



YEN JEV

Youth of European Nationalities

Jugend Europäischer Volksgruppen

YEN General Assembly 2023

Documents

Date: 6 April 2023

Oberwart, Austria

hybrid



Content

Invitation to the YEN General Assembly 2023	4
Agenda	7
Glossary	10
YEN Member Organisations.....	10
Other Abbreviations.....	12
1. Annual Report of YEN 2022/2023	13
Overview of Reports and Implemented Activities 2022/2023 – (YEN Work Plan)	13
1.1 Board Report	17
1.1.1 YEN Events and Projects	17
a. Easter Seminar “Time to think”	17
b. Diversity Festival “UTOPljA”	18
c. Autumn Seminar “Time to rebuild”	18
d. Kick-Off Seminar 2023 “Traditionally yours”	19
e. Study visits2022	20
1.1.2 Internal Relations.....	21
a. General Assembly 2022	21
b. Board Meetings.....	22
d. MO activities attended as Stud Visits.....	24
e. Working Group Meetings.....	25
f. Preparatory Meetings for YEN Seminars.....	25
1.1.3. YEN Working Groups	26
a. Member Integration.....	26
b. Communication	26
c. Minority Rights and Politics.....	27
Convenor: Sebastian Jepsen Thomsen (SdU).....	27
1.1.4. External Relations.....	28



a. FUEN, Board Meetings.....	28
b. European Youth Forum (YFJ)	28
c. Advisory Council on Youth of the Council of Europe (CCJ)	29
d. EU Youth Dialogue.....	30
e. Exchange of views with the European Youth organizations on the High-Level-Group on the future of social protection and of the welfare state in the EU.....	32
f. Study visits to external organizations.....	33
g. CDADI.....	36
h. Discussion with students from Babeş-Bolyai University, Romania	36
1.1.5. Partner Events and Projects	37
a. EFAy General Assembly	37
b. Europeada 2022	37
c. Minority Changemaker Programme	37
d. Updating Model UNPO.....	38
e. FUEN Congress and Assembly of Delegates 2022	38
f. FUEN Regional Minority Forum	39
g. AGDM Conference & AGDM new youth coordinator.....	39
1.2. Management of YEN – Office Report 2022/2023	41
1.3. Finances Report 2021/2022 and Budget 2022/2023.....	43
1.4. Internal Auditors Report 11 March 2023, Berlin.....	50
2. Resolutions and Statements	55
3. YEN Work Plan 2023/2024	56
3.1 Activity Overview 2023/2024	56
3.2. Work Plan YEN – Strategic Priorities	57
3.3. Work Plan WG Member Integration 2023-2024	62
3.4. Work Plan WG Communication	63
3.5. Work Plan WG Minority Rights and Politics	64



4. Membership Applications.....	66
4.1. Extraordinary Members.....	66
4.2. Ordinary Members	66
4.3. Supporting Members.....	66
4.4. Discussion and Vote on the Changes in the Membership Status of Non-active Mos	66
4.5. Presentation and vote on Partnerships	66
5. Code of conduct.....	67
6. Relations between YEN and FUEN	68
7. Elections of the Board.....	69
8. Elections of the Working Group Members.....	69
9. Call Events 2024/2025	70

Appendix 1: Draft Code of Conduct

Appendix 2: Letters from PAWK, SdU and answer from the YEN Board (Critique towards YEN President)

Appendix 3: Budget 2022, update 2023, draft 2024

Appendix 4: Minutes of YEN General Assembly 2022 organised on the Knivsberg in Denmark



Invitation to the YEN General Assembly 2023

9 March 2023

Dear Member Organisations, dear Supporting Members, dear Partners,
Dear Friends!

It is our great pleasure to invite you to the annual **General Assembly (GA)**, which will take place in a hybrid form on **6 April 2023 in Oberwart, Austria starting at 09:30 am**. The General Assembly will take place in the bi-lingual school in Oberwart, Austria. To guarantee that delegates from every Member Organisation can participate, the General Assembly will take a **hybrid form**: attendance will be possible both in-person and online.

Along with this invitation we send you in the attachments the **decisions list** of the General Assembly held in April 2022 and the **draft agenda** that amongst others includes the following points:

Elections to the Board and Working Groups

This year, the positions regularly up for election to the Board are the **Vice-President for Internal Relations**, **Vice-President for External Relations**, **Convenor for Member Integration**.

Also, for the remaining year of the mandate 2022-2024 up for elections are the position of **Convenor for Minority Rights and Politics** and **Treasurer**. Please check the whole [election procedure](#) on our website.

Also, we are looking for an **Internal Auditor** (2023-2025) and 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 Membership of YEN can decide who will host our future events:

1. Easter Seminar 2024
2. Autumn Seminar 2024
3. Kick-Off Seminar 2025

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.

Resolutions

We urge every Member Organisation that wishes the General Assembly to adopt a resolution to present it to the membership at the GA. 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.

During the GA, we will also discuss the **YEN-FUEN relations** in a larger context to address the issues raised by our Member Organisations, Pawk and SdU, and we will present and vote on YENs **Code of Conduct**.

Additional information:

The registration of delegates is open until **29 March**. 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. If an ordinary Member Organization cannot participate at the GA, please consider that 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](#).

Furthermore, we would like to remind all Member Organisations who have not paid their **membership fee for 2023** yet, to pay the amount by 31 March at the latest, or if this is not possible, to get in touch with our Vice-President for External Relations who took over also the Treasurer tasks, Christoph Graf (christoph.graf@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.

In the coming weeks, the **GA-folder** with all necessary documents will be distributed to all YEN Member Organisations in a digital form so you have enough time to go through all the reports.

For any further aspects, we have created a [platform on our website](#) regarding the GA 2023 that will be updated regularly. Go and have a look - all the information, documents and candidatures for the Board & Working groups will be presented on this site!



It will be our great pleasure to welcome you all at the General Assembly 2023. We are looking forward to meeting you, to have an exchange of views and to discuss about the past year, but also to plan the future of the YEN network together. If you have any questions regarding registering your delegates or anything else, please contact the Board (board@yeni.org) or the Office (office@yeni.org) directly.

Best wishes,

Andor Barabás

Brussels (Belgium), 9 March 2023

President

Minderheitenrechte
sind
Menschenrechte!



Agenda

	<p>General Assembly of YEN 2023 <i>Hybrid, Oberwarrt/Borta Austria and Online)</i> <i>6 April 2023, 9.30 am (CEST)</i></p>
1.	Opening of the General Assembly
2.	Establishing of the Quorum – Roll Call
3.	Election of the Chair of the General Assembly
4.	Election of Minute Takers of the General Assembly
5.	Election of the Counters of Votes of the General Assembly
6.	Adoption of the Agenda
7.	Adoption of the Minutes of the YEN General Assembly 2022
8.	<p>Annual Report YEN 2022/2023 8.1 Report Board 8.2 Report Office 8.3 Report of the External Representative in the Advisory Council of Youth 8.4 Financial Report and Budget 8.5 Internal Auditors Report</p>
9.	<p>Discussion on Reports and Discharge of the Board 9.1 Discussion 9.2 Discharge of the Board 9.3 Adoption of the Budget</p>
10.	<p>Adopting Resolutions and Statements 10.1 Discussion 10.2 Other Resolutions and Statements</p>



<p>11.</p>	<p>Work Plans of YEN 2023/2024</p> <p>11.1 Work Plan YEN 11.2 Work Plan WG Member Integration 11.3 Work Plan WG Communication 11.4 Work Plan WG Minority Rights and Politics 11.5 Adoption of the Work Plans for 2023/2024 11.6 Update and vote on the possibility to move the seat of YEN to Germany</p>
<p>12.</p>	<p>Membership</p> <p>12.1 Presentation of Candidatures for Extraordinary Membership 12.2 Presentation of Candidatures for Ordinary Membership 12.3 Information on the Current State of Supporting Membership 12.4 Vote on the Membership Applications 12.5 Discussion and Vote on the Changes in the Membership Status of MOs 12.6 Presentation and Vote on Partnerships</p>
<p>13.</p>	<p>YEN Code of Conduct</p> <p>13.1 Presentation and Discussion 13.2. Vote on the Code of Conduct</p>
<p>14.</p>	<p>Relations between YEN and FUEN</p> <p>14.1 Overview 14.2 Critique addressed by PAWK and SdU towards YEN President (see appendix) 14.2 Discussion 14.3 Voting on further steps</p>
<p>15.</p>	<p>Election of the Board and the Auditor</p> <p>15.1 Vice-President for Internal Relations (mandate 2023-2025) 15.2 Vice-President for External Relations (mandate 2023-2025) 15.3 Convenor for Member Integration (mandate 2023 - 2025) 15.4 Convenor for WG Minority Rights and Politics (remaining mandate 2022-2024) 15.5 Treasurer (remaining mandate 2022-2024) 15.5 Internal Auditor (mandate 2023 - 2025)</p>
<p>16.</p>	<p>Election of the Working Group Members</p> <p>16.1 Election Working Group Communication 16.2 Election Working Group Member Integration 16.3 Election Working Group Minority Rights and Politics</p>



17.	Call Events 2024/2025 17.1 Presentation of Candidatures for Easter Seminar 2024 17.2 Presentation of Candidatures for Autumn Seminar 2024 17.3 Presentation of Candidatures for Kick-Off Seminar 2025 17.4 Vote on the Presented Candidatures
18.	Varia
19.	Closing of the GA





Glossary

YEN Member Organisations

Arbeitsgemeinschaft deutscher Jugendorganisationen in Rumänien - ADJ	Germans in Romania	Romania	ord. 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	Alsations 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	ord. 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	ord. 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.
Organizácia slovenskej mládeže v Maďarsku – MASZFISZ	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



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
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
IVS4Peace	- Inclusive Voluntary Service for Peace
MO	- Member Organisation(s)
MSPI	- Minority SafePack Initiative
PC	- Programming Committee of the Advisory Council
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)



1. Annual Report of YEN 2022/2023

Overview of Reports and Implemented Activities 2022/2023 – (YEN Work Plan)

Nr.	Action	When	Where	Who
1.	YEN Events and Projects – EYF WPs “Growing together” and “Keeping Traditions Alive! Since 2023”			
a.	Easter Seminar “Time to think”	8-14 April 2022	Knivsberg, Denmark	Board, Office, MOs
b.	Diversity Festival “UTOPIJA”	25 June - 3 July 2022	Eberndorf, Austria	Board, Office, MOs
c.	Autumn Seminar “Time to rebuild”	10-16 October 2022	Sibiu, Romania	Board, Office, MOs
d.	Kick-Off Seminar “Traditionally yours”	13-19 February 2023	Kruševo, North Macedonia	Board, Office, MOs
e.	Study visits	Throughout the year		Board, MOs, minority organizations
2.	Internal Relations			
a.	General Assembly 2022	15 April 2022	Knivsberg, Denmark	Board, Office, MOs
b.	Board Meetings	throughout the year		Board, Office
<i>I.</i>	<i>Board Meeting</i>	<i>9-10 April 2022</i>	<i>Knivsberg, Denmark</i>	<i>Board, Office</i>
<i>II.</i>	<i>Handover Meeting</i>	<i>3-5 June 2022</i>	<i>Berlin, Germany</i>	<i>Board, Office</i>
<i>III.</i>	<i>Board Meeting</i>	<i>1 July 2022</i>	<i>Eberndorf, Austria</i>	<i>Board, Office</i>
<i>IV.</i>	<i>Board Meeting</i>	<i>22-24 July 2022</i>	<i>Codlea, Romania</i>	<i>Board, Office</i>
<i>V.</i>	<i>Board Meeting</i>	<i>9-11 December 2022</i>	<i>Flensburg, Germany</i>	<i>Board, Office</i>
<i>VI.</i>	<i>Board Meeting</i>	<i>17-19 February 2023</i>	<i>Kruševo, North Macedonia</i>	<i>Board, Office</i>
c.	MO activities attended	Throughout		Board, Office



		the year		
I.	<i>Dan Mladine, HAK</i>	<i>22-25 September 2022</i>	<i>Vienna, Austria</i>	<i>President, VPER</i>
II.	<i>VIFO Bal</i>	<i>21 October 2022</i>	<i>Subotica, Serbia</i>	<i>President, VPER</i>
III.	<i>National Day of Finland Celebration, RSN</i>	<i>3 December 2022</i>	<i>Stockholm, Sweden</i>	<i>President, VPER</i>
d.	Working Group Meetings (3)	throughout the year		Working Groups
I.a.	WG Meeting	Throughout the year	online	Working Group C
I.b.	WG Meeting	Throughout the year	online	Working Group MI
I.c.	WG Meeting	Throughout the year	online	Working Group MRP
II.	Joint WG Meeting	Throughout the year	online	WGs
e.	Preparatory meetings for YEN seminars			Office, responsible Board member
3.	YEN Working Groups 2022/2023			
a.	Member Integration			Convenor WG MI
b.	Communication			Convenor WG C
c.	Minority Rights and Politics			Convenor WG MRP
4.	External Relations			
a.	FUEN Presidium Meetings	throughout the year		President
I.	<i>FUEN Presidium Meeting</i>	<i>25 June 2022</i>	<i>Klopein, Austria</i>	<i>President</i>
II.	<i>FUEN Presidium Meeting</i>	<i>26 August 2022</i>	<i>online</i>	<i>President</i>
III.	<i>FUEN Presidium Meeting</i>	<i>26 September 2022</i>	<i>online</i>	<i>President</i>
IV.	<i>FUEN Presidium Meeting</i>	<i>10 October 2022</i>	<i>online</i>	<i>President</i>
V.	<i>FUEN Presidium Meeting</i>	<i>28</i>	<i>Brussels, Belgium</i>	<i>President</i>



		<i>November 2022</i>		
<i>VI.</i>	<i>FUEN Presidium Meeting</i>	<i>3-5 March 2023</i>	<i>Târgu Mureș, Romania</i>	<i>President</i>
b.	European Youth Forum (YFJ)	Throughout the year		VPER
c.	Advisory Council on Youth	Throughout the year		Pia S.
d.	EU Youth Dialogue	Throughout the year		VPER
<i>I.</i>	<i>European Youth Conference</i>	<i>29 September – 2 October 2022</i>	<i>Prague, Czech Republic</i>	<i>CC</i>
e.	Exchange of views with the European Youth organizations on the High-Level Group on the future of social protection and of the welfare state in the EU	Throughout the year		VPER
f.	Study visits to external organizations	Throughout the year		Board, MOs
<i>I.</i>	<i>Kvääninuoret</i>	<i>15-17 December 2022</i>	<i>Alta, Norway</i>	<i>CMI</i>
<i>II.</i>	<i>Hochschüler*innenschaft Österreichischer Roma und Romnja</i>	<i>24 June 2022</i>	<i>Vienna, Austria</i>	<i>CMI</i>
<i>III.</i>	<i>Muravidéki Magyar Ifjúsági Szervezet & Pomursko Madzarsko Mladinsko Drustvo</i>	<i>19-21 August 2022</i>	<i>Lendava, Slovenia</i>	<i>CMI</i>
<i>IV.</i>	<i>Via Nova</i>	<i>19-26 June 2022</i>	<i>Martos, Slovakia</i>	<i>CMI</i>
<i>V.</i>	<i>SVAZ CECHŮ V REPUBLICE CHORVATSKO</i>	<i>10-11 August 2022</i>	<i>Daruvar, Croatia</i>	<i>CMI</i>
<i>VI.</i>	<i>ROISDER</i>	<i>22-24 July 2022</i>	<i>Izmir, Turkey</i>	<i>CMI</i>
g.	CDADI	31 January 2023	Online	Office
h.	Discussion with students from	23	Cluj-Napoca,	President



	Babes Bolyai University	November 2022	Romania	
5.	Partner Events and Projects			
a.	EFAy General Assembly	13-15 May 2022	Las Palmas, Spain	President
b.	EUROPEADA	25 June - 3 July 2022	Kärnten, Austria	Board, Office
c.	Minority Changemaker Programme	Throughout the year		Board, Office
e.	Updating Model UNPO"	18 - 20th of may 2022	Oxford, UK	Jakob & Andjelo
f.	FUEN Congress & Assembly of Delegates	29 September- 2 October 2022	Berlin, Germany	Board, Office
g.	FUEN Regional Minority Forum	11-13 November 2022	Galway, Ireland	President, C MI
h.	AGDMTagung		Berlin, Germany	Secretary General
6.	Management of YEN – Office Report 2022/2023			Secretary General
7.	Finances Report 2022/2023 and Budget			Secretary General, Treasurer
8.	Internal Auditors Report			Auditors, Treasurer





1.1 Board Report

Introduction

Since our last General Assembly in April 2022, we continued to work actively for the preservation and development of the rights of the young people belonging to autochthonous, ethnic, linguistic and national minorities in Europe. In the following pages, you will find the activities that we have organized and attended, but also the challenges that we have faced in the past YEN-year.

Our reports, plans for the upcoming period, internal and external developments are available here for you to read and consult. We remain at your disposal for discussion and comments, and we encourage you to ask us questions.

The YEN Board and Office wishes to thank all those who have made the YEN-Year 2022/2023 successful and we are looking forward for the upcoming year. Together we are stronger and we will be able to promote better and more efficient the concerns and demands of autochthonous, national, ethnic and linguistic minorities in Europe at all levels.

1.1.1 YEN Events and Projects

a. Easter Seminar “Time to think”

The Easter Seminar 2022 took place in the German-Danish border region in cooperation with our member organizations SdU, Junge SPitzen and DJN. A total of 100 participants, office, board and orga-team travelled to Knivsberg in Denmark. Actually, the seminar of the three organizations was already planned for 2020, as the border region between Germany and Denmark, and thus the two minorities, celebrated their 100th anniversary. Due to the corona pandemic, the seminar had to be postponed to 2022. However, this did not prevent us from getting to know the border region in a workshop on this subject. Together with the trainer, the participants went through the history of the minorities and, among other things, visited the German museum and carried out a simulation game. This gave them an understanding of the different actors and the process that gave the present-day understanding of the German-Danish border region.

In addition to the border region workshop, there was of course also one that was developed as part of our work plan for 2022. The aim of the second and third workshops was to gain self-awareness of the participants' own identity and rights as a young person and as a member of a minority. Here, the advantages but also disadvantages that these entails were dealt with. The Minority Changemaker Programme accompanied us throughout the week, as the participants of the three-month program were also participants in our seminar. So, on the excursion day, in addition to Flensburg and the Danish institutions in the Danish minority, we also visited the Højskole where the Changemakers live. The seminar was a great and educational week full of exchange, new experiences and fun.



b. Diversity Festival “UTOPIJA”

The Diversity Festival took place in Koroška / Kärnten, Austria from the 25th of June to 2nd of July 2022. The Festival was hosted by our member organization from the local Carinthian Slovene minority, KŠŠŠD. It took place at the same time and same location as Europeada, the football cup for national minorities organized by FUEN. 37 participants from all of Europe attended the festival. KŠŠŠD organized an amazing week with a lot of time, besides the workshops, to discover the area. The participants had three possibilities of workshops for the whole week : choir and movement, puppet theater or movie making, all working with the theme *Utopias*. Divided in those three groups by their own preferences, they could learn about this specific creative workshop and build up a show to present at the end of the week. The show was held in the local cultural center, opened to the public and announced in local media.

It was an interesting Festival to learn about utopias and activism, to express oneself and tell a story in a creative way. It was also a good way to bond and work together through expression.

c. Autumn Seminar “Time to rebuild”

The final seminar of our Workplan “growing together” was held in Hermannstadt, Romania. 33 participants from 13 minorities visited our autumn seminar “Time to Rebuild”. The “Arbeitsgemeinschaft Deutscher Jugendorganisationen in Rumänien / Association German youth organizations in Romania” (ADJ) hosted us for a week. During the seminar we had the opportunity to learn a lot about the German minority in Romania and their youth organization.

The seminar built on the outcomes and concepts learnt in the previous activities, moving from a level of self-aware individuals with strong identities to the level of strong and active organizations that these individuals were forming. A relevant part of this seminar focused on gaining concrete skills and reflecting on how to attract new members and ensure an active and sustainable membership in an inclusive environment. The participants were also encouraged to start a process of redefining the aims of their own organization as part of strategy development. Throughout the event, there were opportunities to share experiences and best practices from their own organizations and learn from each other.

The main aim of the activity was to empower young people from national minorities to (re-)build and/or further develop their own minority youth organizations. Thereby, ensuring that these organizations became and stayed strong, active, and sustainable democratic spaces for participation and inclusion.

During the first half of the Seminar, the participants from different organizations and backgrounds started reflecting on the needs and rights of minority youth. They were encouraged to reflect on “Why do we need minority youth organizations?” (in comparison to minority organizations). Participants were encouraged to think about youth organizations as opportunities for democratic civic spaces, tools of self-representation and participation, enabling access to social rights and inclusion. The workshop also addressed some basic principles or strategies that made youth organizations successful and sustainable. A specific focus was put



on how to attract new members and the value of cooperation and networks by exploring the opportunities of engagement on an international level.

Building on the outcome of this reflection, the participants started a process of learning about and using newly learned skills and knowledge about strategy development while redefining the aims of their own organizations. Participants also had several opportunities to share the experiences they made as members of youth organizations. In the last part of the Seminar, the facilitators provided participants with some concrete tools for organizational development. That was why the last day focused on capacity building and was of a more practical character such as funding/application writing and advocacy.

Finally, we had a very informative session for the Board and Office where the participants gracefully took the time to use some of the newly learned information to reflect on the work of YEN and their relationship to it. This helped us a lot and we already started to implement some of the feedback and will continue to do so in the coming year.

d. Kick-Off Seminar 2023 “Traditionally yours”

Our first big event in 2023 took place from 13.02-19.02 in Kruševo/Crusuva in North Macedonia. The seminar entitled "Traditionally yours" was hosted by our member organization VYCM - Vlach Youth Council of Macedonia.

The opening of the seminar took place in the Toše Proeski Memorial House, where our hosts welcomed us with traditional dances and songs. In the memorial house we also learned something about the singer Toše Proeski, who was born in Kruševo and known throughout the Balkan region, and who was also a member of the Aromanian minority.

Participants from minorities from all over Europe participated in the seminar. VYCM prepared a very diverse week with many opportunities to learn about the Aromanian minority, its language and their organization. The workshop, which took place throughout the week, was led by trainer Pia Šlogar and co-supervised by junior-trainer Anastasija Gorenceva.

The Kick-off seminar was the first part of our work plan "Keeping Traditions Alive Since 2023!". In the workshop, the participants gained awareness about their minorities' traditions and the relation between their identity and these traditions. They learned about different definitions of the term "tradition" and discussed how traditions are shaped, what forms they take and what impact they can have - with a particular focus on young minority members. In addition, a process of critical self-reflection on the traditions and cultural expressions of their communities and their personal relationships to them was started. Participants were encouraged to reflect on their own identity as a young member of a minority and to find out what elements make them feel part of a minority/community. Towards the end of the workshop, some short videos and small campaigns were elaborated in groups to put what they had worked out into practice.



On our excursion day, the host organization showed us the town of Kruševo and we visited the monument "Makedonium" as well as the local gallery where paintings by the well-known painter Nikola Martinoski are exhibited, who himself was a member of the Aromanian minority and was born in Kruševo. We spent the rest of the day in Ohrid on the beautiful Ohrid Lake.

e. Study visits 2022

In 2022, YEN offered its members the opportunity to go on Study Visits aimed to foster hands-on learning experiences and exchange of knowledge among youth from national, ethnic and linguistic minorities, peers with similar backgrounds. We facilitated the transfer of knowledge about activities, and projects between minority youth organizations and encouraged personal intercultural exchange to create motivation, inspiration, and solidarity within our network.

We supported our members in "growing together" both as individuals belonging to a minority and as organizations that are part of a European network (YEN). We provided an opportunity for members to reflect on their values and identity, learn about organizational development, minority and youth rights, activism and the individual or common struggles minority youth from around Europe are facing. Our focus was on (re)building, developing, and networking minority youth organizations after the pandemic, while also strengthening our network.

At the Study Visits, the participants had the opportunity to meet in person, exchange knowledge about a specific topic/project or directly visit the implementation of a project. They learned from their peers how they managed and organized the project and gave inspiration on how a similar project could be implemented in the visitors' organization. We provided all participants with our booklet "Youth, make some noise," which includes good practice examples and a short input on project management.

Through our network, we facilitated the transfer of knowledge between our member organizations to target the challenge of a generation gap within our member organizations that has come up due to the impact of the pandemic. We focused on the strength of each organization and how they can grow symbiotically, providing inspiration and motivation to restructure and rethink aims after the pandemic.

By giving the opportunity to meet in a more informal setting and help each other, we strengthened old connections and built new ones. The study visits complemented YEN's other events where minority youth can meet peers with similar experiences, providing intercultural exchange and empowering our members and member organizations to work more sustainably on a regional and international level.

We want to thank every member of YEN who has taken part in the Study Visits, you are the ones keeping this network alive! We hope they gave you inspiration and motivation to continue fighting for rights of minority youth.

You can read about each study visit under 1.1.2.d & 1.1.4.f.



1.1.2 Internal Relations

a. General Assembly 2022

The annual General Assembly of YEN took place in a hybrid format on 14 April 2022. For this occasion, more than 20 Member Organizations, partners and guests signed up their delegates to decide on the plans of the YEN network in the next years and to elect new Board Members, Working Group Members and an Auditor.

YEN welcomed **Alexander Wukovits** (Convenor for Communication, HAK) and **Sebastian Jepsen-Thomsen** (Convenor of minority rights and politics, SdU) to the Board. They joined **Andor Barabás** (reelected as President, ADJ), **Christoph Graf** (Vice President for external Relations, PAWK), **Felicia Touvenot** (Convenor for Member Integration, PAWK) and **Linea Kopf** (Vice President for Internal Relations, SdU).

When electing new Board Members, it's also always time to say goodbye to the Board Members who ended their mandates. We thanked **Andjelo Pavlovski** (Convenor of Communication, VYCM), **Martina Jazbec** (Treasurer, MOSP) and **Ewelina Stefánska** (Convenor for Minority Rights and Politics) for their time, energy, work and effort they put into YEN.

We also elected new Working Group Members during the GA 2022 for the mandate 2022-23.

- WG Communication: Jakob Schäfer (PAWK), Nantke Toben (SdU), Stine Korff (DJN), Andjelo Pavlovski (VYCM), Stefania Bacole (CTarm), Tereza Braico (DM+), Lara Krašna (DM+), Lotta Sösemann (SdU)
- WG Member Integration: Martina Jazbec (MOSP), Vera Buranits (HAK), Clara Carstensen (SdU), Michael Bolgar (JDR), Elizaveta Tolkacheva (JDR), Luna Rahr Futtrup (SdU), Mojca Petaros (MOSP)
- WG Minority Rights and Politics: Helena Lupinc (DM+), Katharina Kley (Junge SPitzen), Luis Albert Becker (Kenstroll Breizh)

Besides the above mentioned elections, **Gianna Beeli** (GiuRu) has been reelected as Auditor for another year.

During the GA the Member Organizations had the opportunity to exchange what they have been doing the past year. We heard from Pop Operas, Magazines, Summer Festivals and many other exciting things. For the upcoming year we also informed and encouraged the Member Organizations to plan Study Visits throughout the summer to learn from each other.

The Member Organizations of YEN **approved the financial report and the accounts and discharged the members of the Board**. To plan the upcoming years, they also adopted the YEN workplan and budget and elected the hosts for future events. (Easter Seminar 2023 : HAK, Diversity Festival 2023 : DM+, Autumn Seminar 2023 : VIFO, Kick-Off Seminar 2024 : GiuRu).

We also started the process of **creating a Code of Conduct** for YEN to make sure that everyone feels safe at YEN events. The GA came up with ideas and aspects of what's important to them. The Board will work with the input of the GA and present the Code of Conduct at the GA 2023.



b. Board Meetings

Last year, the Board continued to meet regularly online between physical meetings. Our online meetings were a good way to keep up to date on projects and work distribution. Of particular note here would be YEN's finances last year and the final preparations before the respective seminars.

Board meeting 9-10 April 2022 in Knivsberg, Denmark

The board meeting took place during the SdU and DjN Easter Seminar 2022 at Knivsberg in Denmark. As our annual general meeting is coming up at the end of the week, one of the most important topics was to prepare it down to the last detail. This includes our planned code of conduct, as we plan to present the process for this at the GA and involve our MO's. A smooth running of the seminar week was also high on the agenda, and so a final division of tasks for the upcoming week was made.

The last thing we did was to plan upcoming board meetings. This primarily involved a handover meeting from the old board to the new one, and a possible date for the new work plan for 2023.

Handover meeting 3-5 June 2022 in Berlin, Germany (Unofficial)

As only three current board members had the opportunity to come to Berlin, and we could not reach a quorum due to that, it was still very important for us to prepare the new board well for the upcoming mandate. We used the time to allow the new members to get to know YEN's office in Berlin and to develop a common set of expectations, thus creating space for us individually. Apart from that, we also wanted to go through the structure of YEN and present how the board has structured its work so far. We also had to consider how the new board would like to distribute the tasks of the treasurer, as this position was not filled at the last GA.

Board Meeting 1 July 2022 in Eberndorf, Austria

The board meeting took place on the Diversity Festival hosted by KSŠSD in Austria. At the meeting, the Board decided that Christoph Graf (VPER) would take over the duties of the Treasurer until the position is filled or his mandate ends. The time was also used to plan the upcoming board meeting in Codlea/Zeiden in Romania, where we will work with the work plan for the coming year. The Code of Conduct was also further worked on and a plan laid out when and how we can collect feedback from our MO's so that the document can be presented at the General Assembly 2023.

As YEN's finances are not yet fully secured, we have formulated a donation letter and identified who we can send it to in order to secure the organization's finances.

Board meeting 22-24 July 2022 in Codlea, Romania.

This meeting was all about the work plan for 2023. The board brainstormed and came up with the topic of traditions and how they affect young minority members individually and in their community. We distributed the tasks for the upcoming work plan so that it can be sent out on time. We also used the time to evaluate the year so far and plan upcoming events, and kept up to date on projects and tasks. These include the Code



of Conduct, the partnership with the Minority Changemaker Programme, Dikh He Na Bister and YEN finances. In addition to the board meeting, the board was also able to get to know the local German community, from which our President Andor Barabas comes. This was a really good experience.

Board meeting 9-11 December 2022 in Flensburg, Germany

For the last board meeting in 2022, our member organization SdU invited us to have it at their place in Flensburg. We reviewed the last year and thought about how we could implement the feedback we received at the autumn seminar and other events in the next year.

In November 2022, we received a letter from our MO PAWK criticising FUEN and our President, after FUEN's General Assembly in September. During our board meeting, we took a long time to take a stand, and formulate a response to all our MO's. We also worked out a concrete plan on how to get back in touch with the MO's who have not paid their membership fees for the past few years now. One great piece of news that reached us during the meeting was the preliminary commitment for our EYF work plan for 2023, which made planning for the coming year that much more fun. Another exciting aspect for 2023 is the start of the Rise Up project. For this project we will be able to employ a new staff member in the YEN office. Together we have determined the application process and created a small working group that will accompany the application process.

Board Meeting 18. Februar 2023 in Kruševo, North Macedonia

As only two board members were present at the 2023 kick-off in North Macedonia hosted by VYCM, we decided to hold a hybrid meeting. The agenda was all about the General Assembly 2023 in April. Together we discussed the tasks and contents of the agenda and made decisions in this regard. This includes the code of conduct to be presented at the GA and the preparation of discussions we are planning to have. In addition, we agreed on a meeting to develop an election campaign for the board positions up for election in 2023. Also on the agenda was 2024, as YEN celebrates its 40th anniversary this year. Here we started brainstorming on how we could imagine celebrating this.





d. MO activities attended as Stud Visits

HAK - DAN Mladine

In September Andor and Christoph visited Dan Mladine of HAK (Burgenland Croats) in Vienna. Christoph participated in the panel discussion "Minority & Youth" with HAK and KSŠSD. The discussion included the topics of funding, finances in general, sustainability of youth organisations and how to get new people involved in youth-minority work. We also met representatives from Hochschul*innenschaft österreichischer Roma und Romnja (HÖR) at the street festival organised by HAK. We spoke about the topic of our workplan 2023 and the work of YEN in general. Study visits help us to receive personal feedback for the topics of our workplan and possible future topics, but also to get a feeling for the current state and wellbeing of our MOs'.

VIFO Bal

Andor Barabás and Christoph Graf visited the first edition of VIFO Ball in Subotica, Serbia, which was organized for the first time in the organizations' history. The event gathered about 150 participants and YEN was invited to join, with 2 free tickets received. The Ball was organized to bring the young people together from the organization, especially because their last event was organized in summer. In this way, all the members of the organization could meet in autumn, at the time when universities are starting and people are leaving their regions to go to the cities where they are studying. Mass media was also present at the event with 2 different television channels taking interviews and filming the event. Andor also did an interview and talked about YEN and our participation at the event. We were also glad to meet and discuss with the new Board members of VIFO, especially because 2023 YEN Autumn Seminar will be hosted by VIFO and most of the new Board members didn't know about YEN. The pandemic also hindered the participation of VIFO members to YEN seminars because of the different travel restrictions and vaccine requirements applied to non-EU countries. Thus, we had the occasion to maintain the relation and communication with VIFO. The Ball had only traditional Hungarian music with a live band performing the whole evening and VIFO organized a traditional tombola, for which everyone could buy tickets. The main prize consisted in a travel voucher to Zagreb and it was won by a VIFO member. It was a good opportunity to be present as YEN and to make our organization visible and to learn about the culture and traditions of VIFO and the Hungarian community in Serbia.

National Day of Finland Celebration, RSN

Andor and Christoph took part at the celebration of the Finnish National Day in Stockholm, invited by our Member Organization of the Sweden Finns. For this occasion, RSN organized a gala with their members. Approximately 60 participants were present. The motivation in participating lied in the fact that national, ethnic, linguistic minorities from the Northern part of Europe are often not present at European youth events and we wanted to discover how the young Finnish community is established in Sweden and what are their daily challenges about being a minority. We have discovered that actually this organization has many



offices in different bigger cities in Sweden and the participants came from various parts to the gala. As RSN celebrated the Finnish National Day in the first weekend of December, our main topics of discussion were about the history, culture and traditions of the young Finns in Sweden, how they are organized, what events they are planning for the next year and to try to motivate them to join YEN events. We used the time to talk about opportunities at the European level and to make them aware about YEN. The program of the gala was quite exhaustive, with many interesting group and individual activities: singing, quizzes about important Finnish traditions, historical dates and traditional dances.

e. 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. For detailed reports, see point 1.1.3.

f. Preparatory Meetings for YEN Seminars

Besides all the Board meetings and other activities, the Office and the responsible Board Members met online, but also physically for prep-meetings for the events in our Wokrplan. The prep-meetings are of great importance and relevance to both the Office & Board and the guests MOs and organisations, to clarify organisational questions and settlement of the content of the seminar. In this regard we want to thank all host organisations for their great effort and motivation.



1.1.3. YEN Working Groups

a. Member Integration

Convenor: Felicia Touvenot (Pawk)

Working Group members: Elizaveta Tolkacheva (JdR); Michael Bolgar (JdR); Anna German (JdR); Luna Rahr Futtrup (SdU), Martina Jazbec (MOSP), Vera Buranits (HAK), Clara Carstensen (SdU), Mojca Petaros (MOSP)

- After the GA in 2022, we have got more members involved in the Working Group for Member Integration. Four more persons joined the group which made it a team of seven for one year. It was positive to have a gain of general motivation into our work.
- After the GA was a time to reset all our goals and tasks. Team building was not an easy thing to do since everyone is busy with studies, work, volunteering and any other activity. Nevertheless, the team is established, ideas have been shared, enhanced and the ideal for the next GA would be to have the same members willing to be part of the working group for an easier continuity of our work.
- As Convenor for Member Integration, I participated in as many meetings as I was able to : Board Meetings, Easter Seminar 2022, Diversity Festival 2022 but also in external events of our Member Organisations. One of the goals set last year was to fulfill my position as Convenor by getting to know our Members better which meant, to me, also in person. (Cf. 4. External relations / f.Study visits).
- Those visits were framed by our Workplan 2022. They were very important to have a better view on the different situations of our Members and to strengthen our network.
- Last but not the least, collaboration with other Board members are important for a harmonized common work. In a year, a few Board meetings have been held, online and physically. It is important, as members of the Board, to be part of those meetings in a way to update each other on our work and set together our upcoming priorities and tasks. This consists for example in participation with the communication on social networks and with our members, working together on reflection points, statements, improvements, ideas, current situation in Europe.

b. Communication

Convenor: Alexander Robert Wukovits (HAK)

Working Group members: Jakob Schäfer (PAWK), Nantke Toben (SdU), Stine Korff (DJN), Andjelo Pavlovski (VYCM), Stefania Bacole (CTarm), Tereza Braico (DM+), Lara Krašna (DM+), Lotta Söseman (SdU)

During the YEN General Assembly in April 2022, the composition of the Communication Working Group was decided. Since then, we have worked on several projects, created content for YEN, shared stories and taken care of the social media channels.



During the last YEN events, the working group documented the workshops, but also the evening events and additional programme with the help of photos and short videos. In addition, the working group members prepared reports and interviews with participants, for example after workshops. YEN's Facebook and Instagram channels were also regularly updated.

At the end of September, a joint online meeting was held where all members of YEN working groups had the opportunity to get to know each other, discuss ideas and plan concrete projects. Two board members Alexander Wukovits and Felicia Touvenot led the meeting and a brainstorming process. In addition, a possible future cooperation between the three working groups was suggested.

Not only were the seminars documented by the working group members, but they also assisted convenor Alexander Wukovits in documenting other YEN events or events in which YEN members participated. The focus was to regularly update the YEN network and to summarize and document the organizations' activities on social media. In addition, the already popular "YEN's day" format was resumed. This involves posting interesting "fun facts" on various minority issues on YEN channels every Wednesday.

At the Kick-off seminar in Kruševo, the video documentation of YEN's work plan was also discussed with the working group members. Throughout the year, interviews will be conducted with people who participate in the seminars. Thematically, the interview series is based on the slogan "Keeping Traditions Alive Since 2023!" and is intended to give an overview at the end of the year of what has been worked on together in 2023.

c. Minority Rights and Politics

Convenor: **Sebastian Jepsen Thomsen (SdU)**

Working group members: Helena Lupinc (DM+), Katharina Kley (Junge SPitzen), Luis Albert Becker (Kenstroll Breizh)

Members of the WG Minority Rights and Politics participated in the joint WG meetings during the year and contributed actively to the work of YEN. There were no separate meetings held by the WG during the 1-year mandate of the Convenor. We would like to thank for the WG for their input and contributions.



1.1.4. 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 organized by FUEN. Since our General Assembly in April 2022, Andor Barabás has attended all the 7 FUEN Presidium meetings. Three of them were held in physical presence (in Klopein/Austria; Brussels/Belgium and Târgu Mureș/Romania) and four 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 Presidium about issues concerning our issues and projects. For specific details, don't hesitate to contact our Board or Office.

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 organizations 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. The meetings of YFJ 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 organizations that work on minority topics.

The European Youth Forum's Council of Members (COMEM) in May 2022 was the chance to introduce YEN to many delegates to the European Youth Forum, from International Non-Governmental Youth Organizations to National Youth Councils after a long time of online meetings. The overall objective of YEN's membership in the European Youth Forum is to mainstream the topic and interests of national, ethnic, linguistic & autochthonous minorities. Therefore, establishing a strong cooperation to other minority youth organizations in the YFJ like the European Union of Jewish Students and Phiren Amenca is necessary.

Furthermore, YEN is part of the block of INGYOs' working and advocating in the field of mobility (Exchange Group). When it comes to elections and voting we try to vote as block, thus having a stronger voice and pushing our overall agenda together.

It is vital to establish personal relationships to all delegates, especially the INGYOs'. Furthermore, YEN is keeping up the pressure towards the YFJ regarding grants in the policy corner for funding to sustain our organization with possible funding opportunities. In the future it is crucial to diversify our funding.

The General Assembly of the YFJ in Tirana in November 2022 was another opportunity to get more involved with the network. Building up capacities to appear as serious representative is important for a sustainable advocacy of YEN in a platform such as the YFJ.

At the GA we elected the new President of the European Youth Forum María Rodríguez Alcázar from the Spanish Youth Council and further Board Members. The new President promised to push hard for more diversity and inclusion in the platform. She also wants to strengthen the pillar of INGYOs'. The new Vice



President for the INGYO pillar (pillar of international non-governmental youth organizations) is Elias Dray from the European Union of Jewish Students, who could be a strong ally for the advocacy of YEN.

For the advocacy of YEN with its focus on minority youth the membership on a platform as the YFJ is essential. Mainstreaming minority topics on a broader scale is central for the interests of our Member Organisations. Our fight for a dynamic, multicultural, and above all multilingual Europe never ends.

c. Advisory Council on Youth of the Council of Europe (CCJ)¹

We are currently entering the fourth, and last year of the second mandate of Pia Šlogar's representation in the Joint Council on Youth of the Council of Europe (CMJ). The last two mandates have been quite turbulent – from Council of Europe's budget crisis that almost cut the whole Youth Department, to the COVID-19 pandemic, and continued Russian Federation aggressions towards in Ukraine, but also severe breaches into the work of the civic society by the Secretary General of the Council of Europe resulting in the half a year postponement of the approval of CCJ composition for 2022-2023. More about this specific issue has been thoroughly described in Pia's report for the past General Assembly of YEN. The work of the CCJ has also been significantly impacted by changes in the composition of the CCJ and continuous changes of representatives.

The second meeting of 2022 has taken place 10-12 October in Budapest, and the first meeting of 2023 is currently taking place (13-15 March) in Strasbourg. Apart from the mentioned turbulences, the work of CCJ continues. Pia Šlogar is still **leading the "Roma and other autochthonous minorities" portfolio** and is co-leading the **"Children's Rights"**.

In June 2022 Pia was also elected as the **Chairperson** of the **Programming Committee on Youth (CPJ)**. The meetings of the CPJ happens twice per year in June and December.

Main outcomes of the last year have been the continuous work of **two Recommendations of the Committee of Ministers** that would be beneficial for the work of YEN and minority youth: a) recommendation on the participation of Roma youth prepared by the Joint Council on Youth, b) recommendation on the political participation of national minority youth by the Steering Committee on Anti-Discrimination, Diversity, and Inclusion. The Rec. on the participation of Roma youth has been adopted by the CMJ in October 2022, and has been submitted to the rapporteur group of the Committee of Ministers

¹ [The Advisory Council on Youth](#) is the non-governmental partner in the co-management structure called Joint Council on Youth 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.



for feedback and potential adoption. We expect that this Rec. will be adopted by the Committee of Ministers in 2023.

Pia is part of both drafting groups of recommendations and has also been engaging YEN MOs in providing their input, so the recommendations adequately reflect the challenges of local minority youth organisations and minority youth at large.

In the next months two other topics will become more visible at the CMJ and two new potential recommendations on the climate crisis and rural youth will be discussed. Both topics very much affect also ethnic, linguistic and national minorities, and will be an opportunity to bring the experience of minority youth in the next recommendations as well.

Pia is finishing her mandate in December 2023. YEN has put forward a new candidate that would hopefully continue the work of Matic Ž. Germovšek and Pia Šlogar. The elections will be taking place in the framework of European Youth Forum's statutory meeting in April 2023.

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).

d. EU Youth Dialogue

The European Youth Conference in January 2022 marked the launch of the 9th cycle of the EU Youth Dialogue, jointly considering the Youth Goals # 3 "Inclusive societies" and # 10 "A green and sustainable Europe".

Thus, the international non-governmental youth organizations involved in the 9th cycle of the European Youth Dialogue hosted the online event "Inclusion and Sustainability in European Youth Organizations" to give input by sharing our experience in August 2022. We wanted to share with the audience and each other the best practices of our organizations regarding inclusion and sustainability. Each subject had four experts from different organizations presenting how they have handled the topic and how others might make use of it as INGYO. A Board Member of the European Youth Forum (YFJ) opened the event with a presentation of what the European Youth Dialogue is and why we as youth organizations participate in it. This was followed by the organizations presenting on "Inclusion" and the ones presenting on "Sustainability". At the end we had a Q&A session with everyone.

YEN could present itself as active member and network of the European Youth Dialogue contributing to the process with its experience on advocating for minorities. YEN shared its experience on how young people from minorities can express themselves with the help of self-recorded podcasts on political and social topics. Overall, it is essential to build up continuously the capacities of YEN in the field of inclusion to have more influence and a strong voice when it comes to minorities and marginalised communities.



European Youth Conference (EU Youth Dialogue)

From 10 to 13 July, the European Youth Conference took place in Prague. YEN was also represented by board member Alexander Wukovits. The European Youth Conference is part of the European Youth Dialogue (EUYD), which is a participatory process that supports the implementation of the EU Youth Strategy in 18-month cycles on priority themes. It also seeks to ensure the involvement of young people in the decision-making process through dialogue between young people and decision-makers.

The Youth Conference in Prague was part of the 9th cycle (January 2022 - June 2023) of the EU Youth Dialogue. The topics discussed in Prague were the two European youth goals "Inclusive Societies" and "Green and Sustainable Europe". The conference followed up on the results of the French Presidency and handed them over to the Swedish Presidency, which will complete the whole cycle in 2023.

During the European Youth Conference in Prague, European youth delegates exchanged their ideas and opinions on the current challenges related to the mentioned European youth goals. Solutions were proposed on how to implement good practices and how to improve the situation of young people in the mentioned areas. Delegates also had the opportunity to discuss with policy makers, stakeholders, and experts.

The two themes of the conference: "Inclusive Societies" and "Green and Sustainable Europe" were elaborated and discussed in workshops. The participating youth representatives were divided into groups, which were supervised by trainers. In the workshop groups, "best practice" examples prepared by the respective national youth councils were discussed and compared. The results of the groups were summarised by rapporteurs and presented to the participants at the end of the conference.

The informal exchange with representatives of other international/European youth non-governmental organisations (INGYOs) was particularly productive, as they are confronted with similar challenges as YEN and therefore a useful exchange of experiences could take place.

A colourful social programme was also organised. The participants went on a boat trip through Prague and a music evening with the band Lake Malawi, which took part in the Eurovision Song Contest for the Czech Republic, took place on a roof terrace in the centre of the city.



e. Exchange of views with the European Youth organizations on the High-Level-Group on the future of social protection and of the welfare state in the EU

The Youth Forum (YFJ), as part of the broader work on social and economic inclusion, has been working on the issue of social protection, notably with regards to minimum income with the upcoming Council recommendation. As part of this work, the YFJ was invited to a Strategic Dialogue, organised by the European Commission, to have a discussion with the High-Level Group on Social protection and the future of the welfare state. This High-Level group was launched by the Commission, as announced in the European Pillar of Social Rights Action Plan, to “reflect on how to make social protection systems, and in broader terms, the welfare state, fit for the future, particularly considering megatrends such as demographic changes, resulting in a shrinking workforce and an ageing population, transformations on the labour market and the digital and green transitions, as well as the emergence of new risks”.

The High-Level Group “should analyse and advise the Commission on policy options to be considered to reinforce the role of welfare states in providing social protection for all and ensure its financing, while considering the changes in the labour market and economy, the diversity of social protection systems in the Member States and the interaction between social protection and employment and broader welfare policies (e.g. health care), taxation, fiscal sustainability etc”.

As the High-Level Group will work on a report that should be published by the end of the year, they have expressed interest to meet with youth organizations to hear directly from young people on this topic. The meeting was in June 2022.

YEN expressed that minority youth is often coming from rural areas and is economically weaker than the majority society and thus the legal existence of minorities is key for measures of social protection to address their needs. Furthermore, social protection is the basis for youth participation of marginalised communities, avoiding social exclusion. Possible instruments would be to fund marginalised communities specifically, but also measures to eliminate inequalities in our societies in general.

Social protection and the future of the welfare state is important for YEN’s advocacy as central topics for inclusion in general. For people from minorities, especially in rural areas and from disadvantaged backgrounds social protection is vital to participate in society.



f. Study visits to external organizations

Where: Alta, Norway

Host: Kvääninuoret, Kven Minority

When: 15.-17.12.2022

During the visit to Northern Scandinavia, Sápmi, we attended an event organized by Kvääninuoret - Kvenungdommen, the Kven youth organisation, and were impressed by their dedication and passion for rebuilding their cultural identity, which was banned for 80 years. The visit included a tour of the Alta Museum's exhibition about the Kven language and culture, and we were pleased to attend the presentation of a Kven-Norwegian phrase book. The event was a unique opportunity to meet with members of the Kven community, as they are a small minority spread across Norway.

During his conversation with members of the Kven community, we learned about their efforts to rebuild their cultural identity. After showing their identity was banned for 80 years, they are now recognized as a national minority by the Norwegian government and are in the process of rebuilding their language and cultural practices. The Kven language is closely related to Finnish, and the younger generation is working to connect with their parents and grandparents to learn about what it means to be Kven and remove the shame that was previously imposed on their identity.

The dedication and passion of the young Kvensand and their belief that their work will benefit all of the minority communities in the region was inspiring. We also talked about how we from YEN can support them and vice versa in achieving our goals and how future cooperation could look like.

Where: Lendava, Slovenia

Host: MMISZ & PMMD (Muravidéki Magyar Ifjúsági Szervezet & Pomursko Madzarsko Mladinsko Društvo) Hungarians in Slovenia & Slovenians in Hungary

When: 19.-21.08.2022

During our visit to Lendava, we had the chance to learn about the Hungarian minority in Slovenia. The Hungarian community in Slovenia primarily resides in the Prekmurje region, where Lendava is located. The Hungarian minority has been recognized and protected by the Slovenian constitution since the country gained independence in 1991. The community maintains their cultural traditions and language, and there are several cultural and educational institutions that promote Hungarian language and culture, such as the Hungarian Cultural and Information Center in Lendava. Additionally, we





had the opportunity to discuss the situation of the Slovenian minority in Hungary that primarily resides in the western part of the country.

The Slovenian minority has been recognized and protected by the Hungarian constitution since 2011. There are also several institutions that promote the Slovenia language and culture in Hungary, such as the Slovenia Cultural and Information Center in Budapest. Despite some challenges faced by these minority groups, such as language education and preservation, they serve as examples of cultural diversity and preservation in the region. We look forward to continued collaboration and learning from these communities.

Where: Martos, Slovakia

Host: Via Nova, Hungarians in Slovakia

When: 19.-26.06.2022

Our trip to Martos/Martovce was a visit during a Seminar Via Nova hosted at the Esterhazy University. One of the main issues Via Nova is facing is the government's fear of losing its recently gained power, leading to the suppression of diversity in the name of a single identity. This policy of "reslovakisation" has created challenges for minority rights, particularly in the areas of assimilation, emigration, and culture. For example, there is a lack of schools for minorities and the use of Hungarian language in daily life is limited.

We learned that the Hungarian minority in Slovakia faces several challenges, including limited access to education in their mother tongue and a lack of representation in government and public institutions. Additionally, there is a concern about the growing trend of assimilation and the erosion of their cultural traditions. Despite these challenges, the youth-led organization Via Nova has been actively working towards promoting the rights and interests of the Hungarian minority in Slovakia.

During our visit, we discussed the possibility of a yearlong partnership with Via Nova. We believe that this partnership will help to strengthen our mutual goals of promoting diversity, cultural heritage, and youth empowerment. We look forward to collaborating with Via Nova in the future to support the rights and interests of the Hungarian minority in Slovakia.

Where: Daruvar, Croatia

Host: SVAZ CECHŮ V REPUBLICE CHORVATSKO, Czechs in Croatia

When: 10.-11.08.2022

During our visit to Daruvar, we had the opportunity to meet with members of the Czech minority in Croatia. We learned that the community has a long history in the region, dating back to the 18th century when Czech settlers arrived in the area. Despite their long history in the region, the Czech minority is facing challenges, with many young people leaving the community to pursue opportunities elsewhere.

However, we were impressed to see how the community has managed to stay strong and organized, with a focus on preserving their cultural traditions. We learned that the young people in the community primarily gather to participate in folklore dancing, which they perform at weekly events and when travelling to other places. It was evident that the young people were proud of their culture and eager to share it with others.



During our discussion with the community members, we also learned that they are seeking assistance in creating a youth organization that can help promote their cultural traditions and provide more opportunities for young people in the community. They hope that such an organization would help to keep young people engaged and interested in their culture and would provide a platform for them to showcase their talents and skills.

Overall, our visit to Daruvar revealed a well-organized community that serves as an excellent model for others. Despite the challenges they face, the Czech minority in Croatia has managed to maintain their unique cultural identity and pass it on to the next generation.

We hope that our discussions and interactions with the community will help them achieve their goals of creating a youth organization that will help promote their cultural traditions and provide more opportunities for young people in the community.

Where: Izmir, Turkey

Host: ROISIDER (Rodos İstanköy ve Onikiada Türkleri Kültür ve Dayanisma Derneği), Turks of the Dodecanese

When: 22.-24.07.2022

During our visit to Izmir, we gained a deeper understanding of the complexities and challenges of identity and minority rights, particularly in the context of the ongoing conflicts and exchange of populations between Turkey and Greece. We learned about the impact of these conflicts on the citizenship, property, and identity of Turkish people living in Greek islands like Rhodes and Kos, who often feel they cannot openly identify as Turkish due to the fear of discrimination and punishment from the Greek government.

During our stay, we also had the opportunity to meet with representatives from ROISIDER, an organization that works to promote the rights and well-being of the Turkish minority in Greece. ROISIDER focuses on providing educational and cultural programs, as well as legal and social support for Turkish individuals living in Greece. Through our discussions with ROISIDER representatives, we learned about the challenges they face in promoting and protecting the rights of the Turkish minority in Greece, particularly in the face of ongoing discrimination and hostility.

Despite these challenges, ROISIDER remains committed to their mission of promoting the rights and well-being of the Turkish minority in Greece. They are actively engaged in advocacy and outreach efforts, working to raise awareness of the issues facing the Turkish community in Greece and to build bridges between the Turkish and Greek communities. We were inspired by the dedication and passion of the ROISIDER representatives we met, and we look forward to exploring opportunities to collaborate with them in the future.



g. CDADI

On the 31st of January YEN was invited to a focus group by the the Steering Committee on Anti-Discrimination, Diversity and Inclusion (CDADI). This Council of Europe body is drafting a new recommendation on active political participation of national minority youth. In smaller focus groups, they interviewed different youth organizations, together with YEN there were also representatives from HAK, DM+ and BJDM as well as other organizations.

We welcomed the opportunity to raise our concerns and feedback towards the promising new recommendations. The main aim of the proposals is the protection of minority youth's rights and has a specific focus on intersectional discrimination. At the current state the recommendations are a start but can still be improved. Especially in the field of intersectionality there were still some problems unmentioned or not stated clearly enough. In general, our focus group concluded that a lot of the language is still vague and had some great proposals on how to rephrase it or add some more concrete formulations.

During the meeting we felt taken seriously and feel that there was genuine interest in our opinions. However, it remains to be seen how many of our additions will make the cut in the final document and consequently, how this document will be disseminated and used by the member states. We recommend to closely follow the development of this document and try to keep our involvement during the preparation, as well as realization phase alive.

h. Discussion with students from Babeş-Bolyai University, Romania

On 23 November 2022, Andor was invited to his former University in Romania, Department of International Studies and Contemporary History, to have a discussion with the students about the importance of volunteering and the activities he does in YEN. He presented the organization, structure and activities of YEN. The students were eager to learn about national and linguistic minorities, and the seminars organized by YEN. They have asked generally about internship opportunities in YEN and on the European level, given the fact that YEN is also well connected with other international youth organizations through the different memberships. The University teachers also asked about possible partnerships, in order for students to get better informed about internship opportunities in different youth organizations on the European level. The discussions provided a good opportunity to make YEN, national and linguistic minorities visible, and to provide information about different volunteering opportunities for young people.



1.1.5. Partner Events and Projects

a. EFAY General Assembly

The General Assembly of our partner organization European Free Alliance Youth (EFAY) took place between 13-15 May 2022 in the Canary Island in Las Palmas, Spain. Andor Barabás participated as a guest and presented the network and upcoming projects to the EFAY delegates. A new Bureau was elected during this General Assembly and it was a good opportunity for YEN to already get in contact with them to continue our fruitful partnership and to work on many interesting projects together for young people belonging to various minorities.

b. Europeada 2022

In 2022, the EUROPEADA – the European football championship of the autochthonous national and linguistic minorities organized by FUEN, took place at the same time with our Diversity Festival between 25 June - 3 July in Carinthia/Koroška, Austria with the motto “TOGETHER UNIQUE”. 19 men and 4 women teams participated at the tournament and the South Tyrolians were the winners for the men's competition and the Carinthian Slovenes for the women's competition. The sporting program was accompanied by political and cultural events, such as concert evenings with local music groups, panel discussions and a big cultural day where all teams had the opportunity to present their minority on the stage. YEN visited the cultural day, where we greeted the football teams of minorities from all over Europe and on the last day we went to watch the final games.

c. Minority Changemaker Programme

The Minority Changemaker Project is a three-month educational program led by Grænseforeningen, a Danish-German organization from the border region. The start of the program was planned for the end of March 2020, rescheduled twice and finally started end of March 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 program with promotion and exchange. All participants of the Minority Changemaker Programme joined the YEN Easter Seminar 2022 and during the Autumn Seminar 2022 YEN welcomed three representatives of the Programme to join the seminar and present it to the participants. The new edition of the Minority Changemaker Program will be held 26.3.-23.6.2023. YEN is invited to visit the Programme and present its work.



d. Updating Model UNPO

From the 18th to 20th of May, 2022, the Unrepresented Nations and Peoples Organization (UNPO) and the Youth of European Nationalities (YEN) hosted a Model UNPO event in partnership with Oxford University. The event brought together a group of diverse youth leaders, including mostly students from Oxford University, as well as three participants from EFAY and Andjelo Pavlovski and Jakob Stadler from YEN.

The purpose of the event was to provide a platform for young people to represent non-state actors, such as stateless nations, indigenous peoples, and minority communities, and to simulate a debate of the UNPO's General Assembly based on pre-established rules of procedure. The focus of the debate centred around issues related to minority rights, human rights, conflict resolution, language rights, youth issues, gender discrimination, and environmental justice.

Throughout the event, participants were tasked with researching their assigned non-state actors, and were able to gain valuable insights into the challenges faced by these communities. The participants were also able to hone their diplomatic and public speaking skills through participating in the debates and discussions.

Model UNPO was a success in providing a platform for youth leaders to gain experience in diplomacy, advocacy, and cross-cultural exchange. The event also allowed for the creation of a strong network of allies in support of non-state actors' causes, through solidarity and strategic coalition-building. The participants left the event with important skills that will help them in creating their own organizations, partnerships, and projects, along with the ability to gain funding in order to make their activities sustainable in the long term.

In conclusion, the Model UNPO event was a success in providing a unique and engaging opportunity for young people to gain a deeper understanding of the challenges faced by non-state actors and to hone their advocacy and diplomacy skills.

e. FUEN Congress and Assembly of Delegates 2022

Last autumn, board members Linea Kopf, Christoph Graf, Alexander Wukovits and Andor Barabas, as well as Eva Schubert and Jakob Stadler from YEN's office took part in the FUEN Congress in Berlin. The Congress started on 29 September with an opening program as well as an exchange with members of the German Bundestag on minority topics. During the Congress, panel discussions on various minority issues were also organized. YEN participants had the opportunity to network with members of minorities from all over Europe and to introduce and promote YEN in an informal setting.

On Friday, 30 September, an excursion to the German Reichstag building was undertaken. This gave the opportunity to exchange views with members of the German Bundestag on minority issues and to visit the Reichstag dome in Berlin. We also visited the memorial for the Sinti and Roma murdered under the Nazi regime. In the evening, a minority market was organized at the H4 Hotel Berlin Alexanderplatz, where the



participants could present their organizations and offer specialties from their respective minorities/regions. YEN was also represented here and introduced the organization.

During the Congress, the delegates' assembly of FUEN also took place and elections were held. The YEN representatives present also participated in the assembly. On Saturday, 1 October, the whole day was used for this very comprehensive assembly with a dense program. This resulted in dynamic discussions on various items on the agenda. A total of 49 FUEN member organizations were present, who adopted a total of 10 resolutions and admitted 6 new member organizations. The YEN delegates were also entitled to vote and participate in the elections for the FUEN Presidium. During the delegates' meeting, Andor Barabas, YEN President and FUEN Presidium member, presented YEN and its activities and events. The Congress ended with the departure day on 2 October.

f. FUEN Regional Minority Forum

From the 10th to the 12th of November 2022, Andor and Felicia went to Gaillimh / Galway in Connemara Gaeltacht (region where Irish is spoken in Ireland), at the Forum for minorities organised by FUEN together with Údarás na Gaeltachta. The topic was "Minorities mean business" focusing on the added value of minorities especially in tourism and investment. A lot of interesting points of view were given from Professors, Linguistic experts, Irish speakers but also participants sharing about their situation in Germany, Switzerland, Greece, Wales, Romania, Finland, France, Spain and Croatia.

Discussions were not only about how a minority language or region can be attractive but also about the downside of extensive tourism and how it can become a danger for the locals, for instance with higher prices and changes in the linguistic landscape of the area. It was a good opportunity to get immersed into Irish language and culture for 48 hours.

g. AGDM Conference & AGDM new youth coordinator

AGDM is a working group of FUEN, of the Associations of German Minorities in Europe. Its annual Conference is the most important meeting of the representatives of the AGDM member organizations of the German minority from over 20 countries in Europe and Central Asia. The core of the annual meeting is the so-called Berlin Talks, where the chairpersons and other decision-makers of the associations of the German minorities in Europe have the opportunity to express their concerns to the highest representatives of the German government.

Main topics of the conference in 2022 were:

- funding and support for the German minorities from the German state;



- the difficult situation of the German minority in Poland (in 2022 the Polish state cut parts of their German classes in schools, the German minority is the only recognized minority in Poland affected by such cuts)
- the situation of the German minority in Ukraine
- The Election of a new AGDM speaker: Bernard Gaida and AGDM youth coordinator: Hanna Klein

Eva Schubert participated some parts of the AGDM conference in Berlin, mainly those with networking opportunities. It was a nice event, especially interesting for us as there were quite a lot of youth representatives participating (for example from GJU, BJDM; JDR). Additionally, Eva took the chance to start contact with the newly elected AGDM youth coordinator Hanna Klein (from the German minority in Croatia).

This is only the second youth coordinator as it is a new role. Because of Corona the last youth coordinator could not do much, so they are still in the process of building up structures and figuring out what they want as youth section in AGDM. Eva invited them to join and advertise for YEN events and to stay in contact in order to coordinate our work further and avoid double structures.





1.2. Management of YEN – Office Report 2022/2023

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.

We are happy that the YEN office staff could work regularly in the office in 2022 and 2023 so far. The Office is always open to the representatives of our Member Organisations, who want to visit and say “hello”.

Staff

In 2022 YEN's office consisted of two employees. Secretary General Eva Schubert with an unlimited full time position and Project Manager Jakob Stadler with an unlimited contract for 30h/week and additional 10h/week with several fixed term contracts following up on each other until end of 2022. In the end, Jakob worked 40h/week throughout 2022. This less than perfect situation was due to the ongoing financial uncertainties in 2022 (see finances report).

End of 2022 Jakob Stadler told the YEN Board and Secretary General that he will terminate his contract with YEN at the end of February 2023. For the remaining two months of 2023 Jakob worked for 30h/week. The YEN Board and Secretary General want to thank Jakob for the two years he was working for YEN, for his ideas, his creativity and the knowledge he brought to our network (again). We hope to see him at future events! In 2022 YEN did not have any interns. Due to our uncertain financial situation, we did not send out a call for applications and could also not follow up on unsolicited applications. We hope this situation will change and that we can welcome interns again in 2023.

Staff in 2023

We do not know yet if we can employ someone to fill the position of Project Manager, to make this decision we need to wait for a reply on the structural grant from the (EU) Erasmus+ (see financial report). In regard to the workload it would be advisable to continue to have two full time employees for the regular activities of YEN. This also means that if we cannot employ a new Project Manager, we will need to replan/reduce some of our activities.

From February 2023 until end of February 2026 YEN will be partner in a project called “Rise Up. Safeguarding endangered languages”. To fulfill its tasks in this project YEN employs from March 2023 onwards a Project Manager for 30h/week, whose salary is funded through the project. In January 2023 YEN Board and Secretary General opened an application process and employed Jenny Browne, we welcome her and are looking forward to see her input to the work we do.

The time from the GA 2022 until the GA 2023 has been challenging for the office members.



Due to the uncertain financial situation a lot of additional time was spend on replanning our budget, finding ways to cut costs or adjusting activities. Specifically difficult were the uncertainties about our abilities to finance staff. The end of the year the office was (again) busy with writing several big applications. Given this difficult time, the YEN office staff is very happy that the year turned out well with three very successful activities.

Tasks of the Office

- 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 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.

Minderheitenrechte
sind
Menschenrechte!



1.3. Finances Report 2021/2022 and Budget 2022/2023

Overview

The year 2022 was challenging and marked by lasting financial uncertainties. We applied for a structural grant with Erasmus+, which in the past covered a big part of our administrative costs (staff, ongoing costs such as rent etc.) and only in April 2022 found out we did not receive the grant. So, throughout 2022 we were going from month to month in our financial planning, cutting costs, replanning our year and asking individuals and organizations for donation. We are very grateful for everyone who supported us.

In addition to these measures, it was also lucky coincidence which helped us we were able to keep most of our work and importantly employ both staff members full time throughout the year as we received a missing payment from a fund. This is however not something that can be repeated. Given this year, we are especially happy that in 2022 we still implemented several activities.

For these activities, we spent only a bit more than 2/3 of the money we were granted for our Workplan activities in 2022 by the EYF. One reason was that in the end we had fewer participants than expected, another reason was that due to inflation and changing prizes for travelling and accommodation it was hard to properly plan budgets for the events. As we already received the majority of the funding in 2022 the remaining money of this grant will be paid back in Mid-2023.

The budget for the financial year 2022 ended with a plus of 347,11 €. The solvency of YEN was not at risk in 2022 at any time. Salaries were paid on time and in full. We are very happy that we managed to end this year well, given all its uncertainties during the year. On our account at the end of the year we had a bigger plus which was due to the unused grant for our workplan (EYF) that we will need to pay back in 2023. The annual financial statements for 2022 will be prepared together with our tax office in March.

The budget update for 2023 and the budget proposal for 2024 are at the moment of writing (beginning of March 2023) still preliminary as we are waiting for the replies about the Erasmus+ structural grant. (you can find them in the Appendix)

Note: As the General Assembly 2022 did not elect a treasurer, the YEN Board decided (in agreement with the YEN Statutes and Rules of Procedure) that the tasks of the treasurer would be taken over by another YEN Board member until a new treasurer would be elected. The Board decided on Christoph Graf (VPER) to become "acting treasurer" (until General Assembly 2023).

Inspection of the financial management and the accounts

Inspection of the financial management and the accounts was conducted by the (internal) auditors on the 11th of March online.



Membership Fees 2022

- The letters and invoices for the membership fees (to all organizations and supporting members) were sent by the acting Treasurer.
- 25 out of 41 organizations have paid their contribution for 2022.
- The number has not changed much compared to 2022. We are aware that some organizations still struggle due to the impact of the Corona pandemic and the reduced/limited activity of our MOs. However, 8-9 out of 16 MOs that didn't pay, are sleeping MOs.
- For 2022 a total of 8620€ in membership fees was paid – out of 12.375€ (7520€ in 2022; 7320€ in 2020; 8.970,93 € in 2019; 8.120 € in 2018; 8.555 € in 2017).
- Two organizations – Pomorania and KSŠŠD asked for a reduction of the fee in 2022, the requests was granted and paid.
- Besides them, also Elsass-Lothringischer Volksbund paid a reduced fee (since many years) but we received no requested documentation for a reduction.
- The Treasurer did not receive any official request for a deletion of the debt from the MOs. However, we keep in mind the difficult financial situation of some of the MOs and the YEN Board tries to regularly contact the MOs who missed to pay.
- 3 out of 6 Supporting Members have paid their fees for 2022. For the other 3 is the third consecutive year of not paying the fee.

FOR 2023 we plan to send an email to all MOs to ask them to review if the number of members, we use to calculate their fee, is still correct and accordingly calculate the MO fees new if necessary.

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.



FUNDING

1. Administrative Budget

With these funds we can cover the costs related to the running of the organization (staff costs, rent, costs for Board Meetings etc.). YENs administrative budget comes from various sources. Currently Erasmus+ (EU), the EYF (European Youth Foundation of the Council of Europe), the state of Schleswig Holstein, the Autonomous Region of South Tyrol-Trentino. All of the sources rely on regular re-application and reporting.

(EU) Erasmus+ structural funding – 2022

- 2022 was an in-between year in regard to this funding as the EU is in a new funding period (2021-2027) and 2021 was covered through an extension of a previous agreement (see above).
- For 2022 an application was filed end of 2021 for a one year grant (the only possible option) and in April we were informed that we did not get the grant.
- This had a great impact on us. We had to reduce costs and find other income sources.
- “Luckily” as it was only for one year, we had another chance to apply for funding end of 2022.

(EU) Erasmus+ structural funding – 2023 (and following)

- The EU again updated their process and structure for these structural grants, the developments are promising. Among other things the overall amount for these grants has increased as well as the amount per organization.
- This funding is now offered as a 3 year partnership agreements (2023-2025) under which any grantee can apply for yearly funding. If you do not get a partnership agreement you cannot apply for yearly structural funding.
- YEN applied for the partnership agreement in December 2022, as well as for the first yearly funding (that is part of it) for 2023. We are expecting a reply in April.

If we do not receive the grant, it will impact YENs work at least until 2025. We will have to replan our work, reduce costs and find other income sources. It will also mean that we can only employ a second staff member with a limited number of hours, unless we find another funding source.

EYF Structural Grant 2022 & 2023

For the years 2022-2023 we have been granted 50.000 € (25.000 € per year). In comparison for 2020-2021 the grant was 46.160 € (23.080 € per year). A great and welcome surprise was the decision of the EYF to



increase the amount for 2023 by 5.000€ to support youth organisations in times of rising costs and inflation.
(In total in 2023 we will receive 30.000€)

- The reporting for the Structural Grant for the years 2020-2021 was send in and approved in 2022.
- The Interim Report for the Structural Grant for the years 2022-2023 was submitted early March 2023 and we are awaiting a reply.
- The Final Report for the Structural Grant for the years 2022-2023 is due mid of 2024.
- In October 2023 we will apply for a new Structural Grant for 2024-2025.

Funding by the Autonomous Region of South Tyrol-Trentino 2022 & 2023

- We receive 10.000€ per year from the autonomous region of South Tyrol-Trentino. Application procedure is easy and is done on cooperation with FUEN.
- Since 2017 the funds have always paid out a year late (in the year following the year for which it was applied for). The money for 2020 has been transferred only in June 2021. At the end of 2021 we were still waiting for the funding for 2021, which made budget planning more challenging.
- The report for 2021 as well as the application for 2022 for 10.000 € was however handed in, in time.
- Luckily in 2022, we received the funding for both 2021 and 2022. Which really helped us out in our difficult financial situation.
- The report for 2022 and application for 2023 was handed in in spring 2023.

Funding by Schleswig-Holstein 2022 & 2023

- For 2022 we inquired whether it would be possible to increase the funding to 15.000€, for 2022 this was approved, we handed in the application and received the funds. The report will be submitted mid of 2023.
- For 2023, we were asked to explain why we needed to keep the increased funds, we did so in autumn of 2022 with a preliminary budget.
- The application for 2023 and report for 2022 has not been submitted yet. We will do so latest mid of 2023.

Other income sources:

- In order to make up for some missing funds that could not be compensated by reducing costs we asked individuals and partner organisations for donations. This helped us to keep up our work and we thank everyone who supported us.

For the Future we need to keep looking for other grants or funding opportunities - a long term strategy.



FUNDING

2. Project Funding

Funding of Projects 2022

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

- The financial report for the Work Plan 2022 will be submitted in April 2023.
- The Work Plan will close with YEN having spent a bit more than ⅔ of the funds originally granted. Therefore, YEN will transfer the remaining funds (that had already been transferred to our account in 2022) back to the EYF after the report has been approved.

Funding by the German Federal Ministry of Interior

- In 2022 we applied and were granted funding for the Easter Seminar and the Autumn Seminar. The reports for the Easter Seminar has been submitted and we are waiting for a reply, the report for the Autumn Seminar has not been submitted yet (deadline mid of June)

Funding of the Projects 2023

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

- For the deadline on the 1st of October 2022, in cooperation with the Board, the application under the title "Keeping Traditions Alive. Since 2023!" has been prepared and written.
- The work plan includes three seminars.
- Topics: the impact of traditions on minority youth and minority communities
 - the Kick Off Seminar in North Macedonia with VYCM
 - the Easter Seminar in Austria with HAK
 - the Autumn Seminar in Serbia with VIFÓ
- The requested grant was 50.000 € for these 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 2023. 60% of the grant has already been paid. The payment of the remaining grant follows after examination of the interim and final reports.

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 40 000€.
- We applied for funding for the Easter Seminar
- We plan to apply for funding for the Autumn Seminar and if possible for the Diversity Festival.



Positive Development:

- Compared to the previous years in 2022 and 2023 we can apply for up to 40.000€ instead of up to 30.000€. Additionally, there have been some changes in the agreements with the *German Federal Ministry of Interior* which make applying for these funds easier and more flexible.
- In 2022 YEN applied for the first time for staff costs as part of the project funding. This offers a great opportunity for YEN to ensure funding stability.

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

Our member organization DM+ has decided to apply for funding through the Erasmus+ program for the Diversity Festival in 2023. YEN has supported this application and we are waiting for a reply.

We are not sure yet if we can implement this activity. It depends on the outcome of this funding but as well on the outcome of the structural grant application with Erasmus+. Without the structural grant YEN might not have the staff capacities to implement this activity.

OTHER Project Funding:

Erasmus+ Horizon Europe - "Rise Up. Safeguarding endangered languages".

From February 2023 until end of February 2026 YEN will be partner in a project called "Rise Up. Safeguarding endangered languages". To fulfill its tasks in this project YEN employs from March 2023 onwards a Project Manager for 30h/week, whose salary is funded through the project. In January 2023 YEN Board and Secretary General opened an application process and employed Jenny Browne, we welcome her and are looking forward to see her input to the work we do. Any other related costs will also be funded by the project. The aim is to support endangered languages through various actions, such as academic research on the impact of language revitalizations projects, policy recommendations or digital tools. It is also an aim of the project to create a network of stakeholders and supporters in this field.



3. Future of YEN funding

Erasmus+ funding (concerns mainly structural grant)

After a troubling year, the opportunities for structural funding for youth organization under the Erasmus+ program have been adapted again.

There are several major developments that are positive. The structural funding will again be based on a 3 year partnership, 2023-2025 (this does not guarantee a yearly funding but makes it much easier). The sum per organization as well as the overall budget has been increased which means that more youth organization can receive this support.

The decision on this grant should be released in April. YEN will continue to cooperate with the YFJ to follow up on the developments of these funds and the YFJ is trying to establish better communication with the respective decision makers to ensure that the voice of youth organizations is heard.

EYF – European Youth Foundation of the Council of Europe (concerns structural grant and project funding)

The future of the Youth Sector is possibly unsure as well. This has to do with the war in Ukraine and the fact that Russia is possibly withdrawing/being suspended from the CoE. Therefore, funding for Council of Europe Institutions might be tighter than in the past and the youth sector is a likely candidate for funding cuts.

If this will happen, it will affect (probably) funding from 2024 onwards.

Funding by the German Federal Ministry of Interior

- In 2022 YEN applied for the first time for staff costs as part of the project funding. This offers a great opportunity for YEN to ensure funding stability.

BUDGET 2022 & Budget proposal 2023/2024

Due to the above described uncertainties in administrative funding YEN Secretary General updated the approved budget proposal for 2023 with two scenarios. The budget proposal for 2024 is also very preliminary as there are many uncertainties as to how the EU Structural funding will turn out.

You can find the final Budget 2022, the updated Budget 2023 (two versions) and the Budget proposal 2024 in the Appendix.



1.4. Internal Auditors Report 11 March 2023, Berlin

Present: Pia Šlogar (Auditor, Klub Studencki "Pomorania"/Karno Sztudérów „Pòmòraniô”), Giuanna Beeli (Auditor, GiuRu), Christoph Graf (VPER/Acting Treasurer), Eva Schubert (Secretary General)

Notes on the Revision Process

Due to reasons beyond the control of the parties impacting the possibilities to travel (strike of the Belgian train company), as well as due to personal reasons, YEN Auditors Giuanna Beeli and Pia Šlogar in agreement with YEN Secretary General Eva Schubert and acting Treasurer Christoph Graf decided to hold the Auditors Meeting on 11 March 2023 in an online form.

The Secretary General and Acting Treasurer of YEN shared the documents necessary for the revision process with the Auditors digitally in a secured form as follows:

- Finance report of 2022/2023;
- Internal documentation and official banking statements regarding the banking accounts and cash box;
- Information about membership fee;
- Finalised budget overview of 2022, updated budget for 2023 and proposed budget for 2024.

At the online meeting the Auditors asked questions that came up during their independent revision of the documents and discussed any relevant issues with the Acting Treasurer and the Secretary General of YEN. Furthermore, the Auditors asked the Secretary General to randomly show any of the related documentation kept in paper form in the YEN Office in Berlin. The Secretary General scanned and/or showed on camera the sections asked for on the spot and sent them to the Auditors.

General Remarks

While the year 2021 was mainly shaped by the pandemic, the 2022 unfortunately posed another set of challenges on the organisation, specifically connected to financial issues and rejection of EACEA Operating Grant that is one of the main sources in covering overall activities of the organisation connected specifically to operating expenses and overhead. This means that the organisation has stagnated through another year that resulted in cutting of costs.

Furthermore, while the Auditors recognise the effort of the current Board and especially Office to keep the organisation running without affecting the seminars, it is noticeable that with the positions in the Board not being filled or Board members resigning, the workload had to be unfairly redistributed between the remaining Board members and Office staff. The Auditors on one hand encourage and urge MOs to put forward the representatives for the Board, and on the other hand strongly advise to diversify the income of the Organisation and apply for other opportunities in order to strengthen the Office, which is at the moment one of the more sustainable parts of the Organisation.



The Auditors warmly welcome the steps that have been taken in regards to moving the headquarters of the Organisation officially from the Netherlands to Germany, where the Office is located and YEN operates from. The Auditors express hope that the registration to Germany will be finalised in 2023.

The Auditors would also like to thank Jakob Stadler for his work and warmly welcome a new staff member to the Office that has joined as an effect of the partnership in the HORIZON project.

In the past, YEN has been regularly welcoming interns to the Berlin office for many years. The Auditors encourage that this is recontinued as it gives a great opportunity, especially to young members from minorities to develop their skills in project management and get to know the Organisation from its operational side. The Auditors strongly recommend applying for the Quality Label and European Solidarity Corps programme of the European Union that will allow access to specific funding opportunities as well as facilitate paid engagement of volunteers in the office in Berlin.

The Auditors highlight the important responsibilities of the Board when it comes to partnership building, and encourage especially the Vice President for External Relations to utilise the missions and networking with members of the European Youth Forum (YFJ) as space to gain more contacts, establish partnerships and in consequence explore funding opportunities in partnership with other youth organisations. Close connection with other organisations that don't necessarily focus on minority topics can provide opportunities for YEN members to join events that go beyond minority rights and gain knowledge on various topics, as well as bring the minority youth perspective to other organisations' events.

Unfortunately, it is noted that not many recommendations given by the Auditors in 2022 have been implemented since the last Auditors' meeting. The Auditors would kindly encourage the MOs and the members of the Board to familiarise themselves with the Auditors' Report and create an internal strategy and/or an action plan, so a proper follow-up can be done.

Funding

The Auditors positively welcome the steps made in increasing the grants supporting the operation of the Organisation. YEN was able to increase the funding coming from the - since many years reliable - partners at BMI and Schleswig-Holstein. However, the financial future remains uncertain as the usual European sources of considerable grants, which have been the basis for YEN's operative and project activities up until now, are still under revision. Therefore the Auditors strongly recommend to look into other possible grants and funding in order to ensure not only an existing Organisation but a thriving one.

It is applauded though, that the MOs are regularly stepping up and applying for their own local and national grants. The Auditors would like to encourage the MOs to continue this practice in the following months and years, and encourage the Office to continue to offer the support navigating the application processes.

The Auditors are glad that YEN has become a partner in a three-year HORIZON project and was able to secure a staff position through this funding. Next to the need of diversifying the incomes of YEN, the Auditors acknowledge the importance of broadening the range of topics, such as linguistic rights in this case, that might draw new members towards YEN and offer new possibilities for engagement for existing members, especially non-kin state minority youth.



The Auditors were informed that the activities in 2022 consumed less funds than planned, resulting in YEN needing to return a part of the funding to the EYF. For the future, the Auditors strongly recommend to avoid this practice as it may result in lowering the amount of the grant by the funding institution. The Auditors therefore recommend to adapt the expenditure plans and communicate it clearly with the funders when seeing that the budget is subject to changes.

As the financial year 2022 was difficult for YEN, the Organisation reached out and asked for donations from organisations, such as the Domowina (Federation of the Sorbs in Germany) and the Narodni svet koroških Slovencev (Council of the Carinthian Slovenes), as well as individual supporters. The Auditors value this continuous support from different sides and thank the supporters for their generous donations. As donations are not ring-fenced and can be applied where need be, it would be worth aiming for more donations. The Auditors recommend to start exploring platforms through which automatic donations could be made and to promote the option of supporting YEN more visibly on the website.

In the past, facilitated contact between MOs themselves manifested to be fruitful for the organisations and the network as a whole. Therefore, the Auditors recommend allocating money for this purpose every year, to continue to intensify the bonds between YEN and the MOs as well as between the MOs themselves.

Due to the lack of finances the Secretary General has informed the Auditors that there is no reserve to pay the allowances of the Board members for 2022. The Auditors therefore cannot make a proposal towards the General Assembly regarding the amount of allowances for each Board member as per point G.1.f. of the Rules of Procedure (2021). The Board members have however received the reimbursement of costs related to travel and other expenditure based on the submitted receipts.

At this point the reports for the European Youth Foundation (EYF) funding (workplan 2022 and Structural Grant) are still waiting to be submitted, however the extension of the deadline to April 2023 has been agreed to by the Secretariat of EYF. This is also the result of the challenges with managing the workload in the Office. The Auditors therefore reiterate the importance of having an independent Project Officer and/or Project Manager that can handle the reports on their own without extensive support of the Secretary General.

The Auditors thanks Eva Schubert for diligent and organised filing of the finances as well as the forward-thinking budgeting for the years to come.

Membership and Fees

The Auditors welcome the efforts made to reestablish contacts to recently lesser active MOs in the form of study visits. The efforts of reconnection were fruitful, which is shown in the increase of membership fees for the year 2022 and can be interpreted as a sign that the MOs want to participate more again.

The mentioned study visits turned out to be a good instrument to reconnect with the network. Especially the work of the Convenor of the WG MI needs to be highlighted in this regard. The Auditors would recommend sharing the visits more actively with the MOs and the public (e.g. on social media) in order to include the network, advertise the possibility of study visits, and motivate the MOs to invite Board members to visit their organisation.



Even though there are only three active Supporting Members, the Auditors are satisfied that the solidarity fund is a continuous initiative and express hope that it continues in the next years in order to offer young people with fewer opportunities the possibility to participate at YEN events. The Auditors recommend working on a promotion campaign to gain more Supporting Members in order to increase the solidarity fund, as well as continuous promotion of the solidarity fund through open calls for seminars, emails, social media, as well as on the newly developed website.

The Auditors welcome the endeavour of the Board offering the MOs the possibility to review their membership fees. The value of transparency in terms of the estimation of membership fees weighs higher than the loss of an amount of income generated through them.

Staff

In addition to no changes regarding the increase of staff salaries, 2022 has also resulted in cutting the Christmas bonus. It is strongly recommended that the salaries are increased not only for the fact that they have been stagnant for the past few years but also due to heavy inflation. Increasing the staff salaries would be one of the motivations for the individuals to stay in the Organisation and thus providing more stability, especially when seeing that the volunteer engagement in the organisation is dropping. The Auditors urge the Board and Office to utilise the current funds to pay for staff costs, as well as diversify the overall income of the Organisation. The Auditors also encourage the Board to explore other possibilities of compensation, such as annual public transport tickets.

The Auditors would like to underline that the main tasks of the Secretary General should not be focused on project management. While the Secretary General should oversee the activities and duties of the secretariat, the Office should have a Project Officer and/or Project Manager that is able to take on tasks independently and confidently run YEN seminars, including preparation, implementation and reporting. This would allow the Secretary General to focus on searching and applying for new sources of funding bringing more financial security and sustainability to the Organisation. Additionally, the Auditors recommend to the Office to explore the potential of external experts that could support the work of the Organisation in particular topics and tasks.

Accounts

The Auditors examined the accounts of YEN 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.

Final Observations

To summarise, the Auditors would like to put additional spotlight on the following recommendations towards the Board, Office and Member Organisations:

The Auditors highlight that the diversification of Organisation's funding should be one of the priorities of YEN in the next mandate. At the meeting, the Auditors gave concrete examples of grant opportunities that the Organisation could benefit from and expressed hopes that the proposals will be followed up on.



The Auditors appeal to the MOs to put forward volunteers for the Board. For the past mandate the Board has not been working at full capacity which impacts the work of the Organisation internally and externally. Having a Board that is fully operational would not only release some of the work that currently the Secretary General has taken over but also ensure that the dynamics are balanced and the transparency of the Organisation and its work is guaranteed. A full Board would also ensure that the Organisation returns to realigning its mission and create internal strategies and concrete, and more strategic plans that will work towards a common vision.

The Auditors welcome the developments in the framework of “Code of Conduct”, and encourage the Board and Office to develop also a “Conflict of Interest” policy document that would address the potential vested interest - such as money, status, knowledge, relationships, or reputation of YEN Members, Staff and Board, and include details about a register of interests and rules for handling of conflicts of interests at and in between statutory meetings. Conflict of interest puts into question whether actions, judgments and/or decision-making of individuals can be unbiased. This could also result from different positions within YEN and its MOs being held by one person, including voting rights of Board members at the General Assembly if their MO is not present.

The Auditors gently encourage the Board to take note of the Auditors’ recommendations and make sure that the recommendations are reflected in the next internal strategy or action plan.

The Auditors recommend to the General Assembly the discharge of the Board.

Done 15 March 2023

The Auditors,

Giuanna Beeli,
Giuventetgna Rumantscha (GiuRu)

Pia Šlogar, Klub Studencki “Pomorania”/
Karno Sztudérów „Pòmòranió”



2. Resolutions and Statements

There were no resolutions adopted at the General Assembly in 2022. A resolution is a formal expression of opinion, will, or intent that is voted for by the General Assembly. It 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.

There are no resolutions submitted to this date (17.03.2023).

We urge every Member Organisation that wishes the General Assembly 2023 to adopt a resolution to present it to the membership at the GA. By adopting a resolution, you can raise awareness of issues relevant to your minority or organization and give YEN the opportunity to disseminate/strengthen that position at the European level. (You can find [examples of past adopted Resolutions here](#))





3. YEN Work Plan 2023/2024

3.1 Activity Overview 2023/2024

YEN Activity Overview				
No.	Action	When	Where	Who
1. YEN Events and Projects 2023				
a.	Easter Seminar 2023	31.March – 6 April	Oberwart, Austria	Office, Board responsible, HAK
b.	General Assembly	6 April	Oberwart, Austria	Office, Board responsible, HAK
c.	Diversity Festival	24-30 July	Trst, Italy	Office, Board responsible, DM+
d.	Autumn Seminar	16-22 October (tbd)	Vojvodina, Serbia	Office, Board responsible, VIFÓ
	Kick Off 2024	Early February 2023		Office, Board responsible, GIURU
e.	Rise Up	Throughout the year	Europe	
f.	Easter Seminar 2024	22.-29.3.2024	tbd	
g.	Anniversary		tbd	
h.	Autumn Seminar 2024		tbd	
2. Partner Events and Projects				
a.	HIGA!	July 2023	Basque Country	Office
b.	Dikh He Na Bister	August	Krakow	TernYpe
c.	FUEN Congress	September (tbc)	Pécs, Hungary	Board
3. External representation				
a.	European Youth Forum, 2 meetings	<i>tbc</i>	<i>tbc</i>	VPER
b.	FUEN, Board meetings	throughout the year	<i>tbc</i>	President - <i>tbc</i>
c.	UN, EcoSoc	<i>tbc</i>	<i>tbc</i>	VPER, WG MRP, President
d.	Advisory Council and Programming Committee, 4 meetings	throughout the year	<i>tbc</i>	Pia
e.	European Youth Dialogue (2022 to mid-2023)	throughout the year	<i>tbc</i>	VPER
4. Management of YEN				
a.	Board Meetings (6)	throughout the year		Board, Office
b.	Working Group Meetings	throughout the year		Working Groups
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



3.2. Work Plan YEN – Strategic Priorities

The mission of YEN continues to be to *work for the preservation and development of the rights of national, ethnic, and linguistic minorities with a special focus on young people*. To realize our mission, we have developed a strategy during our Board Meeting in the Summer of 2021 that reflects current developments, challenges, and opportunities of our changing society. You can consult the whole YEN Strategy 2022/2023 in the Appendix.

The main source of information for creating this strategy is the constant feedback we collect from our member organisations. An important element of this is a membership survey we implemented in the beginning of 2021 in which we asked for the impact of the Corona pandemic but also for recurring issues that continue to stay relevant for our network.

The aims of YEN are set in the statutes: *YEN shall work actively for the promotion and further development of the language, culture, identity, and rights of European autochthonous, national minorities 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.*

This last point of working with young people impacts the way, methods, and tools of reaching our goals. The needs and challenges young people from minorities face are different from that of adults and therefore require different tools. The societies we live in have dramatically changed in the last years and the Corona Pandemic had, has, and will continue to have negative impacts on everyone. However young people belonging to minorities, are hit even harder because of their socio-cultural status.

After analysis of the actual situation, challenges and opportunities mainly informed by the membership survey we have decided to keep the basic focal points from the last years. They continue to be important or in many cases have even become more important. Even though we achieved many things in each of them we also realized that the Corona Pandemic has negatively impacted minority youth in many cases, making it necessary to re-address these topics with some adjustments. One such re-adjustment is a renewed focus on identity and rights which impact most focal points. The focal points are:

- Social inclusion
- Roma
- Youth participation
- Empowerment and personal development through voluntary work



Apart from these four focal points, which impact all work we do, we have decided to place even greater importance on internal structures and developments. Thereby we support our member organisations (as well as the YEN network itself) to become or further develop into sustainable, active, and strong minority youth organisations:

- Membership development
- Communication
- External Representation
- Funding

These internal points are a priority for the next years and are also relevant for the thematic priorities of YEN – only with strong members organisations, good communication, strong network, and representation as well as solid and sustainable funding, we are in the position to effectively work on the subjects important for young people from national, ethnic and linguistic minorities.

As a summary, our priorities in the next period will be:

1. **Growing stronger: Internal strengthening and development of our network and its structures**
2. **Promoting social inclusion**
3. **Minority youth empowerment**
4. **External communication and visibility**

Priority	How
1. Growing stronger: internal strengthening and development of our network and its structures	
Post COVID-19 rebuild and improving the network structures	
<ul style="list-style-type: none"> • Member Organizations 	<ul style="list-style-type: none"> - Reconnect with the MOs and their members, especially those affected by the pandemic. - Offer support for (re-)building Minority Youth Organizations by assisting MOs to organize activities and to keep members motivated. - Promote exchanges between MOs and offer capacity building trainings (regional or digital). - Encourage and create synergies and connections between our MOs. - Help our MOs to promote and introduce YEN to their members. - Explore strategies to connect members of MOs better to YEN.
<ul style="list-style-type: none"> • Working Groups 	<ul style="list-style-type: none"> - Making activities within the Working Groups more meaningful for the WG members through tailored capacity building trainings, creating more connection to the seminars, 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). - Disseminate YEN materials such as the HUB report, toolkits and booklets. - Create promotion videos and easy accessible explainers about YEN.
<ul style="list-style-type: none"> • Partnerships 	<ul style="list-style-type: none"> - Agree on formalized partnerships with organizations interested in becoming members of YEN. - Use the instrument of partnerships to diversify our network and reach out to organizations working in related fields. - Make use of the different expertise partners bring in and use the partnerships as resources for exchange and capacity building for YEN and its members.
<ul style="list-style-type: none"> • Seminars and trainings 	<ul style="list-style-type: none"> - Keep offering workshops in both English and German. - Organize shorter events for participants that cannot attend an entire week seminar. - Explore online formats in a way participants will find them attractive. - Offer seminars and workshops on subjects proposed by the MOs in the MO Survey 2021. - Continue to offer space for cultural exchange and informal learning.

Sustainable funding

<ul style="list-style-type: none"> • Administrative funding 	<ul style="list-style-type: none"> - Diversify the administrative funding to ensure a stable financial basis. - Improve the administrative funding to secure the current office structure and to be able to pay fair wages.
<ul style="list-style-type: none"> • Social fund 	<ul style="list-style-type: none"> - Promote the Supportive Membership and gain supportive members. - Promote the Social Fund within our membership and encourage the membership to make use of it.
<ul style="list-style-type: none"> • Projects 	<ul style="list-style-type: none"> - Partner up in projects of like-minded organizations but also filing own grant applications to large-scale projects on European level. - Explore different 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.

2. Promoting social inclusion

<ul style="list-style-type: none"> • Diversity and inclusivity 	<p>The topic will be mainstreamed in all YEN events through:</p> <ul style="list-style-type: none"> • The use of non-discriminatory, non-violent and gender neutral language in the network. • Development and use of a code of conduct during meetings and events. • Active promotion and support of gender equality within the network, supporting young women and non-binary youth to take
---	--



	<p>over leading positions, creating informal groups if needed or wished for.</p> <ul style="list-style-type: none"> • Organizing and running events and activities of YEN so that they are accessible to young people with different needs. Aiming to reduce obstacles and increase access for young minorities, LGBTQI, youngsters with disabilities and young women facing discrimination. • As a cross-cutting topic, addressing the issue of diversity and inclusion in workshops and seminars. Addressing the situation of different minorities and raising awareness about multiple discrimination.
<ul style="list-style-type: none"> • Fight against discrimination 	<ul style="list-style-type: none"> - Support members in fighting discrimination on all levels. - Support our Member Organizations in their access to rights – especially towards the local authorities in questions of using their national language, or access to culture. - Through our seminars and events, addressing the situation of different minorities and multiple discrimination thereby fostering solidarity and encouraging participants to fight against any kind of discrimination.
<h3>3. Empowering minority youth</h3>	
<ul style="list-style-type: none"> • Identity 	<ul style="list-style-type: none"> - Animate young people from minorities to learn about their community's history, culture, traditions and language in order to help them see the benefits of it. - Encouraging young people from minorities to see "identity" as something that has different facets and is flexible. - Encouraging young people from minorities to see that the combination of different aspects of ones "identity" impact ones privileges and disadvantages. - Make workshops where the members of minority organizations learn about their rights (as youth and as minority members), as well as to learn about possibilities to claim those rights. - Provide opportunities for minority youth to strengthen their minority identity and feel empowered to openly identify as a minority.
<ul style="list-style-type: none"> • Youth participation 	<ul style="list-style-type: none"> - The topic will be mainstreamed in all YEN events through preparatory phase, evaluation and implementation. - Support young people from minorities in taking action and ownership of their communities and networks. - Addressing the topic of ageism in minority communities and organisations as well as ways to react to it. - Motivate young people using non-formal education methods to equip them with the means to engage in concrete actions to have a say in their local communities or minorities. - Inform young people about the possibilities and opportunities of their active participation in society and encourage young people from minorities to become active citizens (for example through workshops and dialogue sessions.)



4. External communication and visibility	
HUB Report, „Minority Youth in Europe: A State of Play“	<ul style="list-style-type: none"> - Make use of the report to raise awareness on the situation, needs and ideas of young people from minorities in relation with various policy makers and actors on all levels. - Use the HUB Report to strengthen our position in the civil society and the connections with our network, partners and European institutions.
External relations	
<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 raise awareness, concerns and ensure communication between different groups of society in one country - Encourage MOs to join National Youth Councils. - Encourage our MOs to establish cooperation with like-minded organizations on a local level. - 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 organizations 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 level 	<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.
External visibility	
<ul style="list-style-type: none"> ● Communication 	<ul style="list-style-type: none"> - Use all 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 in the field. - Outcomes of our projects should be used constantly in our external missions and communication.
<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). - Condemn negative developments to underline our mission as an independent European minority youth organization for the preservation and development of the rights of minorities and ethnic groups.



3.3. Work Plan WG Member Integration 2023-2024

During the 2023-2024 period the Working Group Member Integration will focus on three main aims:

Aim n°1 : Build a solid creative working group

For the working group to achieve its goals, it is important for the members to be motivated, inspired and to have a good relationship between each other.

For this to happen, the communication between the members will have to be regular, fluid and entertained.

This will be influenced by :

- established online communication : Whatsapp group, Skype / Zoom meetings, phone calls, e-mails...
- physical meetings if possible : at our events and joint with other WGs
- constant motivation for ideas, projects, creativity
- strong solidarity between each other, the members being part of different member organisations in Europe and having to face different issues

Aim n°2 : Rebuild and strengthen our Member Organisations (MOs) network

- Stay in contact with our MOs and be aware of their problematics, needs and projects in a way to support them as much as possible
- Get in contact with members we didn't hear from for a long time to rebuild the connection
- Keep the MOs informed about our events in order to meet physically during events that strengthen our connection and common work
- Organise visits of MOs and participate at their events
- Get in contact with potential new candidates for a collaboration that would be beneficial for both, the organisation and YEN network

Aim n°3 : Expand our network and raise our voices beyond Member Integration and YEN organisation

The working group will mainly focus on Member Integration. The work will also consist in a close collaboration with the other working groups, support each other's work and keep in mind the general aims YEN is working for.

Beside that, the work will not only be internal but also external. It is important to keep an open mind on what we can do beyond our organisation and how we can integrate YEN even more in European relations.

This means :

- a close work with the Vice President for External Relations
- researches and awareness about contacts we can build and maintain all over Europe
- keep a database about those contacts, update it and keep each other informed about it
- being ambassadors of YEN.



3.4. Work Plan WG Communication

In the course of the next period, the members of the Working Group Communication will focus on the following three objectives:

Teamwork "Creative-Cooperative-Constructive"

- For teamwork to be possible in the working group, it is important that the members establish a good relationship with each other. To achieve this, communication between members will be regular and at eye level.
 - There will be regular communication through online channels: WhatsApp group, Zoom meetings, emails....
 - When possible, physical meetings will also be held, for example at YEN events. There will also be the possibility to collaborate with members of other working groups.
 - The ideas of the different working group members will be discussed in the group as well as elaborated with creative methods and members will also be involved in projects. The focus is on teamwork.
 - The convenor coordinates these projects and respects the ideas or wishes of the working group members.
 - Solidarity among the working group members is also important: they belong to different member organisations in Europe and are confronted with different problems.
1. Working group members are also YEN ambassadors and inform their communities about YEN-events.

"Creative Visibility"

- The working group develops ideas for YEN's communication in the group. The implementation is also planned and the tasks are distributed in the group.
- Efforts are being made to increase YEN's visibility and reach in order to also further expand YEN's communication.
- This can be achieved, among other things, with social media campaigns or with posts on international commemoration and action days - the exact focus is set in the group together with the convenor.
- The group produces creative output using methods such as taking photographs, creating graphics, filming and editing, writing texts, etc.
- Established formats such as YEN's Day are continued. These formats appear regularly and demonstrate continuity, which is particularly important for visibility on social media.
- The working group members will cooperate with the other working groups in order to develop content across topics. The members will support each other in this and keep the general goals of YEN in mind.



Documentation and information

- The working group members will support the convenor in:
 - a. Documenting YEN events as well as other activities and events on YEN social media channels Facebook, Instagram and YouTube.
 - b. Updating the social media channels
 - c. Informing members and member organisations so that they can be kept up to date.
- Creative methods are also used in these tasks, such as creating graphics, filming and editing, writing texts, photography and, for example, creating short videos.

3.5. Work Plan WG Minority Rights and Politics

The Working Group Minority Rights and Politics of YEN (WG) is the body within YEN structure, which supports YEN board, especially the Vice President for External Relations, to increase awareness on minority and youth rights alongside minority youth and the society, to raise the voice of minority youth within public institutions and to promote a sustainable, inclusive and peaceful society. Moreover, the WG gives the opportunity to all its members to develop their personal skills and knowledge on youth and minorities, which can be re-transmitting to their own communities.

All members must actively participate in the enhancing of the working plan by proposing action points and initiatives, which can help the achievement of the following overall objectives and concrete goals. At the beginning of the new mandate, all members are invited to read and comment on this document and to bring their own expertise and expectation.

During the year 2023-2024 the Working Group Minority Rights and Politics will focus on following objectives:

Overall objectives:

- Objective 1: Enriching personal skills
- Objective 2: Supporting YEN's work
- Objective 3: 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 and within YEN's network
- Goal 3: Drafting a minimum of two resolutions for YEN on contemporary issues
- Goal 4: Enhancing the working group capacities



Overall 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 seminars weeks;
- Developing their personalities and their self-confidence.

For YEN

- Promoting YEN's work in external events and among external actors;
- Promoting YEN's *HUB Report* and *White Paper on Minority Rights*;
- Supporting the Vice President of 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;
- Following up on the Minority Safe-Pack Initiative and other European and international minority policies and programs development;
- Supporting YEN's work against multiple discrimination (i.e. sexism, adultism, homophobia etc.);
- 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.



4. Membership Applications

4.1. Extraordinary Members

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

4.2. Ordinary Members

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

4.3. Supporting Members

Currently there are 6 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.

As Stefan Kleinschmidt, Michael Krahl and Anke Tästensen did not pay their fee in 2020, 2021 and 2021 they will lose their supporting member status (according to the RoP e.3.e).

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

We have contacted the concerned organisations (VYCA, CroV, MIERT, Lunjina) that were not paying the Membership fees for two or more years at the end of 2022 and, where we did not receive a reply, again in early 2023. We are in communication with Lunjina and MIERT about how to proceed. As we want to give all concerned organisations the opportunity to reply until the GA, we will present this point in detail at the GA. If you have any questions about this process until then you can contact the board (board@yeni.org).

4.5. Presentation and vote on Partnerships

The Board signed a partnership agreement with Via Nova, which runs in the period January -December 2023.



5. Code of conduct

In 2022, the Board with the Office started a process to create a Code of Conduct which would frame all YEN events in the future (until then we used our Rules of Procedure and at each event stated our expectations for how we want to spend time together). A Code of Conduct is an agreement on rules of behaviour for a group or organisation. This is a set of conventional principles and expectations that the members of the group or organisation must follow.

The Board and Office decided to engage in this process for the following reasons:

- To help us create a positive and safe environment for the participants at our events;
- To raise awareness regarding our values/ values of YEN;
- To use it as a guide for YEN events;
- To set a base of “rules” we should respect for a harmonious time spent together;
- To have a way to address misbehaviour and define our reaction to it

How we want to use the Code of Conduct

- It will be sent out together with event calls both as a document and with the most important aspects mentioned in the email
- It will be mentioned that if you sign up for a YEN event, you agree to follow it
- There will be a button you need to check so you can sign up – with a link to the full document
- We will present it again at the start of an event

How was the Code of Conduct created:

This Code of Conduct concerns all of us and we think it can only have an impact if as many young people active in YEN as possible are involved in its creation.

That is why we started the process to create the Code of Conduct at our General Assembly in 2022. We used some time to gather input and ideas from the youth present. A first brainstorming was then held in small groups. The answers were our base to work on a draft throughout the year. At the Kick Off 2023 we discussed this draft with the participants of the event and again gathered and incorporated feedback. In spring 2023 we send the draft out to all YEN member organisations to ensure that they can have a look at it before the GA.



The outcome of this process (the draft and the feedback) is what we now want to present at the General Assembly 2023 and we thank everyone who participated in this process.

- At this GA we propose to vote on the wording and whether we want to adopt it
- After this decision we will work on the design and different forms for distribution as proposed by you (videos, translations, presentation etc.)
- We will also create a checklist for how to select contact persons and a “How to act” for contact persons and to support the YEN Board and staff in order to fit this role

You can find the draft Code of Conduct in the Appendix.

6. Relations between YEN and FUEN

During the General Assembly 2023, we will discuss the relations between YEN and FUEN in a larger debate, following the letters that we have received from our Member Organisations, Pawk and SdU. In the reply, the YEN-Board took the decision to add this point to the Agenda of the GA 2023 to have a discussion with all the delegates from MOs on the issues raised. The letters from Pawk and Sdu, as well as the answer of the YEN-Board can be found in the Appendix.





7. 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 (for the mandate 2023-2025)
- Vice-President for External Relations (for the mandate 2023-2025)
- Convenor for WG Member Integration (for the mandate 2023-2025)
- Convenor for Minority Rights and Politics (for the remaining year of the mandate 2022-2024)
- Treasurer (for the remaining year of the mandate 2022-2024)

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

- **Internal Auditor**

who, will be 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.

One more election will take place, namely for the position of:

- **External Representative to the Advisory Council on Youth of the Council of Europe** for the mandate 2023-2024.

Christoph Graf, current Vice-President for External Relations expressed his wish to candidate for this position (the election will take place in the Council of Members of the European Youth Forum in April). For this candidature he asks for the support of the GA.

8. 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.



9. Call Events 2024/2025

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

1. Easter Seminar 2024
2. Autumn Seminar 2024
3. Kick-Off Seminar 2025

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](#).

Minderheitenrechte
sind
Menschenrechte!