

**Tackling Age Discrimination against Young People:
Building Bridges between Equality Bodies & Youth Organisations**
EQUINET SEMINAR - in cooperation with the EUROPEAN YOUTH FORUM
Wednesday 27th & Thursday 28th June 2018
Ljubljana, Slovenia

**Guidelines for cooperation between
National Equality Bodies and Youth Organisations**

During the last session of the Seminar staff members of equality bodies and representatives of youth organisations came together to develop a set of guidelines for NEBs and youth organisations to promote closer cooperation. Three main areas of cooperation were explored, those being:

- 1. Legal actions (litigation)**
- 2. Policy Making**
- 3. Communication**

Within these three broad topics participants discussed

- how youth organisations and equality bodies can work together to combat discrimination against young people
- how approaches will differ when addressing structural vs. individual discrimination

Given the particularities of each focus, the logic and steps of development for action differ from one to the other, as reflected in the below outline.

Legal actions (litigation)

Basis for cooperation

1. Collecting evidence: statistical evidence, research as evidence and evidence as proof in concrete cases
2. Youth organisations informing NEBs about trends they observe
3. Finding and reporting (strategic) cases
4. Conducting [situation testing](#) – as a method of proof discrimination cases
5. Ensuring legal support for minors (that they have the whole set of rights)
6. Shadow reporting on UN human rights processes, including the UN Treaty Body reviews and the Universal Periodic Review.

Ways of Cooperation

Forms

1. Be concrete and find some easy wins to operationalize the cooperation
2. Structure and formalize cooperation
3. Build networks, formal and informal links, especially between National Youth Councils and NEBs
4. Ensure youth representation in NEB structures, e.g. Advisory Boards

Methods

1. Train youth organisations on the law (e.g. online courses, moot courts)
2. Advocate for broadening the NEB mandate if limitations exist
3. Joint action in front of the courts or tribunals
4. Cooperate on achieving necessary legal change / amendments
5. Provide funding and support to youth organisations to ensure they can collect evidence to feed to NEBs
6. Ensure NEBs remain low threshold bodies (cost considerations)

Policy Making

Process of engagement

1. Regular **working groups** with clear standing agenda
2. **Inclusive participation** in decision making on policy making and influencing

Collaborative work program

1. Collaborative campaigning, events, discussions with members of parliament and government decision makers
2. Mutual consultation (e.g. on policy papers, action plans, recommendations, and organising joint seminars)
3. Mutual training on equality bodies' and youth organisations' expertise
4. Collaboration on strategic litigation and shadow reports for UN Treaty Body reviews as well as the Universal Periodic Review

Outcomes

1. To-do list for equality and accessibility planning/inclusivity for hard-to-reach groups
2. Young people are involved fully in high level meetings
3. Sharing of lived experiences of young people
4. Equality planning to law, combining expertise
 - a. Equality bodies: making recommendations
 - b. Youth Councils: lobbying on policy and practice



Communication (list of actions)

1. **Campaign development** – organisation, shaping, implementation, dissemination done **together**: examples of campaigns: Equality Heroes, Equality Checklist
2. **Event organisation**
 - a. organisation, shaping, implementation together, not necessarily on youth; using experts from both sides in their own events
 - b. bringing youth to the table at high level events
 - c. In summary/email of events: add links on European Directory of NEBs & Youth organisations, so that participants can find out more about each other
3. **Knowhow exchange** – sharing stories, cases, data
4. **Media work**
 - a. NEBs inform the public about youth organisations, mention them in appropriate contexts
 - b. Youth organisations share information on NEBs
 - c. Social media promotion of NEBs and Youth Organisations, their work, and young people's issues
5. **Mainstreaming** the youth perspective in NEB work
6. Develop **youth ambassador / mentoring programmes** – young people work with NEBs and share their knowledge **within** the NEB. A two way process!
7. **Communication**
 - a. Consider **new communication channels** – e.g. Instagram, YouTube, LinkedIn, Blogs, Vlogs, Podcasts, Webinars, etc.
 - b. New **formats** for information which are **concise & accessible**
 - c. Consider the **7 second rule** to reach out on social media
8. **Online collaboration**: consider creating a FB group for youth and equality bodies
9. Working with **external stakeholders**
 - a. Working with businesses to reach their employees
 - b. Working with local councils, student councils, youth works
10. Capitalise on trust in youth organisations – youth organisations as mediators between diverse (often most marginalised) groups of young people and NEBs

