

Europska povelja o radu s mladima na lokalnoj razini

European charter on local youth work





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Uvod

Introduction



Demokratskom su društvu potrebni glasovi i aktivno sudjelovanje mladih.

Kako bi ispunili tu ulogu mladima je potrebno mjesto u kojemu mogu odrediti vlastiti program rada. Prostor u kojemu mladi mogu, zajedno sa svojim vršnjacima, istraživati, izraziti i razvijati vlastite interese i talente te ideje za budućnost. **Prostor u kojemu mogu dobiti poticaj i potporu za daljnje razvijanje znanja, vještina, stavova i vrijednosti koje su im potrebni kako bi dostignuli puni potencijal kao pojedinci i građani.** Taj prostor je rad s mladima, a mladi¹ su, i uvijek bi trebali biti, njegovu glavni dionici.

Zato je rad s mladima proces učenja, ne samo za mlade nego i za cijelo društvo.

Riječ je o ulaganju od kojega svi imaju koristi. Za društvo koje teži uključivosti i društvenoj koheziji rad s mladima ima važnu ulogu.

Sveobuhvatni ciljevi rada s mladima navedeni su u mnogim glavnim dokumentima politike Europske unije i Vijeća Europe². No, ova Povelja nije politički dokument. Umjesto toga Povelja iz tih dokumenata oblikuje

jasne smjernice kako bi se uspostavila i održala kvaliteta u radu s mladima na lokalnoj razini.

Ideja o povelji prvi je put spomenuta na 2. Konvenciji o radu s mladima održanoj u Bruxellesu 2015. godine.

U izjavi se navodi sljedeće: „Konvencija zahtijeva veću svijest o odgovornosti na lokalnoj razini te dogovor s lokalnim i regionalnim vlastima oko Europske povelje o radu s mladima na lokalnoj razini.“ Želja je bila stvoriti zajednički temelj rada s mladima.

Uzimajući u obzir tu izjavu, 22 Erasmus+ nacionalne agencije u području mladih zajedno sa svojim partnerima – mrežom InterCity Youth, mrežom POYWE, Europskim forumom mladih te partnerstvom EU i Vijeća Europe pokrenuli su Erasmus+ projekt strateške suradnje pod nazivom Europe Goes Local³. Povelja je jedan od mnogih ishoda tog projekta. Povelja je nastala u postupku konzultacija diljem Europe u koji su bili uključeni razni dionici na svim razinama, uključujući vlade, općine,

1 No, mladi ne čine homogenu skupinu. Mladi imaju različito podrijetlo, interese i ideje. Mogu biti organizirani ili pak ne. Stoga će zbog tih ili drugih razlika imati i različite potrebe.

2 Među tim dokumentima su:

- The Council conclusions on the contribution of quality youth work to the development, well-being and social inclusion of young people (2013/C 168/03)
- Agenda 2020, Resolution CM/Res(2008)23 on the youth policy of the Council of Europe
- The Council of Europe Recommendation on Youth Work (CM/Rec(2017)4)
- Empowering young people: a new EU Youth Strategy COM/2018/269 final

3 Projekt se financira u okviru Aktivnosti transnacionalne suradnje programa Erasmus+.

nevladine organizacije, organizacije i vijeća mladih, krovne organizacije i još mnoge druge. Povelju su stoga izradili i vlasnici su europska zajednica osoba koje rade s mladima i ona se tiče svih koji su uključeni u rad s mladima i žele ga unaprijediti – od donositelj politika do osoba koje rade s mladima i mladih.

Cilj Povelje je pridonijeti daljnjem razvoju rada s mladima na lokalnoj razini. U Povelji su navedena načela koja trebaju usmjeravati rad s mladima te smjernice na koji način bi razni aspekti rada s mladima trebali biti ustrojeni kako bi bili u skladu s tim načelima.

Stoga Povelja čini zajedničku europsku platformu za nužan dijalog o radu s mladima. Povelja je metodološki alat dostupan svima, a funkcionira kao kontrolna lista s pomoću kojega dionici mogu raspravljati o mjerama koje su potrebne za daljnji razvoj rada s mladima tako da se obuhvate svi aspekti i stajališta te da se rad s mladima izvodi na najbolji i najučinkovitiji način. Povelju se stoga treba promatrati u cijelosti, a razne natuknice nisu navedene prema redosljedu prioriteta nego prema logičnom slijedu.

No, rad s mladima obilježava bogata raznolikost, ne samo u praksi nego i u načinu na koji je organiziran, kako se njime upravlja i kako se financira.

Čak i ako velika većina rada s mladima počinje i odvija se na lokalnoj razini, razni dionici na različitim razinama odgovorni su za različita pitanja navedena u Povelji. Nitko od njih ne može samostalno ispuniti sve uvjete te se nitko ne može izuzeti od odgovornosti.

Kako bi se pružila potpora raspravama na koji način primijeniti Povelju na različite situacije na lokalnoj razini, uz Povelju je dostupan i online, interaktivni paket koji nudi različite perspektive, objašnjenja, referentne dokumente i primjere dobre prakse vezane uz različite dijelove Povelje.

A democratic society needs the voices and active participation of young people. In order to fulfil this role, young people need a place where they can set their own agenda. A space where they, together with their peers, can explore, articulate and develop their interests and talents, as well as their ideas for the future. **A space where they get stimulation and support to further develop the knowledge, skills, attitudes and values they need in order to reach their full potential as individuals and citizens.** Youth work is this space, and young people¹ are, and must always be, its primary stakeholders.

Youth work is hence a process of learning, not only for young people, but also for society as such. It is a win-win investment, and for a society that strives for inclusion and social cohesion, youth work has an important role to play.

The overarching aims of youth work have been stated in many major policy documents from both the

European Union and the Council of Europe². This charter, however, is not a political document. Instead, it transforms these documents into concrete guidelines regarding what is needed in order to establish and maintain quality in local youth work.

The idea of a charter was first launched at the 2nd Youth Work Convention, held in Brussels 2015. In the declaration, it was stated that “The Convention is asking for more awareness of this local level responsibility and to agree with the local and regional authorities on a European Charter for youth work at local level.” The motivation was to create a common ground for youth work. Starting from the declaration 22 Erasmus+ National Agencies in the Youth field together with their partners the InterCity Youth network, the POYWE network, the European Youth Forum and the partnership between the EU and the Council of Europe launched the Erasmus+ strategic cooperation project Europe Goes Local³. The charter is one of the main outcomes

- 1 Young people are, however, not a homogenous group. They have different backgrounds, interests and ideas, they might be organised or not and they will, due to these and other differences, have different needs.
- 2 Among these documents are:
 - The Council conclusions on the contribution of quality youth work to the development, well-being and social inclusion of young people (2013/C 168/03)
 - Agenda 2020, Resolution CM/Res(2008)23 on the youth policy of the Council of Europe
 - The Council of Europe Recommendation on Youth Work (CM/Rec(2017)4)
 - Empowering young people: a new EU Youth Strategy COM/2018/269 final
- 3 The project is funded in the frame of Transnational Cooperation Activities of the Erasmus+ programme

of this project. It has been developed through a Europe-wide consultation process, engaging a wide range of stakeholders on all levels, including governments, municipalities, NGOs, youth organisations and councils, umbrella organisations and many more.

It is, thus, created and owned by the European youth work community and concerns everyone, from policy makers to youth workers and young people, who is engaged in youth work and wants to improve it.

The aim of the charter is to contribute to the further development of local youth work. It does this by stating which principles should guide it and how different aspects of it should be designed in order to meet these principles.

Hence, the charter constitutes a common European platform for the necessary dialogue on youth work. It is a free-to-use methodological tool, functioning as a check-list around which stakeholders can gather and discuss what measures that might be needed for the further development of youth work, making sure that no aspect or perspective is left out and that youth work provision is carried out in the best and most efficient way. The charter should therefore be considered as a whole and the different bullet points are not listed in order of

priority but in order of logic.

Youth work is, however, characterised by its rich diversity, not only in practice but also in how it is organised, governed and financed. Even if the vast majority of youth work has its starting point and takes place at local level, various actors on different levels are responsible for the different issues that are listed in this charter. None of them can meet all of its requirements by themselves, none of them can withdraw from responsibility.

In order to support the discussions on how to apply the charter to different local realities, it is to be accompanied by an on-line, interactive tool-kit that provides different perspectives, explanations, reference documents and examples of good practices related to the different sections and bullet points.

**Rad s mladima temelji se
na vrijednostima**

Youth work is value based



RAD S MLADIMA TEMELJI SE NA VRIJEDNOSTIMA, A TEMELJNA NAČELA NALAŽU DA TREBA:

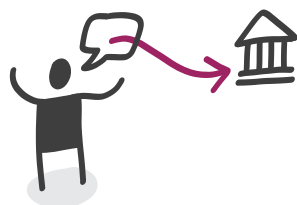
- ★ biti temeljen na dobrovoljnom sudjelovanju – na mladima koji su aktivni u radu s mladima vlastitom voljom i motivacijom,
- ★ biti temeljen na i odgovarati na potrebe, interese, ideje i iskustva mladih iz njihove perspektive te na taj način unijeti dodatnu vrijednost i/ili radost u život,
- ★ biti osmišljen, organiziran, planiran, pripremljen, proveden i vrednovan zajedno s mladima ili od strane mladih,
- ★ pridonijeti osobnom i društvenom razvoju mladih s pomoću neformalnog i informalnog učenja,
- ★ nastojati unaprijediti odlučnost, samostalnost i pristup pravima mladih,
- ★ usvojiti cjeloviti pristup mladima i pronaći zajedničko stajalište s njima kao sposobnim pojedincima i akterima u vlastitom životu i društvu u cjelini,
- ★ promicati kritičko razmišljanje i kreativnost te ljudska prava, demokratske vrijednosti i aktivno građanstvo,
- ★ biti aktivno uključiv i pružiti jednake mogućnosti mladima.

YOUTH WORK IS VALUE BASED AND ITS CORE PRINCIPLES ARE THAT IT NEEDS:

- ★ to be based on voluntary participation – on young people being active in youth work out of their own will and motivation;
- ★ to be based on and respond to the needs, interests, ideas and experiences of young people as perceived by themselves, thus bringing added value and/or joy in life;
- ★ to be created, organised, planned, prepared, carried out and evaluated together with or by young people;
- ★ to contribute to the personal and social development of young people through non-formal and informal learning;
- ★ to strive to enhance young people’s self-determination, autonomy and access to rights;
- ★ to have a holistic perspective on young people and meet them where they are, as capable individuals and primary resources in their own lives and for society as a whole;
- ★ to promote critical thinking and creativity, as well as human rights, democratic values and active citizenship;
- ★ to be actively inclusive and offer equal opportunities to all young people.

Praksa rada s mladima treba biti vođena politikama rada s mladima

Youth work practice needs
to be guided by a youth work
policy



PRAKSA RADA S MLADIMA TREBA BITI VOĐENA POLITIKAMA RADA S MLADIMA KOJE:

- ★ su razvijene:
 - u sklopu i u skladu s navedenim temeljnim načelima,
 - u suradnji sa svim važnim dionicima uključujući mlade koji imaju jasne uloge i zadaće te koji su uključeni u sve faze tog procesa,
 - na temelju bitnog i ažuriranog znanja o potrebama, pravima i interesima mladih te na novim istraživanjima i različitim oblicima i metodama rada s mladima koje se mogu upotrijebiti kako bi se postigli ciljevi i svrha,
- ★ su utemeljene na jasnim i mjerljivim pokazateljima kvalitete i kvantitete planiranih postignućâ u području sudjelovanja mladih, njihova utjecaja i učenja,
- ★ dodjeljuju sredstva koja odgovaraju ciljevima,
- ★ sadržavaju jasne i politički odobrene ciljeve i svrhu na lokalnoj razini uz poštovanje autonomije lokalnih organizacija civilnog društva,
- ★ imaju jasan položaj u odnosu na šire politike za mlade na svim razinama od lokalne do europske i povezane su s njima.

YOUTH WORK PRACTICE NEEDS TO BE GUIDED BY A YOUTH WORK POLICY THAT:

★ is developed:

- within the framework of, and in compliance with, the core principles stated above;
- in cooperation between all relevant stakeholders, including young people, having clear roles and mandates and being engaged in all stages of the process;
- on the basis of relevant and updated knowledge on young people's needs, rights and interests as well as on new research and the different forms and methods of youth work that can be used in order to meet aims and objectives;

★ is based on clear and measurable qualitative and quantitative indicators regarding what shall be achieved in relation to young people's participation, influence and learning;

★ allocates resources that are appropriate in relation to aims;

★ contains clear and politically approved local aims and objectives, while respecting the autonomy of local non-governmental organisations;

★ is clearly positioned in relation to and connected with broader youth policy on all levels, from local to European.


Organizacija i praksa rada s mladima na lokalnoj razini

The organisation and
practice of local youth work




ORGANIZACIJA I PRAKSA RADA S MLADIMA NA LOKALNOJ RAZINI TREBA:

- ★ ostvariti dijalog među relevantnim dionicima,
- ★ preoblikovati ciljeve i svrhu u usklađene strategije i planove,
- ★ utvrditi i uspostaviti preduvjete i radne procese potrebne za provedbu kvalitetnog rada s mladima,
- ★ stalno razmjenjivati informacije o planovima i aktivnostima s ostalim lokalnim, nacionalnim i europskim dionicima u području mladih i aktivno sudjelovati u suradnji među sektorima i unutar samih sektora,
- ★ savjetovati i dati mladima pristup čitavom nizu prilagođenih informacija o njihovim pravima kao i njihovim mogućnostima sudjelovanja u različitim oblicima lokalnih, nacionalnih i međunarodnih aktivnosti,
- ★ poticati i poduprijeti mlade kako bi oni mogli:
 - susresti se unatoč svim oblicima prepreka i granica radi druženja,
 - razmjene iskustava i ideja, organizirati se, učiti jedni od drugih i djelovati,
 - biti aktivni građani i utjecati na društvo, uključujući sudjelovanje u donošenju političkih odluka,
 - biti otvoreni prema svijetu i aktivno sudjelovati u regionalnoj, nacionalnoj, europskoj i međunarodnoj mobilnosti i suradnji,

- 
- ★ izraziti zajedno s mladima ciljeve učenja koje oni smatraju važnima za njihov osoban i društveni razvoj,
 - ★ zabilježiti i predočiti ishode neformalnog i informalnog učenja mladih, tj. znanja, vještine, stavove i vrijednosti koje su stekli tijekom rada s mladima i poduprijeti validaciju ostvarenih kompetencija,
 - ★ pružiti osobama koje rade s mladima informacije, obrazovanje, osposobljavanje i potporu koja je važna i prilagođena lokalnim potrebama te poticati i poduprijeti stalan razvoj kompetencija.

THE ORGANISATION AND PRACTICE OF LOCAL YOUTH WORK NEEDS:

- ★ to be set up in dialogue between all relevant stakeholders;
- ★ to transform aims and objectives into coherent strategies and plans;
- ★ to define and establish the preconditions and work processes needed for carrying out quality youth work;
- ★ to continuously exchange information about plans and activities with other local, national and European actors in the field of youth and actively engage in both cross- and intra-sectorial cooperation;
- ★ to counsel and give young people access to a wide range of adapted information regarding their rights as well as their possibilities to take part in different kinds of local, national and international activities;
- ★ to stimulate and support young people:
 - to meet over all kinds of barriers and borders in order to socialise, exchange experiences and ideas, organise, learn from each other and take action;
 - to be active citizens and exercise influence in society, including taking part in political decision-making;
 - to be open to the world and to actively engage in regional, national, European and international mobility and cooperation;

- 
- ★ to articulate, together with young people, learning objectives that they perceive as relevant for their personal and social development;
 - ★ to document and make visible young people's non-formal and informal learning outcomes, i.e. knowledge, skills, attitudes and values, achieved through youth work and to support the validation of achieved competences;
 - ★ to provide youth workers with information, education, training and support that is relevant and adapted to local needs and to stimulate and support continuous competence development.

Osobe koje rade s mladima

Youth workers



OSOBE KOJE RADE S MLADIMA TREBAJU:

- ★ djelovati u jasnom etičkom okviru temeljenom na gore navedenim temeljnim načelima, Univerzalnoj deklaraciji o ljudskim pravima UN-a, Deklaraciji o pravima djeteta UN-a i Europskoj konvenciji o ljudskim pravima,
- ★ imati volju poduprijeti mlade u njihovu osobnom i društvenom razvoju, stvoriti pogodno i pouzdano okruženje koje će aktivno uključivati, osnaživati i društveno angažirati, biti kreativno i sigurno, zabavno i ozbiljno, razigrano i planirano;
- ★ uvidjeti potrebu i pronaći načine da:
 - uključe mlade u sve faze procesa rada s mladima,
 - podupiru mlade da se sami organiziraju,
- ★ posjedovati kompetencije, tj. znanje, vještine, stavove i vrijednosti potrebne za provedbu rada s mladima koje su u skladu s načelima i aktivnostima opisanim u ovoj Povelji,
- ★ smatrati rad s mladima procesom zajedničkog učenja i spoznati potrebu za stalnim razvojem kompetencija,
- ★ biti svjesni i sposobni izraziti ulogu i misiju osoba koje rade s mladima te se ne zavoditi ciljevima i svrhom koja nisu dijelom temeljnih načela,
- ★ stalno i kritički promišljati na koji su način njihovo djelovanje te lokalni ciljevi, metode i načini organizacije aktivnosti u skladu s temeljnim načelima.

YOUTH WORKERS NEED:

- ★ to act within a clear ethical framework, based on the core principles stated above, the UN Universal Declaration of Human Rights, the UN Declaration of the Rights of the Child and the European Convention on Human Rights;
- ★ to be driven by the will to support young people in their personal and social development;
- ★ to create an enabling and trustful environment that is actively inclusive, empowering and socially engaging, creative and safe, fun and serious, playful and planned;
- ★ to see the need for, and seek ways:
 - to engage young people in all stages of the youth work process;
 - to support young people to self-organise;
- ★ to have the competences, i.e. knowledge, skills, attitudes and values, necessary for carrying out youth work in accordance with the principles and actions described in this Charter;
- ★ to see youth work as a process of mutual learning and to see the need for constant competence development;
- ★ to be aware of and able to articulate the role and mission of the youth workers, and not to lend themselves to aims and activities that fall outside the realm of the core principles;
- ★ to continuously and critically reflect on how their own actions, as well as local objectives, methods and ways of organising activities comply with the core principles.

BILJEŠKE/NOTES

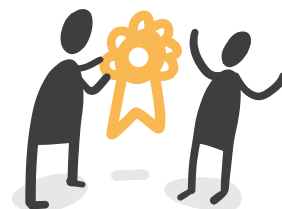


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Razvoj kvalitete rada s mladima na lokalnoj razini

The quality development
of local youth work



RAZVOJ KVALITETE RADA S MLADIMA NA LOKALNOJ RAZINI TREBA:

- ★ jasan i sveobuhvatan sustav bilježenja i praćenja ishoda, preduvjeta i radnih procesa u odnosu na mjerljive pokazatelje i ciljeve,
- ★ redovit i ažuriran pregled stanja i potreba na lokalnoj razini,
- ★ jasne procedure za stalnu analizu i promišljanje ishoda u odnosu na preduvjete, radne procese i aktivnosti te potrebu za daljnjim razvojem,
- ★ jasne procedure za stalno ažuriranje novih nacionalnih i međunarodnih istraživanja, tendencija i metoda u području mladih i rada s mladima,
- ★ zajednički napor svih dionika za suradnju u razvoju kvalitete i usvajanju inovacija,
- ★ stalan razvoj kompetencija osoba koje rade s mladima koji se temelji na jasnom okviru kompetencija u kombinaciji s analizom ishoda, potreba, prednosti i nedostataka na lokalnoj razini.

THE QUALITY DEVELOPMENT OF LOCAL YOUTH WORK NEEDS:

- ★ a clear and comprehensive system for documentation and follow up of outcomes, preconditions and work processes in relation to measurable indicators and aims;
- ★ regular and up to date mappings of local realities and needs;
- ★ clear procedures for continuous analysis of and reflection on outcomes in terms of how they relate to preconditions, work processes and activities, and the need for further development;
- ★ clear procedures for continuous updates on new national and international research, trends and methods in the field of youth and youth work;
- ★ common efforts of all stakeholders to cooperate around quality development and adoption of innovations;
- ★ continuous competence development of youth workers based on a clear competency framework in combination with an analysis of local outcomes, needs, strengths and weaknesses.

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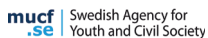
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Youth Partnership

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and the Council of Europe in the field of youth



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We NEED your IDEAS





„RAD S MLADIMA TEMELJEN
JE NA VRIJEDNOSTIMA...
I PROMIČE PRAVA MLADIH“

