



EU YOUTH CONFERENCE



11-13 SEPTEMBER 2012, NICOSIA, CYPRUS

BACKGROUND DOCUMENT

This background document presents the compiled results of the third phase of consultations that took place over more than four months, between April and mid-August, across the EU, in the context of the second cycle of structured dialogue on the overall theme of youth participation. It thus consists of sets of recommendations put forward by young people and policy-makers in the structured dialogue at EU Member State level as reported by the National Working Groups. In addition to the national reports, the contributions submitted by 14 International Non-Governmental Youth Organisations (INGYOs) form the basis of this present document. Overall, more than 12,500 young people took part in the structured dialogue during this phase prior to the Youth Conference.

The focus of the current structured dialogue with young people conducted under the Cyprus Presidency is social inclusion of young people, with a particular emphasis on the situation of young people with migrant background. The recommendations put forward in the structured dialogue in the EU Member States and at EU level pointed at seven main themes on the basis of which 7 workshops have been formulated for the EU Youth Conference.

The national consultation results, namely the recommendations comprised in this compilation, should serve as basis and guidance for the joint discussions of youth delegates and policy-makers in the joint thematic workshops. In each of the joint workshops, youth delegates and policy-makers should work together towards a shared result, with the aim of jointly adopting a set of Joint Recommendations on the theme of youth participation and social inclusion of young people with migrant background at the EU Youth Conference.

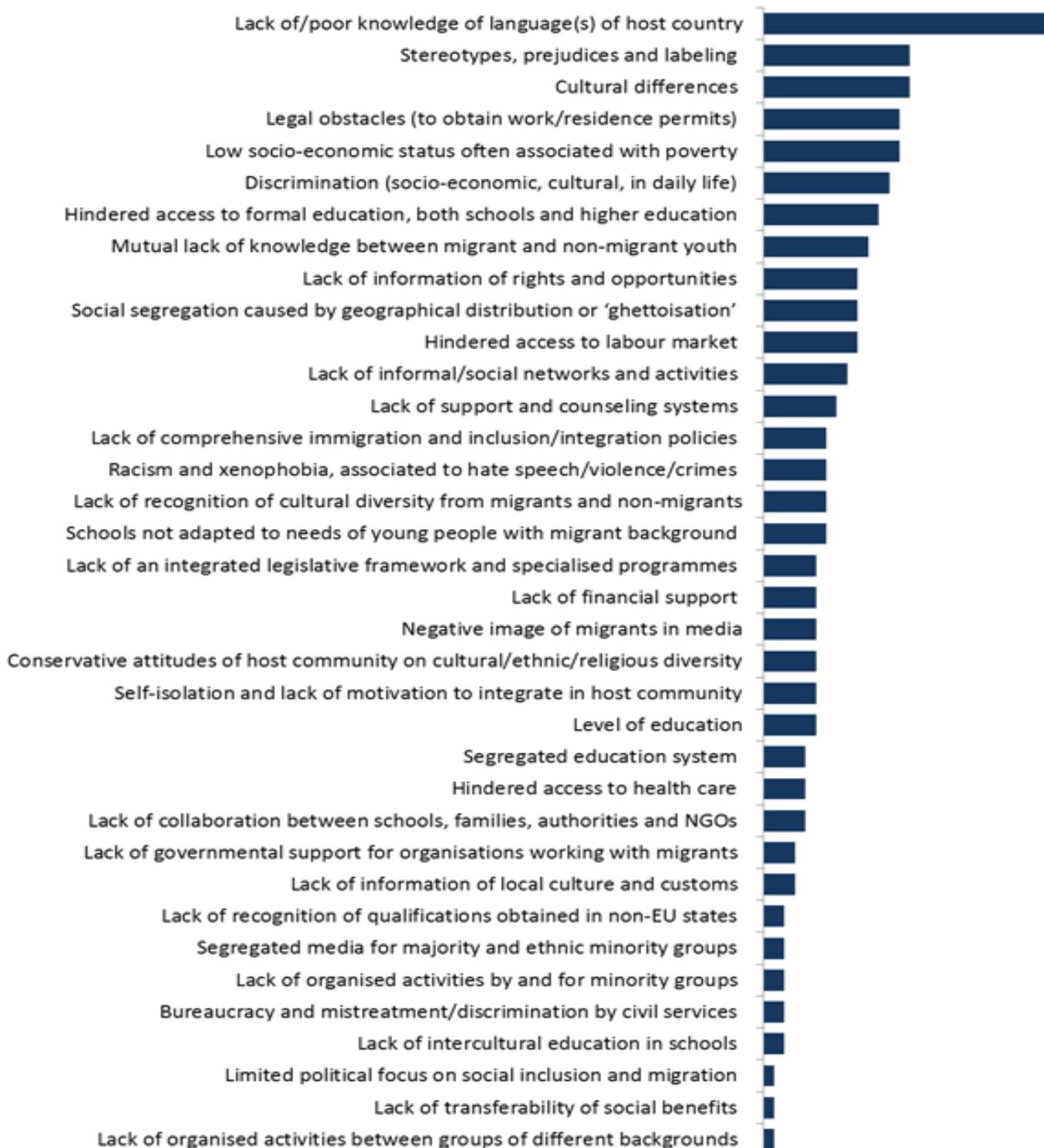
At the end of the Youth Conference, the Joint Recommendations will be handed over to the Cyprus Presidency that will then present the recommendations to the Council of the European Union and will promote them in all relevant sectors, wherever possible. The Joint Recommendations adopted at the EU Youth Conference will inform the Council Conclusions on the participation and social inclusion of young people with migrant background, expected to be adopted in November 2012 under the Cyprus EU Presidency. Upon adoption, the Council Conclusions become binding hence they are the most direct political outcome of the structured dialogue with young people at EU level while complemented with many other political outcomes at national level.



BACKGROUND – Barriers and Obstacles to Social Inclusion and Youth Participation

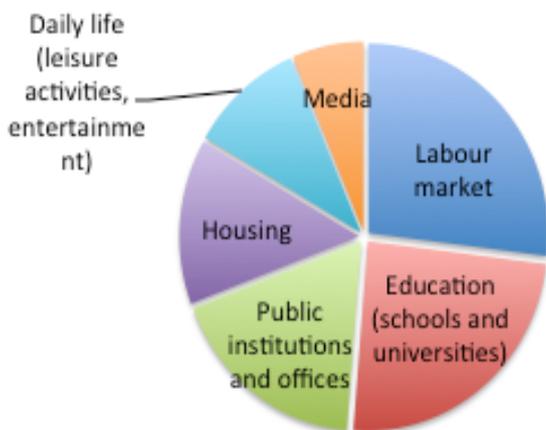
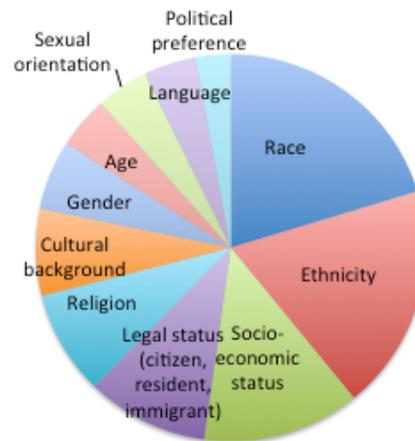
Across Europe, young people with migrant background face a number of obstacles to social inclusion. The most widespread barrier frequently met in most national contexts and at EU level, is by far the immigrants' lack of knowledge of the language(s) of the host country. The language barrier is followed by negative stereotyping from the host community, cultural differences, legal obstacles, low socio-economic status often associated with poverty, structural discrimination and hindered access to education, employment, social and health care services.

Overall, multiple obstacles were identified as factors undermining the social inclusion of youth with migrant background. Below is an indication of which factors were mentioned most often in national reports and in the contributions submitted by the International Non-Governmental Youth Organisations (INGYOs). It should be noted that some Member States and INGYOs mentioned more factors than others:



Although discrimination is prohibited by law in most EU countries, the national and international reports show that young people with migrant background and other socially excluded young people experience discrimination on a regular basis in most national contexts and at EU level.

The forms of discrimination reported most often in consultations were the discrimination of young people based on their race and ethnicity. The discrimination based on the socio-economic status, legal status, religion and cultural background are also frequently experienced by socially excluded youth in everyday life. Other forms of discrimination reported were the discrimination based on gender, age, sexual orientation, language(s) spoken and political preference(s) or affiliation.



Discrimination is most often experienced in the labour market and in the formal education structures, at schools and in universities. Young people with migrant background also face discrimination in public institutions and in accessing housing as well as in daily life activities, such as leisure and free time activities, and in media coverage.

The following arguments can partly explain the low participation of young people with migrant background in decision-making:

- ⤴ Lack of information about rights and opportunities to participate
- ⤴ Language barriers
- ⤴ Discrimination based on legal status
- ⤴ Lack of equal political rights
- ⤴ Administrative barriers in exercising voting rights
- ⤴ Lack of spaces for participation
- ⤴ Distrust in political system and institutions
- ⤴ Lack of youth-friendly and targeted information
- ⤴ Cultural background
- ⤴ Deficient immigration policies
- ⤴ Lack of interest or motivation to participate
- ⤴ Geographical segregation causing imbalance in provision of information and resources
- ⤴ Lack of information about the value of participating in society
- ⤴ Lack of role models
- ⤴ Poor social networks and support systems
- ⤴ Lack of training of public services in the field of working with migrants
- ⤴ Few NGOs active in awareness-raising campaigns targeted at migrants
- ⤴ Lack of information of alternative mechanisms and structures for participation

INFORMATION – Role of Information Provision and Media in Social Inclusion

WORKSHOP 1

Most young people in Europe consider that information provision is one of the most effective measures to combat discrimination and a necessary condition for inclusion and participation in society. However, they also report a real information gap with acute consequences. Many young people and particularly those with migrant background experience difficulties accessing information about their rights, support services and existing opportunities in employment, education and training. Closing the information gap requires accessible tailor-made information complemented by awareness-raising campaigns, counselling and support services.

Media plays an important role in informing and shaping the public opinion, but it often fails to advocate for social inclusion by promoting a distorted image of immigration. Instead, media should partner in public campaigns against discrimination and advertise equality and cultural diversity.

Recommendations

Equal access to information and support services

- ⤴ Make the information and support services accessible to all young people regardless of their background.
- ⤴ Support the development of user-friendly information on rights and support services for young people with migrant background, which should be easily accessible in both language and format.
- ⤴ Provide information at the places where young migrants can be found (e.g. schools, trainee companies).
- ⤴ Provide easy-to-understand, transparent and neutral information on politics and decision-making processes at all levels and on all topics relevant for young people.

Information on rights and support services

- ⤴ Educate and inform children and youth of their rights and raise their awareness of the UN Convention for the Rights of the Child and the Declaration of Human Rights.
- ⤴ Raise young people's awareness of their rights as European citizens.
- ⤴ Better coordinate the provision of information for youth with migrant background about their rights and duties as well as about different opportunities and the culture of the host country.
- ⤴ Set up information centres for immigrants at the local level in every EU Member State with professionals qualified to work on the integration and inclusion of young people with migrant background.
- ⤴ Enhance the information and support services for all residents in general and particularly for immigrants and extend the provision of the services to their families.
- ⤴ Develop free support and counselling available to educate parents of young immigrants on their rights, access to services and language training.
- ⤴ Open youth information centers and websites providing information and counseling services on available job positions, language courses and vocational training courses, legal and other services as an important prerequisite for the social inclusion of young people with migrant background.
- ⤴ Create information platforms for sharing knowledge and experiences on social and labour market integration in different European countries.

Information about opportunities

- ⤴ The National Youth Council or platform or a newly established structure should ensure a regular information flow between all youth organisations on available trainings, funding opportunities and best practices as well as on news in youth politics. One position should be created, funded by the government or the EU, to collect and disseminate the information on a regular basis.
- ⤴ Regular information on the work of youth organisations should be disseminated through a variety of communication channels, accessible and tailor-made for the target audience, such as young immigrants.
- ⤴ Create online interactive platforms and use social media to raise awareness and disseminate information on relevant programmes, actions, events and activities available for young people at different levels.
- ⤴ Encourage wider dissemination of information and guidance concerning volunteer work, to make youth with migrant background fully aware of the existent opportunities.
- ⤴ Disseminate the information about mobility programmes, including international youth exchanges, and simplify the access to participation in such activities.
- ⤴ Municipal youth work and youth organisations should take an active role in reaching out to more young people and newcomers by sharing information about their activities in co-operation with multicultural (youth) organisations, social services and schools. Local authorities should facilitate the contact between institutions and ensure support for the dissemination of the activities of youth organisations.

Information about local culture and socio-cultural customs

- ⤴ Develop culture courses of history, socio-cultural practices and political participation for migrants arriving in a new hosting community.
- ⤴ Organise introductory workshops and "orientation courses" on the legal culture, history and values of the political system of the hosting country.

- ⤴ Establish support centers to provide information about the local community and counseling services for people from migrant and ethnic-minority background
- ⤴ Disseminate information about local events and different aspects of the socio-cultural life of the hosting community in the different languages of the migrant and ethnic minority communities.

Raise awareness about migration and cultural diversity

- ⤴ Develop national awareness-raising campaigns on immigration and social inclusion for the general public, with the direct involvement of both migrant and non-migrant young people.
- ⤴ Increase the accessibility of the majority population to information about young people with migrant background and about cultural, racial and religious diversity.
- ⤴ Promote social campaigns to disseminate more information on social and cultural diversity in society in general and highlight different aspects of migration.
- ⤴ Organise online and social media campaigns to raise awareness of the issue of social inclusion.
- ⤴ Conduct information campaigns among local population to raise awareness about the history, culture and traditions of the migrant communities, as well as their discrimination problems.
- ⤴ Develop awareness-raising activities in which young migrants will be co-responsible for these projects.
- ⤴ Open cultural centers for various minority and migrant communities.
- ⤴ Create an information point on local level, where both young people and members of youth organisations could find information on the topics of intercultural learning, participation, social inclusion, migration. This should be promoted as a meeting point.
- ⤴ Promote awareness-raising and educational campaigns directed at mainstream population, at national and EU level, on the positive contributions of migration to society and the benefits of cultural diversity.
- ⤴ Promote and conduct a week dedicated to youth with migrant background every year.
- ⤴ Dedicate a “European Year for Immigrant Youth” in the forthcoming years.
- ⤴ Promote European campaigns and initiatives to raise awareness about the migrants’ rights.
- ⤴ Use different opinion makers and public people important for young people, with both migrant and non-migrant background, to maximise the effectiveness of the information and awareness-raising campaigns.
- ⤴ Raise information literacy of all young people to enable them to assess and evaluate the information on other cultures and migration in a critical way.
- ⤴ Organise more creative flashmobs to raise awareness of the issue of social inclusion.

Role of media

- ⤴ Governments should improve control and prohibition of racist and xenophobic treatment of messages broadcasted by the media.
- ⤴ Promote success stories and best practices of young migrants’ integration in hosting communities in media, at national and European level, to overcome the public opinion’s misconceptions about immigrants and raise attention to their skills and their positive contributions as well as the benefits of migration for society.
- ⤴ Develop youth-friendly and integrative media.
- ⤴ Promote wider collaboration between media and different public, private and civil society organisations. Create a body to facilitate this collaboration and promote media for youth.
- ⤴ Adapt media for youth with different ethnic backgrounds by creating multicultural media, run in different languages by people from various cultural backgrounds that will promote a diversity of cultures and intercultural understanding.
- ⤴ Establish a youth-led media platform for youth, including newsletters, TV programmes and radio chat shows that combine the content of different existing youth media.
- ⤴ Simplify the usage of politicians’ language in the youth media.
- ⤴ Develop and implement trainings focused on migration and social inclusion and cultural diversity and objectivity for journalists dealing with issues related to migration and minorities.
- ⤴ Raise focus of inclusion and migration issues in the media starting with school journals and radio stations.
- ⤴ Promote a debate at the level of policy-makers and media stakeholders on the role of media in presenting cultural differences and stereotypes.
- ⤴ The media policy in all EU states should focus on combating stereotypes and building a positive image of young people with migrant background.
- ⤴ European Commission should initiate a European-wide media campaign to combat social exclusion of migrants, upon the model of the ‘Close the Gender Pay Gap’ campaign.
- ⤴ Engage public media to participate in public awareness-raising campaigns against discrimination, for example by covering real-life stories of youth facing discrimination based on their background.
- ⤴ Produce more TV programmes and documentaries presenting intercultural events.
- ⤴ Offer airtime for advertising campaigns on intercultural cooperation and equality.
- ⤴ Engage local media to cover real-life stories of different communities living locally.
- ⤴ NGOs should document hate speech, stigmatisation and antigypsyism in media to raise awareness of the general public and decision-makers regarding the discriminative practices in the respective society.

Good practices

Intercultural centre for young migrants, Germany

The Spanish parents' association in Remscheid set up an intercultural centre for young migrants aged 14 to 27 and interested non-migrant youth of the same age. The intercultural youth centre serves as a common place for meeting and communication and aims to provide a space of comfort to young migrants who are often not able to demonstrate their skills within their social environment. The centre also welcomes young people with migrant background that are socially integrated, yet interested to learn more about their cultural roots, as well as non-migrant youth who are interested in cultural diversity and wish to contribute to the improvement of the intercultural co-operation in their city/region.

Information and counselling centres for immigrants, Romania

The International Organisation for Migration in Romania implemented a project for setting up information and counselling centres for the residents from other countries living in Romania. The information and counselling centres were placed in the biggest cities in Romania.

Youth House and Youth Centre for Information and Development, Poland

In Katowice, Poland, a project was organised in connection with the campaign for the European capital of youth for 2015. The project saw young people, supported by local community, creating their own common space to meet, learn, communicate and participate together, a Youth House. In Wroclaw, the Youth Center for Information and Development publishes its own magazine to disseminate information about opportunities for all young people and organises various actions aimed at mobilising all young people in the city.

Learning history and politics of the host country, Germany

The federal organisation of Spanish social and cultural associations in Germany initiated a project for young migrants aged 16 or more, in order to address the poor knowledge of the Spanish youth living in Germany about their host country. The project aimed at improving the young migrants' knowledge of Germany's history and political system, in order to motivate them to actively participate in the German society. The project consisted of interactive courses and seminars and included a trip to Berlin where participants got into direct contact with German history and current politics.

'Portuguese for All' Programme, Portugal

The Programme 'Portuguese for All' (PPT), promoted by the Employment and Professional Training Institute (IEFP), aims to provide the immigrant population residing in Portugal access to a set of knowledge essential to a full-fledged integration into Portuguese society. It consists of a set of training courses for the acquisition of language skills, such as self-expression and understanding of the Portuguese language, and knowledge of the basic citizenship rights, which are understood as essential components of a proper integration process. PPT is targeted to adult immigrants (over 18 years old) who can prove their foreign citizenship and who present a properly regularised stay/residence situation in Portugal.

Next Door Family, Slovakia

The project 'Next Door Family', organised under the auspices of International Organisation for Migration in Slovakia, derives from the concept of "inclusive neighbourhoods" and promotes building individual friendship ties between members of the majority and migrant communities, aiming at removing cultural barriers, stereotypes and mutual segregation. The project brings together Slovak families and families of foreign citizens living in Slovakia. It includes a wide media campaign and various information tools and channels with the aim of informing and raising awareness of the general public through real stories of individual contacts between migrant and non-migrant communities. A film will be made to cover the encounters and stories of the different families and will be accessible to the general public, including teachers, facilitators and youth workers in order to be used as useful tool in the global education and intercultural education courses.

Media coverage of migrant youth, Flanders

In the Flemish speaking community of Belgium, a number of media youth organisations report starting from the environment of young people with migrant background. They report on general news, but from the perspective of the young migrants. Therefore, the media coverage is not only neutral and objective, but also representative of the cultural diversity in Belgium. Such media includes *Stamp Media* and *Kif Kif*.

Promoting the benefits of migration, Romania

The Romanian Association for Health Promotion initiated a project called "The future together" to raise awareness of the benefits of migration for society and to prepare the general public to accept and acknowledge the contributions of the foreigner citizens to the Romanian society.

EDUCATION AND LANGUAGE – Quality Education for Quality Inclusion

WORKSHOP 2

Education and language are the most widespread barriers to social inclusion of youth with migrant background. Segregation and marginalisation in the school environment from an early age has longstanding effects on young people's social inclusion throughout life. A multicultural education, however, can develop intercultural understanding and promote the social integration of youth with migrant background.

Education that offers young people the necessary skills and knowledge, including language skills, is necessary for active and essential social participation. Apart from training the language(s) of the host country, all young people should be educated in matters of civic participation through the co-operation of schools with non-formal education organisations, which would provide and develop the necessary skills required for participation.

Recommendations

Reforming the educational systems and structures

- ⤴ The educational system should tackle segregation and promote solidarity between young people with different backgrounds.
- ⤴ Better-focused education and training support for the school, as well as, out-of-school activities and their integration in the daily life of the majority youth.
- ⤴ Develop the role of teachers, both as mentors and mediators, to establish a positive relation between students of different backgrounds in the class.
- ⤴ Introduce intercultural education, political and citizenship education, as well as, human rights education as obligatory subjects in primary and secondary schools. Citizenship education classes should inform, among others, about the rights and obligations of youth as citizens, the importance of active participation and the consequences of discrimination. Exchange visits should be organised on the subject of citizenship education.
- ⤴ Schools should involve migrant parents and family more closely in the educational development of their children.
- ⤴ Improve the quality of the educational system as a fundamental space for socialisation, integration and citizenship education.
- ⤴ Adapt the educational system to the specific needs of the groups of young people with migrant background so as to promote their integration with the other students.
- ⤴ Develop educational policies based on diversity and tolerance.
- ⤴ Implement educational programmes and campaigns on citizenship education targeting school students and young people in general.
- ⤴ Include and focus on teamwork activities within the formal educational contexts.
- ⤴ Avoid segregation in schools by ensuring multi-lingual schools and mixed classes including students from different background, starting in kindergarten and primary school.
- ⤴ Promote peer-to-peer education and learning assistance as well as the pedagogical method "Theatre of the oppressed".
- ⤴ Run programmes with university students cooperating with high school and elementary school students.
- ⤴ Schools should adopt a zero-tolerance approach to discrimination.
- ⤴ Improve the teaching quality and reduce class size to better support the learning process.
- ⤴ Create inclusive school systems in which young people of migrant background are treated equally and, when necessary, receive extra support, for examples in language training and covering the gaps in curricula when transferring from the old to the new school.
- ⤴ More structural support for special assistants in schools.
- ⤴ Develop and use new scientific and interactive teaching methods.
- ⤴ Governments should increase investments in formal and non-formal education to increase the employability of young people and particularly young migrants.
- ⤴ Ensure young migrants' access to further education and training even after the age of 18.

Intercultural education and exchanges in schools

- ⤴ Make intercultural awareness a core goal of the educational system.
- ⤴ At local level, grants should be made available for local projects where schools from different areas jointly participate in common activities, such as creative and cultural activities, to promote cross-cultural learning and experience sharing.
- ⤴ Training teachers in the field of citizenship and intercultural education, as well as human rights education and on aspects related to the integration of young people.
- ⤴ Public schools should offer lessons on the different cultures and religions of the EU as well as create school clubs focused on EU and international affairs.
- ⤴ Introduce intercultural education and education for global citizenship in the school curricula from an early age, with practical activities for students to contact, communicate and interact with people from migrant

background. Intercultural education in schools should introduce thematic classes on the history, culture, customs and religion of different migrant groups to develop the students' intercultural skills and tolerance towards diversity. In intercultural education, every student should present and share aspects of his/her country of origin to the group.

- ⤴ Organise educational exchanges between schools within the same country, and between schools of different countries.

Role of non-formal education

- ⤴ Promote non-formal education trainings related to leadership, intercultural learning, community support, volunteering and participation in the decision-making processes and in the structural dialogue process in order to foster positive effects of integration.
- ⤴ Focus on political and citizenship education in non-formal education.
- ⤴ Promote continuous acquisition of skills.
- ⤴ Promote non-formal education in human rights as a prerequisite for the development of the intercultural awareness of all young people.

Cooperation of formal and non-formal educational structures

- ⤴ Foster collaboration among different levels of education: schools, youth organisations, community centres and religious communities.
- ⤴ Youth organisations should support the integration work in schools by providing workshops, resources and training.
- ⤴ Schools should cooperate with youth NGOs to promote non-formal educational activities and workshops that stimulate the intercultural awareness and cohesion.
- ⤴ Schools for different ethnic minorities should cooperate with each other and organise intercultural activities using non-formal education methods.
- ⤴ Schools, NGOs and youth organisations should initiate mentorship programmes and promote buddy/peer systems, such as "Big brother-big sister"-projects, where a non-migrant 'buddy' will support a young migrant in understanding the hosting culture and learning the language. Buddy systems should facilitate the adoption of role models. Professional mentorship schemes should be established and funded by public authorities with mentors trained in civil society and youth organisations.

Recognition of formal and non-formal educational qualifications

- ⤴ Set up systems for better and easier recognition of formal and non-formal educational achievements, skills and competences.
- ⤴ Improve the international recognition of diplomas at EU level.
- ⤴ Initiate a consultation between educational institutions and governments on how to acknowledge educational qualifications obtained outside of the EU.
- ⤴ Implement common procedures for access to higher education shared between member states, in order to overcome the differentiation between national and non-national applicants.
- ⤴ Encourage the debate on the universal right to qualifications and training.

Language learning

- ⤴ Establish and fund quality language learning classes with modern training methods and schedules flexible to the needs of specific target groups, such as school dropouts, young mothers, mother-and-child-trainings, young migrants and other groups at the risk of social exclusion.
- ⤴ Promote the language training of young migrants from an early age and of their parents.
- ⤴ Maintain and strengthen support measures in schools, such as support classrooms for language learning.
- ⤴ Ensure free and mandatory language and culture courses available for all immigrants in the first 6 months upon arrival in order to help them adapt to the new community.
- ⤴ Create opportunities for children to acquire sound knowledge of the first language spoken within their family before and while learning the language of the host country.
- ⤴ In the school system, students with migrant background should have an increased right to language education, especially in their mother tongue and second language. By offering teaching in the students' mother tongue, they develop their language skills faster, which prepares them for learning the language of the host country.
- ⤴ Organise and improve accessibility to free language courses and camps for migrant youth and families.
- ⤴ On local level, encourage volunteers to teach language classes to immigrants.
- ⤴ Promote multilingualism at national and European level.
- ⤴ Public authorities should increase resources and funds allocated to language training of young immigrants and their parents, and particularly, should provide financial support to non-formal education providers for activities aimed at language learning and training.
- ⤴ Include an extra hour of language learning in schools for pupils of migrant background.
- ⤴ Examine the possibility of making the successful completion of language courses a necessary condition for obtaining the entry visa.

Good practices

'School for School', Czech Republic

The primary school of Anežka Česká in Ústí nad Labem, Czech Republic, initiated a project in co-operation with NGOs working with young migrants. The joint project called "School for School" taught students about different cultures and established contact with schools abroad from different continents. These activities made the school more attractive for young people with migrant background and created a more intercultural and friendly atmosphere in classes and in the school in general.

Friendship schools, Estonia

In Estonia, the Ministry of Culture initiated "Friendship schools", which consist of the co-operation between Estonian and Russian schools. The initiative resulted in the setting up of a Working Group on the Integration of Estonian School Students Councils' Union and the organisation of the Estonian-Russian integration camp.

Trainings for teachers, the Netherlands

In the Netherlands, governmental and non-governmental organisations collaborate and organise meetings and trainings for teachers in order to raise their awareness of discrimination practices in the classroom and to train them to act appropriately in every situation.

Non-formal education activities incorporated into the formal education, Slovakia

One way of supporting the discussion about inclusion and motivating young people to participate in community life is by incorporating non-formal education activities into the formal education. In Slovakia, teachers, educators and professional youth workers take part in training courses on non-formal education activities, which are described in the Compass, the manual on human rights education created by the Council of Europe. In this way, they develop their knowledge, skills, and competences useful in classrooms.

Positive discrimination, France

In France, positive discrimination is practiced to facilitate access to higher education. Prestigious universities, including Science Po, give the opportunity to the best students coming from the poorest areas (ZEP – *Zone d'éducation prioritaire*) to join the universities without having to sit the entrance exam. Therefore, this is an attempt to ease access to higher education for disadvantaged youth.

Co-operation between schools and youth organisations, EFIL

EFIL organises trainings aimed at building effective relations between its member organisations and schools in order to ensure that intercultural competences are promoted by teachers, together with volunteers, in the classrooms. These trainings aim at empowering teachers and volunteers to develop activities that help young people appreciate the cultural diversity in their classroom and promote inclusion and intercultural understanding. A study session was organised at the European Youth Centre in Strasbourg in 2009 and a seminar on school relations in April 2012.

Local consultation platforms, Flanders

In the Flemish speaking community of Belgium, there are local consultation platforms in education (LOP). These platforms gather all the education providers from the region and a wide range of organisations that are closely confronted with (un)equal chances in education. They aim to give all students equal opportunities in learning and personal development and, subsequently, to combat social exclusion and discrimination.

'Big B/S', Slovakia

Roma Institute in co-operation with IUVENTA, the Slovak Youth Institute, set up a Slovak version of 'Big Brother, Big Sister'. This led to the creation of a new programme where volunteers had the opportunity to influence young Roma and conversely the young Roma had the chance to share their culture and experiences to the majority youth. The main objective of the programme was to break stereotypes between Roma and non-Roma youth by strengthening co-operation, supporting intercultural learning and developing the competences of Roma youth, such as the value for education and the financial literacy. One of the most visible results was that Roma students were more successful in school due to the non-formal approach.

Free language lessons given by volunteers, Malta

In Malta, a youth NGO called GetUpStandUp! recruited a number of volunteers who give free English and Maltese language lessons to immigrants in order to remove the language barrier to their social inclusion.

ATTITUDES – From Prejudices to Intercultural Dialogue

WORKSHOP 3

The attitude towards immigrants is highly negative across the EU and causes discrimination and stereotyping that leads, in turn, to aggravating immigrants' social exclusion and dissociating them from active participation. The root of such attitudes is often the lack of intercultural awareness and the underestimation of the benefits of cultural diversity. Additionally, the level of cohesion between migrant and non-migrant residents varies greatly across the EU states depending on the different national contexts. However, in all cases intercultural dialogue is considered as the main way to strengthen the cohesion.

International voluntary and youth exchanges, joint cultural and leisure activities in shared spaces and participation in youth organisations, are most effective in building intercultural understanding and dialogue through real experiences and people-to-people contacts

Recommendations

Combating prejudices and negative stereotyping

- ⤴ Establish public forums for intercultural, intergenerational and inter-religious dialogues, especially for Muslim-Christian exchange, to reduce prejudices and stimulate mutual respect.
- ⤴ Develop European campaigns promoting intercultural understanding and equality, for example a new pan-European campaign such as the 'All Different All Equal' campaign of the Council of Europe in the 1990s, to fight the rising racism and intolerance in Europe.
- ⤴ Promote projects for equal treatment and intercultural learning of young people at national and EU level.
- ⤴ Provide trainings for both migrant and hosting communities about each other's respective cultures to improve their awareness and better understanding of the heterogeneity of the population and foster their acceptance and tolerance of cultural diversity.
- ⤴ Use arts, music, culture and sports to strengthen ties between young immigrants and non-immigrants to bridge their cultural differences and stereotypes.
- ⤴ Combat hate speech and prejudices in public debate by creating and promoting a positive image of 'diversity as a chance and not an obstacle'.
- ⤴ Support the Human Rights Education in order to strengthen the critical thinking and activism of young people against populist, racist and extremist political movements.
- ⤴ Promote cultural diversity through social activities at schools, universities and municipalities.
- ⤴ Focus on promoting and educating on cultural diversity in formal and non-formal education.
- ⤴ Promote citizenship projects that aim for openness to other cultures.
- ⤴ Facilitate intercultural mediation in formal and non-formal educational centers.
- ⤴ Youth organisations fighting racism and intolerance often lack resources to launch information and educational campaigns. Set up grant schemes for these organisations to disseminate their work, establish meeting places and promote intercultural awareness.
- ⤴ Promote the change of employers' attitudes towards employing youth from migrant background through information and awareness-raising campaigns and support mechanisms.

Enhancing intercultural awareness and dialogue

- ⤴ Develop opportunities for dialogue between young people from different socio-cultural backgrounds.
- ⤴ Set up intercultural mediators, trained professionals, to act as contact persons between the migrant community and the majority (local and regional authorities, other NGOs, etc.), and introduce such positions in the public services in all Member States.
- ⤴ Provide trainings on intercultural communication for civil servants in local and regional authorities.
- ⤴ Organise training courses, seminars, workshops, round tables and discussion groups on intercultural dialogue and mutual understanding for different organisations and informal groups to encourage the collaboration between young people with different ethnic background.
- ⤴ Train young multipliers from diverse communities at all local, regional, national and European levels.
- ⤴ Schools and youth NGOs should make a better use of social media for promoting intercultural dialogue and awareness.
- ⤴ Promote intercultural learning at all levels and in all sectors of society, particularly through non-formal education with a holistic approach based on human rights.
- ⤴ At EU level, ensure the funding opportunities for young people's intercultural learning and reducing of the discrimination.
- ⤴ At national level, establish a peer mentor network targeted at immigrant youth, in cooperation with, but independent from, the local/regional immigration offices.
- ⤴ Establish common intercultural NGOs with members from all cultural backgrounds that will focus on the social inclusion of youth with migrant background.
- ⤴ All religious communities within a state should be acknowledged and granted financial support for their charity non-profit activities.
- ⤴ Strengthen diplomatic relations between the sending and hosting countries.

Promoting intercultural activities and people-to-people contacts

- ⤴ Organise 'Cultural Awareness Days' for the joint celebration of special festivals, events or significant days of all communities in the local area, including schools and services.
- ⤴ Promote solidarity projects that gather migrants and non-migrants, Roma and non-Roma youth, together in high-schools, universities and non-formal contexts.
- ⤴ Organise sport and cultural events, social games, living libraries, trips and other similar activities to encourage young people's live experiences of intercultural dialogue.
- ⤴ Organise local meetings and events which promote different cultures and enable face-to-face contact and personal experiences of common activities between migrant and native young people. Intercultural and multicultural events, cultural festivals, concerts and workshops at local level, such as intercultural cuisine fairs, dance and tradition festivals, would foster tolerance of diversity and intercultural understanding.
- ⤴ Promote direct contact, joint work and cooperation of migrant and non-migrant youth, including Roma and non-Roma youth, in various projects, initiatives, campaigns and festivals to strengthen their cohesion.
- ⤴ Organise film and photography competitions, such as "Know your Neighbour".
- ⤴ Develop cross-community films to encourage dialogue between youth from different backgrounds.
- ⤴ Promote activities such as inclusive sports leagues with members of foreign nationality.
- ⤴ Promote cultural and recreational activities that include spaces and concerns about multiculturalism and events presenting diverse cultures.
- ⤴ On local level, promote joint cultural, free time, culinary and community programmes for local youth and those with migrant background to voluntarily work together on the implementation of these programmes.

More intercultural and international exchanges

- ⤴ EU's headline target for the future should be all young people in Europe having at least a 6-month experience abroad before they start their working life.
- ⤴ Increase, improve and promote the exchange programmes between young people from different countries within the EU and outside the EU, including scholarships for studying abroad, and the international partnerships and projects built on people-to-people contacts between young people with different backgrounds, with and without migrant background, within different schools and communities, to improve intercultural understanding.
- ⤴ Support networking and international exchanges of both students and teachers from primary and secondary schools and education centres.
- ⤴ At EU level, promote the participation in international exchanges and volunteering under the "Youth in Action" Programme, including Erasmus, Leonardo, Comenius, European Voluntary Service and youth exchanges, as an effective way to strengthen solidarity between youth with migrant background and non-migrants.
- ⤴ Provide more internships in multicultural institutions and organisations so that people with different backgrounds can work together and improve their intercultural exchanges, understanding and tolerance.
- ⤴ The future European 'Erasmus for All' programme should not focus only on the employability of young people, but also improve aspects such as participation, citizenship and multiculturalism.

Creating spaces for face-to-face meetings and activities

- ⤴ Encourage intercultural dialogue by providing government-subsidised training courses, camps and activities during summer holiday, where young people with different backgrounds can find natural meeting places.
- ⤴ Promote community centres and sports clubs as open places where young people can meet and carry out activities jointly based on their common interests.
- ⤴ Encourage the exchange of practices by creating spaces at all local, regional, national, international levels, where young people from different backgrounds can jointly meet and engage in joint activities in a free and safe environment.
- ⤴ Create opportunities for young people with diverse backgrounds to set up actions and projects together.
- ⤴ Promote spaces for intercultural expression, meetings and exchanges in formal as well as in non-formal education.
- ⤴ Create youth centres where the migrant and non-migrant, Roma and non-Roma youth can meet and carry out leisure/free-time activities jointly.

Good practices

'Youth in Action' for young migrants, Austria

The EU 'Youth in Action' mobility programme is acknowledged as one of the most successful examples on how to promote intercultural awareness and European citizenship through non-formal education activities. In Austria, the share of young migrants participating in 'Youth in Action' projects is much higher than the majority youth; this has been achieved through target-group oriented information, such as "inclusion days".

Intercultural Dialogue Day, EFIL

EFIL organises the 'Intercultural Dialogue Day' every year on the last Thursday of September, where volunteers from member organisations promote cultural diversity in about 200 cities all over Europe. 'Intercultural Dialogue Day' is an initiative that often takes place in co-operation with schools and communities in order to raise awareness of the multiculturalism present at the local level.

The Week of the Roma Culture

The Romea NGO organises every year a "Week of the Roma Culture" in the Czech Republic.

Mentorship programme, Hungary

In Szeged, Hungary, a mentorship programme was set up for children and youth from foreigner families living and/or learning in Szeged. The programme works with Syrian, Vietnamese, Chinese and Vojvodina young people. The programme also encourages discussions between school and parents and it may be further developed to include mentoring for foreigner parents to remove cultural and language barriers.

Living libraries in all regions and at the national level, Slovakia

Living libraries with the subtitle "Don't judge a book by its cover!" is a method of creating an open dialogue between diverse groups of people, method elaborated by the Council of Europe. It is also one of the most successful tools in fighting stereotypes and prejudices. This method has been implemented in Slovakia by IUVENTA, the Slovak Youth Institute, which has organised trainings for teachers, members of NGOs and volunteers interested in implementing this concept in their communities. IUVENTA prepares every year one large 'Living library' and, in parallel, workshops led by NGOs focused on matters of human rights education.

Cultural Ambassadors, Malta

Over the course of the year, Cultural Ambassadors, who have particular skills in performing arts, will be selected to share aspects of their culture as well as their personal stories as part of 24 interactive cultural workshops. Furthermore, young people interested in performing arts will take part in a live-in performing arts weekend with the Cultural Ambassadors, culminating with a final performance on the theme of integration for the general public in Malta. As part of this performance, participants will perform pieces devised during the live-in workshop that will be combined with information about integration. The project promotes intercultural awareness, tolerance, and understanding by identifying common interests in music, dance and drama.

Scholarships offered to disadvantaged youth, Young European Federalists (JEF)

JEF offers intercultural trainings and exchanges and facilitates many interactive learning experiences that bring people of diverse backgrounds together and give them possibilities to learn from each other. JEF provides scholarships for young people with fewer opportunities to enable them to take part in intercultural exchanges and to support the creation of new grassroots structures in local communities.

'Youth Upbeat', Malta

In Malta, the 'Youth Upbeat' project is led by SOS Malta in partnership with Aġenzija Żgħażaġh and co-financed by the European Refugee Fund (ERF). This one-year project aims at promoting integration between different sectors of Maltese society, in particular young people and asylum-seekers, by providing opportunities for interaction. The project informs and raises awareness about the situation of refugees and their potential positive impact on Maltese society, by using culture and the performing arts as a tool for social cohesion. The project specifically targets young people in Malta through its activities and will target the Maltese general public as part of its further awareness-raising activities.

EQUAL OPPORTUNITIES – From Combating Discrimination to Equal Access to Labour Market and Social Welfare

WORKSHOP 4

Systematic discrimination exacerbated by racism and xenophobia is the cornerstone of social exclusion of youth with migrant background. The lack of equal opportunities creates polarisation and marginalisation between migrants and locals, feeding into a vicious circle of xenophobia. Discrimination and lack of equal opportunities are most evident in education, the labour and housing market, as well as, the access to health care and social services.

Although the EU provides a legal framework that seeks to uphold human rights for all and to strive against discrimination, yet everyday life proves that more should be done. Stricter anti-discrimination laws, more proactive monitoring mechanisms and effective measures to improve and equalise the access of youth with migrant background to employment and social welfare, should be put in place.

Recommendations

Measures for combating discrimination

- ⤴ National policy-making should focus on reducing segregation and combating structural discrimination within all sectors, providing equal rights and opportunities to all residents, including education, employment, housing, health, social welfare and access to information.
- ⤴ Share knowledge, experiences and best practices between EU Member States on common discrimination problems and how to tackle them.
- ⤴ Establish a single monitoring and reporting body to support victims and police to redress racism. The European Agency for Fundamental Rights (FRA) should engage more actively with Member State governments, national human rights bodies and European Network Against Racism (ENAR) to ensure adequate levels of monitoring and reporting racism.
- ⤴ At EU level, improve the enforcement of the anti-discriminatory measures and the protection of the human rights and fundamental rights of young people with migrant background across Europe.
- ⤴ Strengthen the judicial framework to combat discrimination and encourage victims of discrimination to press charges.
- ⤴ Create hotlines to report discrimination when it occurs and provide active support to victims of discrimination.
- ⤴ Update and fund research on racism and discrimination faced by young people in education and work life.
- ⤴ Encourage public, private and civil society organisations to visibly designate spaces of zero-tolerance on racism and discrimination (e.g. with posters, signs, leaflets).
- ⤴ Improve information on what is discrimination and how it occurs, targeted at the mainstream population.

Protecting human rights and equal opportunities

- ⤴ Focus on equality of outcome and respect of human rights in all state systems and structures.
- ⤴ Establish a common standard at EU level in accordance with the UN Convention of the Rights of the Child and the Declaration of Human Rights, granting equal rights to all young people in the EU.
- ⤴ Ensure free and longer-term visas as well as faster and easier visa application for young people immigrating to Europe for educational, labour or volunteering purposes.
- ⤴ Establish or increase the role of the Ombudsman for human rights and improve accessibility to the Ombudsman's services.
- ⤴ Ensure equal opportunities for all young people while making preferential treatment possible when appropriate.
- ⤴ Foster a wider ratification of the 1990 International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, as well as the implementation of control mechanisms on the protection of human rights.
- ⤴ Foster equality and diversity planning and human rights education in different institutions, such as schools and higher level education, municipalities, social sector, youth work and private sector.
- ⤴ Organise trainings on human rights education for educators and youth workers working with young people from minority/migrant backgrounds.

Protecting rights of asylum-seekers and refugees

- ⤴ Refugee children and youth should be given by law equal treatment as the native children and youth.
- ⤴ Children's asylum process should be made in a single country and be exempted from the Dublin II regulation. This would ensure the child's need for stability, leading to increased social inclusion.
- ⤴ Ensure that detention of asylum-seekers is used fairly in all EU states, with a maximum time for detainment, better language and legal support and information for asylum seekers. No detention of children should be allowed as well as no detention without a trial.

Equal access to work and employment

- ⤴ Eliminate restrictive measures and formulate laws to ensure equal access to labour market and fair working conditions for youth of migrant background, as well as for women and socially disadvantaged groups.
- ⤴ Monitor discrimination by employers through government surveys that can help develop more adequate policies on work accreditation, training and avoiding precarious jobs.
- ⤴ At EU level, invest in job creation for young people using the structural funds for increasing youth employment in Europe for all young people despite their background.
- ⤴ Work permits should be more easily accessible for young migrants.
- ⤴ Conduct EU-wide surveys on issues related to social and labour market integration of young migrants in various countries.
- ⤴ Create a portal on national level for job vacancies specifically for people who do not speak the native language.
- ⤴ Better employment for youth with migrant background can be achieved by improving the employment opportunities for all young people through developing strategies to tackle youth unemployment (or underemployment) in general and promoting the employment of young people by private and public sectors, through eliminating discriminatory policies or agreements that overprotect older workers and by encouraging the private sector to co-operate with educational institutions to provide quality traineeships and internships.
- ⤴ Establish role models and job-mentoring schemes to increase the chances of young migrants to find their way into quality jobs.
- ⤴ Develop and strengthen active policies and action programmes of employment and social inclusion aimed at the immigrant population, and particularly at female immigrants.
- ⤴ Abolish all transitional measures for new EU Member States limiting the equal access to the labour market for the citizens of these countries in some EU countries.
- ⤴ Offer assistance in finding work and in solving legal problems that are an obstacle to full integration.
- ⤴ Establish special programmes to ease and equalise the access to working life for the immigrant youth (e.g. no photos or even names deleted from applications).
- ⤴ Public services in direct contact or work with young immigrants should make efforts to employ more people with migrant background to facilitate and improve the actions.
- ⤴ Develop and improve accessibility to career counselling for young migrants, both in schools and specialised counselling centres.
- ⤴ Develop and enforce effective laws to set equal working conditions and common standards on working hours and salary, thus tackling exploitation and tensions in the labour market.
- ⤴ Establish special vocational training for migrants to cater to the needs of the market.
- ⤴ Reduce restrictions for asylum seekers' and refugees' access to employment.

Equal access to social welfare and health care

- ⤴ Coordinate social welfare and support at local level by strengthening cooperation between authorities, schools and civil society.
- ⤴ Unaccompanied youth migrants and children lacking identity documents (undocumented) should be ensured education and medical treatment. The parents should be as well offered medical assistance.
- ⤴ The needs of young people with migrant background should be better understood in order to provide them with the proper social benefits.
- ⤴ The rights to access social welfare, housing, positive discrimination, education and to practice their own religions and traditions, should be accompanied by specific trainings related to the national culture, language, laws, rules and traditions, so as to allow for a better integration with local communities.
- ⤴ Extend the European health card to immigrants.
- ⤴ Reduce language barriers in the health sector by increasing the number of migrant-background doctors and nurses and securing a target-oriented training.
- ⤴ Improve access to interpreters for a better access to social and health care services.

More inclusive and less segregated housing

- ⤴ To combat geographical segregation, newly arrived youths and their families should be offered housing in various areas.
- ⤴ Permit the reporting of landlords who discriminate against young people with migrant background by requiring additional documents for renting a place.
- ⤴ Avoid segregation of migrants in certain areas or certain schools through structural changes in long-term city planning and housing and by improving conditions in suburbs.
- ⤴ Promote more inclusive and less segregated social housing at local level in order to prevent the formation of 'ghettos'.
- ⤴ Increase the mobility of young people with migrant background on local and national level, for example by making public transport more affordable for them.

Good practices

Formal structures for combating discrimination, France

In France, there is a legislative framework and several institutions that work to combat discrimination and promote equality. The task of the Human Rights Defender (*Défenseur des Droits*) is to combat all forms of discrimination. This is assisted by the High Authority to Combat Discrimination and Promote Equality (*Haute Autorité de Lutte contre les Discrimination et pour Égalité – HALDE*), which is an independent administrative authority having the role of, among others, supporting the victims of discrimination, identifying and promoting best practices, initiating amendments by issuing opinions and recommendations, and ensuring training for certain professions, such as labour inspectors and magistrates.

Law provision for funding for inclusion, Denmark

The Danish legislation requires the Parliament to provide and distribute each year “special funds” of approximately 550 million DK. The pool is used for measures in the field of social, health and labour market for the inclusion of particular vulnerable groups, including immigrants and ethnic minorities.

Hotlines for denouncing discrimination, the Netherlands

In the Netherlands, all municipalities have a hotline to call to in case discrimination occurs.

Young migrants employed to work with and for their communities, Czech Republic

In Czech Republic, many governmental and non-governmental organisations employ young migrants and ethnic minority to work with the communities and offer education and training for them and their peers.

Traineeships for young people with migrant background, Germany

The organisation of Alevi youth in North Rhine-Westphalia in Germany initiated a project to organise traineeships for young people with migrant background in local authorities and companies. The project is aimed at developing young people’s skills, fostering the intercultural opening of authorities and companies and establishing networks between youth with migrant background and the employers in public and private sectors. The project is part of a bigger initiative of the multicultural forum in Germany and receives funding from the Federal Ministry of Labour and Social Affairs and from the European Social Fund.

Free public services to immigrants, Cyprus

In Cyprus, the state offers free public education and health care to immigrants. A family planning health institute is also available for immigrants, at very low cost.

Youth organisations co-operating with the Ombudsman on refugee integration, Lithuania

The Tolerant Youth Association developed a joint project together with the Office of the Ombudsman of Equal Opportunities called “Refugee integration using active methods of socialisation”.

Promoting activities targeted at refugee youth, Hungary

The ‘Civilians of Debrecen’, DECI (Debreceni Civilek), initiated a project targeted at the young migrants living in the refugee camp. They organise sport activities, contests, handicraft workshops and community programmes and language classes for these children and young people to foster their social inclusion.

Mentoring programmes, Austria

In Austria, several mentoring projects have been initiated to train and develop the skills of various target groups. The “Mentoring for Migrants” project is aimed at mentoring highly qualified migrant women to access the labour market. “Connecting People” project promotes welcoming a young asylum seeker into a family network.

Training public officers and civil servants in intercultural education

The Helsinki Foundation for Human Rights organises particular events in Poland to help immigrants register legally and conduct workshops on intercultural awareness and tolerance for police officers and teachers.

SUPPORT MECHANISMS AND TOOLS – Better Policies, Programmes and Practices For Better Social Inclusion

WORKSHOP 5

Across the EU, immigration and inclusion policies are characterised by a substantial degree of diversity and variation, with differing approaches to integration of immigrants and those with migrant background. However, policy coordination between policy-makers at different levels, increased co-operation between governmental and non-governmental sector and more resources allocated for social inclusion at all levels are measures called upon by young people from across the continent, regardless of the state they live in.

Effective inclusion policies and integration programmes are those that meet the real needs of youth from socially excluded groups. Identifying the specific needs of these groups requires a long-term partnership between local authorities, formal and non-formal education structures, social services and youth organisations.

Recommendations

Better policy initiatives for better social inclusion

- ⤴ Ensure that the needs of young people of migrant background are set out in public youth policies.
- ⤴ Develop and enforce national policies for social, economic and legal integration of young immigrants.
- ⤴ Establish and enforce a comprehensive immigration policy, which should be formulated upon an active consultation and dialogue with experts and stakeholders, including youth organisations.
- ⤴ Encourage public debate on desegregation and promotion of social inclusion of all young people.
- ⤴ Develop and implement the common European framework, programmes and comprehensive youth policy in the sphere of social inclusion.
- ⤴ Introduce volunteering, youth and non-formal education as priorities in the new generation of the European Social Fund.
- ⤴ Establish a Common European Immigration Policy to allow for a distribution of migrants in other EU member states according to the needs of the economy and ability to absorb migratory flows.
- ⤴ At EU level, improve monitoring of social inclusion plans and benchmarks of the Europe 2020 Strategy.
- ⤴ Develop Action Plans involving schools, families, associations and local councils to improve the provision of training, communication and participation opportunities.
- ⤴ Public authorities should consult and involve youth organisations and NGOs that work directly with migrants in the development of immigration policies, national reform plans and strategies. Youth NGOs should be partners in the social processes in the municipalities as they can provide their experience and practice of working with youth.
- ⤴ Change the policy approach by formulating inclusion as an invitation addressed to migrant communities.
- ⤴ Ensure an integrated and bottom-up approach to inclusion policies that are grounded in the needs of specific groups and individuals and on-going dialogue.
- ⤴ Improve the knowledge sharing on successful inclusion policies across EU countries and regions.
- ⤴ Governments should support the exchange of practices among institutions working in the field, including youth organisations and international organisations and experts, on themes related to social integration and the fight against discrimination and exclusion, through forums, colloquiums, seminars.

Policy coordination

- ⤴ Improve the coordination between local and national authorities in public policies on migration, social inclusion and integration.
- ⤴ Create synergies between the public, private and non-governmental organisations, to promote the coordination of services, resources and activities and avoid duplication in the field of social integration.
- ⤴ Promote cross-departmental work between Government Ministries on inclusion and migration issues.
- ⤴ Promote social dialogue on migration and social inclusion.
- ⤴ Promote inter-institutional and inter-agency agency work on youth and migrant issues at EU level.
- ⤴ Ensure policy mainstreaming of social inclusion at EU level.
- ⤴ Organise political debates between the youth wings of different political parties on migration and integration topics, in a non-formal setting.

Effective integration measures

- ⤴ Create integration programmes with young migrants, for young migrants and by young migrants at local and regional level. The young people with migrant background should be involved in every step of the development of the programmes targeted to them.
- ⤴ Set out a clear and effective migrant integration programme with increased funding opportunities.
- ⤴ The progress in inclusion and integration of marginalised groups should be better monitored by authorities.
- ⤴ Improve the management and oversight of the inclusion programmes by appointing national/local managers.
- ⤴ At local level, promote and support discussions, conferences and seminars on the situation of immigrants and migration process in general.
- ⤴ Ensure translation services for migrants beyond the official communication (e.g. for parents at schools in

communication with teachers etc.)

- ⤴ Ensure a better preparation of the young people interested to emigrate for study, work or volunteering by funding youth organisations and other NGOs to organise trainings, counselling and information on cultural and legal preparation before emigration.
- ⤴ Promote success stories of migrants by using a pool of role models available for education institutions, youth events and the media as consultation partners.
- ⤴ Develop more scientific research on the needs of youth with migrant background and the barriers for their participation and social inclusion.
- ⤴ Improve the accessibility to research and data in the field of the inclusion of youth with migrant background.

More co-operation and more partnerships

- ⤴ Establish a joint platform for governmental institutions, educational and private institutions and NGOs working in the field of migration and social inclusion – online platform and/or umbrella organisation and/or common infrastructure such as information centre – to provide a channel for communication and information and enhance visibility of the field in the media.
- ⤴ Ensure a closer cooperation in the field between educational institutions, non-formal structures, local communities, social services and the private sector.
- ⤴ Strengthen the coordination between schools, youth organisations, social services and municipalities. Schools should be open to co-operation with youth organisations in order to better identify and assist the young people at the risk of social exclusion.
- ⤴ Network-based support mechanisms such as collaboration between schools, organisations and parents should be strengthened as well as the networks of social and youth workers that work with young migrants.
- ⤴ Encourage multi-player partnerships (curricular/extracurricular, public sector/private sector/ associations) focusing on the challengers related to the fight against discrimination and exclusion.
- ⤴ Support the interaction of youth and social workers and teachers with an emphasis on transfer of knowledge.
- ⤴ Create youth coordinators at local level who can administratively support local organisations as well as promote the cooperation among them.
- ⤴ Promote national and European calls for proposals for mixed partnerships, between youth organisations and diaspora youth organisations in order to connect them to work and build up activities together.
- ⤴ The local authorities should be aware of the existing initiatives in the field at the local level and should actively encourage cooperation between the relevant actors.

More resources for social inclusion of young people

- ⤴ Grants offered through European programmes, such as 'Youth in Action', should take into account the socio-economic conditions of the applicants for a fair distribution of funds.
- ⤴ Overhaul and upgrade the existing resources to guarantee the future of pathways to integration of the groups that are socially excluded or at the risk of social exclusion.
- ⤴ The local government should allocate increased funds on activities related to migration issues.
- ⤴ At national level, state agencies should increase their activities and financial support for integration measures (e.g. free language courses).
- ⤴ Governments should support, in cooperation with NGOs, the refugees, asylum-seekers and people with international protection through the European Refugee Fund.
- ⤴ Improve information on the funding opportunities for NGOs in the field.

Easier administrative procedures

- ⤴ Clarify and streamline the administrative procedures and documents required for legal migrants as a means to combat the services' discriminatory treatment and corruption. The instructions and forms should be available in different languages.
- ⤴ Establish a 'one-stop shop' migrant support office at local level to promote social inclusion and participation of migrants and monitor their living and working conditions.
- ⤴ Simplify the administrative formalities for the grants supporting non-formal groups, running international projects and other intercultural projects in the field.

Support tools for youth work

- ⤴ Organise government-subsidised trainings for NGOs, youth and social workers, teachers, volunteers and other authorities to meet the specific needs of young migrants and to foster intercultural dialogue and cohesion between mainstream and minority youth groups.
- ⤴ Invest in youth workers by financing training in counselling and mentorship, producing toolkits and facilitating the exchange of good practices and joint work on cases of young migrants.
- ⤴ Youth work should offer both peer group activities as well as common activities in a multicultural group, both of an open and inclusive nature, grounded in the needs of specific groups and individuals.

Good practices

Integration policy, Austria

A State Secretary for Integration was established under the Austrian Federal Ministry for the Interior in April 2011. A National Action Plan on Integration was set up and overseen by a group of experts.

Free integration programmes at request, Romania

Romania runs a governmental programme to facilitate the social inclusion of legal migrant youth. Immigrants may ask for free integration programmes that consist of language courses, sessions of cultural orientation and counselling on their rights and obligations in Romania.

The integration of young third-country nationals, Latvia

In 2012, the Ministry of Education and Science conducted the project on “The creation of a support system promoting the integration of young third-country nationals”, in the framework of the European Fund for the Integration of Third – Country Nationals. The aim of the project was to provide information and tailor-made support to young third-country nationals residing in Latvia. The support system was created consisting of the integration promotion programme for school self-governments, specialists on youth affairs and deputy school principals. The support system includes specialised tools, such as the handbook for school self-governments and methodological suggestions to specialists on youth affairs and deputy school principals, as well as interactive online support and information resources for third-country young nationals in both English and Russian, established by improving the youth policy portal: <http://www.jaunatneslietas.lv>.

Immigration policy initiatives, Portugal

The Portuguese High Commission for Immigration and Intercultural Dialogue (ACIDI) implements the ‘Choices Programme’, now in its 4th generation, which focuses particularly on the empowerment and autonomy of the young migrants. The programme includes measures for the integration in the school system and non-formal education, vocational training and employment, improvement of the communities and citizenship, digital Inclusion and entrepreneurship and empowerment. ‘Community facilitators’ have been recruited for the implementation of the programme with a view to mobilise the young people and community. ACIDI operates two National Immigrant Support Centres (CNAIs). The CNAIs offer a number of government and support services all under one roof, with services directly provided by socio-cultural mediators who are often from a migrant background. The project aims at reducing the distance between immigrants and socio-cultural mediators and providing coherent solutions through a shared data management system. ACIDI Pool of Trainers holds workshops and training courses at no costs at the request of institutions involved in the process of receiving and integrating immigrants, including schools, associations, NGOs, institutions for social solidarity, municipal authorities, hospitals, courts, public and private entities. These sessions cover themes such as the ‘Nationality Law’, the ‘Foreigners’ Law’ and ‘Intercultural Dialogue’. Finally, the Immigration Observatory, another useful initiative in this policy field, promotes the development and dissemination of knowledge on migration, especially the dimension of integration, under which recent research was published.

Structural dialogue between governmental and non-governmental structures, Lithuania

Lithuanian policy structure consists of a developed structural dialogue between non-governmental and governmental structures. The Lithuanian Youth Council has become an important partner to all institutions working on youth-related issues. The cooperation has led to results in social inclusion and participation.

PARTICIPATION – Youth Participation in Democratic and Social Life

WORKSHOP 6

Civic participation strengthens solidarity and social inclusion while, on the other hand, non-participation is closely associated to social exclusion and often derives from lack of political rights, knowledge or opportunities to participate. Many young people with migrant background across the EU do not have the right to vote in the national elections of the country they live in. However, there are other mechanisms and structures to participate in society, but these need to be promoted, recognised and their role enhanced.

Young people in Europe widely acknowledge that participation in organisations contributes to a greater participation and interest of young people in decision-making. Youth organisations are considered a good starting point for any and all young people to be empowered and participate in society.

Recommendations

Rights for political participation

- ⤴ Ensure and promote equal rights, including the right to vote, for all immigrants who are long-term residents.
- ⤴ All citizens of non-EU countries living in a EU state should be given the right to vote in local elections.
- ⤴ Give right to vote and run for public offices to young people with migrant background.
- ⤴ Eliminate the administrative and legal barriers that prevent young migrants from voting and expand the exercise of this right from local to national and regional elections.
- ⤴ Dual citizenship should be allowed by law and facilitated in practice.
- ⤴ Youth and their families of migrant background should be granted permanent residence instead of short-term allowances to give them security and perspective for their future.
- ⤴ Increase the presence of youth and especially youth migrants in representative bodies at all local, national and European levels, in order to combat discrimination, advocate for the rights of young migrants and encourage their integration.

Widening youth participation

- ⤴ Reduce the voting age to 16 to give youth a greater say in decisions that affect them and their community and encourage interest in political structures from an early age.
- ⤴ Promote get-out-the-vote campaigns before elections (eg. rally meetings, sms/mail reminders) to raise awareness of the importance of voter turnout and remind voters to vote and participate in society.
- ⤴ Launch national-wide campaigns on participation in decision-making process aimed at all youth groups.
- ⤴ National political leaders should reach out to migrant communities and young people.
- ⤴ Ensure that structures and mechanisms of participation are open and transparent as well as democratic, relevant and effective, so that the voice of young people is heard.
- ⤴ Authorities should aim for decision-making affecting youth to be transparent and accessible for young people, for example through youth councils and organised interaction with decision-makers.

Better representation in the decision-making process

- ⤴ Promote the involvement of representatives of immigrants, including young people, in decision-making processes and in all community-based structures that take initiatives that affect them.
- ⤴ Launch a debate about affirmative action in representative bodies and the introduction of quota for people with migrant background in boards, comparable to women quota.
- ⤴ Crosscutting perspectives, such as youth, should be accounted for in all decision-making and policy areas. Policies should be aimed at increasing representation of various groups in all decision-making.
- ⤴ Youth with migrant background and their organisations should not only be consulted on their concerns, but recognised and involved as partners in the design of social processes and in their implementation.
- ⤴ Institutions such as youth parliament and youth councils are important bases for youth to participate in policy-making. These institutions should be strengthened and complemented by strong youth NGOs.
- ⤴ Youth migrants' organisations and networks should be consulted on every youth-related issue.
- ⤴ Consult and involve migrant, minority, Roma youth and their organisations on EU and national social inclusion and youth policies (e.g. the European Framework for National Roma Integration Strategies).

Participation in the structured dialogue process

- ⤴ Support the participation of young people, including youth with migrant background, in the structured dialogue and develop the process.
- ⤴ Extend the structured dialogue with youth to include dialogue among and with migrant-led communities resident in Europe.
- ⤴ Foster trust in the political processes at EU level, by promoting follow-through and concrete outcomes from processes such as 'Structured Dialogue' and acting on the recommendations from the consultations at national and European level.

More structures and mechanisms of youth participation

- ⤴ Promote mechanisms of co-management, and encourage youth with migrant background to participate.
- ⤴ Create participatory processes and develop opportunities for dialogue between elected representatives and young people at all institutional levels and in all spheres of society.
- ⤴ Foster active cooperation between NGOs and public authorities working in the field of youth, with the involvement of young migrants in the consultative bodies at all levels.
- ⤴ Set up more local youth councils and promote a more diverse composition of these. The local youth council should represent young people, including those with migrant/minority background, towards the decision-makers.
- ⤴ Promote, recognise and support youth councils as structures that facilitate dialogue and debate among young people and with decision-makers.
- ⤴ Young people with migrant background need to be more motivated to participate. The participation structures created as Local Youth Councils, National Youth Councils and European Youth Forum, should include Youth Migrant Organisations in their structure.
- ⤴ Strengthen and empower grassroots structures such as youth self-organisations of migrants, minorities and Roma to enable a strong mobilisation, cooperation, joint efforts, and solidarity of young people from different backgrounds.
- ⤴ Young people with migrant background should be encouraged and supported to set up their own associations and networks to strengthen their advocacy and participation. The process of setting-up youth migrant NGOs should be simplified.
- ⤴ Support the creation and capacity building of Diaspora Youth Networks in all EU countries that would advocate for young migrants' rights at national and European level and establish a fruitful cooperation among youth organisations in the country for the support of the rights of all young people.
- ⤴ Encourage advocacy, networking with key stakeholders and building alliances between different migrant groups as means of increasing their participation and influence.
- ⤴ Promote good practice examples of participation of young migrants in the decision-making process at national and European level.
- ⤴ EU structures should have more contact with citizens groups, such as Youth Parliaments and migrant-led organisations in Europe, facilitated via the European Parliament and MEPs.
- ⤴ Make use of creative and innovative methods to engage young people from different backgrounds. For example, provide training for young people from migrant backgrounds in media skills in local projects and opportunities to make films about their issues as a means to get their voices heard.

Participation in community and social life

- ⤴ Increase capacity building and support activities of the migrant communities as a positive factor in the development of the process of participation.
- ⤴ Establish local discussion groups, moderated by a local facilitator, where young people can articulate their interests and issues affecting them and can participate in their community.
- ⤴ Set up and support projects where young people with migrant background are empowered to take part and co-manage their local community (e.g. local youth parliaments deciding on concrete local issues like "improvement of neighbourhood infrastructure").
- ⤴ Encourage marginalised groups to participate in local youth events by sending them personalised messages and invitations.
- ⤴ Empower all young people, especially youth with migrant background, to participate and volunteer in associations, particularly in youth organisations, in order to develop their capacity and raise their interest to participate in the decision-making process.
- ⤴ Establish a scheme of short-term internships or visits in youth NGOs, for young people already from primary school. A traineeship will give all young people a good introduction to volunteer work and would ensure that young people with migrant background get organised and participate in youth organisations.
- ⤴ Increase the number of activities available for young people at the local level and improve the dissemination of information to marginalised groups of young people.
- ⤴ Set up and run cultural and community programmes for young immigrants in order to provide them opportunities to participate, positive experiences and recognition of their participation in community.
- ⤴ Empower support organisations for the various groups of young people at risk of social exclusion.
- ⤴ Promote consultation with migrant groups on community issues, particularly around their specific needs.
- ⤴ Better connect immigrants to each other through the Embassy and Consulate of their respective countries.
- ⤴ Create a network of youth organisations, embassies, consulates, immigration and social security institutions to identify the youth in the context of migration and encourage them to participate in youth organisations representing their interests.

Raising awareness of the value of participation and active citizenship

- ⤴ Support youth organisations that inform young people of their rights as citizens and foster the value of participation in society.

- ⤴ Disseminate information about the value of participating in democratic life and how to start an organisation, to all youth groups as a means to guide them to a greater participation in decision-making and the strengthening of the democracy.
- ⤴ Enhance the focus on active citizenship in elementary schools.
- ⤴ Support the “schools for citizenship” in civil society and youth organisations.

Good practices

“We need all youngsters”, Denmark

The Danish national campaign, “We need all youngsters”, promotes young people with a non-Danish ethnic background to take an active part in society. The campaign offers a wide variety of tools and methods, including role models, consultancy, work for municipalities, schools, parents and voluntary organisations, to encourage youth with ethnic background to take active part in society. It is financed by the Danish state.

‘Democracy is Dialogue’, ACTIVE

ACTIVE runs a project called ‘Democracy is Dialogue’ where young Europeans, including young migrants, from 8 different organisations of 4 different countries co-operate over a year to educate each other in advocacy, to empower each other, share experiences, motivate one another and finally evaluate and plan follow-up work to make their advocacy efforts on local, national and EU level, sustainable. This project is based on non-formal education and learning-by-doing approaches that best empower young people for participation, at the same time as they practice solidarity and social inclusion. By working towards achieving self-defined goals in an intercultural setting, young people assist in both their own and the other advocacy projects.

‘Be Young, Be Roma’, Roma Youth Network (ternYpe)

Roma Youth Network initiated the “Be Young, Be Roma” campaign in order to mobilise and empower Roma and non-Roma young people to challenge negative stereotypes and promote intercultural dialogue and mutual respect. In 2011, the ternYpe European Youth Campaign called for mutual respect, responsibility and participation of all in one society. The conclusions of the campaign were: 1) Alternatives are Possible – raising awareness of solutions and alternatives to social exclusion; 2) Local networking to build active grassroot groups; 3) Encounters for exchange and learning among young activists; 4) Capacity-building and empowerment – vital components of campaigning; 5) Feature new forms of protest and action.

Shadow elections, Estonia

Besides the annual simulation of the European Parliament organised by TEN youth organisation, ‘shadow elections’ have been carried out twice so far in Estonia. This has been viewed as a good opportunity for youth, including young migrants and youth from ethnic minorities, to show and share their views and preferences with wider society. Young people get educated through the process and become acquainted to their responsibilities as citizens to get involved in the societal life.

Danish-Ethnic Youth Council, Denmark

The Danish National Youth Council initiated the Danish-Ethnic Youth Council that works towards engaging young people with different cultural backgrounds in society and ensuring higher participation. The Danish-Ethnic Youth Council focuses on integration, citizenship and democratic participation.

Local youth councils, Estonia

The network of local youth councils is constantly growing in Estonia and through them young people are able to participate directly in the life of the region they live in. In co-operation with local youth councils, the Estonian National Youth Council organised the event “Participation cafés” in different districts of the country in December 2012, where young people, including young migrants and youth from ethnic minorities, express their views on different aspects of democratic life.

Youth organisations of political parties, Estonia

The youth organisations of political parties are seen as a good opportunity to input the political parties’ action plans in the youth field and on issues affecting young migrants. The youth organisations of the main political parties are also members of the Estonian National Youth Council and co-operation with them has so far been active.

Volunteer services of and for young migrants, Germany

The working group of the Protestant youth in Germany has set up a project in co-operation with the Protestant volunteer services. The project supports the establishment of voluntary services of and for young migrants in 10 German cities. Protestant partners of voluntary services co-operate with organisations and associations of young migrants.

YOUTH ORGANISATIONS – Supporting the Role of Youth Organisations in Social Inclusion WORKSHOP 7

Youth organisations play, in many different ways, a key role in fostering social inclusion of young people and, in particular, of those with fewer opportunities. Among others, they advocate for the rights and interests of all young people, promote intercultural dialogue through international exchanges, contribute to the developing of life skills through non-formal education activities, foster participatory attitudes via internal democratic processes and offer a common space for all young people to learn, communicate, participate and share.

Youth organisations do not often achieve their full potential because they lack the necessary economic and non-economic resources. Moreover, the social and political recognition of their work is currently lacking in many EU countries. By improving the support for youth organisations and the recognition of their role, the social inclusion and participation of young people is intrinsically supported and boosted.

Recommendations

Enhanced role of youth organisations

Youth organisations should:

- ⤴ Collaborate, network and exchange experiences with migrant organisations and improve the inclusion of youth with migrant background in youth structures and in action plans.
- ⤴ Encourage cooperation, joint activities and 'Work Shadow Days' between different migrant organisations, youth organisations of ethnic minorities and other youth NGOs.
- ⤴ Disseminate information and promote participation in the Structured Dialogue Process.
- ⤴ Plan and implement outreach campaigns that will establish links with migrant communities.
- ⤴ Promote role models from different communities to reach out to 'hard to reach' youth.
- ⤴ Recruit volunteers/staff from migrant/minority youth for planning and running of projects.
- ⤴ Provide more scholarships for young people with fewer opportunities to facilitate their participation in exchange programmes and non-formal education activities.
- ⤴ Organise 'Open Days' of youth organisations at least once a year.
- ⤴ Increase advocacy on issues affecting young migrants and youth from ethnic minorities.
- ⤴ Develop working groups in which young migrants and youth from ethnic minorities are directly involved to foster their participation in youth organisations.
- ⤴ Focus and invest more in social inclusion and participation of young people by including this topic in the working plans of youth organisations, improving the inclusivity in the general structure and initiating specific projects tackling issues of young people with migrant background.
- ⤴ Involve municipalities and local organisations to carry out projects in local communities.
- ⤴ A platform should be established where organisations can share good practices in the field of social inclusion, support each other in the implementation of the projects, use each other's resources and jointly discuss relevant issues, leading to a strengthened network.
- ⤴ Organise seminars, workshops, meetings and local initiatives open to all young people, on a regular basis, to raise awareness on inclusion issues and bring migrant and non-migrant youth together.
- ⤴ Provide training courses focused on social inclusion of youth with fewer opportunities, both for their staff and other organisations, in order to adapt activities and methodology to the specific needs of the groups.
- ⤴ Youth clubs and organisations should educate young people on cultural diversity by organising intercultural activities for young people in the community.
- ⤴ Youth political organisations should organise discussions with other youth organisations, civil society organisations and NGOs on thematic issues related to migration and inclusion, as well as educational lectures and workshops on decision-making, active citizenship and intercultural understanding.
- ⤴ National Youth Councils should facilitate the exchange of good practices between youth organisations on reaching out to youth with migrant background.

More financial support for youth organisations

- ⤴ Support youth organisations, non-formal structures and youth workers that work with young people with migrant background at the local level.
- ⤴ Local authorities should support activities and projects aimed at involving and recruiting youth with fewer opportunities, such as youth with migrant background.
- ⤴ Ensure governmental support and an active and supportive contribution from local communities to strengthen the impact and duration of the projects carried out by youth organisations.
- ⤴ Increase the funding and support from local and regional authorities, national governments and EU in order to help youth organisations set up effective projects on social inclusion.
- ⤴ Maintain an independent funding programme for youth activities in Europe.
- ⤴ Ensure greater flexibility in applying for funding schemes and exchange programmes under the Youth in Action Programme.
- ⤴ Set up an EU long-term financial framework to provide systematic support to youth NGOs active in the field of inclusion and finance social inclusion projects.

- ⤴ Set up easily accessible micro-grant schemes, with simplified conditions for projects, for youth NGOs and youth initiatives aimed at reaching out to disadvantaged youth groups.
- ⤴ Grants should allow for covering the indirect costs of NGOs and training of youth workers and volunteers organising youth projects.
- ⤴ Ensure on-going financial support to youth organisations that work with young people with migrant background, through specific funding for the integration of immigrants.
- ⤴ Ensure funding for youth organisations' activities and initiatives through programmes aimed at intercultural dialogue, human rights education, civil participation and social inclusion of all young people and including young migrants.
- ⤴ Direct funding to long-term and sustainable youth activities rather than one-off events.
- ⤴ The inclusion of youth with migrant background and other socially excluded groups in the activities of the project should be a factor, but not exclusive criteria, for eligibility for funding of youth organisations, where possible and appropriate. This should encourage NGOs to develop strategies for inclusion.

Administrative and logistical support for youth organisations

- ⤴ Local, regional, national, and international authorities should support youth organisations by providing tax deductions and improving access to resources owned by public authorities (e.g. access to, and use of, schools/municipality properties to reduce the projects' implementation costs and increase the outreach). By improving the support for youth organisations, the social inclusion of youth is intrinsically boosted.
- ⤴ The state and the EU should offer non-monetary support by providing specialised training to youth NGOs and volunteers who work with socially excluded youth.
- ⤴ National-wide youth organisations should be supported by public authorities through the provision of offices and facilities and covering of the main administrative expenses. This should enable national organisations to develop local chapters of their organisation and better meet the needs of the socially excluded youth in the community.
- ⤴ Provide clear information about funding opportunities to youth organisations and youth migrant NGOs.
- ⤴ Establish and improve a stable and continuous dialogue with policy-makers, especially at local level, in order to understand, and provide for, youth organisations' needs, including those of youth migrant NGOs.
- ⤴ Support youth organisations in inclusion work by providing them with free inclusion toolkits, guidance materials and specific training courses.
- ⤴ Youth organisations should be provided professional support, such as a network of experts in the field, and invited to participate in the network's activities, to enhance their preparation in working with young migrants and disadvantaged youth.
- ⤴ Youth organisations should be supported in developing diversity or inclusion plans for their organisations and local communities.
- ⤴ Facilitate registration procedures for local youth organisations, especially for youth migrant NGOs.
- ⤴ Public authorities should participate in the dissemination of the outcomes of youth NGOs' projects.
- ⤴ Strengthen the National Youth Councils in each country in order to better support all the youth NGOs.
- ⤴ Reduce the bureaucratic processes for grant applications, especially for youth migrant NGOs.
- ⤴ Project calls should be open also for young people, including young migrants, up to 15.

Recognition of the role of youth organisations

- ⤴ Ensure the recognition and validation of voluntary/youth work and non-formal education at European, national and local level. The competences acquired by youth organisations and workers in the inclusion of young people and combating discrimination, racism and social exclusion should be fully acknowledged.
- ⤴ Develop national and regional structural frameworks that recognise the work of youth organisations.
- ⤴ The labour market in general should acknowledge and promote the skills and competences of all young people, including young migrants, developed as a result of their participation in youth organisations.
- ⤴ Governments should recognise and strengthen youth organisations' role in the work with young migrants through more direct funding and youth policy actions directed towards youth organisations.
- ⤴ Formulate specific policies to allow youth organisations to provide their services, including the inclusion of people with different backgrounds in the local communities.
- ⤴ Youth organisations' role in providing young people with life skills, citizenship education and participation experiences should be recognised and promoted.
- ⤴ Set out a regulation on volunteering at EU level to ensure equal rights for volunteers across the EU, including the protection and safety of the volunteer, the compensation of the expenses and the recognition of the gained skills and competences.
- ⤴ Public authorities should support and promote the work of youth organisations at all levels in recognition of their fundamental role in promoting the social inclusion and participation of all young people.
- ⤴ Recognise youth workers as professionals with tools and knowledge on how to identify and reach youth with fewer opportunities, including young migrants.
- ⤴ Youth organisations and their role should be promoted in the media.
- ⤴ Enhance the recognition and visibility of youth migrant NGOs and of youth organisations that work with young people from migrant background, their activities and achievements.

Good practices

Intercultural education, AEGEE

AEGEE is a network represented in 40 different European countries. All AEGEE events are international and open to people from the entire network, regardless of their background. Organisers always strive for the most diverse and representative group of participants as possible. AEGEE also places emphasis on intercultural learning. Therefore, regardless of the topic of any event, special attention is given to intercultural education based on exchanging information about each other's culture with an "all different, all equal" principle. Such an approach seeks for similarities and common interests and is a good practice to be considered also in formal education.

Work with disadvantaged youth, Youth Express Network (Y-E-N)

In its 20 years of activity, Youth Express Network has carried out more than 60 projects on the social inclusion of the less privileged young people. Some of the projects focussed on the following themes: "Social rights are human rights"; "YES to intercultural dialogue"; "The future is ours: *Don't ask where I come from. Ask me where I go!*"; "Nothing about us without us! Integrated Working Structures in Practice"; "Social exclusion and participation of young people: from local to international level"; "You(th) are the champions". All projects are based on principles such as mutual learning strategy, safe learning environment, intercultural learning process and non-formal education methods.

"Youth incubator", Lithuania

Lithuanian youth NGOs participate in various different projects in the field of social inclusion and participation. For example, Vilnius Youth Organisations Union "Round Table" has established a "Youth incubator" for youth organisations and non-organised youth to have a place and facilities to develop their activities and projects without any expenses.

Young Migrant Plus Platform (YM+), IFMSA

YM+ initiative was created two years ago and is led by the European Youth Forum. This platform for young migrants and youth with migrant background represents and assists them in advocating for their rights. The initiative consists of discussions and training courses on participation, citizenship, role of media, project management and advocacy strategy at EU level.

'All different, all Equal' and 'Open up', Dutch National Youth Council (DNYC)

DNYC set up a number of projects on social inclusion and discrimination. In the period 2006-2008, DNYC carried out the project 'All different, all Equal', which focussed on promoting the equality of all people. With a festival tour, school visits and other activities, a team of volunteers raised awareness against discrimination and for equality. From 2008-2011, DNYC started the project 'Open up' focussed on raising awareness about sexual diversity and its taboos. In co-operation with municipalities and local youth organisations, DNYC initiated buddy projects at local level and set up trainings and projects for youth with migrant background in disadvantaged neighbourhoods, in order to enable the development of their skills and employability.

Intercultural and Equality Programme, National Youth Council of Ireland (NYCI)

Since 2007, NYCI has conducted research on the issues affecting young migrants and provided support to organisations to include young migrants. NYCI continues to support youth organisations nationally through its 'Intercultural and Equality' programme. Through this programme NYCI develops resources, offers advice and training and collects and shares good practice on inclusive youth work.

National network of key youth organisations, Ireland

National networks of key 'champion' organisations in the field, were created in Ireland. One example is the *Equality and Inclusion Support Network* coordinated by the National Youth Council of Ireland (NYCI). The Gaelic Athletic Association (GAA) coordinates the *Regional Equality and Inclusion Officers* structure.

'Access All Areas' diversity toolkit, National Youth Council of Ireland (NYCI)

In Ireland, NYCI promotes a diversity toolkit for the youth sector entitled 'Access All Areas'. This self-assessment toolkit was developed by experts for youth workers that engage with youth from a variety of minority backgrounds. It covers the needs and issues of minority groups, demographic information and advice on working with them along with resources and useful contacts. NYCI also developed a toolkit on intercultural youth work named 'Promoting Quality in Intercultural Youth Work: 12 Steps to Good Practice'.

Protestant youth in cooperation with migrant organisations, Germany

The 'TANDEM' project of the working group of the Protestant youth in Germany establishes networks between ten local organisations of the Protestant youth and migrant organisations, in order to foster their dialogue and exchanges.