

## **P1 Activity Plan 2022-2023**

Proposer: FYEG  
Agenda item: 2. Plans

### **Plan text**

#### **Activity Plan 2022-2023**

##### **1. Strengthening the FYEG Network and Membership Coordination**

FYEG Member Organisations (MOs) constitute the base on which FYEG operates as a federation, and it is through MOs that FYEG has the best possibilities to achieve change on an everyday basis. Therefore, it is clear that MOs need to be at the centre of FYEG's work.

The Member Organisation survey executed in the beginning of 2022 showed once again that members vary in size and impact from small or newly established organisations who focus on recruiting members to large and well established organisations who have parent parties in government and focus on putting forward the youth voice in the legislative agenda.

One of FYEG's main roles and challenges is to bring these very heterogeneous member organisations together and cater to their needs so that we can work together towards the common vision of Europe that we share.

In the year 2022/2023, FYEG plans to continue organising activities to strengthen its network and the coordination of its MOs.

##### **Network Activities**

From June 2022 to June 2023 FYEG will facilitate political exchanges at the federation level through two international activities:

The annual General Assembly (GA) of FYEG is the highest decision-making body of FYEG as it reviews and validates FYEG's work. Moreover, the delegates of Member Organisations elect the leadership of the organisation (the Executive Committee and the Secretary-General) and approve new members to the federation. Moreover,

24 the FYEG General Assembly is the occasion for FYEG Member Organisations, Working  
25 Groups and other FYEG bodies to bring forward and debate political resolutions  
26 on various policy issues. This is the moment for the network to discuss and  
27 propose policies on current events. The General Assembly will be held in late  
28 spring together with the annual Spring Conference. The Spring Conference is an  
29 open public event, held next to the General Assembly. It brings together  
30 representatives of the federation, FYEG's partners, young activities and expert  
31 speakers (for example academics and politicians) in order to discuss and debate  
32 a political topic.

33 The Young Green Forum (Forum of the Member Organisations) is a meeting of the  
34 representatives from FYEG MOs, representatives of working groups and other  
35 bodies of FYEG. It functions as a prelude to the GA and it is an opportunity for  
36 FYEGers to meet each other, work towards strengthening the network and have  
37 exchanges on organisational and political topics. It creates the space to  
38 discuss FYEG as an organisation and also provides space for Member Organisations  
39 to give input to improve FYEG's work and activities. The Forum will be held  
40 online at the beginning of the year.

#### 41 Membership Coordination

42 FYEG will continue its commitment for the development and the coordination of  
43 its Member Organisations, as they are the heart of our Federation. To this end,  
44 the Federation will continue organising regional meetings. The Regional division  
45 will be revised to create five regional areas: East, Balkans, South, Center-West  
46 and North.

47 The regional meetings will be organised by the members of the Executive  
48 Committee who are responsible for these regions. The frequency of the meetings  
49 will be set together with the MOs while ensuring consistent coordination and  
50 contacts with all the regions. FYEG will also continue monitoring the engagement  
51 and representation of member organisations in its activities and structures.  
52

53 In addition and in line with its strategy, FYEG will put more focus on two  
54 regions: South and East. To support them and improve their engagement, FYEG will  
55 organise one live regional meeting for the South Region. The Regional meeting  
56 will be held in one of the countries of the Southern MOs. In line with FYEG's  
57 strategy to improve the engagement of FYEG's member organisations from the East,  
58 FYEG will continue to support and cooperate with the Cooperation and Development  
59 Network. Moreover, FYEG will actively participate in the European Green Party  
60 (EGP) Balkan network meetings to empower its newly created Balkan region member  
61 organisations.

62 Finally, FYEG will also put more focus on some individual organisations, through  
63 the onboarding process for its candidate member organisation and specific

64 attention to struggling members. From June 2022 to June 2023 there will be three  
65 Study Visits done by the Secretary General and EC members. Study visits are to  
66 countries or regions with a strategic focus, where there are new candidate  
67 organisations applying for full membership or a potential member organisation in  
68 a country where FYEG is not represented. FYEG Plans to do study visits to Italy,  
69 Austria and Czech Republic.

## 70 2. Capacity Building and Educational Activities

71 FYEG believes capacity building is central for empowering its Member  
72 Organisations to be more resilient, resourceful, sustainable, effective and  
73 efficient in delivering their mission on a national and European level; and  
74 consequently beneficial for the development of the Federation as a whole. An  
75 increased capacity of our MOs will also facilitate more young Green  
76 representation in political mandates at the national and European level.

77 The output of the Member Organisation Survey showed that different MOs have  
78 different needs in capacity building. Smaller MOs with less active volunteers  
79 are interested in volunteer engagement and retention while larger MOs are more  
80 interested in fundraising. For this reason, from June 2022 to June 2023, FYEG  
81 plans the following activities, in order to improve the capacities and resources  
82 of its member organisations and develop their competences in empowering young  
83 people at the national level.

### 84 Young Greens Decentralised Training (YGDT)

85 The YG Decentralised Training is a new educational activity that FYEG will  
86 implement to support young green organisations in need of a more structured  
87 capacity building process. The training targets especially smaller or newly  
88 established organisations, and will include 7 to 9 MOs per year. The training  
89 sessions will be given by external trainers and the programme will be tailored  
90 to the needs of the organisations under the topical framework of "Building a  
91 vision and recruiting members". The programme will take place during a period of  
92 6 months and include live and online collective training as well as individual  
93 consultations. The same program will be repeated for a second training cycle  
94 with different organisations for the next activity period. Each cycle will be  
95 delivered for a group of seven to nine Member Organisations.

### 96 Fundraising Training

97 In the year 2022/2023 FYEG is planning to deliver two online training sessions  
98 on fundraising. The sessions will be facilitated by the Secretariat where  
99 possible and will bring experts to provide the training when necessary. The  
100 first one will be focused on general fundraising, such as fundraising via the  
101

102 **Members of the European Parliament, organising Study Visits to the Parliament,**  
103 **parent party funding and individual fundraisings. The second training will focus**  
104 **on grant applications such as the Erasmus+ Grant or the Council of Europe's**  
**grants.**

105 **FYEG also uses its educational activities to create a space for young people to**  
106 **develop progressive ideas with relevant and meaningful political output.**  
107 **Although FYEG's key aim is to support and invest in its members, we use our**  
108 **annual educational activities to invest in a broader group of young people to**  
109 **become skilful changemakers. Our educational activities empower new leaders, not**  
110 **only from FYEG Member Organisations, but also from other progressive youth**  
111 **movements. The non-formal educational methodology we use in our educational**  
112 **activities empower participants by giving them space to co-shape the educational**  
113 **process and making each of them an actor of change.**

114 **FYEG Working Groups are thematic structures that bring together individuals**  
115 **passionate on one subject to work deeper on it. FYEG working groups operate**  
116 **within the FYEG Working Group Guideline. We will continue to foster working**  
117 **groups to ensure a proper follow-up to the educational activities, use them as a**  
118 **means to continue engaging participants in FYEG structures and also as a tool to**  
119 **ensure radical policy ideas developed in these activities are turned into**  
120 **concrete policies that are followed-up with campaign outputs.**

#### 121 **Mental Health is Political Work Plan**

122 **In 2022 FYEG will organise a year long educational activity called "The Politics**  
123 **of Mental Health". This activity aims to understand the root causes and**  
124 **consequences of worsening mental health among young people and to ensure the**  
125 **youth's role in building and sharing the solutions needed to address it.**

126 **Two main international activities are foreseen in the upcoming year:**

- 127 • **"This oppressive system and our mental health", an international activity**  
128 **that will take place from 22-27 July in France, hosted by Les Jeunes**  
129 **Écologistes. The summer camp will last 6 days and will bring together 50**  
130 **young activists from all over Europe to explore how mental health problems**  
131 **affect oppressed people and activists. We will look at cases of repressed**  
132 **freedom of expression, right to protest and access to information in**  
133 **Europe, as issues that affect the engagement of young people in civic**  
134 **processes. We will then create space to learn about methods to address**  
135 **problems of mental health among young activists and people who face**  
136 **discrimination.**

- “Mental health in Progress LAB” will take place in Brussels, Belgium by the end of the year. Through this final activity we want to engage a wider audience with the topic of mental health among youth, presenting the results and solutions developed during the work plan. We will gather around 80 people in an event with elements of a seminar, training and public conference. We will invite representatives of youth international NGOs, party political youth organisations and movements to the open part of the event and discuss how to join forces in lobbying for better mental health at various levels and establish an international network of mental health supporters to work together in the future.

#### We need the Green YOU(th)! - 2023 Work Plan

Youth participation is firstly hindered by the precarity young people are in. Dealing with unemployment and in-work poverty, housing insecurity, mental health issues, identity-based discrimination and more, they are in no favorable position to engage in civic life. At the intersection of discrimination and poverty, disadvantage youth face even more barriers. At the same time, youth organisations that represent the interests of millions of young people in Europe and carry out the most meaningful youth work, struggle to access structural resources to sustain them. This is more than ever true in the new world where, adding on to the climate crisis, the European youth faces a post-pandemic world, European war, threats to rule of law in Hungary and Poland and more. The 2-year-long project we designed (Work Plan 2023 would constitute the first year of action) will support all young people to have a say, influence decision-making and increase diversity in participation, with a focus on election times everywhere in Europe.

The work plan will consist of 3 main international activities:

- The 3-day-long “International kick-off: Democra See Ya?” will bring together 80 young people to inspire them to take active part in this 2-year-long FYEG project where we will influence elections at various levels. This event lays the foundation exploring the status of democracy in 2023, connecting young campaigners, community organisers and candidates to a new generation of Green young leaders. We will prepare tangible tools to inspire more young people to join the project.
- The 5-day-long summer camp “Building the Green Story!” will see 50 young people come together to elaborate a common narrative for Europe’s progressive youth. During this event we will explore the importance of narrative building, storytelling and political communication. Participants will get trained on how to frame complex issues through clear messages and

175 impactful stories, and will be guided by experts to elaborate the  
176 foundational document outlining the winning story to influence politics in  
177 time of elections as a Young Green activist.

- 178 • “The Online Influencelection Games” will be a 4-month long gamification  
179 experiment that will see 150 young people competing in a healthy  
180 environment to become the Young Influencelection leaders in 2024. A series  
181 of 4 online monthly training will develop the practical skills needed to  
182 push the narrative stemmed from the previous activity. Hosted parallelly,  
183 a digital platform will gamify the learning process, and turn it into a  
184 series of competitive games where trainers can challenge trainees (or  
185 where trainees can challenge each other). By the end of the four months, a  
186 small group of trainees will be promoted to Young Influencelection Leaders  
187 and become the facilitators of the digital platform to be run in 2024 in  
188 preparation for the European elections.

## 189 Inclusion and Diversity

190 Over the years, FYEG has been very successful in ensuring equality and inclusion  
191 of gender and sexual minorities in the organisation. We are very proud that we  
192 are one of the most feminist youth organisation in Europe, with progressive  
193 quotas to ensure representation in leadership, safe spaces in our activities and  
194 gender budgeting.

195 We would like to replicate the same success and improve the inclusion of young  
196 people from underrepresented groups, especially from racialised communities.  
197 However, the diversity within FYEG is dependent on the diversity within its  
198 Member Organisations and the green movement. Therefore FYEG will focus on  
199 increasing the level of inclusion and diversity both at FYEG’s educational  
200 activities and within the membership of FYEG’s member organisations. Through  
201 training, FYEG will support its members in developing methods for political  
202 activation within the racialised communities and recruiting more members from  
203 racialised communities.

204 All the educational and capacity building activities will have a session on  
205 inclusion, especially of those coming from racialised backgrounds. Moreover,  
206 FYEG will continue to collect data on the inclusion of underrepresented groups,  
207 especially the number of BIPOC participants and speakers. This way, we will  
208 ensure that we actively follow and improve representation targets. In order to  
209 improve the representation of youth from racialised communities, we will also  
210 continue our partnership with organisations such as Equinox, Union of Justice  
211 and reach out to other youth organisations.

212 **3. Bringing forward the youth perspective**

213 FYEG's main goal is to ensure youth participation and representation in  
214 democratic processes and political institutions at national and European levels.  
215 The organisation's efforts are aimed at collecting and amplifying the youth  
216 voices, with a particular focus on those that are underrepresented in the  
217 political discourses.

218 As a voice from the youth, FYEG is always committed to pioneering new, radical,  
219 progressive policy demands not only in the field of youth but also in other  
220 areas that predominantly affects youth, in line with our political platform. For  
221 this to happen, FYEG will focus its work on three main areas:

222 **Lobbying, advocating and campaigning for the youth perspective through**  
223 **collaborating with our partners**

224 **The lobbying, advocating and campaigning work is one of the central activities**  
225 **performed by FYEG. This is facilitated by collaborating with strategic partners.**  
226 **For this reason, In 2022/2023 FYEG will keep cooperating with the following**  
227 **partners to improve its political impact at the European level:**

228 **The work carried out from our elected representative in the Advisory Council of**  
229 **Youth to Council of Europe, is a key element for disseminating and lobbying for**  
230 **our green ideas. In 2021 FYEG could elect again its own representative in the**  
231 **Advisory Council on Youth, ensuring a continuity of the advocacy activities**  
232 **performed in the last two mandates. The Council agreed to start the drafting**  
233 **process of a policy recommendation on the climate crisis, thanks to the good**  
234 **work of FYEG representatives. FYEG will continue its work on the climate policy**  
235 **to ensure that there will be more funds for green-minded projects through the**  
236 **EYF. Moreover, FYEG will keep monitoring the democracy and transparency of the**  
237 **processes within the Council. Finally, FYEG is committed to ensure the work of**  
238 **the Council of Europe is beneficial and supportive to all youth organisations,**  
239 **including the smaller ones, to enhance their development and the development of**  
240 **the youth movement as a whole.**

241 **The European Youth Forum is the platform of youth organisations in Europe. FYEG**  
242 **maintains a close relationship with the Forum, through the work of an EC**  
243 **delegate. This entails participating in their events, policy discussions and**  
244 **building relationships with its members. This allows FYEG to closely follow the**  
245 **Youth Forum work and to hold them accountable in case they fail to adequately**  
246 **lobby for youth rights and widening the civic space for European youth work and**  
247 **European youth organisations. In 2022/2023 FYEG foresees to participate in the**  
248 **two main in real life events of the Forum: the Conference of Members (COMEM), to**  
249 **be held in October 2022 and May 2023.**

250 FYEG collaborates with the European Green Party (EGP) as its independent youth  
251 wing. FYEG will send delegates to the EGP Councils and table radical resolutions  
252 highlighting the issues and struggles young people are impacted by, to push the  
253 Green movement in the progressive direction. Moreover, our Co-Spokepersons will  
254 closely follow the work of EGP by attending its Committee Meetings to represent  
255 our young green voice within the Party. FYEG will attend the EGP Councils that  
256 will be held in June and November 2022.

257 FYEG will continue to cooperate with the Greens/EFA in the European Parliament,  
258 in particular with young MEPs on initiatives that are also political priorities  
259 for FYEG. FYEG will reach out to (young) MEPs who are working on policies FYEG  
260 has interest in, to invite them to speak at FYEG events or endorse FYEG  
261 campaigns. FYEG will maintain relations with the Greens/EFA secretariat,  
262 including its campaigners to work together to deliver strategic and creative  
263 campaigns.

264 FYEG will commit to building stronger bonds with primarily, but not only, youth  
265 organisations or other progressive organisations to do joint campaigns, public  
266 statements or manifestos in order to achieve greater impact and diversify our  
267 organisation outreach.

268 Lobbying, advocating and campaigning for the youth perspective through our  
269 campaigns

270 In addition to the collaboration with our main Partners and other radical  
271 organisations, in the year 2022/2023 FYEG will be committed in two main  
272 campaigns.

273 The first campaign will be focused on Mental Health as a result of the  
274 International Activities carried out during the year (see Mental Health is  
275 Political Work Plan). The connotation and direction of the campaign will result  
276 from the subsequent outputs of these activities. A specific working group will  
277 be responsible for the Campaign, coordinated by one member of the EC. The  
278 Campaign should have a specific goal, that will be decided by the EC according  
279 to the outcomes of the work plan. The Working Group will also contribute to the  
280 campaign plan. The Working Group will be responsible to frame the campaign and  
281 draft the advocacy plan, with the support of Communications Officer and the  
282 Project Manager. The EC will always monitor this process and will take all the  
283 essential political decisions.

284 The second campaign will address the topic of a critical resolution submitted to  
285 the GA. The EC and the Secretary General will select the resolution together.  
286 The planning phase of the Campaign will see an involvement of the EC, the  
287 Secretariat and the MOs, to set the goals and structure of the Campaign. The  
288 Communications Officer will be in charge of drafting the campaign and advocacy



289 plan with the support of the Secretary General. Once the Campaign is ready, MOs  
290 will be involved in disseminating it.

291 FYEG Member Organisations have voiced clear interest in pioneering new and  
292 radical ideas and taking part in coordinated campaigns across Europe. There are  
293 primarily two arenas where FYEGers can come up with, discuss and form political  
294 ideas: the educational activities and the network activities. By organising  
295 campaigns based on the outcomes of these two events, together with our member  
296 organisations and other young green activists, we aim to fulfil the needs of our  
297 member organisations and improve the interest and engagement in European and EU  
298 politics.

299 We will also use these campaigns to build stronger bonds with primarily, but not  
300 only, youth organisations or other progressive organisations in order to achieve  
301 greater impact and diversify our organisation. We will use joint campaigns,  
302 joint statements or manifestos.

303 Lobbying, advocating and campaigning for the youth perspective through  
304 participation in international political events

305 Addressing the climate emergency means taking real action. FYEG has been present  
306 in every UN Climate Conference since COP17, giving voice to young climate  
307 activists. FYEG will send a delegation to the COP27, to lobby for and to  
308 represent youth priorities at the global conference. The FYEG COP delegation  
309 will collaborate with other stakeholders and youth representatives and  
310 coordinate with members of the Green Family at events during and around COP27.  
311 The COP delegation will be coordinated by one EC Member.

312 FYEG does not foresee a specific campaign for COP27. The COP delegation, which  
313 will be selected via an open call by the FYEG EC, will have the chance to build  
314 their lobbying and advocacy campaign and implement it themselves.

315 Disseminate our work and ideas to new and broader audiences

316 FYEG gives priority to extensive and effective disseminations of our actions. We  
317 pay special attention to ensure that the results of our activities and events  
318 are as visible as possible, which allows our partners, MOs and young activists  
319 to derive the greatest benefit from them. Overall, we believe we reach not only  
320 members of our member organisations but also young people from different  
321 backgrounds and political engagements. In fact, thanks to our collaboration with  
322 our partners and other organisations, we believe we reach beyond the European  
323 youth.

324 We will continue our weekly social media analysis and present it to the FYEG

325 Executive Committee. The Communications Officer, the communications interns and  
326 the Secretary General will continue to meet every week to evaluate the past week  
327 and plan the next week. On top of this, we will organise strategic  
328 communications meetings between the Communications Team, the Secretary General  
329 and Spokespersons. These meetings ensure the effectiveness of our communication  
330 as well as its timeliness in the current socio-political context. Finally we  
331 will continue to attend the weekly communications meeting between the Green  
332 Partners. This meeting involves the comms teams of Greens/EFA, European Green  
333 Party, Green European Foundation and Heinrich Böll Stiftung.

334 In 2022 and 2023, we plan the full redesigning of our website. Designed in 2013,  
335 FYEG's website is outdated. A modernised website will enhance the quality of our  
336 message and improve our outreach through a more pleasant and accessible user  
337 experience. Through our website, social media, newsletters and through the  
338 Ecosprinter, FYEG will share its work and political outputs to as many people as  
339 possible. By testing and investing in new digital tools and formats, FYEG will  
340 widen the scope and range of its communications and engage more young people to  
341 bring forward their perspective.

342 The Federation's official magazine The Ecosprinter is published and distributed  
343 among young activists, our members and partners in online and printed form. FYEG  
344 will support the work of the Ecosprinter Editorial Board to create relevant  
345 content and reach its audience. We will print one issue of Ecosprinter.

346 **Bigger representation of Young Greens in the European Parliament - The EU24  
347 Elections Campaign**

348 The 2024 European Union Elections are almost around the corner and they will,  
349 therefore, become a focal point of FYEG activities for next two years. FYEG aims  
350 at empowering young green voices to be protagonists in this election, in order  
351 to enhance a wider young green presence in the European Parliament. For the 2024  
352 EU elections, FYEG will work towards increasing the youth participation, both in  
353 terms of voter turnout and in terms of young Greens running for the European  
354 Parliament.

355 The EU24 Election Campaign planning started in April 2022. For the Campaign,  
356 FYEG will be assisted by a Campaigner, who will be hired in 2023. The first  
357 timeline and plan of the projected Campaign can be found in the Annex.

358 **European Year of Youth**

359 2022 is announced as the European Year of the Youth (EYY) by the European  
360 Commission and we anticipate a lot of youth policy discussions at the Parliament  
361 and Commission level. In 2022, we are planning to follow the youth policy  
362

363 **discussions very closely with our EC and Sec-Gen, contribute to these**  
364 **discussions and disseminate the debates to our members across Europe.**

364 **FYEG will liaise with European and other institutional stakeholders to**  
365 **contribute to the European Year of Youth. FYEG is planning to bring participants**  
366 **to the events organised in the scope of EYY, specifically the planned WOW**  
367 **Festival (9 May) and Youth Democracy Festival (planned for Autumn 2022).**

368 **We are also planning to run a campaign on EYY trying to directly impact topics**  
369 **discussed at the political level while raising awareness and promoting Europe.**  
370 **This campaign will include:**

- 371 **• Promoting EYY activities and communications to membership base**
- 372 **• Communicating on the EYY debates happening at the EU institutions**
- 373 **• Social media communication on FYEG's EYY priorities**

374 **In 2022 we would like to do a campaign on the European Year of Youth. The**  
375 **Executive Committee is drafting a manifesto on the European Year of Youth,**  
376 **outlining our vision for the year. We plan to communicate this vision for the**  
377 **whole year via videos, social media communications, and statements. In line with**  
378 **the Commission's priorities for the EYY our communication priorities will be:**

- 379 **• Decent, secure youth employment and minimum income**
- 380 **• Housing for young people**
- 381 **• Inclusion of racialised youth, gender and sexual minorities, disabled**  
382 **youth, migrant youth in European politics.**
- 383 **• Green and resilient future**

#### 384 **Organisational Growth**

385 **FYEG's organisational competencies lie in its core human resources: the**

386 **Executive Committee and the Secretariat. The Executive Committee (EC) is the**  
387 **second highest decision-making body of FYEG, which represents the Federation**  
388 **externally and acts as the main political decision making and execution**  
389 **structure of the Federation. The Secretariat assists the EC and other FYEG bodies**  
390 **in the implementation and development of the Federations plans and activities.**

391 **In order to have a strong network that is able to achieve all the goals outlined**  
392 **above, FYEG needs durable, efficient, strategic and adequate human resources.**  
393 **During the organisational change process, it became apparent that in order to**  
394 **have a stable and durable human resources, FYEG needs to look at its strategy;**  
395 **the decision-making processes and the well-being of the EC and the Secretariat.**

### 396 **Strategic Framework**

397 **FYEG needs to become more strategic in terms of its priorities and become more**  
398 **selective in focus. For this reason, FYEG developed a three year strategy, as it**  
399 **is outlined in the 2022-2025 Strategy. The strategy is translated into a plan of**  
400 **actions and activities as seen here.**

401 **FYEG will develop a strategic framework where each activity will be matched**  
402 **directly with the existing operational resources and will be supported with Key**  
403 **Performance Indicators. The strategic framework will be used to monitor and**  
404 **evaluate our objectives and activities. This framework will increase the**  
405 **coherence of FYEG goals and activities, as well as enhance the understanding and**  
406 **review of FYEG performances.**

407 **Each EC member and Staff member will have an individual plan in line with their**  
408 **roles, priorities and the task division within the EC and the Secretariat. These**  
409 **plans will ensure that the human resources are directed towards FYEG's goals and**  
410 **objectives in line with FYEG Strategy. It will also give a possibility to**  
411 **monitor individual performances and contributions to FYEG work.**

### 412 **Human resources, internal management, governance processes and transfer of** 413 **knowledge**

414 **FYEG's main operational roles are shared by the EC and Secretariat. On the one**  
415 **hand, the EC has the political mandate to ensure the implementation of the GA's**  
416 **decision and to make operational decisions in between GAs. The well functioning**  
417 **of the EC is, therefore, essential to the political sustainability of the**  
418 **Federation. On the other hand, the FYEG Secretariat is tasked to implement most**  
419 **of the federation's work and decisions, serving the operational needs of the EC**  
420 **and of the Federation as a whole. The Secretariat's working conditions and**  
421 **wellbeing are thus central to FYEG's work.**

422 In this perspective, FYEG is committed to improving the working conditions and  
423 retention of its staff and Executive Committee. The realisation of this  
424 objective is closely tied to a second objective that seeks to improve FYEG's  
425 internal processes and functioning. Working conditions and retention have been  
426 sensibly improving in the last few years for both the EC and Secretariat,  
427 largely due to the strategic focus put on this matter. FYEG wants to continue  
428 this trend.

429 In order to enhance the efficiency of FYEG's work and structures, a task  
430 division and delegation order were created. Delegation order process organises  
431 the EC and Secretariat decision making processes and makes them transparent,  
432 reasonable and actionable. These documents and processes will be adapted for the  
433 new EC mandate in order to update and improve them. They will also be evaluated  
434 before the end of the mandate to ensure a good transfer of knowledge.

435 In addition, FYEG will continue to test and adopt relevant digital tools to  
436 streamline and facilitate its work. FYEG plans for example to set-up an  
437 accounting software for a more efficient management of its finances. And the  
438 Secretariat will start experimenting with working time accounting to further  
439 analyse and review their workload, as well as FYEG's capacities.

440 FYEG will continue to invest in its staff well-being. For this to be possible,  
441 FYEG will carry on and improve its fundraising efforts, necessary means for the  
442 financial sustainability of the organisation.