

## **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  
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.

## **P2 FYEG Strategy 2022 - 2025**

Proposer: FYEG  
Agenda item: 2. Plans

### **Plan text**

1 FYEG Strategy

2 **2022 - 2025**

### **Introduction**

4 FYEG has been growing steadily in terms of organisational capacity and political  
5 impact since 2014 and the Green Wave of the EU elections in 2019 has rapidly  
6 amplified the process. In 2020, the FYEG Executive Committee started a process  
7 for organisational change aiming to ensure that FYEG will continue to develop  
8 and grow in a coherent and sustainable way in order to be able to continuously  
9 work for a stronger young green European movement.

10 The Executive Committee, Advisory Committee and Secretariat worked on this  
11 organisational change process together with a consultant (the European Activism  
12 Incubator). They assessed FYEG's internal structures and processes, evaluated  
13 the organisation's main challenges and then selected three key priorities to  
14 improve FYEG's capacities and impact. Two of these priorities were linked to  
15 FYEG's strategic planning and aimed to (1) create a more focused and actionable  
16 strategy and (2) implement processes and tools to ensure the Executive Committee  
17 and Secretariat's work is more focused, efficient, manageable and in line with  
18 FYEG's strategy and through better delegation systems.

19 This Strategic Plan is the result of the organisational change process. It is  
20 based on a Member Organisations Survey and workshops gathering the Executive  
21 Committee, Secretariat and Advisory Committee. It highlights FYEG's core vision  
22 and mission, as well as the organisation's strategic focus and objectives for  
23 the coming years, setting a clear mandate for future Executive Committees. The  
24 Strategic Plan will be implemented through FYEG's Activity Plans and Financial  
25 Plans and monitored via a Strategic Framework with Key Performance Indicators  
26 (KPIs).

27 FYEG's main goal is a feminist, diverse, democratic, sustainable and social  
28 Europe. In order to achieve our goal we use different channels, political arenas  
29 and tools.

## 30 **Background**

31 FYEG is the European umbrella organisation for Young Green organisations from  
32 all over the European continent, from Azerbaijan in the East to Ireland in the  
33 West and from Cyprus in the South to Norway in the North. FYEG's member  
34 organisations have various backgrounds: local ecological groups, student unions,  
35 youth wings of Green political parties and Young Green civil society  
36 organisations. They were created and are developing in different political and  
37 institutional contexts. They also vary in size and impact, from small or newly  
38 established organisations who focus on recruiting members to large and well  
39 established organisations who have parent parties in government and focus on  
40 putting forward the youth voice in the legislative agenda.

41 One of FYEG's main roles and challenges is to bring these very heterogeneous  
42 member organisations together and support them in bringing forward a common  
43 vision. In order to better understand the needs of our member organisations, we  
44 launched a Member Organisation survey. The survey aimed to evaluate FYEG's  
45 current work and set priorities for its future activities in line with the needs  
46 of FYEG Member Organisations. 20 member organisations responded to a set of 22  
47 questions across 7 topics.

48 The results of the survey showed the following key points:

- 49 • FYEG's main strength is seen as capacity building for its members and  
50 young green organisations in general. Member organisations are most  
51 interested in training related to the development of their organisation  
52 (such as volunteer management and fundraising) but a lot of respondents  
53 also report that their organisation lacks the capacity and time to attend  
54 FYEG's training;
  
- 55 • FYEG's main added values are seen as pioneering new and radical ideas  
56 through activities engaging young people and coordinating public campaigns  
57 across Europe;
  
- 58 • In line with FYEG's analysis, member organisations identify the political  
59 activation and recruitment of members from racialized communities as the  
60 most relevant priority to improve the inclusion and representation of  
61 racialized communities within our movement.

62 Along with FYEG's monitoring and analysis of members' engagement with FYEG  
63 activities, the results of the survey were fundamental in understanding the  
64 needs of the member organisations and incorporating them in FYEG's strategy.

## 65 **Vision, mission and strategic focus**

### 66 **Vision**

67 FYEG's core vision is a just, feminist, diverse, democratic, sustainable Europe  
68 where people are happy and free. Run by young people, for young people, FYEG's  
69 core mission is to empower young people to bring forward their perspectives in  
70 order to realise this vision, in line with green values.

### 71 **Strategic focus**

72 In order to realise its vision and mission, FYEG strategic focus for 2022-2025  
73 will be on:

- 74 • **Strengthening the FYEG Network and Membership Coordination;**
- 75 • **Capacity building;**
- 76 • **Bringing forward the youth perspective;**
- 77 • **Organisational growth.**

78 In addition, FYEG will make inclusion and diversity an overarching focus of its  
79 strategy and activity plan, with the aim of building a more inclusive and  
80 diverse network where racialised communities and other underrepresented groups  
81 are better represented.

### 82 **Practical implementation**

83 To realise its mission, FYEG is led by its Executive Committee and run by its  
84 Secretariat. The FYEG Executive Committee is elected by FYEG's member  
85 organisations at the annual General Assembly. The FYEG Secretariat is based in  
86 Brussels, Belgium and is managed by the Secretary General, who is elected at the  
87 General Assembly. In realising its mission, FYEG is guided by its Political  
88 Platform that is adopted by Member Organisations at the General Assembly and



89 lines out the organisation's political positions and values in detail.

90 Strategic objectives

91 Find below the strategic objectives for each strategic focus:

92  
93

## 1. Strengthening the FYEG Network and Membership Coordination

94 The first strategic focus of FYEG is strengthening its network and membership  
95 coordination. For more than 30 years, FYEG's Member Organisation have joined  
96 forces at the European level, uniting their collective aspirations to learn from  
97 each other, to debate, to campaign together and to make the green Europe we wish  
98 to see become a reality. FYEG will continue to coordinate its network and member  
99 organisations to best serve both the federation as a whole and individual member  
100 organisations.

101 FYEG's long term goal is to maintain and develop a strong and well coordinated  
102 federation where member organisations are actively engaged and where FYEG's work  
103 complements the work of its member organisations.

104 Based on this goal, FYEG's priority will be to focus on its current members  
105 rather than expanding and growing its membership. This means expansion will only  
106 be pursued with organisations that are already connected to other Green family  
107 actors such as EGP, GEF or CDN, in countries where FYEG is not yet represented  
108 and when FYEG Executive Committee and Secretariat have the capacity to implement  
109 a meaningful welcoming process for and with the incoming organisation.

110 To realise this goal, FYEG will focus on 6 strategic objectives in the coming  
111 years:

112 1. Tailor FYEG member organisation coordination and communication to the  
113 needs and demands of the member organisations;

114 2. Improve the engagement of FYEG's member organisations from the South,  
115 especially to ensure they are more proportionally represented in FYEG's  
116 political work and long term planning;

- 117 3. Improve the engagement of FYEG's member organisations from the East and  
118 empower them to be more active in the federation. To this end, FYEG will  
119 continue to support and cooperate with CDN, an instrumental and important  
120 partner organisation that is committed to develop and implement Green  
121 ideas in Eastern Europe;
- 122 4. Invest in its candidate member organisations to implement a meaningful  
123 integration process;
- 124 5. Increase the attention and support towards struggling member  
125 organisations;
- 126 6. Facilitate political exchanges at the federation level.

127

## 2. Capacity building

128 FYEG advocates for a systemic change that requires a transformation of society  
129 as a whole. In order to achieve this, FYEG strategically focuses on capacity  
130 building of young people across Europe and empowering changemakers through  
131 training and non-formal education projects. As a European organisation, FYEG's  
132 work is centred on the European level and reaches the regional and national  
133 level through its member organisations who, in turn, reach and impact the  
134 provincial and local level.

135 FYEG's long term goal in capacity building is twofold. On one hand, FYEG will  
136 invest in the capacity building of its Member Organisations to be more  
137 resilient, resourceful, sustainable, effective and efficient in delivering  
138 change at local and national levels. On the other hand, FYEG will empower young  
139 people to be skillful and impactful change-makers that are equipped and  
140 confident in developing radical ideas.

141 Throughout its activities, FYEG will work to develop and foster critical and  
142 analytical thinking as well as creativity and progressive ideas among young  
143 people, through quality non-formal education, capacity building and  
144 intercultural exchanges. FYEG will also encourage and promote inclusive and  
145 active participation of young people in democratic processes, especially for  
146 young people from racialised communities and other underrepresented groups.

147 **To realise these goals, FYEG will focus on 4 strategic objectives in the coming**  
148 **years:**

- 149 **1. Improve the capacities and resources of FYEG's member organisations and**  
150 **develop their competences in empowering young people at the national**  
151 **level;**
  
- 152 **2. Increase youth participation in electoral processes, specifically the**  
153 **number of young greens running for political mandates at the national and**  
154 **European level;**
  
- 155 **3. Create a space for young people to develop progressive ideas with relevant**  
156 **and meaningful political output;**
  
- 157 **4. Increase the level of inclusion and diversity within the membership of**  
158 **FYEG's member organisations and at FYEG's educational activities.**

159

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

160 **FYEG fights for equality, inclusion, personal liberties and freedoms, social**  
161 **welfare and survival and well-being of our planet. As written in FYEG's**  
162 **political platform, FYEG does not see a single one of these political issues as**  
163 **a lone priority but instead fights for all of them simultaneously.**

164 **In order to achieve its vision of a feminist, diverse, democratic, sustainable**  
165 **and social Europe, FYEG uses different channels and tools. We work to be present**  
166 **and heard at all stages and levels, be it institutions of formal politics or**  
167 **grassroots level.**

168 **FYEG has two long term goals for bringing forward the young green perspective:**  
169 **(1) Ensuring that young people can participate and influence democratic**  
170 **processes and political institutions at the EU and European level, especially**  
171 **for young people from racialised communities and other underrepresented groups;**  
172 **and (2) ensuring the development, dissemination and adoption of new radical**  
173 **progressive ideas and policies in line with FYEG's Political Platform,**  
174 **especially in policy areas that predominantly affect youth.**

175 With this goal in mind, FYEG will use its network and capacity building  
176 activities to empower young people to bring forward new radical progressive  
177 ideas and policies. FYEG will use its platform and media presence to amplify the  
178 youth voices and demands, with a particular focus on marginalised young people.  
179 When relevant for its work and objectives, FYEG will continue to collaborate  
180 with other youth organisations or progressive organisations in order to achieve  
181 greater impact and diversify its outreach.

182 FYEG will use its strategic partnerships with the European Green Party and the  
183 Greens/EFA Group in the European Parliament to ensure the youth perspective  
184 influences all parts of EU and European decision-making processes. FYEG will aim  
185 to continue its work as a member of the Advisory Council on Youth to the Council  
186 of Europe, to make sure that the Council of Europe provides democratic and  
187 transparent support to youth organisations and prioritises the relevant  
188 political priorities of the Youth. FYEG will also continue to influence the UN's  
189 climate policies through its COP delegation.

190 To realise these goals, FYEG will focus on 4 strategic objectives in the coming  
191 years:

- 192 1. Disseminate FYEG's educational activities and political statements to a  
193 broader audience, utilising communication and media tools;
  
- 194 2. Improve the interest and engagement of FYEG's member organisations and  
195 young people in European and EU politics through joint campaigns and  
196 communications;
  
- 197 3. Improve FYEG's political impact at the European level by focusing on  
198 existing partnerships with EGP and the Greens/EFA Group in the European  
199 Parliament and, when relevant, by fostering networking with the European  
200 Youth Forum and other youth organisations;
  
- 201 4. Increase youth participation, both in terms of voter turnout and in terms  
202 of young Greens running for the European Parliament in the EU elections in  
203 2024 via an impactful elections campaign.

204

#### 4. Organisational growth

205 **Finally, in order to better implement its work and objectives, FYEG's last but**  
206 **essential strategic focus is organisational growth. Since the organisational**  
207 **change process started in 2020, FYEG has made a lot of progress, but there are**  
208 **still a lot of areas where improvement is needed in order for the organisation**  
209 **to be able to more effectively execute its mission. To this end, FYEG will**  
210 **continue to work on its internal structures and processes.**

211 **FYEG's long term goals in terms of organisational growth are (1) to have a**  
212 **network and internal structures that are strong, resilient, sustainable and**  
213 **efficient in order to better achieve their goals and objectives and (2) to**  
214 **ensure that FYEG grows in a meaningful, strategic and sustainable way that**  
215 **benefits FYEG as an organisation and as a network.**

216 **In the medium term, FYEG will aim at improving long term planning and continuity**  
217 **within FYEG's structures by developing a 5 years Strategic Plan to be adopted at**  
218 **the 2025 General Assembly, proposing the adoption of a 3 years mandate for the**  
219 **Secretary General and evaluating the possibility of extending the length of the**  
220 **mandate for the Executive Committee in the future.**

221 **To realise these goals, FYEG will focus on 3 strategic objectives in the coming**  
222 **years:**

- 223 **1. Improve FYEG's internal management, governance processes and transfer of**  
224 **knowledge;**
- 225 **2. Improve the working conditions and retention of FYEG's staff and Executive**  
226 **Committee;**
- 227 **3. Improve FYEG's Strategic Framework with the aim to facilitate monitoring**  
228 **and evaluation of the implementation of the Strategic Plan and to ensure**  
229 **adequate use of resources and capacities when creating the Activity Plans.**

## **P3 Financial Plan 2022-2023**

Proposer: FYEG  
Agenda item: 2. Plans

### **Plan text**

1 **FYEG - Financial Plan 2022 - 2023**

2 **Note: This is the written financial plan for the budgets of 2022 and 2023. They**  
3 **run from:**

4 • **January 2022 - December 2022**

5 • **January 2023 - December 2023**

6 **1. Summary**

7 **FYEG's Executive Committee and Secretariat planned the activities for 2022 after**  
8 **a lot of thoughtful and strategic consideration but also under very uncertain**  
9 **and stressful financial circumstances.**

10 **One of FYEG's biggest administrative grants is the Erasmus+ grant of the**  
11 **European Commission. As explained in detail in various other reports presented,**  
12 **because of the political decisions of the European Commission, the fundings the**  
13 **youth organisations receive are more precarious and unstable than ever. Thanks**  
14 **to the hard work and the expertise of the FYEG Secretariat, FYEG was able to**  
15 **receive an increased administrative grant from the European Commission for the**  
16 **year of 2022. However, among 130 organisations that applied, only 30 received**  
17 **this grant. Only 8 out of 20 members of the European Youth Forum have received**  
18 **the grant. First, FYEG has no guarantee of receiving the grant for 2023 as the**  
19 **grant format will change again and the assessments can vary a lot from a year to**  
20 **the next. Moreover, because of the high number of European youth organisations**  
21 **that did not receive the grant, the Commission is considering decreasing the**  
22 **annual grants starting from next year.**

23 FYEG's 2022 budget plan shows the growth and strength of the organisation. With  
24 its increased revenues for 2022, FYEG will have more capacities and organise  
25 more activities, especially this fall. However, because of the reasons explained  
26 above and inflation rates, FYEG's financial stability is far from solid and the  
27 same challenges will also affect 2023 planning. This means FYEG Secretariat and  
28 Executive Committee will have to focus a lot of their capacities on fundraising  
29 in 2022, in order to provide more stability and sustainable incomes to the  
30 organisation.

31 FYEG's financial plans for 2022 and 2023 are presented below. In order to  
32 increase the accessibility of the information the 2022 budget plan is first  
33 presented through a simplified version with a few important comments and then  
34 through a detailed version with both a narrative breakdown and the full budget  
35 plan in Annex. This financial plan also includes a section on gender budgeting  
36 and the new participation fee system. The 2023 budget plan annotated is  
37 presented in Annex.

## 38 2. 2022 Budget plan

39

### 1. Simplified version

40 Below you will find a simplified version of FYEG 2022 budget plan annotated to  
41 briefly explain the difference between the provisional budget voted by the  
42 General Assembly in 2021 and the updated budget.

43 Explanation of the difference between the budget voted and the budget report:

- 44 1. FYEG increased salaries and working hours in the administrative unit
- 45 2. Administrative expenditures will be higher because FYEG plans to open an  
46 additional bank account and budget slightly more for extraordinary costs  
47 to allow more flexibility
- 48 3. Expenses will increase towards training, support for CDN and  
49 representation at partners meetings, in line with the Activity Plan
- 50 4. Expenses will increase as FYEG will organise more ad hoc activities (see

51 details below)

52 5. Allocation to the payroll safety fund will increase to reflect the raise  
53 in salary and the Erasmus+ operational grant situation

54 6. Revenues from this category will increase due to the carry over from joint  
55 activities with EGP and the raise in the Erasmus+ operating grant

56 7. Revenues from this category are lower as they are not needed to organise  
57 FYEG's activities this year, given the increase in other funding sources

58

## 8. Detailed version

59 Annexed to this plan you will find a table with the detailed budget plan for  
60 2022. The difference between the budget voted at the GA 2021 and the updated  
61 budget plan is briefly explained in the 'Comment' column, only when it diverges  
62 by more than 10%. Below is the detailed narrative version.

### 63 Expenditures - Category 1: Personnel costs

64 This budget category includes all the personnel costs for FYEG: salaries,  
65 benefits, social security and other employment tax contributions, payroll  
66 service fee, worker's insurance, etc.

67 The total personnel costs for 2022 will see a raise compared to 2021. Thanks to  
68 the increase in the Erasmus+ operational grant FYEG will be able to: (1) raise  
69 the salaries of all employees to be closer to the wages in the non-profit sector  
70 in Belgium (the raise in gross monthly revenue will be between 11 and 23%); (2)  
71 raise the working hours for it's Administrative Assistant to 65% (from 50%); and  
72 temporarily raise the working hours for it's Office Manager to 80% (from 70%)  
73 until the end of the year. The raise in working hours will allow the FYEG  
74 Secretariat to better manage the workload and tasks for the year, especially  
75 toward fundraising and organisational growth.

76 Please note that under Belgian regulation, salaries are automatically indexed to  
77 follow inflation. The salary raise and the total personnel costs for 2022 were



83 calculated to take this into account, with an estimated 8% indexation compared  
84 to January 2022 as basis, in line with the current inflation rate in Belgium and  
85 official projections. These calculations and the proposed budget for 2022 might  
86 however need to be adapted following the evolution of the inflation rate.

#### 87 Expenditures - Category 2: Infrastructure and operating costs

88 This budget category includes all office-related expenses: rent, office meetings  
89 and retreats, staff training, softwares and equipment, office supplies, postal  
90 charges and utilities, etc.

91 The total infrastructure and operating costs for 2022 will marginally increase,  
92 mainly because of an increase in the IT budget to cover the costs of new digital  
93 tools such as an accounting software, a password manager and a CRM tool. The  
94 addition of these new tools will help streamline and improve the work of the  
95 Secretariat, thereby increasing efficiency and reducing the workload. In  
96 addition and following the recommendation of the FCAC, the Staff Training budget  
97 line will no longer include the consultancy budget (moved to the Ad-hoc project  
98 budget line) and will only be dedicated to training. Through this budget line,  
99 the Secretariat will get training on the new accounting software and will get  
100 the opportunity to receive training to improve specific competences related to  
101 their job position.

#### 102 Expenditures - Category 3: Administrative expenditure

103 This budget category includes all FYEG's general administrative expenses:  
104 extraordinary administrative costs (such as work-permit costs, costs related to  
105 the internships, etc.), external accountant, official registration of newly  
106 elected Executive Committee members, bank account fees and insurances.

107 The total administrative expenditures for 2022 are expected to be relatively  
108 stable compared to 2021. FYEG plans to open a second bank account to get better  
109 services and have a safety net, given the shrinking financial services offered  
110 to small nonprofits in Belgium. A bit more budget was also allocated to  
111 extraordinary costs to allow more flexibility.

#### 112 Expenditures - Category 4: Meeting and representation costs

113 This budget category includes all expenses related to the meetings of FYEG's  
114 network and bodies, as well as representation in partners meetings: Executive  
115 Committee meetings and allowances, the General Assembly, Member Organisations  
116 training, Young Greens Forum, FCAC meeting, membership fee to EYF, contribution  
117 to CDN, visits to Member Organisations and representation to meeting of the  
118 European Green Party, the Greens/EFA Group in the European Parliament and other

114 **partners.**

115 **The total meeting and representation costs for 2022 will be higher than**  
116 **previously planned for three main reasons: (1) the implementation of the new**  
117 **Young Greens Decentralised Training (see Activity Plan for details); (2) the**  
118 **increase of FYEG's contribution to CDN for 2022, permitted by the increase in**  
119 **membership fee and other administrative revenues; (3) the implementation of**  
120 **bigger youth events during the European Green Party's Councils held this year in**  
121 **Riga and Copenhagen. These changes are respectively in line with FYEG's new**  
122 **strategic objectives and focuses towards capacity building, strengthening its**  
123 **network and membership coordination and bringing forward the youth perspective.**

124 **Expenditures - Category 5: Direct Costs: projects and campaigns**

125 **This budget category includes all expenses related to projects and campaigns:**  
126 **the Annual EYF work plan, the Spring Conference organised together with the**  
127 **General Assembly, the activities organised around COP, Study Session organised**  
128 **with the Council of Europe's Youth Department, Campaigns, Ad Hoc projects and**  
129 **working group projects.**

130 **The total direct costs for projects and campaigns in 2022 will be higher than**  
131 **originally planned because of the higher costs of ad hoc projects in this year's**  
132 **budget.**

133 **Expenses for seminars and conferences will be overall lower than expected,**  
134 **mainly because COP will happen outside of Europe in 2022 and FYEG will only send**  
135 **a delegation and not organise an AlterCOP event.**

136 **Ad hoc expenses will be very high this year as a lot of activities specific to**  
137 **2022 will take place: (1) Consultancy for the renewal of FYEG Strategy; (2)**  
138 **through the Erasmus+ operational grant FYEG will organise activities for the**  
139 **European Year of Youth, including a big event in the fall; (3) FYEG will update**  
140 **its website; (4) FYEG will organise small ad hoc projects with GEF and EGP.**

141 **In addition, following the Activity Plan, Working Group projects for 2022 have**  
142 **been integrated as part of educational activities and this is also reflected in**  
143 **the budget plan.**

144 **Expenditures - Category 6: Allocations to the next year and reserves**

145 **This budget category includes allocations and reserves for next years. As of**  
146 **2022 FYEG only has two strategic reserves: a campaign fund for the 2024 EU**  
147 **elections and a payroll safety fund as a safety net for salaries in case of a**  
148 **decrease in administrative grants.**

149 The allocations and reserves for 2022 are much higher than the budget plan  
150 adopted at the 2021 GA. Indeed, FYEG will continue to allocate an additional 5  
151 000 EUR yearly to its Campaign Fund, on track to collect the 20 000 EUR planned  
152 for 2024. But FYEG will also increase its payroll safety fund to reflect the  
153 raise in salary and the continued uncertainties related to the transformation of  
154 the Erasmus+ operational grant.

#### 155 Revenues - Category 1: Administrative Income

156 This budget category includes all of FYEG's administrative grants and revenues  
157 as well as the funds available for joint activities with EGP. The total of this  
158 category for 2022 is significantly higher than previously planned, mainly  
159 because of the increase of the Erasmus+ operational grant.

160 The application process for the 2022 Erasmus+ operational grant has drastically  
161 changed last year and has been one of the Secretariat's biggest challenges ever  
162 since. For 2022, the grant amount has more than doubled but the application  
163 process now covers only 1 year instead of 4, the work needed to apply also more  
164 than doubled with shorter deadlines and longer waiting periods for the results  
165 which were announced only at the end of April 2022. In addition it looks like  
166 the application process will again change completely for 2023. This puts FYEG  
167 and other European youth organisations in a very complicated and uncertain  
168 position. Nevertheless, for 2022 this will allow a significant increase in  
169 FYEG's capacities through raises in salaries, working hours, infrastructure and  
170 operating expenses, as well as additional autonomy in funding activities.

171 In addition, FYEG was able to carry over the funds available for joint  
172 activities with EGP that were not used in 2021, this explains the difference  
173 with the budget plan voted by the GA in 2021. FYEG also expects an increase in  
174 the membership fee collected for 2022, following the trends from the past few  
175 years.

176 Finally, in order to improve transparency and compliance with accounting  
177 requirements, FYEG will delete budget line 7.3.5 (Allocations from previous  
178 years) from the revenue section of its budget. In the past, this budget line was  
179 used to indicate the amount of savings used to balance budget plans and be able  
180 to present a budget plan with a zero balance (profit or loss). FYEG will from  
181 now on present its budget plan with a negative or positive balance when  
182 applicable, the result of the year's balance will then be reflected in the  
183 allocation and reserve section at the end of the budget, under section 6.4.

#### 184 Revenues - Category 2: Projects & Campaigns income

185 This budget category includes all of FYEG's projects grants and revenues as well  
186

187 as the funds available for cooperation with the Greens/EFA Group in the European  
188 Parliament. The total of this category for 2022 is lower than previously  
189 planned, mainly because the increase in the budget available for joint  
190 activities with EGP means FYEG can reduce the number of funding sources needed  
191 to organise its activities, thereby also reducing the workload needed to  
192 organise said activities. FYEG will nevertheless continue its cooperation with  
193 the Greens/EFA Group and GEF, especially in organising its annual EYF work plan  
on Mental Health.

### 194 3. Gender budgeting

195 As a feminist organisation, FYEG believes it is important to realise its budget  
196 from a Gender perspective. Through its quota systems and attention to balanced  
197 representation within all its bodies FYEG already has the essentials in place  
198 for gender budgeting. For 2022 FYEG will also continue to plan its activities  
199 and work through the gender budgeting lense by implementing the following  
200 measures:

- 201 • Ensure the basis elements of a safe space when budgeting and planning for  
202 activities;
  
- 203 • Improve the working conditions and workload for all its employees;
  
- 204 • Improve the conditions and workloads for its volunteers, especially  
205 amongst volunteers in elected positions;
  
- 206 • Review the use of the gender budgeting and reporting framework to better  
207 fit the needs and vision of FYEG and its member organisations.

### 208 4. Participation fee system

209 In order to increase the transparency and fairness of its participation fees,  
210 FYEG will experiment with a new participation fee format for its educational  
211 activities in 2022.

212 In previous years, the participation fee system for educational activities was  
213 twofold. On one hand, FYEG collected payment of a fee and participants residing  
214 in EU/EEA countries paid a bit more than those residing in non-EU/EEA countries.

215 On the other hand, FYEG collected a percentage of travel costs through lower  
216 reimbursement rates and residents from EU/EEA countries got reimbursed 70% of  
217 their travel expenses while non-EU/EEA residents were reimbursed 90%. This  
218 system was very complicated to implement, it often resulted in misunderstandings  
219 with participants who could not easily estimate their participation fee in  
220 advance and made budgeting difficult for FYEG. It was also sometimes unfair as  
221 the percentage collected on travel expenses put more burden on participants  
222 travelling from further away, independently of their socio-economic  
223 circumstances.

224 To solve these issues FYEG will implement a new system in 2022. It will no  
225 longer be based on travel expenses and will just have one single component, the  
226 payment of a fee. The new participation fee will have 3 category to reflect the  
227 socio-economic diversity within Europe:

- 228 • Category 1: for Northern and Western European countries resident;
- 229 • Category 2: for Central and Southern European countries resident;
- 230 • Category 3: for Eastern European countries resident.

231 For each category participants will be able to select between a basic fee and a  
232 solidarity fee. The basic fee will be calculated as the minimum needed for the  
233 funding of the activity and the solidarity fee will allow FYEG to offer a fee's  
234 reduction for participants who can not afford to pay.

235 On average this new system will not change the amount participants contribute to  
236 the activity but it will be more transparent from the start and outlined in the  
237 call for participants. This will increase the fairness of participants'  
238 contributions and create a solidarity mechanism between participants and member  
239 organisations. The new system will be evaluated when closing the financial year  
240 and adapted for 2023 accordingly.

## 241 5. 2023 Budget Plan

242 In Annex to this plan you will find a table with the detailed budget plan for  
243 2023. Given the uncertainty linked to FYEG's administrative funding for 2023,  
244 this provisional budget plan is based on a scenario. In this pessimistic  
245 scenario, FYEG is only able to secure the Erasmus+ operational grant for 2023  
246 and the amount of the grant is reduced by the Commission. If this scenario comes

247 true and as shown in the budget plan, FYEG will still be able to function by  
248 limiting its expenses and carefully using around 25 000 EUR of its savings to  
249 mitigate the loss in administrative funding. The Executive Committee and  
250 Secretariat will be working on securing additional funding for 2023 and will  
251 hopefully be able to present an improved budget plan at the next General  
252 Assembly.

## **Explanation**

Tables and annexe mentioned can be found here: [https://fyeg.org/sites/fyeg.org/files/plan\\_Financial\\_GA22.pdf](https://fyeg.org/sites/fyeg.org/files/plan_Financial_GA22.pdf)