Sillamäe Lastekaitse Ühing
~Sillamäe Society For Child Welfare~

Sillamäe Society for Child Welfare

Mission: protect children's rights and empower young people.

Vision: a just and inclusive society where both children and young people are treated as full members.

EDUCATION WORK

WIDE TOPICS

- Children and families;
- Crisis relief;
- Advocacy ;
- Citizenship education;
- Project management;
- Volunteering;
- Integration;
- Worklife and education;
- Etc

LOCATIONS

- Schools
- Youth Centres
- Universities
- Local Governments
- NGOs and Businesses
- Abroad

INVOLVING

PROMOTING INVOLVEMENT

- **Developing methodology for involvement and cooperation.**

    INVOLVING DIFFERENT SOCIETAL GROUPS INTO OUR ACTIVITIES

    - **Youth (inc YPFOs)**
    - **Children and families**
    - **People facing socio-economic challenges.**
    - **Minorities etc.**

Using different methods during the trainings and other activities

NETWORKING

LOCAL

- Ministries
- Local government
- NGOs – Local and national
- School network
- Student network
- Buisness partners

INTERNATIONAL

- European Comission
- Council of Europe
- UN
- Internatsional NGOs
- Networks: EAPN. ALF. WaY
- Etc

PROJECTS 2011

INTERNATIONAL EVENTS

Young volunteer conference series
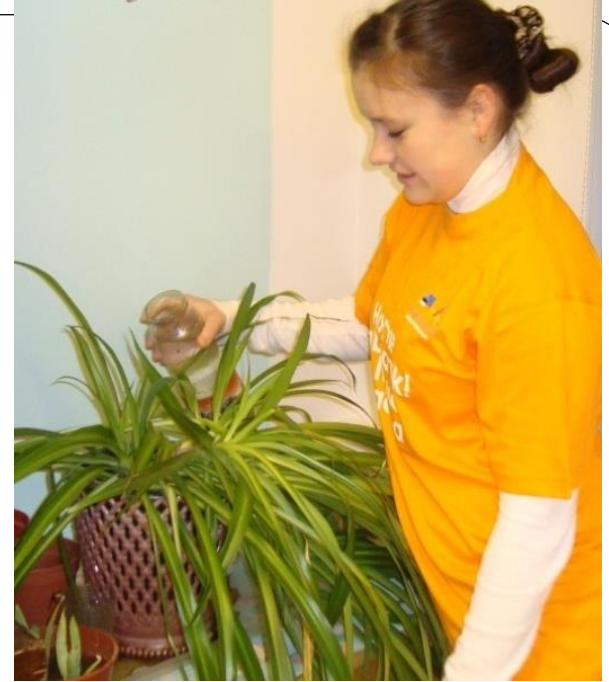
Projects 2012

Opening the Volunteer Club

II Education convention in Alexandria

Preparation meeting of Anna Lindh Forum 2013 in Istanbul

Running a day centre "Notice the Child" in cooperation with Estonian Union for Child Welfare

Cooperating with pensioners club

Aktiivsena vananemise ja põlvkondadevahelise solidaarsuse Euroopa aasta 2012
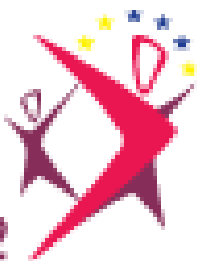
Providing service of support person for families

Activities with Youth; for Youth; by Youth

Running the Health Club Hours

Aktiivsena
vananemise ja
põlvkondadevahelise
~~solidaarsuse~~ Euroopa aasta 2012

WEBSITES

- Main Homepage: **www.sscw.ee** **(eng)**

- Project Co-management   **http://co-management.sscw.ee**

- Project „Sustainable worklife" **http://tooelu.sscw.ee**   **(eng)**

- European Youth Meeting 2011: Sustainable Development **ww.eym2011.eu** **(eng)**

- Project „Volunteer for tomorrow" **http://vabatahtlik2011.sscw.ee**   **(eng)**

Languages   **ESTONIAN**   **RUSSIAN**   **ENGLISH**

ADDITIONAL CHANNELS OF INFORMATION:

- ELECTRONIC, NEWSLETTER, PRESS,
- PARTNER CONTACTS AND SOCIAL MEDIA

We are ready to cooperate!

Sillamäe Society for Child Welfare NGO

- **International Office**
- **Tallinn Võru 16-46,**
- **13612 Tallinn, Estonia**
- **Fax: +372 6250059**
- **Tel: +372 55602993**
- **E-mail: info@sscw.ee**
- **Web: www.sscw.ee**
- **Facebook/SSCW.ESTONIA**

Strategies To overcoming poverty through CO-MANAGEMENT for YPFOs.

Sillamäe Society for Child Welfare

24rd May 2013 Laulasmaa, Estonia)

Content

1. **About SSCW**
2. **Definition of the topic**
3. **Poverty reduction strategies Baltic & Estonia**
4. **What is Co-management?**
5. **Where this methodology is applicable?**
6. **10 Steps Guide**
7. **Co-management methodology in action: Estonian experience.**
8. **Question & Answer session**
9. **Practical work…**

Definition of Co-management & Poverty

- **Co-management – is a specific form of youth participation that sets young people on an equal level with their older partners to work towards a common goal.**

  This concept opens the door to amazing new opportunities, ideas **and challenges for young people and elders to stretch their creativity and commitment.** It reduces prejudice, enhances clarity and simplicity of communication which makes it valid and useful in any sector of daily life - family, school and business.

- **Poverty – means people's inability to afford an adequate standard of "consumption"…**

Definition of YPFOs

- *Young People with Fewer Opportunities" are young people that are at a disadvantage compared to their peers because <u>they face one or more of the situations and obstacles listed below.</u>*

- In certain contexts, these situations/obstacles prevent young people from having effective access to formal and non-formal education, trans-national mobility and from participation, active citizenship, empowerment and inclusion in society at large.

Definition of YPFOs 2

- **Social obstacles**: young people facing discrimination (because of gender, ethnicity, religion, sexual orientation, disability, etc.), young people with limited social skills or anti-social or risky sexual behaviours, young people in a precarious situation, (ex) offenders, (ex) rug addicts, young and/or single parents, orphans, young people from broken families, etc.

- **Economic obstacles: young people with a low standard of living, low income, dependence on social welfare system, long-term unemployed youth, homeless young people, young people in debt or in financial problems, etc**.

- **Disability**: young people with mental (intellectual, cognitive, learning), physical, sensory or other disabilities.

Definition of YPFOs 3

- **Educational difficulties**: young people with learning difficulties, early school-leavers and school dropouts, lowly or non-qualified persons, young people that didn't find their way in the school system, young people with poor school performance because of a different cultural/linguistic background, etc.

- **Cultural differences**: **young immigrants or refugees or descendants from immigrant or refugee families, young people belonging to a national or ethnic minority, young people with linguistic adaptation and cultural inclusion problems, etc.**

- **Health problems**: young people with chronic health problems, severe illnesses or psychiatric conditions, young people with mental health problems, etc.

- **Geographical obstacles**: young people from remote, rural or hilly areas, young people living on small islands or peripheral regions, young people from urban problem zones, young people from less serviced areas (limited public transport, poor facilities, abandoned villages…), etc.

Poverty reduction strategies of the Baltic States and national level

The poverty reduction strategies of the Baltic States stress the importance of the following issues in poverty reduction:

I. **promoting economic growth;**

II. **investing in human capital;**

III. **strengthening the social protection system.**

The poverty reduction initiatives are directed towards guaranteeing a basic coping capacity for those population groups who live below the poverty line, and avoiding and reducing the risk of poverty.

Poverty reduction targets in Estonia

- General increase in the population's material resources.

- Better access to opportunities provided by the community and guaranteed participation in policies (regional policy, labour policy, social policy, youth policy, etc…).

- Vertical redistribution of community resources (social policy, tax policy).

- Development of human resources (culture, education and health policies).

- Formation and mobilisation of public opinion (information and media policies).

The main targets of the national poverty reduction strategies

The main targets of the national poverty reduction strategies could be summarized as follows:

I. to **lessen the social and economic vulnerability** of the population groups living below the poverty line;

II. to reduce **poverty risk factors**;

III. to **create opportunities** for lifestyle improvement;

IV. to **advance and improve** the **use of human capital.**

New schemes to support the most vulnerable groups of the Estonian population (since 2002):

- **Social benefits:**
  - A. Family benefits are more targeted to groups with higher poverty risk, i.e. families with small children and large families;
  - B. Social benefits for disabled people are directed to compensate for disability-related costs;

- **Unemployment insurance** - long-term unemployed are brought into the focus of employment offices, making them eligible for labour market services;

- The **new concept of emergency of social assistance** - local municipalities are made responsible for guaranteeing everyone at least food, clothes and shelter.

Poverty reduction/fight

- The **implementation of poverty reduction** programmes **requires systematic collaboration of different institutions** and involvement of various community levels: **public sector** (national and local government bodies and their structures), **private sector** (profit-seeking structures such as insurance companies, private care, training and employment agencies, real estate agents) and **third sector** (non-governmental, non-profit organisations seeking to reduce poverty, and other community groups , e.g. churches, private charities).

CO-MANAGEMENT as a tool of inclusion and equality for YPFOs

Co-management Methodology I

- Co-management - a management procedure in which **adults and young people share equal responsibility and decision-making power in relation to all aspects** of design, implementation, control & running of a project or an organisation.

- **Co-management sees young people as today's not tomorrows citizens**.

- Young people with the right support and knowledge can carry responsibilities and contribute to the society in a much greater extent than previously thought.

Co-management II

- This methodology allows young people to get acquainted with the work of professional institutes, **think about what you can change for the better, and learn how to share responsibility for successes and failures.**

- What co-management offers is an opportunity for everyone, young and less young, to exercise leadership, to co-inspire and share responsibility for decision-making

- ***Emphasis is put on equality and equal responsibility.***

Where the Co-management is useful?

- Family
- Youth Groups
- Schools/Universities
- Police authority
- Health authority
- Local Government
- National/Regional Government
- In Private (NGOs) or Business sectors (Companies)
- Global level

STEP by STEP GUIDE

CO-MANAGEMENT METHODOLOGY

Step I - initial approach (giving the access)

- Whether you are a mayor wishing to involve young people in your work, or a young person dreaming of improving a community facility, keep in mind that the opposite group may really be interested in collaboration - be brave and take the first step! Always look for an opportunities to communicate between each other!

- **Elders**: Show your initiative engage with youth! Many adults and probably most parents think they know what's best for young people. One of the main principle of the **Co-management "Nothing about youth without youth."**

- **Youth**: **Include the older generation in your plans.** Show them you know what you are talking about but listen attentively to their suggestions and work with them to incorporate the best components of your ideas and their's. It`s a ground for the future collaboration!

- Please remember a key words: **respect, trust, sensitivity, openness and friendliness**

Step II - setting common goals and expectations

- Try **to identify shared interests and expectations**. To define together **common goals and targets** for the group.

- **Overcome stereotypes** that elders and youth can sometimes have of each other.

- Follow the democratic principles! **Discussions need to be inclusive and participatory. Organise a "Brain storm"**.

- You will need to find a **way to consensus in relation with "Brain storm" results.**

- You will need to detect concrete **3 main goals of your initiative**. (Can be more or less)

Step III - Share responsibility equally and agree ground rules

- **Some of the points to think about when setting ground rules:**
  - Share responsibilities
  - Respect Democratic principles:
  - Unconditional respect for all partners
  - Manage Expectations:
  - Share information in a clear way:
  - Support and assist
  - Let the elders to discuss the details between them self and to youngsters in they own groups
  - Identify No-go area (like personal matters, or salaries and benefits.

Step IV: Project Design - the budget, work plan, team building...

- Make a work plan, taking into account the basic rules and the resources available to you. Keep in mind important aspects:
  - **Budget**
  - **Clear structure of project/activity management**
  - **Work Programme / Time-line**
  - **Choose your officers /responsible people** – manager, accountant, PR officer, volunteers manager, etc. Do it democratically! Via election and keeping in mind that the officers best suited to each task based on everyone's personal skills
  - **Build the Team** – share the responsibilities.

Step V – Memorandum of understanding

- Summarise all 4 steps and write a conclusions in an MOU that all team members will sign to avoid future misunderstanding.

- 1 **Goals: the purpose of this team is to … ? and** the anticipated benefits of both sides are … ?

- **2. Ground Rules: As per Step Three above**

- **3. The Project: detail exactly what it is** that you have agreed to do;

- **4. Operational arrangements: who is going to do** what? Detail exactly who is responsible for what activities.

- **5. Schedule: Start date for the action; schedule** of work and date of termination + for institutions, a date for full-team reviews.

- **6. Financial Arrangements: the budget; where** the funding is coming from; who is managing finance etc.

- **7. Who, if anyone, on the team gets paid** – and how much, and when.

- **8. What to do in the event of conflict – arbitration mechanisms**

- **9. Risk management – indemnities, liability &** health insurance requirement

Step VI –Training for the whole team

- Organise a training which will take hole day. Each member of the team should participate.

- **Leadership and followership**

- **Marketing & communications**

- **Conflict Resolution/ Management:**

  - The training should introduce every member of the team to each other and with the ground rules. Run different role playing games, improvisation and simulation game on the topic "How to communicate with other members of team in case that can happen all kinds of crises and failures".

Step VII - Do the checklist!

- It's important, before you get into the stress and craziness of the doing of the project, to sit back, **review the steps you have taken to make sure you have covered all the bases**.

- The Ideal situation when youth are managing the project and "elders members of team" feel satisfaction from the contribution of young people for the actions.

Ask your self:

- Were youth genuinely engaged at the start of the initative? Were adults similarly engaged?

- Did you sit together and agree common goals and a mission statement? Did you likewise agree common targets?

- Have you established shared ownership & shared responsibility for the initiative?

- Have you agreed common ground rules?

- Project Design: have you agreed a general outline design together?

- Have you agreed a precise Work Schedule? Have you worked out a detailed Budget and sourced all the funding needed?

- Project Team: Have you agreed roles for all? Have you appointed the necessary officers?

- Have you agreed the MoU? Has every team member signed it?

Step VIII – Get started!

- It is the time when all **the sensitivities you have learned in your training come into play** - elders accepting their partnership with, and respect for, the youth;

- the youth recognizing the experience and goodwill of elders towards them, and responding to it with respect and seriousness towards them!

- **Make sure each item on the work programme is finished before moving on to the next.**

- And keep up with your reporting and accounting. It is so easy in the euphoria of activity to let these vital things slip

Step IX - Evaluation

- A good evaluation is essential to any project. It provides information on the effectiveness of the project, making it easier to prepare a follow-up or organise similar projects in the future.

- **Evaluate, whether the result meet the expectations.**

- In ideal, there should be **project evaluation**, **Institutional** evaluation, **internal** and **external evaluations**.

- Having the Final Review Meeting of the whole team is a good way to ensure that every one at least reads the evaluations. The next step is even more important though: **Acting upon it**!

Step X – Acknowledgement and celebration

- If youth and elders manage to complete a worthwhile project and reach their common goals without killing each other - surely that is worth acknowledging and celebrating.

- The purpose of the celebration is to acknowledge, say **'Thank you!' and congratulate every team member involved.**

- A secondary purpose is **to build the team spirit, reflect on the good and bad times you all had during the work and to brainstorm what you are all going to do next**.

References

- "Social protection system in the Baltic states"
- "http://www.mtk.ut.ee/doc/febawb26.pdf

- http://co-management.sscw.ee

- www.coe.int/youth

- "Co-management" Peace Child International