

The Declaration of Luxembourg

**Declaration on the outcomes of the Youth Event hosted by the Luxembourg
Presidency of the Council of the European Union and the Luxembourg
National Youth Council**

Luxembourg, 24-26 April 2005

Preamble

2005 is an important year for the future of youth in Europe. The European Youth Pact was adopted by the Heads of State and Government of the European Union as one of the instruments of the Lisbon Strategy, which brought youth issues on the employment, education, social and economic agendas, as well as on the agenda of the European Heads of State and Government. This meant a big step forward in realising the White Paper's objective of taking more account of youth in other policies than (vertical) youth policy.

Volunteering is one of the central issues in youth policies. Hundreds of thousands of young people in Europe are active volunteers of some kind, in local associations or clubs, local, regional or national organisations, or even on an international level. Since the adoption of common objectives on voluntary activities and greater knowledge and understanding of youth in November 2004, the first cycles of the Open Method of Coordination (OMC) in the youth field are now fully in their implementation phase. Member States now have to give real meaning to the OMC by implementing measures that bring about positive change for young people.

This declaration was drawn up at the Youth Event that took place from 24 to 26 April 2005 during the Luxembourg Presidency of the European Union. Young people from the 25 Member States of the European Union, the European Union Candidate Countries, the Member States from the European Free Trade Agreement Area, Croatia and the European Youth Forum took part in this event. It was organised in the framework of the Luxembourg Presidency by the Ministry of Family Affairs and Integration, with co-funding from the European Commission and with the assistance of the Luxembourg National Youth Council and the European Youth Forum. This declaration reflects the Youth Event participants' discussions on two issues: the implementation of the common objectives on voluntary activities and the newly adopted European Youth Pact.

Volunteering

Volunteering is a precondition for every working democracy and for a strong society. Giving young people the chance to get involved in political processes, community work and dialogues with other cultures creates the active, independent and "thinking" human beings that form the basis of our European societies. Especially young people want to learn by doing and they want to be engaged in something that they enjoy. Being involved in youth work on a voluntary basis offers them this possibility. However, we stress that volunteering must not be used to camouflage unemployment, or serve as a substitute for employment.

Volunteering does not only offer the chance to acquire social values, it also helps to strengthen the individual skills of young people, to gain experience as well as to learn about the principles of life. Further it strengthens communicative and interpersonal skills and helps develop management and leadership capacities.

The EU Youth Ministers recently adopted common objectives on voluntary activities. We strongly support the objectives that were set, but we are aware of the fact that reaching these objectives entirely depends on the success of the implementation phase. We have identified four important challenges that have to be met to improve volunteering policies, and we have some suggestions for possible ways to answer these challenges. The implementation can only be successful if all these challenges are answered in a combined effort by the European Commission, the national governments, youth organisations and the European Youth Forum.

Promotion

Still today, too few young people are doing voluntary work. It is not because they are not interested in it, but because there is too little awareness of the possibilities and the added value it can offer. We ask the governments to take measures aimed at increasing knowledge and understanding amongst decision makers, society at large and young people about the value of volunteering. In close cooperation with youth organisations and other actors in the field of volunteering, pan-European and national campaigns have to be organised to raise the visibility of voluntary work. Coordinated national research should be undertaken to facilitate the development of this information.

We consider the promotion of volunteering as a crucial objective in developing activities in the future. The 5th of December, International Volunteer Day, is an important instrument to increase the awareness of volunteering. However, this day has to be promoted much better by decision makers and us young people. By organising various activities and information campaigns, we are willing to contribute to the success of International Volunteer Day. We stress nevertheless that information about volunteering should not be provided only one day a year. We see the necessity of running information campaigns on volunteering in schools, universities and other youth environments throughout the year. A good opportunity for such information campaigns is the “All Different All Equal Campaign”, run by the Council of Europe. It allows a large number of youth organisations to recruit new volunteers and inform about their work.

In order to increase participation in voluntary activities, programmes promoting these forms of activity have to be set up and extended. Especially relevant for European volunteering is the European YOUTH Programme, which should be more effectively promoted in the Member States.

The best advertisement for voluntary work remains young people who actively take part in volunteering and share their positive experiences with friends and other young people. Additional information has to be disseminated in schools, universities and youth organisations. Also an exchange of best practices about volunteering should be established, targeted at state authorities and decision makers as well as young people.

Development

In order to continuously meet the challenges faced by volunteers and voluntary activities in an ever changing environment, it needs constant development. Volunteering as a concept has to be adapted to the development of society.

A big challenge remains the inclusion of young people from disadvantaged backgrounds into voluntary work. For these people volunteering is often not interesting, because they cannot afford to spend a long time doing unpaid work. They do not know enough about volunteering and they do not see any added value in being a volunteer. Therefore we need improved information about the advantages of voluntary work as well as better recognition of volunteering.

Several national policies influence opportunities for volunteering. The implementation of these policies needs to be harmonised and aimed at creating more opportunities for undertaking voluntary work. First of all, volunteering must be recognised through legislation and policies at the national level, as being distinct from other modes of activity, such as

employment and education. The establishment of a national centre for volunteers, responsible for providing volunteers with a nexus of information and for voicing their opinions on volunteering policies, could also be an important step forward.

The European Voluntary Service programme has been very successful, and we would like to see more people profiting from this programme. Also a national voluntary service could be set up to provide opportunities for mobility within the Member States. However the number of people that can possibly be reached with such programmes will always be less than the people volunteering in other settings. More attention should be devoted to opportunities for youth volunteers to be active in the framework of youth organisations, other NGOs and special youth activities, like, for example, the activities funded through other actions of the YOUTH programme.

Removing Obstacles

There are various obstacles that prevent young people from volunteering. The main obstacles can be divided into four categories: visa problems, economic obstacles, lack of information and insufficient recognition of voluntary work on different levels. The untransparent and bureaucratic visa application procedures of the EU Member States are preventing young people from outside the EU from undertaking voluntary work in the EU. Also EU citizens face problems obtaining visas when they want to volunteer outside the EU.

We propose more unified procedures, better information as well as the recognition of volunteering as a specific purpose for entering a country. Also, voluntary activity should be given a legal status to ensure that all volunteers can reside legally in the country where they are volunteering.

A second obstacle to tackle is the economic situation of potential volunteers as well as youth organisations offering opportunities for volunteering. Special efforts should be made and additional resources provided to support young people with fewer opportunities to volunteer. A step towards achieving this is to take account of voluntary activity in the calculation of welfare benefits, such as social insurances and pensions. Further, we want governments to ensure that youth organisations receive sufficient recognition and support to be able to offer quality volunteering opportunities to as many young people as possible. These organisations should, apart from project funding, also receive sufficient structural funding to cover their administrative costs.

Also, other obstacles to volunteering, such as the lack of information on possibilities for undertaking voluntary work (see above) and insufficient recognition of its value (see below), should be tackled. Regular reports on the obstacles to mobility should inform and sensitise the authorities as well as the public about these issues.

Recognition

A better recognition of voluntary activities on national as well as EU level is crucial to making voluntary work more attractive. All forms of volunteering should be recognised on an equal basis. It is also important to recognise and support providers and organisers of voluntary work. In particular the role and added value of participatory youth organisations as providers of opportunities to volunteer while at the same time actively participate in the organisation should receive special recognition.

Member States as well as the EU should undertake efforts to promote volunteering by providing the necessary resources and consulting young people in the implementation and assessment of the common objectives on voluntary activities. We would like to see the involvement of young people and youth organisations in decision-making processes regarding volunteering.

A major condition of success in developing volunteering policies is to ensure that social networks and families, employers, government and educational institutions recognise the value of volunteering and of the non-formal learning that volunteering provides. A concrete idea to ensure the recognition of volunteering is the creation of a national award for volunteers. Additionally, there could be networking seminars organised between volunteers and prospective employers in the private and public sectors. These have to be based on the idea of partnerships between national youth councils on the one hand, and public sector services on the other. Also, cooperation between the private sector and youth organisations as well as youth councils is possible, for example in the framework of involving young people better in the macroeconomic dialogue. Another important step would be the recognition of volunteering in education. Therefore all schools should allow students who wish to do so to participate in voluntary work for a fixed number of days a year, without the risk of losing their grades or possibilities of taking exams etc (at least five school days a year in all countries, leaving governments the possibility of allowing more).

Youth Pact

At the Spring European Council of 22 – 23 March, the EU Heads of State and Government adopted a European Youth Pact as one of the instruments contributing to the achievement of the Lisbon Objectives. We very much welcome this initiative, which adds a youth dimension to the overall Lisbon Strategy. We are also glad to see the incorporation of the line of action of the European Youth Pact in the proposal for Integrated Guidelines. Now it comes down to translating these guidelines into ambitious national reform programmes. That includes concrete targets aimed at achieving measurable results for young people, based on the following recommendations.

Employment and social integration

For young people in Europe, unemployment is an issue of key concern. In many countries, the rate of youth unemployment is even higher than the normal unemployment rate. This is particularly relevant, since young people without a job quickly face poverty and slowly get excluded from society. Especially young people that have been unemployed long term seldom have a chance to find their way back into the labour market. Although all these developments have been recognised in the Lisbon Strategy, so far no improvements are to be seen.

Even if young people find a job, they face discrimination in many ways: jobs for young people are rather unstable; the young face poorer working conditions and have fewer social rights. Special attention needs to be paid to the transition period from education to employment. When this period is too long, these young people lose the skills they have just acquired, and every year their chances of contributing to the economic development of Europe and to their own well being decrease. Even if they get a new job after a few years, they will face difficulties adapting to the working environment. Despite good initiatives on the EU level to fight gender discrimination, unemployment among young women is still considerably higher than among men. New initiatives tackling these problems should be

launched. Also the integration of migrants and groups from disadvantaged groups has to be guaranteed.

We young Europeans ask for a real commitment from all EU governments to put an end to youth unemployment. There needs to be special focus on improving working conditions, guaranteeing more rights, ensuring gender equality and integrating the socially excluded. The first step towards bringing more young people into the work force is the creation of new jobs. Both governments and the private sector need to prioritise employment even more than in the past. Some concrete measures proposed include giving financial incentives, such as tax reductions, to companies hiring young people. Further, the introduction of compulsory internships, improved education in communication skills and the recognition of extracurricular activities will help young people to access the labour market. In addition, we ask for the creation of career centres which help to coordinate the cooperation between governments, national agencies for employment, the education system, the employment market, and the unemployed. Furthermore, we ask the governments to create more favourable conditions for young people interested in entrepreneurship and self-employment, as an alternative for conventional jobs.

Education, Training, Mobility and Citizenship

A competitive European economy is highly dependent on well qualified and educated citizens. Therefore it is the field of education and training that requires special attention. As regards education, we recommend the recognition of non formal education and validation of competencies gained from these activities, making these transferable within society on local, national and European level. Further, we call for a better recognition and comparability of certificates and degrees in Europe through the development of common standards.

A big challenge for the education policy of the Member States is the high number of early school leavers. One of the reasons why many young people do not go to school is because they get bored in classes which they do not consider relevant or interesting. Concrete measures to make school a more attractive place would include broadening the syllabi, thus providing young people with a larger range of subjects from which to choose based on interest. In addition, there should be more extracurricular activities so that young people have the opportunity to do something interesting in the framework of their school day.

In the field of training we strongly recommend the further implementation of the Copenhagen Declaration which is establishing the framework for European standards and the recognition of vocational training.

In order to improve the mobility of young people in Europe, we call for a standardisation of visa regulations and ask that they be more transparent. A Europe-wide transparency index for visa procedures would be an important step in this respect. Young people active in youth work and applying for a visa face the problem that they are neither tourists nor employed. Therefore there is no visa category they can apply for. We ask that a special youth work visa be developed. In order to help young people requiring a visa, a standard invitation for young volunteers, accepted by all European embassies, could be developed. Furthermore we would like to see free and easy access to visas for young people who participate in youth work.

The knowledge of languages plays an important role in mobility. In light of the Eastern enlargement, we stress the importance of promoting the learning of all European languages,

not only English. This could be facilitated by the establishment of language centres across Europe or the development of existing centres.

We strongly condemn the fact that the European Youth Pact pays no attention to the entire field of participation, volunteering and citizenship. From our point of view, the link between participation, volunteering, citizenship, training and education is essential for fulfilling the Lisbon Strategy. We would like to see greater steps being taken to bring policy makers and young people together in decision making in order to encourage greater participation by young people as active citizens.

Mainstreaming and new priorities

The European Youth Pact added a strong youth focus to certain aspects of the Lisbon Strategy. This is an important step forward in realising the White Paper objective of taking more account of youth in other policies. However, we would like to see a permanent and wide mainstreaming of youth in the future.

As a general principle, Member States and the EU should always consult representative youth organisations when the decisions made will affect the lives of young people. This consultation should take place at the different stages of the policy processes affecting young people: the drafting and implementation as well as the final evaluation. Youth organisations should have the right of appeal on issues that concern young people.

Youth is a diverse group. It is important that this should be recognised by the Member States and the EU and taken into account when involving youth in decision making.

Beside this general principle, we propose that EU Member States agree on a list of areas of high importance to young people. Some of the policy fields of this non-exclusive list are governance, employment, health, housing, human rights and gender equality. This list should be completed by co-management structures in the Member States.

Demographic challenges

Current demographic trends confront us with challenges in the following four distinct areas: intergenerational solidarity, immigration, flexibility in moving between education and the labour market and, finally, the birth rate and women in the workforce.

In the sphere of intergenerational issues we consider that a rigid retiring age is no longer applicable in today's society, recognising that many people would not be ready to retire and that the skills shortage by retiring workers cannot be filled. Also recognising that there already exists a skills shortage in the EU that cannot be filled with the domestic workforce, greater attempts should be made to attract skilled workers from outside the Union. However, a proper programme of integration of immigrants needs to be crafted, with emphasis on language and cultural training—to avoid problematic situations that have recently arisen.

A better transition process between formal education and entering the labour market is required, allowing young people to work earlier and return to education later—also returning workers who need to retrain for their careers.

On the topic of raising young families, a fundamental re-appraisal of the role of men and women in the home and work place is needed. Common EU regulations are required to

establish and highlight maternity leave rights so that either the man or woman can take career breaks to raise young children. Also, a new found respect is needed for house parents who have taken the decision to leave the labour force and raise a family; they also contribute greatly to society.

In conclusion, we consider that the Green Paper on confronting demographic change is not adequate, in that it appears simplistic in thinking that more children would solve the current demographic problems. It also appeared incompatible with the Lisbon Agenda, which advocates higher labour productivity with fewer people, against the reality of taking people out of the work force to raise young families.

Conclusions

We, participants of the Luxembourg Youth Event, welcome the initiative of the Heads of Government and State and the European Commission to develop and adopt the European Youth Pact. We believe that this Pact can play a major role in raising the problems and challenges facing young people to a more prominent level on the political agenda of the EU. Although the European Youth Pact includes many good ideas, some issues are missing. Participation is not touched upon, and the Pact is missing concrete targets for really improving the living and working conditions of young Europeans. We have developed several ideas on how to concretely implement the European Youth Pact, which we hope will be taken into consideration by the national governments as well as the European Commission and Parliament. Also, we want to stress that the implementation of the European Youth Pact is not possible without the involvement of young people, especially national youth councils, national and European youth organisations and the European Youth Forum.

Within the framework of the OMC, but also for creating links to the European Youth Pact, the effective implementation of the newly adopted common objectives is of high importance. We call upon the Member States to pay specific attention to promoting voluntary activities, developing the different possibilities of volunteering and broadening its scope. We are also calling for the removal of the different obstacles to volunteering and the recognition of voluntary work and of the participatory youth organisations providing valuable contexts for volunteering.

Annex I: Recommendation on the implementation of the Common Objectives on Voluntary activities

Workshop A: Development and recognition of voluntary activities at the national, regional and local level.

| Recommendation/goal | Implementing measures | Actors |
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| A coordinated approach to volunteering policies and a forum for voicing volunteers opinions and concerns | Establish a national centre for volunteers | National youth council National Government National Agency for YOUTH/EVS |
| | Agree on a definition of volunteering | EU Council in cooperation with YFJ Operational definitions at the national level by government in cooperation with NYC |
| | Research the contribution of volunteering to society as a whole | EU / EUROSTAT National government (National youth council) |
| | ONE government ministry should be responsible for volunteering issues | National government |
| | Allow citizens to assign a certain percentage of their income tax directly to volunteering organisations etc. | Governments NGOs |
| Enhancing the social status of volunteering and increasing recruitment | Develop a national marketing campaign aimed at recruiting volunteers | NYC Government funds |
| | Information about the YOUTH programme needs to be distributed to school students | National Agency YNGOs |
| | Develop a national marketing campaign aimed at informing about volunteering to society as a whole | NYC Government funds |
| Enhancing the recognition of skills obtained by volunteering | Do special marketing towards educational institutions and students | NYC Government funds |
| | Do special marketing towards employers about the benefits of volunteering experience and about the needs for flexibility for young volunteers who also | NYC Business associations Public agencies Government funds |

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| | work (example: networking seminars with exchange of knowledge between volunteers and business/public employers) | |
| | Develop certification systems for volunteering skills – nationally standardised or voluntary systems | NYC Governments /Business associations / Trade Unions |
| | Raise the self-awareness of gained skills for volunteers by organising self-awareness seminars and developing self-evaluation systems | NYCs YNGOs Governments |
| | Award credits in the education system for voluntary work (but NOT introducing compulsory “voluntary” work) | Governments NYCs/YNGOs Educational institutions |
| | Allow at least a minimum number of days for days off from school to perform voluntary work for those who want to | Governments Educational institutions |
| | Give out an annual award to volunteers | YNGOs nominate Media facilitate Government funds and awards |
| Recognise all volunteering organisations and the specific character of volunteering | Specifically support membership based organisations organising volunteering, where they are underfunded compared to other volunteering organisations | Government at all levels |
| | Day-to-day volunteering must be recognised as important – support and marketing should not be limited to more high-profile volunteering like EVS, social volunteering etc. | Society ☺ |
| | Government legislation must recognise that volunteering is distinct from employment and education activities (e.g. so as to avoid camouflaging unemployment, or replacing employment with “volunteering”) | National government |

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| Legal and financial frameworks need to be in place to ensure equal opportunities to volunteer | Volunteers should have their expenses and necessary living expenses covered through grants. | Government in cooperation with NYC. |
| | Volunteering should qualify for benefits normally tied to status as employed or student (such as unemployment benefits or public transportation rebates) | Government at all levels |
| Increase internal mobility in countries | Establish a national volunteer service akin to EVS | YNGOs/NYCs and governments |

Workshop B: Development and Recognition of Volunteering at the European Level

| Recommendation | Implementation | Actors |
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| Encouraging young people to participate in voluntary activities | <p>We should lobby for the designing of funding programmes by the European Union for the organisation of training courses on the theme of volunteering, which has to be implemented by youth organisations</p> <p>We should prepare training materials on volunteering in different languages</p> <p>Create a network of volunteering promoters amongst the trainers</p> | <p>European Union Youth organisations</p> <p>European Youth Forum</p> |
| | <p>We should lobby for European Union and national governments to initiate campaigns about volunteering.</p> <p>We should influence the European Union to declare 2007 as the European Year of (Youth) Volunteering</p> | <p>European Union</p> <p>Ministries of youth and education</p> <p>Youth organisations</p> <p>European Youth Forum</p> |
| | <p>We should lobby for the inclusion of obligatory courses within curriculum to allow students to join voluntary activities.</p> <p>Students can create and carry out civic involvement projects within academic semesters.</p> | <p>European Union</p> <p>Ministries of Education</p> <p>student, youth and teachers associations</p> |
| | European institutions and global | European Union |

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| | <p>organisations should establish partnership agreements on volunteering.</p> <p>There should be a partnership agreement between the EU and the Council of Europe with the UN on youth training, similar to that between the EU and the Council of Europe.</p> | <p>Council of Europe</p> <p>United Nations volunteers</p> <p>youth organisations</p> |
| Promoting volunteering amongst young people | <p>‘International Volunteer Day’ on 5 December, should be promoted effectively and large-scale</p> <p>European activities should be organised to celebrate the day by the European institutions and the youth organisations.</p> | <p>European Union</p> <p>national governments</p> <p>Youth organisations</p> |
| | <p>A large-scale network of volunteering organisations should be set up in order to ensure better promotion of volunteering and exchange of best practices in the field.</p> | <p>Youth organisations</p> <p>European Youth Forum</p> |
| | <p>Civic education should be introduced and improved in schools</p> <p>Volunteering should be integrated in civic education by schools</p> | <p>Ministries of Education</p> <p>European Union</p> <p>volunteering organisations</p> <p>student and teachers associations</p> |
| | <p>We should launch effective information campaigns on volunteering</p> | <p>European Union</p> <p>Youth organisations</p> <p>European Youth Forum</p> <p>Non-organised youth</p> |
| Recognition of volunteering | <p>Governments should design and implement consultation process</p> <p>Involve young people and youth organisations in the implementation and assessment of common objectives on volunteering</p> | <p>National governments</p> <p>youth organisations</p> <p>national youth councils</p> |
| | <p>Establish youth ministries in every country with a specific unit in charge of volunteering</p> | |

WORKSHOP C: Removal of obstacles to voluntary work

| Recommendation | Implementation | Actors |
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| Transparency on the visa procedure | <p>Provide clear information on documents required to obtain a visa</p> <p>Provide clear information in case of refusal for applied visa</p> <p>Produce European annual report on transparency of the procedure</p> <p>Create a website with official and additional documents required and a guide helping to successfully apply for visas.</p> | <p>Ministries of Foreign Affairs</p> <p>Embassies of all Member States</p> <p>European Commission</p> <p>Council of Europe</p> <p>European Youth Forum</p> |
| Unified visa requirements among EU Member States | Create a single EU visa application form with the same criteria, also concerning Schengen visa applications | <p>European Council</p> <p>Ministries of Foreign Affairs</p> |
| Creation of a special policy for youth voluntary work towards visa | Create a special visa category for voluntary work | <p>European Council</p> <p>Ministries of Foreign Affairs</p> |
| Promoting the importance of transparent visa procedures outside the EU | Cooperate with other institutions on the implementation of the above | |

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| There should be sufficient and accessible funding mechanisms for youth initiatives and voluntary work. | <p>Provide less project funding and more money for initiatives of organisations' own interest.</p> <p>Funding and administrative institutions must be open to all democratic organisations, also the ones that are not built in the traditional way</p> | <p>NYCs should lobby the national governments.</p> <p>YFJ should lobby on the European level.</p> <p>NYCs and YFJ must recognise and support new ways of organising youth and create the same understanding within national governments, the</p> |
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| <p>Improving structures/efficiency/sustainable</p> | <p>avoid an “information overload”</p> <p>Keep people interested in volunteering work by creating a system of certification of the achieved personal goals</p> <p>Involve young people in decision making structures, give them responsibility</p> <p>Use more flexible and open structures, where young people can choose their own level (inclusive groups)</p> <p>The process, not the result, is a priority (Learning by doing approach)</p> <p>E-Democracy: Using Internet to reach young people, listen to young people to improve the work of YO</p> <p>Give space to free socializing (not only sitting in meetings)</p> <p>Encourage participatory youth organizations to work with new targets of young people (example: young mothers, Roma communities, poor city centres)</p> <p>Allow more space for young people to develop themselves in associations through decision making processes→ Introduce age limits</p> <p>Cover basic needs (transportation, food)</p> <p>Get organizations to empower volunteers on</p> | <p>students in first hand</p> <p>Knowledge should be an objective for educational systems → Active citizenship</p> <p>Network of local youth organizations</p> <p>Local government can play a role</p> |
| <p>Involving young people with fewer opportunities</p> | | |

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| | <p>different levels, use level of language and dress code that is appropriate to that community, act on the same level.</p> <p>Encourage organizations to have a gender balance within the organization and to include minority groups. Get them to think about about community problems</p> | |
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| Recommendation | Implementation | Actors |
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| <p>Youth organizations and the EU have to promote more actively the subject of volunteering</p> <p>Create a positive image of the important role of volunteers in our society.</p> | <p>On the European Level: establish a European Youth capital and European Youth days with effects on national level and local level.</p> <p>On the national level: concentrate the information and facilitate access to it by creating a national server.</p> <p>On the local level: Advertise voluntary work for young people and link schools and the youth organizations.</p> | <p>European Union</p> <p>Government</p> <p>Schools</p> <p>Youth Organizations</p> |
| <p>Participatory youth Organizations should be the interlocutors for different levels of government as well as for the formal educational system</p> | <p>Youth Organizations should be involved in the formulation of educational policies.</p> <p>Links should be established between the YO and schools, providing the opportunity to create joint projects and involve students.</p> | <p>Government</p> <p>Schools</p> <p>Youth Organizations</p> |
| <p>Improve our work using the learning-by-doing approach</p> | <p>Give young people responsibilities</p> <p>Involve them in the decision making structures</p> <p>The outcome is not the priority but the process and learning.</p> | <p>YO</p> |
| <p>Improve our work by</p> | <p>Learn to listen the people</p> | <p>YO</p> |

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| meeting the needs and interests of young people | youth research questionnaires E-democracy. | |
| Involve more young people with fewer opportunities. | <p>The EU should provide funds in order to involve more young people who have fewer opportunities to become volunteers.</p> <p>The basic needs of volunteers have to be met.</p> <p>Provide more opportunities to the next generation in process.</p> <p>Ensure equality by empowering new volunteers on a peer level</p> <p>Youth should be representative of the community</p> | <p>EU</p> <p>YO</p> |

Annex I: Recommendation to the implementation of the European Youth Pact

Workshop A – Employment and social integration

| Recommendation | Implementation | Actors |
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| <p>Improve the communication and the mediation and links between institutions of education systems and employment market</p> <p>Missing structures between needs and demands</p> | <ul style="list-style-type: none"> - Provide a new legal framework for employment law in order to offer more benefits to employees (ex: if the employer hires a young person, the government will pay for a percentage of the salary and both government youth organisations can follow and control the equality of pay) | <p>Government</p> <p>National agencies of unemployment</p> <p>Education system</p> <p>Unemployed persons</p> <p>Companies</p> |
| <p>Young people are more preoccupied by the lack of proposals of attractive long term employment</p> | <p>Sustainable employment</p> <p>Government has to secure the transition between education and the long term jobs</p> | |
| | <p>Create good structures at local, regional and then European level for career centres independent of national agencies of unemployment, but in collaboration with them and the education system and employment market and unemployed persons</p> | |
| <p>Differences of employment for men/women and minorities</p> | <p>Provide equal opportunities for minorities and equal gender employment</p> <p>Offer free higher level education</p> | |
| <p>Dumping work</p> | <p>Fight against social dumping</p> | |

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| <p>In order to tackle the problem of unemployment, the possibilities of young people to become entrepreneurs should be promoted</p> <p>Students should be better skilled to increase the chance of getting a job</p> | <p>Provide favourable conditions for self-employment</p> <ul style="list-style-type: none"> - teach how to start up a business - inform about market needs in medium and long term - offer free consultancy (guidelines about how to create a company) - reduce bureaucracy - provide lower interest on loans at start up <p>For education and employment</p> <ul style="list-style-type: none"> - ensure development of skills (speak in public, interviews) - more than 1 year of validity of grades to get in university - offer introduction during school year courses about different sectors of the market, studies related to the different sectors and the skills required in each sectors - introduce compulsory internship during studies - recognise extra curricular activities | <p>Government Youth organisations Universities</p> |
| <ol style="list-style-type: none"> 1. Gap between rich and poor young people. 2. Geographical differences (European and national level) 3. Economic vulnerability | <p>Encourage national governments to develop programmes on</p> <ul style="list-style-type: none"> - fight against stereotypes - protection of young people <p>Ensure equal access to education, a more personally orientated education</p> <ul style="list-style-type: none"> - integration - less specialised schools | |

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| | <ul style="list-style-type: none"> - group size in schools - cheaper high level education <p>Campaign for accountability of young people (to be responsible)</p> | |
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Workshop B - Education, Training, Mobility and Citizenship

| Recommendation | Implementation | Actors |
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| Participation of young citizens in the Youth Pact | Youth Pact linking with White Paper officially | EU-level |
| Involvement of young people in decision-making procedures | Use existing structures (e.g. youth councils) Create meeting places for all stakeholders | EU-level/national level |
| Using OMC on youth on themes other than White Paper: link with Youth Pact | Involve young people, youth services and youth NGOs in the OMC process on these issues | National government NGOs Youth councils |
| No participation without recognizing that young people are equal stakeholders to be involved in Youth Pact issues | There should be a youth impact analysis of all policies Foras should be created where all stakeholders can network, make contacts and meet (administration, policymakers and young people) | EU level: Commission National level: government Local level government |
| Ensure efficient information, on youth pact issues | Enhance existing information networks; support youth NGOs working on information and participation | National level, EU level and local level: Governments, Eurodesk and youth information centres, youth NGOs |
| Facilitate the coordination of education systems across Europe | <ul style="list-style-type: none"> *Establish a set of best practises *Promote greater co-operation between education systems across Europe. In adopting practise and Policy *Ensure teacher exchange | EU and ministers of education across Europe |

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| Recognition, validation and accreditation of non formal education | *"Youth Pass" – record of competencies gained *Make people aware of competencies *Give credits in school and in universities for such activities *Make them part of decisions on future employees | EU - national government and youth organisation - Education system and Employers |
| Decrease the rate of school drop-outs | Broaden syllabis, give more emphasis to extra curricular activities | EU and Education system |

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| Free visas for young people attending youth activities | - Adopt simple and standard procedures - Provide more information | National implementation, EU-making standard |
| Transparency and e-governance in the field of mobility | For research and standardization - work permit - residence permit - social security | National implementation |
| Knowledge in languages other than English | Establish European Language Center | National Implementation |

Group C: Mainstreaming and new priorities

| Recommendations | Implementations | Actors |
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| Life conditions Transportation | Freedom of mobility requires transportation should be affordable for young people (discounts) | European and Nation |
| Health issues | should be offered at all times of the day in order to provide a safe means of transportation proper and affordable health care should be available to young people within reasonable time | National/regional |
| Housing | young people are more inclined to suffer from mental health issues, therefore proper structures should be imposed and accessible. Pills are not enough. Ban alcohol commercials | |

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| inter-generational solidarity issues | provide sufficient information about health issues for young people | National politicians in consultation with youth and other groups |
| Education | encourage architects to develop and construct housing that is appropriate and affordable for young people | |
| | organise national discussions regarding the allocation of resources between the respective groups of age, financial rewards based on young people's active citizenship | |
| spend free time being active in society | Provide proper educational options for young people | |
| | students should have the option of influencing curriculum and daily issues of importance to them | |
| employment and economics | make information about possible funding available | |
| | provide alcohol & drug-free spare time activities for various age groups especially at night and weekend | |
| Human rights & social inclusion | establish volunteer bureaus providing coordination of voluntary activities available | |
| access to proper life conditions | ban "required experience" in job ads | |
| | minimum wage | |
| access to education/exchange on social differences | student loans and student benefits should not be dependent on other part time income | |
| | provide unemployed with meaningful experience | |
| | <ul style="list-style-type: none"> • housing | |

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| <p>Access to information</p> <p>Access to employment</p> <p>Consultation in the policy drafting stage in these areas</p> | <ul style="list-style-type: none"> • transportation • health/social protection • citizenship • increase tolerance and social actions • encourage youth to act in domains of work, studies and being volunteer • ensure access to communication and multimedia tools → training on computer use / internet • inform about student / non qualified jobs → direct contact • involve youth in projects → give responsibly → increase volunteering (particularly before university or job) • educate on global issues • implement exchange sessions between youth from different backgrounds → festivals and youth fairs • provide free internet (places where less privileged people can use a computer) <p>three phases:</p> <ul style="list-style-type: none"> • drafting • during phases • evaluation of questionnaires at school (16-25 year olds) <p>using the Internet</p> | |
| <p>Equality Gender Equality should be implemented</p> | <p>- Education on how to reach gender equality should be obligatory for young people and for people working with youth.</p> | <p>European Commission, national governments</p> |

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| among youth | - Girls' and women's shelters with sufficient resources to help those who have been victims to different kinds of violence should be accessible to all girls and women. | European Commission, national governments |
| | - Measures should be taken so that everyone, regardless of gender, age or other, receives equal pay for equal work | European Commission, national governments |
| Rights of non-heterosexuals must be implemented amongst youth | - Homosexual couples should have the right to marry and adopt or give birth to children | European Commission, European Court of Justice, national governments |
| Young people should not be dependent on malfunctioning families | - Young people with problematic families should be given sufficient help, economic and other, to be independent from their families | National governments |

Group D: Demographic challenges

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| Intergenerational solidarity | <ul style="list-style-type: none"> • Provide more flexibility on the option to retire. • Transfer resources from old retired people to young people who need it. • Adopt European convention between generations. • Offer training with involvement of old and experienced workers. | Government Government Commission Government |
| Immigration and emigration | <ul style="list-style-type: none"> • Raise awareness and encourage civil society. • Give workers skills & provide funding. • Provide language courses • Take advantage of unused resources from | Government Employers Government National and local authorities |

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| | the unemployed young people from minority groups (disabled, racial, ethnic, linguistic minorities). | |
| Flexibility of student time by combining learning and working periods | <ul style="list-style-type: none"> • Make it possible to combine university and enter the labour market. • Offer training for parents after staying home with children. | Government Universities Government |
| Birthrate Women & workforce | <ul style="list-style-type: none"> • Adopt common EU regulations (sharing of responsibility between men and women). • Provide free childcare network. • Promote respect for the role of being a family mother and/or housewife (parent). | Commission, employers, national government, promotion in media Local authorities Civil society |

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