



**YOUTH
DEMOCRACY 4**

**Recommendations for
Estonian, Latvian, Lithuanian and Polish
youth policy models**



This report is produced by The Lithuanian Youth Council

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ABOUT THE PROJECT

The project “Youth 4 Democracy” started in September, 2011. It was an initiative of Lithuanian Youth Council (LijOT) together with Estonian Youth Council (ENL), Latvian Youth Council (LJP) and Volunteer Centre of Kielce (Poland), who was one of the main actors in building the Polish Youth Council (PROM). Each partner has selected 5 young, active youth representatives from different cities and different organizations, willing to learn more about their local youth policy and take a deeper look into other neighbouring countries’ policy structure.

During the project, 20 young leaders had a possibility to visit different countries, meet local policy makers and youth representatives, give their presentations about local, national youth policy, youth organizations and discuss their opinions.

After four study visits in 2011 and 2012, the action groups concluded their knowledge and experience gained through the period and presented in a form of recommendations at a National youth policy conference in their country. The participants, who were taking part in the conference, were youth organizations’ representatives, willing to know more about their own and foreign youth policies and expressing the need to improve it. The recommendations were discussed publicly in order to improve them by consulting youth.

Here we present you the final recommendations of four action groups.

This project was financed by the European Commission, the “Youth in Action” programme.



OVERVIEW

Lithuania

The first study visit of the project took place in Vilnius. The participants had an intensive program while analyzing the youth policy system in Lithuania. Lithuanian Youth Council (LijOT) – the biggest non-governmental, non-profit umbrella structure for Lithuanian national youth organizations and regional youth councils. LijOT was founded on the 19th of September 1992. Currently LijOT has 64 members (non-governmental youth organizations), and represents more than 200 000 young people in Lithuania. Right now, Lithuanian youth policy is one of the best examples in the region. Throughout the years, LijOT has become an important partner of the Government. Today, the main goal of LijOT is to keep up its organizational strength, maintain the existing cooperation with the political actors and develop the structured dialogue.

Latvia

During the visit in Riga participants had an opportunity to understand the youth policy in Latvia. Latvian National Youth Council - Latvijas Jaunatnes Padome (LJP) was established in 1992 by 15 organizations. Later on, it has become the full member of the European Youth Forum. Now there are 27 full members of LJP. Latvia faces the fact, that there're many different institutions responsible for the youth but none of them is really strong and influential. No matter the fact, that in Latvia there're 80 youth centres in different municipalities, the situation could be considered as positive only in Riga. The diversification between capital city and the province is visible in youth policy field also. No matter the issues, Latvian youth policy is heading in the right direction and might improve in the upcoming years.



Estonia

The third country that action groups have visited was Estonia. Estonian Youth Council - Eesti Noorteühenduste Liit (ENL) was established in 2002 by 25 organizations and by the end of 2011 ENL had 63 organizations as members. ENL in Estonian youth field is one of the three core players together with student and school students' organizations. The youth policy situation is considered to be positive in Estonia. The necessary institutions are created and the ENL system is working. What was seen as an issue in the case of Estonia is the system of youth councils. It does not correlate with the size of the country because the representation system is multi-level and it reduces the effectiveness of the communication. All in all, if the country would implement the administrative reform, the ENL representation system could be changed also.

Poland

The last country to visit was Poland. As the PROM (Polish National Youth Council) was established only in 2011, the problems faced were different from the ones that are common in Baltic states. What is more, due to the geographical and demographical situation Poland is a completely different case. What the experts concluded, is that Poland needs to take serious measures to improve the situation in youth policy. The actions must be taken in both ways – attracting new organizations to join PROM and strengthening the youth policy field in governmental level and Polish legal basis related to NGOs. Proper governmental institutions must be created; PROM has to work with NGOs in order to become their strong representative on the national level. It's only the beginning for the development of PROM and experts hope, that PROM will use all the best practices of the Baltic States in order to become important youth policy player in Poland.

Prepared by Karolis Žemaitis



Conclusions and recommendations of the Estonian action group

Participants:

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Sepp Ene

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Roos Triin

Estonian youth policy is regulated mostly by the Ministry of Research and Education, more precisely by the Youth Department in the ministry. The second biggest player is the Estonian Youth work Centre, which is a national center for youth work under the administrative authority of the Ministry of Education and Research and its main objective is to develop and organise youth work in the framework of the national youth policy.

Strengths of the youth policy area in governmental level

- There is a Youth Work Act (renewed in 2010) which determines the “youth”, “youth work”, “youth organisation” etc. That helps advocacy groups to define and explain their activities, for example in Poland, there is no such act, therefore it is even more difficult for PROM to become visible for decision-makers.
- In Estonian Ministry of Education and Research there is a youth department with five competent full time officials working on youth affairs. Under the ministry there is an executive body the Estonian Youth Work Center which main objective is to develop and organise youth work in the framework of the national youth policy. Fixed structures indicate the general interest and importance of youth policy by the government.



- The Professional Council for Education has agreed on the professional standard and the requirements of application of a youth worker.

Weaknesses of youth policy area in governmental level

- Lack of dialogue between central government and local government representatives in the youth field.
- Lack of youth involvement in policy making processes.
- National Youth Work Strategy (2006-2013) is concentrated very much on the youth work and youth policy in general is set aside.
- The primary partner at the national level to the government is the Advisory Council on Youth Policy, which has year after year lost its importance and which has no decision-making role on the field.
- Due to the high requirements very few youth organisations are supported directly from the government's budget (in 2012 there were only 14 youth organisations supported). For example, in order to apply for the adminis-





tration grant the organisation has to have at least 500 members and must be operating in at least five counties.

- There are no distinctions made between the ordinary youth NGOs and youth umbrella organisations in the application process for the state grant, therefore unions like ENL are in constant competition with its own members.
- Lack of awareness about youth policy among various stakeholders.
- The competence of making decisions in terms of youth policy is too much centered on the Ministry of Education, there is lack of cooperation between different ministries.

Regarding the above mentioned strengths and weaknesses, the first and foremost proposal form action group is to link national youth strategy more strongly to other different national strategies, so that youth policy would be part of each ministry action reinforcing cross-dimensional youth policy principles in practise. Also, in order to ensure well-functioning financing, biggest youth roof-organisations should be financed separately from other youth organisations.

The main level of organizing youth work is local government, which often delegates its youth work duties to the third sector by outsourcing certain services, if possible. Budgets of local governments appear amongst main sources to finance youth work. Pursuant to the Youth Work Act and the Local Governments Organisation Act, a local government is responsible for the organisation of youth work in its administrative territory. Many problems, which occur on the local level, in youth policy are the consequences of Estonian administrative system, where there are many small and hence weak municipalities.



Strengths of youth policy area in local level

- Youth councils are about to develop and find their place. There are existing 15 regional youth councils and more than 60 local youth councils now in Estonia. The ministry has allocated financial resources in order to develop local youth councils and hence the youth participation in local level.

Weaknesses of youth policy area in local level

- Core problem: lack of cooperation between different local stakeholders like municipality, schools, youth centres, youth organisations etc.
- Young people are not aware of the participation opportunities in their hometown or around.
- Little interest in youth issues and the lack of qualified youth workers. Very often there is an officer from different field put partly in charge of youth affairs. This evokes overwhelmed youth workers or insufficient quality of youth work.
- Youth services (counseling, youth centres etc.) offered on the municipal level are not equally accessible for all young people, this is mainly because of the poorly functioning public transport.
- Normally there are no youth strategies implemented on local level (Though there are some exceptions like Tallinn and Narva)
- One of the most popular youth work activity in Estonia is going to youth centres. However, there are no quality standards for youth centre workers implemented yet.
- Youth centres should also work like youth incubators for starting organisations. Similar incubators are can be found in Latvia and Lithuania. Youth incubators could offer young people facilities and know-how to start



or develop their project.

- Local youth councils are yet not well developed and considered by the decision-makers. A good example about well structured local youth councils comes from Lithuania.

Action group sees that in order to raise awareness on youth issues on local level there should be established full-time youth worker post in every local government reaching over 1000 young people. Also, in order to develop local conditions for young people, there should be implemented youth strategies.

Estonian Youth Council (ENL)

Strengths

- Widely recognized umbrella organisations in different youth policy fields for youth organisations and decision-makers (For example: In 2012 ENL gained the biggest national grant among other youth organisations).
- ENL has proposed different amendments for law drafts and several of them have been also accepted.
- There is an existing cooperation between ENL and two other biggest Student organisations.

Weaknesses

- Activities are not very well outsourced and therefore the awareness of the organisation in general is low. Good example is LIJOT which is well known in almost all age groups in society.



- Work planning is very often rather reactive than proactive, which is not allowing good strategic planning for the organisation.

ENL should plan its activities constantly according to the implemented strategy, which would let it to take leading position in youth policy area.

Put together by Teele Tõnismann, youth policy officer in ENL

Presented at the conference on 13 of May in Tallinn



Conclusions and recommendations of the Latvian action group

Participants:

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Comparison

Comparison within 4 states:

Lithuania: 2 regulatory legislation basis (law of youth politics + strategic plans of municipality)

Estonia: 12 legislations (educational, youth worker, children protection, etc.) where youth is included

Poland: 5 regulatory legislations

Latvia: Youth law

Recommendations

1st motive: More spheres of social politics must be covered in order to succeed in development of successful youth politics (in this case sphere is meant as state institutions being in monitoring of social politics, for example, The Ministry of Welfare, The Ministry of Health, etc.)

2nd motive: youth must be mentioned in several documents, as National Development Plan, etc., in which strategic priorities in working with youth are being defined – employment, health, education, etc.



3rd motive: Law amendments must be developed, for example, special conditions for youth employment should be included in labor law

Special references for youth employments should be included also in other legislations, as more references for youth employment will be included in legislations, as more possibilities there are going to be in regional, national and international level.

Amplitude in ages of youth:

Lithuania 14-29

Estonia 7-26

Poland- no age

Latvia 13-25



Recommendations

We recommend elevating the age of youth in Latvia, when youngster is in age of

14 to 30 years. That would enlarge the opportunities of youngsters to take part in local, regional and international projects, affairs, which are meant for youth.

Lawful advocate of youth (in national level)

Youth Council:

Youth council consists of members of board, chosen within member organizations, and president. Youth council is working under the same principles as trade unions do, as a social partner of state institutions, under



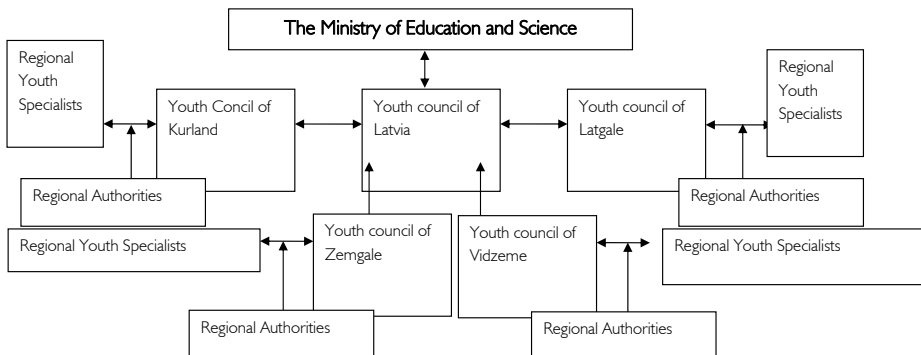
which are the functions of youth politics monitoring, instruments of financial redistributions to their member organizations. As representative of respects of youth organizations and representative in state and municipality institutions.

Youth councils in Lithuania and Estonia are being financed by states, under this they have an opportunity to make strategies to following years of youth politics, as well as represents and upholds the concerns of youth organizations in state and municipality institutions.

Youth councils in Latvia and Poland are not being financed by states; under this they have limited resources for development building.

2 stages how to develop youth politics for the operations of youth council:

1st Stage

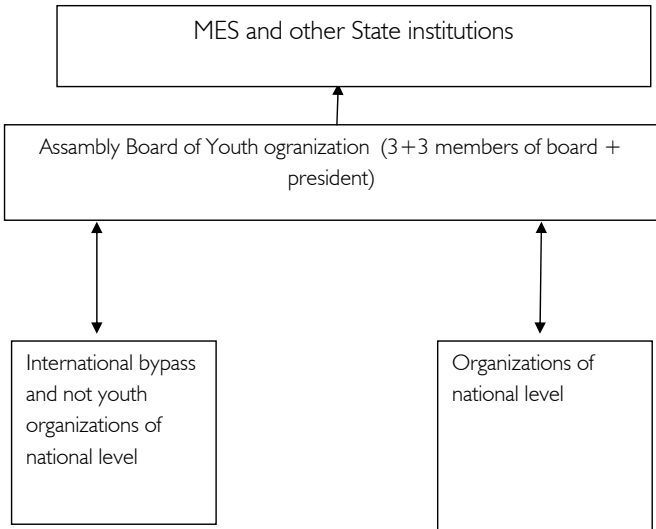




As a central base would be Riga, where discussions would occur and common aims of regional youth councils would be made. Central youth council would advance all aims in connection with Saeima, Ministry of Education and Science (MES) and other state institutions.

The target of Regional authorities is to promote the transparency of its regional youth politics, in cooperation with expert of youth, that probably would be of cooperation between MES and regional authorities.

2nd Stage





It is common that assistance to organizations of national level is being given, but there is no support to organizations of national level. Under these circumstances the capacity of small youth organizations is not sufficient. If this model will be in force, the common angle could be found out, as the organizations of national and international level are being represented, as well as the level of bureaucracy is small.

Statutory bodies of parliamentary level:

Lithuania – Committee Youth and Sports Affairs

Estonia – Committee of Culture Affairs

Poland – Committee of Education, Science and Youth

Latvia – none, only Youth Advisory Council (but under the MES)

Other recommendations:

- Regular training for leader of organizations;
- Provide finance resources for organizations of national level as well as to small organizations in order to improve the capacity of projects of organizations:
- Raise the gender equivalence in youth organizations, putting the emphasis of men involvement in youth organizations.
- Youth organizations must train and educate their members, in order to make the possibility of youth organization members to work in the state institutions in future.
- Youngsters from minorities, nationals of third countries, youngsters of different minorities, youngsters with special needs, etc. must be involved.



CONCLUSIONS AND RECOMMENDATIONS OF LITHUANIAN ACTION GROUP

Participants:

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Youth involvement, participation and volunteering

Promoting youth participation is one of the points of Lithuanian youth policy that still need to be improved. In order to involve young people in NGOs and voluntary activities we must pay more attention to the problems, which interfere young people actively participate in community activities. “NGOs recognition and voluntary activities research” has shown that half of people have never heard of any NGO, so they do not trust them, these problems arise from lack of information and low-involvement of young people in NGO activities. These problems can be solved by the following ways:

- Youth involvement in the activities of NGOs (presenting NGO’s work in society/youth gathering places, promoting NGO’s self-promotion, in order to involve more young people in NGO activities)
- Youth organizations’ quality improvement (promoting co-operation with local youth councils, intensifying the activities of NGOs, improving the representation of the Regional Youth Councils and LijOT, introducing of youth policies to NGOs, discussions with the municipality government)
- Regional Youth Councils’ quality improvement (strengthening co-operation between the Round Tables and local youth organizations, representing



activities of the Round Table to its members, presenting the national, international youth policy options for NGOs, strengthening the cooperation between the Round Tables and LijOT)

Another Lithuanian youth policy issue is related to volunteering. This activity in our country lacks the recognition and respect in society. 48% of the people involved in “NGOs and voluntary recognition research” said that they never did



and do not want to do volunteering. The reasons for non-participation: lack of time, information and offers. According to the results we can say that we need to solve the following problems: lack of information about volunteering, lack of public education. These ways can be used to improve the situation of volunteering in Lithuania:

- Promotion of volunteering (volunteering presentations at schools, youth organizations, discussions with young

people)

- Improving the approach of volunteering (presenting volunteering benefits and importance for public, spread information about volunteering websites)

Youth participation, involvement and voluntary activities - these are the areas that need to be improved in order to seek a better situation of youth policy in Lithuania. This can be done by promoting youth participation in local community life and volunteering, developing non-governmental youth organizations in regions and improving dissemination of non-formal education among young people by promoting voluntary initiatives.

Prepared by Rūta Beinoriūtė

YOUTH RESEARCH

Whenever you take a better look at recent economic crisis, you notice that a new decent research on youth is needed.

The target group should include the citizens of Lithuania, from 14 to 24 years. It is especially important to know how young people feel about their society, what are the biggest problems whenever it comes to participating in it.

Particular areas to be analyzed:

- Attitude to education (especially Vocational Education and Trainings);
- The young person's perspective on his/hers financial position;
- Information dissemination channels;
- Internet influence (From a recent survey in Poland, the biggest influence on young people is made by social networks);
- Attitudes to sexual education (over 80% of school students did not had it or those lessons was used to learn other subjects);
- Evaluate the benefits of non-formal education.



Prepared by Simonas Šeškis

YOUTH CENTERS

Our action group, which took part in the international project „Youth 4 Democracy“, where we had a unique opportunity to get familiar with the positive practice of Latvia, Estonia and Poland in the field of youth politics, would like to propose a recommendation to the stakeholders of Lithuanian youth policy, which, in our deep conviction, to some extent could solve the problem of involving youth in the process of informal education. Lithuanian action group offers the stakeholders of youth politics in Lithuania to allocate more efforts in ensuring the establishment/improvement of effective, stable and long-term youth centers (spaces), coordinated by competent and qualified youth workers, by granting a stable and valid sponsorship.

Such youth centers, to our mind, would involve the whole youth – from organized youth, which would be granted with better conditions to function effectively, to non-organized, which would find better and more attractive opportunities to involve themselves in the youth organizations.

The proof, that youth organizations really are not well-known and seen, and the low youth involvement that comes from this problem is an existing problem, could be the results of the analysis of youth situation that was made by Spinter in 2007. According to them, 31,4% of young people do not know any formal/informal youth organizations in their area. 3,3% believe they are unreachable and 9,7% - that they are more likely to be unreachable than reachable. Moreover, 31,6% stated that they would like to participate, if they found a group





of their interest. Finally, according to the majority of respondents, only a small part of youth is involved because of lack of information.

Despite of the fact that such youth centers already exist in some of the cities, especially bigger ones, from practice and from the opinions of other people we know that they are not always working as effective as they probably could.

During the project we got familiar with the youth situation in Latvia, Estonia and Poland. Despite the fact that Estonia and Poland are not very significant in terms of situation with youth centers, it is worthwhile to mention our neighbour Latvia. In Riga we had an opportunity to see a very impressive youth center „Kanieris“. Although this center was funded by huge amounts of money from an EU project, we believe that it could easily be a great example of a well working youth center. There are opportunities for a variety of activities in the center. There are rooms for meetings, computer classes, etc. All in all, it is a very youthful, attractive and modern environment.

By the way, one of the Latvian universities already prepares qualified youth workers. We suppose that creation of such curriculum not only would serve the youth centers but also would solve some national problems such as unemployment (of course, only if a strong infrastructure of youth centers was created).

Prepared by Lukas Račickas



YOUTH MINISTRY

Participating in the project, it became clear that the fundamental problem of youth policy in the region is too decentralized supervision of important youth issues and the surplus of the authorities responsible for youth policy. In our opinion, the creation of “Youth Ministry” working exclusively with youth or in addition with other issues (such as tourism, sports, etc.) would be a perfect starting point for youth policy development in Lithuania.

Arguments For:

1. Youth policy at both national and EU level is seen as a horizontal policy - covering various areas of public policy. It also describes public policy as a cross-sectoral concept; this means that interests of young people connect educational, cultural, social security, finance, sport and other areas of public policy.

2. Currently, the field of youth policy attracts relatively low institutional attention. Ministry of Social Affairs and Labour is focusing on other age groups and their social problems. Most of the measures are assigned to the Ministry of Social Affairs and Labour so the contribution of other institutions is very low. For example, the Department of Youth often lack the





political influence to ensure that youth issues are adequately addressed in other institutions dealing with young people.

3. A separate body taking care of youth would ensure a better representation of youth and youth organizations interest. Also, political parties and the government would be forced to pay more attention to inter-institutional cooperation and the strategic youth policy documents adopted recently, in particular the National youth policy development program.
4. The newly established institution would allow a faster transfer of good practices from European Union level, as well as it would create an opportunity for a better use of European Union structural funds and the creation of financial tools to expand the activities of youth organizations.
5. The creation of “Youth Ministry” would help to purify the responsibilities of certain institutions and the State itself and would strengthen the involvement of youth organizations and their influence on youth-related decisions.

Arguments against the centralization of Youth policy in Lithuania and the creation of Youth Ministry:

1. The current model of Youth Policy in Lithuania is already functioning in a smooth manner. The reform may cause a loss of past good practices in this field.
2. The reform and the establishment of independent Youth ministry will surely result in an increased amount of public expenditure. This may not be appropriate in the time of the second wave of economic crises.
3. The creation of one institution responsible for youth policy will result in giving the sack to many current youth workers from various ministries and departments.

Prepared by Žilvinas Švedkauskas



Recommendations of the Polish action group

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The general overview of the situation in Poland concerning youth

1. Overview

1.1. The youth

“The State Strategy for Youth for 2003 – 2012” defines young people as a group aged from 15 to 25, including teenagers (15-19) and young adults (20-25). According to the Polish Statistical Office (by 31.12.2010) there are 8,558,575 persons age 15-29, which constitutes 22,4% of the population of Poland.

1.2. The youth policy

A strategic document report „POLAND 2030”, published in 2009, which identified the most important challenges that Poland would face in the next 20 years, became a starting point of a debate on the situation of young people in Poland, initiated by the Office of the Prime Minister. The outcomes of the cycle of debates were summed up in a report „YOUTH 2011”, published in the same year. Until that time, the issue of the youth policy was missing from the public discourse. This document was prepared by the government and is related to other strategic documents that show that creating a coherent youth



policy is an important issue for the state policy. The report did not result in constructing a specific strategy for young people in Poland.

1.3. The main players (governmental side)

1.3.1. National level

Ministry responsible for youth affairs:

- The Ministry of National Education
- Ministry of Science and Higher Education
- Ministry of Sport and Tourism
- Ministry of Labour and Social Policy and Ministry of Health

Each Ministry is responsible for youth affairs in different areas.

There is a Children Ombudsman who cares specifically about children's affairs. There are also other ministries whose general aims partially overlap with the youth issues and those are as follows.

Commission of Education, Science and Youth and its sub-commission are parliament commissions in charge of youth issues. Their roles and competences concerning youth include education of all levels, adult education, teacher training, youth tourism, free time and vacation, sport of children and young people, student and pupil councils, etc.

1.3.2. Regional level

Competencies in the youth field at regional level (voievodship) mainly consider fields of education, culture and social policy. They are held by bodies placed in the structure of Marshall's Offices in each of 16 voievodships. Regional government's duty is to support the education process of citizens, and promote acquiring higher levels of education, as well as act against social exclusion.



1.3.3. Local/municipal level

Competencies in the youth field at the local level mainly consider fields of education, culture, social welfare policy, sport and health. They are held by bodies placed in the structure of basic administrative units (province). They are usually named as Education, Culture and Sport departments or offices. Concerning youth participation in Province works, they take actions to support and promote the idea of self-government among its citizens, particularly among youth. The Province Council can agree to create the Province Youth Council, which has a consultative character.

Province is also obliged to collaborate and support non-governmental organisations and other units effecting public sphere.

1.4. The main players (non-governmental side)

The Polish Council of Youth Organisations (PROM) was established in April 2011. The Federation is a representative of the youth organisations associated within it for issues related to the needs and postulates of young people as well as represent the voices of the Polish youth. PROM priorities are to be involved in the development of the youth policy, popularization of the concept of public involvement of young people, support of collaboration, exchange of information and experiences between youth organisations and youth unions and organisations acting on behalf of youth, facilitation of contact between Polish youth organisations and youth unions. Membership of the Federation is open to organisations where minimum 2/3 of members are aged under 35, also the youth town councils may participate in the activities of PROM.

Student Parliament represent the opinion of all students in Poland and has a right to make proposals in the matters that concern all students, as well as to give opinion on the normative acts. The Minister responsible for higher education presents the proposals of normative acts to the Parliament. The



representatives of the Parliament participate in the work of many public bodies such as the Council for Higher Education, the State Accreditation Commission, commissions of the Sejm and Senate, the working groups of the Ministry of Science and Higher Education.

National Representation of Doctoral Students is a national body representing the opinion and the will of doctoral students in Poland. The body has a right to voice opinion and give proposals in the matters that concern doctoral students, as well as to give opinion on the normative acts concerning doctoral students and doctoral studies.

Voluntary Labor Corps is a state organization functioning under the supervision of the Ministry of Labour and Social Policy. Its objective is to create adequate conditions for proper social and vocational development of young people, including special actions that are addressed to disfavored young people. VLC offers educational model that merges school education and vocational training.

1. 5. Other institutions/programmes

Eurodesk network in Poland coordinated at the national level and it consists of local and regional information centers.

Youth in Action Programme in Poland is implemented by Fundacja Rozwoju Systemu Edukacji. National Agency is fulfilling all the obligations concerning management and promotion of the programme.

The impact of European strategies and policy recommendations is seen





in documents and actions at national level, improving engagement in the youth policy at the country level as well as strengthening the youth group's importance and presence in different policy areas. Polish government focused on promoting youth participation in mobility, mainly as part of non-formal education and voluntary activities. Youth in Action, Grundtvig, and Erasmus are very popular programmes among Polish youth.

There is also a great range of scholarships available for the youth, such as graduate internship programme which allows graduates to do internship in an institution; national scholarship programme, which aims at equalising educational chances by financially supporting pupils (aged 6-19) with difficult economic and life situation; scholarships from the Minister of National Education for the most talented pupils; scholarship programme for youth artists from Ministry of Culture and National Heritage dedicated to students of art academies and talented pupils from art schools; and programmes supporting setting up first business or physical activities and healthy lifestyle (Programme „Prevention through sport: preventing aggression and pathologies among children and youth” and Eaglets).

2. Recommendations

2.1. Preventing youth unemployment

Transition from education to the labor market and further toward independent living is one of the greatest concerns of young people today. It is so because of the non-permanent job contracts disallowing them from further investment in housing or family. Usually young people after studies lack experience required in order to be employed so that the changes in employment principles should go along with the education changes. What is needed is a program enabling graduates to take up their first job and gain necessary experience during the probation period. In order to encourage employers to hire young people more willingly, the probation period should permit a given employer to a special tax reduction.



It is important to support work experience abroad and treating volunteering actions equally to work practices.

Encouraging changing contracts from temporary to permanent is also needed in order to provide young people with the sense of stability and create conditions enhancing their potential and creativity.

2.2. Improving the quality of education

What needs to be done in this area is equalizing process of learning among young people by identifying deficits in the young people development (health, social, psychic) and providing proper intervention. The trends in higher education should reflect the labour market demands and the school programmes should meet the market's expectations so the youth could find themselves in the constantly changing market situation and adjust to the current requirements.

The idea of mobility should be also strongly propagated in order to encourage young people to look for a job in other regions, where the demand for certain jobs is higher.

In order to equip youth with the crucial practical knowledge, the amount of practice hours at education levels such as vocational, uppermiddle and higher should be increased.

2.3. Preventing unequal development on the regional level

The unequal economic development of some regions of Poland affects significantly the young people living there, while other groups of young people from more developed regions are effectively adapting to new social and labor market conditions. Crucial actions therefore should be taken to equalize chances and integration of those who have more difficulties to adapt to new social realm. On the educational level, schools should develop the extra-curricular activities for pupils and research educational projects for students. Also the



access to culture and technology should be improved, especially concerning access to books, especially to the specialist literature, teaching IT skills and developing the analytical skills.

2.4. Increase youth participation in public life

2.5. Creating youth centers and delegating specialists on youth policy





Education and Culture DG

'Youth in Action' Programme



LITHUANIAN
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