

## E1new FYEG 2019-2020 Activity Plan

Proposers:

Agenda item: 4 Plans

### Text

#### 1 **1. Be Brave, Green Europe!**

2 Between May 23rd and 26th 2019, the European Elections took place. In several  
3 countries, Green parties performed better than expected and than in the past, in  
4 the midst of the growing global climate movement. For the first time for many  
5 years, the turnout for these European Elections was higher than the previous  
6 edition, reaching 50% for the first time in 20 years.

7 These elections were the climate elections. The strong climate movement and the  
8 conjunction of climate strikes, climate marches, civil disobedience movements  
9 and climate court trials managed to make the fight against climate change one of  
10 the main topics of the electoral campaign. Months prior to the European  
11 Elections young people were taking streets to demand climate justice over and  
12 over again, and multiple polls have shown that this concern was especially high  
13 for young voters.

14 The concern over climate change and the vote of young people are what we think  
15 have been the main drivers of the Green Wave that has spread across Europe. In  
16 several countries, green parties have achieved one of their best results ever.  
17 The Green wave especially hit the cities of Germany, Finland, Sweden, France,  
18 Belgium, Ireland, the UK, Luxembourg, the Netherlands, Austria and Denmark where  
19 Green parties scored more than 10%.

20 This good results in mostly Western and Northern European Countries will not  
21 make us forget the more difficult situation in Central, Eastern and Southern  
22 Europe where Green Parties didn't perform as well, where the Green proposals are  
23 even more needed now than ever. It will be important not to let this political  
24 gap between Europe's center and peripheries grow bigger in the next year. FYEG  
25 will continue its work to bring the Green Wave to the rest of Europe, and find  
26 new solutions to local struggles.

27 While Europe is facing a climate, social, environmental and democratic  
28 emergency, Young Greens won't sit still. We will work, together with the  
29 movements that brought us there, towards a truly inclusive and sustainable  
30 Europe. This will only happen if we manage to maintain the pressure of citizens  
31 and movements, as institutional politics alone will not make that happen.

32 During the last two years, FYEG and its member organisations have worked hard on  
33 making a European campaign. We are happy that this European-wide campaign was  
34 met by a European-wide success. We thank all of you for making that happen.

35 Let's keep fighting for a social, sustainable, and feminist Europe together!

## 36 **Political priorities**

37 After the Green Wave and European Elections 2019, we will move towards a new  
38 decade with 4 political priorities: Just Transition, Democracy, Social Europe,  
39 and a Welcoming & Feminist Europe.

40  
41 We will develop and advocate for political ideas for an open society truly for  
42 all, fight against climate crisis, and focus on what Europe can be for young  
43 people's welfare and social rights. We have a holistic, radical political vision  
44 on Europe, where we show the interlinkages between different issues. When it  
45 comes to radical political visions, we are already a leading progressive voice  
46 within the Green movement. With the capacities of the Executive Committee but  
47 also our internal bodies like committees and working groups, we will continue to  
48 come up with radical ideas and push for change with impactful actions.

## 49 **Just Transition**

50 The energy transition away from dirty fossil fuels is not only about coal,  
51 energy and climate. People have to be placed at the heart of the transition to  
52 make a fair and just energy transition not a burden, but an opportunity for a  
53 Green system change. People must feel empowered to act and the social and  
54 cultural aspects must not be neglected. The energy transition has to be  
55 inclusive, leaving no one behind.

56 All stakeholders of the societies should be part of an active and participatory  
57 creation process. We need to ensure young people's say in the political  
58 processes leading to a carbon-neutral just society. The growing new industries  
59 need to consider the skills and perspectives of groups frequently marginalised  
60 in the labour market, such as women\*, working-class and low-income people,  
61 LGBTQ+ people, migrants and refugees, racialised people and ethnic and racial  
62 minorities, disabled people, and others. Adopting a feminist and social justice-  
63 oriented framework for energy development is important to ensure this.  
64 Fundamental rights (such as a right to equality, freedom, and education) need to  
65 be ensured. Equal access to services and the fight against poverty should be  
66 given as much importance as reducing carbon emissions.

## 67 **Democracy**

68 It is not an understatement to say that the European project is undergoing its  
69 biggest stress test this far. Climate crisis, rise of authoritarianism, widening  
70 inequalities. Younger generations find it more difficult to imagine a future to  
71 look forward to than previous generations did.

72 The future of Europe is being built by young people and it is being built today.  
73 European democracy must be safeguarded and enhanced. Education, transparency and  
74 more engagement are the future of democracy. Political systems have to represent  
75 young people, become more accessible to different forms and channels of citizens  
76 engagement beyond traditional voting, including opportunities of digitalisation  
77 such as e-governance and e-democracy.

78  
79 Also, Young People's quality of life must also be taken into consideration.  
80 Young people must have access to basic rights in order to have time and strength  
81 to participate in the democratic life.

## 82 **Social Europe**

83 Social justice is one of the core principles of FYEG. It can be linked to non-  
84 discrimination, full-enjoyment of human rights, and peace. We will keep fighting  
85 for these aspects as long as there are people without access to healthcare or a  
86 roof above their heads, without the opportunity to educate oneself and grow, or  
87 without employment and emancipation.

88 In an ageing society, young people are feeling more and more disengaged with  
89 politics as the economic and social difficulties they face persevere. The social  
90 rights that should be guaranteed are not corresponding to the ones they can  
91 actually enjoy. Moreover, a lot of young people don't have job security in a  
92 Europe where working conditions are getting more precarious and the whole  
93 continent is in the midst of a reorganization of its economy in which the  
94 platform owners are seemingly developing power that may be even more formidable  
95 than was that of the factory owners in the early industrial revolution. Short-  
96 term contracts, accumulation of low-paid internship, "uberisation" and platform  
97 economy or zero-hour contracts, combined with difficult access to health care  
98 and education, puts young people in more and more difficult situations. It is  
99 time to put back basic rights and social emancipation at the heart of social  
100 policies. This should be an opportunity to reflect on the future of work and the  
101 role it has in people's lives. It is time to reclaim our social rights!

## 102 **Welcoming and Feminist Europe**

103 We will keep pushing for a Europe where everyone is welcome, where freedom of  
104 movement is seen as a fundamental right and where we overcome difficult  
105 situations through empathy, solidarity and cooperation. We hold a fundamental  
106 believe that nobody is illegal.

107 The rise of fascism doesn't only affect refugees and migrants. Everywhere in  
108 Europe the fear of people that are different is increasing. Beside an increase  
109 in Islamophobic and anti-Semitic attacks, we are seeing more homophobic attacks  
110 as well. On top of that, the fascists that are preaching hate to others, are  
111 also trying to stop the liberation of women. Fascists, promoting (white) male  
112 superiority use the same analogies against women and LGBTQIA+ as to migrants and  
113 refugees or Roma, or against any imagined or constructed "other". Fighting  
114 fascism and promoting humane migration policies will stay a top priority by  
115 demonstrating that positive alternatives for an open, feminist, and diverse  
116 Europe exist, and can be developed even further by Green policies.

## 117 **2. Activities**

### 118 **Social Rights Work Plan**

119 In 2019, FYEG is organising a series of events related to social rights. The  
120 work plan kicked off with a festive unconference on the status of social rights  
121 and the different struggles around them, organised in April 2019 in Bologna,  
122 Italy. The Summer Camp taking place in July in Serbia, will train participants  
123 in organising hackathons locally in order to find creative solutions to concrete  
124 problems. Around 5 local hackathons will then take place around Europe, between  
125 October and November 2019. The project will result in a handbook on what the  
126 status of social rights is in Europe right now and on different creative types  
127 of activism and advocacy that Young Greens and other organisations can use to  
128 fight for their social rights. These tools will be developed in relation with  
129 the Social Europe Working Group.

### 130 **Future of Activism Study Session**

131 In the end of October 2019, FYEG will organise a Study Session "Actions Speak  
132 Louder Than Words - Youth Engagement, Grassroots Activism and the Future of  
133 Democracy". The study session is organised in collaboration with the Youth  
134 Department of the Council of Europe and will take place from 20-27 October in  
135 the European Youth Centre Strasbourg. This study session will be an attempt to  
136 zoom out from our everyday activism and youth work, and understand what drives  
137 young people to engage in activism and politics today. We will work on  
138 identifying the causes and social issues young people are passionate about, the  
139 drivers for activists to organise and act 30, 20, 10 years ago and today. We  
140 will question the social, economic, demographic, technological and political  
141 conditions that drive or hinder young people's engagement today. We will learn  
142 from the history of youth-led movements and try to understand why activism takes  
143 so many shapes in different parts of Europe.

### 144 **Training for Member Organisations boards and offices**

145 In line with FYEG Strategic Plan 2018-2020 adopted in 2018, FYEG wants to  
146 reinforce Young Green organisations in Europe. This year, FYEG will organise a  
147 training for board members and staff of its Member Organisations.

148 Following the General Assembly, a poll will be carried out to identify the needs  
149 for training and the interest of MOs' board members and staff to get trained.  
150 Based on that, we will offer them to take part in a training either on  
151 Communication, public speaking, recruitment of members, management of local  
152 groups and volunteers, finances and fundraising, non-formal education, etc.  
153 These trainings will be made up of exchanges of best practices and trainings by  
154 professionals.

### 155 **Just Transition Work Plan**

156 In 2020 we are opening a big topic that will be relevant in many years to come:  
157 just transition. This project will be spread over the entire 2020 and will aim  
158 to ensure young people's say in political processes leading to a just carbon-  
159 neutral society. The first part of the year will be marked by the project kick-  
160 off - a seminar focusing on young people's involvement in building and access to  
161 (1) just systems of mobility (public transport and urban energy systems), and  
162 (2) welcoming and inclusive public spaces. It will be followed by a Summer Camp

163 that will bring the Young Greens together with organised rural youth. The Summer  
164 Camp will take place in a rural area and address (1) access to affordable and  
165 healthy food and clean water, (2) access to hard and soft rural infrastructure  
166 and its impacts on youth and minorities. Both gatherings will serve as platforms  
167 for a wider discussion on just transition and finally result in consolidating a  
168 proposal for *Green Principles for Just Transition* that will be adopted by the  
169 membership and presented at the closing conference at the end of 2020.

### 170 **3. FYEG...**

#### 171 **As a movement**

172 The development of FYEG should remain orientated towards its Member  
173 Organisations. We will put more resources and energy into contributing to their  
174 development, especially in Southern and Eastern Europe. This happens through  
175 giving the opportunity to members to take part in trainings, seminars or summer  
176 camps, to do an internship in FYEG's office, to be part of FYEG structures,  
177 including Working Groups, Prep-teams or Executive Committee, through which they  
178 develop skills that will be useful to their organisation. This year, we will  
179 organise a training for members of boards and office of its member organisations  
180 to have an even more direct impact on them.

181 FYEG is also a place a political development and reflection. It is important  
182 that our political platform remains in line with the priorities of European  
183 Youth and takes into account the work done by FYEG and its member organisations  
184 in defining new concepts and solutions to the crisis Europe is facing. As our  
185 current political platform was adopted in 2012, FYEG will start in 2020 an  
186 inclusive process with the aim of adopting a new political platform by 2021.

187 FYEG is also a powerful network to support each other, express solidarity with  
188 one another and learn from each other's local context. We will organise webinars  
189 to give the possibility to update each other on the latest political  
190 developments, similarly to those that were organised by the Future of Europe  
191 Working Group until last year.

192 FYEG will also work on developing additional channels for volunteers to support  
193 the work of FYEG and develop their own skills.

#### 194 **As a feminist and inclusive organisation**

195 We will work on making FYEG more inclusive, implementing the inclusion plan  
196 prepared by the Feminist Committee and submitted to the 2019 General Assembly.

197 Providing a space for only women, gender queer and trans people in FYEG proved  
198 to be a tool for empowerment and addressing unequal power relations in our  
199 society. In this spirit, we will provide a space for the a feminist network in  
200 FYEG to grow. The Network will start as a Working Group that will gather Young  
201 Greens that self-identity as women, trans or genderqueer. It will follow up on  
202 the work done by the feminist committee and offer a space for women, trans and  
203 genderqueer people to work on making FYEG a more feminist and inclusive

204 organisation, in relation with other FYEG structures.

205 The feminist network will focus on organising a training on practical and  
206 political skills before January 2020 (self organized), monitoring the Sexual  
207 Harasement protocol as well as creating a manifesto for the 8th of March  
208 together with FYEG's allies.

209 Further, the Executive Committee will work to make more FYEG events accessible  
210 to minors, especially bearing in mind the presence of intoxicating substances,  
211 and develop a policy for intoxicating substances at FYEG events.

## 212 **And its partners**

### 213 **EGP**

214 FYEG intends to work with the European Green Party on the basis of the very good  
215 and successful cooperation with them in the past years and even more during the  
216 last European Election Campaign. We want to keep being the voice of young people  
217 inside the EGP, promote progressive solutions. We especially want to work with  
218 the EGP on contributing to the development of Greens in countries where

### 219 **Greens-EFA group in the European Parliament and Young Green 220 MEPs**

221 With the 2019 European Elections, 7 people that were part of our Young  
222 Candidates Platform were elected as Members of the European Parliament. One  
223 fifth of the Greens-EFA group members are under 35. Five former FYEG  
224 spokespersons are sitting in the Greens-EFA group, many of them in strategic  
225 positions. This is without precedent and represents both a responsibility and an  
226 opportunity. Since their elections, FYEG have worked with Young Green MEPs to  
227 identify ways for Young Green MEPs to collaborate with one another and with  
228 FYEG.

229 FYEG wants to maintain a strong political link with them, so that we can support  
230 each other in making sure young people's voices and concerns are heard and  
231 represented inside the European Parliament. FYEG must serve as a bridge between  
232 Young Green MEPs, Young Greens activists and organisations and Young People  
233 active in social movements (climate movements, social movements, feminist  
234 movements, LGBTIQ etc.) We want to work with them on organising an event that  
235 would bring all these people together.

236 We also want to renew and uphold the successful partnership we have with the  
237 Greens-EFA group in the European Parliament.

### 238 **European Youth Forum**

239 FYEG will keep working closely with the European Youth Forum. We will continue  
240 our work on bringing climate change and sustainability consistently to the  
241 table, making sure it is one of the priorities of the European Youth Forum in  
242 the upcoming years. We will also work towards Safeguarding an open and diverse

243 youth forum.

244 **GYG**

245 We will work to improve our communication and cooperation with the Global Young  
246 Greens, especially in the event of an upcoming Global Greens and Global Young  
247 Greens joint Congress. FYEG will also reinforce its cooperation with Global  
248 Young Greens when it comes to international negotiations, such as COP25 in  
249 Chile.

250 **Movements**

251 FYEG will develop its relations with movements such as youth climate movements,  
252 social movements, feminist movements, LGBTIQ\* movements or anti-racist  
253 movements, among others. We will develop contacts with them, invite them to take  
254 part in our events, support their work and campaigns when needed.

255 **And its member organisations**

256 In the past years, FYEG has tried different ways to maintain good communication  
257 channels with its Member Organisations, between General Assemblies. Some have  
258 been successful, such as the addition of one meeting of MO representatives  
259 between two GA (Strategic Planning Meetings) and the creation of regional chats  
260 but some have shown their limit (Strategic Planning Committees).

261 In line with the proposed deletion of Strategic Planning Committees from the  
262 Internal Rules of Procedure, FYEG will explore new ways of maintaining a good  
263 and permanent contact with its member organisations.

264 We propose the creation of an MO forum that would meet once per year in person  
265 with representatives from the political but also organizational areas of MOs.  
266 These two person delegation, i.e. one co-spokes and the international officer,  
267 would meet in what would be the substitute of the current SPM. The MO forum  
268 would also work online in regional chats where issues previously taken care of  
269 by the SPCs will be discussed. The MO forum will meet once per month (all the  
270 regions) with a previously prepared agenda by the EC person in charge. The  
271 maximum amount of time without a meeting shall not exceed 3 months.

272 We will also continue our efforts to systematise the sharing of information with  
273 Member Organisations

274 **And its working groups**

275 Last year, FYEG had six thematic working groups, which implied a lot of work  
276 from EC members, with only limited results. It is important that working groups  
277 are set up with a clear and specific mandate and timeframe, which doesn't  
278 necessarily correspond to a period of time between two General Assemblies, and  
279 can access resources to meet or organise projects. This implies having a smaller  
280 number of working groups.

281 In line with proposals for changes in the IRPs, FYEG Executive Committee will  
282 set up the following working groups, coming up with clear mandates:

283

- A Social Europe Working Group, following up on FYEG 2019 Work Plan

284

- A Feminist Network, opened only to women, trans and genderqueer people

285

- A Just Transition Working Group, working on FYEG 2020 Work Plan

286 FYEG Executive Committee also has the possibility to create additional working  
287 groups along the year depending on the emergence of new political priorities.

## 288 **And its office**

289 During the past years, FYEG office has been growing and played a key role in the  
290 development of FYEG activities and political work and it will continue to do so.

291 FYEG wants to improve the working conditions and employment conditions of people  
292 working in the office. FYEG will make sure the upcoming move of EGP and FYEG  
293 office represents an improvement of their working conditions. FYEG also wants to  
294 explore ways to reduce their workload and increase their salaries. FYEG will  
295 organise more regular office meetings and retreats and wants to open the  
296 possibility for members of the staff to get professional training, in the fields  
297 they feel gaps need to be filled.

## **E2 FYEG Financial Plan 2019-2020**

Proposer: FYEG Executive Committee  
Resolution date: 07/14/2019  
Agenda item: 4 Plans

### **Text**

#### **1. General Comment**

Our 2019 budget will be bigger than in 2018 but smaller than what was initially planned. The increase of both expenses and resources compared to 2018 is mostly due to the campaign for the European Elections and the increase of EGP contribution to FYEG budget. The decrease compared to the preliminary budget adopted last year is mostly due to the fact we didn't succeed in one of our applications for a project (European Youth Together) and to the more realistic estimations of some expenses like donations and the exclusion of participation in kind from the budget.

Our 2020 budget will remain at a high level due to the good results in the European Elections. We expect to get a bigger contribution from the EGP compared to pre-electoral years (2016 or 2017), an enhanced partnership with the Greens-EFA group in the European Parliament, more donations from MEPs and more possibilities to organise visits into the European Parliament in parallel to our meetings. This higher budget will be used for a more expensive Work Plan and for some of our activities. We are also looking at offering better employment conditions to our staff.

During this period, FYEG office should look into the possibility to create reserves to future election campaigns.

#### **2. Details per budget line**

##### **1. Personal Costs**

In 2019, FYEG will keep spending a big share of its budget on personal costs (109 400€ in 2019 and 116 000€). These three budget lines correspond to the costs for personal that are directly paid by FYEG (1 full-time secretary general, 1 full-time project manager, 1 full time communication and campaign manager and one part-time office assistant. The part-time intern that is not directly paid by us but hired by the Greens/EFA group in the European Parliament doesn't appear in our financial report. The costs for our campaign assistant, which was hired by the EGP as a "joint project" by FYEG and the EGP (see line 6.1.2) is in the accounts under "campaigns" budget line (5.3.1)

31 We want to keep increasing our budget for office to offer better employment  
32 conditions (including a 200€ pay raise in 2020) to our staff and increase the  
33 capacity of the office on the long term. The pay raise would still need to be  
34 validated by the next EC.

## 35 **2. Infrastructure and operating costs**

36 The budget line 2.1.1 on office rent will keep showing zero euro as we are using  
37 EGP facilities. The cost for renting the office from the EGP (8000€) are  
38 deducted from the contribution of EGP to FYEG (7.1.1)

39 We propose to create two new budget lines, the first one (2.1.2) with 300€ for  
40 the office to be able to organise proper office meetings or retreats, which may  
41 imply renting a room; and the second one (2.1.3) with 3000€ to offer training to  
42 the staff (on fundraising, accounting, communication, photo or video editing,  
43 etc.)

44 The budget line 2.2.1 covers the costs associated to our website (hosting  
45 servers) and online tools (cloud, newsletter, reimbursement form etc.). We want  
46 to increase it from around 1000€ to 1500€ to be able to buy a proper accounting  
47 software.

48 The budget line 2.2.2 covers the buying of equipment for the office (laptops,  
49 chairs, tables, etc.). The budget increases in 2019 (2500€) because of the  
50 growing staff and the investments it required, as well as to cover reparation  
51 costs of our camera. It goes back to 2000€ in 2020.

52 The budget line 2.2.3 is used to compensate the work of Christoph, our  
53 webmaster, for a total of 1200€ per year. This remains stable in 2019 and 2020

54 The budget line 2.3 serves for office supply (pens, tape, etc. or drinks) but  
55 most of these expenses are usually covered by projects, which is why we budgeted  
56 500€ on these two budget lines in 2019 and 2020.

57 The budget line 2.4 on postal and communication includes the payment of phone  
58 bills for the office and the few postal charges that are not included in  
59 projects, for a total of 1250€ in 2019 and 1200€ in 2020.

60 The budget line 2.5 on printing and publication covers costs for EcoSprinter  
61 when it's not part of a project and for general FYEG material. We budgeted 4000€  
62 in 2019 and 4500€ in 2020 for these two budget lines

## 63 **3. Administrative Expenditure**

64 FYEG will spend 5900€ of its budget on administrative costs in 2019 and 2020. It  
65 includes extraordinary costs (for example when we have to introduce a request  
66 for a work permit for a staff member), insurances, bank charges, legal expenses  
67 (for example the fee to submit changes in the EC to the Belgian authorities)  
68 and costs for the official accountant that certifies our accounts. We want to  
69 increase the budget of extraordinary costs (to be able to cover the process of

70 two work permit requests instead of two) and expect a small decrease of bank  
71 fees..

#### 72 **4. Meetings and representation costs**

73 In 2018, FYEG will spend 79 000€ in 2019 and 78200€ in 2020 on meetings and  
74 representation costs.

75 Budget line 4.1.1 covers costs that EC members can claim for their internet or  
76 phone bills for 600€. This is less than what was initially budgeted but still  
77 more than what was spent during the previous years by EC members. We want to  
78 keep the possibility open for EC members to get those costs reimbursed.

79 Budget line 4.1.2 covers costs linked to EC meetings (transport, food and  
80 accommodation). This depends on the location of the meeting and the place of  
81 residence of the EC members. We want to keep this budget line high enough  
82 (13000€) so that the fact that EC members would come from further locations  
83 doesn't represent a financial difficulty for FYEG

84 Budget line 4.2.1 concerns the General Assembly. It should always be read  
85 together with the budget 5.1.2 on Spring/Summer Conference as these two events  
86 often take place at the same time but the Spring/Summer Conference is co-  
87 organised with the Greens-EFA group in the European Parliament. We expect  
88 smaller expenses in 2019 due to a cheaper location (17000€) and that a potential  
89 increase in 2020 could be covered by the Spring Conference budget line so this  
90 budget line would be 15000€.

91 Budget line 4.2.2 concerns the training for MOs boards that we want to organise  
92 at the end of each year, instead of the Working Group Meeting. Most of these  
93 costs will be covered by the per-diem received by FYEG for those who will visit  
94 the European Parliament during this event (8.1.3). This would cost 15000€ each  
95 year.

96 Budget line 4.2.4 concerns the Strategic Planning Meeting. The Strategic  
97 Planning Meeting was organised in February 2019 and costed around 19000€,  
98 including the second Young Candidates training. We expect a similar cost  
99 (20000€) in 2020. Most of these costs are covered by the per-diem received by  
100 FYEG for those who visit the European Parliament during this event.(8.1.3)

101 Budget line 4.2.5 concerns the Meeting of the Financial Control Committee. The  
102 FCC meeting didn't cost much as four participants lived in Brussels and the  
103 fifth one got reimbursed by a different organisation, but we expect to organise  
104 a second FCC meeting in the end of 2019. This is why we budget 800€ in 2019 and  
105 1000€ in 2020.

106 Budget line 4.3.1 is our membership fee to the European Youth Forum, for around  
107 1600€

108 Budget line 4.3.2 are contributions to activities organised by CDN (Cooperation  
109 and Development Network for Eastern Europe) for a total amount of 7.500€

110 Budget line 4.4 covers meetings to Member Organisations, Study visits, meetings  
111 of the EGP and Global Greens and other meetings for political work and  
112 networking. We want to increase those visits, which is why 4500€ is budgeted in  
113 2019 and 2020.

## 114 **5. Projects and campaigns**

115 Budget line 5.1.1 is about our Work Plan on Social Rights in 2019 and on Just  
116 Transition 2020. Contrary to the previous years, we are budgeting these events  
117 without taking into account the equivalent cost of Voluntary Work, that is taken  
118 into account by our funder but never appears in our financial reports. The work  
119 plan should cost around 62000€ in 2019 and 99000€ in 2020.

120 Budget line 5.1.2 concerns the Summer Conference in 2019 and the Spring  
121 Conference in 2020. They are organised together with the Greens/EFA group in the  
122 European Parliament, in the same place and time as the General Assembly. We  
123 budgeted 25000€ in 2019 and 30000€ in 2020.

124 Budget line 5.1.3 is for spendings related to the climate conference. In 2019 or  
125 2020, we didn't budget the organisation of Alter COP seminars. The budget line  
126 remains but is reduced to 2000€ in 2019 and 3000€ in 2020 to cover the cost of  
127 delegations to UNFCCC or other political work around climate conferences. It was  
128 not decided yet if FYEG will send a delegation to COP25 in Chile.

129 Budget line 5.2.1 concerns the Study Session on Future of Activism in 2019 and a  
130 potential one in 2020. Costs for events organised with the European Youth  
131 Centres are covered directly by them. The costs in these lines are extra costs  
132 such as the reimbursement of participation fees for participants with low  
133 resources,

134 Budget line 5.3.1 concerns the campaigns, including the campaign for the  
135 European Election in 2019. It includes costs such as the joint campaign event in  
136 Madrid, the design and printing of our material and the campaign meetings and  
137 the salary of the Campaign and Events Assistant who was working on the  
138 organisations of the joint projects and joint elements of our campaign with the  
139 EGP. Most of those campaign elements were joint projects with the EGP (7.1.2).  
140 We budgeted 60000€ in 2019 and 5000€ in 2020 for a regular campaign.

141 Budget line 5.4.1 concerns ad-hoc projects for a total of 7500€.

142 Budget line 5.4.1 concerns ad-hoc projects for a total of 7500€

143 The budget line 5.4.2 is a new budget line to cover costs of projects and  
144 meetings of working groups, for a total of 4000€ per year.

## 145 **6. Allocations to the next year and reserves**

146 In 2019 we are planning to transfer 5000€ to 2020. In 2020, we are planning to  
147 start to put some money aside for the next European Elections campaign.

---

**148 7. Administrative Revenues**

149 What we call administrative revenues are revenues that are not linked to  
150 specific projects organised by FYEG and can be used rather freely by FYEG.

151 Budget lines 7.1.1 and 7.1.2 are EGP's contribution to FYEG. Our agreement with  
152 the EGP states that EGP dedicates 3.5% of their budget on FYEG, either directly  
153 (7.1.1) or through the organisation of joint projects (7.1.2). EGP deduces 8000€  
154 from their contribution in exchange for us using their facilities.

155 This amount varies from one year to another as EGP is spending more money during  
156 certain years, for example when there is a Global Greens Congress or European  
157 Elections. In 2019, the EGP used a lot of money for the campaign, thanks to  
158 their reserves and to special allocations from the European Parliament. The  
159 result is that the total contribution of EGP to FYEG's budget will be close to  
160 141000€ in 2019 (92.000€ on 7.1.1 + 8000€ of rent + 41.000€ of joint  
161 activities). Due to the good results of the Greens in the election, we are  
162 expecting a total contribution of 115.000€ in 2020.

163 Budget line 7.2.1 is an administrative grant given to us by the Youth Department  
164 of the Council of Europe, for a total of 13.142€ per year. This grant could be  
165 threatened by ongoing budgetary restrictions in the Council of Europe, starting  
166 in 2021.

167 Budget line 7.2.2 is an administrative grant given to us by the European Union,  
168 as part of the Erasmus+ project, for a total of 50.000€ per year.

169 Budget line 7.3.1 is the sum of membership fees paid by our Member  
170 Organisations. Each MO has to pay 1% of its budget to FYEG. Given the good  
171 financial situation of several Member Organisations, we expect a contribution  
172 close to 17.000€ in 2019 and 2020.

173 Budget line 7.3.2 is the participation fee to the GA and Spring Conference. We  
174 are aiming at reducing those fees to make the GA more accessible. We therefore  
175 expect 3000€ in 2019 and 2020.

176 Budget line 7.3.4 is donations. These are donations from individuals only,  
177 including our crowdfunding campaign, MEPs when they make donations from their  
178 personal accounts and donations that are received in exchange for material (tee-  
179 shirts, stickers, etc.). FYEG should aim at increasing donations, especially  
180 from FYEG alumni and regular donations. We are aiming for 5000€ of donations per  
181 year.

182 Budget line 7.3.5 is the allocation from the previous year, for 33.000€ in 2019.

**183 7. Projects incomes.**

184 What we call project incomes are incomes that are linked to the organisation of  
185 specific projects. We need to report much more precisely to these funders, with  
186 the details of the expenses funded.

187 Budget line 8.1.1 is linked to our partnership with the Greens-EFA group in the  
188 European Parliament. This partnership states that FYEG and the Greens-EFA group  
189 co-organised events together. FYEG deals with the financial management of these  
190 events and costs are later reimbursed by the Green group. In 2018, we co-  
191 organised the Spring Conference. Following the results of the European  
192 Elections, FYEG and the Greens-EFA group agreed to reinforce this partnership.  
193 Financially speaking, Greens-EFA will now dedicate 45.000€ to FYEG per year in  
194 2020.

195 Budget line 8.1.2 is money that MEPs can allocate to their communication costs.  
196 They can for example reimburse costs linked to events they are taking part or  
197 fund publication or fund publications by FYEG that have a connection with their  
198 work. We expect 10000€ in 2019 and 15000€ in 2020.

199 Budget line 8.1.3 is money that the European Parliament gives to organisers of  
200 groups of visitors into the European Parliament to cover travel costs,  
201 accommodation and food, related to that visit. Each MEP can sponsor a limited  
202 number of visitors each year but the growing number of young MEPs make us think  
203 that we will be able to organise more visits of this kind, bringing the  
204 contribution of these visits to 28000€ in 2019 and 45000€ in 2020, with one  
205 extra event.

206 Budget line 8.2.1 is the grant by the Youth Department of the Council of Europe  
207 associated to our Work Plan. We expect 46000€ in 2019 and 49000€ in 2020

208 Budget line 8.2.2 is for events or sessions during events that we co-organised  
209 with the Green European Foundation. We expect 7200€ from this cooperation in  
210 2019 and 2020.

211 Budget line 8.2.3 is for projects organised with the Heinrich Böll Stiftung. We  
212 didn't have collaboration with them in the last year but are working on  
213 rebuilding it, with expected incomes at 1000€ in 2020.

214 Budget line 8.2.4 is for participants' contributions to projects. We expect  
215 5000€ in 2019 and 2020.

## 216 **FYEG BUDGET 2019**

### 217 **BUDGET EXPENDITURE**

#### 218 **Category 1: Personnel costs 109 400,00**

219 1.1. Salaries 75 000,00

220 1.1.1 Staff (SG, PM, OA, CC0) 75 000,00

221 1.2. Benefits 11 400,00

222	1.2.1 Staff benefits	11 400,00
223	1.3. Social security and other Securex costs	23 000,00
224	1.3.1 Securex	23 000,00
225	<b>Category 2: Office-related and operating costs</b>	<b>14 250,00</b>
226	2.1. Office-related costs	3 300,00
227	2.1.1 Office rent	0,00
228	2.1.2 Office meetings	300,00
229	2.1.3 Trainings for staff	3 000,00
230	2.2. Costs relating to the installation, operation maintenance and equipment	5 200,00
231		
232	2.2.1 IT	1 500,00
233	2.2.2 Office equipment	2 500,00
234	2.2.3 Website maintenance	1 200,00
235	2.3. Stationary and office supplies	500,00
236	2.3.1 Stationary	200,00
237	2.3.2 Other	300,00
238	2.4. Postal and telecommunications charges	1 250,00
239	2.4.1 Postal charges	250,00
240	2.4.2 Telephones, mobile phones	1 000,00
241	2.5. Printing, Publications, information	4 000,00
242	2.5.1 General info material	3 000,00
243	2.5.2 Ecosprinter	1 000,00
244	<b>Category 3: Administrative expenditure</b>	<b>5 900,00</b>

245	3.1. Administrative expenditure	1 100,00
246	3.1.1 Extraordinary costs	1 100,00
247	3.2. Accounting, audit costs, consultancy	3 800,00
248	3.2.1 External/internal Accountant	3 300,00
249	3.2.2 Legal expenses	500,00
250	3.3.0 ther Indirect costs	1 000,00
251	3.3.1 Bank charges	500,00
252	3.3.2 Insurances	500,00
253	<b>Category 4: Meeting and representation costs</b>	<b>79 000,00</b>
254	4.1. Costs of EC meetings of the FYEG	13 600,00
255	4.1.1 Communication EC	600,00
256	4.1.2 Executive Committee meetings	13 000,00
257	4.2. Costs of the meetings of the FYEG5	1 800,00
258	4.2.1 General Assembly	17 000,00
259	4.2.2 Training for MOs	15 000,00
260	4.2.4 Strategic Planning Meeting	19 000,00
261	4.2.5 FCC meeting	800,00
262	4.3. Membership Fees and Regional Support	9 100,00
263	4.3.3 Membership Fees	1 600,00
264	4.3.4 Regional network meetings	7 500,00
265	4.4. Other meetings and representation	4 500,00
266	4.4.1 Visits to Member organisations/Study visits	2 000,00

267	4.4.2 EGP and GG Meetings	1 000,00
268	4.4.3 Political Work/Networking	1 500,00
269	<b>Category 5: Direct Costs: projects and campaigns</b>	<b>160 900,00</b>
270	5.1. Seminars and conferences	89 000,00
271	5.1.1 EYF Work Plan	62 000,00
272	5.1.2 Spring conference	25 000,00
273	5.1.3 COP25	2 000,00
274	5.2. Study Sessions	400,00
275	5.2.1 Study Sessions	400,00
276	5.3. Campaigns	60 000,00
277	5.3.1 Campaigns	60 000,00
278	5.4 Other projects	11 500,00
279	5.4.1 Ad Hoc Projects	7 500,00
280	5.4.2 Working group projects	4 000,00
281	<b>Category 6: Allocations to the next year and reserves</b>	<b>5 000,00</b>
282	6.1 Allocations and funds	5 000,00
283	6.1.1 Allocations to 2020	5 000,00
284	<b>TOTAL BUDGET EXPENDITURE</b>	<b>374 450,00</b>
285	<b>REVENUES</b>	
286	<b>Category 1: Administrative Income</b>	<b>254 142,00</b>
287	7.1 EGP contribution	133 000,00
288	7.1.1 EGP contribution – 3,5% eligible costs	92 000,00

289	7.1.2 Joint activities FYEG/EGP	41 000,00
290	7.2 Administrative Grants	63 142,00
291	7.2.1 CoE European Youth Foundation	13 142,00
292	7.2.2 Erasmus+ Admin	50 000,00
293	7.3 Own sources	58 000,00
294	7.3.1 Membership fees	17 000,00
295	7.3.2 GA & Spring Conference participation fees	3 000,00
296	7.3.4 Donations	5 000,00
297	7.3.5 Allocations from 2018	33 000,00
298	<b>Category 2: Projects &amp; Campaigns income</b>	<b>121 200,00</b>
299	8.1 Cooperation and Green support	63 000,00
300	8.1.1 Cooperation with Greens/EFA Group	25 000,00
301	8.1.2 Fundraising from MEPs	10 000,00
302	8.1.3 EP Visits	28 000,00
303	8.2 Projects	58 200,00
304	8.2.1 EYF work plan	46 000,00
305	8.2.2 Green European Foundation (GEF)	7 200,00
306	8.2.3 Heinrich Boell Stiftung	0,00
307	8.2.4 Participants' contribution to projects	5 000,00
308	8.2.5 Other sources	0,00
309	<b>TOTAL INCOME</b>	<b>375 342,00</b>
310	<b>PROFIT Or LOSS</b>	<b>892,00</b>

**311 FYEG BUDGET 2020****312 BUDGET EXPENDITURE****313 Category 1: Personnel costs 116 900,00**

314 1.1. Salaries 75 000,00

315 1.1.1 Staff (SG, PM, OA, CC0) 75 000,00

316 1.2. Benefits 11 400,00

317 1.2.1 Staff benefits 11 400,00

318 1.3. Social security and other Securex costs 30 500,00

319 1.3.1 Securex 30 500,00

**320 Category 2: Infrastructure and operating costs 14 200,00**

321 2.1. Office-related costs 3 300,00

322 2.1.1 Office rent 0,00

323 2.1.2 Office meetings 300,00

324 2.1.3 Trainings for staff 3 000,00

325 2.2. Costs relating to the installation, operation maintenance and equipment 4  
326 700,00

327 2.2.1 IT 1 500,00

328 2.2.2 Office equipment 2 000,00

329 2.2.3 Website maintenance 1 200,00

330 2.3. Stationary and office supplies 500,00

331 2.3.1 Stationary 200,00

332 2.3.2 Other 300,00

333	2.4. Postal and telecommunications charges	1 200,00
334	2.4.1 Postal charges	200,00
335	2.4.2 Telephones, mobile phones	1 000,00
336	2.5. Printing, Publications, information	4 500,00
337	2.5.1 General info material	3 000,00
338	2.5.2 Ecosprinter	1 500,00
339	<b>Category 3: Administrative expenditure</b>	<b>5 900,00</b>
340	3.1. Administrative expenditure	1 100,00
341	3.1.1 Extraordinary costs	1 100,00
342	3.2. Accounting, audit costs, consultancy	3 800,00
343	3.2.1 External/internal Accountant	3 300,00
344	3.2.2 Legal expenses	500,00
345	3.3. Other Indirect costs	1 000,00
346	3.3.1 Bank charges	500,00
347	3.3.2 Insurances	500,00
348	<b>Category 4: Meeting and representation costs</b>	<b>78 200,00</b>
349	4.1. Costs of EC meetings of the FYEG	13 600,00
350	4.1.1 Communication EC	600,00
351	4.1.2 Executive Committee meetings	13 000,00
352	4.2. Costs of the meetings of the FYEG	51 000,00
353	4.2.1 General Assembly	15 000,00
354	4.2.2 MO training meeting	15 000,00

355	4.2.4 Strategic Planning Meeting	20 000,00
356	4.2.5 FCC meeting	1 000,00
357	4.3. Membership Fees and Regional Support	9 100,00
358	4.3.3 Membership Fees	1 600,00
359	4.3.4 Regional network meetings	7 500,00
360	4.4. Other meetings and representation	4 500,00
361	4.4.1 Visits to Member organisations/Study visits	2 000,00
362	4.4.2 EGP and GG Meetings	1 000,00
363	4.4.3 Political Work/Networking	1 500,00
364	<b>Category 5: Direct Costs: projects and campaigns</b>	<b>148 900,00</b>
365	5.1. Seminars and conferences	132 000,00
366	5.1.1 EYF Work Plan	99 000,00
367	5.1.2 Spring conference	30 000,00
368	5.1.3 COP Delegation	3 000,00
369	5.2. Study Sessions	400,00
370	5.2.1 Study Sessions	400,00
371	5.3. Campaigns	5 000,00
372	5.3.1 Campaigns	5 000,00
373	5.4 Other Projects	11 500,00
374	5.4.1 Ad Hoc Projects	7 500,00
375	5.4.2 Working group projects	4 000,00
376	<b>Category 6: Allocations to the next year and reserves</b>	<b>5 000,00</b>

377	6.1 Allocations and funds	5 000,00
378	6.1.1 Allocation to 2021	0,00
379	6.1.2 Allocation to the campaign fund	5 000,00
380	<b>TOTAL BUDGET EXPENDITURE</b>	<b>369 100,00</b>
381	<b>REVENUES</b>	
382	<b>Category 1: Administrative Income</b>	<b>200 142,00</b>
383	7.1 EGP contribution	107 000,00
384	7.1.1 EGP contribution – 3,5% eligible costs	92 000,00
385	7.1.2 Joint activities FYEG/EGP	15 000,00
386	7.2 Administrative Grants	63 142,00
387	7.2.1 CoE European Youth Foundation	13 142,00
388	7.2.2 Erasmus+ Admin	50 000,00
389	7.3 Own sources	30 000,00
390	7.3.1 Membership fees	17 000,00
391	7.3.2 GA & Spring Conference participation fees	3 000,00
392	7.3.4 Donations	5 000,00
393	7.3.5 Allocations from 2019	5 000,00
394	<b>Category 2: Projects &amp; Campaigns income</b>	<b>169 190,00</b>
395	8.1 Cooperation and Green support	105 000,00
396	8.1.1 Cooperation with Greens/EFA Group	45 000,00
397	8.1.2 Fundraising from MEPs	15 000,00
398	8.1.3 EP Visits	45 000,00

399	8.1 Projects	64 190,00
400	8.2.1 EYF work plan	49 990,00
401	8.2.2 Green European Foundation (GEF)	7 200,00
402	8.2.3 Heinrich Boell Stiftung	1 000,00
403	8.2.4 Participants' contribution to projects	6 000,00
404	8.2.5 Other sources	0,00
405	<b>TOTAL INCOME</b>	<b>369 332,00</b>
406	<b>PROFIT Or LOSS</b>	<b>232,00</b>

### **Reason**

The full document with layout can be found here

[http://fyeg.org/sites/fyeg.org/files/ga/Financial\\_Plan\\_2019-2020.pdf](http://fyeg.org/sites/fyeg.org/files/ga/Financial_Plan_2019-2020.pdf)

### **E3 FYEG Inclusion Plan 2019-2021: making FYEG more inclusive**

Proposer: FYEG  
Resolution date: 07/14/2019  
Agenda item: 4 Plans

#### **Text**

1 This document aims at identifying causes for exclusion in FYEG and setting a  
2 clear pathway to create an inclusion plan for the organization.

#### **3 What is social inclusion?**

4 Social inclusion is an ongoing process which ensures that those at risk of  
5 poverty and social exclusion gain the opportunities and resources necessary to  
6 participate fully in economic, social and cultural life and to enjoy a standard  
7 of living and well-being that is considered normal in the society in which they  
8 live. It ensures that they have greater participation in decision-making which  
9 affects their lives and access to their fundamental rights.

10 Young people with fewer opportunities.

11 “Young people with fewer opportunities” is a term used to describe young people  
12 who are at a disadvantage compared to their peers because they face one or more  
13 of the exclusion factors below. These often prevent young people from taking  
14 part in formal and non-formal education, trans-national mobility, employment,  
15 democracy and society at large. The term “young people with fewer opportunities”  
16 purposely focuses on the situation in which young people are in so as to avoid  
17 stigmatization and blame. The causes of disadvantage can be manifold, and the  
18 solutions similarly so. Young people with fewer opportunities are young people  
19 who, largely due to their personal situation and sometimes also due to the  
20 choices they make, face different and/or more difficult obstacles in their lives  
21 than other young people

22 √ Social obstacles: people facing discrimination because of gender, age,  
23 ethnicity, religion, sexual orientation, disability, etc., people with limited  
24 social skills or anti-social or risky sexual behavior, people in a precarious  
25 situation, (ex-)offenders, (ex-)drug or alcohol abusers, young and/or single  
26 parents, orphans, young people from broken families, etc.

27 √ Cultural differences: immigrants or refugees or descendants from immigrant or  
28 refugee families, people belonging to a national or ethnic minority, people with  
29 linguistic adaptation and cultural inclusion problems, etc.

30 √ Educational difficulties: people with learning difficulties, early school-  
31 leavers and school dropouts, lower qualified persons, people with poor school

32 performance, etc.

33 ✓ Disability (i.e. participants with special needs): people with mental  
34 (intellectual, cognitive, learning), physical, sensory or other disabilities.

35 ✓ Health issues: people with chronic health problems, severe illnesses or  
36 psychiatric conditions, young people with mental health problems, etc.

37 ✓ Economic obstacles: people with a low standard of living, low income,  
38 dependence on social welfare system, people in long-term unemployment or  
39 poverty, people in debt or with financial problems, etc.

40 ✓ Geographical obstacles: people from remote or rural areas, people living on  
41 small islands or in peripheral regions, people from urban problem zones, people  
42 from less serviced areas (limited public transport, poor facilities, abandoned  
43 villages...), etc.

44 Three steps to becoming more inclusive:

## 45 **1. Monitoring**

46 For doing applying an Inclusivity strategy in FYEG we need to extensively  
47 analyze the current situation of the participation of people with fewer  
48 opportunities and decisions concerning accessibility. In short, we examine how  
49 accessible FYEG and its events are at the moment as far as possible and as far  
50 as FYEG can notice it. It is important to keep in mind that even if support is  
51 not often requested, that doesn't mean that it is not needed. It might only show  
52 that the support offer didn't reach the people in need. In FYEG it would be  
53 reasonable to analyze the following for the last period (1 year or 6 months):

54 • How many people with disabilities take part in projects, working groups  
55 and other activities?

56 • How many people requested financial support with participation fees and  
57 travel costs?

58 • How many people requested organizational support for travelling?

59 • How many people requested support with other logistics?

60 • Ask for feedback from people who requested help, how FYEG could still  
61 improve the support and implement it in the support to offers.

## 62 **2. Implement support offers**

63 When organizing an event, the prep team should always have a look at the list of  
64 the obstacles and think about how to make the project as accessible as possible

65 for people facing some of the obstacles.

66 Concrete support offers in FYEG projects (apart from the ones that already  
67 exist) should always be:

- 68 • Sign language for deaf people: always having one person present who can  
69 translate English in sign language
- 70 • Linguistic support for people who don't speak English very well
- 71 • Financial help also for exceptional cost due to disability or health (e.g.  
72 costs of a personal assistant, specialized travel items, insurance etc.)
- 73 • Travelling: For some people (e.g. disabled persons) it might be much more  
74 difficult to travel than for others.
- 75 • Mental health is an important aspect in the lives of today's youth. FYEG  
76 should develop a clear framework for vulnerable adults with mental health  
77 issues with this information: a contact person, check personally needs,  
78 prep team role, etc. In the Strategic Planning Meeting some principles  
79 were discussed, for instance, an open policy to people with mental health  
80 issues, creation of silent rooms, etc. This should be further developed.

81 So FYEG could...

- 82 • Offer organizational help for the trip
- 83 • Connect people who travel from the same regions, so someone who might not  
84 be able to travel alone can get support.
  - 85 ◦ Organizational support with logistics
  - 86 ◦ Personal support during activities

87 It is very important that these support offers are placed well visible in  
88 project calls, so that the people in need can find them easily.

### 89 **3. Further actions**

90 By doing the analysis from point 2 we get a broad insight in the inclusiveness  
91 of projects and see concrete deficits. Therewith we can develop specific  
92 measures and actions to become an inclusive organization. As further actions  
93 FYEG can...

- 94 • Implement further support offers
- 95 • do awareness trainings on inclusion aspects in projects

- 96 • attend events with target organizations so they can build trust with FYEG
- 97 • organize a seminar on Social Inclusion
- 98 • promote Social Inclusion in the external communication, e.g. do a social  
99 media campaign on inclusiveness in politics and mobility
- 100 • create a guide for the MOs to be aware of Inclusion issues
- 101 ...and a lot more things.
- 102 The concept of Inclusivity advances FYEG to be a more inclusive organization.