YOUTH MAINSTREAMING GUIDELINE

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The Civic Space is a Technical Assistance Project funded by the European Union. It aims at contributing to build in the Turkish Cypriot community, a stronger civil society, which supports democratic changes and confidence-building measures.

Within this context, Civic Space aims at ensuring that:

•The public and the Turkish Cypriot community are better informed about CSOs' actions and are more involved in CSOs' actions and management

•CSOs improve their capacities in general and adopt a rights-based approach to advocate for democratic changes, confidence-building measures, and a more enabling environment for civil society

•Local bodies are better informed about CSOs' roles and activities and are supported in promoting a fully enabling environment for civil society

•Exchanges and joint actions between Greek and Turkish Cypriot CSOs are mainstreamed throughout the project's activities.

PREFACE

This Youth Mainstreaming Guideline was developed by the Civic Space Technical Assistance Project, funded by the European Union. One of the Civic Space Project's objectives is to enhance the capacities of CSOs and assist them in embracing a rights-based approach to advocate for democratic changes, confidence-building measures, and a more enabling environment for civil society.

In this context, a comprehensive set of guidelines has been created as a do-it-yourself tool to aid CSOs in integrating cross-cutting issues, including accessibility, ecology, gender, a rights-based approach, and youth. These guidelines seek to encourage and assist CSOs in mainstreaming rights-based considerations into their policies, planning, and daily operations. The guidelines were developed through a participatory approach, involving CSOs specializing in each topic in the drafting process. An advisory group of CSOs was identified for each cross-cutting topic and consulted at every stage.

We are confident that these guidelines, produced in English and Turkish, will be beneficial not only for the help desk or Grow Civic beneficiaries of Civic Space but also for all civil society organizations in Cyprus and beyond. Furthermore, most of the practical measures proposed in these guidelines also apply to corporate and public institutions.

The guidelines on thematic cross-cutting issues are developed as a complementary set, with the rights-based approach providing a general framework for their implementation. However, we designed each thematic guideline to allow for separate use in mainstreaming specific aspects. Therefore, you can utilize this Youth Mainstreaming Guideline to enhance youth participation and inclusion in your organization.
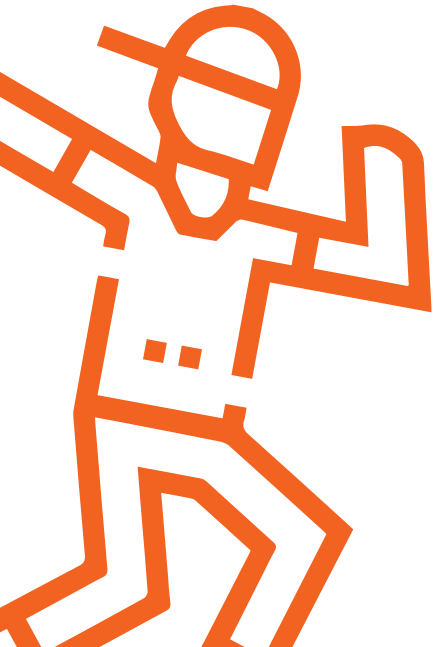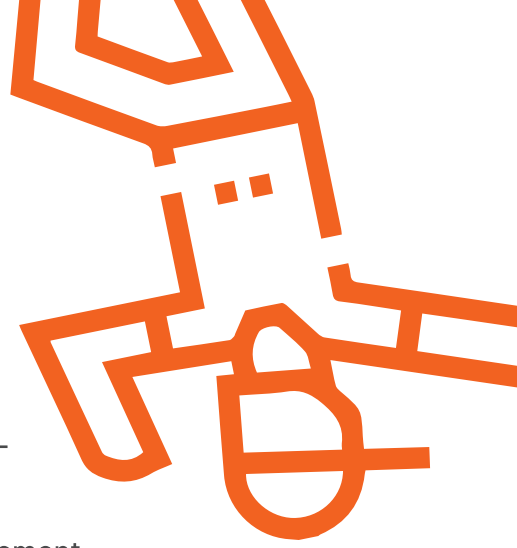
The guidelines start by providing the international framework and background of the topic, followed by key concepts and a brief introduction to the subject. Subsequently, specific applicable measures that CSOs can employ at policy and strategic levels, as well as at operational levels during meetings, events, in offices, etc., are presented.

While it is recommended to align your organization to implement all measures covered in the guidelines, you can opt for a step-by-step approach and implement measures one by one. The checklist provided at the end of the guideline can be used to monitor your progress. You might even consider making your monitoring results publicly available, not only to align with the transparency and accountability principles of the rights-based approach but also to encourage other CSOs to make use of the guidelines.

Civic Space aims to periodically enhance the guidelines based on feedback received from CSOs that implement the proposed measures. Such improvement might involve revising and/or adapting a measure or adding a new one. Therefore, we kindly ask you to send us your feedback about the guidelines.

Taking this opportunity, we would like to thank the following CSOs, as the advisory group of this Youth Mainstreaming Guideline, for their valuable input and expertise:

Cyprus Youth Council (CYC)
Kyrenia Youth and Resource Center (GIGEM)
Nicosia Youth Association (LGD)
Peaceplayers Cyprus (PPI)
Trikomo Karpasia Youth Association
Voice of International Students (VOIS)

YOUTH MAINSTREAMING

Youth constitutes a crucial segment of society, playing a pivotal role in achieving equality, upholding democratic values, and ensuring access to rights across various domains, including the economy, politics, and social, humanitarian, and cultural spheres. According to the UN Department of Economic and Social Affairs, the global population of individuals aged 15 to 24 is estimated to be around 1.2 billion, signifying that approximately one in every six people falls within the youth category.[1] It is projected that the number of young people will witness a 7 percent increase by 2030. Particularly in developing countries, the prevalence of youth is higher, with some nations identifying 1 in every 3 people as part of the youth demographic.

YOUTH MOVEMENT AND YOUTH MAINSTREAMING

Young people started identifying themselves as a distinct social category from the 1870s onward. In the early 20th century, they increasingly engaged with various political movements. Key concerns included income gaps between adults and youth, as well as equal access to education for young people. Since the 1960s, there has been a growing mobilization of young people, marked by transformations through student movements. They began to be recognized as active agents for societal change, raising their voices against challenges faced by the youth. They actively opposed discrimination and advocated for peace, gender equality, and climate justice.

From the early 2000s, the youth movement gained global visibility, leading protests, intensifying advocacy efforts, and leveraging social media to amplify their voices. The discourse on youth mainstreaming emerged in the 1970s with the goal of empowering youth and ensuring their full inclusion across all sectors.

[1] United Nations Department of Economic and Social Affairs, Youth and the 2030 Agenda for Sustainable Development, < https://www.un.org/development/desa/youth/world-youth-report/wyr2018.html> accessed 6 September 2019.

What is Youth?

There is no universally agreed-upon definition of youth, and age limitations may differ in various countries. The Commonwealth defines young people as those between 15 and 29 years old, whereas the United Nations refers to those between 15 and 24 years old. Different countries have different legal frameworks for defining young people, and the age limit ranges from a minimum of 13 years old to a maximum of 40 years old.[2] There is no binding international document on the definition of youth either. The UN Convention on the Rights of the Child defines a child as "every human being below the age of eighteen years," but not youth.[3] Since there is no universal definition of 'youth' as a category, civil society organizations can be flexible in how they make this definition within their organizations, considering their local legal framework and cultural and sociological dimensions. Setting the limit above 35 years old is not recommended in the Cyprus context. However, it is essential always to bear in mind that youth, as a demographic, faces challenges in accessing their rights, employment opportunities, and participation in decision-making processes. This group has unique needs and obstacles that should be explicitly addressed to empower them and offer solutions for the broader community.

[2] Commonwealth Secretariat, Youth Mainstreaming in Development Planning: Transforming Young Lives, (2017)<https://thecommonwealth.org/sites/default/files/events/documents/P15371_YTH_Youth_Mainstreaming_Short_Guide.pdf> accessed 6 September 2021.

[3] UN Convention on the Rights of the Child 1989, art. 1.

WHAT IS YOUTH MAINSTREAMING?

Youth mainstreaming is defined as:
Strategies for intergenerational equity and justice enable young people's capabilities, participation, and human rights to be an integral dimension of the analysis, design, implementation, and monitoring & evaluation of policies and programs in inter-sectoral planning across all social, political and economic spheres.[4]

Youth mainstreaming necessitates giving equal consideration to the concerns and perspectives of young people as those of adults. When efforts are consistent, youth mainstreaming can lead to transformative changes in society. It is crucial to note that youth cannot be considered a single and homogenous group with shared experiences. Young people may face marginalization based on factors such as gender, sexual orientation, gender identity, race, class, ability/disability, nationality, ethnic background, etc., and this should be carefully considered.[5] An intersectional approach is necessary when trying to understand the needs of young people and their demands for improvement.

[4] Commonwealth Secretariat, Youth Mainstreaming in Development Planning: Transforming Young Lives, (2017), p.3

[5] Commonwealth Secretariat, Youth Mainstreaming in Development Planning: Transforming Young Lives, (2017), p.7 <https://thecommonwealth.org/sites/default/files/events/documents/P15371_YTH_Youth_Mainstreaming_Short_Guide.pdf>

WHY SHOULD WE MAINSTREAM YOUTH IN OUR ORGANIZATIONS?

- Young people are equal citizens, and they should be part of the democratic processes on an equal basis.

- Youth participation and influence in decision-making are quite limited.

- Youth is often disengaged from mainstream political and administrative processes.

- Youth face direct or indirect discrimination due to their age.

- Negative stereotypes exist towards young people, such as assumptions of insufficient work abilities or management capacities, among others. These stereotypes lead to young people not receiving the respect and trust they deserve from their own communities.

- Young people face barriers in realizing their rights. While human rights are meant for everyone, there isn't a specific international legal framework addressing the challenges youth encounter. As a result of possible marginalization within their communities and the economic, cultural, social, and political challenges they confront, young people may not always have full access to their rights.

- The pandemic disproportionately affected the youth. The youth unemployment rate has risen, leading to decreased income levels. This has had a serious impact on the fundamental human rights of young people, including the right to education and health. Many have had to alter their career plans due to educational delays, and their levels of anxiety and depression have increased.[6]

- The potential and knowledge of the youth need to be used for improvement in society. Young people represent the future and the opportunity to anchor values such as democracy, equality, human rights and accelerated sustainable development. Hence, their equal and meaningful contribution is needed for sustaining and enhancing these values.

[6] Eurofound, 'Impact of COVID-19 on Young People in the EU' (2021) < https://www.eurofound.europa.eu/sites/default/files/ef_publication/field_ef_document/ef20036en.pdf>

WHERE SHOULD YOUTH BE MAINSTREAMED?

To achieve equality for young people, youth mainstreaming necessitates a cross-sectoral approach. This means that public and private sectors involving public authorities, private companies, firms, CSOs, academic institutions, and international and regional organizations all have the responsibility to mainstream youth in their organizational capacities. In the end, cooperation between these stakeholders and youth organizations is crucial to achieve social change for increasing youth inclusion and empowerment.

WHERE
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HOW CAN YOUTH MAINSTREAMING BE ACHIEVED?

Youth mainstreaming is a transformative process that requires planning, proactive measures, and monitoring to attain the goal of equality. It is based on young people's rights and prioritizing their needs as part of youth-centric policies and programs. Incorporating youth mainstreaming into your organization requires careful planning that takes into account social norms, organizational structures, establishing a dialogue with youth within the organization, proactive measures, the development of strategies, action plans, and the implementation of youth-centric activities, among other considerations. Two important references are useful for youth mainstreaming efforts: the European Union Youth Strategy 2019-2027 and UN Sustainable Development Goals. Both documents are reference points for this guide since they provide good examples of how mainstreaming can be done at a regional or international level.

This guideline is designed to show you the measures that you should follow to begin mainstreaming youth in your organization. However, there is no definite list for mainstreaming youth. This list is designed as a starting point for organizations, and it shall hopefully continue to improve over time through local experiences.
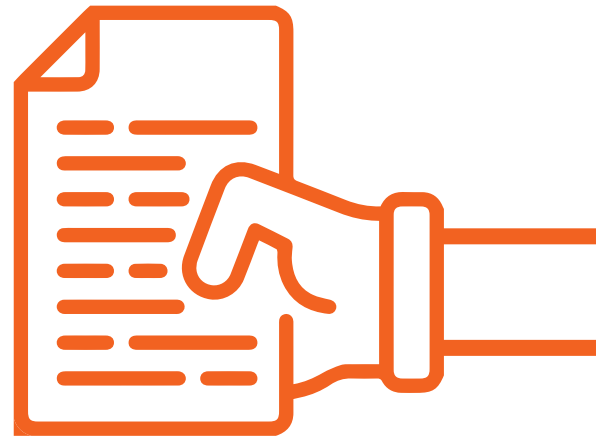
EUROPEAN UNION YOUTH STRATEGY 2019-2027

EU has been working on EU Youth Policy since 2002 with two core principles: active participation of the youth and equal access to opportunities. The EU Youth Strategy was prepared for the period between 2019 and 2027 under three core areas: engage, connect, and empower:

E

Engage is about strengthening the democratic participation of youth and finding ways, including innovative ones, to create a more inclusive system for the youth.

C

Connect is on creating opportunities for the youth to actively engage within relevant EU actions that involve cooperation, exchanges, cultural and civic action.

E

Empower is related to supporting youth work, encouraging youth to improve their capacities, providing them with a safe space to develop their self-confidence, and giving them opportunities for training.[7]

[7] You can reach the full text of EU Youth Strategy 2019-2027 via: https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:42018Y1218(01)&qid=1578414694481&from=EN

YOUTH AND SUSTAINABLE DEVELOPMENT GOALS

UN Member States adopted the 2030 Global Agenda for Sustainable Development with the aim of bolstering global peace, establishing a sustainable environment for all, and reducing poverty worldwide. The Agenda comprises of 17 Sustainable Development Goals (SDGs), which outline the UN's vision for the world. These SDGs highlight the connections between various forms of discrimination and seek to incorporate marginalized groups, including youth, with the aspiration of 'leaving no one behind'. Furthermore, it embraces a participatory approach to achieving the defined goals and acknowledges young people as agents of change. Although none of the goals directly refer to youth, they all impact young people, and some of the targets established under each goal have explicit references to youth. For instance, target 8.6, stated under Goal 8, explicitly mentions that youth unemployment should be reduced by 2030. Target 4.5 under Goal 4 highlights the need for equal access to all levels of education. There are 20 youth-specific targets under 6 different SDGs: Goal 2 (hunger), Goal 4 (education), Goal 5 (gender equality), Goal 8 (decent work), Goal 10 (inequality), and Goal 13 (climate change).[8]

[8] For more information about SDGs and youth please check: Sunyoung Hwang and Jiwon Kim, 'UN and SDGs : A Handbook for Youth', (2017) United Nations ESCAP East and North-East Asia (ENEA) Office.

INTERSECTIONALITY AND YOUTH

Young people might face multiple discrimination based on their gender, ethnicity, race, ability/disability, citizenship status, class, etc. These discriminatory practices may lead to their marginalization and limited access to rights. Marginalized youth are very likely to come from low-income families, migrant backgrounds, or rural areas. They might also be marginalized due to their sexual orientation, gender identity, gender, or disability status. Efforts for equality require careful consideration of youth diversity through an intersectional approach and the capacity to identify specific challenges different youth groups face. Intersectionality means "A paradigm that addresses the multiple dimensions of identity and social systems as they intersect with one another and relate to inequality, such as racism, genderism, heterosexism, ageism, and classism, among other variables. Intersectionality is organized around the location of self within a set of co-constructed social identities (e.g., Black/African American/Black American, gay, older adult, male), and proposes ways to identify, challenge, and resist various forms of oppression".[9]

Successful youth mainstreaming requires considering the different layers of identity and its challenges. For instance, we should never consider that young men and young women are going through the same challenges. Although there may be similarities, remember that there are always differences due to their gender. Please check the other mainstreaming guidelines published by Civic Space to understand the different mainstreaming areas.

[9] American Psychological Association (2017), 'Multicultural Guidelines: An Ecological Approach to Context, Identity, and Intersectionality' (2017) <https://www.apa.org/about/policy/multicultural-guidelines.pdf >

MEASURES FOR MAINSTREAMING YOUTH IN YOUR ORGANIZATION

The following measures have been formulated to offer practical suggestions for mainstreaming youth at an organizational level. These measures are not exhaustive; instead, they serve as a starting point for Civil Society Organizations (CSOs) to initiate the implementation of youth mainstreaming policies. It is anticipated that these measures will evolve over time through the feedback received from CSOs.

MEASURE ①
MAINSTREAMING YOUTH IN POLICY PAPERS

Develop a youth policy paper and a youth mainstreaming strategy that articulate your organization's dedication to youth mainstreaming. The policy paper should encompass details about your organization, elucidate the significance of youth mainstreaming, and outline the key areas that will be prioritized for mainstreaming youth. In contrast, the strategy paper should delineate the primary objectives of your organization concerning youth mainstreaming and elucidate the practical steps that will be taken to implement these strategies. It is imperative that both documents are informed by the insights and information gathered from the young members of your organization.

YOUTH ANALYSES

- Begin by clearly defining the youth demographic within your organization, setting age limitations, and categorizing data based on gender, age, and location. Once you have compiled a list of young individuals affiliated with your organization, engage with them to comprehend the challenges they encounter and their specific needs.

- Develop a straightforward set of questions that cover the measures outlined in this mainstreaming guide, addressing areas such as active participation, fostering youth-adult partnerships, ensuring youth safety, promoting youth empowerment, collaborating with youth organizations, utilizing digital tools for outreach, and involving youth in project development and management. Seek assistance from youth organizations, young activists, and youth experts to refine and formulate these questions.

- Conduct consultation meetings, either face-to-face or online, utilizing user-friendly technological tools such as online polls and surveys.

- Ensure that the needs of young individuals facing accessibility challenges are accommodated throughout this process.

- For young people with limited internet access, employ traditional methods like face-to-face meetings or physical gatherings to gather their opinions.

- Ensure the inclusion of marginalized youth throughout this process. If there are young individuals from rural areas within your organization, arrange visits and meet with them face-to-face as needed.

- Offer an option for anonymity; it should not be obligatory to provide personal information. Therefore, even if traditional methods are chosen for data collection, always include an online survey option for those young people who prefer to share information anonymously.

DRAFTING THE POLICY PAPER AND STRATEGY DOCUMENT

- Equally address the needs and concerns of youth from diverse backgrounds in the policy papers.

- Ensure that the youth policies are presented in a reader-friendly, clear, and simple manner. Utilize infographics or special designs to enhance content comprehension.

- If needed, seek assistance from youth experts or activists during the drafting of the documents.

- Upon completing the final drafts of the policy paper and strategy document, engage with the young people in your organization. Inform them about the process, share the documents to gather their feedback, and subsequently finalize them. Consider organizing meetings to present the draft versions of your policy paper and strategy plan, actively seeking and incorporating their feedback.

MEASURE ❷

MECHANISMS TO ENSURE YOUNG PEOPLE'S ACTIVE PARTICIPATION IN THE ORGANIZATION

Ensure that young people actively participate in the decision-making processes of the organization rather than merely executing decisions made by governing bodies. It is imperative to incorporate young individuals into the decision-making body of your organization for a successful integration of youth mainstreaming. Many young people encounter challenges in joining decision-making bodies within Civil Society Organizations (CSOs) and may feel that their opinions are not given equal consideration alongside adults. Therefore, it is crucial to establish guidelines that encourage their involvement in decision-making bodies, simultaneously empowering them through organizational activities to demonstrate that their opinions and contributions are equally valued.

- To ensure meaningful contributions to decision-making processes, regularly inform young people in your organization about recent developments, and make additional information accessible upon request. Empower the youth through consistent information sharing and dialogue to enhance their active participation.

- Strive to establish a bottom-up structure within your organization. If governance is exclusively top-down, only individuals in the governing bodies can influence decision-making processes. Encourage broader participation to include more voices in decision-making.

- If your organization primarily focuses on youth-related issues, consider implementing a youth quota of at least 50 percent in decision-making bodies. For organizations not explicitly dedicated to youth but aiming to mainstream youth involvement, contemplate introducing a 30 percent quota for young individuals within decision-making bodies.
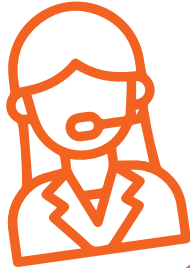
- Young people should feel free to express their concerns or opinions without fear of intimidation or humiliation. In some cultures, the right of young individuals to express themselves clearly may be limited, and their words might not be given the same value as those of adults. If young people are not actively participating in meetings and are hesitant to express their opinions freely, review the rules of your meetings. Take practical steps, such as implementing time limitations for each person's right to speak, to create more space for young people to voice their though

- When organizing conferences or panels, ensure the inclusion of young people as speakers, moderators, or one of the event's lead organizers. Don't just invite young people as listeners; demonstrate a genuine desire to learn from their experiences and knowledge on various topics.

- To expand outreach to young people and encourage their involvement in your organization, identify locations where young people frequent (schools, universities, parks, cafes, etc.) and organize meetings there to explain what your organization can offer and why their contribution matters.

- Produce communication materials that are written in a simple and clear manner to capture the interest of young people. Distribute these materials in relevant locations, and also prepare online materials to share through social media channels as mentioned in Measure 7.

- Avoid consistently inviting the same group of young people to your events. Ensure that outreach encompasses young people from diverse backgrounds, and take measures to ensure that nobody is excluded based on gender, ethnicity, disability, location, or age.
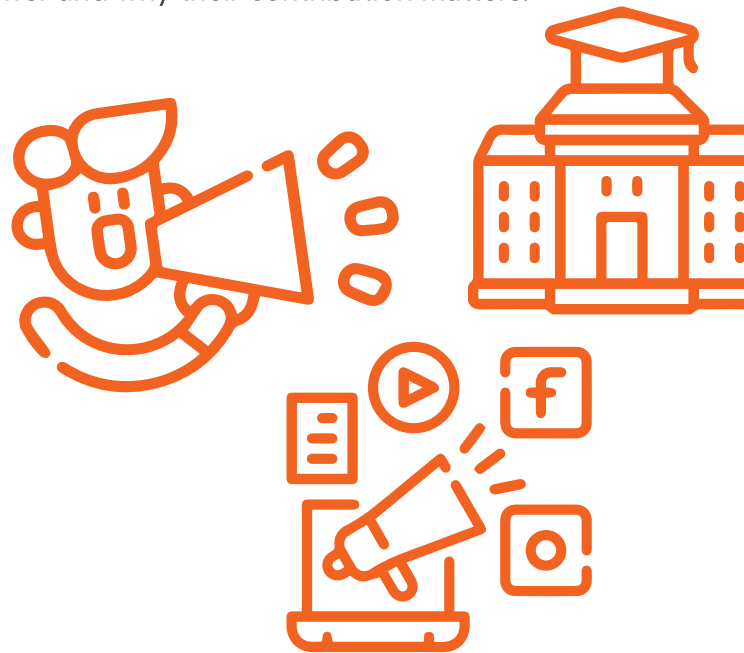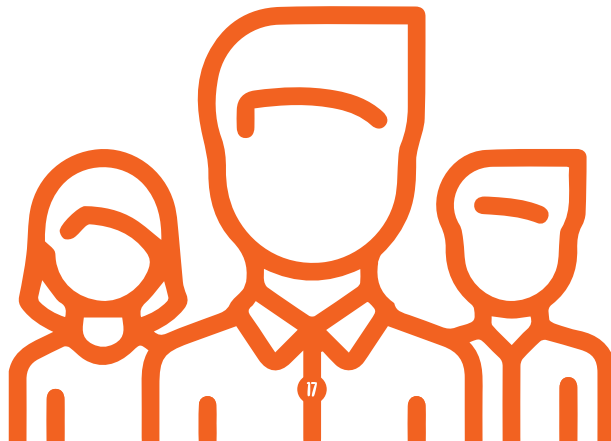
MEASURE ③
YOUTH-ADULT PARTNERSHIP

Establishing a strong youth-adult partnership will enable your organization to equally respect the opinions of all members and incorporate the youth perspective throughout the planning and implementation of activities.

Maintain robust youth-adult partnerships at various levels of your organization. In many cultures, these partnerships are traditionally led by adults, with their opinions carrying the most weight. Be cautious not to adhere strictly to these traditional practices; instead, establish ethical youth-adult partnerships founded on mutual respect and trust.

Ensure that youth and adults collaborate in professional settings, valuing their opinions equally. Traditionally, adults often receive more respect, and their opinions are typically prioritized. However, it is essential to recognize that the responsibility for maintaining an equitable relationship with young people lies primarily with adults. Adults must demonstrate full respect for young people and ensure that everyone's opinions are considered equally.

Regularly monitor youth-adult partnerships within your organization. If you identify challenges in maintaining this relationship, conduct surveys with adult members of your organization and address any issues impartially.

MEASURE ④
SAFETY OF THE YOUTH

Create a safe space for youth to actively engage with your organization. Consider that some young individuals may not feel secure enough to openly discuss, express their opinions, or voice concerns about their physical safety in public. Everyone deserves to operate in a secure environment and participate in their organization without fear. Civil Society Organizations bear the responsibility of crafting such spaces and guaranteeing that everyone within their organization feels safe.

1 When choosing a venue for your activities or meetings, ensure it is safe and suitable for different age groups.

2 Develop awareness-raising initiatives and enforce strict rules to hold individuals accountable for using violence within the organization, preventing any instances of physical, sexual, psychological, or economic violence.

3 Establish transparent mechanisms to address cases of violence. These mechanisms should operate under ethical rules to investigate such incidents and propose solutions. Additionally, they should approach cases with considerations for gender equality perspectives and address unequal gendered power relations.

4 Prior to capturing any pictures or recordings during your activities and meetings, ensure that all participants agree. Some participants may not feel comfortable expressing objections openly in a group, so establish channels for them to communicate their concerns privately to a designated contact person.

5 If you request any data from the participants, clearly explain why it is needed and how it will be used for your organization. When it comes to the usage of personal data, always obtain their informed consent.

MEASURE ⑤
YOUTH EMPOWERMENT

Youth empowerment is an important component of youth mainstreaming. Young people need to be empowered to actively participate, engage, formulate, and express their opinions.

- First, identify the needs of the young people in your organization. Inquire about the areas in which they wish to improve themselves and offer opportunities to help them develop their skills and abilities.

- Attempt to organize capacity-building activities periodically and gather feedback from participants to enhance the content, if necessary, after each event.

- Train young people about their rights and be prepared to provide more information if requested.

- Train your staff on youth empowerment and youth mainstreaming.

- Periodically update young people about your organizational activities, either through regular meetings or newsletters that can be shared via social media accounts and emails.

- You might need to organize separate thematic trainings for marginalized youth if necessary. Training sessions on their legal rights and their rights and responsibilities within the organization could be beneficial.

- Additionally, consider organizing training sessions or panel discussions on topics such as masculinities, toxic masculine behavior, and discrimination, which primarily hinder active engagement with your organization by young women, LGBTI+s, and non-binary individuals.

  - Encourage young people to represent your organization in local or international events.

  - Provide young people opportunities to participate in trainings, conferences, or panel discussions abroad.

  - Encourage them to develop their network locally or internationally.

MEASURE 6
COLLABORATION WITH YOUTH ORGANIZATIONS

Youth organizations possess expertise and experience in youth inclusion and empowerment. Maintaining strong relationships with youth organizations will help you learn more about the youth agenda, and their expertise can assist you in implementing youth mainstreaming in your organization. Remember that such collaborations offer mutual benefits, allowing you to communicate your organizational agenda to others and seek support.

- Establish partnerships with organizations that specifically focus on youth.

- Regularly engage with youth organizations, learn about their activities, listen to their concerns, and understand their demands.

- Align with the agendas of environmental organizations and support their actions, such as gatherings, petitions, protests, campaigns, etc.

- Encourage members of your organization to consistently follow the youth agenda.

- Pay specific attention to crises that negatively impact youth, such as the Covid-19 pandemic. Listen to the needs of youth organizations and strive to support them in any way possible.

- Co-organize events with youth organizations whenever feasible.

MEASURE 7

DIGITAL TOOLS TO REACH THE YOUTH

Young people frequently utilize digital tools, with various social media channels serving as excellent means to connect with supporters of your organization. These digital tools can effectively raise awareness, regularly disseminate information about your organization to young people, and mobilize support for your advocacy actions.

1 { Utilize a variety of social media channels, including Instagram, Facebook, TikTok, Twitter, etc., to engage with young people.

2 { Prepare short videos, infographics, animations, or simple visuals that highlight your organizational activities and consistently share them through your social media channels.

3 { Ensure that social media content and other communication materials are available in different languages.

4 { Share messages on youth inclusion and youth empowerment on special days such as the 12th of August International Youth Day.

5 { Interact with young people through your social media channels and familiarize yourself with digital activism methods. Adapt your communication tools with the support of youth; seek to understand the tools they use and integrate them into your communication strategies. You can share surveys or conduct polls to gather their opinions in this regard.

MEASURE ⑧
ORGANIZE PERIODIC EVENTS ON YOUTH

Periodic events on youth are important to build the capacity of young people, volunteers, or staff on youth mainstreaming. Events are also great tools to bring diverse people together, provide them a space for dialogue and strengthen their relations with your organization.

- Plan periodic events such as movie screenings, panels, or training sessions to enhance awareness of your organization's youth mainstreaming initiatives.

- Collaborate with youth organizations while organizing such events, if necessary.

- After each event, receive feedback from the participants anonymously and ask their ideas to improve the content of your activities. Do not forget to ask the age range of the participant in the feedback form. In addition, ask questions on whether they are comfortable with the venue selected, the food provided, or the discussions held during the event. Try to ask at least a few open-ended questions to provide them enough space to express their opinions and feelings.

- Don't overlook the diversity within the youth demographic. Some events may specifically focus on particular groups, such as young people from rural areas or young people with disabilities.

- Acknowledge language barriers that some young people within your organization may face in actively engaging with your activities.

- Address translation needs during the planning of each event. When seeking feedback, include open-ended questions to allow participants ample space to express their opinions and feelings.
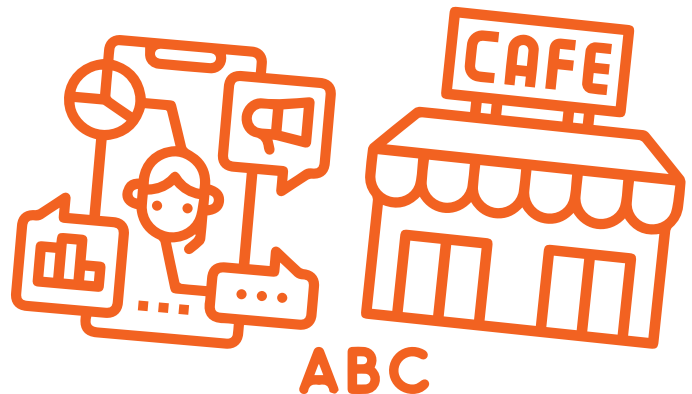
MEASURE ⑨

YOUTH IN PROJECT DEVELOPMENT AND IMPLEMENTATION

Consider the challenges faced by youth and their needs at all stages of project development and implementation. This demonstrates that their problems are being addressed, and their demands are heard by the organization.

- Draft project objectives, taking into consideration youth mainstreaming. Discuss whether the successful achievement of the project objectives will contribute to youth participation or address any specific topics that concern young people.

- Include young people in the project development stage, inquire about their needs, and learn about their demands.

- Consider the different needs of youth, including sign language interpretation or translation into other languages during the implementation of your project activities.

- Implement your activities in youth-friendly venues.

- While implementing the project, segregate the data you receive by gender, age, region, and ability/disability. Seek to understand youth participation in your project by periodically reviewing your data. If participation is low, consult the young people in your organization on how they believe more youth could be involved. Additionally, assess your project implementation and organizational activities by considering all the above measures.

YOUTH MAINSTREAMING CHECKLIST

The provided checklist includes components for each measure outlined in the Guideline. For each component, you have the opportunity to evaluate whether it has been implemented within your organization. If a particular component has not been implemented, please leave that line on the checklist blank. However, if your CSO has put the relevant component into practice, you can then assess whether it has been partially or fully implemented.

To achieve comprehensive youth mainstreaming, the ultimate long-term objective is to implement all the components fully. Nevertheless, this requires resources such as time, knowledge, and expertise. Therefore, the process can be customized to meet the specific needs of each organization. As a starting point, we recommend using the checklist to assess your CSO's current status regarding youth mainstreaming. Following this initial assessment and your available resources, you can subsequently formulate a strategic plan (as suggested in measure #1 of the checklist). In this plan, you can identify your objectives for enhancing youth mainstreaming within your CSO.

MEASURES FOR YOUTH MAINSTREAMING		
MEASURE 1: MAINSTREAMING YOUTH IN POLICY PAPERS	PARTIALLY IMPLEMENTED	FULLY IMPLEMENTED
1. Adopt a definition of youth with agreed-upon age limitations.		
2. Prepare segregated data for young members, at least according to gender, age, and location		
3. Prepare a list of questions for youth analyses, taking into account the points stated in Measure 1 of the mainstreaming guide.		
4. Conduct youth analyses through consultation meetings, either in face-to-face sessions or using easy technological tools such as online polls and surveys.		
5. Consider the accessibility needs and the right to privacy of the youth, if required, during the consultation process.		
6. Adopt and implement a policy paper for youth mainstreaming to demonstrate the organization's commitment. Ensure the paper is written in reader-friendly and simple language.		
7. Adopt and implement a strategy paper that outlines main objectives and practical steps for youth mainstreaming. Ensure the paper is written in reader-friendly and simple language.		

MEASURE 2: MECHANISMS TO ENSURE YOUNG PEOPLE'S ACTIVE PARTICIPATION IN THE ORGANIZATION	PARTIALLY IMPLEMENTED	FULLY IMPLEMENTED
8. Sustain tools and channels for regular information exchange with youth.		
9. Draft policy papers or implement events/trainings to encourage the inclusion of young people in decision-making bodies.		
10. Implement at least a 30 percent youth quota in decision-making bodies.		
11. Implement measures to ensure that young people actively participate in panels, conferences, etc., not just as listeners but as speakers or moderators.		
12. Regularly reach out to diverse young people and invite them to your organization.		
MEASURE 3: YOUTH-ADULT PARTNERSHIP	PARTIALLY IMPLEMENTED	FULLY IMPLEMENTED
13. Encourage youth-adult partnerships at various levels.		
14. Regularly monitor adult members and staff in terms of their collaboration with youth and attitudes towards them.		
15. Periodically conduct surveys to understand and identify any biases within adult members and staff.		
MEASURE 4: SAFETY OF THE YOUTH	PARTIALLY IMPLEMENTED	FULLY IMPLEMENTED
16. Select venues for activities or meetings based on the safety needs of different age groups.		
17. Establish clear rules to combat violence and hold individuals accountable for their actions.		
18. Establish a transparent and ethical mechanism to investigate cases of violence and mistreatment.		
19. Obtain the informed consent of participants before capturing any pictures or recording during all events or meetings of the organization.		
20. Obtain the informed consent of participants before recording their personal data for the organization.		

MEASURE 5: YOUTH EMPOWERMENT	PARTIALLY IMPLEMENTED	FULLY IMPLEMENTED
21. Conduct regular surveys to understand the needs of the youth.		
22. Implement capacity-building activities regularly for youth.		
23. Provide training for staff on youth empowerment and youth mainstreaming.		
24. Hold thematic training sessions for marginalized youth based on their needs.		
25. Implement measures to enable young people to represent their organization in events.		
MEASURE 6: COLLABORATION WITH YOUTH ORGANIZATIONS	PARTIALLY IMPLEMENTED	FULLY IMPLEMENTED
26. Conduct meetings with youth organizations at least twice a year to understand the challenges they face and their demands.		
27. Organize at least one event with youth organizations per year.		
28. Appoint at least one person in the organization to regularly follow the youth agenda and seek ways for collaboration.		
MEASURE 7: DIGITAL TOOLS TO REACH THE YOUTH	PARTIALLY IMPLEMENTED	FULLY IMPLEMENTED
29. Utilize diverse social media channels to reach out to young people.		
30. Create social media posts with content in simple and clear language, accompanied by visuals such as short videos, animations, or infographics.		
31. Draft the organization's communication strategy in light of digital activism methods to attract young people.		

MEASURE 8: ORGANIZE PERIODIC EVENTS ON YOUTH	PARTIALLY IMPLEMENTED	FULLY IMPLEMENTED
32. Implement periodic events in collaboration with youth organizations to raise awareness about youth mainstreaming.		
33. Collect feedback via feedback forms after each event. The feedback is received anonymously, but at least age and gender information are collected.		
34. Consider the translation needs of young people for events.		
MEASURE 9: YOUTH IN PROJECT DEVELOPMENT AND IMPLEMENTATION	PARTIALLY IMPLEMENTED	FULLY IMPLEMENTED
35. Introduce measures to ensure the inclusion of young people in project development stages.		
36. Consider the different needs of the youth during project development.		
37. Ensure that all data collected by our organization is segregated at least by gender, age, region, and ability/disability status.		

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