people low threshold access to appropriate support. Because when youth workers know that a youngster wants or needs help, they can give additional coaching, or they can guide him/her to get the help they need.

Norway: No

Other:

to engage all relevant stakeholders, including young people - to add: "and national or regional youth organisations support structures"; carry out international- to add: national and regional - youth work projects;

Portugal:

Know more about the youth offices that exist in the municipalities, as well as their technicians and their motivations, as people and technicians. - Raise awareness and train technicians, policy makers and middle managers to promote an alignment that translates into quality of work, while stimulating reflection on the best process to do it.

Slovakia: no

Slovenia:

to add: 3.6.7. carry out structural dialogue with decision-makers on local level

More financial support from the local community. Regular and systematic provision of at least two jobs and program costs for the implementation of the youth program in local community. Regulated by law. Providing regular employment of youth by the local community (determined percentage of the local budget allocated for youth work). Regulated by law. Established permanent structured dialogue between local decision makers and young people. Increased education and consequently knowledge of municipal employees on youth work.

Switzerland: no (5)

3.6.4 carry out international collaboration and youth work projects.

3.7... that provides infrastructure which is helpful for an open consulting offer.



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Regarding section 3, "organization of local youth work": Is there any bullet point(s) that you think should be re-formulated?

Austria: no (6)

3.7. to give the young people the right, not legal right, that they can feel identical

Belgium:

3.4.: to allocate resources and facilities that are... 3.5.: support and facilitate innovation, be flexible and give...
3.6.1. tot 3.6.6: should be reformulated in a more direct tense and shift from a programming approach to a more participative and facilitating approach: support and facilitate activities that young people want to engage in and respond to the demands this puts on work hours, facilities, etc. answer to the needs and circumstances of the local context in which young people live; support and facilitate activities in different formats (open activities, group activities, projects, courses, etc.) depending on the needs and interests of young people; support and facilitate international cooperation and engagement of young people, in dialogue with the young people concerned, actively cooperate with other for young people relevant actors, through both cross- and intra-sectorial cooperation; guide young people to the various forms of activities and support provided by other actors;

Croatia: no

Denmark: no (5)

"Comment to 3.1: - 3.1: The organization needs to engage all relevant stakeholders, especially young people. "

"- 3.5 to be innovative, flexible and give young people access to competences and local support that answers to their different ideas, needs and interests: Maybe the first point 1 (The core principles that should guide youth work are that it needs...) should also be more explicit in stating that youth work is also about meeting the ideas, needs and interests of young people. (So that this point occurs already in section 1 of the charter, and not only in point 3.5)"

Estonia: no (6)

"3.2 to transform aims and objectives into coherent local YOUTH WORK strategies and IMPLEMENTATION plans; 3.4 to allocate resources that are SUFFICIENT in relation to aims; "

We would like to share an alternative heading for the section: Alternative heading – planning and implementing youth work at local level needs. Also 3.6.5 the meaning of it was not understandable, it should be re-formulated!

Finland

3.6. The bullet point misses a big number of youth work methods and approaches, e.g. digital youth work, environmental education, anti-radicalisation work, etc. The description should be on a more general level. It may be impossible to provide a comprehensive list of practices and a too detailed description might miss practices that are relevant in other national realities."

Germany

4.4.4 young people to connect with each other on a local, regional, national and international level to promote a European civil society built on mutual understanding

3.1 to engage young people with all relevant stakeholders - 3.6.4. ... or projects with a European/international dimension

Hungary

3.1 to engage all relevant stakeholders, especially including young people;



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A local government had the following suggestion: 3.4: to allocate human and financial resources that are appropriate in relation to aims; Another local government added the following suggestion: 3.5: to be innovative, flexible and give young people access to competences and local support as well as resources (human, material and infrastructural) that answers to their different ideas, needs and interests; A local government of a county suggested the following edits: 3.6.4: securing the disclosure and visibility of youth work projects, as well as the dissemination of good practices.

In 3.5. instead of "innovative": youth work should always keep updated and follow the actual needs of young people all the time 3.7. not only give access, but if possible give the responsibility over the facilities, to use them on their own way, not to be dependent on opening times etc. - this bullet point should be softened as such: 3.6.4 promote international projects related to youth work

Iceland: no (3)

Suggesting changes on bullet point 3.5: ... answers to their different ideas, needs and interest at any given time. The meaning in bullet point 3.6.5. is unclear. Suggestion to make it clear is: Actively cooperate with young people as relevant actors, through both cross- and intra-sectorial cooperation.

Ireland

3.1: Add 'in a meaningful way' 3.4: to allocate 'adequate needs bases resources' 3.6.2: make specific reference to urban and rural youth work 3.6.4- to be supported to carry out international youth projects- not all local youth orgs have the capacity to carry out international projects. 3.6.6: Rephrase sentence. 'work in a cross-sectoral manner with other organisations working with young people.'

Italy: no (6)

Yes - 3.4 "to allocate and get granted for funds that are appropriate in relation to aims;"

Yes - "3.4 to allocate resources of any type that are appropriate in relation to aims, including pacts and contracts with shared responsibilities among parties in support of Youth Work"

3.2 to transform aims and objectives into coherent local strategies and plans; Comments: here maybe we prefer to add national and EU level. So, it could be: "to transform aims and objectives into coherent local strategies and plans, following the national and European strategies"

3.1 it is stated to involve all the stakeholders, included the youth. But the youth should be the first stakeholder to consider, so we didn't understand why it was left at the end of the sentence. Turn it the other way around. 3.3 Who is responsible for establishing the conditions and the working process? In this case, we underlined the need to identify who is the main source of decision and policy making for the youth work. 3.6.4 Here again the sentence remains too vague and we wish to set some more concrete patterns for the Youth Work Projects.

Latvia

3.1 should be reformulated "to engage all young people and relevant stakeholders" 3.4. should be reformulated "to allocate resources that are needed to reach the set aims" 3.6.1. to simplify the structure of the sentence, stressing the equilibrium point. instead of "adapt to" should be "balance" 3.6.6. more simple formulation

Liechtenstein

- Point 3.1 please skip "young people" see 2.8 - Point 3.6.5 please skip "other for young people"

Lithuania: No.

Netherlands: no (4)

3.6.3. carry out its activities in different formats (open activities, group activities, projects, courses, etc) depending on the needs, the development stages and the interests of young people



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3.6.5 The importance of recognising each other's professions in cross- and intra-sectorial cooperation. Open-minded listening to understand each other's perspectives and views supports acknowledging and recognising these differences and each other's qualities and expertise. Each partner is accountable for their contribution in achieving common goals

Norway: No

Other (please specify)

suggestion for this to be revised or removed as youth organizations often are non-governmental and their aims will nor should align to the ever-changing political environment. Rather strategies in collaboration with local communities should be set up to increase youth participation in decision-making;

Portugal: no

Slovakia: no

Slovenia: no

Switzerland: no (5)

3.1 to engage all relevant stakeholders, especially young people 3.1 "all relevant stakeholders" includes the young people anyway. 3.6.2/3 not only carry out but let carry out by the young people.

3.4 ... which are appropriate in terms of the desired impact.

3.6.4 carry out international youth work projects and/or provide access to international youth work projects

Regarding section 3, "organization of local youth work": Is there any bullet point(s) that you think should be taken out?

Austria: no

Belgium

"3.1.: can be deleted, is relevant for section 2, but already mentioned there in 2.2 3.2.: should be moved to section 2, linked to 2.6, as part of a policy development 3.3.: "define and establish preconditions needed for local quality youth work "should be moved to section 2, as part of a policy development. "define and establish work processes needed for local quality youth work" should be moved to section 4, as part of youth work practice.

3.4. : should be moved to section 2, linked to 2.5., as part of a policy development

3.5. : should be moved to section 4, as part of youth work practice 3.6. : should be moved to section 4, linked to relevant items of 4.4, as part of youth work practice 3.6.5. : should also be moved to section 2, as part of a policy development 3.7. : should be moved to section 2, linked to 2.5., as part of a policy development should be moved to section 4, linked to 4.9., as part of youth work practice "

Croatia

3.6.4. - not every organization has interest in European cooperation. Some of them are working just on local level and for local people.

Denmark: no.

Estonia: no

Finland: no

Germany:



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4.3 „to give young people, within [the general aims of youth work as described in this charter as well as within given legal frames], a decisive say in determining to what activities existing local resources should be allocated; “to define the phrase „within given aims and frames “which is too freely interpretable

Hungary: no

Iceland: no

Ireland:

3.6.5 makes no sense to us, please rephrase or leave out, 3.7 overlaps with 3.4- should be merged or left out.

Italy: no (9)

In general, the points raised in paragraph 3 are positive and present recommendation that are good to follow as much as a public institution is concerned. However, an issue that has emerged is the importance to define the local dimension of the youth work: that implies that the above-mentioned point can be circumscribed into a smaller and more tangible dimension. In this sense it has emerged an idea to create a structure of the youth work that, taking roots in the municipal boundaries of the city, grows at the regional level and reaches out a national dimension.

Latvia: no

Liechtenstein:

is Point 3.6.4 too ambitious?

Lithuania: No.

Netherlands: no

Norway:

We question the whole chapter 3 - it is just stating the obvious and repeating chapter 1

Portugal: no

Slovakia: no

Slovenia: no

Switzerland: no (5)

3.1 to engage all relevant stakeholders, including young people Who do we mean by all relevant stakeholders?
3.6.4 is this realistic and really a task of local youth work? It makes no sense if there is no demand for international projects.

3.4. should be in be in section 2 and be taken out in section 3.

Discussions at the 2nd European EGL Event regarding section 3 of the Charter

Thematic groups tackled the following questions:

- What relevant stakeholders should be engaged in organizing local youth work?
- What kind of activities should be carried out by local youth work organisations?
- Who is responsible for defining and establishing preconditions for carrying out quality local youth work?

Relevant Stakeholders in Local Youth Work

One of the topics which came out of the pre-conference public consultations as dubious was the topic of relevant stakeholders who should be engaged in organisation of local youth work. Results of the discussions from both rounds of the thematic group 3 related to this topic are summarized in the table below.



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The table illustrates the necessity of cross-sectoral cooperation when organizing local youth work, as well as the necessity to also include vital individual actors, apart from the official or formal organizations and associations. These individual actors most notably include young people as well as their parents, but also extend to youth experts and researchers.

Some remarks during the thematic group aimed at the dangers of only implementing the top-down approach, importance of municipalities not only as problem fixers, but also as helpers, supporters, and providers in themselves, and a specific notice of creating multidisciplinary teams working on youth work organization on the local level from a cross-sectoral perspective.

	Youth Sector	Other Sectors
Organizations	<ul style="list-style-type: none"> • Youth departments at municipalities, including decision makers • NGOs • NGO national and regional support structures (e.g. Scout movement umbrella organizations) • Representatives of young people (e.g. youth councils, youth governors) • City services connected to the youth sector • Youth political parties • National Agencies for E+ and their regional branches 	<ul style="list-style-type: none"> • Different departments at municipalities (e.g. social affairs) including decision makers • Other sector institutions <ul style="list-style-type: none"> ○ schools ○ social welfare ○ church ○ culture ○ sports ○ health ○ employment ○ law enforcement • Local companies • Local entrepreneurs • Universities
Individuals	<ul style="list-style-type: none"> • Young people • Families of the young people • Local youth workers • Youth experts • Youth researchers 	<ul style="list-style-type: none"> • Local social workers • Experts from other fields • Researchers from other fields • Local communities

Conclusions for the further development of The Charter

Point 3.1 could be redefined to be more guiding, including at least the wider categories and examples of the stakeholders in the given categories. Young people should stay as an important stakeholder.

Activities Carried Out by Local Youth Work

Activities carried out in connection to local youth work can be categorized by several indicators: the organizer, the aim, the level, and the type.

Organizer

- **Youth Sector**
 - Youth work events
 - Events organized by young people themselves
 - Events organized by various bodies dedicated to youth involvement in municipal/local decision-making processes
- **Other Sectors**
 - Cultural events
 - Sports events

Aim

- **Implementation of activities for young people**
 - Activities based on the needs of young people
 - Activities aiming at informing young people on various subjects (e.g. councillors or other permanent services providing information on activities of interest to young people)



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- Activities on values education, or values learning and sharing
- Activities providing opportunities for participation in democratic life (e.g. city development consultations; effective dialogue between the youth and the decision makers; lobbying by and on behalf of youth)
- Activities featuring “fun”
- Activities aiming at talent-development in young people
- Activities aiming at support and counselling
- Activities aiming at inclusion of young people with fewer opportunities as well as generally all young people who are hard to reach in other than the youth work setting (e.g. asylum seekers, young refugees, social minorities)
- To give space to the young people to not have any activity
- **Implementation of activities for further development of youth work**
 - Activities improving the recognition of youth work (e.g. informal networking explaining how the money is spent)
 - Activities aiming at information exchange in youth work
 - Activities educating youth workers and developing youth work organisations
 - Activities encouraging networking of the local youth organisations
 - Activities aiming at strengthening project work (e.g. project preparation, application, management, reporting)
 - Activities providing peer learning opportunities (e.g. good practice meetings between youth workers to develop activities and projects)

Level

- **Mobility, exchange, and cooperation programmes**
 - Local level (linking communities)
 - Regional level (experiencing different regions)
 - National level (coming together at national activities)
 - International level (European youth work, international mobility activities)

Type

- Scholarship programmes
- Camps for free
- Voluntary opportunities
- Mix of short-term and long-term activities – not all events shall have an outcome
- Spaces for young people
- Free time activities
- Youth work at schools
- Specialized youth work (outreach)
- Street youth work
- Mobile youth work
- Digital youth work
- NFE activities
- Life projects – activities helping young people to find they “motivation on engaging society”
- “Youth Initiatives”: allocated money (e.g. a participative budget) for youth – young people can apply for these funding opportunities

Conclusions for the further development of The Charter

This question was covering mostly points 3.6 of *The Charter*. With this respect, international youth work was confirmed as one of the desirable types of activities which should be included also in *The Charter*¹, but at the same time brought to the fore numerous formats *The Charter* is neglecting at this point, most notably “youth initiatives” and other means of providing young people with the means to organize themselves (e.g. participative budgets,

¹ This was one of the strongest points of disagreement in the public consultations thus far, and one of the main reasons for probing the topic deeper.



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spaces for young people without any structured activity arranged, etc.), but also other types of mobility and cooperation activities, such as regional mobility or national events. Cross-sectorial perspective on provision of youth activities has also been confirmed and should stay firmly in *The Charter*. The question remains whether to list more examples of concrete youth activities (see above-mentioned activities listed under "Type").

The participants of the FG also touched upon the subject of quality development of youth work (point 6 in *The Charter*), and the findings listed above can be used there to concretize and widen the current text.

Defining and Establishing Preconditions for Local Youth Work

In this section, the FG participants focused on exploring the range of stakeholders who should be engaged in defining and establishing preconditions for local youth work. These can be widely arranged into three groups: youth sector actors, municipalities, and other stakeholders. What resonated throughout the discussions was that clear responsibilities should be stated for the whole process to all different engaged stakeholders, with some only consulted, but other also responsible for implementation and delivery of certain services or processes.

Youth Work Sector

- Professional youth work organisations
- Board of the Professional Youth Work or similar structures
- National YNGO's
- Youth workers
- Institutions setting standards for youth work
- Young people (process of defining but not establishing preconditions)
- National Agencies of ERASMUS+: Youth in Action programme
- National Youth Councils

Municipality

- In terms of funding
- In terms of resources and spaces
- In terms of information sharing and provision

Other Stakeholders

- Institutions providing education to youth workers
- Government Office for NGOs (e.g. setting long-term funding for NGOs)
- Various Ministries
- Local institutions responsible youth-related delivery of other programmes and priorities (e.g. health, unemployment)

Conclusions for the further development of The Charter

Cross-sectorial nature of this process should be stressed in *The Charter* (point 3.3) with examples of potential stakeholders outlined at least in the wider categories listed above (Youth Work Sector, Municipalities, Other Stakeholders). Clarity of responsibilities is a relevant point not only for this section of *The Charter*.

Regarding section 4, "practice of local youth work": Is there any bullet point(s) that you think should be added?

Austria: no (6)

"to carry out international youth work projects" should be amplified and more concrete

Belgium:

"For the reasons mentioned above, we propose to add some items from section 3 to section 4: 3.3 (partly) / 3.5 / 3.6 / 3.7 (partly). For more explanation see our comments under 3.c) We propose to move item 5.4 (section 5) to section 4, as this is not only the responsibility of the individual youth worker. He/she/x should be supported by the local organization or by umbrella organizations. "



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Croatia: no (4)

Denmark: no (7)

Estonia: no (7)

4.12 to appreciate and recognize youth workers professional development by implementing suitable motivation and salary system based on achievements and quality standards.

how to tie activities, outcomes and responsibilities

Finland:

"As a general comment on this paragraph: it considers young people as a homogenous group. - The listed elements are good, but they should be described on a more general level "

Germany:

4.4.4 "young people to connect with each other on a local, regional, national and international level to promote a European civil society built on mutual understanding"

Hungary:

to be low-threshold youth service, where youngsters can go on daily basis - should be accessible anonymously

Iceland: no

Ireland:

- To present pathways of opportunity to young people who are interested in developing the competences to become leaders within their own youth work environment
- To include support for peer learning opportunities
- To be empowering for young people "

Italy: no (8)

Please add point 4.1.b: to be able to communicate in a proper manner and in "step with the times" (be able to read the changes in the always in evolution youth world). Please add point 4.4.4: use methodology to enhance a multiplying effect (youths that involve other youths).

"4.9 to establish a secure/safe environment; IT SHOULD BE ADD A REFERENCE TO THE PROMOTION OF AUTHONOMY AND THE ASSAMPTION OF RESPONSIBILITY. "

Latvia:

4.4.3. "opportunities" instead of "possibilities"

Liechtenstein: no

Lithuania: No.

Netherlands: no (3)

I miss the part that a youth worker needs to be very creative. If people in the neighbourhood are not happy that young people hang around late night, making a lot of noise. The just want to have fun, while the neighbours want them to leave. The youth worker has to level with both groups. There's a lot about participation, but what if young people don't want to participate?

Through non-formal education principles and approaches, youth workers can support young people in identifying what are the options that exist for them and in making the right choices towards an active life



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Missing: working with parents/family

Norway: No

Portugal:

Understand how to get started (how to set up a diverse and complementary team) - what services are essential? Even if one accepts that all realities are unique, there is a set of minimum services regarding information and guidance to young people; non-formal and informal learning; youth participation (listening, involvement in decision-making, congestion and coproduction); healthy leisure activities; project management (and event organization); global approaches; communication. - Reflect on the importance of creating a "support/monitoring" group with and for all the technical staff working in the field of Youth in the municipalities. - Have a link/referencing of evaluation and learning sources: Youth Work Portfolio CoE; Salto-Youth, etc.

Slovakia: no

Slovenia

Proposal to add a bullet point after 4.1 (so new 4.2) to highlight also the public interest perspective while acknowledging the personal liberty, interests etc. of young people: "to be aligned with existing local strategies and public policy aims without constraining personal freedoms of youth workers as set in the previous bullet point"

It is necessary to regularly provide and adapt to current needs guidelines on the quality of youth work and the vision of the development of youth work. It is necessary to provide education and training activities for youth workers and establish the environment for good practice sharing among local areas.

Switzerland:

4.9 to establish a secure/safe environment to reduce risk factors and build protection factors.

The concept of « innovation » must be added -> youth must support innovation.

Regarding section 4, "practice of local youth work": Is there any bullet point(s) that you think should be re-formulated?

Austria: no

Belgium:

4.2.: same comment as for 1.9: in order not to express a too rigid process but, on the contrary, a flexible one with enough space for creative and unexpected impulses by young people. We propose: "to be created and carried out for, with and by young people". 4.3.: young people have, within given aims and frames, a decisive influence... 4.6.: the term "holistic" will not be clear to everybody, nor will it be interpreted in the same way. We propose: to have a perspective on young people as persons and meet them with positive, though realistic, expectations

Croatia: no

Denmark: no.

Estonia: no (6)

"4.5 to constructively challenge young people and BROADEN their horizons regarding what is possible; 4.8 to continuously exchange information about plans and activities with other local actors in the field of youth (e.g. school and social services) and (DELETE: when relevant) engage in cooperation. "

"4.4.3 young people to benefit from European learning mobility, volunteering and solidarity opportunities"

Finland:



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"- 4.1. and 4.2. another dimension to be added: youth work can also follow young people to them and not expect them to frequent a certain place. Youth work's flexibility should be seen in the way that it respects the needs of young people also in the terms of venue. - 4.6. this bullet point should be moved to the list 1. because it is more a core principle of youth work "

Germany:

„to have a holistic perspective on young people and meet them with positive [and open] expectations;

yes. in 4.8 "(e.g. school and social services)" should be deleted, because in no other sentence examples are mentioned when the terms "other actors" are used. To keep it open no examples should be mentioned, because very often this leads to a restriction to them in readers perception, which in fact is not wanted here.

Hungary:

4.4.2 young people to be active citizens and exercise influence in society, including taking part in political decision-making and pressure

A local government suggested the following: 4.3: to give young people, within given aims and frames, a decisive say in determining to what activities existing local human and financial resources should be allocated; 4.8: to continuously exchange information on plans and activities with other local actors in the field of youth (e.g. school, cultural, community cultural, sport and social services) and, when relevant, engage in cooperation. The response of a county local government had the following suggestion: 4.4.3: young people to benefit from national and European projects and possibilities;

4.4.3 young people to benefit from European and National projects and possibilities;

Iceland: no (2)

Suggestion for change of bullet point 4.10: to articulate, together with young people, learning objects based on informal education that they perceive as relevant to their personal and social development.

Ireland:

4.4.3- support young people and organisation to benefit from European/international projects and possibilities. - the word possibility is very vague, unclear what it is meant to the lay person, consider deleting.

Italy:

Point 4.3.2: adequate answers and working methodologies to different targets. Point 4.9: protected environment

Yes - 4.8 and 4.9 could be merged: "to continuously exchange information on plans and activities with other local actors in the field of youth (e.g. school and social services) and, when relevant, engage in cooperation in order to establish a secure/safe environment"

Yes - 4.5 "to constructively challenge young people and widen their horizons regarding their opportunities and responsibilities"

3.6.1 adapt to the activities that young people want to engage in and to the demands this puts on work hours, facilities, etc. Comments: we think "adapt to the activities that young people want to engage" in Italian could be read as "we have to do what they want". Maybe we prefer to talk about "to meet the needs" who is closer to "build together the proposal or the activities most interesting for". So, it would be: "to meet the needs who are interesting for the young people and to the demands this puts on work hours, facilities, etc."

Paragraph 4 was widely appreciated as a general well-structured and positive set of recommendations. However, also here, some points have emerged that could be suitable of a deeper analysis. 4.3 it seems to most of us too ambitious for young people (and even for adults): to be aware of all the opportunities young people have is pretty much difficult without a previous work of empowerment by youth workers. Very often, youth from schools as well



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as from other youth organization can't be so autonomous to pick up –or even know about the existence- of the local funds for funding youth opportunities. 4.4.2 should be, according to us, prior to point 4.3.: young people should be inside the policy making to influence the decision suitable to have an impact in their lives. 4.5. who is supposed to challenge whom? Here it's stated that youth should be challenged to widen their horizons, but we think that youth should change the institutional world to make policies more youth-friendly. 4.6 In which way it is important to have an "holistic" approach? 4.8. Here it should be provided some concrete instrument to realize the "continuous exchange of information", something that, if missing, will result only in some wording without effectiveness.

Latvia

4.2. un 1.9. to be organised logically 4.3. to involve young people in decision making instead of decisive say 4.5. the idea is not clear 4.9. what kind of environment? to be specified.

Liechtenstein

- Point 4.2 and 1.9 are repeating themselves. Is it necessary? - Point 4.6 is not understandable and gives no concrete picture Point 4.9 to establish a secure, safe and confidential environment

Lithuania: No.

Netherlands: no (4)

4.4.2 young people to be active and critical citizens.

4.1: start from and respond to the needs, interests, potential and experiences of young people as perceived by themselves.

Norway: No

Portugal: No

Slovakia: no

Slovenia: no

Switzerland: No (6)

4.10 Youth work should leave the space for young people to participate without clear learning objectives. We suggest to change this sentence, e.g.: "to articulate, where appropriate and desired by young people,..."

Regarding section 4, "practice of local youth work": Is there any bullet point(s) that you think should be taken out?

Austria: no

Belgium:

4.10: should be deleted, as this is a too rigid approach of the learning process, certainly when talking about informal learning. The formulation of 4.11 is covering this better.

Croatia: no

Denmark: no.

Estonia: no

Finland: no

Germany: no



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Hungary:

A local government of a county suggested the removal of 4.9, as the phrasing is too general. According to them it should either be concretized or taken out.

Iceland: no

Ireland:

-4.4: remove the word stimulate. 4.5: 'What is possible' too vague, should delete or rephrase. 4.6: delete- what does this mean to the lay person?

Italy: no

Latvia:

4.1. delete "start from", instead use "based on" 4.2. should be taken out, since it is already in Section 1 (1.9.)

Liechtenstein: no

Lithuania: No.

Netherlands: no

Norway:

The whole chapter 4 - repetitious. We have already stated principles and diversity and local realities.

Portugal: No

Slovakia: no

Slovenia: no

Switzerland:

4.10/11 educational approach: does not belong in the youth work (leisure work)

4.10 does not always fit.

Discussions at the 2nd European EGL Event regarding section 4 of the Charter

Participants were invited to discuss about three hot topics:

- Learning & youth work
- The risk factor at youth work
- The recognition of youth work

Conclusions:

Learning

In general, it is perceived as obvious that youth work is about non-formal and informal learning, this should be in the charter.

R1

: Youth work should be non-formal (consensus)

: Focus on self-directed / individual / self-development learning, not as a curriculum - maybe in 4.10

: focus on individual development and not as a schooling process

: focus on mentoring and support of active learning

: youth work is a place of actively promoting social justice and acknowledge diversity (remark: not mentioning learning)



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- : youth work is about democracy learning
 - : Not mentioning formal education, just highlighting the non-formal and informal learning in youth work
 - : keep non-formal learning in, but with an explanation what it is; leave out school education but stress networking with other helping institutions
 - : one of the aims of youth work (on local level) should be giving young people the opportunity to learn and discover through non-formal and informal learning
 - : Engaging in cooperation between youth work and local actors is not enough. – in 4.8, it should include not only the mention of the cooperation, but also its structure
 - : youth work cooperation with the formal education sector should be organised with the aim to “recognize the importance of both, formal and non-formal learning
 - : focus on learning about volunteering and youth work in schools –in 4.8
 - : formal and non-formal settings should cooperate more and youth work(ers) can be a bridge to make it happen
 - : a strong connection with local formal education is needed; maybe as part of more options to youth
 - : cooperation = in schools (theoretical) lessons about youth work
 - : in the charter planned, created cooperation between schools ad youth clubs...
- : Charter should not be connected to formal education, just some theoretical information should be involved

- R2
- : Yes, it must be in, NFL/IFL is the core of youth work, that is why “non-formal learning” and “informal learning” must be mentioned in the charter
 - : youth work is the first step to learning
 - : learning is part of youth work. Youth work is a space for learning – non-formal and informal
 - : There should be a pre-discussion on what is learning about
 - : emphasize that yw contributes to the development of competences
 - : cooperation with schools – youth work is complementary to school, this cooperation is important to have ab impact and outreach
 - : charter should suggest ways how formal education can cooperate with non-formal education
 - : primary and secondary education should be involved as well as universities and informal-education organisations
 - : connection to life-long learning should be mentioned
 - : learning process is very important for youth workers

Risks factors

In this sector we perceive cultural differences between the countries (and traditions of youth work). We find complete agreement to clear disregard. All in all, the arguments focus on the broader approach of youth work, to highlight the preventive character of yw, and the fact that it needs cooperation with other (experts). Focusing too much on risk factors in the charter text would lead to the perception that youth work is needed to solve these problems, but yw is here for all young people – with or without burning problems. So, it is more important to stress the positive effects of youth work in general and show the impact on dealing with risk factors.

Also, the case management (guiding young persons to the experts) and cooperation should be stressed, not claiming that youth work can deal with the problems

The positive effects and aims should also be reflected on in the chapter on principles of youth work

- R1
- : it should be written exactly something about the risk factors and that youth work is already dealing with it
 - : we should have risk factors mentioned in the Charter, but in a positive way
 - : not focusing in risks factors of young people, but see youth work as a positive factor, as a protective factor
 - : youth work is needed regardless of any kind of problems in society
 - : not young people have the problems but society (remark: here the wording in the text is important)
 - : charter should deal with various risk factors but mention the preventive character of youth work



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: risk factors should be mentioned, but also the cooperation inside the local community (Mentioning the cooperation with other shareholders like police, drug officers, health department, schools, teachers, principals, social officers, red cross, ...)

: rather stress the positive effect on resilience and challenging life-transitions than only on "risk" factors

: Don't bring it up in a negative way

: it must become clear that youth work is an integrated part of the local community = deal with whatever are the main issues – but not alone

: not refer to the demands of local community but rather youth work addresses disadvantages and difficulties of youngsters and facilitate their empowerment

: youth work is not about deficits, problems, risks, it is about opportunities, creation – this should be in the charter

: youth workers need to be prepared to deal with the risk factors, but even better, know whom to contact

: Not mention specifically; no need to be an expert, but to know who is and give advice

: help young people to navigate

: youth work is done differently in the countries, so not be too detailed

R2

: Keep the positive way, only in the sense of prevention,

:: not to limit yw only to this cause

: yes, because charter then reflects the problems youth and yw face today

: yes, it is important to consider the risk factors. We can't do yw without this

:: Having this topic in the Charter means that youth work should deal with these problems. This is not the case of a lot of practices. It will be a political statement. The Charter should fit a lot of different realities.

: "risk" should be taken in consideration, when working in the area of youth, because risks are there for young people. But it should not take up a lot of space; there are many organisations that work with this professionally – refer to that.

:: If we include it, it should be in topic 1 (in 1.3-1.4 in positive way).

:: highlight inclusion: youth work has to work with ALL young persons

:: it should respond to the local community for several reasons: legitimization, relevance, networking

: Do we need to include this topic to better advocate for the role of youth work?

: better not focus on problematic youth

: no, it is very specific part of youth work. It would open Pandora's box

Recognition

Recognition of youth work as an important part of community, thus it should be mentioned in this chapter but also in the chapter for policy development. Maybe also as part of the introduction

Suggestions for wording:

*) every community should be interested to keep young creative potential in the community and youth work can support this or contribute to it

*) local community should be involved and connected as much as possible to the youth work on local level to understand the importance of youth work in general

R1:

: It should be there

: recognition should be a results of local youth work be a part of local reality (even smaller than the municipality)

: being recognised as a bridge between youth and other shareholders

: integration in the path of recognition

: recognition at the local level (by showing the added value) helps to get credibility and strength and easier cooperation

: stress the value of youth work for both young people and the community: equal opportunities, fostering social cohesion, social capital.... (better in another chapter)

: at local level must be an active participation on youth policy

: defining competences for the recognition



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<p>: yes, of course, by showing the value of yw and its effects for youth</p> <p>: recognition of youth work is missing at different levels: by the municipalities, the educational institutions and even by young people.</p>
<p>R2:</p> <p>: yes, focusing on social recognition, added value of youth work for the society</p> <p>: show the added value of youth work for society to politicians but also to young people</p> <p>: highlighting the lobby work for young persons</p> <p>: mention in the charter what to do to be recognised as an important shareholder: e.g. to organise meetings between youth workers, decision makers and young people;</p> <p>: recognition of youth work via working conditions and retribution (e.g. salary)</p> <p>: official/political recognition is a topic to be tackled at national and European level, not so much on the local level</p>

Regarding section 5, "Youth workers": Is there any bullet point(s) that you think should be added?

Austria: no (5)

Frameworks/conditions that allows them to be active/effective for young people: financial resources, premises/spaces, long term working contracts, healthy/health promoting working conditions

Youth Workers have a right to adequate payment

Belgium:

We miss a bullet point on the role of a youth worker as a reference person gaining trust from young people and the deontology how not to violate this trust. This should also be respected by the policy making level. We proposed this under section 2.

Croatia:

Add a point regarding cooperation with all relevant stakeholders. For example: to actively and continuously cooperate with all relevant stakeholders in the field of youth.

Denmark: no.

Estonia: no (5)

*to have motivating (fair) remuneration, facilities and inspirational work environment

Rights of youth workers: resting time motivating youth workers etc.

I want to add- To provide a high- quality youth work at the local level must ensure the resources and opportunities.

Finland:

- Change the title to Youth Workers' Professional Development

Germany:

to work with young people in respect of cooperative principles promoting feedback and reflexive improvement of strategies

Hungary:

- to be properly and professionally educated



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Something like this: "Youth workers should have responsibility on maintaining the ethical framework, as well as the quality"

Iceland:

Maybe add more information 's about required education in 5.5 depending on what roles the youth workers have.

Ireland:

"• To have access to support structures that promote and help to develop strategies for self-care and also offer support in terms of coaching, professional development and wellbeing."

-regular opportunities to up-skill youth workers to respond to new issues and challenges- both volunteers and professionals.

Italy:

5.3, please add: to have recognitions of their competences (this is the issue!)

Yes - 5.6 "To be enough recognized as a regular profession enclosed on an official local/national Register, and so develop their work on a basis"

Yes - 5.6 "To be clearly recognized in their social and educational role and supported to be understood as professionals"

General comments on this point: Good points specially regarding the point 4.7: the access to the information is recognised as one of the most relevant point today. General comments on this point: In general, we think this part include something already said before. For someone is not so relevant. At the same time, we think is necessary to reaffirm the importance of the lifelong learning as natural approach of the youth workers. Someone feels this part is strange because treats the youth worker as beneficiary and not stakeholder. In this part is more evident that the charter repeats too much some concepts. In this Section we should insert characteristics and methods for the economic and professional recognition of Youth Workers. Furthermore, it would be necessary to integrate the document with professional aspects and work descriptions concerning the figure of the Youth Worker.

Latvia:

5.5. should be added with "to have access to support" (emotional, supervisions etc.)

Liechtenstein:

- youth workers need an open access to ideas and projects, to learn from the experience of others

Lithuania:

"to have high quality of trainings (international or national level)", "to be recognized on the national level"

Netherlands:

Maybe to add: "See young people as a full-fledged citizen" and "youth workers know the way to (social) and local services and support for young people"

...to use a mix of offer targeted and demand oriented methods/strategies

youth workers need to be good in working in groups and must be experts in group dynamics/group influence. This element is missing.

Added: working with parents/family

Norway:



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- organisation - to be organised professionally

Other (please specify):

Recommend adding 5.6 - to receive ample support from youth organisations and other relevant stakeholders for enabling youth workers to have the greatest possible impact on young people. To emphasize the importance of not only education and training but also continuous support for the wellbeing and success of youth workers."

Portugal:

- Include the principles of the Youth Work Portfolio by the Council of Europe, as well as national references.

Slovakia:

- It is necessary to define the basic responsibilities and competencies of the youth worker - To be a mentor who, in cooperation with relevant stakeholders, supports young people in their development. - To have access to relevant information about trends in youth work and has core competencies for work - communication, pedagogical, social...

Slovenia: no

Switzerland:

Youth workers should... learn how to communicate political content without manipulating the young people for their own political concerns. Have a diploma in youth work/social work.

In general, about section 5: Here it is very important to emphasize the aspect of youth work motivation. This is already very well done in the Charter, and could possibly be made even stronger by emphasizing "appropriate education", the motivation of youth workers, some "strength" of these people, the possibility (if there are any) that they are not just training, but also to visit information days and preparation courses, etc.

Youth workers need to be able to interact with each other and to constantly reflect on the practice, if necessary with supervision.

Regarding section 5, "Youth workers": Is there any bullet point(s) that you think should be re-formulated?

Austria: no (6)

Institution, where training is possible, in the EU (Original: Institutionen, bei denen Weiterbildung möglich ist und dies im EU Raum)

Belgium:

5.2. : delete "to see the need for,". Formulate more direct : needs to seek ways... 5.3. : to develop relevant competences and be driven by the will to offer young people opportunities to develop themselves 5.4. : and not allow youth work to become a tool to fulfil other purposes and activities than those mentioned above; 5.5. : to have access to education, training and peer networking, that is relevant and adapted to local needs.

Croatia: no (3)

In point 5.3, we would like to suggest adding relevant experience after the word "competence", since we consider experience in project and activities including young people significant for youth work.

Denmark: no.

Estonia: no (5)

"5.5 to have access to education and training that is relevant and adopted to local needs AND TO CONTINUOUSLY DEVELOP HIM-/HERSELF."



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"5.5 to have access to quality education and training opportunities that are relevant and adopted to local needs. (What about competence framework for youth work, accreditation system, professional networks?)"

"5.4 to have a clear and consequent role/mission and not lend themselves to, or be used to fulfil, other purposes and activities than those mentioned above; We are not sure that it is unequivocally clear what is the problem behind this guideline."

Finland:

- 5.1. terminology can go wrong, avoid listing documents, rather use sentences like "based on human rights", etc. (this bullet point should refer to UNROC and not UN declaration of the rights...) This bullet point should rather be listed as a core principle in the list 1. - 5.4. the meaning is unclear - 5.5. Moreover, the employers should encourage youth workers to further develop their work skills and competences in their work, please add this to the bullet point

Germany:

"- 5.3 there is reference here to relevant competences for youth workers but which ones? It could make sense to refer here (f.e. in a footnote) to the already on European level existing two models for competences which are -> European Training Strategy in the field of Youth - Competence Model for Youth Workers to Work Internationally, www.salto-youth.net/youthworkers-competence-model -> Council of Europe Youth Work Portfolio, www.coe.int/en/web/youth-portfolio 9. "

Hungary:

(it seems to have a typo) 5.3 to have relevant competences and be driven by the will to see young people develop; The 5.4 bullet point should be explained in more detail, and also adding youth workers' roles in relation to other stakeholders connected to it.

Iceland:

Suggestion for change in bullet point 5.4.: to have access to education and training on a local, regional, national and European level, based on the agenda of Life-long learning, that is relevant and adopted to local needs.

5.5

Ireland:

5.4- a clear and consequent role/mission should be reinforced by the youth organisation rather than the youth worker themselves. 'lend themselves to, or to be used to fulfil, other purposes and activities than those mentioned above'. somewhat unclear. could there not be more purposes and activities than those listed in the Charter?

Italy:

Reformulate point 5.2 as follows: involve young people in all phases of the process of youth work (considering youth work as an ongoing process).

Yes - 5.3 "to have relevant competences and be driven by the will to see and support young people in their development;"

5.3 to have relevant competence and be driven by the will to see young people develop; Comments: this point should be integrated with the relational skills that a Youth Worker should have in relation to the key competences drawn up by the European Union.

5.1 The only point that has been considered complete is the first one about the ethical background. The other points should be more specific and clear in their content. 5.2. The way to involve young people in the youth work process should be detailed: for example, an open and direct channel between youth workers and schools or other kind of youth centers could be added as solution. 5.3. The relevant competences for a youth worker should be specified, trying to be flexible, in order to avoid to design a too generic professional profile, but at the same



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time not to deprive this role of its non formal nature. 5.4. The role of the youth worker must be clear, coherent, and first of all recognized through the creation of specific ethical guidelines to be placed side by side to this chart. 5.5. Education and training for youth workers should start from the creation of specific models to follow, using as example the Northern Europe BPs. Lifelong learning and personal development for youth workers should be added.

Latvia: no

Liechtenstein: no

Lithuania:

"5.3. to have relevant competencies as in Portfolio competence framework, prepared by Council of Europe"

Netherlands: no (5)

5.1 add: and the ability to critically reflect and act on local and national policy and legislation

Norway: No

Portugal: No

Slovakia: no

Switzerland: No (5)

5.5. to have access to information, education and training...

Regarding section 5, "Youth workers": Is there any bullet point(s) that you think should be taken out?

Austria: no

Belgium:

5.4. : we propose to move this item (as changed above) to section 4, as this is not only the responsibility of the individual youth worker. He/she/x needs to be supported by the local organization or supporting umbrella organizations.

Croatia: no

Denmark: no.

Estonia: no

Finland: no

Germany: no

Hungary: no

Iceland: no

Ireland: No

Italy: no (9)

5.4 just say: to have a clear and consequent role/mission (and skip the rest).

Latvia: no

Liechtenstein: no

Lithuania: No.



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Netherlands: no

Norway:

- Merge 5.3 and 5.5 - Take out 5.4

Other (please specify):

to have access to education and training - delete: that is relevant and adopted to local needs- replace by: which allow them to adapt activities to respective young people needs with a learner-centered approach.

Portugal: No

Slovakia: no

Slovenia: no

Switzerland: No.

Discussions at the 2nd European EGL Event regarding section 5 of the Charter

For this reflection, the chosen topic was: "Youth workers should have (access to) decent working conditions in the widest sense. What? How? Rest and working time split, (paid) vacations, decent youth work facilities and physical work conditions, youth worker rights and duties..."

Main points:

- A concrete definition of youth work and the difference between paid and volunteer youth workers should be evident in the Charter; different levels mean different needs for each but also allow a better path to structure what decent work really means; (suggestion of being reformulated in 5.4);
- "Widest sense" could be a mistake and the reference should be "minimum conditions" of decent youth work. Decent conditions should also mean security ("safe working conditions") and for that the need of a support system for youth workers (which can be a structure behind the person or a team for daily work – gender balanced – , facilities or peer support);
- Add the importance of having direct dialogue with decision makers – a relationship that must be worked on local level;
- Even though some countries have already establish this matter into discussion in their laws, participants believe that the Charter once again should act as specific guideline for the countries that are not yet in the same level;
- Specify in the Charter for whom the 5th chapter is for;

5.2 should be understood as a task for youth workers and not a need of youth workers; maybe could be transferred to core principles' chapter;

5.4 should be clearer and more defined;

5.5 should be focused on the learner and not local needs;

Suggestion of an extra bullet point for this chapter – 5.6; regarding personal and professional development (peer support);

Regarding section 6, "quality development": Is there any bullet point(s) that you think should be added?

Austria: no

Belgium: no

Croatia: no

Denmark: No (3)



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6. quality development: Similar question as for point 2.4: we and other ministries have continuously opposed centrally communicated guidelines, but some countries do have such guidelines, e.g. IRL.

"6.4 clear routines for regular updates on new research and trends in the field of youth and youth work, including up-to-date mappings of local realities and needs: Maybe besides ""routines"" also a ""plan for profound updates""? Meaning paying attention to further training?"

Estonia: no (7)

Motivating youth workers, rights

I want to add- cross- sectoral cooperation

Finland

As a general comment to the list 6: it does not necessarily bring added value and takes the issues on a different level than the rest of the lists – could it be deleted completely?

Germany

constant aim towards sustainable systems and measures

- two aspects could be added her: -> cross-sectoral networking and cooperation -> free spaces for the self organization of young people

Hungary

A local government stated the need to add education for a healthy life style.

Something like a continuous guideline, that local youth work can always follow, and get some update. The recommended points are more like steps that are tasks for the local authorities itself but some kind of general coordination is needed maybe?

Iceland: no.

Ireland:

"• To have a comfort zone for failure and struggle • To have more promotion among young people in local areas • To have the space to develop at its own pace and not be constrained by the agendas of local politics nor the unrealistic expectations of funding bodies. • To have appropriate investment and recognition at the highest level "

consider including a reference to drawing on evidence, best practice etc in the quality development of youth work

Italy: no (9)

6.7 set institutional local round table and be part of that.

General comments on this point: - it could be better if there's a concrete tool for the evaluation.

Latvia:

6.7. reaching out to all young people

Liechtenstein: no

Lithuania: No.

Netherlands: no (4)



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to be added: policy and resources to support youth workers in developing themselves professionally. Recognize the importance to invest in youth workers, enable and stimulate them gain new and build on competencies.

Organisations have to create time, money and conditions for quality development. So youth workers can take part in courses, events and training. Youth workers will most of the times give priority to working with young people. They should be stimulated and 'obliged' to take part in quality development activities (local, national and international). Registration of youth workers is a good system of 'forcing' them because they have to keep up with their craft to keep their registration.

Norway: no

Portugal:

Have a link/referencing of evaluation and learning sources: Youth Work Portfolio CoE; Salto-Youth, etc.

Slovakia: no

Slovenia: no

Switzerland: no

Regarding section 6, "quality development": Is there any bullet point(s) that you think should be re-formulated?

Austria: no

Belgium: no

Croatia:

Again, 6.1. is clearly related to 2.4. so caution is warranted here again - youth workers will not deliver what they are supposed to do with excess of paper work. Some records are naturally needed, but its scope should in no way impede youth workers in their core business, which is being available to young people.

Denmark: no (6)

"Comment to 6.4: - 6.4: How regular are the updates on new research and trends in the field of youth and youth work? How do they ensure a clear routine on the updates? "

Estonia: no (8)

6.6 that the knowledge gathered from follow up and research is used as input for the local policy making RENEWAL process.

Finland

"- if not deleted, bullet point 6.5. is not realistic and has to be reworded if not deleted, it is appreciated that evidence-based information is used in designing youth work on local level "

Germany: no.

Hungary: no (3)

6.6 knowledge gathered from follow-up and research to be used and shared as input for the local policy-making process.

Iceland: no

Ireland:



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6.2: too long, needs to be shortened. The word routine is unsuitable; should be replaced with eg. methods, procedures, processes etc.

Italy: no (8)

6.2, reformulate as follow: to have an ongoing supervision on the process of youth work , with the participation of all involved actors.

Yes - 6.3 "clear routines for doing follow-up and discussing outcomes together with young people as well as impact indicators to effectively measure results."

Latvia: no

Liechtenstein

- Point 6.2 is too complicated. A suggestion for reformulating: to promote organisational learning on all levels and for all stakeholders through clear routines, continuous common analysis and reflection regarding how activities and organisations are in line with aims and missions. It could be even shorter... Point 6.2 is also not clear enough about who should carry the analysis?

Lithuania: No.

Netherlands: no

Norway:

Merge 6.2 and 6.4

Portugal: no

Slovakia: no.

Slovenia: no (2)

Maybe the word "routine" could be changed with "procedure" in 6.1-6.4.

Switzerland: no (5)

which are reviewed at regular intervals or during relevant local changes. This should be regulated and anchored locally and politically.

Switzerland 6.5. "Continuous competency development of youth workers based on local needs"

Regarding section 6, "quality development": Is there any bullet point(s) that you think should be taken out?

Austria: no

Belgium:

Croatia: no

Denmark: no.

Estonia: no

Finland: no

Germany: no

Hungary: no

Iceland: no



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Ireland: No

Italy:

6.5 it is already said in other words in the previous points.

Latvia: no

Liechtenstein:

Does Chapter 6 belong to a charter? In Liechtenstein opinions differ. Some say yes because it's part of the checklist. And because it would help youth workers with clear criteria for quality to be one step ahead of decision makers

Lithuania: no.

Netherlands: no

Norway:

- 6.5 - 6.6

Portugal: No

Slovakia: no

Slovenia: no

Switzerland: No



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Discussions at the 2nd European EGL Event regarding section 6 of the Charter

Should the Charter state that Youth Work quality development needs...	
<ul style="list-style-type: none"> to foster knowledge-based youth work that informs the policy making process and can respond to the changes and trends in our societies and the emerging challenges faced by young people. 	
YES	NO
<p>Very important point but who is going to do it? Youth Work National Observatories should be created?!</p> <p>It highly depends on the model of governance!! We should keep in mind country specific characteristics;</p> <p>Local level should be pointed out clearly - quality depends on the assessment of the local needs!! Bigger framework should be established as a reference point - cooperation between local and national; Dialogue should be both sides, especially if we speak about quality - from local to European (to be added)!!</p> <p>Politicians will not be very active in taking part in assessment, so the target should be on YOUTH!! Dialogue is not realistic in reality!! Responsibility should be on YWs and benefit for youth!!</p> <p>Youth workers should build their identity at the local level as lobbyists; specificities of the local level is important and aims should be comparable and useful not too general and national.</p>	N/A

<ul style="list-style-type: none"> a clear routines and time set aside for common continuous analysis and reflection (together with young people) regarding how activities matches aims and missions. 	
YES	NO
<p>Brackets should be put off and "together with youth, experts and other actors" should be added;</p> <p>Reflection should be intrinsic part of the youth worker's learning process; - it's professional standard;</p> <p>Who is going to conduct this common and continuous analysis and reflection?</p> <p>There is no time for reflection in practice - on daily basis youth workers are stuck in implementation but stepping back and reflecting is crucial (example of NAs E+ training courses);</p> <p>The role of youth workers is changing - current profiles are different (info digital communication etc.), so we should have a common framework/routines which help different profiles;</p> <p>Why not having a supervisor (responsible for implementation of these routines)?</p> <p>The quality control is highly structured in the EU and bureaucrats have to understand the EU quality control systems/tools;</p> <p>Reformulate: rather a clear routine(s)!</p>	<p>Quality support is too demanding especially for volunteers - they need more support!!</p> <p>This bullet point is very broad and too detailed - the one on documentation should be stated first (and these two could be combined);</p> <p>It's about LEARNING together with youth - we should reframe it; learning is important but it should be simplified; It should be about the organisation learning process as well not only about the individuals (youth workers);</p> <p>Involving youth is problematic, it's energy and time consuming;</p> <p>There ARE routines but they are different - we cannot have routines for ALL European countries - it' too optimistic!!</p>



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Routines should be set bottom up and not top down!

• a clear and comprehensive system for documentation and follow up of outcomes, preconditions and work processes in relation to aims.

YES	NO
<p>The system of documentation is important - but maybe a clear and comprehensive is too much to ask from the practical point of view (sometimes it puts pressure and blocks effective implementation especially when it comes to outreach work with youth/mobile youth work)!! Charter should suggest common tools (for measuring social impact for example) and it can have the political role in this regard; General guidelines for documentation and follow up could be developed at the national level (through EGL) in consultation with youth organisations and youth workers; An internationally adoptable template created in cooperation with youth workers would be welcomed (taking into account individual circumstances of youth work organisations especially the small ones). The culture of documenting should be changed - Digital youth work (digital tools) could help and EGL could be the framework for development of digital tools! Documentation is not only the job of practitioners!! We need researchers and long time studies!!!! Also working teams should be involved!! Example: BEL/FL does not have a clear learning outcomes/procedures of youth work and reflection is not structured, so digital tools could probably help in advancing the documentation procedures (Bottom up approach)!</p>	<p>Documentation is important but the rest of it is tool complicated; If it's too generic it doesn't resonate with people's realities in the field; Defining something which can be suitable for everybody is not realistic; In Portugal municipalities had a problem with this due to the overwhelming bureaucratic procedures.</p>

• to promote the development of a systematic assessment of skills and competences of paid and volunteer youth workers, based on analysis of outcomes, strength and weaknesses.

YES	NO
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Quality assessment is vital/important but the purpose of it should be clarified (personal/professional development) ;
Quality assessment should be kept at the organisational level;
Review and Reflection cycles should be included;
The order should be changed - this bullet point should not be the last one on the list;
It's not clear who is going to conduct the assessment (internal/external)?
From the beginning the roles/aims should be stated and assessed in order to provide professional development of youth workers;
Many youth workers are not aware of the assessment tools;
Competences of youth workers should be developed in (self) assessment through the process.
Example(s): Ireland is advanced in quality development of youth work having the legal framework on assessment which is important for professionalisation; Assessment at the youth organisation level is important; Standardised system and support mechanisms are in place based on assessment results which help them to upgrade their practice!! POYWE is one of the actors which is dealing with quality assessment at the European level.

Imposing quality assessment could be threatening for youth workers;
It's not clear who are the providers and what is the assessment based on;
This bullet point should move to the Chapter 5 (youth workers need..).

Conclusions:

- There is a clear consensus on the importance of fostering knowledge-based youth work but it's not clear who's responsibility it should be, especially when it comes to the knowledge gathering and distribution. It is also disputable at what level of the governance this should be done. Most of the participants recommended that there should be a clear reference to the local level youth policy (while other levels of the governance should be also mentioned, for example "from local to European").
- Reflection has been seen as the crucial part of the learning process and clear routines/procedures of obtaining it are needed. However, more direct reference to individual/organisational learning is suggested while it is not clear (again) who are the providers of the continuous analysis which is perceived as challenging from the practical point of view.
- There is a clear consensus over the importance of having the documentation systems developed but it is noted that the models of it vary in practice. Therefore, (the learning part of) the Charter could provide the information and guidance on the existing tools/practices/actors involved (including researchers). The EGL project is seen as the fruitful framework for development of the missing (digital) tools for documentation. Importantly, the Charter should not point to the unrealistic standards such as having 'a clear and comprehensive' systems of documentation which are far from practitioner's realities.
- Quality assessment is perceived as vital and crucial part of the development of youth workers but the organisational development should not be neglected as well (to be added). The providers and tools of assessment should be also clearly elaborated (possibly through the references at the learning part of the Charter).

Do you find the charter a useful tool for discussions on youth work, what it is and what it takes, between different stakeholders and within different stakeholder groups?

Austria



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yes, it is useful. Diversity has to be pictured/shown and taken into consideration. More exchange between the different forms of youth work (youth organisation, international, youth information about aims, content and framework conditions is needed

It is not the foremost task of a Charter to illustrate concrete possibilities. Nevertheless it seems necessary to further develop all-encompassing interdisciplinary/ cross-sectional matters and to position them with practice oriented prefixes (Original: Eine Charta hat nicht vorrangig zur Aufgabe, konkrete Möglichkeiten aufzuzeigen. Dennoch erscheint es notwendig allgemeingültige, umfassende Querschnittsmaterien weiterzuentwickeln und mit praxisorientierten Vorzeichen zu positionieren.

Belgium

"From the different discussions, within and between the different partner organisations in the national working group, came several indications in relation to the use of the Charter : - It was expressed from several youth work organisations that their partner organisations all over Europe certainly could benefit from using this Charter in their advocacy and lobbying work at the national and local level. - It was also confirmed that in the context of policy developments on local youth policy, in Flanders, the Charter will be seen as a support for local youth work. The Flemish Minister of Youth mentioned the Charter in his 2018 policy brief in the Flemish Parliament. Also in the frame of the 2018 local elections in Flanders the Charter can already support local youth work demands. - It was suggested that in the second consultation round more young people should be included. - In terms of communicating the Charter it was suggested to make more clear to the readers what the purpose and potential use of the Charter is. That communication would probably need a different approach targeting different groups (young people, youth workers and organisations, policy makers). "

Croatia

It offers concrete bullet points which are easy to check and to measure

Denmark

"1. The engagement of young people themselves in decision making processes, initiatives and project development should be highlighted even more. In Denmark, and especially in the youth schools, we have positive experience from letting the young people decide for themselves. This is an experience that could be beneficial to spread to the rest of Europe. 2. Room for diversity among youth workers. We agree that competences should be strengthened and partly also through systematic qualification and education. But one of the strengths in the youth work that takes place in youth schools is also the various backgrounds of the youth workers. It strengthens the young people that there are more possibilities to meet an adult with a profile matching the interest(s) that the young people already have. 3. Diversity in the target groups of youth work. It is important to focus on the fact that good youth work is not bound to a specific target group. There are good projects for the strong youth, the marginalised youth, and for those who simply wish a more exciting leisure time. The target group should not become too narrow; also not in terms of thinking about which competencies are important for youth work."

3 recommendations for the charter in terms of competence development of hourly paid youth school educators and youth club workers: 1. The leader can (despite logistical challenges) facilitate a colleague community in the organisation and across organisations, in real life and online. 2. There is a need to define the common expertise/professionalism and the challenges that are not specifically professional. 3. It is also necessary to develop competences among those who lead the hourly paid workers. Note from the NA: These 3 recommendations were developed in cooperation with workshop participants (youth workers, youth work leaders) on the 4th of May 2018 as part of the first Danish national seminar in the 'Europe goes local' framework, held at Aalborg University Copenhagen.

Generally, the charter is relevant. I'm perhaps missing a special explicit highlight that can embrace what we see in research: that inclusion of young people often has a symbolic meaning (i.e. the first steps on Hart's ladder), just like youth work gets a form of instrumentalisation, that can support norms, rather than giving the young people a space for developing new answers to the challenges they experience in their lives. Both elements are in the charter, but could perhaps be described more explicitly.



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Estonia

It would be more useful if education workers would be involved.

2.3.3. all stakeholders are well informed about research and new trends in the field of youth and youth work on both European, national and local level; PS! To be well informed there must have free access to scientific articles. Unfortunately it isn't and specialists and stakeholders are dependent only on freeware. Specialists and decision makers need free access to researches to make youth policy more evidence-based. It can be solved in national level through ministry decisions and foundation or internationally to give for example umbrella organizations free access to databases.

To consider an action plan about its reach to target group and consideration of implementation.

Introduction seminars, networking events, giving practical examples regarding bulletpoints.

We see it as an important tool for different European countries to have same understanding about youth work as the youth work level is very different.

It probably gives valuable ground to start discussions on youth work, what it is and what it takes, but only if the stakeholders already generally understand the purpose of youth work. We are not certain that proposed charter does the trick convincing people who seriously doubt that youth work in its own has specific and distinguishable value from other related fields.

Finland

The style of the charter is rather solemn, ceremonial, idealistic and demands a lot from youth work. A document that would describe a more realistic and adequate level of quality could be more encouraging. Charter as such is very difficult to read. It might be easier if the text starts from a common ground and general objectives of the youth work into the youth work practices and evaluation. After the metatext, it should be seen how it effects on different levels: European, national and municipal levels (and regional level if necessary).

Germany

The charter is a useful tool for discussions on the matter of youth work and its principles as well as goals but I can imagine it too be difficult to understand what local youth work actually looks like since the ideas mentioned are rather abstract concepts and there is little information on the actual implementation of youth work. A possible solution would be including brief examples of how youth work CAN be implemented for all stakeholders to have an idea of the matter.

The Charter in general is a useful tool not only for discussions on youth work, but also as an advocating and lobby document. The Charter can definitely provide support and "following wind" for the youth work field. - The Charter has relevance for the local level and will have an impact, most probably in the long term. - The political genesis of the Charter is important for its relevance and added value. It is not a top-down process but rather a bottom-up process with a broad consultation and participation of local stakeholders. And what counts is the professional (fachlich) content of the Charter. - The Charter should not be seen as an "end-product". It will describe the current state of affairs and the Charter should be further discussed and revised if necessary. - The Charter (not being a political document as such) should be seen and used as a "package" together with the CoE recommendation.

We find it useful, even if it has the same problems like all other "checklists": such a long list of positive formulations is overwhelming and difficult to be taken serious. Therefore it would be good to offer it in form of a self-evaluation tool, where stakeholders can tick different boxes after each bullet point, such as "We are strong in respecting this point." - "We are weak in respecting this point" - "We could do the following steps in becoming better to respect this point:" This would provoke more reflection after having read every bullet point and helps to keep the reader focussed until the end, even if he or she has already seen the logic system behind the different chapters and more or less knows what will come next. A check list with boxes to tick gives also the possibility to easily compare different perceptions, if different stakeholders come together to discuss "their reality" of youth work.



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Hungary

Our respondent from a county stated that the charter is a useful tool for discussions on youth work, it can become a standard measure for the subject and can make the concept of youth work unified within European countries. A local government commented that a practice-oriented approach is needed to reach to the profession and to become a general element of the system. This is to be reached via the widest possible use of tools: communication, local and national information provision, forums and conferences, secondary and higher educational trainings)

Iceland

I think it could be a useful tool

Ireland

Participants feel that it could be useful in order to promote discussions around youth work, as long as it is used in a complementary manner to the policies, legislation etc that already exist at a national level. Perhaps this should be referenced in the introduction of the Charter- ie that this is a guiding document and not intended to replace what already exists. There should be greater clarity on how the Charter might be used and by whom, what kind of standing does it have etc.

Italy

General comments: the Charter is a good base for discussion and intervenes on all issues related to youth work; nonetheless, the document has a solid theoretical basis but sounds poor in concreteness. It looks like more as a Charter on principals instead of a working tool for different stakeholders. As general principles are conceived in a circular dynamic, the structure of the draft in consequent points follows a different logic and fails to reflexes this dynamic. It sounds sometimes repetitive. The draft does not express clearly a position, a view about young people. It is clear where we start from, but it is not clear what we want to reach by the Charter. Which kind of process do we wish to lead through the use of the Charter? Which kind of relationship do we want to have with young people? There is a bit of confusion among youth work and youth worker. There is a need to give more space to define in depth what a youth worker is, the role and the professional/educational path of youth workers. Some more open issues are: Who is going to guarantee the governance process? There is a need for a super partes body. The aims of the Charter should be more concrete. There is a need to facilitate relationship among different stakeholders at local level (local administrators, youth workers and young people), who's going to play this role? There is a need for minimum requirements/standards for youth policies and youth work at local level. "

"Report of the consultations on the Charter of Youth Work by Madiba SCS in Torino Metropolitan Area. We had the opportunity to introduce the consultation of the Charter of Youth Work to two different target groups: 1) at local level with others Social Cooperative/organizations Youth Workers and Stakeholders as youth policies representatives, technicians of the public administration of the municipalities of Beinasco, Bruino, Orbassano, Piossasco, Rivalta di Torino e Volvera involved, since 2009, in the inter-territorial youth programme ImPrenditi Bene. 2) 28 Youth Worker participants of the Training Course "Finding Your Inspiration" Mobility for youth Worker, co-funded by ANG and organized between 29th March and 4th April 2018. Both groups generally declared a very positive assessment of the principles and themes addressed by the document. 1) Within the local network ImPrenditi Bene, a strong interest to discuss this further emerged by the public administrations. Considering in particular the ten-years experience through the inter-territorial programme of development of youth policies based on principles found in this first version of the Charter. The local network is now involved to build a strategy for a new mapping of young people needs that will be presented on 24th May 2018 during the seminar "Youth and labour policies: which perspective for the territory?" in Piossasco(TO). Here follows the comments from this Group: According to the vocation of the territory - 6 municipalities working together since 2009 to develop youth empowerment and promote the valorisation of young people's human capitals such as Talents, Attitudes, Passions and Capabilities - the participants to the consultation observe that this concept is missing in the Introductory text. They suggest to better clarify the importance of this concept in the youth work hidden away in the footnotes 1 and 2 to integrate the text with the below definition: The Declaration of the 2nd Youth Work Convention, 2015, where it is stated that "Youth work is about cultivating the imagination, initiative, integration,



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involvement and aspiration of young people.” “Youth work helps young people to discover their talents, and develop the capacities and capabilities to navigate an ever more complex and challenging social, cultural and political environment.” In the paragraph The outcomes of youth work, based on our local experience, we would like to suggest an highlight on the dynamics of “socialisation” among young people that youth work naturally activate, by adding a new tip or improving the 3rd point: i.e. – Facilitate creation of relationship and network between young people, between young people and territory for the development of further project ideas and initiatives for the well-being of local communities. ”

We do reckon that the Charter is a valid instrument to discuss Youth Work and to enhance its adoption, especially when local stakeholders will be of support and help, and if recognized as well as Youth Work itself should be.

We think that the Charter can be of extreme help for our groups, even though it needs more specific points in the future, and it has been clear for us that there is a urgent need to underline the need of exchange of best practices at a local level. Another aspect relates to how the Charter can be introduced to groups: actually, Youth Works is kind of unknown practice, and the first step is to carve into people’s minds and impact them with concrete activities which are of help in developing skills and competences. What we need is truly the definition of Youth Worker, too at a local level.

- is useful for the politicians to have a guideline to improve the youth work at local level; - is a useful tool to talk about youth work but too much theoretical - This card does not report a remunerative value to the figure of the Youth Worker and of the Youth Work in general - It would be necessary to create a super-partes agency that is not involved in the political orientations to ensure that there are people in charge of giving continuous and ready guidelines for the future, even after a change in political management.

"General comments: The Charter is a very good base for dabate among relevant stakeholders. In this sense, it is more a tool to be used during the process of acknowledgment of youth work and youth workers than a practical/working tool for actors active in the field of youth work. That could lead to a further reflection about the declared aims of the Charter and the real extent of this document. In Italy, there is an ongoing bottom-up porcess of acknowledgment of youth work which is driven at local level by some active youth workers and youth organizations and by some Regions, but it is still localized (not uniform) and not spread all over the national territory. In this context, the Charter can support local processes which go in the same direction and we find many synergies between local and Eaurpean level. The “political” aim could be to enhance the recognition of youth work at national level and the current Charter could be use in this sense for a work at istitutional level. Instead, if the Charter is going to be a practical working tool the document should take different format according to different stakeholders. The current format seems not to fits neither with a target such as young people and youth workers, nor with a practical aim. It means leanguage and structure should be adapted to different targets and different uses at a field level. Other general comments are related to: • the role of young people, that should be better underlined in the document as the primary point of view to be promoted by the document. • The role of youth worker, which should be better defined through a further development of the devoted section or through a mainstreaming in the whole document. • The importance and substance of non formal education, which is just shortly mentioned. ”

Liechtenstein

- this document is very useful but it is at the moment quite confusing: something between charter, guiding principles and political mandate... - The point "for whom is the charter intended" shows how wide the target group should be... It could be an obstacle to a wide use of the charter. - we would advise to make a yearly update of the text. - we welcome the notes for further reading and references

Lithuania

It’s international guidelines, which usually differs from the national level reality and goals.

Netherlands



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it's valuable for both youth workers and policy makers. Actually everyone who had to deal with youth work. It stimulates discussions.

Yes. Suggestion: use the Handbook Quality Systems Youth Work to make things more practical

Yes, we do think it's really useful to support and improve local youth work. Very good that it is a European policy.

yes it's useful and it should be translated

Norway

- to shorten it (less words) - take out repetitions - fewer chapters and bullet points - plain language

Other (please specify)

The document itself was very welcomed by the YFJ members who provided feedback. The charter is well organized and written, giving a good overview and insight in the core principles and challenges of youth work. The core principles set out in the document work as a basic framework for how local youth work could be done and can be adapted to many different ways of practicing youth work. For them the charter seems to be an accessible and flexible document with many possible uses. The question of the charters' practical use for local youth work organizations can be discussed further, but the charter being used without adaptation seems unlikely. The emphasis on both continuous evaluation and improvement to assure good youth work is important and was welcomed. They were happy to see that non-formal education, both in practice and validation, is put forward as a cornerstone of youth work. However, it was also evident that the charter as it stands does not cover situations when the local youth work that happens in local youth groups and organisations, is supported by regional, national or even international structures. This is the case, for example, of Scouting where majority of initiatives to create new local groups are piloted by the National organisations or some regional support structures. It is therefore important to ensure that youth work policy development on a local level is strongly supported by other levels, including multi-level youth policy structures. That means that there is a strong relevance of having national, regional and European youth work policy development and budget. While the document is also mentioning this level of competence, it should be further enabled and strengthened in the charter, recognising importance of such support structures. Further, when speaking about local needs, it was noted that learner-centred approach, instead of specific local area approach, would be able to better respond to needs of young people. It is more relevant to provide a training which focuses more on the specific group of young people involved in the local youth work activities rather than a general mapping of local needs. (below you will see proposed specific changes to include learner-centred approach)

Portugal

The suggestion of admitting more municipalities in the working group was presented, and there was a complete availability and openness to work on this document and to participate in these meetings and in this strategic partnership, from all the stakeholders.

Slovakia

Very useful, as at the local level there are not special positions for coordinating local youth work, youth work at local level is often good, but somehow ad hoc, institutions don't cooperate much, mainly on bilateral way, but not cross-sectorally, young people are not invited to any decisions at local level and about their personal, social and carrier development needs and preferences, important adults, even teachers in schools do not know and even do not accept young people preferences, they consider them as "not all right", not "right". They are some good examples, of course, which could be summarized as best practices. We also need discussions not only with those motivated, which already had gone through similar process of learning, but also with "new ones", who think that they are doing the right job, but without knowing new trends in participation etc.

Slovenia



EUROPE GOES LOCAL

Supporting Youth Work at the Municipal Level

The charter could be a very useful tool for discussions on youth work, it would also give various stakeholders, mostly youth organisations, a good basis for commencing a dialogue with local authorities.

Basis of chapter are ok. We need to establish strong support of keeping the document alive (we need to prepare the plan for realisation of charter – communication, activities, financing, etc.).

Switzerland

Yes, especially in places where the concept of "youth work" is not always clear. We would explain the term "follow-up" somewhere. Can a legally non-binding charter have a concrete effect? Wouldn't it be more helpful to have a convention signed from the states. There are already many European charters and the authorities are hardly aware of these. However, it is a good idea to define European standards that you can orient yourself to, even if they are very general. The most important or the most important three points per chapter should be defined in order to prioritize the principles - otherwise there are too many points. In our opinion it's too long, detailed and confusing. We also question the meaning of this paper, because everything is very general and for a concrete implementation of the goals you need your local concepts and guidelines. Who should work with this charter? At most, it could serve as the basis for a new concept. Make the meaning and benefits of this paper even clearer and adapt it to the needs of your target group. The claim of this paper is indeed formulated as support of youth work at the municipal level. However, such a charter is only a useful instrument if it can, in a brief and concise manner, reflect the added value of youth work.

Yes, the Charter is a very useful tool for discussing youth work, what youth work is and needs, between different stakeholders and within different stakeholder groups. It is very important to have such a document as a basis for discussions about the state of affairs, about common or different problems, about possibilities for improvement and future proposals, etc. Especially useful is the fact that the charter is "European" and therefore it is very well suited as a basic document to create the discussion between different countries and to build them on uniform criteria. Without such a basis, it is very difficult to understand and compare / discuss the various systems / needs / issues (especially when it comes to local youth work). To be useful, it is important that the Charter reaches all the stakeholders involved (youth organizations, youth workers, youth, politicians, etc.). In order to increase the usefulness of the charter, it would be conceivable to spread it even more on different occasions and organizations (schools, information days, meetings, conferences, workshops, etc.), which somehow affect the theme, and / or make them "medial", in newspapers, television, radio, etc. So that as many people as possible can know about it, and not only those who are already active in the field.

We consider the Charter as a useful tool which was elaborated as detailed as it was possible.

Yes, very useful in all discussions between laymen (strategy) and professionals which concerns concept revision, resource requirements / increase and tasks / specifications. A refinement is indicated, however, similar to a mission statement process.

Yes, it is useful for discussions. It has to be clarified how the Charter relates to other, similar documents from national or regional level which already exist in Switzerland. However, it is an advantage that the European/international dimension is highlighted in the Charter.

The charter is useful for recalling the basic principles of youth work. It can be used by local communities to explain youth work and the basic conditions it needs for a youth work of good quality.

What is your general opinion about the content of the charter? Is there any theme or topic that is missing?

Austria

Education/Learning, inclusion, participation we see in this charter. Maybe more emphasis on individual personal development (of the young people) and competences for a healthy life style

Belgium



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Supporting Youth Work at the Municipal Level

"In general the text of the Charter is positively welcomed. The set of core principles (Section 1) and the section 4 on local youth work practice, are considered to be strong formulations. In addition we can also repeat what has been mentioned already : - The idea that the charter is not a list of obligations, but a check list to reflect on, should be more prominently explained. In spite of what is written already, the perception of readers is still very strongly : should I do all this ? Certainly regarding the aspects of "targeting all young people" and "actively outreaching to groups of young people not reached yet" (item 1.3 and 1.4), this perception is easily made. While agreeing with the ideas in general for "youth work as a sector, or a field", not every individual local youth initiative or organization feels equipped to do this. Reality has plenty of examples : what about girls initiatives, what about areas where e.g. immigration is not really present, what with youth local initiatives that have agreed to work complementary towards different target groups... - The idea that elements of the charter are, in numerous cases, implemented by actors on regional or national level should also be more prominently expressed. The perception issue as mentioned above exists also here. More specifically in the field of training for local youth workers, the documentation and recognition of learning outcomes, the role of national (umbrella) organisations should not be underestimated. Some more precise examples from the practice should help in this respect. Eventually this could be included by national partners in EGL. Other elements that are missing : - Aspects on the deontology of the youth worker and his/her organisation - Relation between local youth work practice and local policy making should be better elaborated. Each has its own role. A youth work policy needs its aims and targets, agreed with all stakeholders, but local youth work should not only respond to these aims. It should also be keen on its autonomy to define its own goals. "

Croatia

To add role of the local government - to name a person in charge of young people within the administration?

Apart from more consideration on how it fits broader youth policy context, I cannot remember anything of particular significance.

It gives a wide general review on what youth work is, and how it needs to be developed. Accordingly, we do not think that something crucial is missing, except the points mentioned above.

Our general opinion that we need something more similar to the EVS Charter (at least for the EU programmes for Youth work/ers). When we say more similar we think shorter, with principles that should be obliged and the standards that should be met. Maybe we can have two documents, one for the discussions and one more concrete as a key referent document that local communities, Youth workers, NA's and all relevant stakeholders need to take in account while implementing Youth work, or to be more precise EU programmes/activities envisaged for Youth workers. This would give more clear framework for all stakeholders and also be referent tool for many current problems - fake Youth work organisations, efforts in empowerment of Youth work as it is the case with more stable financing of YW, better, continuous and stable planning of Youth work within local communities and ect.

Denmark

"- About communication: How is it going to be communicated? Both regarding information and marketing?
- Are there any political threats to the Charter? - How is it going to be evaluated and measured? Are there any experiences from last year? - There is a need for more information about stakeholders and how they are divided. - Remember the different target groups. Especially young with limited resources. - The Charter mentions that it wants to work intercultural, but it does not describe how it is going to work, when each country has its own culture. "

Estonia

This Charter looks youth work as one thing, but should be seen as part of the whole picture together with family and school (formal education). Non-formal education as part of youth work is making big effort for combining non-formal and formal education to be one education for youth. Similar trends are also happening in formal education making studies attractive, interesting and catchy.



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Supporting Youth Work at the Municipal Level

In general we hope that the charter has been put together in the process of broad consultations, especially on the local level to make sure that these guidelines will not be perceived as forced upon.

Germany

We think the goal of promoting personal and social competences (promoting self-dependence, self-confidence, self-esteem, personal responsibility, sense of responsibility and social skills as well as promoting the ability to communicate, solve conflicts, deal with criticism and cooperate) is not stressed enough, not urging the need for youth empowerment sufficiently. Furthermore there should be a clear appeal to work across divides like income differences or different ethnic backgrounds working against cross-generational separations between groups.

In general the composition, the content as well as language and style of the Charter are appropriate and fit with the given aims and objectives of the Charter. However two German youth structures gave the feedback that the Charter text is quite difficult to understand and abstract and should be either reformulated or an additional version in a language fitting more to the target group of young people should be produced. Another proposal was to add concrete examples of how youth work can be implemented. There are still three aspects (rather than topics) missing or at least too less mentioned: -> the aspect "youth for youth" (which means the fact that youth work is largely dependent and carried out by young voluntary and honorary people themselves -> the aspect of youth work as a free place for experimenting where explicitly (and in contrast to formal education) it is allowed to make mistakes -> the aspect of youth work and youth workers to have and comply with an advocating function for youth - International youth work (see also above) should be stronger mentioned! - The aspect of a strong(er) and "independent" youth policy and its role for youth work should be mentioned in the text. Youth work needs to have an integral part in youth policy, but then of course youth policy as such needs to have a strong place in national policies in general.

Hungary

Our respondent from a county phrased that it is a well written document and its existence can make it easier for the youth and for organizations to have a general idea about the positive aspects of the concept. The response of another county stated that youth work, in order to be effective and attractive for young people and youth workers, must need serious financial resources and innovation, besides a secure and inspiring environment. A part of these sources might come from the for-profit sector, provided that the stakeholders of different sectors realize the advantages of youth work and its added value for young people. Thus an effective communication and the involvement of all sectors is needed.

The possible cooperation with the formal educational institutes should be added in relation to all levels of the local youth work; Very clear, and coherent document so far but also puts mostly emphasizes on the duties of the local authorities or whoever that will facilitate the youth work. And in some realities this would lead to no consideration at all, as if they have never give importance for youth work after this they would not do either.

Iceland

We cherish the idea of a Charter on local youth work and see the opportunity to use the charter for a common ground for youth work in our country to establish more focused policy making and cooperation about the cores and further establishment of effective local youth work. Nothing is missing to our best knowledge and experience.

The content is really good and with what time we had to read this we have no topic to add.

Ireland

Some of the language is convoluted and at times vague. It would be worth proofing by a native English speaker and simplified where possible. It is noted that the Charter is geared also at young people, however the language is not very youth friendly/ and not much involvement of young people in the process. Consider having a group of young people review the Charter before finalising.

Italy



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Supporting Youth Work at the Municipal Level

We truly suggest to further consider the following aspects: - recognition should be included - cooperation among non-profit sector and the Governmental embodiments - financial aspects (as budget mentioned) could be reviewed

Latvia

insufficient role of NGOs, should be emphasised more

Liechtenstein

-We don't miss any topic. - We suggest to highlight the importance of putting in place a participatory process as core principle including coaching for youth workers and for young people, dealing with projects on local level.

Lithuania

Yes, for example, funding options.

Netherlands

well-founded and well written. What should be added is the link with other sub themes within the youth (work) field (f.i. prevention radicalisation)

For a big part known knowledge and agreed principles are repeated. Let's start disseminating and implementing! What is missing is working with groups and individuals within the group

Norway

The content is good, but needs to be sharpened. Youth Information should be a separate point.

Portugal

The suggestion was made to extend this sounding process to the young people (both in the preparation of this letter and in the definition of quality criteria for work in the youth area), particularly those taking the Youth Technical courses. It was proposed to organize a meeting of municipal youth offices, as well as to present this Charter at the National Meeting of Youth Councillors promoted by Casa da Juventude on 16 April, in Guimarães. It would also be interesting to extend the sounding, reflection and training dynamics to municipal (political, managerial) and technical decision makers, emphasizing that mutual learning among young people and municipal decision makers / technicians (and even among decision makers and municipal technicians) is essential to promote participatory environments and democratic processes in organizations so that youth participation can be promoted. One concluded that young people (and youth) should be viewed as an opportunity (not a problem) - youth visions of Essentials on Youth Policy; Declaration of the 2nd Youth Work Convention, which emphasizes the importance of youth work "cultivating the imagination", creativity, "initiative" and "aspirations of the young", supporting them to "discover talents" and skills; point 4.5) "constructively challenge young people to open up their horizons and equate the limits of what is possible." It was also suggested to create a Portuguese version (in the case of Portugal) of the document, to be accessible to all. In this regard, the documents "Local Government Manifesto of FNAJ" and the process that led to the National Youth Plan were presented as examples.

Slovenia

Two things that might be missing in the text are "equality" and "sustainable development", which are mentioned in the CoE recommendation and could be perhaps included in the charter.

Switzerland

The introductory text of "Towards a Charter on local youth work" will be needed in different languages - the content in it is important. An independent chapter would be useful when it comes to the participation of young people in youth work. The basic content is good, but not really professionally worded. Certain topics and formulations are repeated.



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Supporting Youth Work at the Municipal Level

The content of the charter is excellent. All important topics are addressed correctly and emphasized. The structure is very well designed and comprehensible; so is the language.

At the moment we have no further suggestions and agree with the content. For further questions please contact us.

The content of the charter seems relevant to us. There are no topics missing.

Prevention is not mentioned explicitly as a task. The charter includes many goals, a thematic grouping would be indicated to avoid double entries.

Some bullet points are formulated in a very complicated, academic way. In order to have a document that is understandable for everybody, it would be helpful to have shorter, clearer sentences in the every day working language of youth work. This would also simplify translations in other European languages.

The role of prevention for young people in youth work could be further developed

[What is your general opinion about the content of the charter? Is there any theme or topic that should be taken out of the charter?](#)

Belgium

The scheme on the core principles (page 3) doesn't have much added value. - As already mentioned, we propose to delete section 3 and add its items to section 2 or to section 4, depending on their relevance. In our view this section 3 is a combination of items that refer to the desired policy development (section 2) and the desired youth work practice (section 4). "

Denmark

"-About communication: How is it going to be communicated? Both regarding information and marketing? - Are there any political threats to the Charter? - How is it going to be evaluated and measured? Are there any experiences from last year? - There is a need for more information about stakeholders and how they are divided. - Remember the different target groups. Especially young with limited resources. - The Charter mentions that it wants to work intercultural, but it does not describe how it is going to work, when each country has its own culture. "

Estonia

It is hard to make a comment about what to add or take out. Considering that in Estonia the level of youth work quality is higher than in most countries, there are already a lot of documents as Youth Work Act or Youth Work Development Plan etc. However this overall document should be general so it would suit all the countries the same way. We would not take out or add anything else than the bullets mentioned before.

Hungary

Generally the comments related to the charter were positive and optimistic, the importance wasn't questioned among those who answered. The feedback from a county put a high emphasis on employability of young people, as well as boosting higher educational attainment of young people from a disadvantaged background. A general comment from another county voiced their strong recommendation to put a higher emphasis on sport, healthy lifestyle and development of interest in culture. Besides that they found the document a comprehensive and coherent summary. Our respondent from a different county local government added that a national level examination of the aims taken into account the specific legal environments would be useful.

Iceland



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Supporting Youth Work at the Municipal Level

We would liked to have had a bit more time to discuss the charter within the board of Samfés and with our members. We all agree that the charter will for sure raise the quality of local youth work.

Latvia

It is very ambitious to prepare a document that would be valid for all both young people and decision-makers. In general, the document is good, because there is a simplified way how different European level documents are summarised including the main ideas. Overall, the text should be even more simplified English

Netherlands

As the National Youth Council, we regularly work with (local) yout work. We notice that youth workers are interested to get (more) involved in (national) activities organised by others, in order to improve their services towards youth. Linked to this: the opportunities the EU offers them to work with other organisations/institutions could be better advertised, so they would be more aware. This would also contribute to the relevance of the EU programmes and investments in this respect.

Norway

Chapters 3 and 4.