



FEDERATION OF YOUNG
EUROPEAN GREENS

GENERAL 27-29 AUG
2020 **ASSEMBLY**
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ACTIVITY PLAN 2020/2021

1. SPEAK UP, TOGETHER — EUROPE NEEDS A STRONG GREEN FORCE!

Since the European Elections last year, Europe has experienced a lot of Green successes – the concern over climate change and the vote of young people are what we think have been the main drivers of the Green Wave that has spread across the continent. In several Northern and Western European countries, green parties achieved their best results ever in the European Elections. In the year that has passed since, Greens have continued to take over national and local parliaments all over Europe, such as in Switzerland, France, Ireland, Poland, Spain, Germany and Croatia.

At the same time we see nationalist and conservative forces win ground – in Hungary, Viktor Orbán has passed a law allowing him to rule by decree, in Poland right-wing nationalist Andrzej Duda has been re-elected as president and across the continent, we see nationalist, anti-foreigner sympathies grow in the polls as a response to closed borders and other measures taken by national governments in the light of the COVID19-pandemic that has spread across Europe (and the World) this spring.

It's clear that we are living in a time where openness, inclusivity and democracy are being severely challenged, but are also more important than ever. As some forces are trying to weaken European unity and international solidarity, we need to stand strong as advocates of feminist, inclusive, welcoming values and work for a Europe that stands strong together.

In the upcoming year, a lot of focus will be on the European recovery after the COVID19-pandemic and, through this, most certainly on what kind of Europe one wants to see developing in the coming future. For us, it is clear that these discussions need to be guided by inclusivity, democracy and the will to build a Europe where everyone's rights are not only respected, but actively protected and enhanced – by actively promoting a Europe that focuses on the security of people instead of the security of states, and a Europe that prioritizes social and human rights (both on- and off-line), both for people who've lived their whole lives here and people who just came here, we believe that there is hope for a good future.

This activity plan outlines how FYEG will work concretely for the Europe we want to see in the upcoming year.

So, everyone: let's speak up now, together – Europe needs a strong green force!

2. POLITICAL PRIORITIES

FYEG will continue to build on its political priorities and work in the previous year, but it will reflect on the world events that have defined 2020 and exposed the urgent need for a rethink of how systems and society operate. FYEG aims to support movements that are fighting for progressive change, and to support its own member organisations in this work also.

The political priorities for achieving this are:

A democratic, antiracist and inclusive Europe

FYEG's 2021 activity plan will be on a Brave New Europe - exploring how to reimagine Europe's

societies in the COVID-19 recovery for a truly democratic system that empowers everyone to be change makers and decision makers. As we push for a more democratic Europe, FYEG will also strive to understand how young green organisations can be more anti-racist and inclusive. The Black Lives Matter protests this year show how injustice is ingrained into society, and there are many marginalised groups left out of decision making. Politics is dominated by the same people again and again, so to work towards undoing this FYEG wants to make inclusion in the heart of its own activities. FYEG will also consider the Future of Europe and what this means for young people, as the current elitist and bureaucratic systems that define Europe are in great need of a shake up.

Climate and Social Justice

To echo the sentence said by many: there is no climate justice without social justice. While strong action needs to be taken to fight climate change or reserve the loss of biodiversity, this must be rooted in social justice and human rights. As the world undergoes urgent and necessary transformation to prevent “business as usual”, it should not be at the expense of marginalised groups who risk losing their jobs, homes and livelihoods in sustainable transformation. That is the goal of FYEG’s 2020 work plan on the Just Transition, and FYEG will continue to work on these priorities with reflection of the outcomes on social rights from its 2019 and 2020 Activity Plans.

Feminist and intersectional Europe

FYEG is proudly feminist, and works hard to ensure its structures and communications are feminist. FYEG will continue to uphold and reflect on its feminist values in the next year, and will explore and understand how to be better in advocating for intersectional feminism. Feminism is about smashing the patriarchy as it is harmful to everyone, but it also must recognise the different ways the patriarchy affects different people, as there is not a “one size fits all” approach to dismantling the patriarchy. Too often, white feminism dominates the public narrative which is not representative of the rights of everyone, nor of FYEG’s principles. We will take this time to explore what feminism means to different people, and how FYEG’s work can advocate for this.

3. EDUCATIONAL ACTIVITIES

Just Transition Work Plan

In 2020, FYEG is organising a series of events on just transition. Just transition is not only an energy transition, but the transition to the democratic and inclusive society where everyone is fulfilling their rights. Due to the COVID19-pandemic, events have been adapted to online activities. Between May - September 2020, a series of webinars will be organised as an introduction to the concept of a just transition and as exploration of the struggles that youth face when trying to move away from a carbon-intensive society both in rural and urban settings. In October 2020 an International Seminar will take place in Spain. Finally in February 2021 there will be a Conference on “Green Principles for a Just Transition” in Brussels. The final part of the program will be open for public and will gather various stakeholders of the just transition - from the Young Greens, environmental NGOs, think-thanks, social justice and environmental justice advocates to other international youth organisations, political party youth organisations, Green Parties and Members of the European Parliament. The project will result in a documentation on “Green Principles for Just Transition”, our vision on how to ensure a socially just transition, particularly focusing on young people and the

importance of their involvement in decision-making in this process, leading up to 2050.

Work that Works for All: Shaping Europe's Future of Work

Together with CDN, FYEG is organising a study session that will take place in October at the European Youth Centre in Budapest, Hungary. With this activity we aim to empower 40 young Europeans in accessing their social rights - the right to decent work (the right to work, and the right to adequate social protection) and support them in becoming agents of change in their local communities through human rights education.

Brave New Europe Work Plan

Right now, as a result of COVID-19, the world is going through an unexpected social and economic crisis with long-term consequences for young people. In 2021, FYEG will reimagine our societies after the COVID19 crisis. FYEG has for years been working on collecting demands and finding solutions to these issues through our activities on the social, environmental and digital commons, social rights, just transition, gender, and future of work. We are well aware of the challenges and already have the solutions. To implement them, we now more than ever need active youth participation. In 2021 we will work on a series of activities that will give us a platform to bring together all our previous work together and empower our organisations to be active participants. Firstly we will create a space for youth-led organisations, movements or informal groups to self-diagnose the culture, structures, decision-making processes, discriminative tendencies of their organisations and groups. Secondly we will explore innovative and participatory tools and methods to encourage young people to reclaim more space in decision-making processes at their local context. Finally we will again provide support to our member organisations to host their own activities.

Changemakers for a sustainable Europe

Together with CDN, Green Forum Sweden and Green European Foundation, FYEG is applying for Erasmus+ European Youth Together project call. With this project we aim to increase awareness among young Europeans of the stakes at play both during the preparation of the Nationally Determined Carbon Emission Reduction Contributions and during the climate negotiations at COP26 in Scotland.

4. FYEG...

As a federation

FYEG is nothing without its member organisations. The MOs constitutes the base on which FYEG operates as a federation, and it is through our MOs that we have our best possibilities to achieve change on an everyday basis. Therefore, it is clear that our MOs need to be at the center of FYEG's work.

In the past years, FYEG has tried different ways to maintain good communication channels with its Member Organisations between General Assemblies. It is important to include the voices, thoughts and extremely valuable knowledge and experiences of our MOs in FYEG's activities, communication and strategic decisions. FYEG will organise an **MO Forum**, a few months before the General Assembly, preferably in person. In line with the resolution on rewriting FYEG's Political Platform, a large part

of this MO Forum will be dedicated to discussions related to the Political Platform. Discussions will also take place in **regional chats** and regular **regional calls** could take place. The next EC will also encourage dialogue and collaboration between MOs on themes of shared interest, following the creation of the chat on Young Greens in governments.

In the coming year, FYEG will keep supporting its MOs so that they can, as individual organisations, become stronger and have an even bigger impact. FYEG will implement an **MO grant programme** through which FYEG, the Greens-EFA group in the European Parliament and the European Green Party will support events organised by the Member Organisations. Following the MO training organised in the end of 2019, FYEG will organise **online MO trainings** throughout the year, developing key skills for example in terms of fundraising, management, communications or recruitment of members, based on the expressed needs of MOs.

Finally, FYEG Executive Committee will continue to provide MOs with **transparent information** about their work, what's happening externally and internally in the organization, through regular EC Reports and newsletters.

In order to maximise personal encounters between members of MO's and FYEG workgroups, to strengthen cross-border relations between greens in Europe, FYEG will look into setting up an exchange platform for green activists. MO's get the chance to inform activists from other young European green movements online about ongoing events they will host. In turn, activists can apply in this digital space to travel there and participate in the event.

FYEG can adapt their support to participate in the proposed event to help activists in the most sensible way, within the limits of what FYEG can do. This can include informing the hosting MO and the participant, financial or organisational help for travelling.

As a political visionary

Everywhere in Europe, Young Greens are the ones pushing for bold new ideas, for radical change, both within our parties, in parliaments and in the streets. FYEG will keep playing a role in developing ambitious political proposals.

The redrafting of FYEG Political Platform will be a great occasion to take stock of the work done in MOs and in FYEG and to debate our political proposals. The Political Platform defines our stances and values, it is important to update it so it reflects recent developments, the crises faced by young people in Europe while maintaining our core values.

As the EU is planning to launch a Conference on the Future of Europe, FYEG will work, with its Member Organisations, working groups, young MEPs and movements to define its position, make it heard and make sure that, in general, the voice of youth is being heard in this conference.

As a changemaker

We need to be the change we want to see. We want to build a feminist, anti-racist, diverse and just world. So we need to become an organisation that is living these values even more. It is important to reflect on the external and internal factors that hinder us in becoming the anti-racist, regionally balanced, inclusive and diverse organisation we strive to be, and to create strategies, anti-oppression trainings, structures and procedures that will help us reaching these goals internally and externally. Key actors for this inside FYEG can be the Feminist Network, the Working Groups, the Awareness

Team and the EC.

Also externally, we need to contribute to the change we want to see. We don't have a majority in parliaments and in governments. Nevertheless, we're able to achieve change, to set the agenda and to reach our goals. That is thanks to our high level of organization. As a movement, we are connecting parliamentary representatives with activist groups, we are having online petitions, legislative initiatives as well as actions of civil disobedience. We have laid the ground for the change, with a strong campaign we have the biggest group in the EP we ever had, we are strongly connected to movements all over Europe and we have determined activists ready to be the change we want to see. As Young Greens, we fight for System Change not Climate Change. In the coming years, with the System Change Campaign FYEG is preparing towards the Climate Conference in Glasgow and with our allies all over Europe, it is time to achieve it. Systemic narratives are the political language of the 2020s, and the 20s are ready for revolution.

And its partners

Our work with our partners strengthens FYEG's own capacity and impact. We will continue to work closely with the European Green Party. Young greens are effective delegates at the Councils and FYEG will continue to submit resolutions to influence the work of our parent parties and follow up on these resolutions to build the work of the Greens in Europe. We will also cooperate in our similar campaigns, such as in system change and climate, to exchange input and ideas.

We will continue working with the Green Group in the European Parliament, in particular the young green MEPs. FYEG has identified shared areas of interest with each young (and youngish) MEP and will continue strategically collaborating with them on specific actions and campaigns, especially to follow up on the collaborations from the Lockdown Lounge webinars. FYEG will also use its platform, when asked by Green MEPs, to support them influence decision making in the European Union, to ensure the young voice is heard, as well as working with movements and other organisations led by young changemakers.

The green foundations, especially Green European Foundation, Green Forum Sweden and Heinrich Böll Stiftung, are also close partners and this will continue. FYEG will seek to reinforce collaboration with them, offering input coming from the youth perspective, and making sure their resources and expertise also benefit young greens in Europe.

FYEG will continue a close working relationship with the Global Young Greens to continue fighting for the voice of young greens in Europe and beyond. This will be achieved by regular contact, and to explore cooperation for COP26 to send young green activists. We will also work with GYG to create more knowledge development and exchanges, so FYEG members can learn from the experience of young greens from around the world, and so FYEG members can share their experiences on a global scale. FYEG will also explore ways to support the organisation of the next GYG congress.

And its EC

FYEG will keep on reflecting on how to improve its internal structures, and especially the Executive Committee, with the aim of taking greater care of the mental health and wellbeing of staff and volunteers. This includes organizing trainings for the executive committee and other FYEG bodies (such as the awareness team) on mental health and anti-racism, helping in understanding how to balance productivity and work-time, with time for unlearning, reflecting and direct work on internal

structures.

By having designated EC members responsible for particular policy issues (e.g. climate crisis, social rights, migration, human rights, feminism, etc.), FYEG will be able to, in a more timely manner, effectively speak up, contribute and be present in active political debates on various issues. At least one such training shall be organized at an MO Training during the upcoming operational year.

We also want to work more actively on sustainable engagement in the EC. The increasing amounts of duties put on people who often also have several engagements, be they professional, educational or personal, beyond their EC work are leading to high risk of burn-outs. This is not sustainable in the long-run. Among other things, FYEG will look into and have a debate on the possibilities to compensate financially the work of FYEG volunteers, especially EC members and co-spokespersons.

Most importantly, the Executive Committee will work in the following year on a Mental Health protocol as highlighted in the FYEG Inclusion Plan and in close collaboration with the member organizations, working groups and the office. This protocol shall include volunteer guidelines that:

- Clarify the rights and responsibilities of the organization's volunteers;
- Specify the exact workload expected from volunteers better;
- Ensure a safe working space, free from harassment, coercion or other problematic behaviour
- Appoint a Mental Health officer within the Executive Committee, as advised by the EC Report
- Implement structures that ensure that volunteers are educated about their rights and responsibilities and are provided with guidance, support, training, mentorship and resources during their mandate
- are based on the guidelines prepared by Grön Ungdom, Grønn Ungdom, Social Europe WG, DWARS, Vihreät Nuoret, Georgian Young Greens, Scottish Young Greens as annexed to this activity plan.

As an optional, guidelines for FYEG staff and volunteers initiated by the Social Europe working group can be developed with advice on managing mental health alongside activism. The first drafts of both documents will be discussed during the MO Forum in the next mandate.

And its office

In 2020 FYEG will continue the investment in Office and continue exploring reducing the workload and increasing salaries. The office will continue holding weekly office meetings which has been a very useful practice and will plan office retreats when new interns arrive (twice per year) and to help the team building and motivation of the office.

In 2020, FYEG will invest in training sessions for the Office on event organising, communications, and internal processes (e.g. hiring) which take into consideration accessibility - i.e. tackling issues of ableism - and anti-racism - i.e. tackling issues of unconscious bias, privileges, and racism.

Finally FYEG would like to develop more guidelines to support the work of the Office and the EC.

And its working groups

In 2020-2021, FYEG will have three working groups, whose mandate will be written by the newly

elected EC:

- A Just Transition Working Group that will keep working, among others, on the Just Transition Workplan and on its follow-up.
- A Feminist Network, open only to cis women, trans women, trans men, intersex, non-binary and/or genderqueer individuals.
- A Democratic and Inclusive Europe Working Group that will be working on the 2021 “Brave New Europe” Workplan, as well as on issues such as the future of Europe, discrimination, racism, mental health.

FYEG will offer the possibility to these working groups to meet in-person at least once a year.

ANNEX TO THE ACTIVITY PLAN

Volunteer guidelines

The Federation of Young European Greens is an organisation run mostly by volunteers. In short, we can't do this without you! Your work may put you in contact with FYEG members from all around Europe, cultural diversity, personal information and delicate material among others. To make your engagement a rewarding and positive experience, the organisation commits to build a safe space for all its members by implementing good health and safety practice including a high level of respect and caring, no sexual harassment and support for mental wellbeing.

The following materials speak to what you can expect from FYEG, and what the organisation expects from you.

Your Rights as a Volunteer:

- To work in a safe space, free from harassment, coercion or other problematic behaviour
- To have a clear understanding of your role within FYEG
- To be provided guidance, support, training, mentorship and resources in order to effectively complete your tasks and responsibilities
- To receive reviews or feedback on your work and in return to respond to that feedback (from the appropriate bodies, ex. prep team, project manager, executive committee...)
- To be reimbursed out-of-pocket expenses within the first month after the end of the reason for the expenses (eg preparatory meetings or internal events)
- To be treated as a respected, integral and valuable part of the team
- Your Responsibilities as a Volunteer
- To follow policies and procedures relevant to and the role your companions are undertaking: e.g. equal opportunities, health and safety, and confidentiality in the same way as the right is given to you
- To maintain regular contact with your team, committee or working group (especially when unable to attend meetings)
- To meet mutually agreed expectations around the amount of time the role is expected to take, but to not exceed six hours of voluntary work per week throughout the time span of the project
- To carry out your responsibilities and duties to the best of your abilities, but to not overcommit to your role. Working with the organisation should be fun and is no obligation in any case
- To communicate any and all concerns to the appropriate bodies (such as the Awareness Team) in a timely manner

*By volunteers we mean any person active in FYEG who does not get paid for their engagement, including but not limited to the Executive Committee, Working Groups and more.