



YEN JEV

Youth of European Nationalities

Jugend Europäischer Volksgruppen

YEN General Assembly 2021

Documents

Venue: online

Date: 8 May 2021



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Invitation

Dear Member Organisations, dear Supporting Members, dear Partners,

Dear Friends!

It is our great pleasure in accordance with paragraphs 10.1 and 10.3 of the Statutes of the Youth of European Nationalities (YEN) to invite you to this year's General Assembly (GA), which - due to the ongoing COVID-19 pandemic - will take place online, on the 8th of May 2021, from 9.30 am (CEST).

Since the last online GA in October 2020 many things have happened. To discuss the past year, the YEN work plan and the development of the network with you, dear Member Organisations, we therefore invite you to our annual General Assembly. Due to the cancelled Easter Seminar and current travel restrictions in Europe, we cannot implement a residential General Assembly. Relevant provisions of the Dutch and German law to mitigate the consequences of the COVID-19 pandemic for organisations such as ours allow us to hold an online meeting. Rest assured, speaking rights will be ensured for all attendees. Voting in elections will be secret and secure.

Along with this invitation, we send you in the attachments the **decisions list of last year's GA**, the **proposed changes to the Statutes and Rules of Procedure** and the **draft agenda** that in accordance with paragraph 10.5 of the [Statutes of YEN](#) amongst others includes the following points:

Elections to the Board and Working Groups

On 18 March 2021, you already received a "General Assembly Newsletter" with all the information on YEN's Board elections and on how members can nominate their candidate. But you can still find all the information on the [website](#).

This year, four Board positions are to be (re-)elected: Vice President for Internal Relations, Vice President for External Relations, Convenor for Member Integration and Convenor for Minority Rights and Politics. To continue the effective and successful work of YEN, we ask you to address these positions in your organisations and to motivate potential candidates for the positions. Please check the whole [election procedure](#) on our website.

Also, we are looking for motivated young people who want to enrich the network and promote our activities and YEN through our Working Groups. Please encourage your members to sign up to be elected to



one of our three Working Groups "Communication", "Member Integration", and "Minority Rights and Politics". Please use the following official [nomination form](#).

Call for events

The Member Organisations can decide who will host our future events:

1. Diversity Festival 2022
2. Autumn Seminar 2022
3. Easter Seminar 2023

A candidature of interested organisations must be made at this year's GA, otherwise these events will not take place!

If you are interested in hosting one of these events, please contact the Board (board@yeni.org) prior to the GA and hand in the candidature for the event in the form of a 2 minute video or a poster that will be uploaded to the [GA-website](#).

Changes in the Statutes and Rules of Procedure

After the discussions at the last year's GA and the still ongoing COVID-19 pandemic, the Board proposes changes to the Statutes and Rules of Procedure especially in regards to holding the statutory meetings online in cases of extraordinary circumstances, such as this one is. Please have a look at all the proposed amendments (marked with pink) and add your thoughts and comments to them using [this link](#) before the GA.

Resolutions

We urge every Member Organisation that wishes the General Assembly to adopt a resolution to present it to the General Assembly. By adopting a resolution, you can raise awareness of issues relevant to your minority or organisation and give YEN the opportunity to disseminate/strengthen that position at the European level.

Next steps

Register your delegates until 25 April. Every Member Organisation can nominate up to **three official**



delegates using this [form](#).

All the votes of one ordinary Member Organisation should be held by one delegate, the two others will have the status as extra delegates. Furthermore, we would like to remind all Member Organisations who have not paid their **membership fee for 2021** yet, to pay the amount by 30 April at the latest, or if this is not possible, to get in touch with our Treasurer, Martina Jazbec (martina.jazbec@yeni.org). In accordance with article E. 3 c. of the [Rules of Procedure](#) of YEN, for Ordinary Members who didn't react to any reminders regarding the membership fee could have the voting rights at the GA suspended. Extraordinary Members who didn't react to any reminders regarding the membership fee can be excluded from the GA.

According to the Rules of Procedure section D. 5 for minorities who are represented by more than one organisation within YEN, the organisation is permitted to **transfer the votes** to the other organisation from the same minority who is able to attend and to vote on its behalf using this [form](#).

In order to keep the online GA short there will be several preparation activities related to the reports, the elections and policy discussions broken up into bite-sized pieces. The first webinar is scheduled for **14 April, 7 pm (CEST)** (link [here](#)), where we'll talk about **the Board and Working Group positions** that are open for election during the GA. The second webinar will take place on **28 April, 7 pm (CEST)** and we will present to you our **reports and proposals for the Statute and Rules of Procedure changes**. We are looking forward to seeing you at these webinars, so please sign up using this [registration form](#).

The **GA-folder** with all necessary documents will be distributed to all YEN member organisations in the second half of April, so you have enough time to go through all the reports. We will also send the GA folder to all registered delegates.

For all further information, we have created a [website regarding the GA](#) with all necessary information that will be updated regularly. Go and have a look - all the candidatures for the Board and Working Group positions as well as the events will be presented on this site!

In the end, I would like to extend my gratitude towards all the people around YEN. Your support, commitment and contribution during these times of Corona is highly appreciated and I am looking forward to overcoming the challenges and building a stronger network in the future together with you.



Nevertheless, it is important to mention that we all miss our residential seminars and I cannot wait to finally meet you in person again.

It will be my great pleasure to welcome you all at the GA 2021 to evaluate our past year and to plan our future together. If you have any questions regarding registering your delegates or anything else, please contact the Board, the Office or me directly (andor.barabas@yeni.org).

Best wishes,

Andor Barabás
President

On behalf of the Board

Codlea/Zeiden/Feketehalom (Romania), 8 April 2021



Agenda

	General Assembly of YEN 2021 <i>Online, 8 May 2021, 9.30 am (CEST)</i>
1.	Opening of the General Assembly
2.	Election of the Chair of the General Assembly
3.	Election of Two Minute Takers of the General Assembly
4.	Election of the Counters of Votes of the General Assembly
5.	Establishing of the Quorum – Roll Call
6.	Adoption of the Agenda
7.	Adoption of the Minutes of the General Assembly 2020
8.	Annual Report YEN 2020/2021 8.1 Report Board 8.2 Report Office 8.3 Financial Report and Budget 8.4 Internal Auditors Report
9.	Discussion on Reports and Discharge of the Board 9.1 Discussion 9.2 Discharge of the Board 9.3 Adoption of the Budget
10.	Adopting Resolutions and Statements 10.1 Presenting of past YEN Statements 10.2 Other Resolutions and Statements
11.	Amendments to the Statutes and Rules of Procedure



	<p>11.1 Proposed Amendments</p> <p>11.2 Discussion</p> <p>11.3 Vote</p>
12.	<p>Work Plans of YEN 2021/2022</p> <p>12.1 Work Plan YEN</p> <p>12.2 Work Plan WG Member Integration</p> <p>12.3 Work Plan WG Communication</p> <p>12.4 Work Plan WG Minority Rights and Politics</p> <p>12.5 Adoption of the Work Plan for 2021/2022</p>
13.	<p>Membership</p> <p>13.1 Presentation of Candidatures for Extraordinary Membership</p> <p>13.2 Presentation of Candidatures for Ordinary Membership</p> <p>13.3 Information on the Current State of Play of Supporting Membership</p> <p>13.4 Vote on the Membership Applications</p> <p>13.5 Discussion and Vote on the Changes in the Membership Status of Non-Active MOs</p> <p>13.6 Presentation and Vote on Partnerships</p>
14.	<p>Space for YEN Member Organisations and Needs Assessment</p>
15.	<p>Election of the Board and the Auditor</p> <p>15.1 Vice-President for Internal Relations</p> <p>15.2 Vice-President for External Relations</p> <p>15.3 Convenor for WG Member Integration</p> <p>15.4 Convenor for WG Minority Rights and Politics</p> <p>15.5 Internal Auditor</p> <p>15.6 External Representative to the Advisory Council on Youth of the Council of Europe</p>



16.	Election of the Working Group Members 16.1 Election Working Group Communication 16.2 Election Working Group Member Integration 16.3 Election Working Group Minority Rights and Politics
17.	Call Events 2022/2023 17.1 Presentation of Candidatures for Diversity Festival 2022 17.2 Presentation of Candidatures for Autumn Seminar 2022 17.3 Presentation of Candidatures for Easter Seminar 2023 17.4 Vote on the Presented Candidatures
18.	Varia
19.	Closing of the GA

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Glossary

YEN Member Organisations

Arbeitsgemeinschaft Deutscher Jugendorganisationen in Rumänien - ADJ	Germans in Romania	Romania	exord. m.
Bulgarian Youth Association of Hungary – BYA	Bulgarians in Hungary	Hungary	exord. m.
Bund der Jugend der Deutschen Minderheit in der Republik Polen – BJDM	Germans in Poland	Poland	ord. m.
CroV	Croats in Vojvodina	Serbia	ord. m.
Consiliul a Tinirlor Armanj – CTArm	Aromanians in Romania	Romania	ord. m.
Deutsche Jugend in der Ukraine – DJU	Germans in Ukraine	Ukraine	exord. m.
Deutscher Jugendverband für Nordschleswig - DJN	Germans in Denmark	Denmark	ord. m.
Diverse Youth Network – DYN	Roma in Hungary	Hungary	exord. m.
Društvo mladih Slovencev Italiji – DM+	Slovenes in Italy	Italy	exord. m.
Elsass-Lothringischer Volksbund	Alsatians and Lorrainians	France	exord. m.
Frysk Ynternasjonaal Kontakt – FYK	West Frisians	Netherlands	ord. m.
Gemeinschaft Junger Ungarndeutscher – GJU	Germans in Hungary	Hungary	ord. m.
Giuventetgna Rumantscha – GiuRu	Romansh people	Switzerland	ord. m.
Grænseforeningen Ungdom – GFU	Danes and Germans in Border Region	Denmark	exord. m.
Grup dla mendranza ladina – GML	Ladins	Italy	exord. m.
Hrvatski Akademski Klub – HAK	Burgenland Croats	Austria	ord. m.
Karpatendeutsche Jugend – KDJ	Carpathian German	Slovakia	ord. m.
Jugendring der Russlanddeutschen – JdR	Russian Germans	Russia	ord. m.
Junge Spitzen – JSP	Germans in Denmark	Denmark	ord. m.
Kenstroll Breizh	Bretons	France	exord. m.



Klub slovenskih študentk in študentov na Dunaju – KSŠŠD	Carinthian Slovenes	Austria	ord. m.
Klub Studencki "Pomorania" – Pomorania	Kashubians	Poland	ord. m.
Koroška dijaška zveza – KDZ	Carinthian Slovenes	Austria	exord. m.
Lunjina	Aromanians in Serbia	Serbia	ord. m.
Magyar Ifjúsági Értekezlet – MIÉRT	Hungarians in Romania	Romania	ord. m.
Društvo gradišćansko-hrvatske mladine u Ugarskoj – DGMU	Burgenland Croats	Hungary	exord. m.
MLADA EL	Carinthian Slovenes	Austria	ord. m.
Mladi v odkrivanju skupnih poti – MOSP	Slovenes in Italy	Italy	ord. m.
Omladinska mreža Srba u Hrvatskoj – oMreža	Serbiants in Croatia	Croatia	exord. m.
Organizácia slovenskej mládeže v Maďarsku – MASZFI SZ	Slovaks in Hungary	Hungary	exord. m.
PAWK e.V.	Lusatian Sorbs	Germany	ord. m.
Rökefloose / Jöögedfloose foont Nordfriisk Instituut	Northern Frisians	Germany	ord. m.
Ruotsinsuomalaiset Nuoret Sverigefinsk Ungdom – RSN	Sweden Finns	Sweden	exord. m.
Sudetendeutsche Jugend – SDJ	Sudeten Germans	Germany	ord. m.
Südtiroler Jugendring – SJR / Junge Generation in der SVP	Südtiroler	Italy	ord. m.
Sumnal	Roma in Macedonia	Macedonia	exord. m.
Sydslesvigs danske Ungdomsforeninger – SDU	Danish minority of Southern Schleswig	Germany	ord. m.
Union of Hungarian Youth Organisations of Romania – MISZSZ	Hungarians in Romania	Romania	exord. m.
Vajdasági Ifjúsági Fórum – VIFO	Hungarians in Serbia	Serbia	ord. m.
VYCA – Vlach Youth Council of Albania	Aromanians in Albania	Albania	ord. m.



VYCM – Vlach Youth Council of Macedonia	Aromanians in Macedonia	Macedonia	exord. m.
Young ABTTF	Western Thrace Turks in Greece	Greece	exord. m.

* ord. m. = ordinary members; exord. m. = extraordinary members

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Other Abbreviations

AC	- Advisory Council on Youth of the Council of Europe
AGDM	- German Minorities Working Group of FUEN
AGSM	- Slavic Minorities Working Group of FUEN
CCIVS	- Coordinating Committee for International Voluntary Service
CfC	- Call for Contributions
Comem	- Council of Members of the European Youth Forum
EACEA	- Education, Audiovisual and Culture Executive Agency
EC	- European Commission
ECMI	- European Centre for Minority Issues, Flensburg (D)
EcoSoc	- Economic and Social Council of the UN
EDF	- European Dialogue Forum
EFAy	- European Free Alliance Youth (partner of YEN)
EP	- European Parliament
EU	- European Union
EYF	- European Youth Foundation
FUEN	- Federal Union of European Nationalities
ICG RYAP	- Informal Contact Group Meeting of the Roma Youth Action Plan
IVS4Peace	- Inclusive Voluntary Service for Peace
MO	- Member Organisation(s)
MSPI	- Minority SafePack Initiative
PC	- Programming Committee on Youth of the Council of Europe
RYAP	- Roma Youth Action Plan
SR	- Special Rapporteur



- SWG - Sub-Working-Groups
- UN - United Nations
- VPER - Vice President for External Relations
- VPIR - Vice President for Internal Relations
- WG - Working Group(s)
- YFJ - European Youth Forum (Youth Forum Jeunesse)

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8. Annual Report of YEN 2020/2021

Report and Activity Overview 2020/2021 – Implementation of the YEN Work Plan

YEN Reports Overview and Implementation of Work-Plan 2020/2021				
No.	Action	When	Where	Who
1.	YEN Events and Projects – EYF WPs “Think Diverse! Minority Youth in a Changing World” and “Changing the Narrative”			
a.	Digital Autumn “Think United” Webinar Series	December 2020 – January 2021	online	Board, Office, MOs, Guests
I.	Digital Autumn Episode 1	10 December 2020	online	Convenor WG C, Office, DM+, Active Rainbow
II.	Digital Autumn Episode 2	16 December 2021	online	President, Office, FEMYSO
III.	Digital Autumn Episode 3	26 January 2021	online	Convenor WG MI, Office, Klub Studencki “Pomorania”, VYRE
b.	Minority Messengers HUB	Throughout the year	online	10 Members of the Steering Team
c.	Easter Seminar Alternative	April until July	online and local	Office, Board, MOs
2.	Internal Relations			
a.	General Assembly 2020	10 October 2020	online	MOs, Board, Office
b.	Board Meetings	throughout the year		Board, Office
I.	<i>Board Meeting</i>	<i>8-11 October 2020</i>	<i>Berlin, DE</i>	<i>Board, Office</i>
II.	<i>Board Meeting and Team Building</i>	<i>20 and 25 October 2020</i>	<i>online</i>	<i>Board, Office</i>
III.	<i>Board Meeting</i>	<i>12-13 December 2020</i>	<i>online</i>	<i>Board, Office</i>
IV.	<i>Board Strategic Meeting</i>	<i>30 January 2021</i>	<i>online</i>	<i>Board, Secretary General</i>
V.	<i>Board Meeting</i>	<i>13-14 February 2021</i>	<i>online</i>	<i>Board, Secretary General</i>
c.	Working Group Meetings (3)	throughout the year		Working Groups
I.a.	<i>WG Meeting</i>	<i>6 February 2021</i>	<i>online</i>	<i>Working Group C</i>
I.b.	<i>WG Meeting</i>	<i>3 December 2020</i>	<i>online</i>	<i>Working Group MI</i>



I.c.	WG Meeting	28 November 2020	online	Working Group MRP
II.a.	Joint WG Meeting	22 November 2020	online	Convenors, WGs
II.b.	Joint WG Meeting	10 April 2021	online	Convenors, WGs
d.	Preparatory meetings for YEN seminars	throughout the year		Office, responsible Board member
I.	Prep-meeting Digital Autumn Episode 1	24 November 2020	online	Office, Convenor WG C
II.	Prep-meeting Digital Autumn Episode 2	11 December 2020	online	Office, President
III.	Prep-meeting Digital Autumn Episode 3	19 January 2021	online	Office, Convenor WG MI
3.	YEN Working Groups 2020/2021			
a.	Member Integration			Convenor WG MI
b.	Communication			Convenor WG C
c.	Minority Rights and Politics			VPIR
4.	External Relations			
a.	FUEN Board Meetings	throughout the year		President
I.	FUEN Board Meeting	19 October 2020	online	President, Giuanna B.
II.	FUEN Board Meeting	26 November 2020	online	President
III.	FUEN Board Meeting	9 December 2020	online	President
IV.	FUEN Board Meeting	16 January 2021	online	President
V.	FUEN President - YEN President meeting	4 November 2020	Sfântu Gheorghe/ Sepsiszentgyörgy, Romania	President
b.	European Youth Forum (YFJ)	Throughout the year		VPER
I.	Online General Assembly	20-22 November 2020	online	VPER, President
II.	Online Council of Members	17-18 April 2021	online	VPER
c.	Advisory Council on Youth	Throughout the year		Pia Š.
d.	UN, EcoSoc			VPER
I.	UN Forum on Minority Issues	19-20 November 2020	online	VPER



II.	<i>Youth Forum</i>	<i>7-8 April 2021</i>		VPER
e.	European Dialogue Forum (EDF)	Throughout the year		President, VPER
f.	FUEN AGSM	19 November 2020	online	VPER
g.	Meeting with the Advisory Committee of the Framework Convention for the Protection of National Minorities	3 February 2021	online	VPER
h.	CDADI Focus Groups	22 February 2021	online	President, VPER
5.	Partner Events and Projects			
a.	IVS4Peace	Throughout the year	online	CCIVS, Office
b.	Y-FED: Europe is what we make of it	Throughout the year	online	JEF Europe, Office
c.	Minority Changemaker Programme	Throughout the year		GFU, Office, Convenor WG MI, VPIR
d.	Minority SafePack Initiative (European Citizens' Initiative)	Throughout the year		FUEN, Board, MOs
e.	FUEN BuildYourself!	Throughout the year		FUEN, President
f.	MSPI Townhall Debate	13 October 2020	online	Gianna B.
g.	Young&Minority - The EU and its minorities	13 October 2020	online	President, Jakob S.
h.	FUEN Congress	24 October 2020	online	President, Gianna B.
i.	AGDM Training series "Generation Zukunft"	31 October 2020	online	President
j.	All youth want to change their Europe Webinar	4 November 2020	online	All Youth, VPER
k.	Community Conversations Webinar	20 November 2020	online	European Cultural Foundation, VPER
l.	Inclusion and accessibility in citizenship education	14 December 2020	online	JEF Europe, VPER
m.	Europe@School Podcast	29 January 2021	online	JEF Europe, New Federalist, VPER
n.	Coordination Meeting addressing Antigypsyist Online Hate Speech	19 February 2021	online	ERGO, VPER
o.	Unboxing Hate Speech. European Impulses for Respect and Solidarity on	18 February 2021	online	Friedrich Ebert Stiftung, President



	the Web			
p.	Lätj üs da troole ferdrive - Biikebrennen	21 February 2021	online	Minderheiten-Kompetenz-Netzwerk Schleswig-Holstein / Süddänemark, President
q.	Consultative Meeting "Dream Our G-Local Movement"	24-26 February 2021	online	Council of Europe, VPER
6.	Management of YEN – Office Report 2020/2021			
				Secretary General
7.	Finances Report 2020/2021 and Budget			
				Secretary General, Treasurer
8.	Internal Auditors Report, 30 March 2021			
				Auditors, Treasurer

8.1 Board Report

With our work, activities and structure, we continue to grow as a self-determined and self-governed youth organisation consisting of the minority youth organisations. Due to the ongoing COVID-19 pandemic it was a strange year and since our last General Assembly in 2020, we needed to organize all our events, activities and meetings online. However, our mission as YEN did not stop and we adapted to the given situation.

At the end of 2020, under the motto „Think diverse! Minority youth in a Changing World“, we focused on the role and reality of young people from national, ethnic and linguistic minorities in a changing world, in the light of current developments, challenges and opportunities. At a time when Europe faces populist, far-right, nationalistic notions, it is even more important and relevant for the minority youth to step up, defy these ideas and show a positive way of how we, with strong minority identities, can stand up for a diverse, inclusive, open-minded and peaceful Europe. As part of the Workplan with the same motto, we organized the Digital Autumn, where we covered topics such as anti-discrimination, inclusion, intersectionality and diversity to encourage personal reflection, give inspiration and create solidarity. Throughout the Digital Autumn we wanted to offer an opportunity to look beyond national, linguistic and ethnic minorities and exchange insights into the experience and challenges that other minority groups are facing.

In the period from November 2020 to January 2021 many things happened. Besides our weekly Board Meetings, we had an official Board Meeting in December and a Strategic Meeting at the end of January, where we used this meeting to focus more on our internal strategy, looking into what is currently working and what are some challenges that YEN as an international organisation is facing, and explored



opportunities to look beyond our next events or the daily tasks. It is important to realize that it is not possible to offer what we usually do in these times of Corona.

Additionally, on 14 January 2021, the European Commission decided that they will not initiate legal acts for the protection of national, ethnic and linguistic minorities under the Minority SafePack Initiative. We, as YEN, were one of the initiators of the MSPI and we actively supported the process of the European Citizens' Initiative throughout the member states of the European Union since its very beginning. We continuously highlighted the importance and the impact of the MSPI on young people from minorities and we sent a letter of support to the European Commission on 28 December 2020.

Another important change in this period was, that with the beginning of the new year 2021, Eva Schubert took over the management of YEN from Kasia Siemasz. Eva has been working with YEN since February 2019 as Project Manager and has experiences in a variety of international settings and youth work. We are really happy that she will support our work and make sure that YEN can develop further as a place where young people from national, ethnic and linguistic minorities can meet, learn, have fun and grow.

The topic accompanying us throughout 2021 is "stories and narratives". With the Workplan "Changing the Narrative" we want to take a closer look at the stories, that we tell about ourselves as individuals, that minorities tell about themselves and at the stories that society tells about us. We will learn and explore how we can write and tell our own stories. Unfortunately, after a consultation with our Member Organization, SJR (Südtiroler Jugendring), we concluded that the planned Easter Seminar in South Tyrol is very unlikely to happen due to the still high number of COVID-19 cases and travel restrictions in Italy. Therefore, the Board officially decided that the Easter Seminar will not take place, but we are still committed to implement the Workplan "Changing the Narrative" under other formats in the first part of the year, hoping that we will be able to meet in person for activities in the second part of the year.

During February, March and April, the Board continued to meet online on multiple occasions where we developed plans of action for the future and different strategies, such as the Visibility Plan. As a part of our discussions, we implemented the MO Couch and the MO Needs Assessment Survey where we invited all YEN Member Organisations to participate in informal discussions with Board Members, but also to a guided focus group session, where – through a series of questions – we assessed what the individual needs of our Mos are and how we as YEN can best help and support.



On the external side we have again participated in many meetings and events, which has made us more visible among minority representatives, political stakeholders, the media and potential new partners. Increasing the visibility of European minorities and being a loud voice of young minority members is one of the most important tasks of YEN, and we have been able to do so to a high degree during this year.

In the end, it is with great pleasure to share with you, that after countless online meetings for writing, brainstorming and thinking about the design, the Minority Messengers HUB managed to finish the report in March 2021 with the following title: *“Minority Youth in Europe: A State of Play”*. With this document we want to strengthen our position in civil society and the connections within our network, partners and European institutions by sharing our expertise, data and knowledge from working with minority youth, filling in this way a “content gap” on the current state of play of minorities in Europe, and making it accessible to European institutions, youth organizations, our network etc., and with this providing a tool for lobbying and information. We hope that you will enjoy the report and what the MM HUB managed to accomplish.

Below, you can read the detailed report for yourself on what YEN’s activities and events have accomplished in the past year.

The Board wishes to thank all those who have made the YEN-year 2020/2021 successful, and is full of anticipation for the upcoming year, in which a lot of exciting, new, and motivating things await us again.

8.1.1 YEN Events and Projects

a. Digital Autumn “Think United” Webinar Series

YEN’s Digital Autumn: Think United! took place from December 2020 to January 2021. As part of it, YEN hosted a series of Webinars, created resource collection and implemented an online campaign with quotes and information about activists from various communities.

The Digital Autumn covered topics such as anti-discrimination, inclusion, intersectionality and diversity to encourage personal reflection, give inspiration and create solidarity. Throughout the Digital Autumn we wanted to offer an opportunity to look beyond national, linguistic and ethnic minorities and exchange insights into the experience and challenges that other minority groups are facing.



The webinars aimed to explore the challenges and accomplishments of young people from a variety of minority groups. Throughout the three episodes our guests had the chance to exchange their experience of discrimination and the stereotypes that they are facing as minority groups. With this Webinar series we wanted to inspire and support solidarity among young people from minority groups and empower the youth in their work.

In order to give a deeper understanding about the topic anti-discrimination and the challenges that young people from a variety of minority groups face, we have created a resource collection that includes documentaries, movies, reports, books and TED Talks. Additionally, we ran an online campaign with the quotes from a variety of activists. The resource collection and quotes can be found on our website [here](#). The webinars were supported by the European Youth Foundation of the Council of Europe.

Episode 1

On 12 December 2020 YEN hosted its first webinar of the Digital Autumn, aiming to explore the challenges and accomplishments of young people from different minority groups. In the first episode Lefkothea Rizopoulou from the organisation Active Rainbow and Helena Lupinc from YEN's MO DM+ shared the experiences from their organisations and their ideas on how to empower young people from the communities they work with. The webinar was moderated by YEN's Convenor for Communication, Andjelo Pavlovski. Active Rainbow is an organization committed to strengthen the implementation of human rights and improve the quality of LGBT+ spectrum education, by offering learning opportunities for people to grow and thrive. DM+ is a member organization of YEN that cooperates with young Slovenians that lives in the border area between Italy, Slovenia and Austria. Both Lefkothea and Helena highlighted the necessity to raise awareness about the intersectionality: in order to understand the concept of discrimination and its complexity there should be an awareness about various minority groups. Also, some of the challenges were underlined, that both representatives face in their activism. These were illustrated through striking examples and both guests agreed that it is important and even necessary to take action.

Episode 2

In the second episode, YEN hosted Hiba Latreche, from the Forum of European Muslim Youth and Student Organisations (FEMYSO), where we explored the challenges and accomplishments of young Muslims in Europe. FEMYSO is a non-profit NGO working to be the leading voice for European Muslim youth, developing and empowering them, and working to build a diverse, cohesive and vibrant Europe. FEMYSO



works towards its vision by bringing together Muslim youth to network and exchange ideas, developing them to achieve their full potential and working closely with its member organisations as well as other partners to build a better Europe for all. Hiba Latreche shared in this webinar the main prejudices and discrimination that they face as a minority group, as well as the main tools and mechanism that they use to combat against discriminatory acts towards their communities.

Episode 3

In the third episode, YEN hosted Ewelina Stefańska from Klub Studencki “Pomorania” (Kashubians in Poland) and Chougher Maria Doughramajian from Voices of Young Refugees in Europe (VYRE). VYRE is a youth network founded in 2008 with the aim to strengthen the voices of individual young refugees and organisations in Europe. Both organisations shared with us the prejudices and discrimination they are faced with and concrete examples of their work and how they empower the youth in their community.

Although both communities are faced with different challenges and prejudice, the similarity in discrimination and its consequences for the two groups were clearly seen. Both organisations highlighted that meeting and talking to young people from diverse backgrounds makes them more open minded. With the impact from the webinar, both organisations were more motivated to collaborate with other minority groups.

b. Minority Messengers HUB

At the end of 2020, the Minority Messenger HUB went into its final phase. The Steering Team, consisting of Kristina Anxhara, Andor Barabás, Giuanna Beeli, Florian Leduc, Rejzka Lipičec, Andjelo Pavlovski, Ydwine Scarse, Pia Šlogar, Eva Schubert, worked on the drafts of the report, its design and gathered valuable feedback from the YEN network. The aim of the HUB is to develop a state of play of young people from minorities in Europe, by collecting and documenting the outcomes from YEN’s work in 2018, 2019 and 2020, and thereby making the voice of minority youth heard. The ten young people who have set up this document did it with a strong wish to share the perspectives of youth from ethnic and autochthonous minorities, especially on their current realities, needs and interests. The process of creating this report was based on reflecting, documenting and expressing the situation, lived realities and issues important to young people from minorities in today’s changing societies. It is with great pleasure to share with you, that after countless online meetings for writing, brainstorming and thinking about the design, the HUB managed to



finalize in March 2021 the report with the following title: *“Minority Youth in Europe: A State of Play”*. We want to thank everyone for their energy, time and effort invested in this project!

c. Easter Seminar Alternative “Story of my life”

Because of the Pandemic it was not possible to organize this year's Easter Seminar, which was to be hosted in South Tyrol by the Südtiroler Jugendring. To not lose this important part of our Work Plan for 2021, we will organise an alternative to the Easter Seminar, which will take place in two parts. The topic is narrative identity. The participants will be encouraged to reflect on the following questions: What stories do I tell about myself? What stories does my minority tell about itself? What stories does the society tell about my minority? The first part will be held online and locally from June till September. Throughout this part we will collect stories (in the form of articles, video clips, tales, songs, poetry etc.) from participants and present them on a digital platform. These will be used throughout the year and as the basis for discussions in the second part of the activity.

For the second part we hope to gather a smaller group of people who have participated in part one for a 3-day event in the beginning of September. The aim is to come together and share the individual outcomes of the first part and to analyse and discuss the narratives society tells about minorities in general.

8.1.2 Internal Relations

a. General Assembly 2020

The first-ever digital General Assembly (GA) 2020 was held online, on Saturday, 10 October 2020, on the platform Zoom.

Initially, the GA 2020 was planned to be held after the last workshop-day of the Easter Seminar in the German-Danish border region, but the Easter Seminar was cancelled due to the COVID-19 pandemic. After that also the Autumn Seminar had to be suspended and the Diversity Festival was postponed to 2021. Therefore, due to the given situation and in accordance with paragraphs 10.1 and 10.3 of the Statutes of the Youth of European Nationalities (YEN), the Board decided to organise an online GA with the Board and Office traveling to Berlin and the MO delegates present online.



To keep the GA as brief as possible, on Monday, 5 October 2020, we held an online info-session where MOs could ask questions to the Board and Secretary General regarding the reports, or make amendments to the proposed resolution.

The GA 2020 took place online, on Saturday, 10 October 2020, on the platform Zoom. To keep the voting in elections secret and secure we used the voting application Quizzbox. YEN Office, with the support of the Staff of Quizzbox application, observed the voting process. The GA was simultaneously translated (English/German).

During the GA 2020 YEN has welcomed one new extraordinary member organisation in our network – Društvo Mladih Slovencev v Italiji (DM+), representing the Slovenian minority in Italy, and reaffirmed the renewed partnership for 2020 with the European Free Alliance Youth (EFAY).

Three (new) people were elected to the Board: Andor Barabas (ADJ) as President, Martina Jazbec (MOSP) as Treasurer and Andjelo Pavlovski (VYCM) as Convenor for Communication. There were no applications and no one put their candidacy forward during the GA for the position of the Convenor for Minority Rights and Politics and the position remained vacant. Additionally, Giuanna Beeli was elected as Internal Auditor.

The members of the 3 Working Groups were elected unanimously as follows:

- Communication: Paul Mossner (SdU), Nina Peckelsen (FYK), Matti Ullrich (SdU), Jakob Schäfer (Pawk), Linea Kopf (SdU), Iris Kessler (SdU), Linda Stoklasa (GFU), Alexander Wukovits (HAK), Simon Scapan (Pawk);
- Member Integration: Angelica Augustin (GiuRu), Zoran Petković (Lunjina), Silvan Brügger (GiuRu);
- Minority Rights and Politics: Christoph Graf (Pawk), Ydwine Scarse (FYK), Tatjana Kovačević (Lunjina), Davor Danevski (Lunjina), Stefan Pitz (Kenstroll Breizh/RdJ), Rejzka Lipičec (Pawk).

The YEN member organizations also adopted a resolution on the impact of the COVID-19 crisis on minority youth prepared by the Working Group Minority Rights and Politics, that will be used for YEN's future advocacy work.

For a detailed overview on the decisions and discussions, please check the minutes of the GA 2020 in the Appendix.



b. Board Meetings

Since the beginning of the COVID-19 pandemic the YEN board started to meet weekly for 1-2 hours online and we have continued to do so even with the newly formed Board in October 2020. This “Boarding Time” as we call it has enabled the board to carry on the tasks, to catch up with each other’s work as well as to keep our spirit high.

8–11 October 2020 / Berlin, Germany

We had left behind a very difficult year and with the COVID-19 pandemic YEN also had to adapt the way we conduct the statutory meetings. This Board Meeting was organized with part of the Board working online and part of the Board working physically in Berlin. The meeting was conducted following strict hygiene rules and according to all the regulations in force regarding physical distancing. At this point we were already used to online events but organizing an online General Assembly was a new challenge. The meeting was focused on the last preparations for the upcoming GA, however, the Board still managed to cover full reports for each position, go through the to do list and identify the tasks that had to be passed on to the new Board.

20–25 October 2020 / Online

As the plans were for the old Board and the new Board to come together physically for the first Board meeting and team building event, the situation throughout Europe made it impossible for most of the Board to travel anywhere, so this meeting was transferred online. The new Board and the old Board came together online for a long first meeting and team building event. The aim of the meeting was to: a) start the transition from the old to the new Board (however, each Board member had started prior to this event the individual handover with the respective predecessor), b) share hopes and expectations for the future cooperation and getting to know each other better and making everyone comfortable to work with each other. The new Board was introduced to the role, functions, tasks and procedures. The President of YEN presented the organization in general, the role of the Board, the "basic rules" within the Board and communication channels, while the Secretary General introduced new members to the position, function and tasks of the Office and the old Board reported on the last year’s activity. The Secretary General also clarified YEN's financial and expenditure structure (income, expenditures, donors etc.). During this meeting the transition from the old to the new Board went on smoothly. The last step of the meeting was the development of an internal agreement on how to work together as a Board that was done through brainstorming on definitions of the roles of each Board position.



12–13 December / Online

The last board meeting of 2020 and the first board meeting of the new Board alone took part online from the 12th till 13th of December. It was a meeting for future plans, reflections, new strategies and self-evaluation. We dedicated this meeting to our internal organization, went through all of our projects, created a clear picture of the current state of play, while we focused on visibility and future plans. The Board reported on internal relations, external relations, each Convenor reported on their respective Working Groups, we had a look at the general situation in the Office, discussed the events of 2021 and finances. During this period, our then current Secretary General, Kasia Siemasz, had resigned and the President, VPIR, VPER and former SG went through the recruiting process. Eva Schubert as the new Secretary General, was given the official mandate by the Board.

30 January, Strategic Meeting / Online

The Board met on 30 January for a strategic meeting, to re-check if as an organization we still have the same mission if the corona pandemic goes on. It was a short Board Meeting, but a much necessary one. The whole meeting was a reflection and brainstorming process through different online tools, while during this meeting we identified the positive and negative effects of the COVID-19 pandemic on YEN, went through the 2021 Work Plan, brainstormed on the lessons learnt after 9 months online. We also defined our current problems and brainstormed on how to reverse this, assessed our resources and identified next steps to be taken.

13–14 February / Online

On the 13th and 14th of February the Board met online for a working meeting. The board reported on internal relations, external relations, each convener reported on their respective Working Groups, we had a look at the general situation in the Office, discussed the events of 2021 and further discussed finances. Afterwards, during a 5-hour long plenum the Board started working on the upcoming GA and Work Plan 2021. The second day was dedicated to the online visibility of the organization, general coordination and the individual tasks of each Board Member.



c. Working Group Meetings

A big thanks to all Working Group members and the Convenors for their tireless effort in favour of YEN. We really appreciate their work and energy invested during these times of Corona. For detailed reports, see point 8.1.3.

d. Preparatory Meetings for YEN Seminars

Besides all the Board meetings and other activities, the Office and the responsible Board Members met online for prep-meetings for the Digital Autumn “Think United”, the Easter Seminar alternative and e-Activity “The Power of a Story”. The prep-meetings are of great importance and relevance to both the Office and Board and the hosting MOs and organisations, in order to clarify organisational questions and settlement of the content of the seminar.

8.1.3. YEN Working Groups

a. Member Integration

Convenor: Luna Rahr Futtrup (SdU)

Working Group Members: Zoran Petković (Lunjina), Angelica Augustin (GiuRu), Silvan Brügger (GiuRu)

In line with the discussions that the 3 convenors had last year, we were trying to restructure the WGs and their work, so that the work becomes more project based with the opportunity to form groups across the WGs. Because of the pandemic it has not been possible to meet physically, which has of course also made it difficult to bond and create team spirit and motivation.

As the very first activity the WG took part in the joint WG online team building, which was a big success. For the first time, we had a joint brainstorming where everyone had the opportunity to propose new projects for their own WG, but also for the other WGs. The lists created served as the basis for our work this year, and can also be used as inspiration for future projects. The WG members of Member Integration each picked a project that they feel passionate about and have been working on those for the last few month.

The projects were:



- Collection of YEN Milestones/ best practise examples of YEN;
- Minority/youth organisation mapping, with the goal to create a database for youth organisations and minority youth organisations, that YEN has and is working with.

We are planning a Joint WG “Work Session” on 10 April, where we hope to finish the ongoing projects.

b. Communication

Convenor: Andjelo Pavlovski (VYCM)

Working Group Members: Paul Mossner (SdU), Nina Peckelsen (FYK), Matti Ullrich (SdU), Jakob Schäfer (PawK), Linea Kopf (SdU), Iris Kessler (SdU), Linda Stoklasa (GFU), Simon Scapan (PawK), Alexander Wukovits (HAK)

Because of the current circumstances, the Working Group Communication did not have a chance to meet in person during this mandate, however we did manage to have two longer online meetings. The first one was a joint meeting with the other Working Groups where we decided on interesting projects that we could implement during our time in the Working Group. The next meeting was our separate group meeting, where we divided tasks, and where we discussed how we can all contribute to our work, despite our strengths and weaknesses. Finally, we are also planning a working Saturday in April, with the other two working groups, where we will define an activity that we will implement, in order to be more present on Social Media.

The Working Group mainly presented YEN on social media. We worked more towards having more regular posts for special events, or days in the year to start off, and are now working on the election campaign for this year's GA. We are also working on finding new ways to improve our visibility, while everything remains online, so that we can make sure that everyone can see that we are still working actively even in these times.

c. Minority Rights and Politics

Acting Convenor: Kristina Anxhara (VYCA)

Working Group Members: Rejzka Lipičec (PawK), Christoph Graf (PawK), Ydwine Scarse (FYK), Tatjana Kovačević (Lunjina), Davor Danevski (Lunjina), Stefan Pitz (Kenstroll Breizh/RDJ)



This mandate has been a short one for the WG members, however the WG has been supporting the work of YEN constantly. Unfortunately, the WG has never met physically and this makes the work even more challenging. Nevertheless, the joint teambuilding meeting improved the group feeling a lot. During the joint WG meeting WG MRP came up with a list of the next tasks and an outline of what we wanted to do, and for the official meeting on 28 November we picked up there and went through immediate tasks or planned for the future. During this meeting the WG had some ideas for the newsletter, #YENsDay, and initiated a process to map the main topics covered by YEN in Social Media, among other things.

The WG supported the Vice-President for External Relations in her participation to the UN Minority Forum, which as most of the events this year, took place online. WG members and acting Convenor met with VPER and supported her in writing a statement for the Forum. The VPER, through her statement, brought into the discussion the point of view of youth on the causes, scale and impact of hate speech targeting minorities on social media.

The WG Group also met twice for writing a “Supporting Statement of the Youth of European Nationalities for the Minority SafePack Initiative”, as it was the right momentum. Before the 15th of January 2021, when the European Commission was required to present its legal and political conclusions on the initiative and its follow-up, YEN supported the initiative through a supportive statement the WG MRP conceived.

At the time this report is written, we are planning to have an official WG Meeting, as well as another “work session” on the 10th of April, where we hope to finish the ongoing projects.

8.1.4. External Relations

a. FUEN, Board Meetings

As YEN President, Andor Barabás is also part of FUEN’s Presidium and participates as such at the Presidium meetings but also at various other events organised by FUEN. Since his election at the General Assembly in October 2020 as YEN President, Andor Barabás attended all the FUEN Presidium meetings, which were held online. By participating in the FUEN Presidium meetings, Andor took an active part in the shaping of FUEN structural decisions as well as its policy. Furthermore, he informed the FUEN Board about issues concerning youth and YEN’s projects. The cooperation between FUEN and YEN is working well, with both sides aiming



for a strong partnership between the organisations in order to promote better and more efficient the concerns and demands of national, ethnic and linguistic minorities in Europe at all levels.

Besides the FUEN Presidium meetings, the President of YEN participated in the beginning of November 2020 at a meeting with the FUEN President, Loránt Vincze, in Sfântu Gheorghe/Sepsiszentgyörgy/Sankt Georgen, Romania. They discussed the cooperation between the two organisations and how the communication should work to be more efficient. As the offices of YEN and FUEN are adjacent in Berlin, it is simple to ask for each other's help and plan future common events but further efforts need to be made for a better cooperation. Among other topics, the two Presidents agreed to have more meetings annually also with the Offices of the two organisations present in order to strengthen the relation between YEN and FUEN.

b. European Youth Forum (YFJ)

As an official member, YEN has had its representative present at the events of the European Youth Forum (YFJ), biggest platform of the national youth councils and international non-governmental youth organisations in Europe that works to empower young people to participate actively in the shaping of Europe and the societies in which they live, and in improving the living conditions of young people as European citizens in today's world. Since April 2018 Pia Šlogar - Vice President for External Relations - has been YEN's official delegate at the COMEMs and GAs of the YFJ. These meetings are a great way for YEN to not only strengthen its cooperation with already existing partners but also to meet potential new partners and exchange practices with organisations that work on minority topics.

With the COVID-19 pandemic, the YFJ also had to adapt its statutory meetings. This meant that the autumn's General Assembly took place online 20-22 November 2020. Even though the form of the meeting was different than usual the content part still covered a wide range of topics. The membership adopted: two policy papers on youth participation and youth, peace and security, one motion on the Erasmus+ successor programme, and resolutions on gender-based violence, antigypsyism and abolition of death penalty measures in Belarus. At the same time also elections for the new Board of YFJ took place, where two of the members of the Exchange Group – the subgroup of YFJ that YEN is a part of – TEJO and EEE-YFU were elected as Board Members. Member Organisations also voted to elect members of consultative bodies, the Financial Control Commission (FCC) and the Consultative Body for Membership Applications (CBMA). The General Assembly was also invited to make decisions on new member organisations. As YEN



we are extremely glad that the membership supported the application of Phiren Amenca - YEN's lifelong partner - for becoming a new observer member as the first Roma youth organisation to get this status.

The first Council of Members Meeting (COMEM) of 2021 was again conducted online on 17-18 April. The meeting was shorter than an usually residential one would be as the main point on the agenda was the election of the twenty representatives for the Advisory Council on Youth for the mandate 2022-23. Among other points were also the adoption of the "Motion on the human rights violations in Western Sahara" and welcoming a new full member – the National Youth Council of Ukraine – to the membership of the YFJ. We are happy to say that Pia Šlogar, our current representative in the AC has been re-elected for her second mandate meaning that YEN will have a guaranteed person in the AC till end of 2023 that will be fighting for the protection and promotion of minority youth rights.

This was Pia's last COMEM as the official delegate of YEN as she will be passing on the baton as a VPER to another YENie at the GA on 8 May. We would like to thank Pia for her committed work as a YEN representative at the YFJ. We are looking forward to working with her as YEN's external representative at the Advisory Council on Youth.

c. Advisory Council on Youth

After a successful two mandates of Matic Germovšek Ž. (2016-2017, 2018-2019), Pia Šlogar, current Vice President for External Relations, got elected for the mandate 2020-2021, thus ensuring a continuity of YEN presence in the Advisory Council on Youth of the Council of Europe¹.

YEN's third mandate in the Advisory Council is heavily impacted by the COVID-19 pandemic. This is actually the first time in history that the Advisory Council on Youth and the Steering Committee on Youth have had to adopt decisions and work on youth policies without ever meeting each other. Youth sector was one of

¹ [The Advisory Council on Youth](#) is the non-governmental partner in the co-management structure which establishes the standards and work priorities of the Council of Europe's youth sector and makes recommendations for future priorities, programmes and budgets.

It is made up of 30 representatives from youth NGOs and networks in Europe and its main task is to advise the Committee of Ministers on all questions relating to youth. Specifically, the Advisory Council helps to ensure youth policies are mainstreamed into the Council of Europe's programme of activities by providing opinions and proposals to all of the Organisation's bodies. It also ensures that young people are involved in other activities of the Council of Europe and promotes the policies beyond the Organisation.

The Advisory Council on Youth promotes the co-management system in decision-making processes at all levels as a good practice for youth participation, democracy and inclusion, whilst preparing and encouraging young generations to take responsibility to build their desired society.



the first one that broke ground and started taking decisions virtually. In October 2020, the youth sector's co-managed statutory bodies for the first time in almost 50-year history held their biannual meetings fully online and determined that the pandemic would not interrupt the work of the Joint Council on Youth. The meeting kept a full three-day agenda and the Joint Council on Youth (CMJ) taking several decisions regarding the new campaign, tackling anti-racism and young people's right to a healthy environment.

Through her mandate Pia is leading the "Roma and other autochthonous minorities" and has also been elected to the Programming on Youth (PC), where she directly works on assessing applications submitted to the European Youth Foundation (EYF) and has initiated the process of checking the inclusivity and diversity aspect of projects/activities.

Her main focus during her first mandate was mainstreaming minority youth issues through different bodies of the CoE and addressing the needs and challenges of minority youth. She has been involved in the Task Force that evaluated the Roma Youth Action plan and prepared a potential Recommendation on Roma youth participation. Through her work YEN has also established a connection with the Advisory Committee of the Framework Convention for the Protection of National Minorities, that is beneficial for the advancement of minority rights (more under point 4. h.). Second impact that the representation of YEN in the AC has had is the possibility for our MOs to directly contribute to the work of the Steering Committee on Anti-Discrimination, Diversity and Inclusion (more under point 4. i.) as part of the focus groups, where they shared their experience and expertise regarding their communities.

As you can see from these concrete examples, it is beneficial for YEN to continue being involved in the AC, as this is one of the rare ways where topics that are important to minority youth are raised and YEN's agenda brought closer to the Youth Department of the CoE. Strategically and content wise, the CoE is our crucial partner when it comes to the protection of minority rights and also funding of our activities. As part of the Programming Committee, we also have the direct access to the EYF and this helps us enormously in understanding the dynamics and the processes of their work.

This is just a fragment of work that has been done in the past year. Pia is open to further discussions with YEN Membership to answer any potential questions or identifying other areas where YEN can be more present, so don't hesitate to contact her (pia.slogar@yeni.org).

As Pia felt there was still work to be done in the AC itself and CoE as such regarding inclusion and advancement of minority rights, the Board has supported her initiative to continue and run for another



mandate. Pia was our candidate at the elections for the mandate 2022-2023 of the Advisory Council on Youth at the Council of Members (COMEM) of the European Youth Forum in late April 2021, where she got re-elected for her second mandate.

d. UN, EcoSoc

YEN has been actively attending the sessions of the Forum on Minority Issues organised by the Office of the United Nations High Commissioner for Human Rights (UN OHCHR), taking the floor on certain topics and putting in written recommendations on all topics of the forum. Since July 2016 YEN also has a consultative status of the United Nations Economic and Social Council (ECOSOC).

The annual Forum on Minority Issues was held on 19 and 20 November 2020. Due to travel restrictions as well as physical distancing measures in place the Forum was held virtually. The Forum was convened on the theme "Hate speech, Social Media and Minorities" and focused on four subtopics:

1. Causes, scale and impact of hate speech targeting minorities in social media;
2. International legal and institutional framework;
3. Regulation of online hate speech: the role and responsibility of intergovernmental organizations, States, internet companies and social media platforms;
4. Towards a safer space for minorities: positive initiatives to address online hate speech: the role of national human rights institutions, human rights organizations, civil society and other stakeholders.

YEN was represented by its Vice President for External Relations, Pia Šlogar, who addressed the forum in the plenary, specifically underlining the effects of hate speech on minority youth identity. As YEN we have also handed in the recommendations in written form. The statements and recommendations were drawn up in collaboration with the WG Minority Rights and Politics.

e. European Dialogue Forum

The goal of the European Dialogue Forum is to establish political representation at the European Parliament and the Council of Europe. It is composed of members of the European Parliament (EP), seven representatives of FUEN and two representatives of YEN, YEN President and Vice President for External Relations. In the past years, the aim of the EDF was to give itself a more active and visible role, being our organisation's link to the European Union institutions and the Council of Europe, improving the already well-functioning cooperation and finding new ways to enhance and strengthen it. Additionally, the EDF



actively promoted the proposals from the European Citizens' Initiative, Minority SafePack, for which the European Commission decided in January 2021 to not take legal measures. This year, the members of the EDF will decide how to continue with this dialogue forum and will meet throughout the year to discuss future goals and objectives.

f. FUEN AGSM Online Seminar

On 19 November 2020 more than 25 representatives of Slavic minorities, experts and FUEN employees met for the first AGSM (Working Group of Slavic Minorities of FUEN) online seminar that was supposed to replace the 23rd Seminar of the Slavic Minorities in Europe taking place in September in south-easter Italian region of Molise. YEN was represented by its Vice President for External Relations, Pia Šlogar.

The agenda of the meeting focused on the summary of the year 2020 and the work AGSM has done, especially in regards to its new brochure describing all Slavic members of the FUEN as part of the FUEN's public relations efforts. The meeting also touched upon the hearing of the MSPI in the European Parliament and other projects and activities of FUEN. At the meeting, Craig Willis, Junior Researcher at the European Centre for Minority Issues (ECMI) also gave a keynote speech on the basis of the EU-wide basic income and the impact on the Minority SafePack Initiative.

The meeting was a good opportunity to find synergies between YEN and FUEN's Working Groups and bring the much-needed youth perspective also to these seminars.

g. Meeting with the Advisory Committee of the Framework Convention for the Protection of National Minorities

In 2020, through great work of our Vice President for External Relations, Pia Šlogar, YEN has established a cooperation with the Framework Convention for the Protection of National Minorities (FCNM) of the CoE. As a result of this Pia was invited to provide input at the meeting of the Advisory Committee of FCNM on 3 February 2021 (online) in regards to democratic participation of minority youth. In her intervention Pia focused on sharing experience of YEN working with minority youth on participation in particular and underlined the main challenges but also on the positive role that engagement of minority youth can have to bridge the divide between different communities and to foster democracy.



A 1.5-hour exchange was not only focused on the input of YEN but also an opportunity to talk more about the work and mission of the organisation and its latest report “Minority Youth in Europe: State of Play”. The meeting was also a chance to explore more how minority youth and YEN in particular can more closely participate in the monitoring that the Advisory Committee of FCNM does in CoE Member States.

h. CDADI Focus Groups

Part of Pia Šlogar’s work as YEN’s representative at the Advisory Council on Youth of the CoE is also focused on ensuring good synergies with other bodies of the CoE and in this mainstreaming of minority youth questions and issues also in the Steering Committee on Anti-Discrimination, Diversity and Inclusion (CDADI) that was set up in 2019 to promote equality for all and building more inclusive societies. In this specific body that included governmental representatives of CoE Member States Pia is part of the Working Group that was tasked to prepare a study on the political participation of young people belonging to national minorities.

Throughout December and January YEN has been actively promoting the questionnaire launched by CDADI among its own members. In order to gain a more detailed view of the challenges and good practices in the field of national minority youth participation, the Working Group of CDADI organised focus groups on 22-23 February 2021. Organisations were selected from among those who had responded to the survey. As Pia was in the meetings in her role as an Advisory Council on Youth, Andor Barabás, YEN’s President, joined as a representative of YEN. Among organisations that participated at the focus groups were also members and partners of YEN: DM+, GiuRu, HAK, Klub Studencki “Pomorania”, oMreža, PAWK, SdU, VYCA, Phiren Amenca. Representatives of civic society had a unique opportunity to join the focus groups and self-represent their organisations and support YEN’s advocacy efforts for minority youth rights protection.

We would like to thank everyone that filled in the survey, and especially those that took the time to join the focus groups and shared barriers but also good practices of minority youth participation. Experiences shared will contribute to the study on the participation of national minority youth, a first in its kind as there has never before been any kind of study from the side of the CoE that focuses on the participation of national minority youth.



8.1.5. Partner Events and Projects

a. IVS4Peace

We have been partners in this ongoing project (2018-2020) that aims to make short term voluntary services (workcamps) more inclusive. Other partners of the project are network-organisations in the field and local organisations offering short term voluntary services. The project aims to develop a toolkit, an online course and policy recommendations that will be supported by awareness raising actions. YEN's role in the partnership is mainly to advise, since we do not offer workcamps ourselves.

We supported the development of the Toolkit, which is almost ready, and have been active in preparing the advocacy related to the outcomes of a survey on the positive impact of short term voluntary services on inclusion.

Since a lot of the project's activities could not take place due to the coronavirus, the project is being prolonged until mid of 2021, with the final conference probably taking place in May 2021.

b. Y-FED: Europe is what we make of it

The project "Y-FED: Europe is what we make of it", aims to bring the EU institutions closer to the EU citizens in order to support the implementation of the European youth goals on a local level. The project is coordinated by the Young European Federalists (JEF Europe), YEN is a partner.

In order to achieve the above-mentioned goals, the project is divided into three steps. In the first phase, hackathons were carried out throughout Europe as a preparatory measure. Afterwards a simulation of the European Union will take place and finally everything will culminate in a conference, where the young participants can discuss with partners, decision makers and other relevant persons about the current state of European youth and the needs and requirements.

The role of YEN in the project was to organise the training for the organisers of the hackathons (March 2020) and to support them in this. In addition, young people from the YEN network will be invited to the big EU simulation and other activities.

The EU simulation will probably take place in a hybrid form in June 2021.

The project also covers YEN staff costs. The project is co-financed by the Erasmus+ programme of the European Union.



c. Minority Changemaker Programme

The Minority Changemaker Programme is a three-month educational programme led by Grænseforeningen, a Danish-German organisation from the border region. The start of the programme was planned for the end of March 2020 and then rescheduled for 2021. It has now been postponed again to the Spring of 2022.

The target group are young people, who belong to national minorities or who have interest in minorities. The idea of the project is based on the concept of a Højskole – the participants live in the outskirts on Flensburg, receive an academic input from the University of Southern Denmark (SDU) and participate in other non-formal activities of the Jaruplund Højskole.

YEN has supported the programme with promotion and exchange. It is also planned that YEN representatives will visit the Minority Changemaker Programme in 2022 to inform about our work.

d. Minority SafePack Initiative

Launched in 2013, the Minority SafePack Initiative was born out of solidarity between the many different minorities and language communities in Europe under the coordination of the Federal Union of European Nationalities and with the Youth of European Nationalities as one of the initiators. They collected 1.123.442 signatures and passed the national threshold in 11 EU Member States for a package of different legal acts (laws) for the promotion and protection of the European minorities and for the regional and minority languages. The purpose of the Minority SafePack Initiative is to encourage the European Union to live up to its motto and to improve the protection of people belonging to national and linguistic minorities and strengthen cultural and linguistic diversity in the Union. The European Citizens' Initiative "Minority SafePack" aims to promote the rights of national and linguistic minorities, ensure their protection at EU level and calls on the EU to use the tools at its disposal in this regard. Although the EU Treaty lists the respect for rights of persons belonging to minorities as an EU value, EU action and EU legal measures for protecting national and linguistic minorities are absent.

The legislative proposals based on the nine points of the Minority SafePack Initiative were presented on 5 February 2020 to the European Commission. Following the presentation, it was of utmost importance to secure the support of the European Parliament, because the decision whether to start a legislative process



lied solely at the European Commission. For this, a public hearing in the premises of the European Parliament in Brussels was set to take place in March but had to be rescheduled to the online space for Wednesday, 15 October 2020, to discuss the proposals with all stakeholders such as Members of the European Parliament, Commissioners, Representatives of the Council of Europe, the MSPI Citizen's Committee and Expert Group, and Members of FUEN and YEN. The MSPI got overwhelmingly positive feedback at this Public Hearing and soon after, the European Parliament started to draft a supportive parliamentary resolution. In the period from October to December 2020, many good news started to rise, such as the decision of the German Bundestag at the end of November to unanimously adopt a resolution in support of the MSP entitled "Call on the European Commission to implement the Citizens' Initiative Minority SafePack (MSPI)". Also, on 14 December 2020, the European Parliament discussed the proposals of the MSPI at its plenary meeting and decided a few days after - with 524 out of 694 votes - to adopt a resolution in support of the MSPI. Thereby, the EP sent a strong signal for the European Commission to initiate the legislative process based on the proposals of the MSPI.

We, as YEN, also highlighted the importance and the impact of the MSPI on young people from minorities through a letter sent to the European Commission on 28 December 2020. A reply came on 25 January 2021. YEN has been actively supporting the process of the ECI throughout the member states of the European Union since its very beginning. We have contributed with the collection of thousands of signatures, successfully reached out to other youth organizations, such as national youth councils, the European Youth Forum and other European networks, and amplified the youth voice, demonstrated the power of youth activism and encouraged solidarity with minority rights. The success of the ECI in its initial stage underlines the European wide support and need for the recognition and implementation of minority rights. In this letter, we stressed that a positive recommendation of the Minority SafePack from the European Commission will be vital to all youth in the European Union and will have a positive impact on their lives and opportunities to participate in an equal and inclusive society. We highlighted the need for a positive recommendation for all proposals of the ECI Initiators, but we also stressed that a negative reply for one proposal cannot lead to a negative recommendation for all proposals of the Initiative.

Unfortunately, on 14 January 2021, the European Commission took a stance that clearly goes against the EU values. The EC decided that they will not initiate legal acts for the protection of national, ethnic and linguistic minorities under the MSPI. By rejecting yet another European Citizens Initiative (ECI) the European Commission showed its disregard for one of few instruments of participatory democracy. In times



when human rights are globally being violated, the European Commission sent a disappointing signal to more than 50 million of its citizens who belong to national and linguistic minorities, that they do not matter. After seeing the communication from the EC, we quickly responded with a statement in which we underlined that this decision yet again affects the lives of young people the most. Minority youth does not need empty promises. We need change and we need actions. Moreover, we highlighted that their decision has not only left many young members of minorities disappointed and concerned about their future but it has deepened the growing alienation of minority youth from the European institutions.

Since January, many organisations and institutions have condemned the decision of the European Commission. In addition, the regional parliament of Fryslân unanimously adopted an all-party motion of censure against EC for refusing to propose legal acts and recently, the regional parliament of South Tyrol passed a resolution calling on the European Parliament to take up the demands of the MSPI again and to ask the Commission to submit corresponding legislative proposals. Currently, the European Commission's Communication on the Minority SafePack Initiative is being examined in detail in order to draw both political and legal conclusions from it, which can indicate options for action.

Regardless of what will happen next, at the Youth of European Nationalities (YEN) we will keep renewing our call for the promotion of diversity and equity through increasing awareness, encouraging collaboration, sharing best practices and concrete actions on the rights of minority youth. Our advocacy will not be finished until the situation of all young people belonging to minorities is changed.

e. FUEN BuildYourself!

Since November 2019, the Build Yourself! training series is taking place. It aims at knowledge-based organisational development of FUEN and its member organisations, us as YEN included, by teaching modern approaches and methods in the field of NGO work. A number of YEN members participated at the seminars since the series started and gained valuable knowledge and skills.

Due to the Corona pandemic, the trainings had to be held online in 2020 and several professional trainers were invited to present and help participants to familiarize with different topics. The first online seminar, Organisation and Communication Management was held in July 2020, followed by other two seminars in October and November 2020 about online and offline networking and brand building. There are no exact



dates for the upcoming trainings for 2021, but we will continue to follow this project and hope to have you on board for the next trainings. All current information can be found at: <https://buildyourself.fuen.org/>.

f. MSPI Townhall Debate “Was tut Europa für uns Minderheiten?” (What is Europe doing for us minorities?)

On 13 October 2020, two days before the presentation of the Minority SafePack Initiative in the European Parliament, the former President of YEN, Giuanna Beeli, participated in a debate regarding the European Citizens’ Initiative - MSPI. In contrast to traditional debates or panel discussions, the Townhall Debate focused on exchange and networking. The keywords were co-determination, intervention and movement. Giuanna’s role in the debate was that of the speaker, where she gave a 3–5-minute input on the MSPI topic with special regards to YEN’s point of view. Additionally, she answered questions during the debate and contributed actively to the ongoing discussion. Besides discussing the chances of success of the MSPI and what would the adoption of the proposals mean in practice, we were able to also bring the youth topic to the agenda, not only minorities, and stressed the need for inclusion and a participatory approach.

g. Young&Minority – The EU and its minorities

SSW Ungdom, the youth organisation of the SSW political party organized on 13 October 2020 a Zoom discussion before the hearing of the Minority SafePack Initiative in the European Parliament. It was hosted by Maylis Rossberg with Andor Barabás (YEN President), Jakob Schäfer (former YEN Convenor of Communication) and Vera Buranits (HAK - member organisation of YEN) joining as guests. It was very appreciated that four young people, who are active in YEN (as Board Members or participants of YEN events), got together to discuss important topics about their minorities, their challenges and the importance of the MSPI for them. As all four speakers were very familiar with YEN, they have mentioned multiple times the activities and the work of YEN in the fields of minorities and young people. Thus, YEN got some visibility among the webinar participants. The main objective of the event was to talk about the MSPI, minority rights and politics. As for the content, the discussions among the speakers highlighted the current state of their minorities, what practices are currently working and what can be improved. Additionally, the discussions focused around the importance of the MSPI and why are the proposals from the initiative helpful for the minorities in the EU. While the respect for the right of national minorities is part of the set of political criteria an accession candidate must fulfil at the time of accession, no such criteria apply for states that are already members of the EU. One outcome of the discussion was that the objectives of the EU



regional development funds should include protecting national minorities and promoting cultural and linguistic diversity. Also, funds should be provided to organisations to raise the majority community's awareness of the identity, language, history and culture of national or linguistic minorities. Simplification of Erasmus+ applications for financing was another idea brought up during the conversations. Moreover, it was concluded that young people are playing a crucial part in their minorities and it is important to get them involved in shaping their communities.

h. FUEN Assembly of Delegates

Originally, the FUEN Congress 2020 was planned to take place in Gorica/Gorizia at the Italian-Slovene border region. As it was a precedence in 2020, in-person FUEN Congress could not take place because of the COVID-19 Pandemic. FUEN therefore organized an online Assembly of Delegates on 24 October 2020. From YEN, the newly elected President Andor Barabás participated as a Presidium Member at the event together with the former President of YEN, Giuanna Beeli, as an official delegate of YEN. Andor reported on the work-year of YEN and underlined the importance of YEN representation in the FUEN Presidium. The cooperation between FUEN and YEN worked well last year. Besides the various events organized by FUEN where YEN members participated, we also actively followed the hearings of the Minority Safepack Citizens' Initiative in the EU Commission and Parliament. Additionally, Andor expressed that it is our concern that the young people not only see themselves as extras in a world of "adults", but that we activate, empower and actively contribute to society so that decisions are not made about us without us. In return, we ask that our concerns and demands and also the youth as partners are taken seriously. We want a strong partnership and cooperation to continue, so that positive results emerge from the networks and good projects and methods can be shared with one another.

i. AGDM Training series "Generation Zukunft"

AGDM offered a training series in German language for AGDM youth representatives, in which they had the opportunity to continue their education in the areas that are directly related to their youth work and thereby acquire appropriate skills or strengthen existing skills so that their commitment is even more effective and become more successful. The first module lasted for 3 hours and was held on 31 October 2020 with the title "Organization management in youth organizations", where the YEN President participated. The goal of the first training was to provide the participants, as future decision-makers in the organizations or associations of the German minority, useful, practice-oriented knowledge and modern



management tools. Andor Barabás welcomed the participants from YEN's side and presented the organization to the participants who didn't know what YEN is. Moreover, Andor shared with the participants some of the good practices in project management and highlighted the importance for youth organizations to be led and run by young people, with the responsibilities shared among them. The training series continued with 3 other modules in November and December 2020, where also some of the YEN German speaking MOs had the chance to learn more about Project Management, Leadership Development and Empowerment. At the end of the training course, the participants who took part in all modules received a certificate.

j. All you want to change their Europe Webinar

On 4 November 2020, Pia Šlogar, YEN's Vice President for External Relations, joined the webinar on European youth activism organised by the Finish organisation ALL YOUTH. The webinar brought together young activists, actors from the European civil society organizations, professional lobbyists and representatives from the European Union, as well as researchers from the related fields. The webinar enhanced the information flow from the European level towards the national and local levels. Its goal was to provide ideas and guidance for young activists about how to start building European civil society coalitions and influence decision-making in Europe.

The core themes of the online webinar were:

1. Co-operation and coalition-building between organizations from different countries and representing various minorities;
2. Activism inside the EU, from the EU perspective;
3. Activism inside the EU, from the lobbyist perspective;
4. Getting the voice heard among their own;
5. Intersectionality of belonging both to youth and to a minority.

Each webinar section contained an introduction to the theme, followed by a commentary and a Q&A period for open discussion. The webinar was open for activists, students, scholars, or anyone interested in the European activism and the European public sphere.

Pia attended the webinar as a speaker in panel "Getting the voice heard among their own", that included other speakers such as Suvi Leinonen (Policy Advisor, EU commissioner Urpilainen's cabinet), Claudio



Francavilla (EU Advocacy Officer, the Human Rights Watch), Amiirah Salleh-Hoddin (Vice-chair, the European Network Against Racism). In her intervention Pia focused on the importance of quality and meaningful (self)representation and strong minority movements, and shed a bit more light on the issues that minority youth are facing when trying to advance their rights, but also tried to open the conversation about the importance of alliance building.

k. Webinar: Community Conversations

In autumn 2020 YEN has been invited to participate at Community Conversations, interactive sessions happening one Friday a month, to which the host - European Cultural Foundation - invited people from different communities to speak on pressing issues. On 20 November, Pia Šlogar, YEN's Vice President for External Relations, joined Magic Magid, a former Green Party MEP and Somali-British justice activist, and Marta Cillero, a representative of the European Alternatives to talk more about influencing democratic processes in Europe among young people. YEN brought to the discussion its perspective on how and what young people from marginalised communities are doing to safeguard their access to active and meaningful participation.

l. Panel Discussion: Inclusion and Accessibility in Citizenship Education

YEN Vice President for External Relations, Pia Šlogar, was invited in December 2020 to join the panel discussion "Inclusion and accessibility in citizenship education - What is the role of non-formal education and youth work providers at European level?" organised by Young European Federalists (JEF). The round table discussion took place online on 14 December 2020 and was streamed on Facebook Live. Besides YEN the panel involved representatives of ERGO Network, AEGEE-Europe, ENIL and OBESSU. The topics discussed were mainly focused on how volunteers/youth workers can be more open to European minorities, especially if they are not themselves from minority backgrounds and when minorities have more difficulties in accessing education.

m. Europe@School Podcast

In 2020 YEN has started cooperating more with the Young European Federalists (JEF) not only as partners in the Y-FED project but also providing expertise on social inclusion within JEF's Annual Work Plan 2020 called "Europe@School: New Directions". Part of the work plan of JEF was also launching a podcast campaign that would provide information on European policy relevant to disadvantaged groups of learners.



As Pia Šlogar, Vice President for External Relations, was the main contact with JEF in the past year, she was invited to join JEF and the New Federalist in one of the episodes of the podcast to talk more about the Minority SafePack and the positive impact it could have had on minority youth. In the podcast Pia dives also deeper into the whole idea of the European Citizens' Initiative as one of rare participatory democracy instruments of the EU. The podcast episode is available [here](#).

n. Coordination Meeting on Addressing Antigypsyist Online Hate Speech

On 19 February 2021 Pia Šlogar, YEN's Vice President for External Relations, joined the coordination meeting addressing antigypsyist online hate speech organised by ERGO network and attended by biggest Roma organisations (Integro, Romea, Nevo Parudimos, FAGiC, Central Council of German Sinti and Roma, Phiren Amenca, ERRC, FSG, INACH).

The main aim of the meeting was to familiarize and update each other about organisations' work in the topic of tackling antigypsyism online, coordinate and create a joint plan for advocacy, discuss key advocacy issues in the area and advance research promoting counter-speech by building synergies and alliances.

As YEN one of our main missions is also to support Roma youth movements in their efforts to advance Roma rights. The meeting was therefore a chance to further explore how we can be a better ally of Roma youth movements and be even more proactive in supporting our members that are working with Roma youngsters.

o. Unboxing Hate Speech. European Impulses for Respect and Solidarity on the Web

The event was organized by the Friedrich Ebert Stiftung during the Presidency of Germany of the Council of Europe (November 2020 – May 2021) in cooperation with the German Federal Foreign Office and the German Federal Ministry of Justice and Consumer Protection. Hatred, exclusion and verbal violence pose a growing threat to our democracies. Hate speech violates human rights, corrodes the culture of debate within our democratic, pluralistic societies and drives people out of the public arena. Words are often followed by deeds. Actively combating hate and ensuring that the law is enforced online just as elsewhere, while at the same time defending freedom of speech, are key challenges for political institutions and civil society across Europe. Hate speech has many faces, and the counter-strategies must be just as



multifaceted. The objective of the event was to unpack this toxic phenomenon, tackle its individual components and put together a package of counter-measures.

YEN President, Andor Barabás participated at the 4th Workspace of the event, called “Hate speech against marginalized groups”. Being present among other civil society organizations and representatives ensured visibility for YEN. By showing solidarity to marginalized groups and illustrating some of the problems that ethnic, national and linguistic minorities are facing when talking about hate-speech, Andor ensured a good impact of YEN’s presence at this event. Discussions in the workspace highlighted the challenges in tackling hate speech, such as intransparency and the complicated reporting process on social media. Moreover, marginalized groups are silenced and politicians are, in some cases, the ones who spread hate speech themselves by attacking marginalized groups, as it was the case against the Roma community during the COVID-19 pandemic.

However, there were a few measures proposed to counteract hate speech, such as putting victims of hate speech first and talk about the social media methods publicly. De-colonization of the mind plays also an important role together with taking consequent legal action against haters and platforms. Last but not least, it is important to support counter speech groups, organizations and measures. Therefore, there is a need for appropriate legal framework and an agreement among politicians to tackle hate speech on the highest level. Also, structures for educational measures would help.

While hate speech is not a purely online phenomenon, the internet offers a significant echo chamber, whether in public forums or in closed groups. We must not accept this. We must work resolutely to ensure that legal limits are observed, including online, and to promote a non-violent, democratic debate.

p. Lätj üs da troole ferdrive – Biikebrennen

Due to the Corona, the Biikebrennen – an annual bonfire night celebration – as the North Frisians know it, had to be cancelled in 2021. As an alternative to the Biikebrennen in attendance, the Minority Competence Network organized an online format with the following guests: Ilse Johanna Christiansen (Frasche Rädj), Maren Jessen (Sölring Foriining) and Dr. Bernd Fabritius (Federal Commissioner for National Minorities). The event was musically accompanied by the North Frisian singer Norma. The origins of the Biikebrennen were discussed, together with the history and traditions behind this event. The Biikebrennen is an annual bonfire night celebration held on 21 February in North Frisia, in the German state of Schleswig-



Holstein and in Southern Jutland in Denmark. As it was held online this time, participants were asked at the end of the event to light a candle.

Although Andor Barabás was not invited as a speaker to this event, he was kindly welcomed in the beginning and thanked for being present as a representative of the largest network of youth organizations of autochthonous, national and linguistic minorities in Europe. Thus, by participating at this event, YEN showed solidarity for this symbolic and traditional event of the Frisians in times of Corona. Additionally, Andor ensured visibility for our organization and strengthened the internal and external relations at this event.

q. Consultative Meeting “Dream Our G-Local Movement”

On 16 and 17 March 2021, Vice President for External Relations, Pia Šlogar, joined the online consultative meeting organised by IFM-SEI International Falcon Movement that was part of their new project “Dream Our G-Local Movement”. The main aim of the meeting was to reflect on the practices of IFM-SEI regarding accessibility and inclusion and find ways to improve the movement. In order to do that organisations working with different disadvantaged communities were invited to the meetings to share their expertise working with specific groups of young people and share good practices. Throughout the two days youth workers involved in the meeting worked on identifying the ways in which youth work is inaccessible and exclusionary to marginalised youth on local, national and international levels by identifying whose voices are not represented and the reason that it is difficult to engage and retain volunteers from marginalised and underserved communities.

While the first meeting was focused on the experiences of youth workers, there will be a follow-up consultation (22-23 May 2021) specifically aimed at young people from marginalised communities, in this young people from national, ethnic and linguistic minorities. If you would like to participate in this exchange and share your experience with inclusion and diversity in various projects and activities, please contact the YEN office.



8.2. Management of YEN – Office Report 2020/2021

The full-time Office of YEN has been located in Berlin since 2012. Since 2019 the Office has been located in Charlottenburg (Kaiser-Friedrich-Str. 90, 10585 Berlin).

We share the office space with the Society for Threatened Peoples (GfbV) and the Federal Union of European Nationalities (FUEN). Sharing of the common space usually has a positive impact on the work in the minority field and fosters better exchange and transfer of knowledge. Due to the Corona Pandemic the GfbV, FUEN and YEN have been mostly in Home Office from October 2020 until now.

When it is possible to travel and meet again, the Office is always open to the representatives of our Member Organisations, who want to visit and say “hello”.

Staff

From October 2020 until December 2020 YEN Office employed two full time (40h/week) and one part time (15h/week) staff member - Kasia Siemasz as Secretary General, Eva Schubert as Project Manager (10 of 40h/week based on a fixed term contract) and Olga Dobriakova as Project Assistant (15h/week based on a fixed term contract). These positions were partly financed by two projects: IVS4PEace and Y-Fed and thus based on fixed-term contracts. Due to Corona, they Office worked mostly from home. This has however not impacted the productivity. In December the Board decided to offer all staff members a “Corona Bonus” to thank them for their effective and engaged work in 2020.

Kasia Siemasz ended her time as Secretary General with the end of 2020 to move on to new challenges. The YEN Board and Office want to thank Kasia Siemasz for her time with YEN. After the open call for the position in the end of 2020 and online interviews involving different Board Members, Eva Schubert was offered and accepted the position of Secretary General. The thus open position of Project Manager is at the time of writing (end of March 2021) still vacant. The Corona Pandemic made the employment process more difficult, but as we are already advanced in negotiations, we expect to employ the new project manager (for 40h/week) soon. Project Assistant Olga Dobriakova’s fixed-term contract with YEN will end with the end of June 2021. We already want to thank Olga Dobriakova for her work and motivation especially as all her time with YEN was shaped by the Corona Pandemic.

For 2021 we are already in talks with somebody interested in an internship who we hope to welcome in summer for a period of four months (financed by a scholarship from university).



Activity

The tasks of the Office include:

- Supporting the Board and Member Organisations;
- Application writing, accounting and reporting of the project applications and administrative grants from EYF, EACEA, the autonomous region of Trentino-South Tyrol, as well as Schleswig Holstein and the German Federal Ministry of the Interior, Building and Community;
- Assistance in the preparation, implementation and follow-up of the projects and activities of YEN;
- Accounting and care of the accounts in the Netherlands and Germany, as well as of the cash register;
- Preparation of the annual financial statements;
- Supervision of the Office including the corresponding administrative and technical matters.

The time since October 2020 has been stressful for the YEN Office, with the transition-period for the new Secretary General, reduced staff numbers from 2021 onwards and overall additional work due to the changes in our work caused by the Corona pandemic. We are looking forward to working with full capacities again soon.

The Office would like to thank all volunteers, Working Group Members and Board Members for their cooperation and support. We are looking forward to the upcoming year with you.

8.3. Finances Report 2020/2021 and Budget

The year 2020 was intense and required us all to be flexible. YEN implemented a Kick-Off Seminar in Hungary in February 2020, but after that all events had to be adapted to the restrictions imposed because of the corona pandemic. Luckily, all of our funders were flexible and allowed us to switch to online activities or delay activities for one year.

Nevertheless, we spent only around half of the money we were granted for our Workplan activities in 2020 by the EYF (these activities were Kick-Off, Easter Seminar, Autumn Seminar and Minority Messenger HUB). The timeframe for this grant was extended and thus the last activities were only finished in March 2021. As we already received the majority of the funding in 2020 the remaining money of this grant will be paid back in mid-2021. Therefore, the budget for 2020 is at the moment of writing (mid of March 2021) still subject to



changes as the last activities of 2020 are not completed. The funding that was granted for the Diversity Festival 2020 by Erasmus+ was moved to 2021. The budget for the financial year 2020 ended with a minus of 485,23€. Contrary to this we did have a plus on our account which is due to the unused grant for our workplan (EYF) that we will need to pay back in 2021. All travel expenses for the year 2020 were reimbursed. The solvency of YEN was not at risk in 2020 at any time. Salaries were paid on time and in full.

The annual financial statements for 2020 will be prepared together with our tax office in March.

Membership Fees 2020

- The letters and invoices for the membership fees (to all organisations and supporting members) were sent by the Treasurer.
- For 2020 a total of 7320€ in membership fees was paid (8.970,93 € in 2019; 8.120 € in 2018; 8.555 € in 2017).
- There are regular talks between the Treasurer and the Secretary General and the MOs who missed to pay.
- 23 out of 42 organisations have paid their contribution for 2020. The number is significantly lower than in previous years, and we believe that the main reason behind it is the corona pandemic.
- Two organisations - BJDM and Pomorania - asked for a reduction of the fee in 2020. Both requests were granted, but only BJDM paid their fee afterwards.
- The Treasurer did not receive any official request for a deletion of the debt from the MOs. However, in the emails two organisations – VYCA and FYK – requested to take into consideration their difficult financial situation.
- Three out of six Supporting Members have paid their fees for 2020. In the beginning of 2020, there were seven Supporting Members, but one of them asked to no longer be a supporting member throughout 2020.

Bank / Cashbox

At present, YEN has an account in the Netherlands and at the Sparkasse in Bautzen. A cash register is in Berlin (cash office) and is managed by the Secretary General. In the Sparkasse Bautzen we have a credit line of 15.000 € which has not changed and is available to YEN.



Administrative Budget

EU-Funding

The administrative application under the three-year "Framework Partnership Agreement" for 2018–2020 was submitted on 14 of December 2017 under the "Erasmus+" for a sum in the amount of 50.000 € for each year. Every year we have to submit a renewed application.

- 2018 and 2019: The reports for the EU-funding have been submitted on time. The report was accepted, and the remaining grant transferred.
- 2020: The reports for the EU-funding have been submitted on time. The report was accepted, and the remaining grant will be transferred.
- 2021: Due to the exceptional circumstances the three year "Framework Partnership Agreement" has been prolonged to a fourth year (as a one-off extension). The application for the 2021 has been filled in November 2020 for 50.000€, the decision is positive and the first instalment has been paid.

EYF Structural Grant

EYF Structural Grant for 2 years 2020-2021 has been submitted in September 2019. We have been granted the 46.160 € (23.080 € per year). In comparison for 2018–2019 the grant amounted to 31.118 € (15.559 € per year). Therefore, we were able to increase the position of Project Manager to 0.75.

- The reporting for the Structural Grant for the years 2018–2019 has been submitted in May 2020, the examination from the side of EYF is closed with full balance.
- The report for 2020 has been submitted on time, the examination from the side of EYF is pending.

Funding by the Autonomous Region of South Tyrol-Trentino

- The application for 2021 for 10.000 € has been handed in. There has been no decision or money for 2021 yet.
- Unfortunately, the money for 2019 has been transferred only in March 2020, and we are still waiting for the funding for 2020, this makes budget planning more challenging.
- The similar situation occurred already in 2017, when the grant was paid only a year later.

Funding by Schleswig-Holstein

- For 2019 the report for the 10.000 € has been prepared and submitted in the end of June 2020. The report has been approved.



- The application for 2020 has been submitted in the end of June 2020 and we received the funding. The report will be submitted mid of 2021.
- The application for 2021 has not been submitted yet.

Funding of the Projects 2020

Financing of YEN activities by the European Youth Foundation (EYF)

- The duration of the Work Plan 2020 has been prolonged until 22 March 2021. Therefore, the financial report for the Work Plan 2020 will be submitted only in May 2021.
- The Work Plan will close with YEN having spent only about half of the funds originally granted. Therefore, YEN will transfer the remaining funds (that had already been transferred to our account in 2020) back to the EYF after the report has been approved.

Funding by the German Federal Ministry of Interior

- In 2020 we only applied and were granted funding for the GA in October 2020. The reports for it have been submitted.
- The Federal Administrative Office in Germany which examines our reports for the German Ministry of Interior and had requested additional documents for all the seminars supported by them in years 2014–2019 (13 events). With a lot of time and effort between October 2019 and March 2020 these have been prepared and filed in. We did not hear back from Federal Administrative Office in Germany in 2020.
- The documentation for two seminars is still being prepared as the main part of the documents is in the hands of the host organisations (our MOs). We informed the Federal Administrative Office in Germany about it but have not heard back.

Funding by the European Cultural Foundation

- In 2020, for the first time, we applied for funding from the European Cultural Foundation and were granted 5.020 € for creating a booklet "Youth, make some noise!" on good practise of youth organisation. The project will be completed in March 2021 and the report will be handed in until end of April 2021.



Funding of the Projects 2021

Financing of YEN activities by the European Youth Foundation (EYF):

- For the deadline on 1 October 2020, in cooperation with the Board, the application under the title “Changing the Narrative” has been prepared and written.
- The work plan includes two seminars, one e-Training and a series of local event with the focal points: narrative identity, critical thinking and media literacy and skills for self-representation.
- The Easter Seminar in South Tirol with SJR (cancelled due to COVID-19).
- An e-Activity.
- Regional Activities in Germany, France, Poland and Serbia.
- The Autumn Seminar in Brittany, France (Kenstroll Breizh).
- The requested grant was 50.000 € for these four activities, which was approved in the full amount. This sum is not enough to fully finance all events but is a great foundation for the year of 2021. 60% of the grant has already been paid. The payment of the remaining grant follows after examination of the interim and final reports.
- The Easter Seminar had to be cancelled in the originally planned format. We planned an alternative and are waiting for a reply from the EYF. Our new plans for the Workplan 2021 would still spend the whole amount granted to us. However, if we have to cancel more residential events this year, it is probable that the alternative formats will be cheaper and thus we might not spend the whole amount awarded for the Workplan.

Funding by the German Federal Ministry of Interior

- As in the last years we can apply for Project Funding from the German Federal Ministry of Interior for up to 30.000 €.
- Currently, we plan to apply for funding for the Autumn Seminar and for the alternative of the Easter Seminar.
- It is important we apply for as much of the agreed maximum of 30.000 € as possible so the amount will not be reduced in the future.

Financing of activities by the grant “European Youth Together (EYT)” (EACEA/Erasmus+)

- In 2020 YEN Board and Office prepared and submitted an application for the grant “European Youth Together (EYT)” for the years 2021 and 2022. The application has been submitted in time and



in March we received the feedback that our application has been denied. This does not affect the funding for our Workplan in 2021.

Financing of YEN activities by EACEA/ Erasmus+ (Youth Exchange)

Although we could not implement the Diversity Festival in 2020, Erasmus+ which was one of the main sources of income for this event allowed KSŠŠD, the host of the event to move the activity to 2021. In coordination with KSŠŠD, we agreed that we will also not try to implement the Diversity Festival in 2021. There is a possibility that we could keep the funding from Erasmus+ until 2022. YEN is waiting for a decision from KSŠŠD if they want to apply for hosting Diversity Festival in 2022 and for them to communicate with Erasmus+.

Other

YEN is partnering with UNPO and EFAY to organise a **Study Session** in cooperation with the Youth Department of the CoE in September. The Youth Department is providing funding for the majority of costs involved.

YEN is also a **partner in Y-FED: Europe is what we make of it**, a project lead by JEF Europe. Members of the YEN network are invited to participate in the events of the project funded by the EACEA.

The **budget 2020/2021** and the **budget proposal 2022** are attached as a separate document (Appendix 2).



8.4. Internal Auditors Report

Internal Audit, 25 March 2021, online

Present: Kostika Poci (Auditor, VYCA), Giuanna Beeli (Auditor, GiuRu), Martina Jazbec (Treasurer), Eva Schubert (Secretary General)

Presented documents: Finance report 2020/2021, cash and bank statements, documents for all YEN events, membership fees, annual accounts, and budgets.

Revision process (online):

The Secretary General and the Treasurer of YEN prepared all the necessary documents and shared them with the Auditors digitally in a secured way. The two Auditors had ten days to independently go through the documents and note down any comments. On 25 March, the Auditors, the Treasurer, and the Secretary General met online to: a) ask questions that came up during the independent revision of the documents, b) get an insight to the related documentation which is kept in paper form in the YEN Office in Berlin, and c) discuss any relevant issues with the Treasurer and the Secretary General of YEN.

Introductory remarks:

- It is noted positively how YEN is still working hard and trying to fulfil YEN plans and objectives overall, despite the uncertain and difficult times of the pandemic. Seeing all these activities and projects going on, means that YEN did not stop and is still pushing for minority rights all over Europe.
- The Auditors comment that it is a pity to see all these planned activities being cancelled and interrupted by the corona pandemic and expressed their wish to see all this energy rewarded in the next year.

Membership fees:

- The income from membership fees is notably lower than in previous years. Nevertheless, it is considered positive that despite the difficult year a considerable number of members paid their fee and thus show their commitment and solidarity to our organisation and our common cause.
- The Auditors urge the Member Organisations, which are in financial straits, to keep up the communication with the Treasurer and the Office. A solution (e.g., reduction of the membership fee or deletion of the debt by decision of the Board) can always be found.



- The Auditors welcome the will of the Board to develop a strategy to gain more Supporting Members and thus offer more young people and organisations with low financial possibilities the opportunity to join the YEN events.

Funding and Budget:

- The Auditors note that the three-year structural grant (prolonged to a four-year funding based on the extraordinary situation with the pandemic) ends this year. They strongly recommend to file a new application for the next period.
- The workload of the Office is too big now for one person employed full-time (Secretary General, Eva Schubert) and one 15 hours per week (Project Assistant, Olga Dobriakova). Therefore, it is received positively that a third employee will complete the YEN Office again from May 2021.
- YEN will have to set a strategy how to ensure a stable funding that covers staff costs for the future and research all possible grants.
- The Auditors do not see it as worrying that YEN did not receive the administrative funding from all the state-supporters (Autonomous Region of South Tyrol) yet. However, this makes budget planning more challenging.
- It is recommendable to spend all the available project money in 2021. Otherwise, it might be reduced.
- It is disappointing that the YEN project application for the European Youth Together grant has been denied. Nevertheless, YEN should keep seizing opportunities like these to secure new funds for bigger projects and partnerships.
- The Auditors welcome that for 2021 YEN is partner in a Study Session which will take place in September in the European Youth Centre in Strasbourg and are still part of the partnership with JEF Europe for the project Y-FED: Europe is what you make of it.
- It is well-received that all the reports for administrative as well as project funding were submitted in time and were evaluated positively by the respective agencies.
- Auditors congratulate and express thanks to the Office for their fine work.



Accounts

The accounts of YEN were examined randomly and critically. All receipts were present, put down well and in order, and correctly booked. Thus, no flaws were found and there was no complaint.

The auditors found that the expenses incurred in the 2020 financial year were necessary, that they were economical and sustainable, and that all information corresponded to the books.

It is recommended that the General Assembly approves the discharge of the Board.

Done 30 March 2021

The Auditors,

Kostika Poci, VYCA

Giuanna Beeli, GiuRu

Minderheitenrechte
sind
Menschenrechte!



10. Resolutions and Statements

10.1 Supporting Statement of the Youth of European Nationalities for the Minority

SafePack Initiative

As explained previously under the point 8.1.5.d., the Youth of European Nationalities sent a Supporting Statement for the MSPI to the European Commission on the 28th of December 2020. This Statement was sent with the hope that the EC will decide to initiate legal measures for all the proposals of the MSPI. YEN has been actively supporting the process of the European Citizens' Initiative throughout the member states of the European Union since its very beginning and we highlighted in this Statement the important aspects for minority youth. Young members of minority communities experience barriers to express, develop, and maintain their diverse cultural, linguistic or ethnic identities. Not only they face challenges in the formal education system, but also in accessing their basic human rights, resources and opportunities. It is clear that their minority identity is affected by many external factors. The fact that the MSPI was widely embraced by youth shows that they urge the need for promotion and improvement of minority rights in the European Union. The whole Statement can be found on our website [here](#).

10.2 Statement of the Youth of European Nationalities on the European Commission's decisions on the Minority SafePack Initiative

After the European Commission decided to not take any legal measures for the MSPI on the 14th of January 2021, we were indeed very disappointed. While minority rights are a part of the human rights framework, the system as a whole is not sufficiently responsive to the needs of minority members. Without the explicit legal recognition of minorities as well as cultural and linguistic diversity, there is a greater chance of inequity, injustice and discrimination. There would be no need for minority rights, if human rights were upheld by all. Rather than an act of privilege, minority rights should be understood as specific measures for the protection of all, so even the most disadvantaged, marginalised and vulnerable can benefit from the same standards of human dignity as the rest of the society. In times when human rights are globally being violated, the European Commission sent a disappointing signal to more than 50 million of its citizens who belong to national and linguistic minorities, that they do not matter. For this reason, we, as YEN, took a clear stance and posted a Statement, in which we underline that the EC decision affects the lives of young people the most. Also, we wanted to remind you, as young people coming from national, ethnic and



linguistic minorities, that you are not alone and together we will keep fighting until the situation of all young people belonging to minorities is changed. This Statements can also be found on our website [here](#).

11. Changes in the Statutes and Rules of Procedure

After the discussions at the last year's GA and the still ongoing COVID-19 pandemic, the Board proposes changes to the Statutes and Rules of Procedure especially in regards to holding the statutory meetings online in cases of extraordinary circumstances. On 8 April 2021, along with the invitation to the YEN General Assembly 2021, we have sent in the attachments all the proposed amendments (marked with pink) to the Statutes and Rules of Procedure. Also, they can be found under [this link](#), where the membership can add thoughts and comments until the GA. In the following paragraphs, we are presenting to you only the points from the Statutes and Rules of Procedure where the changes should be made. For a better overview and to see our complete Statutes and Rules of Procedure, please consult Appendix 3 and Appendix 4 respectively.

Regarding the **Statutes of YEN**, we propose the following additions:

Preamble:

For the sake of simplicity, only the feminine form is used in the following text for the various functions. All the posts and functions in the Rules of Procedure, however, refer to women, **men and non-binary persons and men** alike. Equally for the sake of simplicity, the term "minorities" is used as a short form for "autochthonous, national minorities". This shortened form is also used in expressions such as "national minorities" or "traditional minorities".

§1 Name, seat and duration

- .1 The association shall be called Youth of European Nationalities, hereinafter referred to by its abbreviated form, YEN.
- .2 YEN shall be a European umbrella organisation of youth organisations of autochthonous, national, **linguistic** minorities (hereinafter called "minorities").
- .3 YEN is herewith set up for an indefinite duration as a registered association under Dutch law. YEN shall have its seat in Leeuwarden/Ljouwert, the Netherlands. The main activities are conducted in Berlin.



§4 Means for attaining YEN's Purpose

YEN shall set out to achieve its Purpose using, in particular, the following means:

- .1 Establishment of a network of minority organisations and members of minorities throughout Europe;
- .2 International youth exchanges;
- .3 Organisation and running of international seminars, congresses, workshops and cultural and social events;
- .4 Organisation and running of regional conferences and activities;
- .5 Publication of printed material and other information regarding minority groups and minority youth and matters of concern to them;
- .6 Cooperation with other non-profit minority and youth organisations throughout Europe.

§10 General Assembly (GA)

- .1 The General Assembly shall be the supreme body of the Youth of European Nationalities. The ordinary General Assembly shall be convened once a year.
- .2 An extraordinary General Assembly shall be convened if so demanded by a tenth of the ordinary members of YEN, the Board or the Auditors.
- .3 Notice of at least four weeks shall be given by the Board for convening each ordinary or extraordinary General Assembly. Notice shall be in writing and sent to YEN's members at least by e-mail. It shall specify the agenda. If 10% of the members request an extraordinary General Assembly, notice of at least six weeks before the requested date shall be given to the board. Any proposals to amend the Statutes shall be sent to members along with the invitation to a General Assembly.
- .4 The quorum for the General Assembly to take decisions on functions reserved for it shall be for half the total number of possible votes in YEN to be represented. Every member organisation of YEN shall have the right to participate in the General Assembly.
- .5 The following functions shall be reserved for the General Assembly:
 - .a to receive and approve the financial report and the accounts to be submitted by the Board;
 - .b to give discharge to and to carry out ordinary elections of the members of the Board and the Auditors;
 - .c to carry out ordinary elections of the members of the Working Groups;
 - .d to admit ordinary and supporting members and partners;



- .e to expel members;
- .f to remove the complete Board or parts of it from office;
- .g to amend the Statutes;
- .h to amend the Rules of Procedure, for which no previous notice shall be required;
- .i to decide on the voluntary dissolution of the organisation;

.6 The General Assembly can be held in electronic form (online), as long as the aforementioned provisions as well as the provisions for an online General Assembly, as laid out in the Rules of Procedures, are respected.

.7 The amendment of statutes, the exclusion of members, the removal of the complete Board and the dissolution of the organisation require a two-thirds majority. The quorums for all other decisions are regulated in the Rules of Procedure.

§11 The Board

.1 The Board consists of the President, two Vice-Presidents, the Treasurer and three Working-Group Convenors that shall be elected by the General Assembly. The positions within the Board shall be occupied by people from different member organisations and not more than two of them shall belong to one minority from one country.

.2 The term of office shall be two years for each member of the Board. It shall not be possible to re-elect a Board member more than once.

.3 The Board shall have the necessary quorum to take decisions provided all its members have been invited to attend and at least two-thirds of them are present.

.4 The Board shall take its decisions by a simple majority of votes. In the event of a tie, the President shall have a casting vote.

.5 In principle members of the Board perform their tasks in an honorary capacity. Deviating from that, it is permitted to pay an appropriate amount of compensation to the members of the Board in accordance with § 3 number 26 a EStG (Germany). Decisions on this subject are taken by the General Assembly based on the regulations stipulated in the Rules of Procedure.

.6 ~~(.5)~~ Except for the expiry of the term of office, the function of board members shall end with the resignation, removal, legal incapacity, or death. Board members can announce their resignation in writing at any time. The resignation notice shall be submitted to the Board, in case of resignation of the complete Board, to the General Assembly.



.7 ~~(.6)~~ The duties of the resigned Board Member shall be passed on the remaining Board members.

~~(.7) Such resignation shall not take effect until a successor has been elected.~~

.8 If any position of the Board is not elected, the duties of that function shall be passed on the elected Board members until the next General Assembly.

§15 Auditors

.1 There shall be two Auditors elected by the General Assembly for two years. It shall be possible for them to serve for more than one period of office. The Auditors shall be elected alternately and shall belong to different minorities.

.2 It shall be the responsibility of the Auditors to inspect the financial management and the accounts. They shall report to the General Assembly on the outcome of their inspection and give a recommendation regarding the discharge of the Board.

.3 YEN's Board shall make all relevant documents available for inspection and shall answer the Auditors' questions.

.4 The Auditors can inspect the financial management and the accounts in electronic form (online), as long as the aforementioned provisions are respected.

.5 ~~(.4)~~ The Auditors shall be permitted to enlist the support of an external professional.

.6 ~~(.5)~~ Any Auditor who fails to report to the General Assembly either in person or in writing shall be deemed to have resigned, and the General Assembly shall immediately proceed to elect a replacement.

As for the **Rules of Procedure**, we propose following changes:

Preamble

These rules of procedure are an addendum and further explanation to the Statutes of YEN. As a document to be applied by all official bodies and members of YEN it shall give guidelines to regulate the procedures of the organization.

For reasons of simplicity, we use in the following text for the various functions only the female forms, where applicable. All the posts and functions in the rules of procedure however refer to women, **men and non-binary persons** ~~and men~~ alike. Also, for reasons of simplicity we use in the following for the term "autochthonous, national minorities" the abbreviation "minority/s", as it reappears in several terms like



“national minorities” or “traditional minorities”. For definition see point I.3. The paragraphs behind the headlines indicate the according provisions of the Statutes.

C. Membership in YEN

2. Regulations for the admission of ordinary Membership

- a) Ordinary membership is open to all European minority organisations consisting at least in large part of minority members, having their focus on youth work and working with young people participating actively in all activities of the organisations.
- b) Applicants accepted for ordinary membership shall first be admitted as extraordinary members for at least one year, if there are no unusual conditions making a different procedure appear preferable.
- c) The application for ordinary membership shall be sent along with the organisation’s statutes and the activity reports of the past two years. The Board can request further information. The application shall be addressed to the Board at least four weeks before the GA.
- d) Before the admission of ordinary membership at least one member of the Board and one member of the Working Groups (~~in specific cases a delegation~~) shall have visited the minority and applying organization. The reports on this visit shall serve as a basis for the recommendation of the Board and shall be furnished in writing together with the application to the GA.
- e) The application for ordinary membership and the activity reports shall be provided in one of the two working languages of YEN, English or German. The statutes shall be submitted in their original language(s) together with a translation to English or German, if the original language differs from one of these two.

3. Regulations for the admission of extraordinary Membership

- a) Extraordinary membership is open to all minority youth organisations, whose participation in YEN appears to be reasonable, supporting the aims and interests of YEN, striving for ordinary membership.
- b) Applicants accepted for ordinary membership shall first be admitted as extraordinary members for at least one year, if there are no unusual conditions making a different procedure appear preferable.
- c) The application for extraordinary membership shall be sent along with the organisation’s statutes and the activity reports of the past two years. The Board can request further information.
- d) ~~Before the admission of extraordinary membership at least one member of the Board and~~



one member of the Working Groups shall have visited the minority and applying organization. The reports on this visit shall serve as a basis for the recommendation of the Board and shall be furnished in writing together with the application to the GA.

e) The application shall be addressed to the Board at least four weeks before the GA. The application and the activity reports shall be provided in one of the two working languages of YEN, English or German. The statutes shall be submitted in their original language(s) together with a translation to English or German, if the original language differs from one of these two.

G. The Board and Executive Board of YEN

1. General Provisions

- a) Every individual Board member works, acts and decides in her function based on her best knowledge and conscience. She takes her own responsibilities on behalf of and according to the principles of YEN. The Board divides its tasks according to its needs.
- b) The Board is comprised of the President, two Vice-Presidents, three Convenors and one Treasurer.
- c) The Board has to meet at least twice a year.
- d) In principle Board Meetings shall be convened in person. The participation in meetings and the voting on decision may also be carried out wholly or partially by electronic means as long as all relevant provisions are respected.
- e) The Executive Board is comprised of the President, the Two Vice Presidents and the Treasurer and is head of ongoing business affairs of YEN.
- f) In principle members of the Board perform their tasks in an honorary capacity. Deviating from that, it is permitted to pay an appropriate amount of compensations to the members of the Board in accordance with § 3 number 26 a EStG (Germany). Decision on this subject is taken by the General Assembly based on the following regulations:
 - i. Such payment can only be decided if necessary financial means are available.
 - ii. The total amount for all members of the Board combined shall not exceed 3.500 € per year. The maximum amount of compensations for each individual Board member shall be determined by § 3 number 26 a EStG (Germany).
 - iii. The amount of compensation for each individual Board member shall be based on their responsibility as described in the Statutes and Rules of Procedure of YEN as well as the actual workload of each year.

2. Functions of the Board

- a) The Board is obliged to put all proposals by all official bodies of YEN on its agenda and discuss these, take a decision and react properly.



- b) Board members work together with other Board members and help each other, where necessary.
- c) They participate actively and with a positive approach at the meetings of the Board.
- d) Board members represent YEN to its external (in the media, official institutions, political parties, etc.) and stand up for YEN and its needs.
- e) They keep contact to youth groups of any minority and other youth groups.
- f) They keep contact to the members of YEN.
- g) They handle any other tasks that may be attributed to them.
- h) They introduce their successors in their positions properly and hand over to them all the necessary documentation. They support their successors, especially in the beginning phase, with advice and stay in regular contact with them.
- i) At the meetings of the Board, the members of the Board give an insight in their tasks and assignments and decide on further common steps.
- j) The tasks and assignments of the members of the Board differ according to their functions. It is however always important to use the skills and opportunities as well as possible.
- k) ~~The minutes of the meetings of the board shall be published to the member organisations within a period of four weeks. In case of publishing entire minutes, the board keeps the right to take out points of the agenda that should not be public.~~
- k) The Board shall provide a report of decisions taken during Board meetings to all Member Organisations of YEN within a period of four weeks.
- l) ~~A logbook of the minutes of the Board meetings shall be kept and given for inspection to any member on simple demand. In case of publishing entire minutes, the Board keeps the right to take out points of the agenda that should not be public.~~
- m) All basic documents necessary for the GA shall be sent to the member organisations at least one week before the GA.
- n) The Board can adopt statements regarding developments and current affairs concerning minority youth.
 - i. A statement is a formal expression of opinion, will or intent regarding developments and current affairs concerning minority youth.
 - ii. A statement can be proposed to the YEN Board by a YEN Board member, a YEN Working group or a Member of YEN.
 - iii. The YEN Board shall discuss the proposal and according to the YEN values, can amend, support and adopt the statement.
 - iv. When adopted, the statement shall be published on YEN media channels and shall be presented to YEN Members and relevant stakeholders.
 - v. The adopted statement shall be integrated into the strategy and work of YEN.



6. The Vice-President with responsibility for external issues

- a) Together with the President she is responsible for the external relations/representation/policy of YEN.
- b) Ensures sustainability of YEN's external representations.
- c) Handles and supports the PR work of YEN.
- d) Develops and maintains contacts with public institutions, partner and other organizations.
- e) ~~She closely cooperates with the Working Group Minority Rights and Politics.~~
- f) Is a contact and support person for the representatives of YEN in external events.
- g) Reports to the statutory bodies of YEN about the external activities in representing the organization.
- h) She takes part in the activities of the YFJ, FUEN and other external activities.

I. The Seminars

1. General Provisions

- a) YEN organises at least two seminars per year. The main Seminar of YEN is the Easter Seminar. ~~The Youth Leader Seminar (YLS) is the working seminar of YEN, that takes place in autumn. The organisation of the seminars will be given by the GA throughout election to an applying MO. The Easter Seminar gives the Working Groups the possibility to arrange working group meetings.~~
- b) The basic principle (as with all projects of YEN) is the collaboration with the hosting organizer and the mutual support. In cases of ambiguity, where no agreement can be made, the Board of YEN decides.
- c) The Board of YEN participates at all decisions concerning the financing, the contents and the organization.
- d) The Board of YEN is responsible that each YEN Seminar is implemented according to the guidelines and objectives of YEN.
- e) The Board of YEN supports and advises the hosts in all important questions.
- f) The organisation of the Seminars will be assigned at least one year in advance. The organising MOs for the seminars will be elected by the GA.
- g) The applying MO must present its project-idea to the GA. The MO must be able to fulfil the local and organisational requirements for the Seminar.
- h) The organising MO has to present a provisional financing plan and provisional program to the Board at latest half a year before the Seminar.
- i) The financial direction, bookkeeping and clearing have to be fulfilled correctly according to the respective contracts.
- j) The organising MO is responsible for the invitation of minorities from their country of origin, if those are yet no members of YEN.



K. General Assembly

1. General Provisions

- a) The General Assembly constitutes a quorum if half of all of YEN's possible votes is present.
- b) Each member organisation of YEN has the right to participate in the General Assembly.
- c) In the case of absence of more than half of votes required, an extraordinary General Assembly, which constitutes a quorum in any case, shall be convened.
- d) **The General Assembly meets once a year during the first six months of the year and takes place in the frame of a YEN seminar.**
- e) The General Assembly is open to the public. Its non-public nature can be decided on.
- f) Representatives of minorities, whose organisation is an ordinary or extraordinary member of YEN, supporting members, the Board and the Auditors shall have the right of proposal at the General Assembly.
- g) The General Assembly's decisions shall be announced to the members of YEN within a period of four weeks.
- h) **Under extraordinary circumstances, the Board can decide that the General Assembly will be held (partially or completely) in an electronic form (online), as long as all provisions for a General Assembly, as detailed in the Statutes and Rules of Procedures of YEN are respected. Such extraordinary circumstances are if delegates of at least one third of the member organisations are unable to physically participate in the General Assembly due to travel restrictions or border closure imposed by their country of residence or by the country in which the General Assembly is to be held.**

L. Office

1. Functions of the Office

- f) The tasks of the Office are in detail:
 - viii. The Office takes care of the projects of YEN, especially the main activities like **the Easter Seminar and the Youth Leader Seminar**; YEN Seminars.



12. YEN Work Plan 2021/2022

12.1 Activity Overview 2021/2022

YEN Activity Overview 2021				
No.	Action	When	Where	Who
1. YEN Events and Projects				
a.	Minority Messengers HUB	Until 22 of March		HUB members, Eva Schubert (Office)
d.	Easter Seminar 2021	cancelled	South Tirol	SJR, GML, Office, Board responsible
c.	E-Activity	April-May	Online	Office, Board responsible
d.	Regional Capacity Building	May -September	France, Germany, Serbia, Poland	Pomorania, VIFÓ, Kenstroll Breizh, PAWK, Office, Board responsible
e.	Easter Seminar Alternative	June-September	Online and Berlin	Office, Board responsible
f.	Autumn Seminar	November (tbc)	Bretagne, France	Kenstroll Breizh, Office, Board responsible
2. Partner Events and Projects				
a.	IVS4Peace	2018-2021 (prolonged)		Eva Schubert (Office), VPIR
b.	Y-FED: Europe is what you make of it	2020-2021		Office, VPER
c.	FUEN congress	9-12 September 2021	Trst, Italy	Board
3. External representation				
a.	European Youth Forum, 2 meetings	17-18 April 2021 November 2021 (tbc) April 2022 (tbc) November 2022 (tbc)	Brussels, Belgium / European Youth Capitals	VPER, WG MRP
b.	FUEN, Board meetings	throughout the year		President
c.	UN, EcoSoc	tbc		VPER, WG MRP
d.	Advisory Council and Programming Committee, 4 meetings	throughout the year		Pia Š.
4. Management of YEN				
a.	Board Meetings (6)	throughout the year		Board, Office
b.	Working Group	throughout the year		Working Groups



	Meetings			
c.	Admin applications (EYF, EACEA, South Tyrol, Schleswig-Holstein)	throughout the year		Office, Board
d.	Project applications and reports (EYF, BMI)	throughout the year		Office, Board
e.	Fundraising	throughout the year		Office, Board
5. WG Communication				
I.	Events/Meetings	What	When	Who
a.	Team Building WG meeting	<ul style="list-style-type: none"> An informal meeting to welcome the new members of the WG. Get to know what are our tasks as a WG. Task division and seeing who is good at what and how can we support each other. 	Spring 2021	WG Communication
b.	Joint Working Group Meeting	<ul style="list-style-type: none"> Get to meet each other. Brainstorming on new project ideas. Separate workshops that will be useful for the WG. 	Spring and Summer 2021	WG MI, WG C, WG MRP
c.	Autumn Seminar -WG Meeting	<ul style="list-style-type: none"> Work on ongoing projects. Deciding on who does what during the seminar. 	1-2 days before the Autumn Seminar	WG Communication
d.	Weekend work visits or MO visits	<p>The Members of the WG Communication will have the opportunity to visit each other and organise small working weekends within their project groups.</p> <p>They can also take the opportunity to visit sleeping or inactive MOs and rebuild contact.</p>	Over spring/summer 2021	WG Communication
e.	Online meetings	<ul style="list-style-type: none"> To catch up with one another and have an informal conversation. To see how we are progressing on our tasks. To see what else we need to work on and develop new project ideas and set timelines. 	At least once a month	WG C
II. Visibility Plan				
a.	International celebration and commemoration days	Make our members and supporters aware of a topic and express their support.		WG MRP and C



b.	#YENSday	Publish interesting facts and trivia about minorities and YEN member organisations.		WG MRP, WG C
c.	Merchandise	Increasing the visibility of YEN as a brand with cups, T-shirts, pens and other merchandise.		WG C
d.	Podcast	Talk about current events, keep in touch with our member organisations and discuss issues.		WG C
e.	Wikipedia	Introduce ourselves as an organization and provide professional information about our work, organization and our goals.		WG C, Office
6. WG Minority Rights and Politics				
I. GOAL 1: Supporting the external affairs strategy of YEN (SWG1)				
a.	Supporting the Vice President for External Relations	throughout the year	Online mainly	SWG1
b.	Drafting an invitation letter template for international experts	Spring 2021	Online / WG meeting	To be decided
c.	UN Regional Minority Forum	September-October 2021 (tbc)	Online or Brussels	Ad hoc SWG needed
d.	UN Minority Forum Geneva	September-November 2021 (tbc)	Online or Geneva	Ad hoc SWG needed
e.	Researches on youth and minority	throughout the year	online / WG meeting	Ad hoc SWG can be created on each research
f.	ECOSOC	throughout the year		SWG1
g.	Following UN Human Rights Office's work	throughout the year	online	SWG1
h.	Following FUEN, YFJ, Advisory Council on Youth of the CoE, Dialogue Forum, ECMI, UNPO, and work of other relevant actors	throughout the year	online	SWG1
i.	MSPI developments after EC Communication	throughout the year	online	SWG1
II. GOAL 2: Following minority and youth news in Europe, the rest of the world and within YEN's network (SWG2)				
a.	Keeping track of news on minorities,	Creating and maintaining the database	online	SWG2: - statements



	youth and cultural diversity	throughout the year		- news follow-up - database update To be decided: ad hoc SWG for the creation of the database
b.	#YENsday	throughout the year	online	Dedicated SWG
c.	Creation of a calendar with youth and minority events	throughout the year	online	SWG2
III. GOAL 3: Raising the voice of minority youth on education matters (SWG3)				
a.	Writing of an educational plan	tbd	tbd / WG meeting	SWG3
b.	Following up the Minority Academic Exchange project	throughout the year	online	SWG3
c.	Track developments related to minority in educational systems over Europe	throughout the year	online	SWG3
d.	Following up the FUEN WG on Education	throughout the year	online	SWG3
e.	Research on minority languages educations and minority friendly education systems	throughout the year	online	SWG3
IV. GOAL 4: Drafting a minimum of two resolutions for YEN on contemporary issues (SWG4)				
a.	YEN adopted resolutions	throughout the year	online	SWG4
b.	YEN new resolutions	throughout the year until two months before GA	WG meetings and online	SWG4
c.	Support MOs writing resolutions	throughout the year	online	SWG4
V. GOAL 5: Enhancing the working group capacities (SWG5)				
a.	Managing the WG mailbox	throughout the year	online	tbd (each member can watch the mailbox for one month for example)
b.	Organizing online WG meetings	once a month throughout the year	online	Convenor
c.	Revision of objectives and goals	throughout the year	online	All



d.	Regularly updating YEN Board	throughout the year	online and meetings	Convenor
e.	YEN's events participation	All seminars		All
f.	Joint-WGs meeting			All
g.	Handover	Months 6 – 12	online	Convenor
h.	Working Plan 2021-2022	Months 6 – 12	online	Convenor Vice President of External Relations
7.	WG Member Integration			
		What	When	Who
a.	Joint Team Building WG meeting	<ul style="list-style-type: none"> • Get to know each other and create project groups across the Working Groups. • Have a brainstorming session for new projects. • Do short workshops in different skill that are useful for the WG work. • Make a strategy for visibility. 	Spring 2021	WG Communication, WG Member Integration, WG Minority Rights and Politics
b.	Joint Working Group Meeting	Work on current projects Follow up on tasks and projects.	Autumn 2021	WG MI, WG C, WG MRP
c.	Easter Seminar- WG meeting	Finish the project or make them ready for a hand over to the next WG.	1-2 days before the Easter seminar	WG Member Integration
d.	Autumn Seminar -WG Meeting	Work on current projects	1-2 days before the Autumn Seminar	WG Member integration
e.	Skype meetings	Keep the Convenor and Board informed about the status of the projects and tasks.	Every two months	WG Member Integration
f.	MO visits	If the conditions allow it, the WG members can use the opportunity for smaller trips to sleeping organisations. Hopefully these meetings can motivate sleeping MOs to become active in YEN again. Also, if a "generation" change has occurred in the organisation, they could use the trip to tell the new Board and members about our network and motivate them to join our events.	Summer 2021	WG Member Integration
8.	Additional Projects			
a.	Booklet on Project Management	Office, Board	January 2021	
b.	Podcast	WG C, Office, Podcast-Team	throughout the year	



12.1.1 Work Plan YEN – Strategic Priorities

Since the General Assembly in October 2020, our strategic priorities have not changed. Although we are living very challenging times due to the COVID-19 pandemic, the mission of the Youth of European Nationalities will continue and we are adapting to the given situation.

We represent 42 Member Organisations all over Europe.

We represent thousands of young people with minority background, which makes us the largest network of youth organizations of autochthonous, national, ethnic and linguistic minorities in Europe.

Our mission is to work for the preservation and development of the rights of minorities and ethnic groups and to empower youth.

We want to contribute and shape the European discourse on minorities and youth rights, as well as strengthen the voice of young people from national, ethnic and linguistic minorities.

We want to encourage and qualify young people to become active citizens in a diverse Europe.

We are convinced that only with the engagement and inclusion of young people from national, ethnic and linguistic minorities, Europe can master the challenges of the future whilst upholding its values and rights.

At the Board meeting in December 2019, the Board evaluated the first half of the mandate and together set the priorities for the 2020. The priorities are based on YEN's Strategy 2020/2021, which was handed in to the European Youth Foundation in Autumn 2019. With setting priorities, we do not mean to neglect our other fields of activity. The priorities set the frame where the Board sees the biggest potential for development of our organisation.

The focus lies on:

- ★ **Internal strengthening and development of our network and its structures;**
- ★ **External relations and visibility;**
- ★ **Expertise in the minority and youth field.**

	Priority	How?
1.	Internal strengthening and	



	development of our network and its structures		
	<i>Improving YEN structures</i>		
	<ul style="list-style-type: none"> • Working Groups 		<ul style="list-style-type: none"> - Making the activity within the Working Groups more meaningful for the WG members through tailored capacity building trainings, in-person meetings, own projects and certification. - Implement more one-year projects to increase ownership of the outcomes within the members of the WGs. - Use the synergies between the three WGs more.
	<ul style="list-style-type: none"> • Communication 		<ul style="list-style-type: none"> - Open and clear communication within the structures of YEN, using the different channels (newsletters to the MOs, mailing-lists and group-platforms for the WGs, social media for the broad public) - Start a mailing-list for individual members of our MOs (participants of our seminars) to ensure the dissemination of information on grass-root level.
	<ul style="list-style-type: none"> • Partnerships 		<ul style="list-style-type: none"> - Agree on formalized partnerships with organisations interested in becoming members of YEN. - Use the instrument of partnerships to diversify our network and reach out to organisations working in related fields. - Make use of the different expertise partners bring in and use the partnerships as resources for capacity building of our members.
	<i>Sustainable funding</i>		
	<ul style="list-style-type: none"> • Administrative funding 		<ul style="list-style-type: none"> - Diversify the administrative funding to ensure a stable financial basis. - Increase the administrative funding to secure the current office structure and to be able to pay fair wages.
	<ul style="list-style-type: none"> • Projects and events 		<ul style="list-style-type: none"> - Partner up in projects of like-minded organisations but also filing own grant



		<p>applications to large-scale projects on European level.</p> <ul style="list-style-type: none"> - Explore funding possibilities at international youth structures. - Seek for funding through minority regions, for projects or administrative purposes. - Explore the opportunities of in-kind sponsoring by businesses and foundations.
	<ul style="list-style-type: none"> ● Social Fund 	<ul style="list-style-type: none"> - Promote the Supportive Membership and gain more supportive members. - Promote the Social Fund within our membership and encourage the membership to make use of it.
	Strong membership	
	<ul style="list-style-type: none"> ● Supporting our MOs 	<ul style="list-style-type: none"> - Offer more trainings and capacity building opportunities through us and our partners to support the work of our MOs on grass-root level. - Advise, encourage and support our MOs to use the YEN platform to bring forward issues and be active within our structures.
	<ul style="list-style-type: none"> ● Connection between our MOs 	<ul style="list-style-type: none"> - Encourage and create synergies and connections between our MOs. - Continue to create events/space for cultural exchange and learning. - Encourage our MOs to do events with each other and possibly support initiatives with funding.
	<ul style="list-style-type: none"> ● Membership in general 	<ul style="list-style-type: none"> - Strengthen the current membership to ensure the relevance and advantages of our network for every single member. - Pursuit the strategy of WG MI to reactivate Sleeping MOs. - Hold study visits, Board or WG meetings at our MOs to keep and improve the contact. - Reach out to other minority youth organisations all over Europe to diversify our membership and to include underrepresented groups. - Advertise YEN in a way new organisations



			want to join our network and see a clear advantage of being part of our network.
2.	External relations and visibility		
	<i>External relations</i>		
	<ul style="list-style-type: none"> Local and national level 		<ul style="list-style-type: none"> Connect YEN and our MOs with National Youth Councils in the countries of our membership, to <ul style="list-style-type: none"> raise concerns and ensure communication between different groups of society in one country. raise awareness on minorities. Encourage MOs to join National Youth Councils. Encourage our MOs to establish cooperation with like-minded organisations on local level. Collect and promote already existing good practices that are happening on the local and national level. Support our MOs' in seeking/establishing/upholding contacts with local governments.
	<ul style="list-style-type: none"> European level 		<ul style="list-style-type: none"> Establish and continue strong collaboration and partnerships with European civil society organisations to promote the image of a diverse, multicultural, multilingual, inclusive, democratic and solidary Europe. Build bridges together between different minority groups as well as between minority and majority.
	<ul style="list-style-type: none"> Worldwide 		<ul style="list-style-type: none"> Make better use of the connection to the UN through the consultative status at the EcoSoc. Connect to other UN bodies within the Human Rights Council. Follow what is happening abroad in other minority communities.
	<i>External visibility</i>		



	<ul style="list-style-type: none"> • Communication 		<ul style="list-style-type: none"> - Use many and various channels of communication to reach different groups. - Find a balance between fun reporting and hard content and expertise on minority rights, youth work, non-formal education etc. - Ensure a constant flow of quality information to the outside, communicating our activity also in the regions.
	<ul style="list-style-type: none"> • Statements and resolutions 		<ul style="list-style-type: none"> - Improve the use of the two official instruments of statements (throughout the year, decided by the Board) and resolutions (at the GA, decided by the membership) and provide quality expertise. - Condemn negative developments to underline our mission as independent European minority youth organisation for the preservation and development of the rights of minorities and ethnic groups and to empower youth. - Present good practices from our network and beyond to promote the image of a diverse, multicultural, multilingual, inclusive, democratic and solidary Europe.
	<ul style="list-style-type: none"> • Dissemination of results 		<ul style="list-style-type: none"> - Next to the intercultural exchange and learning, we hold meaningful content-oriented seminars. The outcomes of the seminars should not only be used for reporting purposes to our funders but should be used in our external missions and communication.
3.	Expertise in the minority and youth field		
	<ul style="list-style-type: none"> • Consolidate expertise 		<ul style="list-style-type: none"> - Continue and develop the training for trainers focused on minority expertise. - Provide and generate documents and methodologies. - Strengthen minority youth organisations through this.
	<ul style="list-style-type: none"> • Provide expertise to the outside 		<ul style="list-style-type: none"> - Doing what we do, we are experts in various fields (minority rights and languages, youth



			<p>participation focused on youth from disadvantaged areas, youth activism, intercultural dialogue, human rights education, social inclusion, access to rights, empowerment through voluntary work) and it is our duty to bring this expertise to the outside.</p>
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12.2. Work Plan WG Member Integration 2021-2022

During the 2021-2022 period the Working Group Member Integration will focus on three main aims:

Aim no. 1: Rebuild and strengthen the contact with our Member Organisations (MO)

The COVID-19 pandemic has been a challenge for all European youth organisations, but especially for minority youth organisations, who are already vulnerable. We want to make sure that no MO loses its link to YEN during and after the pandemic. The WG member integration should therefore focus on rebuilding and strengthen the contact to our MOs.

To achieve this we will:

- Use the needs assessment conducted before the GA, to help the Board best meet the current needs and struggles of our MOs.
- Make smaller visits to sleeping or inactive Member Organisation to rebuild relations.
- Help Organisations when faced with a “generation” change within their organisation. This makes YEN able to maintain sustainable cooperation.
- Keep in regular contact with our Member organisation, through email, personal messages and phone calls.
- Inform our Member Organisations of ongoing projects and events through: Newsletters, Facebook and Instagram posts and invitations to our events.
- Organise online MO Couches until we are able to host physical events again. Then they should be held at each seminar.



Aim no. 2: Broaden the YEN Network beyond our Member Organisations

For the last few years YEN has put more resources into our external representation and relations. This work has been vital to keeping our position as a platform and a voice for our member organisations and minority languages, culture and rights. It is important for the sustainability of the organisation and our work that YEN cooperates with other European youth organisations.

To do so we will:

- Work closely with the Vice President for External Relations (VPER) and the President, who represent us on the external front and who attend functions, seminars, trainings and meetings where they meet like-minded organisations and potential partner organisations.
- Follow up and stay in contact with the contacts made through the VPER, the President and the Minority Messengers project.
- Visit interested organisations in their home cities/regions as ambassadors of YEN.
- Do research on minority youth organisations in Europe who could potentially become members of YEN.
- Create a database where we can collect all the data on organisations that YEN has been or is in contact with.

Aim no. 3: Restructure the Working Groups and come up with new projects

Last year we already started structuring the WGs a little different than before. In general, the idea is that we will try to come up with smaller projects that can be prolonged and where the Working Groups can work together and join forces on common projects. Also, the work of the board has become quite separate from the work of the WGs, this we would like to change.

We will do this by:

- Hosting a Joined Working Group team building after the new Working group members have been elected. Here we can get to know each other and work together as a team right from the start.
- Use the Joined WG teambuilding for a brainstorming session on new projects and plan smaller Workshops that will be of use for the Work in the WGs.
- Plan a Working group meeting before each seminar/event, to follow up and work on our projects. The plan is that the WGs arrive one day earlier to the seminars and then have project meetings.
- Making sure that the convenors encourage suggestions and own initiatives from the WG members and our Members.



- Bring the WGs and the board closer together by make it possible for the WGs to do smaller Trips to visit Possible new Member Organisations or attend events with the Board.

12.3 Work Plan WG Communication

During the year 2021-2022 the Working Group Communication will focus on three main aims:

1. Involve and strengthen YEN member organisations

With a growing organisation as big as YEN it is important to have a strong and informed network.

To achieve this, we will:

- Encourage our member organisations to participate with actions and tasks.
- Report on the work of our member organisations and thus to value them.
- Present once a month a member organisation of the YEN family, as a podcast or article, and thus give the minority youth the voice they need for their concerns.
- Use quizzes and questions/puzzles to get members to interact on social media.

2. Bringing YEN to life

For many, YEN is a large umbrella organisation, active on different fronts in order to advance the rights of minorities. In order to make it more transparent and report about the work of the Board and Office, we will:

- Present members of the Board in more detail, including the topics they bring with them and goals/ideas for the future work of YEN.
- Publish once a month a video diary of a member of the Board, where they take us into their private life or better presents their work for the YEN. Especially when travelling to missions to represent YEN.
- Create a short film about the Office and document their daily work and private connections to minorities, as well as their grown experience and experiences with YEN.
- Find virtual ways in which we will be able to enhance our visibility.
- Add more activities using Instagram stories when big events occur and when we have special posts on our feed.



3. Restructure the Working Groups and come up with new projects

Through this year, it has become more and more clear, that there needs to be a change in the Working Group structures and that we need new projects to spark motivation amongst the Working group members. In general, we will try to come up with smaller projects that can be prolonged and where the Working groups can work together and join forces.

We will do this by:

- Hosting a Joint Working Group team building after the new Working group members have been elected. Here we can get to know each other and work together as a team right from the start.
- Use the Joint WG teambuilding for a brainstorming session on new projects and plan smaller Workshops that will be of used for the work in the WGs.
- Plan a Working Group meeting before each seminar/event, to follow up and work on our projects.
- Make sure to encourage suggestions and own initiatives from the WG members and our Membership.
- Bring the Board and the WGs closer together.
- Make it possible for the WGs to do smaller trips to visit Possible new Member Organisations or attend events with the Board.

12.4 Work Plan WG Minority Rights and Politics

During the year 2021–2022 the Working Group Minority Rights and Politics will focus on the following objectives.

Overall objectives:

- Objective 1: Supporting YEN's External Relations;
- Objective 2: Tracking and raising awareness of challenges of minorities in Europe;
- Objective 3: Improve/lobby for position of minority youth in Europe and be a voice for all of us;
- Objective 4: Researching ways to improve educational objectives for minorities;
- Objective 5: Defending youth and minority rights.



Concrete goals:

- Goal 1: Supporting the external affairs strategy of YEN;
- Goal 2: Following minority and youth news in Europe, the rest of the world and within YEN's network;
- Goal 3: Raising the voice of minority youth on education matters;
- Goal 4: Drafting a minimum of two resolutions for YEN on contemporary issues;
- Goal 5: Enhancing the working group capacities.

Other Objectives

For members of the working group:

- Enriching their own knowledge on minority rights and youth work;
- Improving and developing activism skills and advocating for minority rights and the rise of an inclusive and peaceful society;
- Sharing and implementing their own knowledge, experiences and way of thinking;
- Getting to know young people from other minorities and discovering new ways of thinking, working and advocating;
- Working with other minorities and within an international team;
- Having fun working in an international environment;
- Discovering politics and diplomacy;
- Helping their own communities;
- Staying active with YEN outside the seminar weeks;
- Developing their personalities and their self-confidence.

For YEN:

- Promoting YEN's work in external events and among external actors;
- Promoting YEN's White Paper on Minority Rights and "Minority Youth in Europe: A State of Play";
- Supporting the Vice President for External Affairs;
- Supporting YEN Board;
- Drafting a minimum of two resolutions on contemporary issues and trends;
- Lobbying for implementation of YEN adopted resolutions;



For minority youth

- Improving visibility of youth from minorities;
- Developing an educational plan for the inclusion of minority topics in schools and raising youth perspectives on this topic among relevant actors;
- Drafting statements on current topics/news;
- Promoting and raising awareness of minority rights among youth and the society;
- Collecting opinions, views and perspectives of youth from minorities on relevant topics.

13. Membership Applications

13.1 Extraordinary Members

There have been no applications for extraordinary membership to the Board this year.

13.2 Ordinary Members

The Board received two applications for ordinary membership in YEN. The first applying organisation is Kenstroll Breizh from France, a youth association which aims at promoting the Breton culture, languages and history among young people in Brittany. The association works on all institutional levels, from the local to the international. The main objective of the organisation is to allow young Breton people to share their social and cultural initiatives and actions with other young people around the world through trainings and exchanges and to bring back to their community new ideas to implement in Brittany. Kenstroll Breizh has an extraordinary membership status in YEN since 2019 and has participated continuously in YEN Seminars since then. Also, a member of Kenstroll Breizh, Florian Leduc, was the Convenor for Minority Rights and Politics in the YEN Board during 2019-2020.

The second applying organization for ordinary membership is Arbeitsgemeinschaft Deutscher Jugendorganisationen in Rumänien e.V. (ADJ), which was founded in 2003 as the umbrella organization of the youth organizations of the German minority in Romania and consists of 5 member organizations that carry out their activities in the respective regional and local organisations. With this structure, ADJ has currently around 2000 members and has launched over the years a series of annual nationwide events at which young people and children from all over the country come together and thus lay the foundation for a strong, well-connected youth network of the German minority in Romania. They wish to expand the offers for the German-speaking youth and the youth of the German minority in Romania, and also network more



and better internationally. Specifically, ADJ would like to offer the possibility for its members to actively participate in all YEN activities, but also to expand their contribution to youth and minority work in Europe. ADJ is an extraordinary member in YEN since 2005 and they have participated in many YEN activities over the years.

13.3. Supporting Members

Currently there are six Supporting Members – in alphabetical order, Stefan Kleinschmidt, Madlena Kowar, Michael Krahl, Roman Kühn, Judith Scholze and Anke Tästensen. The Supporting Members do not need to represent a minority organisation, but their participation in YEN should appear to be reasonable and they have to support the aims and interests of YEN. The membership fees of the Supporting Members go into the YEN Social Fund, which aims to help and support participants of YEN events financially.

13.5. Discussion and Vote on the Changes in the Membership Status of Non-active

Mos

We currently have five Sleeping Member Organisations. They are listed below together with their membership status.

- RSN - Finnish minority in Sweden (Extraordinary Membership)
- Elsass-Lothringer Volksbund Jugendgruppe (Extraordinary Membership)
- GML- Grup dla mendranza ladina (Extraordinary Membership)
- Mlada EL- Slovenes in Austria (Ordinary Membership)
- KDZ - Slovenes in Austria (Ordinary Membership)

The Board would recommend to keep their status.

13.6. Partnerships

In January the Board signed a partnership agreement with Terne Roma Südniedersachsen e.V. for the year 2021. Terne Roma Südniedersachsen e.V is an umbrella organisation for Roma youth located in the German region Niedersachsen. They are the only self-representing migrant organization in the Northeim district and through their platform, they offer a space where Roma, refugee and majority youth can come together, with raising awareness, sensitizing and empowering them through youth work as main goals. The



organisation takes a clear stance against all forms of discrimination, right-wing thinking, group-based hostility to human beings and prejudice.

The Board believes this partnership to be of great opportunity and an enrichment to our organization and is very much looking forward to the collaboration.

15. Elections of the Board

The Board consists of the President, two Vice Presidents, the Treasurer and three Working-Group Convenors that shall be elected by the General Assembly. The positions within the Board shall be occupied by people from different member organisations and not more than two of them shall belong to one minority from one country. The term of office shall be two years for each member of the Board. It shall not be possible to re-elect a Board member more than once. It is the task of the Board to manage YEN.

This year, the following positions are to be (re-)elected:

- **Vice President for Internal Relations;**
- **Vice President for External Relations;**
- **Convenor for WG Minority Rights and Politics;**
- **Convenor for WG Member Integration.**

In addition, the GA needs to vote on the position of one

- **Internal Auditor**

who is, together with the second Internal Auditor, Giuanna Beeli (GiuRu), responsible to inspect the financial management and the accounts. The Internal Auditors report to the General Assembly on the outcome of their inspection and give a recommendation regarding the discharge of the Board.



16. Elections of the Working Group Members

The Working Groups' aim is to develop ideas and conduct projects for YEN in accordance with their main working focus and to advance the strategic orientation and the content of YEN's work. Every WG consists of up to 10 members and is headed by the responsible Convener. The WG members must be supported by their member organisation and are elected for 1 year.

17. Call Events 2022/2023

We are looking for hosts for our events which are coming up soon:

1. **Diversity Festival 2022**
2. **Autumn Seminar 2022**
3. **Easter Seminar 2023**

A candidature of interested organisations must be made at this year's GA, otherwise these events will not take place!

If you are interested in hosting one of these events, please contact the Board (board@yeni.org) prior to the GA and hand in the candidature for the event in the form of a 2 minute video or a poster that will be uploaded to the [GA-website](#).



Appendix 1: Minutes of YEN General Assembly 2020 organised online in October

minute takers: Pia Šlogar and Florian Leduc

Time		General Assembly of YEN 2020 <i>Online, 10th October 2020, 9.30 am (CEST)</i>																																													
9.30		Resolving initial technical issues.																																													
9:45	1.	<p>Opening of the General Assembly.</p> <p>Opening welcome by Giuanna Beeli (President/GiuRu). The General Assembly (GA) is opened at 9.45 am (CEST).</p> <p>Giuanna Beeli explains the technical procedures of the GA, including the test of the platform Zoom and the voting application Votebox. The transparency and democracy values are underlined.</p>																																													
10:00	2.	<p>Establishing of the quorum.</p> <p>Giuanna Beeli (President/GiuRu) explains the voting procedures. 24 Member Organisations (MO) registered for the GA, out of those 17 are Ordinary Members (GJU, Pomorania, MOSP, SdU, SJR, VIFÓ, FYk, CTArm, BJDM, JdR, GiuRu, Pawk, HAK, VYCA, Lunjina, junge SPitzen - representing also the votes of DJN) and 5 Extraordinary Members (GFU, Kenstroll Breizh, Young ABTTF, VYCM, ADJ). Additionally, there are 2 guest organisations present at the GA (Via Nova, Dm+).</p> <table border="1"> <thead> <tr> <th>Name of Organisation</th> <th>Acronym</th> <th>Membership</th> <th>Votes</th> <th>Present</th> </tr> </thead> <tbody> <tr> <td>Arbeitsgemeinschaft deutscher Jugendorganisationen in Rumänien</td> <td>ADJ</td> <td>extord. M</td> <td>0</td> <td>x</td> </tr> <tr> <td>Bolgár Ifjúsági Egyesület</td> <td>BYA</td> <td>extord. M</td> <td>0</td> <td>0</td> </tr> <tr> <td>Bund der Jugend der Deutschen Minderheit in der Republik Polen</td> <td>BJDM</td> <td>ord. M</td> <td>6</td> <td>x</td> </tr> <tr> <td>Consiliul a Tinirlor Armanj</td> <td>CTArm</td> <td>ord. M</td> <td>6</td> <td>x</td> </tr> <tr> <td>Deutsche Jugend in der Ukraine</td> <td>DJU</td> <td>extord. M</td> <td>0</td> <td>0</td> </tr> <tr> <td>Deutscher Jugendverband für Nordschleswig (represented by Junge Spitzen)</td> <td>DJN</td> <td>ord. M</td> <td>3</td> <td>0</td> </tr> <tr> <td>Diverse Youth Network</td> <td>DYN</td> <td>extord. M</td> <td>0</td> <td>0</td> </tr> <tr> <td>Društvo Gradišćansko-Hrvatski Mladina Ugarskoj</td> <td>DGHMU</td> <td>extord. M</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Name of Organisation	Acronym	Membership	Votes	Present	Arbeitsgemeinschaft deutscher Jugendorganisationen in Rumänien	ADJ	extord. M	0	x	Bolgár Ifjúsági Egyesület	BYA	extord. M	0	0	Bund der Jugend der Deutschen Minderheit in der Republik Polen	BJDM	ord. M	6	x	Consiliul a Tinirlor Armanj	CTArm	ord. M	6	x	Deutsche Jugend in der Ukraine	DJU	extord. M	0	0	Deutscher Jugendverband für Nordschleswig (represented by Junge Spitzen)	DJN	ord. M	3	0	Diverse Youth Network	DYN	extord. M	0	0	Društvo Gradišćansko-Hrvatski Mladina Ugarskoj	DGHMU	extord. M	0	0
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Elsass-Lothringischer Volksbund Jugendgruppe	-	extord. M	0	0
Frysk Ynternasjonaaal Kontakt	FYK	ord. M	6	x
Gemeinschaft Junger Ungarndeutscher	GJU	ord. M	6	x
Giuventetgna Rumantscha	GiuRu	ord. M	6	x
Grænseforeningen Ungdom	GFU	extord. M	0	x
Grup dla mendranza ladina	GML	extord. M	0	0
Hrvatski Akademiski Klub	HAK	ord. M	6	x
Jugendring der Russlanddeutschen	JdR	ord. M	6	x
junge SPitzen	jSP	ord. M	3	x
Kärntner Studentenverband	KDZ	ord. M	2	0
Karpatendeutsche Jugend	KDJ	ord. M	6	0
Kenstroll Breizh		extord. M	0	x
Klub Slowenischer Studentinnen und Studenten in Wien	KSŠŠD	ord. M	2	0
Klub Studencki Pomorania	Pomorania	ord. M	6	x
Lunjina		ord. M	6	x
Magyar Ifjúsági Értekezlet	MIERT	ord. M	6	0
Magyar Ifjúsági Szervezetek Szövetsége	MISZSZ	extord. M	0	0
Mlada Enotna Lista	Mlada EL	ord. M	2	0
Mladinska Sekcija Slovenske Skupnosti	MOSP	ord. M	6	x
Omladinska mreža Srba u Hrvatskoj	oMreža	extord. M	0	0
Organizácia slovenskej mládeže v Maďarsku	MASZFISZ	extord. M	0	0
Rökefloose e.V.	-	ord. M	6	0
Ruotsin Sumalaiset Nuoret	RSN	extord. M	0	0
Serbske mlódzinske towarstwo Pawk	PAWK e.V.	ord. M	6	x
Sudetendeutsche Jugend e.V.	SDJ	ord. M	6	0



		Südtiroler Jugendring	SJR	ord. M	6	x
		Sumnal		extord. M	0	0
		Sydslesvigs danske Ungdomsforeninger	SdU	ord. M	6	x
		Udruga hrvatske omladine u Vojvodini	CroV	ord. M	6	0
		Vajdasági Ifjúsági Fórum	VIFO	ord. M	6	x
		Vlach Youth Council of Albania	VYCA	ord. M	6	x
		Vlach Youth Council of Macedonia	VYCM	exord. M	0	x
		Young ABTTF		extord. M	0	x
		<p>The quorum is established.</p> <p>Votes possible: 132</p> <p>Quorum: 66</p> <p>Votes Present: 96</p> <p>Absolute Majority: 49</p> <p>$\frac{2}{3}$ Majority: 64</p> <p>The test voting is implemented without problems.</p>				
10:10	3.	<p>Election of the Chair of the General Assembly</p> <p>The Board proposes Jakob Schäfer (Convenor for Communication/ Pawk) and Luna Rahr Futtrup (Convenor for Member Integration/SdU) to co-chair the GA and lead it bilingually.</p> <p>Gianna Beeli opens the floor for proposals for Chairs.</p> <p>There are no other proposals for Chairs from the Membership.</p> <p>At this point of the agenda the Lunjina official delegate is not present, therefore there are 90 votes present.</p> <p>Jakob Schäfer and Luna Rahr Futtrup are elected as Chairs of the GA 2020 (90 Yes, 0 No, 0 Abstain).</p> <p>In the name of Chairs Luna Rahr Futtrup welcomes everyone.</p>				
10:15	4.	<p>Election of Two Minute Takers of the General Assembly</p> <p>The Board proposes Pia Šlogar (Vice President for External Relations/Pomorania) and Florian Leduc (Convenor for Minority Rights and Politics/Kenstroll Breizh) as the minute takers.</p>				



		<p>Luna Rahr Futtrup opens the floor for other proposals for the minute takers.</p> <p>There are no other proposals from the Membership.</p> <p>Pia Šlogar and Florian Leduc are elected as minute takers of the GA 2020 (90 yes, 0 no, 0 abstain).</p>
10:20	5.	<p>Election of the Counters of Votes of the General Assembly</p> <p>Proposal: Elections will be done through the Quizzbox application. Jakub Schäfer explains that Kasia Siemasz ((Secretary General) and Eva Schubert (Project Manager), the Office of YEN, with the support of the Staff of Quizzbox application will observe the voting process.</p> <p>The proposal has been adopted (90 yes, 0 no, 0 abstain).</p>
10:25	6.	<p>Adoption of the Agenda</p> <p>Luna Rahr Futtrup opens the floor for comments on the Agenda.</p> <p>There are no comments on the Agenda from the Membership.</p> <p>At this point the roll call has shown 17 Ordinary Members present with 96 votes in total.</p> <p>The Agenda has been adopted (96 yes, 0 no, 0 abstain).</p>
10:30	7.	<p>Adoption of the Minutes of the General Assembly 2019</p> <p>Luna Rahr Futtrup opens the floor for comments and questions.</p> <p>The Minutes of the General Assembly 2019 have been adopted (90 yes, 0 no, 6 abstain).</p>
10:35	8.	<p>Annual Report YEN 2019/2020</p> <p>Jakub Schäfer plays the video that represents the past year.</p> <p>Jakub Schäfer explains that there has been a preparational webinar about the reports on Monday 5 October 2020 and opens the floor for additional questions and comments.</p> <p>8.1 Report Board</p> <p>8.2 Report Office</p> <p>8.3 Financial Report 2019 and Budget 2020/2021</p> <p>8.4 Internal Auditors Report</p>
10:45	9.	<p>Discussion on Reports and Discharge of the Board</p> <p>9.1 Discussion</p> <p>Jakub Schäfer opens the floor for comments and questions regarding the Reports.</p> <p>There are no comments from the Membership on the reports.</p> <p>9.2 Discharge of the Board</p>



		<p>The Board is discharged (96 yes, 0 no, 0 abstain).</p> <p>9.3 Adoption of the Budget 2020/2021</p> <p>Jakub Schäfer explains the information regarding the provisional budget 2020/2021.</p> <p>The floor is opened for comments and questions. There are no comments from the Membership.</p> <p>The budget 2020/2021 is approved (90 yes, 0 no, 6 abstain).</p>
11:05	10.	<p>Adopting Resolutions and Statements</p> <p>10.1 YEN Resolution(s)</p> <p>Luna Rahr Futtrup gives the floor to Florian Leduc as a Convenor for Minority Rights and Politics. Florian Leduc presents the background on the “Resolution on the impact of the COVID-19 crisis on minority youth” that the Working Group Minority Rights and Politics (WG MRP) proposed.</p> <p>Luna Rahr Futtrup opens the floor for comments regarding the Resolution.</p> <p>Ydwine Scarse (FYK) thanks the Board for all the hard work and the WG MRP for their contribution to the Resolution. Ydwine Scarse asks a question regarding the dissemination of the Resolution.</p> <p>Florian Leduc answers that the first step is to disseminate the outcomes at the upcoming United Nations Forum in November 2020, and explains that is especially a tool for the Vice-President for External Relations to use at the external missions.</p> <p>Nina Peckelsen (FYK) joins expressions of gratitude regarding the Board work and the resolution.</p> <p>Nastja Slavec (MOSP) takes the opportunity to thank the Board and office for their hard work.</p> <p>Rejzka Lipičec (Pawk) also extends the thanks to the Board and especially the leaving Board Members for their great work.</p> <p>The Resolution is adopted (96 yes, 0 no, 0 abstain).</p> <p>10.2 Other Resolutions and Statements</p> <p>No other resolutions or statements from the Member Organisations were submitted.</p>
11:25	11.	<p>Work Plans of YEN 2020/2021</p> <p>Gianna Beeli (President/GiuRu) presents a short report about the planned activities for the rest of this year.</p> <p>Gianna Beeli informs the membership that the application for the Work Plan 2021 for the European Youth Foundation (EYF) of the Council of Europe was already handed in on 30 September 2020.</p>



Gianna Beeli reminds the Membership that on 5 October 2020 there was a specific preparational webinar where the Board also presented the Work Plan 2021 and Work Plans of the Working Group and the Membership had an opportunity to engage in a deeper conversation regarding it.

11.1 Work Plan YEN

Luna Rahr Futtrup opens the floor to any additional questions and comments regarding the Work Plan YEN.

There are no comments or questions from the Membership.

11.2 Work Plan WG Member Integration

Luna Rahr Futtrup opens the floor to any additional questions and comments regarding the Work Plan WG Member Integration.

There are no comments or questions from the Membership.

11.3 Work Plan WG Communication

Luna Rahr Futtrup opens the floor to any additional questions and comments regarding the Work Plan WG Communication.

There are no comments or questions from the Membership.

11.4 Work Plan WG Minority Rights and Politics

Luna Rahr Futtrup opens the floor to any additional questions and comments regarding the Work Plan WG Minority Rights and Politics.

There are no comments or questions from the Membership.

11.5 Adoption of the Work Plan for 2020/2021

The Work Plan 2020/2021 and the Work Plans of the Working Groups (Communication, Minority Rights and Politics, Member Integration) have been adopted (96 yes, 0 no, 0 abstention).



11:40	12.	<p>Membership</p> <p>12.1 Presentation of Candidatures for Extraordinary Membership</p> <p>Jakub Schäfer shortly presents the application for Extraordinary Membership that the Board received in time. The applying organization is the Youth Association of Slovenes in Italy – DM+ (Društvo mladih Slovencev Italiji). DM+ is a youth association founded in autumn 2019, that works with and for the youth from different Slovene minority communities in the border region between Slovenia and Italy. They mainly organize trainings for young people between the age of 20-35. During these trainings they can acquire basic management and group skills, rediscover their minority background and meet other minorities. These processes support them becoming active citizens in their communities while at the same time gaining an international and European view on their reality.</p> <p>Jakub Schäfer explains that DM+ has participated in YEN events since the Autumn Seminar 2019 in Sochi, Russian Federation.</p> <p>The applying organisation sent in a video presenting their organisation and motivation for becoming a member of YEN.</p> <p>Jakub Schäfer informs the Membership that there are also three representatives of DM+ attending the GA and available to answer any potential questions.</p> <p>Jakub Schäfer opens the floor for questions towards the DM+.</p> <p>Tanja Rainer (SJR) asks where exactly in Italy the organisation is based and compliments the presented work of DM+.</p> <p>Martina Jazbec (MOSP/DM+) explains that they are based in Trst, Italy but aim to bring youth organisations from different Slovene minority communities in the whole region together.</p> <p>Rejzka Lipičec (PAWK) asks about their relation with the other Member Organisation of YEN from the same minority - MOSP.</p> <p>Neža Kravos (DM+) explains that the main difference between MOSP and DM+ is that the latter is covering a bigger area and can reach more members as they are representing different regions where Slovenians are based in Italy. She ensures that the cooperation between the two organisations is good and transparent.</p> <p>Frigga Loeck (GFU) asked about the number of members and how they were able to gain their members, especially in times of the corona pandemic.</p> <p>Neža Kravos (DM+) answers that they had an event right before the pandemic started where they managed to attract many new members. Currently DM+ has 50 members.</p> <p>12.2 Presentation of Candidatures for Ordinary Membership</p> <p>Jakub Schäfer informs the Membership that the Board has not received any candidatures for Ordinary Membership.</p> <p>12.3 Information on the Current State of Play of Supporting Membership</p>
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Jakub Schäfer explains the current state of play of the supporting membership: YEN currently has seven supporting members.

Jakub Schäfer opens the floor for questions regarding the current situation of Supporting Membership.

Rejzka Lipičec (PawK) asks if there is a possibility to invite YEN alumni to join as supporting members.

Martina Jazbec (Treasurer) answers that there are already some alumni of YEN as Supportive Members and the Board will continue to work to invite more of them to join and support the organisation this way.

Ydwine Scarse (FYK) asks if it's possible to tell more about the Social Fund and how it is being used.

Martina Jazbec (Treasurer/MOSP) explains that the social fund is available for people that want to join the activities.

Kasia Siemasz (Secretary General) adds that for the Autumn Seminar 2018 there was a moment that YEN used the social fund twice. The information about the social fund is usually added to the call of the activities and those interested in receiving support can simply contact the Board or Office. Kasia Siemasz explains that in the last two years the strategy was that the Board and Office take into consideration the financial situation of the members. YEN remains committed to the social fund and helping its members.

12.4 Vote on the Membership Applications

Jakub Schäfer explains that there are 5 people with actual connecting to DM+. 3 of them are representatives of DM+, present as guests at the GA (Benedetta Trinco, Alessandro Frandolic, Ilaria Berghnach), and two of them are at the same time delegates of MOSP (Neža Kravos, Martina Jazbec) and Board Members of DM+ (Neža Kravos is at the same time the President of DM+ and Martina Jazbec a Secretary). For the sake of the transparency of the discussions Jakub Schäfer invites all 5 people connected to DM+ to leave the room.

The representatives of the DM+ are put in the waiting room for the discussions on the Membership Applications.

Jakub Schäfer gives the floor to Luna Rahr Futtrup as Convenor for Member Integration.

Luna Rahr Futtrup (Convenor for Member Integration/SdU) presents DM+ and their activities and expresses her belief that they would enrich the network of YEN if accepted.

Luna Rahr Futtrup in the name of the Board recommends the Membership to accept DM+ as a new Extraordinary Member of YEN.

Jakub Schäfer gives the floor for comments or questions from the membership about DM+.

Vera Buranits (HAK) comments on the fruitful cooperation between HAK and DM+ and asks the membership to be in favour of the application as DM+ in opinion of HAK would be a good fit.



The DM+ is accepted as an Extraordinary Member (90 yes, 0 no, 6 abstain).

Jakub Schäfer invites the representative of DM+ back into the virtual room.

Jakub Schäfer officially welcomes DM+ to the YEN family.

12.5 Discussion and Vote on the Changes in the Membership Status of Non-Active MOs

Luna Rahr Futtrup (Convenor for Member Integration/SdU) informs participants that there won't be any vote but only updates on five so-called Sleeping Member Organisations, which haven't been active at YEN-events for several years .

Luna Rahr Futtrup lists those organisations:

- RSN - Finnish minority in Sweden (Extraordinary Membership)
- Elsass-Lothringer Volksbund Jugendgruppe (Extraordinary Membership)
- GML- Grup dla mendranza ladina (Extraordinary Membership)
- Mlada EL- Slovenes in Austria (Ordinary Membership)
- KDZ - Slovenes in Austria (Extraordinary Membership)

Luna Rahr Futtrup states that RSN, Elsass-Lothringer Volksbund Jugendgruppe, GML and Mlada EL have been paying their membership fees continuously, despite not participating in our events. KDZ hasn't paid their membership fee since 2017, which is why their membership status is automatically down-graded according to the Rules of Procedure to Extraordinary Members.

Luna Rahr Futtrup informs the participants that the organisation of German speaking youth in Belgium (RdJ) has expressed their wish to leave YEN and terminate their membership in 2019 due to the reassessment of their needs and priorities as an organisation. As of the 1st of January 2020, RdJ is no longer a Member of YEN.

Jakub Schäfer opens the floor for comments and questions on Sleeping Member Organisations.

Nina Peckelsen (FYK) asks about what are some of the problems the Membership is facing.

Luna Rahr Futtrup answers that the core problem of organisations in our network organisation is the "generational switch" when connections with YEN are lost and knowledge is not passed on from an old to a new board. Additionally, there are capacity and financial issues of the Membership. Luna Rahr Futtrup ensures that WG MI is always looking for new methods to keep in contact with YEN's member organizations.

Vera Buranits (HAK) asks if DGMU (Croats in Hungary) are still a part of YEN.

Luna Rahr Futtrup answers that sleeping organisations are still members of YEN but the WG MI is overseeing the communication and keeps trying to establish the contacts.

Nastja Slavec (MOSP) expresses the disappointment that RdJ decided to resign, and sadness that this is actually the first case that the organisation actually resigned from YEN.

Giuanina Beeli reassures Nastja that YEN Board received a lengthy letter on why they decided to leave the membership (due to the restructuring of their very active organisation on regional level). At this point RdJ decided that international exchanges are



not one of their priorities and expressed that they did not want to stay members on paper and not be meaningfully active. Giuanna Beeli highlights that the Board of YEN remains in contact with members that were active in YEN by RdJ and in Working Groups. One member of RdJ will also apply as a Member of the WG and Giuanna Beeli will take the floor again at that point of the Agenda.

Martin Surman-Majeczki (GJU) poses the question if Bulgarians in Hungary are still active and if there is still contact with them.

Luna Rahr Futtrup replies that YEN Board and WG MI is always trying to establish contacts and expresses the wish for Membership to help us in these contacts as well because sometimes there is more cooperation on the local and regional level

Martin Surman-Majeczki (GJU) underlines that he would like to advocate among the Hungarian organisations to keep the official status of Extraordinary or Ordinary Members in YEN and not resign.

Luna Rahr Futtrup (Convenor for Member Integration/SdU) answers that even without the voting rights, Members can still participate at YEN events. She adds that sleeping organisations are not only a priority of the WG MI but are also incorporated in the internal strategy and the Work Plan of YEN.

Ydwine Scarse (FYK) asks how YEN will support Member Organisations that are not sleeping yet struggling. FYK for example needs support for smaller exchanges and events and is wondering if other organisations are facing the same problems. FYK believes YEN-pairing that was a project that ran for a few years would solve this and adds that she is missing this project from the current Work Plan.

Luna Rahr Futtrup (Convenor Member Integration/SdU) invites the organisations to contact the Board and address these problems so we can see how we can work on them together. She also sees the possibility to replace the YEN pairing inside WG MI with another methodology. The “MO Couch” concept that provided space for Member Organisations to approach YEN Board on spot will be done at every seminar on a regular basis. The Board remains approachable and asks Members to raise the issues with the WG MI and Convenor for MI. Luna Rahr Futtrup adds that there will be capacity building activities in the next few years that will be open for Member Organisations and she invites the Membership to stay tuned and on the lookout for these opportunities.

Ydwine Scarse (FYK) also adds that the duration of the seminar is sometimes problematic. A one-week event is too long to initially attract people to join. If we want new and more participants in our international events, we would need to get them interested first through more accessible, shorter, regional or local events.

Luna Rahr Futtrup thanks for the comments and underlines that she will bring it back to the whole Board at the next Board meeting to see how YEN can meet the needs of our MOs.

Enora Molac (Kenstroll Breizh) commented that we need to reinvent ourselves concerning the generation gap.



12.6 Presentation and Vote on Partnerships

Jakub Schäfer gives the floor to Pia Šlogar (Vice President for External Relations) to present the partnership.

Pia Šlogar (Vice-President for External Relations/Pomorania) states that in January the Board renewed the partnership agreement with the European Free Alliance Youth (EFAy) for another year, till December 2020. She adds that the last year's partnership has been very fruitful with at least one participant from EFAy attending every event. Additionally, two representatives of YEN attended the EFAy extraordinary GA last December. The EFAy brings together youth parties of the marginalised nations and their geographical outreach is more spread in the west, therefore for YEN this partnership gives possibility for a wider outreach.

Pia Šlogar adds that the Board can establish partnerships according to the Rules of Procedure but that the GA needs to vote on those partnerships to confirm them.

Jakub Schäfer opens the floor for questions and comments.

Nastja Slavec (MOSP/Convenor for Member Integration 2018-2019) expresses the excitement that the partnership continued for another year since she left the Board of YEN.

Pia Šlogar confirms that the cooperation with EFAy is continuing and we are currently working on the application for a Study Session with the Council of Europe in Autumn 2021 with EFAy and UNPO.

The partnership with EFAy has been adopted (84 yes, 0 no, 12 abstain).



11:50	13.	<p>Election of the Board and the Auditor</p> <p>Jakub Schäfer explains the procedure of the elections.</p> <p>13.1 President Jakub Schäfer confirms that the Board has received one application for the position of a President - Andor Barabás representing the ADJ, the German minority in Romania. Jakub Schäfer opens the floor for any other candidates to put their name forward. There is no other candidate. Andor Barabás (ADJ) presents himself shortly.</p> <p>13.2 Treasurer Jakub Schäfer confirms that the Board has received one application for the position as Treasurer - Martina Jazbec, a representative of MOSP, Slovenes in Italy, is re-running for the position. Jakub Schäfer opens the floor for any other individuals who would like to put their name forward for the position of a Treasurer. There is no other candidate. Martina Jazbec (MOSP) presents herself shortly.</p> <p>13.3 Convenor for Communication Jakub Schäfer explains that the Board of YEN has received one application for the position of the Convenor for Communication from Andjelo Pavlovski, a representative of the VYCM - Vlach Youth Council of Macedonia. Jakub Schäfer opens the floor for any other individuals that would like to candidate for the position of the Convenor for Communication. There is no other candidate. Andjelo Pavlovski (VYCM) presents himself shortly.</p> <p>13.4 Convenor for Minority Rights and Politics Jakub Schäfer expresses that the Board has not received any applications for the position of the Convenor for Minority Rights and Politics. Jakub Schäfer opens the floor for potential candidates. There are no candidates for the position of the Convenor for Minority Rights and Politics. Jakub Schäfer opens the floor to any questions towards all candidates.</p> <p>Pia Šlogar (Pomorania) poses a question to each of the candidates. She wonders how the Candidate for the President will ensure the trust and wellbeing of the Board as well as the coordination of the Office, knowing that in the previous year, he has been an intern of</p>
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	<p>YEN. This means now instead of implementing the tasks given from the Secretary General, he will be in charge of the Office, changing the roles.</p> <p>Andor Barabás (ADJ) answers that he wants to first build the strategy with the Board and see what the responsibilities are, and then follow that strategy in his communication with the Office and Board.</p> <p>Pia Šlogar (Pomorania) comments that Andjelo Pavlovski has not been active in the WG MI and WG MRP as a Member in the past two years and is interested to hear why he is applying for the position of the Board Member and how he will ensure his motivation for the next two years.</p> <p>Andjelo Pavlovski (VYCM) expresses his regret for not being active in the WGs, and believes that his motivation is exactly this, as he thinks that the joining of the Board would provide him with more opportunity to contribute.</p> <p>Pia Šlogar (Pomorania) thanks Martina Jazbec for her current work as a Treasurer and asks if after a year of close work as a Treasurer she can explain her vision for new potential for development regarding the finances.</p> <p>Martina Jazbec (MOSP) sees the COVID-19 as a continuous challenge but also underlines the opportunity to increase the number of supporting members and highlights the importance of searching and applying for new grants.</p> <p>Ydwine Scarse (FYK) asks if the Board can run without the Convenor for Minority Rights and Politics.</p> <p>Giuanina Beeli (President/GiuRu) answers that there are no restrictions to run without it, and the Board can continue the work without filling this position. The current Board discussed this possibility according to the Rules of Procedure, and proposed that the remaining Board Members fill this position, so the work of the WG MRP can be carried on. It will also be a topic for the new board to discuss. The position should then be filled in spring 2021.</p> <p>Ydwine Scarse (FYK) as a Convenor for Minority Rights and Politics in mandate 2017-2019 expresses hope that the position will be filled soon.</p> <p>13.5 Internal Auditor</p> <p>Jakub Schäfer explains that the Board has received one application for the position of an Auditor - Giuanina Beeli, a representative GiuRu and leaving President of YEN.</p> <p>Jakub Schäfer opens the floor to questions for the position of the auditor.</p> <p>No comments or questions from the membership.</p> <p>Jakub Schäfer opens the voting.</p> <p>Andor Barabas is elected as the President for the mandate 2020-2022. (78 yes, 0 no, 18 abstain)</p> <p>Martina Jazbec is elected as the Treasurer for the mandate 2020-2022. (90 yes, 0 no, 6 abstain)</p> <p>Andjelo Pavlovski is elected as the Convenor for Communication for the mandate 2020-2022 (78 yes, 0 no, 18 abstain)</p>
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		<p>Gianna Beeli is elected as the Auditor for the mandate 2020-2022 (96 yes, 0 no, 0 abstain).</p> <p>Jakub Schäfer congratulates the newly elected Board and auditor. The new Board and Auditor for the mandate 2020-2022 is:</p> <ol style="list-style-type: none"> 1. President: Andor Barabás (ADJ) 2. Treasurer: Martina Jazbec (MOSP) 3. Convenor for Minority Rights and Politics: Not elected 4. Convenor for Communication: Andjelo Pavlovski (VYCM) 5. Auditor: Giuanna Beeli (GiuRu)
12:45	14.	<p>Election of the Working Group Members</p> <p>Luna Rahr Futtrup continues with the Working Group elections.</p> <p>Luna Rahr Futtrup presents the candidates.</p> <p>14.1 Election Working Group Communication</p> <p>Luna Rahr Futtrup states that the Board has received 9 applications for this Working Group.</p> <p>Paul Mossner (SdU) presents himself.</p> <p>Nina Peckelsen (FYK) presents herself.</p> <p>Matti Ullrich (SdU) is not present but the Membership had a chance to read his motivation on the YEN website .</p> <p>Jakob Schäfer (PawK) presents himself.</p> <p>Linea Kopf (SdU) is not present but the Membership had a chance to read his motivation on the YEN website in the nomination form.</p> <p>Iris Kessler (SdU) presents herself.</p> <p>Linda Stoklasa (GFU) is not present but the Membership had a chance to read her motivation on the YEN website.</p> <p>Alexander Wukovits (HAK) presents himself through a video.</p> <p>Simon Scapan (PawK) presents himself through a video.</p> <p>Luna Rahr Futtrup gives the floor to any people who would like to join the WG Communication.</p> <p>There are no other candidates for the WG Communication.</p> <p>14.2 Election Working Group Member Integration</p> <p>Luna Rahr Futtrup states that the Board of YEN has received 2 applications for WG Member Integration.</p>



	<p>Angelica Augustin (GiuRu) presents herself through a video.</p> <p>Zoran Petković (Lunjina) is not present but the Membership had a chance to read his motivation on the YEN website.</p> <p>Luna Rahr Futtrup gives the floor for any people who would like to join the WG on Member Integration.</p> <p>GiuRu nominates Silvan Brügger (GiuRu).</p> <p>Luna Rahr Futtrup confirms that we now have 3 candidates for the WG MI.</p> <p>14.3 Election Working Group Minority Rights and Politics</p> <p>Luna Rahr Futtrup confirms that the Board of YEN has received 5 applications for WG Minority Rights and Politics.</p> <p>Christoph Graf (Pawk) shortly presents himself.</p> <p>Ydwine Scarse (FYK) shortly presents herself.</p> <p>Tatjana Kovačević (Lunjina) shortly presents herself.</p> <p>Davor Danevski (Lunjina) is not present but the Membership had a chance to read his motivation on the website.</p> <p>Stefan Pitz (Kenstroll Breizh/RdJ) is not present but the Membership had a chance to read his motivation on the YEN website.</p> <p>Luna Rahr Futtrup gives the word to Giuanna Beeli to explain the special circumstances regarding the nomination of Stefan Pitz.</p> <p>Giuanna Beeli (Leaving President/GiuRu) explains the reasoning behind the nomination of Stefan Pitz. Stefan Pitz is from German-speaking minority from Belgium and member of RdJ and has been a member of WG MRP for some years now. As it was mentioned in the previous points in the agenda, RdJ chose to cancel the membership but Stefan still wanted to stay a part of YEN. As he always had a valuable input to the WG, Kenstroll Breizh supported his wish and candidature to continue being part of the WG.</p> <p>Giuanna Beeli underlines the importance of the support between membership in YEN and a good way to ensure the continuous contact with RdJ despite their resignation from the Membership.</p> <p>Luna Rahr Futtrup opens the floor for any new candidates.</p> <p>Rejzka Lipičec (Pawk) puts her candidacy forward and presents herself.</p> <p>Luna Rahr Futtrup opens the floor for any potential questions to the candidates of all three of the working group members.</p> <p>There are no comments or questions.</p> <p>Luna Rahr Futtrup explains the procedure of elections for Working Groups. According to the Rules of Procedures of YEN, if the number of candidates for each WG is less than 10 people, the vote for each WG is a vote for the whole group, and not for each person</p>
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		<p>individually.</p> <p>Luna Rahr Futtrup proceeds to the voting.</p> <p>SjR official delegate informs the Chairs that she needs to leave, therefore there are now 90 votes present.</p> <p>The WG Minority Rights and Politics has been elected (90 yes, 0 no, 0 abstain).</p> <p>The WG Communication has been elected (90 yes, 0 no, 0 abstain)</p> <p>The WG Member Integration has been elected (90 yes, 0 no, 0 abstain).</p> <p>Luna Rahr Futtrup congratulates the newly elected members of the working groups and hopes for a fruitful cooperation.</p>
<p>13:15</p>	<p>15.</p>	<p>Call Events 2021/2022</p> <p>15.1 Presentation of Candidatures for Diversity Festival 2021</p> <p>Luna Rahr Futtrup informs the Membership that the Board has received one candidature for the Diversity Festival 2021.</p> <p>Luna Rahr Futtrup explains that this year's Diversity Festival, hosted by KSŠŠD, was cancelled, and adds that the idea is to organise the Diversity Festival 2021 where it should have taken place this summer, namely in Kärnten, alongside Europeada. KSŠŠD, the Club of the Slovenian Students in Vienna, would be willing and motivated to take up the organisation of next year's Diversity Festival.</p> <p>Luna Rahr Futtrup opens the floor to any other candidatures.</p> <p>No other Member Organisations raise their interest to host the seminar.</p> <p>Luna Rahr Futtrup gives the floor to Office that has a mandate to represent the application of KSŠŠD.</p> <p>Eva Schubert (Project Manager/Office) presents KSŠŠD's application shortly and encourages the members to positively vote for them.</p> <p>Luna Rahr Futtrup opens the floor for questions and comments regarding KSŠŠD's application to host Diversity Festival 2021.</p> <p>There are no questions or comments from the Membership.</p> <p>15.2 Presentation of Candidatures for Autumn Seminar 2021</p> <p>Luna Rahr Futtrup expresses that the Board received one candidature for the Autumn Seminar 2021. Kenstroll Breizh would like to host this seminar.</p> <p>Luna Rahr Futtrup opens the floor for any other organisations that would like to host this seminar. No other Member Organisations raise their interest to host the seminar.</p> <p>Enora Molac (Kenstroll Breizh) presents Kenstroll Breizh's interest to host this seminar in a video.</p> <p>Luna Rahr Futtrup opens the floor for questions and comments about Kenstroll Breizh hosting the Autumn seminar 2021.</p>



		<p>There are no questions or comments from the Membership.</p> <p>15.3 Presentation of Candidatures for Easter Seminar 2022</p> <p>Luna Rahr Futtrup explains that the Board received one candidature for the Easter Seminar 2022.</p> <p>Luna Rahr Futtrup adds that as this year's Easter Seminar was cancelled and next year's Easter Seminar (2021) is already voted on to take place in South Tirol, the idea is to organise the Easter Seminar 2022 where it should have taken place this spring, namely in the German-Danish border region, hosted by SdU, DJN and Junge Spitzen. These organisations handed in a video presenting themselves and the motivation to host this event.</p> <p>Luna Rahr Futtrup opens the floor for other candidatures for the Easter Seminar 2022.</p> <p>No other candidature is presented.</p> <p>SdU, DJN and Junge Spitzen present their application for hosting the Easter Seminar 2020 through a video.</p> <p>Luna Rahr Futtrup opens the floor for any potential questions or comments about the presented application for hosting the Easter Seminar 2022.</p> <p>There are no questions or comments from the Membership.</p> <p>15.4 Vote on the Presented Candidatures</p> <p>KSŠŠD is elected as a host of the Diversity Festival 2021. (90 yes, 0 no, 0 abstain)</p> <p>Kenstroll Breizh is elected as a host of the Autumn Seminar 2021. (90 yes, 0 no, 0 abstain)</p> <p>SdU, DJN and Junge Spitzen are elected as hosts of the Easter Seminar 2022. (90 yes, 0 no, 0 abstain)</p> <p>Luna Rahr Futtrup congratulates the elected hosts.</p> <p>The hosts for 2021/2022 events are:</p> <ol style="list-style-type: none"> a. Diversity Festival 2021: KSŠŠD b. Autumn Seminar 2021: Kenstroll Breizh c. Easter Seminar 2022: SdU, DJN and Junge Spitzen <p>Luna Rahr Futtrup states that with this we have ended the voting for today and proceeds to the last two points of the GA.</p>
13:30	16.	<p>Varia</p> <p>Jakub Schäfer announces that we are approaching the end of this online GA.</p> <p>Jakub Schäfer opens the floor for any comments.</p> <p>Ewelina Stefańska (Pomorania) proposes the possibility to implement the voting app during traditional, residential GA as it's more anonymous and it works quite smoothly.</p>



		<p>Matjas Morva (Via Nova) thanks for the possibility to attend the GA as a guest and representative of Via Nova. He ensures that he will share the positive experiences with the organisation.</p> <p>Pia Šlogar (Vice President for External Relations/Pomorania) takes a chance to say thank you to all the leaving Board Members.</p> <p>Nina Peckelsen (FYK) thanks the Office and the Board members that have continued and extended the mandate in these unfortunate times.</p> <p>Florian Leduc (Leaving Convenor for Minority Rights and Politics/Kenstroll Breizh) says thank you for a great experience.</p> <p>Giuanna Beeli (Leaving President/GiuRu) gives an emotional thank you and talks about her experience in the last two years. Giuanna Beeli thanks the fellow Board Members. She expresses her confidence that YEN under new leadership will continue its success. Giuanna Beeli also thanks Michael Kral (Pawk/Leaving Auditor) for his work and whose position as an Auditor she is replacing. Giuanna Beeli expresses her gratitude to the Office that made it also possible that we came so far as an organisation. Lastly, Giuanna Beeli thanks the Member Organisations that have always been supportive of her work as a President and the work of YEN in the last two years.</p> <p>Vera Buranits (HAK) thanks the whole Board for the amazing work in the last year and shares her nice experience when the Board joined the HAK General Assembly in Vienna in December 2018. She expresses excitement to continue this great cooperation also with the new Board.</p> <p>Nastja Slavec (MOSP) thanks the Board on successfully managing the difficult time this year, and especially Giuanna Beeli for her calm, attentive, and peaceful leadership.</p> <p>Jakub Schäfer invites the GA to take a group picture.</p>
14:00	17.	<p>Closing of the GA</p> <p>Jakub Schäfer reminds everyone to keep following the activities and social media of YEN.</p> <p>Jakub Schäfer thanks the Office, Interpreters, the staff of Vistafon and Quizzbox for their support. He extends gratitude to his Co-Chair and especially the Member Organisations.</p> <p>GA is closed at 15:05.</p>



Appendix 2: YEN Budget 2021/2022

Budget Draft 2021/2021 - Income

INCOMES	BUDGET 2020 ADOPTED	BUDGET 2020 Final	BUDGET 2021 adopted GA'20	BUDGET 2021 estimated/state of play	Budget 2022 proposal
1. Institutional Support	106,099.00 €	112,903.16 €	113,971.90 €	122,060.38 €	106,773.00 €
1.1 Constitutional meetings/members	9,400.00 €	7,620.00 €	9,000.00 €	9,000.00 €	9,000.00 €
Membership fees	8,500.00 €	7,320.00 €	8,500.00 €	8,500.00 €	8,500.00 €
Supporting membership	900.00 €	300.00 €	500.00 €	500.00 €	500.00 €
1.2 Administrative	94,199.00 €	104,862.98 €	103,771.90 €	111,860.38 €	96,573.00 €
EU Administrative grant	50,000.00 €	50,000.00 €	50,000.00 €	50,000.00 €	50,000.00 €
Administrative grant EYF	15,559.00 €	19,319.50 €	23,080.00 €	23,080.00 €	20,000.00 €
Region Trentino-South Tyrol	10,000.00 €	10,000.00 €	10,000.00 €	10,000.00 €	10,000.00 €
Schleswig-Holstein	10,000.00 €	10,000.00 €	10,000.00 €	10,000.00 €	10,000.00 €
IVS4Peace (staff)	8,640.00 €	3,348.18 €	5,791.53 €	9,611.82 €	- €
Y-FED (staff)		2,363.44 €	4,900.37 €	9,168.56 €	6,573.00 €
BMI (GA)		7,769.36 €			
ECF (Booklet) (staff)		2,062.50 €			
1.3 YFJ, FUEV and joint projects	2,500.00 €	420.18 €	1,200.00 €	1,200.00 €	1,200.00 €
YOUTH Forum reimb	2,000.00 €	- €	400.00 €	400.00 €	400.00 €
Council of Europe	500.00 €	- €	500.00 €	500.00 €	500.00 €
Other		420.18 €	300.00 €	300.00 €	300.00 €
2. EVENTS	137,000.00 €	30,376.84 €	85,235.00 €	69,681.00 €	86,000.00 €
2.1 Regular event	137,000.00 €	30,376.84 €	85,235.00 €	69,681.00 €	71,000.00 €
Work Plan previous year	7,050.00 €	7,050.00 €	4,200.00 €	1,850.00 €	- €
Kick-Off	14,500.00 €	12,971.04 €	- €	- €	
Easter Seminar	53,450.00 €	4,976.05 €	35,879.00 €	22,675.00 €	35,000.00 €
Diversity Festival	27,000.00 €	- €	6,000.00 €	6,000.00 €	6,000.00 €
Autumn Event	30,000.00 €	1,437.00 €	22,359.00 €	22,359.00 €	30,000.00 €
Minority Messengers / HUB	5,000.00 €	3,942.75 €	- €	- €	
e- Activity (IA2) 2021		- €	4,250.00 €	4,250.00 €	
Regional Trainings (IA3) 2021		- €	12,547.00 €	12,547.00 €	
Work Plan next year		- €			
2.2 Other event	- €	- €	- €	- €	15,000.00 €
	- €	- €			15,000.00 €
		- €			
3. PROJECTS	- €	8,891.77 €	1,938.50 €	1,938.50 €	- €
Podcast	- €	- €			- €
Booklet	- €	1,451.50 €	1,298.50 €	1,298.50 €	- €
IVS4Peace	- €	- €	240.00 €	240.00 €	- €
Y-FED	- €	7,440.27 €	400.00 €	400.00 €	
4. OTHER	3,000.00 €	100.00 €	3,000.00 €	3,000.00 €	3,000.00 €
sponsoring/donations	2,000.00 €	100.00 €	2,000.00 €	2,000.00 €	2,000.00 €
other income (Einlagen, reimbursements V)	1,000.00 €	- €	1,000.00 €	1,000.00 €	1,000.00 €
TOTAL	246,099.00 €	152,271.77 €	204,145.40 €	196,679.88 €	195,773.00 €



Budget Draft 2021/2022 – Expenses

EXPENSES	BUDGET 2020 PROPOSED	BUDGET 2020 Final	BUDGET 2021 adopted GA'20	BUDGET 2021 estimated/state of play	Budget 2022 proposal
1. Institutional activities	114,092.00 €	118,605.25 €	116,450.00 €	116,450.00 €	108,950.00 €
1.1 Constitutional meetings/board	22,000.00 €	14,199.00 €	15,800.00 €	15,800.00 €	19,300.00 €
Internal Audit	1,000.00 €	724.57 €	800.00 €	800.00 €	800.00 €
GA	3,000.00 €	7,799.95 €	3,000.00 €	3,000.00 €	3,000.00 €
Board allowances	3,000.00 €	- €	- €	- €	3,500.00 €
travel board	6,000.00 €	2,644.09 €	5,000.00 €	5,000.00 €	5,000.00 €
food and accomodation board	6,000.00 €	2,470.39 €	4,000.00 €	4,000.00 €	4,000.00 €
Working Group Meetings/Cookbook/Handbook	3,000.00 €	560.00 €	3,000.00 €	3,000.00 €	3,000.00 €
1.2 Administrative	88,000.00 €	102,841.25 €	98,100.00 €	98,100.00 €	87,100.00 €
Permanent Staff & honorar	70,000.00 €	88,572.80 €	86,000.00 €	86,000.00 €	75,000.00 €
Secretariat travel	1,000.00 €	187.40 €	500.00 €	500.00 €	500.00 €
PR-material	500.00 €	3,208.13 €	500.00 €	500.00 €	500.00 €
Office supplies and rental	8,000.00 €	5,634.28 €	5,000.00 €	5,000.00 €	5,000.00 €
Post & Com	1,500.00 €	898.55 €	1,000.00 €	1,000.00 €	1,000.00 €
Bank	500.00 €	239.92 €	400.00 €	400.00 €	400.00 €
External Auditor incl. Accounting program+freelance	6,000.00 €	3,902.93 €	4,500.00 €	4,500.00 €	4,500.00 €
Website and web tools, server costs	500.00 €	197.24 €	200.00 €	200.00 €	200.00 €
1.3 YFJ, FUEV and joint projects	4,092.00 €	1,565.00 €	2,550.00 €	2,550.00 €	2,550.00 €
Youth Forum Jeunesse membership	1,597.00 €	1,565.00 €	1,600.00 €	1,600.00 €	1,600.00 €
YFJ travel costs	2,000.00 €	- €	500.00 €	500.00 €	500.00 €
FUEN representation	250.00 €	- €	450.00 €	450.00 €	450.00 €
Minority safeback / YFJ GA	245.00 €	- €	- €	- €	- €
2. EVENTS	129,450.00 €	23,556.99 €	86,910.00 €	78,002.00 €	86,400.00 €
2.1 Regular event	128,950.00 €	23,556.99 €	86,710.00 €	77,602.00 €	71,000.00 €
Work Plan previous year	- €	- €	1,850.00 €	1,850.00 €	- €
Kick-Off	14,500.00 €	13,272.66 €	- €	- €	- €
Easter Seminar	53,450.00 €	4,904.58 €	34,500.00 €	25,392.00 €	35,000.00 €
Diversity Festival	25,000.00 €	- €	6,000.00 €	6,000.00 €	6,000.00 €
Autumn Event (YLS)	30,000.00 €	1,437.00 €	24,740.00 €	24,740.00 €	30,000.00 €
HUB	5,000.00 €	3,942.75 €	- €	- €	- €
e- Activity (IA2) 2021	- €	- €	5,000.00 €	5,000.00 €	- €
Regional Trainings (IA3) 2021	- €	- €	14,620.00 €	14,620.00 €	- €
Work Plan next year	1,000.00 €	- €	- €	- €	- €
2.2 Other event	500.00 €	- €	200.00 €	400.00 €	15,400.00 €
	- €	- €	- €	- €	15,000.00 €
Social Fund	500.00 €	- €	200.00 €	400.00 €	400.00 €
3. PROJECTS	500.00 €	9,383.42 €	700.00 €	700.00 €	- €
Podcast	- €	1,036.85 €	300.00 €	300.00 €	- €
Booklet	- €	850.00 €	- €	- €	- €
IVS4Peace	500.00 €	56.30 €	- €	- €	- €
Y-FED	- €	7,440.27 €	400.00 €	400.00 €	- €
4. Other	1,000.00 €	1,211.34 €	1,250.00 €	1,250.00 €	1,250.00 €
Representation Costs	- €	155.46 €	250.00 €	250.00 €	250.00 €
other costs (Rückzahlung Einlagen, Versicherungen, etc.)	1,000.00 €	1,055.88 €	1,000.00 €	1,000.00 €	1,000.00 €
Steuern	- €	- €	- €	- €	- €
TOTAL	245,042.00 €	152,757.00 €	205,310.00 €	196,402.00 €	196,600.00 €

Final result	1,057.00 € -	485.23 € -	1,164.60 €	277.88 € -	827.00 €
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Appendix 3: Statutes of YEN

Minority Rights
are
Human Rights!

YOUTH OF EUROPEAN NATIONALITIES (YEN)

STATUTES

Minderheitenrechte
sind
Menschenrechte!

~~These Statutes were adopted on 29th of March 2018 in Opole and replace the statutes that had been adopted in Lockenhaus (Austria) on 30th of September 2016.~~

These Statutes were adopted on the 8th of May 2021 during an Online General Assembly and replace the Statutes that had been adopted on the 29th of March 2018 in Opole/Oppeln (Poland).



*For the sake of simplicity, only the feminine form is used in the following text for the various functions. All the posts and functions in the Rules of Procedure, however, refer to women, **men and non-binary persons and men** alike. Equally for the sake of simplicity, the term “minorities” is used as a short form for “autochthonous, national minorities”. This shortened form is also used in expressions such as “national minorities” or “traditional minorities”.*

§1 Name, seat and duration

- .1 The association shall be called Youth of European Nationalities, hereinafter referred to by its abbreviated form, YEN.
- .2 YEN shall be a European umbrella organisation of youth organisations of autochthonous, national, **linguistic** minorities (hereinafter called “minorities”).
- .3 YEN is herewith set up for an indefinite duration as a registered association under Dutch law. YEN shall have its seat in Leeuwarden/Ljouwert, the Netherlands. The main activities are conducted in Berlin.

§2 Purpose

- .1 YEN shall work actively for the promotion and further development of the language, culture, identity and rights of European autochthonous, national minorities in order to maintain this cultural heritage for the general understanding among nations. It is YEN’s aim to achieve a higher level of tolerance for different cultures within our society. One particular focal point shall be work with children, teenagers and young adults.
- .2 YEN shall support the endeavours of individuals and institutions in Europe, such as the United Nations, the Council of Europe and the European Union, that strive to guarantee human rights and fundamental freedoms. This shall be achieved on the basis of a unified Europe with a federal structure, granting autochthonous national minorities the rights of self-administration and preservation of their distinctiveness.
- .3 YEN is against racism, discrimination and assimilation of any kind of minority and, as a matter of principle, it is opposed violence in whatsoever form.



§3 Non-profit status

- .1 The association shall solely and directly pursue objectives of public benefit within the meaning of the chapter “Tax exempt purposes” of the German Tax Code (Abgabenordnung).
- .2 The assets of the association may only be used for the purposes defined in the statutes. The members do not receive any payments from the association’s assets in their capacity as members.
- .3 The association is a non-profit organisation. It does not pursue economic purposes.

§4 Means for attaining YEN's Purpose

YEN shall set out to achieve its Purpose using, in particular, the following means:

- .1 Establishment of a network of minority organisations and members of minorities throughout Europe;
- .2 International youth exchanges;
- .3 Organisation and running of international seminars, congresses, workshops and cultural and social events;
- .4 Organisation and running of regional conferences and activities;
- .5 Publication of printed material and other information regarding minority groups and minority youth and matters of concern to them;
- .6 Cooperation with other non-profit minority and youth organisations throughout Europe.

§ 5. Financing and financial year

- .1 The material resources for achieving YEN's Purpose shall include the following:
 - .a membership fees, annually defined by the General Assembly;
 - .b Funded projects organised by YEN itself;
 - .c Administrative grants and other funding;
 - .d Surpluses from organised events;
 - .e Any other type of funding or support, gifts, estates, legacies and other donations.
- .2 The financial year is the same as the calendar year.

§6 Languages

- .1 YEN's official languages shall be English and German.
- .2 Each YEN member shall have the right to make use of its own language as working language at all YEN meetings and events and shall be encouraged to do so as far as possible. If the organiser of an event makes



no provision for translation, the member itself shall be responsible for ensuring correct translation at least into English.

§7 Membership

.1 Membership of the association is open to any natural or legal person that actively participates in the pursue of the goals of the association and that recognises the statutes and the resolutions of the General Assembly.

.2 YEN shall have ordinary, extraordinary and supporting members.

.3 The General Assembly decides on any application for ordinary and extraordinary membership, which shall be submitted in writing at least four weeks before the General Assembly. For supporting members, the board can take the decision on any application received throughout the year.

.4 Membership of the member ends in any of the following events:

- .a the dissolution of a member organisation or the death of a member;
- .b the resignation of a member;
- .c the termination of membership by YEN; .d the exclusion of a member by YEN.

.5 All other matters shall be regulated by the rules of procedure.

§8 Rights and duties of members

.1 Each member organisation shall have the right to participate in all YEN events. The number of possible participants shall be equal for all ordinary and extraordinary members and shall be laid down for annual and regular events in YEN's Rules of Procedure.

.2 All minorities that are ordinary members of YEN shall have the right to participate in decisions of the General Assembly with an equal number of votes. If ordinary members from one minority living in the same country participate in the General Assembly, their votes shall be divided according to the regulations in the Rules of Procedure. The precise voting arrangements shall be regulated in the Rules of Procedure.

.3 It shall be the duty of all members to do all in their power to promote the interests of YEN and to refrain from anything that might damage YEN's reputation and purpose. They shall abide by the Statutes, Rules of Procedure and decisions of YEN's statutory bodies.

.4 All members shall be required to pay membership fees of an amount to be fixed in the Rules of Procedure. If so requested, members shall furnish evidence to the General Assembly that they have made



such a payment. If an ordinary member does not pay its membership fee without any reasoning two consecutive years, it shall be downgraded to extraordinary member.

.5 It shall be the duty of all members to inform YEN about their activities for the current year. YEN shall make this information available for its members in order to promote networking amongst them.

§9 YEN's statutory bodies ~~1~~

YEN's statutory bodies are:

- .1 ~~(a)~~ the General Assembly (GA)
- .2 ~~(b)~~ the Board
- .3 ~~(c)~~ the Executive Board
- .4 ~~(d)~~ the Working Groups
- .5 ~~(e)~~ the Auditors

§10 General Assembly (GA)

.1 The General Assembly shall be the supreme body of the Youth of European Nationalities. The ordinary General Assembly shall be convened once a year.

.2 An extraordinary General Assembly shall be convened if so demanded by a tenth of the ordinary members of YEN, the Board or the Auditors.

.3 Notice of at least four weeks shall be given by the Board for convening each ordinary or extraordinary General Assembly. Notice shall be in writing and sent to YEN's members at least by e-mail. It shall specify the agenda. If 10% of the members request an extraordinary General Assembly, notice of at least six weeks before the requested date shall be given to the board. Any proposals to amend the Statutes shall be sent to members along with the invitation to a General Assembly.

.4 The quorum for the General Assembly to take decisions on functions reserved for it shall be for half the total number of possible votes in YEN to be represented. Every member organisation of YEN shall have the right to participate in the General Assembly.

.5 The following functions shall be reserved for the General Assembly:

- .a to receive and approve the financial report and the accounts to be submitted by the Board;
- .b to give discharge to and to carry out ordinary elections of the members of the Board and the Auditors;
- .c to carry out ordinary elections of the members of the Working Groups;
- .d to admit ordinary and supporting members and partners;



- .e to expel members;
- .f to remove the complete Board or parts of it from office;
- .g to amend the Statutes;
- .h to amend the Rules of Procedure, for which no previous notice shall be required;
- .i to decide on the voluntary dissolution of the organisation;

.6 The General Assembly can be held in electronic form (online), as long as the aforementioned provisions as well as the provisions for an online General Assembly, as laid out in the Rules of Procedures, are respected.

.7 The amendment of statutes, the exclusion of members, the removal of the complete Board and the dissolution of the organisation require a two-thirds majority. The quorums for all other decisions are regulated in the Rules of Procedure.

§11 The Board

.1 The Board consists of the President, two Vice-Presidents, the Treasurer and three Working-Group Convenors that shall be elected by the General Assembly. The positions within the Board shall be occupied by people from different member organisations and not more than two of them shall belong to one minority from one country.

.2 The term of office shall be two years for each member of the Board. It shall not be possible to re-elect a Board member more than once.

.3 The Board shall have the necessary quorum to take decisions provided all its members have been invited to attend and at least two-thirds of them are present.

.4 The Board shall take its decisions by a simple majority of votes. In the event of a tie, the President shall have a casting vote.

.5 In principle members of the Board perform their tasks in an honorary capacity. Deviating from that, it is permitted to pay an appropriate amount of compensation to the members of the Board in accordance with § 3 number 26 a EStG (Germany). Decisions on this subject are taken by the General Assembly based on the regulations stipulated in the Rules of Procedure.

.6 ~~(5)~~ Except for the expiry of the term of office, the function of board members shall end with the resignation, removal, legal incapacity, or death. Board members can announce their resignation in writing at any time. The resignation notice shall be submitted to the Board, in case of resignation of the complete Board, to the General Assembly.

.7 ~~(6)~~ The duties of the resigned Board Member shall be passed on the remaining Board members.



~~(.7) Such resignation shall not take effect until a successor has been elected.~~

.8 If any position of the Board is not elected, the duties of that function shall be passed on the elected Board members until the next General Assembly.

§12 Functions of the Board

.1 It shall be the task of the Board to manage YEN. All functions that these Statutes do not expressly assign to other statutory bodies shall be entrusted to the Board. Its field of activity shall include, in particular, the following:

- .a Implementation of decisions adopted by the General Assembly
- .b Maintaining contacts with all organisations that are of relevance for the work of YEN;
- .c Drawing up the budget, writing the annual report, including the financial report, and keeping the accounts.
- .d Convening ordinary and extraordinary GAs and sending out the appropriate invitations;
- .e Administration of YEN's assets;
- .f Hiring and firing of YEN's employees;
- .g Issuing publications or giving permission for issuing YEN publications.

.2 The Board shall be permitted to grant powers of representation to one or several of its members or to third parties for them to represent YEN within the limits laid down in such powers.

§13 The Executive Board

.1 The Executive Board consists of the President, the two Vice-Presidents and the Treasurer. It is head of ongoing business affairs of YEN.

.2 The positions within the Executive Board have to be occupied by different member organisations and not more than one of them shall belong to one minority from one country.

.3 It is authorized to take decisions in all matters falling within the jurisdiction of the board, which do not affect the creation of the annual work plan of YEN or the working groups.

.4 The Executive Board shall have the necessary quorum to take decisions provided all its members have been invited to attend and more than half of the executive board is present

.5 The Executive Board shall take its decisions by a simple majority of votes. In the event of a tie, the President shall have a casting vote.



§14 Working Groups

- .1 YEN shall have three Working Groups.
- .2 The aim of the Working Groups shall be the development of different projects for YEN in the matters assigned to them with the objective of enhancing the development of strategies and substance within YEN.
- .3 The Working-Group Convenors shall preside over the Working Groups. The General Assembly shall elect one Working-Group Convenor for each Working Group.
- .4 It shall be possible to change the matters assigned to Working Group and these shall be recorded in the Rules of Procedure.
- .5 The members of the Working Groups shall be elected by the General Assembly for one year. The detailed election procedure shall be laid down in the Rules of Procedure
- .6 Members of the Working Groups shall be permitted to resign at any time by giving notice in writing. Such notice shall be addressed to the Board.

§15 Auditors

- .1 There shall be two Auditors elected by the General Assembly for two years. It shall be possible for them to serve for more than one period of office. The Auditors shall be elected alternately and shall belong to different minorities.
- .2 It shall be the responsibility of the Auditors to inspect the financial management and the accounts. They shall report to the General Assembly on the outcome of their inspection and give a recommendation regarding the discharge of the Board.
- .3 YEN's Board shall make all relevant documents available for inspection and shall answer the Auditors' questions.
- .4 The Auditors can inspect the financial management and the accounts in electronic form (online), as long as the aforementioned provisions are respected.
- .5 ~~(.4)~~ The Auditors shall be permitted to enlist the support of an external professional.
- .6 ~~(.5)~~ Any Auditor who fails to report to the General Assembly either in person or in writing shall be deemed to have resigned, and the General Assembly shall immediately proceed to elect a replacement.

§16 Amendments to the Statutes

- .1 The only way to amend the Statutes shall be by means of a decision of the General Assembly. Amendments shall be sent to the members in writing at least four weeks before the planned vote.



.2 The General Assembly shall adopt amendments to these Statutes by a majority of at least two-thirds of the votes cast.

§17 Rules of Procedure

.1 In addition to these Statutes, YEN shall have Rules of Procedure for dealing with matters that are not provided for or are only partially provided for in these Statutes and which define the general procedures within the organisation.

.2 The Rules of Procedure shall be checked and updated regularly. They shall be treated as a “living” document, designed to ensure the flexibility of the organisation. Amendments to the Rules of Procedure shall be made known to the members of YEN at the latest four weeks after their adoption.

.3 Amendments to the Rules of procedure shall be adopted by the absolute majority of votes. The General Assembly shall have the power to amend the Rules of Procedure without prior notice.

§18 Dissolution

.1 In case of the dissolution of the association, the President of the Board and the Vice Presidents shall act as jointly authorized liquidators, if the General Assembly does not appoint other persons for this function.

.2 The dissolution of the organisation requires a two-thirds majority of the votes cast at the General Assembly.

.3 In the event of dissolution or annulment of the association or the suspension of its taxprivileged status, the assets of the association shall be transferred to the Federal Union of European Nationalities that should use them directly and solely for non-profit purposes.

.4 The above-mentioned provisions shall apply accordingly if the association is deprived of its legal capacity.

.5 YEN's accounts and documentary records shall be conserved for at least twenty years following its dissolution. The liquidator(s) shall decide on who is to be responsible for keeping these records.



Appendix 4: Rules of Procedure of YEN

Minority Rights
are
Human Rights!

YOUTH OF EUROPEAN NATIONALITIES (YEN)

RULES OF PROCEDURE

Minderheitenrechte
sind
Menschenrechte!

~~Decided on and accepted by the General Assembly on 18th April 2019 in Sfântu Gheorghe/
Sepsiszentgyörgy/Sankt Georgen, Romania.~~

The Rules of Procedure were adopted on the 8th of May 2021 during an Online General Assembly and replace the Rules of Procedure that had been adopted on the 18th of April 2019 in Sfântu Gheorghe/
Sepsiszentgyörgy/Sankt Georgen, Romania.



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Preamble: These rules of procedure are an addendum and further explanation to the Statutes of YEN. As a document to be applied by all official bodies and members of YEN it shall give guidelines to regulate the procedures of the organization.

For reasons of simplicity, we use in the following text for the various functions only the female forms, where applicable. All the posts and functions in the rules of procedure however refer to women, **men and non-binary persons** ~~and men~~ alike. Also, for reasons of simplicity we use in the following for the term “autochthonous, national minorities” the abbreviation “minority/s”, as it reappears in several terms like “national minorities” or “traditional minorities”. For definition see point I.3. The paragraphs behind the headlines indicate the according provisions of the Statutes.



A. Umbrella Organization and Network

1. The Youth of European Nationalities is an umbrella organization for youth organizations of autochthonous, national minorities that includes also the structure and principles of a network.
2. The umbrella organization attends the representation of the youth of autochthonous, national minorities on a European level. It deals with the strategies and the process of opinion gathering in YEN and implements them. The official bodies for the level of the umbrella organization are foremost the General Assembly (GA) and the Board of YEN.
3. For the definition of “autochthonous, national minorities” YEN refers to the definition that is given in the Charta of the autochthonous, national minorities of FUEN and YEN. The Charta has been adopted by the General Assembly of YEN.

B. Working Languages of YEN

1. YEN uses both, English and German, as working languages.
2. YEN starts all official letters, publications, etc. – hence they are bilingual – with the English version first, followed by the German version.
3. The Board and the Working Group members make sure that the awareness of bilingualism is carried out by the participants of any activity of YEN, not only at official occasions, but at any occasion possible throughout the whole activity in a sensual way.

C. Membership in YEN

1. General regulations for the admission of membership
 - a) The General Assembly shall decide about the admission of ordinary and extraordinary members by an absolute majority. A decision about a supporting member is taken by the board. A decision can be taken three days after receiving the application.
 - b) Admission can be denied without stating the reasons.
 - c) A precondition for ordinary and extraordinary membership is the democratic structure of the applicant organisation. In any case, the applicants have to support the aims of YEN.
 - d) If for political reasons a minority organisation has no possibility to organise themselves in their country, an organisation of members of the minority can represent them in exile.



- e) Ordinary and extraordinary members shall deposit their statutes at the Board and immediately inform YEN about any amendments.

2. Regulations for the admission of ordinary Membership

- a) Ordinary membership is open to all European minority organisations consisting at least in large part of minority members, having their focus on youth work and working with young people participating actively in all activities of the organisations.
- b) Applicants accepted for ordinary membership shall first be admitted as extraordinary members for at least one year, if there are no unusual conditions making a different procedure appear preferable.
- c) The application for ordinary membership shall be sent along with the organisation's statutes and the activity reports of the past two years. The Board can request further information. The application shall be addressed to the Board at least four weeks before the GA.
- d) Before the admission of ordinary membership at least one member of the Board and one member of the Working Groups (~~in specific cases a delegation~~) shall have visited the minority and applying organization. The reports on this visit shall serve as a basis for the recommendation of the Board and shall be furnished in writing together with the application to the GA.
- e) The application for ordinary membership and the activity reports shall be provided in one of the two working languages of YEN, English or German. The statutes shall be submitted in their original language(s) together with a translation to English or German, if the original language differs from one of these two.

3. Regulations for the admission of extraordinary membership

- a) Extraordinary membership is open to all minority youth organisations, whose participation in YEN appears to be reasonable, supporting the aims and interests of YEN, striving for ordinary membership.
- b) Applicants accepted for ordinary membership shall first be admitted as extraordinary members for at least one year, if there are no unusual conditions making a different procedure appear preferable.
- c) The application for extraordinary membership shall be sent along with the organisation's statutes and the activity reports of the past two years. The Board can request further information.



- d) Before the admission of extraordinary membership at least one member of the Board and one member of the Working Groups shall have visited the minority and applying organization. The reports on this visit shall serve as a basis for the recommendation of the Board and shall be furnished in writing together with the application to the GA.
- e) The application shall be addressed to the Board at least four weeks before the GA. The application and the activity reports shall be provided in one of the two working languages of YEN, English or German. The statutes shall be submitted in their original language(s) together with a translation to English or German, if the original language differs from one of these two.
4. Regulations for the admission of supporting membership
- a) Supporting membership is open to all-natural persons, organisations and institutions that do not represent a representational organisation of a minority as defined above, but whose participation in YEN appears to be reasonable and that supports the aims and interests of YEN.
- b) Supporting members shall address their application together with a personal statement to the board. The board can request further information.
- c) The board takes a decision earliest three days after receiving the application.
- d) There shall be up to three participant places reserved for them at YEN events.
5. Regulations for inactive membership
- a) Member Organisations which are temporarily unable to actively participate in YEN can apply for the Inactive Member status.
- b) Inactive members do not have to pay membership fees. However, in case they send participants to YEN events, their costs are not covered by YEN, but shall be fully covered by the member organisation or the participants themselves.
- c) Applications for the Inactive Member status shall be addressed in writing, giving the reasons to the board, which shall decide on them. The Board can request further information.
- d) Inactive Members are still part of the YEN-Network and shall be informed about YEN activities. They shall keep in contact with the WG Member Integration.
- e) The inactive member status is revoked when the member organisation sends a written request to the board and pays the membership fee. The member organisation is upgraded again to the status it had before becoming an inactive member.



6. Termination of Membership

- a) Members can terminate their membership only in writing and only under consideration of a notice period of at least four weeks at the end of a financial year.
- b) Membership may, however, be terminated immediately in the following cases:
 - i. within four weeks after a member is informed about any resolution that will restrict their rights or expand their duties;
 - ii. within four weeks after a member is informed about a change of YEN's legal status or a merger.
- c) If the notice period is not observed, the membership shall remain unaffected until the end of the following financial year.
- d) A member can only be excluded if they contravene the Statutes, the Rules of Procedure or the resolutions of YEN, or in cases in which the membership fee is not paid in more than two consecutive years in spite of a reminder or in cases of conduct that is injurious to the interests of the association. The General Assembly shall decide on the exclusion with a two-thirds majority of votes cast.

D. Rights and Duties of Members

1. All member organisations of YEN have the right to participate at the GA with three delegates each.
2. Extraordinary and supporting members have the right to participate in the decision-making of the GA, but they do not have the right to cast their vote.
3. Those minorities that are represented in YEN by an ordinary member shall have the right to participate in the decisions of the GA with six votes each.
4. Should more than one organisation from a given minority be member of YEN, then the votes shall be divided equally amongst all such organisations.
5. Should a given minority be represented by more than one organisation within YEN and should one such organisation be unable to attend a meeting, then it shall be permitted to grant a written proxy to that or those other organisation(s) from the same minority who is/are able to attend to vote on its behalf.
6. One delegate can carry all votes of her minority, according to the provisions of the points D.3 and D.4 of the rules of procedure.
7. Each member has to nominate its delegates in written form before the start of the GA.



8. It is the duty of the member organisations to brief their delegates about the meetings and activities of YEN and to ensure that their delegates are prepared adequately.
9. Members of YEN shall receive all official letters and information at least per e-mail. Therefore, it is the responsibility of the members to provide YEN with their current contact details. If a member is not able to provide email, it can request all official delivery by post.
10. It is the duty of all member organisations to inform YEN about their activities of the current year. It is the duty of YEN to make this information available for its members to enhance the networking among them.

E. Membership Fees

1. System for the payment of membership fees in YEN

- a) The size of the member organization which is the number of its members: The more members a MO has, the higher is the membership fee for YEN.
- b) The country of origin of the MO: The membership fee is regulated depending on the standard of living in the country of origin of the MO. The higher the standard of living, the higher is the membership fee for YEN. "For reasons of simplicity" YEN varies between three categories:
 - i. Non-EU-Countries
 - ii. Old EU-Countries + Switzerland
 - iii. New EU-Countries (from 2004 on)
- c) On the basis of these two criteria the following scheme shall be defined:

Countries	Number of members				
	0-100	100-300	300-1'000	1'000-10'000	10'000+
Non-EU-Countries	200€	200€	300€	400€	400€
New EU-Countries	250€	300€	400€	500€	600€
Old EU-Countries + Switzerland	300€	400€	500€	600€	700€



Non-EU: i.e.: Russia, Ukraine, Serbia, New-EU: i.e.: Hungary, Slovakia, Poland, Romania, etc. Old-EU: Denmark, Sweden, Netherlands, Germany, France, Spain, Austria, Italy... + Switzerland

- d) The membership fee for extraordinary membership is half of the amount of the membership fee for ordinary membership.
- e) The annual membership fee for supporting members shall be agreed upon between the Board and the member, but the actual sum shall amount at least 100 Euros.
- f) In well-reasoned cases the Board can allow an exoneration of the duty to pay membership fee.

2. Reduction of membership fee

- a) If a MO is not able to pay the membership fee in its full amount, it shall have the right to ask for a reduction.
- b) The Board decides on the basis of the following documents on the application for reduction of each MO:
 - i. Official letter from the MO with the request of reduction.
 - ii. Financial report of the last year.
 - iii. Budget for the current year.

3. Non-payment of membership fees

- a) The invoice for the membership fee of the current year will be sent to the MO at latest on 1st of February of the same year.
- b) Upon that the MOs have three possibilities to reply:
 - i. The MO pays the membership fee until the 15th of March of the current year.
 - ii. The MO asks for a reduction of the membership fee until the 15th of March of the current year.
 - iii. Until the 15th of March of the current year the MO asks for an extended period to pay the membership fee.

If until March 15 no reply from the MO has been received by YEN (payment, reduction, announcement of delay), the organisation receives a written reminder with the request for immediate payment or announcement of delay.



- c) Ordinary Members which don't respond to the reminder lose their voting rights at the GA. Extraordinary Members who don't respond to the reminder lose the right to participate at the GA.
- d) Supporting members who don't pay the membership fee for two years in a row lose their membership.

F. Partners

1. Any network or organisation with which cooperation appears to be reasonable and which pursue the YEN's aims and interests, can become partners of YEN.
2. The Board can conclude a written agreement on a preliminary partnership status with these organisations and networks.
3. The General Assembly shall confirm the partnership status with an absolute majority.
4. Partners shall annually express their interest in the partnership status.
5. Partners can be invited to seminars and events of YEN, if required.
6. Any organisation or network can submit their application for partnership to the Board at any time.
7. The partnership can be resolved by the GA or the partner at any time.

G. The Board and Executive Board of YEN

1. General Provisions
 - a) Every individual Board member works, acts and decides in her function based on her best knowledge and conscience. She takes her own responsibilities on behalf of and according to the principles of YEN. The Board divides its tasks according to its needs.
 - b) The Board is comprised of the President, two Vice-Presidents, three Convenors and one Treasurer.
 - c) The Board has to meet at least twice a year.
 - d) **In principle Board Meetings shall be convened in person. The participation in meetings and the voting on decision may also be carried out wholly or partially by electronic means as long as all relevant provisions are respected.**
 - e) The Executive Board is comprised of the President, the Two Vice Presidents and the Treasurer and is head of ongoing business affairs of YEN.



- f) In principle members of the Board perform their tasks in an honorary capacity. Deviating from that, it is permitted to pay an appropriate amount of compensations to the members of the Board in accordance with § 3 number 26 a EStG (Germany). Decision on this subject is taken by the General Assembly based on the following regulations:
- i. Such payment can only be decided if necessary financial means are available.
 - ii. The total amount for all members of the Board combined shall not exceed 3.500 € per year. The maximum amount of compensations for each individual Board member shall be determined by § 3 number 26 a EStG (Germany).
 - iii. The amount of compensation for each individual Board member shall be based on their responsibility as described in the Statutes and Rules of Procedure of YEN as well as the actual workload of each year.

2. Functions of the Board

- a) The Board is obliged to put all proposals by all official bodies of YEN on its agenda and discuss these, take a decision and react properly.
- b) Board members work together with other Board members and help each other, where necessary.
- c) They participate actively and with a positive approach at the meetings of the Board.
- d) Board members represent YEN to its external (in the media, official institutions, political parties, etc.) and stand up for YEN and its needs.
- e) They keep contact to youth groups of any minority and other youth groups.
- f) They keep contact to the members of YEN.
- g) They handle any other tasks that may be attributed to them.
- h) They introduce their successors in their positions properly and hand over to them all the necessary documentation. They support their successors, especially in the beginning phase, with advice and stay in regular contact with them.
- i) At the meetings of the Board, the members of the Board give an insight in their tasks and assignments and decide on further common steps.
- j) The tasks and assignments of the members of the Board differ according to their functions. It is however always important to use the skills and opportunities as well as possible.
- k) ~~The minutes of the meetings of the board shall be published to the member organisations within a period of four weeks. In case of publishing entire minutes, the board keeps the right to take out points of the agenda that should not be public.~~



- k) The Board shall provide a report of decisions taken during Board meetings to all Member Organisations of YEN within a period of four weeks.
- l) A logbook of the minutes of the Board meetings shall be kept and given for inspection to any member on simple demand. In case of publishing entire minutes, the Board keeps the right to take out points of the agenda that should not be public.
- m) All basic documents necessary for the GA shall be sent to the member organisations at least one week before the GA.
- n) The Board can adopt statements regarding developments and current affairs concerning minority youth.
 - i. A statement is a formal expression of opinion, will or intent regarding developments and current affairs concerning minority youth.
 - ii. A statement can be proposed to the YEN Board by a YEN Board member, a YEN Working group or a Member of YEN.
 - iii. The YEN Board shall discuss the proposal and according to the YEN values, can amend, support and adopt the statement.
 - iv. When adopted, the statement shall be published on YEN media channels and shall be presented to YEN Members and relevant stakeholders.
 - v. The adopted statement shall be integrated into the strategy and work of YEN.

3. The President

- a) The President looks after the matters of YEN and bears the main responsibility.
- b) She represents YEN externally.
- c) Takes notice of all important statements of YEN.
- d) Signs deciding and important letters of YEN.
- e) Keeps in contact with the members of the Board and of the office.
- f) Keeps in contact with the members and partners of YEN.
- g) Helps the individual board members and looks after the process of group work in YEN.
- h) In urgent cases she decides in the benefit of YEN also without consulting the rest of the board.
- i) Presides over (or assigns this to a substitute) the Board meetings.
- j) Draws up the agenda of the Board meetings in agreement with the Board.
- k) Represents YEN in the board of the FUEN and attends its meetings.
- l) Represents YEN in the European Dialogue Forum of FUEN, YEN and the Intergroup of the European Parliament and attends its meetings.



- m) Takes part in the yearly FUEN-Congress and makes a report-speech about the basic concept of youth work and minorities.
- n) Searches for and keeps in contact with as many persons as possible from the national and international fields related to youth and minority questions.
- o) Visits (international) institutions and officials and mediates to them.
- p) Takes care and keeps control over all projects and procedures in YEN.

4. The Vice-Presidents (in general)

- a) Represent the President where she cannot handle a task.
- b) They take care of the contact with the Board members and inform them about new developments.
- c) Look together with the other Vice-President after the members of YEN through regular personal contacts.
- d) Help with questions related to the organising of conferences, seminars, projects, etc.
- e) Take care of and control one or more projects of YEN.
- f) Search for and keep in contact with as many persons as possible from the national and international fields related to youth and minority questions.

5. The Vice-President with responsibility for internal issues

- a) Is responsible for the Office of YEN that she controls and is the first contact person concerning all personal affairs in YEN.
- b) Is responsible for the advertisement of a vacancy for employees in YEN.
- c) Keeps specific contact to the organizers of the upcoming seminars and projects of YEN. She is, if not agreed on differently in the Board, responsible for the supervision of the seminars.
- d) Controls the deadlines of YEN and accompanies the work of the Office.
- e) She is responsible for the distribution of the minutes of the GA and the meetings of the Board, together with the needed translation and as quick as possible.
- f) Keeps an eye on and acts in accordance to the decisions of the official bodies of YEN and works on their accomplishment.
- g) She is responsible for public relations and their promotion.

6. The Vice-President with responsibility for external issues



- a) Together with the President she is responsible for the external relations/representation/policy of YEN.
- b) Ensures sustainability of YEN's external representations.
- c) Handles and supports the PR work of YEN.
- d) Develops and maintains contacts with public institutions, partner and other organizations.
- e) She closely cooperates with the Working Group Minority Rights and Politics.
- f) Is a contact and support person for the representatives of YEN in external events.
- g) Reports to the statutory bodies of YEN about the external activities in representing the organization.
- h) She takes part in the activities of the YFJ, FUEN and other external activities.

7. The Treasurer

- a) She is responsible for the bookkeeping and keeps care of the accounts of YEN properly.
- b) She has access to all bank accounts of YEN and authorises the Office for the bookkeeping and the access to the accounts of YEN.
- c) Sends the yearly invoice to the members of YEN.
- d) Sends reminders to all the YEN-members, who have omitted to pay the membership fee.
- e) Helps other board members with their bookkeeping.
- f) Controls the payment of expenses of the members of the Board or authorizes in wellreasoned cases advances for them.
- g) Searches together with the Office for subventions in the name of the YEN, at the European Council, at the EU and at other international organizations and maintains contact with these.
- h) Takes care of the financing possibilities of the YEN in general.
- i) Presents together with the Office at each meeting of the Board an overview of the actual situation of the finances.
- j) Presents a comprehensive financial report about the past financial year to the GA.
- k) Discusses the yearly settlement of the accounts with all official bodies of YEN.
- l) Draws up a budget for the following financial year, namely in advance, and presents it at the GA.
- m) Passes on important information and experiences related to the financial matters to the other members of the Board or working bodies of YEN.

8. The Convenors



- a) Preside over the Working Groups.
- b) Report on and coordinate the work in between their respective Working Group and the Board.
- c) Coordinate the work of their Working Group.
- d) Convene the meetings of their Working Groups at least four weeks before the meeting.
- e) Communicate between the Working Groups and the Office.
- f) Have the right to vote in the Working Groups. In case of parity of votes the vote of the convenors is deciding.
- g) Keep an eye on the decisions of their Working Group and work on their accomplishment.
- h) Are responsible for all fields that concern the specific topic of their Working Group or that are related to it.

H. The Working Groups

1. YEN has three Working Groups with the topics “minority rights and politics”, “member integration” and “communication”. If a topic is changed, the change shall be written down in these Rules of Procedure.
2. For each Working Group the GA elects a convenor as member of the Board.
3. Tasks of the Working Groups:
 - a) The Working Groups’ aim is to develop ideas and conduct projects for YEN in accordance with their main working focus and to advance the strategic orientation and the content of YEN’s work.
 - b) They shall as far as possible cooperate with the members of YEN, other minorities, that are not represented in YEN, external experts and institutions related to minority issues, as well as any non-Working Group members.
 - c) They take care of and implement at least one project of YEN.
 - d) They can request a budget at the Board.
 - e) They develop the program part of the Working Groups for the Easter Seminar.
 - f) The Working Groups have the right to keep the workshops closed where needed.

I. The Seminars

1. General Provisions
 - a) YEN organises at least two seminars per year. The main Seminar of YEN is the Easter Seminar. ~~The Youth Leader Seminar (YLS) is the working seminar of YEN, that takes place in autumn. The~~



~~organisation of the seminars will be given by the GA throughout election to an applying MO. The Easter Seminar gives the Working Groups the possibility to arrange working group meetings.~~

- b) The basic principle (as with all projects of YEN) is the collaboration with the hosting organizer and the mutual support. In cases of ambiguity, where no agreement can be made, the Board of YEN decides.
 - c) The Board of YEN participates at all decisions concerning the financing, the contents and the organization.
 - d) The Board of YEN is responsible that each YEN Seminar is implemented according to the guidelines and objectives of YEN.
 - e) The Board of YEN supports and advises the hosts in all important questions.
 - f) The organisation of the Seminars will be assigned at least one year in advance. The organising MOs for the seminars will be elected by the GA.
 - g) The applying MO must present its project-idea to the GA. The MO must be able to fulfil the local and organisational requirements for the Seminar.
 - h) The organising MO has to present a provisional financing plan and provisional program to the Board at latest half a year before the Seminar.
 - i) The financial direction, bookkeeping and clearing have to be fulfilled correctly according to the respective contracts.
 - j) The organising MO is responsible for the invitation of minorities from their country of origin, if those are yet no members of YEN.
2. The Easter Seminar
- a) ~~It is the main annual gathering of YEN.~~
 - b) ~~It gives the Working Groups the possibility to arrange working group meetings.~~
 - c) ~~The Easter Seminar takes place the week before Good Friday (Gregorian calendar).~~
 - d) ~~The General Assembly of YEN takes place in the frame of the Easter Seminar.~~
3. Regulations for the participation at seminars
- a) Each MO of YEN has the right to participate at all events of YEN.
 - b) The number of places at the seminars has to be equal for each ordinary and extraordinary member organisation.



- c) All participants at the Seminars are obligated to participate at least at 80% of the program of the Seminar. If a participant of a MO should not fulfil this condition, the participant does not receive the travel reimbursement unless it is agreed otherwise beforehand. The Board has to send the affected MO a notice on that at latest four weeks after the seminar.
- d) The number of participants of the seminars will be set by the Board together with the organiser for each seminar separately according to the financial and logistic circumstances. However, when a GA takes place around a seminar, the number of participants shall be in accordance to the right of participation at the GA.
- e) Members of the Board and the Working Groups do not take part in the contingent of their MO at the seminars.

J. YEN Social Fund

1. The aim of the YEN Social Fund is to help and support the member organisations and participants of YEN events financially.
2. The Social Fund can be accessed by MOs and participants of YEN events who have difficulties in paying membership fees, participation fees and travel costs.
3. The Social Fund will be financed by the membership fees of the supporting members and other donations directed to it.
4. The participants of YEN events can apply to the Social Fund for financing the travel costs or the participant fee for YEN events. They cannot apply for both. Information about the possibilities and the procedure for applying for funding from the Social Fund shall be provided in the call for participation at YEN events.
5. Treasurer and the President shall decide about the amount of costs to be covered by the Social Fund.
6. MOs which are not able to pay their membership fee can apply for support by the Social Fund. They shall send a written request explaining their reasons for the inability to pay and the amount of support to the Board. The Board can request additional information.
7. The Board shall decide the amount of support. However, the total amount of the membership fee cannot be covered by the Social Fund.
8. The supporting members who help funding the Social fund shall be mentioned on the YEN Homepage.



9. The support of the social fund will be part of the financial report to the GA.

K. General Assembly

1. General Provisions

- a) The General Assembly constitutes a quorum if half of all of YEN's possible votes is present.
- b) Each member organisation of YEN has the right to participate in the General Assembly.
- c) In the case of absence of more than half of votes required, an extraordinary General Assembly, which constitutes a quorum in any case, shall be convened.
- d) **The General Assembly meets once a year during the first six months of the year and takes place in the frame of a YEN seminar.**
- e) The General Assembly is open to the public. Its non-public nature can be decided on.
- f) Representatives of minorities, whose organisation is an ordinary or extraordinary member of YEN, supporting members, the Board and the Auditors shall have the right of proposal at the General Assembly.
- g) The General Assembly's decisions shall be announced to the members of YEN within a period of four weeks.
- h) **Under extraordinary circumstances, the Board can decide that the General Assembly will be held (partially or completely) in an electronic form (online), as long as all provisions for a General Assembly, as detailed in the Statutes and Rules of Procedures of YEN are respected. Such extraordinary circumstances are if delegates of at least one third of the member organisations are unable to physically participate in the General Assembly due to travel restrictions or border closure imposed by their country of residence or by the country in which the General Assembly is to be held.**

2. Tasks of the General Assembly

The General Assembly is at least responsible for:

- a) the acceptance of reports by the Board, the Auditors and the Working Groups, b) the discharge of the Board,
- c) the adoption of the working plan for the current and the following year,
- d) the adoption of the budget for the current and the following year,
- e) the election of members of the Board, the Auditors and the Working Groups.



3. Voting rights and number of votes

- a) All ordinary members of YEN have the right to vote.
- b) Number of votes
 - i. All minorities represented in YEN by ordinary members have the right to participate in the decisions of the GA with six delegate votes.
 - ii. In the event that several organisations of one minority are members of YEN, the votes shall be divided in equal parts among the organisations. If more than two member organisations are not able to agree upon the voting rights, the disputed votes shall be considered as abstentions.
 - iii. In the event that one of several member organisations of one minority in YEN is absent, written consent from the organisation concerned is required to enable the present organisation(s) to use the voting rights of the absent organisation.
 - iv. One delegate can make use of all of her minority's votes.
- c) Elections shall be held by open ballot. Elections by secret ballot can be required by a member.
- d) It shall not be permitted to delegate the right to vote to organisations from another minority. Members of the Board do not have the right to vote in their function of Members of the Board. They may, however, vote as representatives of their own delegation.

4. Quorums

- a) A simple majority of votes shall be required for decisions. Abstentions shall always be counted as valid votes.
- b) An absolute majority of votes shall be required for elections of individuals and for the acceptance of members.
- c) The following decisions require a two-thirds majority of votes
 - i. the dissolution of YEN
 - ii. the removal of the Board
 - iii. the removal of one member of the Board
 - iv. amendments to the statutes
 - v. the removal of a working group members.

5. Process of the General Assembly



- a) Any General Assembly and any extraordinary General Assembly shall be convened by the Board with a notice of at least four weeks. Notice shall be in writing and sent to YEN's members at least by e-mail. It shall specify the agenda.
- b) The detailed voting procedures shall be provided to the members at the beginning of the assembly.
- c) After determining the quorum, the General Assembly shall decide about the agenda.
- d) At the beginning of a meeting of the General Assembly, two vote counters shall be elected by open ballot. The vote counters shall belong to different minorities.
- e) The General Assembly shall elect a chair of the meeting from one of their number.
- f) All documents, upon which the GA shall decide during their meeting, shall be on hand to each present MO before ballot.

6. Election of the Board

- a) The election of the Board shall be conducted by secret ballot at the General Assembly. A separate election shall be held for each function. A candidate shall only be elected if she receives more than fifty percent of the valid votes present (absolute majority). Abstentions shall be counted as valid votes. If no candidate manages to secure a sufficient number of votes to be elected on the first ballot, a second ballot shall be held with the two candidates still willing to fill the vacancy who achieved the largest number of votes in the first ballot. Decision shall be taken by simple majority.
- b) A candidacy is possible until the beginning of the ballot.
- c) The President, the Treasurer and two convenors shall be elected in even years, the two Vice-Presidents and one convenor shall be elected in odd years.
- d) If a member of the Board resigns from her function early, the General Assembly shall nominate a replacement. The replacement shall remain in her function only until the end of the originally intended term of office.
- e) The re-election of the Board members shall be permissible only once. The General Assembly has the right to remove the complete Board or individual members of the Board from office, specifying their reasons.

7. Election of Auditors

- a) Auditors shall be elected alternating for a period of two years.



- b) The two Auditors shall belong to different minorities.

8. Election of Working Groups

- a) The Working Groups shall consist of at least three and at the most ten members plus one convenor.
- b) More members of one Working Group can belong to one minority, as long as this minority does not constitute a majority within the group. The re-election of members shall be permissible.
- c) The members of the Working Groups shall be elected by the GA for a period of one year.
- d) There shall be a candidate list for each Working Group. The nomination of a candidate shall take place by writing the name on only one candidate list.
- e) Candidate lists with less than 11 candidates shall be elected as closed lists by secret ballot. These closed candidate lists shall be elected by an absolute majority of the GA.
- f) The candidates on candidate lists with more than 10 candidates shall be elected personally. After the election, these Working Groups shall consist of the ten candidates with most votes. If the last places from the ten are elected with the same number of votes and if there are more candidates than available places, then the last places shall be divided in a second ballot.
- g) The General Assembly has the right to remove members of the Working Groups from their function, specifying their reasons.
- h) Those Working Groups with more than 10 candidates on the list shall be elected first.

9. Election of external representatives of YEN

- a) The General Assembly has the right to elect external representatives, e. g. for the Dialogue Forum, the Advisory Council of the Council of Europe, or the European Youth Forum.

10. Resolutions

- a) A resolution is a formal expression of opinion, will, or intent that is voted for by the GA.
- b) A resolution can be proposed to the GA by the YEN Board, a YEN Working Group, or a Member of YEN. It shall be submitted in both working languages before the GA.
- c) The GA shall discuss the proposal and accordingly can make amendments approved by simple majority.
- d) The proposed resolution shall be approved and adopted by the GA by simple majority.



- e) When adopted, the resolution shall be published on YEN media channels and shall be presented to YEN Members and stakeholders.
- f) The adopted resolution shall be integrated into the strategy and work of YEN.

L. Office

1. Employees of YEN

- a) The Office of YEN is comprised by the paid employees of YEN. It consists of at least one full-time position, the secretary general of YEN. The full-time position can be divided in part-time positions. If it is done so, one of the employees has to be responsible for the Office as secretary general.
- b) The Board of YEN decides about hiring and dismissal of employees of the Office.
- c) The payment of the employees shall be secured by continual financing. The board has the responsibility for this.
- d) The detailed conditions of employment have to be regulated in agreements with the employees. The conditions of employment have to be in accordance to the valid laws that apply for the employee. The Board has the responsibility for that.
- e) The Board can nominate an appointment committee for the hiring of employees. Notice of the constellation of the appointment committee has to be sent to the members of YEN before its first meeting. The President of YEN presides or chooses someone to preside over the appointment commission.

2. Seat of the Office

- a) The seat of the Office can differ from the seat of YEN.
- b) The seat of the Office goes with the secretary general, if not decided differently by the Board.

3. Functions of the Office

- a) The activities of the Office include carrying out the running activities of YEN, supporting the official bodies of YEN and their activity, taking care of the projects of YEN and cooperating with the member organisations.
- b) One of the main functions of the Office is the professional and timely processing and reporting on the funding agreements to the European Union, the Council of Europe and other funders that are needed for financing YEN.



- c) The Office is involved actively in the creation of YEN and supports the official bodies of YEN also in questions of content.
- d) The Office fulfils its tasks in close coordination with the Board and supports the aims and principles of YEN according to the provisions in the employee agreements.
- e) The employees of the Office work self-contained and according to the requirements of YEN. They are always informed about the current situation in the field of minority issues and youth questions and are up to date concerning all contents of YEN. They further educate themselves with self-responsibility and with the support of YEN. They can give professional information about YEN without problems.
- f) The tasks of the Office are in detail:
 - i. Managing the operation of YEN, in particular the administrative, organisational and financial management as well as developing the annual and budget plans. The Office controls the annual agenda of YEN, takes care that deadlines are met, e.g. for applications and final reports for funding. It always keeps an eye on the YEN-internal deadlines and is in contact with the board about upcoming meetings and deadlines.
 - ii. The Office supports the activities of the official bodies of YEN, especially the Board and the implementation of the decisions of the bodies of YEN. The Office participates in the meetings of the official bodies.
 - iii. The Office manages the bookkeeping of YEN professionally and accurately. It supports the auditors at their audit meeting and takes care that all the required documents are present. It also supports the Treasurer to make the financial accounts of the current financial year.
 - iv. The Office applies for subventions on behalf of YEN, at the Council of Europe, at the EU and at other international and national organisations and is responsible for a correct processing of applications and reports. It supports where possible the official bodies and member organisations in search for project-subvention, like for the Easter Seminar, whereas running activity and applications of YEN are prioritised.
 - v. The Office has an official address, at which it regularly receives letters and post of any kind for YEN that it answers if needed and if no decision of the Board is necessary. It is receivable at announced office hours under an official telephone number and handles the official e-mail- address of YEN. Through that it fulfils the function of an official port to the external of YEN and forwards all important information to the Board and to the members of YEN.



- vi. The Office handles the correspondence between YEN and its members; it forwards important information to the official bodies of YEN and sends out all official and important information, invitations and minutes, etc, to the members of YEN.
- vii. The Office keeps contact to all persons and institutions that are relevant for the work of YEN, like, i.e. the EU, the Council of Europe, FUEN, the Dialogue Forum in the European Parliament, the European Youth Forum, etc.
- viii. The Office takes care of the projects of YEN, especially the main activities like ~~the Easter Seminar and the Youth Leader Seminar~~ **YEN Seminars**.
- ix. The Office is responsible for the administration and actuality of the homepage of YEN, if not regulated differently by the Board. The official bodies of YEN are responsible for the contents of the homepage.
- x. It participates at congresses and trainings that support the professionalism of the employees and that are in the interest of YEN.

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