



# **POLICY PAPER ON EQUALITY AND NON- DISCRIMINATION**

COUNCIL OF MEMBERS  
/EXTRAORDINARY GENERAL ASSEMBLY  
BRUSSELS, BELGIUM, 15-16 APRIL 2016

## **Background**

The principles of equality and non-discrimination form a cornerstone of the rights-based approach, which is adopted by the European Youth Forum and integrates the norms, standards and principles of the international human rights system into the development, implementation and evaluation of youth policy. One of the key methods of achieving this is by ensuring that youth are not negatively discriminated against on the grounds of age or on any other factor.

Discrimination is differential treatment or consideration of a person compared to how others in a similar situation would be treated or considered, based on an actual or ascribed characteristic that this person holds. Failure to recognise disadvantaged status and denial of measures to equalise the opportunities for young people who are disadvantaged for any reason also constitutes discrimination.

The European Youth Forum acknowledges the importance of equality of outcome, a concept which affirms a belief that society should make sure that people genuinely have access to equal outcomes. People are not just offered an opportunity, but supported to take advantage of that opportunity. This is often used to explain approaches to equality that take account of rights and remove barriers to participation. This helps to create more equal outcomes for all individuals.

Equality and non-discrimination have been integral to the Youth Forum from the very beginning. Work including policy development, advocacy and research spanning more than a decade has considered discrimination against young people on a large variety of grounds in addition to age, including: gender, religion or belief, ethnic origin, colour of skin, sexual orientation, gender identity, disability, physical appearance, health status, social origin, language, economic status, refugee/asylum seeker status, statelessness, or other status. The list is non-exhaustive and any reference to non-discrimination or grounds of discrimination henceforth refers to all of the above, also including gender expression, sex characteristics and bodily diversity, unless otherwise specified.

Young people and youth organisations play a vital role in promoting and ensuring equality and non-discrimination, including in their own work, and creating inclusive, diverse and cohesive societies free from prejudice and hate. This role is more important than ever in a context where the effects of the economic crisis and refugee emergencies are felt in many European countries and where support for prejudiced, racist and fascist parties remains high. Young people often face a precarious situation and bleak prospects due to unemployment, job insecurity, lower wages and a lack of access to social protection amongst other factors. Youth who do not conform to the norms and expectations of their society face additional barriers and prejudice.

### **Discrimination against young people today**

Discrimination is an increasing reality for young people today, despite legislation and obligations for States at national, European Union (EU), Council of Europe and United Nations (UN) levels. This is particularly the case in education, employment and occupation, the freedom of movement and in the access to and supply of goods and services, including housing, social services and healthcare, as well as finance via bank

services, a burden that disproportionately affects young people.<sup>1,2</sup>

The impact of this is grave, hindering young people's transition to adulthood and autonomy. Discrimination at an early age can affect young people's health, well-being, self-esteem and sense of belonging which are likely to adversely impact their future.<sup>3,4,5,6</sup> Furthermore, mental and physical health can be negatively affected by discrimination.<sup>7</sup> In its most extreme forms, discrimination and prejudice can fuel and lead to hate speech and hate crimes.

LGBTQI (lesbian, gay, bisexual, transgender, queer and intersex) youth face heightened levels of discrimination in all areas of life, including in the form of hate crimes and hate speech.<sup>8,9</sup> This needs to be combatted using a rights based approach. Transgender youth are one of the most vulnerable within this group and often do not enjoy legal gender recognition or protection in anti-discrimination laws.<sup>10</sup>

In the workplace, discrimination can result in issues relating to access to employment, salaries, promotion and job retention, particularly for LGBTQI youth and youth from ethnic and cultural minorities, often affected by racism.<sup>11</sup> This is also the case for young women and girls, youth facing poverty and linguistic minorities. In contrast, diversity and non-discrimination policies in the workplace have the potential to increase well-being,

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<sup>1</sup> European Youth Forum, 2015. Multiple Discrimination and Young People in Europe. <http://www.youthforum.org/assets/2015/10/Multiple-discrimination-and-young-people-in-Europe.pdf>

<sup>2</sup> European Commission, 2015. Overview of youth discrimination in the European Union. Report 2015. DG Justice and Consumers

<sup>3</sup> Cicognani, E, Zani, B. and Albanesi, C., 2012. Sense of community in adolescence. Global Journal of Community Psychology Practice, 3(4), 119-125

<sup>4</sup> European Commission 2015

<sup>5</sup> IGLYO, 2015. The impact of homophobic and transphobic bullying on education and employment. <http://www.iglyo.com/resources/impact-of-homophobic-and-transphobic-bullying-on-education-and-employment-2013/>

<sup>6</sup> EU Fundamental Rights Agency, 2013. EU LGBT survey: European Union lesbian, gay, bisexual and transgender survey – Results at a glance. [http://fra.europa.eu/sites/default/files/eu-lgbt-survey-results-at-a-glance\\_en.pdf](http://fra.europa.eu/sites/default/files/eu-lgbt-survey-results-at-a-glance_en.pdf)

<sup>7</sup> For instance through the increased incidence of heart disease and diabetes amongst minorities <http://www.berkeleywellness.com/article/are-we-born-racist>

<sup>8</sup> The Yogyakarta Principles on the Application of International Human Rights Law in relation to Sexual Orientation and Gender Identity. [http://www.yogyakartaprinciples.org/principles\\_en.htm](http://www.yogyakartaprinciples.org/principles_en.htm)

<sup>9</sup> Human rights and intersex people. Issue Paper published by the Council of Europe Commissioner for Human Rights, 2015. [https://wcd.coe.int/ViewDoc.jsp?&Ref=CommDH/IssuePaper\(2015\)1&Language=lanEnglish&Ver=original&BackColorInternet=C3C3C3&BackColorIntranet=EDB021&BackColorLogged=F5D383&direct=true](https://wcd.coe.int/ViewDoc.jsp?&Ref=CommDH/IssuePaper(2015)1&Language=lanEnglish&Ver=original&BackColorInternet=C3C3C3&BackColorIntranet=EDB021&BackColorLogged=F5D383&direct=true)

<sup>10</sup> Human Rights and Gender Identity, Issue Paper by Thomas Hammarberg, Council of Europe Commissioner for Human Rights, 2009. <https://wcd.coe.int/ViewDoc.jsp?&id=1476365&Site=CommDH&BackColorInternet=FEC65B&BackColorIntranet=FEC65B&BackColorLogged=FFC679&direct=true>

<sup>11</sup> European Commission, 2015.

productivity, employees' engagement, creativity and general effectiveness.<sup>12</sup>

Young people are often the focus of responses aiming to address violent extremism, and this is the case for Muslim youth in particular. Discrimination against young people based on their religious affiliation or family background,<sup>13</sup> as well as social background, must be avoided in the fight against violent extremism. Instead the focus should be on the root causes of discrimination and social marginalisation. While religion is perceived as part of the problem, it can form part of the solution. Young people's religion or belief must be taken seriously and respected. Furthermore, young people are actors that contribute to peace in a positive way and should be recognised as such, as is underlined by the UN Security Council resolution 2250 about Youth, Peace and Security.<sup>14</sup>

The UN Special Rapporteur on contemporary forms of racism has highlighted that poverty is inextricably linked to discrimination and racism. Cultural and ethnic minorities are disproportionately affected by poverty and lack of access to social rights including education, housing and healthcare; social exclusion is hereditary and is often transmitted from generation to generation.<sup>15</sup>

Roma youth are some of the most socially excluded young people throughout Europe,<sup>16,17</sup> facing antigypsyism in their everyday lives. Within the EU Framework for National Roma Integration Strategies up to 2020, the European Council adopted a recommendation on Roma integration measures in the EU Member States.<sup>18</sup> The Recommendation focuses on education, employment, housing and healthcare. Neither this nor the EU youth strategy addressed policies targeting Roma youth specifically.

#### Multiple and intersectional discrimination

Young people are not a single, homogeneous subset of society defined exclusively by age, as is often perceived. Young people's identity depends on various factors that can result in multiple forms of discrimination and/or intersecting forms of oppression.<sup>19</sup>

Multiple discrimination occurs on several grounds, and can be additive, compound or intersectional. Each of these types of discrimination requires careful consideration in

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<sup>12</sup> For example, of LGBT youth as it has been shown through studies (European Commission, 2015).

<sup>13</sup> EU Fundamental Rights Agency, 2010. Experience of discrimination, social marginalisation and violence: A comparative study of Muslim and non-Muslim youth in three EU Member States. <http://fra.europa.eu/en/publication/2012/experience-discrimination-social-marginalisation-and-violence-comparative-study>

<sup>14</sup> [http://www.un.org/en/ga/search/view\\_doc.asp?symbol=S/RES/2250\(2015\)](http://www.un.org/en/ga/search/view_doc.asp?symbol=S/RES/2250(2015))

<sup>15</sup> <http://www.ohchr.org/EN/NewsEvents/Pages/DisplayNews.aspx?NewsID=13941&LangID=E>

<sup>16</sup> European Commission, 2015

<sup>17</sup> European Youth Forum, 2015

<sup>18</sup> [http://ec.europa.eu/justice/discrimination/roma/index\\_en.htm](http://ec.europa.eu/justice/discrimination/roma/index_en.htm)

<sup>19</sup> European Youth Forum 2015, p.18.

policy decisions.<sup>20</sup> The intersection of particular circumstances or identities leads to certain types of discrimination that are not merely the sum of discrimination on individual grounds.<sup>21,22</sup>

Multiple discrimination often has the effect of marginalising young people both in their private sphere and in society, a double burden which makes young victims of discrimination feel disempowered and helpless.<sup>23</sup>

While there is an increasing interest in the subject of multiple forms of discrimination, response from institutions and decision-makers to incorporate relevant considerations in policy and legislation has been inadequate.

Legislative and policy initiatives that ensure equality are an indispensable tool in tackling multiple and/or intersectional discrimination and striving towards equality, though such initiatives often contribute to increased discrimination.<sup>24</sup> However, young people's diverse identities should not only be considered in the context of intersecting forms of discrimination and oppression, i.e. that of a harmful event. Rather, intersectional identities should be celebrated for the added diversity and richness they bring to schools, the workplace and society at large.

Measures to foster equality and combat discrimination should take a norm-critical approach, whereby focus is not merely placed on minorities or on the groups that are being discriminated against with a view to making them more palatable to the wider population. Mainstream society should rather be challenged to question and re-assess notions of normativity, taking into account privilege and power structures in society.

## **Anti-discrimination frameworks**

### Global and United Nations level

The principle of equality and non-discrimination pervades international human rights frameworks, including the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights. A number of international conventions provide protections for specific groups such as women, children and persons with disabilities for example.<sup>25</sup>

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<sup>20</sup> Susanne Burri and Dagmar Schiek 2009. Multiple Discrimination in EU Law: Opportunities for legal responses to intersectional gender discrimination? European Commission, Directorate-General for Employment, Social Affairs and Equal Opportunities, p.3 [http://ec.europa.eu/justice/gender-equality/files/multiplendiscriminationfinal7september2009\\_en.pdf](http://ec.europa.eu/justice/gender-equality/files/multiplendiscriminationfinal7september2009_en.pdf)

<sup>21</sup> Timo Makkonen 2002. Multiple compound and intersectional discrimination: Bringing the experiences of the most marginalized to the fore. <http://www.abo.fi/institut/imr/norfa/timo.pdf>

<sup>22</sup> European Roma Rights Centre 2009, p.27. <http://www.errc.org/cms/upload/file/roma-rights-2-2009-multiple-discrimination.pdf>

<sup>23</sup> European Youth Forum, 2015.

<sup>24</sup> In Belgium for example, there have been discussions on suspending social support for parents whose children do not attend school.

<sup>25</sup> UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), UN Convention on the Rights of the Child (CRC), UN Convention on the Rights of Persons with Disabilities (CRPD).

While such frameworks are only applicable to States that have ratified them, they also apply to young people belonging to these groups. A similar convention on the rights of young people in Europe would be a significant step in advancing equality and non-discrimination for youth; the African Youth Charter and Iberoamerican Convention on Rights of Youth are two such examples.

The Sustainable Development Goals (SDGs) have been adopted to reduce inequalities in all aspects of life. Two goals have an even more specific focus on increasing equality, namely Goal 5 for gender equality and Goal 10 to reduce inequalities within and among countries.

Targets for Goal 10 include: the empowerment and promotion of social, economic and political inclusion of all; ensuring equal opportunity and reducing inequalities of outcome, including through the elimination of discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard; and the adoption of policies, especially fiscal, wage and social protection policies to progressively achieve greater equality.<sup>26</sup>

Goal 5 of the SDGs aims to end all forms of discrimination against all women and girls everywhere, ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life and adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.<sup>27</sup>

#### European level

In addition to global treaties many European States are also signatories to European instruments such as the European Convention on Human Rights (ECHR) and the European Social Charter. The EU Charter of Fundamental Rights and the Treaty on the Functioning of the EU (TFEU) create further obligations for the EU and its Member States with regards to combatting discrimination.<sup>28</sup>

In addition to the Treaties of the European Union, or so-called primary legislation, the EU has a range of supplementary secondary legislation on anti-discrimination. However, such legislation only covers the six grounds mentioned in the TFEU,<sup>29</sup> and the status quo has resulted in a hierarchy of rights whereby certain prohibited grounds of discrimination enjoy greater protection than others, i.e. protection from discrimination in more areas

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<sup>26</sup> <http://www.un.org/sustainabledevelopment/sustainable-development-goals/>

<sup>27</sup> Ibid

<sup>28</sup> The TFEU explicitly refers to combatting discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation, while the EU Charter of Fundamental Rights refers to 'any discrimination based on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation.'

<sup>29</sup> Ibid

(labour market, social protection, supply of and access to goods and services, etc.).<sup>30</sup> To address the current hierarchy of rights, Member States must unblock their ongoing negotiations in the Council of the European Union on the proposed Equal Treatment Directive.<sup>31</sup>

Regarding multiple discrimination, current EU anti-discrimination legislation does recognise the intersection of various grounds of discrimination, particularly in relation to women. However it does not explicitly provide for the consideration of multiple grounds of discrimination, and the proposed Equal Treatment Directive currently fails to introduce adequate provisions.<sup>32</sup> Some countries have amended their anti-discrimination legislation to allow for the consideration of more than one ground.<sup>33</sup> However, EU-level legislation must also accommodate this, as youth at the intersection of several categories are often excluded by legislation, policies or initiatives focused only on tackling one ground of discrimination. At Council of Europe level, no legally binding document mentions multiple discrimination.

EU Member States are obliged under EU law to set up Equality Bodies that monitor and report on issues of discrimination, assist victims of discrimination, and promote equality. However, the obligation to set up equality bodies only covers the grounds of gender and race or ethnic origin, leaving other grounds less well protected. The lack of common standards for such bodies – as exist for National Human Rights Institutions, known as the Paris Principles – has resulted in a disparity of competences, mandates and resources across different countries and thus incomplete implementation of the relevant EU Directives. Age-based discrimination within and beyond employment is not included in the mandate of a number of Member States' Equality Bodies given the lack of EU legislation in this area, further highlighting the need for the proposed EU Equal Treatment Directive to be adopted. Moreover, the list of protected grounds should be broadened; where countries have included socio-economic status as a ground of discrimination, this has resulted in higher success rates for reducing discrimination in economic and social rights.<sup>34</sup>

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<sup>30</sup> For example, the Race Equality Directive (2000/43/EC) bans discrimination based on racial or ethnic origin in the labour market, education, social protection (including social security and healthcare), social advantages, access to and supply of goods and services (including housing), and membership of and involvement in an organisation of workers or employers. Meanwhile, the Employment Equality Directive (2000/78/EC) promotes equal treatment on the grounds of religion or belief, disability, age or sexual orientation, but only applies to employment and occupation. Further legislation includes Directives 2004/113/EC and 2006/54/EC, which provide a framework for equal treatment between men and women in access to and supply of goods and services and in matters of employment and occupation, respectively. Other grounds of discrimination are not included in any of these Directives.

<sup>31</sup> Proposed in 2008, the Equal Treatment Directive would extend protection from discrimination on the grounds of religion or belief, age, disability and sexual orientation beyond the labour market to social protection, including social security and healthcare, social advantages, education, and access to and supply of goods and services.

<sup>32</sup> European Roma Rights Centre 2009, p.8.

<sup>33</sup> For example Austria, Germany, Romania, Spain. European Commission, 2007. Tackling Multiple Discrimination: Practices, policies and laws. <http://ec.europa.eu/social/main.jsp?catId=738&pubId=51>

<sup>34</sup> Equinet, 2016. Equality bodies contributing to the protection, respect and fulfillment of economic and social rights. <http://equineteurope.org/Equality-Bodies-contributing-to>

## **The role of youth organisations**

Youth organisations are key in promoting equality and non-discrimination. No-one is born with prejudice but rather has the potential to develop it over time. It is crucial to foster the values of equality and non-discrimination. Among children and youth, this must be done from an early age through formal and non-formal education. Moreover, volunteering in youth organisations can greatly reduce the risk of social exclusion and discrimination locally as volunteers are motivated by a desire to contribute positively to their local communities rather than being motivated by remuneration.

Non-formal education plays a key role in fostering the development of key transversal competences, the especially relevant ones being self-reflection, empathy and mutual respect. Youth organisations have the responsibility to foster social inclusion through participation and creating a safe environment; the behaviours, values, attitudes and skills they promote are important for effective participation in society, yet often best tackled outside the school environment. Moreover, youth organisations provide participatory and interactive learning opportunities and have the potential to reach out to diverse groups and young people on the margins of society, including those who are excluded from the formal education system.

Nonetheless, formal education plays a vital role in children and young people's development and outlook; it is therefore key in tackling discrimination. In the context of formal education students must be at the centre of initiatives combatting discrimination, with the support of schools and their staff.

Youth organisations can also play an important role in raising awareness of rights amongst young people, empowering them to recognise and stand up against discrimination and address the relevant institutions to seek legal or other appropriate remedies. Furthermore youth organisations help to promote Human Rights and humanitarian principles thereby empowering young people to take a stand on behalf of the most vulnerable. However youth organisations must be supported in this role in order to develop capacity on legal frameworks for anti-discrimination. Furthermore, youth organisations can monitor the extent to which young people access and enjoy their rights in practice, highlighting violations and discrimination when it occurs.

Youth events, conferences and seminars organised in an international setting provide an invaluable opportunity for developing intercultural awareness and communication skills, solidarity and respect, and must be grounded in the principle of non-discrimination. Citizenship, intercultural and global education are key integral components of youth organisations' educational practices.<sup>35</sup>

Moreover, youth organisations in the sport sector, among other important issues, promote awareness raising among young people, fight against gender-based violence in and through sport, and also focus on combatting all negative stereotypes and discrimination in sport, in particular regarding gender considerations.

Often the most discriminated and disadvantaged young people are excluded from obtaining information on and participating in youth organisations and events. The barriers are particularly significant for certain groups of young people, such as those who

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<sup>35</sup> European Youth Forum, 2013. [Policy Paper on Quality Education](#).



cannot read or write, do not have IT access and/or good housing conditions, disabled youth<sup>36</sup>, travelling communities and Roma youth. Youth organisations must therefore prioritise being as inclusive as possible, and must consider how the most marginalised youth and individuals with multiple and/or intersectional identities are or can be included within their own activities, structures and processes. This should be done in cooperation with youth organisations working with marginalised youth.

## **Recommendations**

While non-discrimination policies and legislation are a significant starting point, these should be accompanied by raising the awareness of rights as well as remedies in case of discrimination both amongst discriminated groups and within the general population. Individuals must be equipped to identify and empowered to respond to discrimination even if it does not directly affect them personally.

Formal and non-formal education must strive to break stereotypes and be constantly vigilant against the perpetuation of prejudice through ensuring safe, inclusive and accessible learning environments. Youth organisations and other non-formal education providers, as well as formal education providers, have a critical role in addressing the lack of awareness on rights and the underreporting of discrimination, which remain a problem. It is important that young people are equipped to analyse events from a humanitarian perspective and to take relevant action in their communities as active citizens and through voluntary service. As Human Rights Education and citizenship education incorporate an inclusive and non-discriminatory approach to education it should be embedded across formal and non-formal education.<sup>37</sup>

Sport actors also have a role to play in promoting equality, particularly gender equality, and in making the sport environment accessible for everyone. Every day several million people play and watch sport around the world; the sport sector should therefore directly and indirectly set a positive example in promoting equality.

Large-scale quantitative and qualitative research into multiple discrimination faced by young people is required in order to obtain a better understanding of the intersection of identities and resulting barriers faced, particularly by those who are at the highest risk of exclusion and discrimination. This will inform the development of evidence-based measures and policies.

In line with the rights-based approach, groups facing discrimination must be involved at all levels in the development, implementation, monitoring and evaluation of policies affecting them.

Given the above, the European Youth Forum calls for the following measures.

For the EU and its Member States:

- To renew commitment in delivering anti-discrimination policies and to ensure

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<sup>36</sup> European Disability Forum, 2009. Young and Disabled: Daily Challenges for Equality.

[http://www.ifhohyp.org/new\\_site/wp-content/uploads/2014/11/EDF\\_YoungAndDisabled\\_Updated2009.pdf](http://www.ifhohyp.org/new_site/wp-content/uploads/2014/11/EDF_YoungAndDisabled_Updated2009.pdf)

<sup>37</sup> The principles of Human Rights Education (HRE) ensure that young people are empowered to fight discrimination by promoting values, shaping attitudes, developing skills and enhancing knowledge on rights.

- effective implementation and enforcement of current EU legislation,<sup>38</sup> including through the use of infringement procedures when necessary.
- To raise awareness of current anti-discrimination law, as recommended by existing EU anti-discrimination legislation, in a manner that is user-friendly and targeted towards young people.
  - To ensure effective prosecution and punishment of violators of anti-discrimination law.
  - To reprioritise the adoption of the proposed EU Equal Treatment Directive, without further watering down provisions, at the level of the Council of the EU.
  - To promote increased dialogue and cooperation between the different institutional actors working with equality, non-discrimination and youth,<sup>39</sup> together with youth organisations.
  - To recommend that Member States apply EU Directives in a manner such that discriminatory practices can be identified as practices based on more than one prohibited ground of discrimination or the effect of a combination of prohibited grounds.
  - To commit to broadening the list of anti-discrimination grounds, and to adopt anti-discrimination legislation based on a broader or open-ended list of grounds, as in the European Convention on Human Rights. This should also extend to the mandate of equality bodies.
  - To disseminate best practices between countries on existing mechanisms regarding anti-discrimination law and policy and their implementation, particularly in relation to multiple discrimination and grounds of discrimination not yet recognised in EU law.
  - To build the capacity of equality bodies in addressing multiple discrimination.
  - To adopt the recently proposed EU Accessibility Act that aims to increase the accessibility of goods and services and to enable young persons with disabilities to participate actively and fully in the internal market of the EU.
  - To establish common standards to ensure independence and adequate mandates and funding for equality bodies.
  - To involve youth organisations in the development, implementation, monitoring and evaluation of policies promoting equality and non-discrimination.
  - To ensure stronger political engagement and inclusion of youth organisations in policy development related to young people at risk of discrimination, including through the creation of structures and spaces for reflection and dialogue with young people who experience discrimination, together with other relevant stakeholders.
  - To ensure strategic documents targeting Roma, such as the National Roma Integration Strategies, include policies targeting Roma Youth. Such policies must aim to empower young Roma to embrace their fundamental rights to fully participate in society, to invest in young Roma by developing policies that are a reflection of their everyday lives, and to ensure that mainstream youth policies and programmes are inclusive and accessible to all young people.
  - To gradually make the official documents of the EU available in all its official languages, and also to be available in braille and sign language.

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<sup>38</sup> For example, the Gender Equality Directives must apply to all transgender persons, including transgender youth.

<sup>39</sup> Such as, at EU level, the relevant Directorate Generals in the European Commission, e.g. DG Justice, DG Education and Culture, DG Employment

- To encourage Member States to utilise EU funding in a way that also benefits young people and promotes equality and non-discrimination to its full extent, including properly implementing the Partnership Principle of the European Structural Fund.
- To reinforce cross-sectoral programmes such as DAPHNE III and open their access to youth organisations in a clearer and more inclusive way.
- To dedicate funding to tackling age-based discrimination against young people.

For the Council of Europe and its Member States:

- To implement the Committee of Ministers Recommendation on Young People's Access to Rights (pending approval).
- To provide straightforward and accessible mechanisms for reporting discrimination and seeking redress.
- To ensure effective prosecution and punishment of violators of anti-discrimination law.
- To promote increased dialogue and cooperation between the different institutional actors working with equality, non-discrimination and youth, together with youth organisations.
- To create and enforce safe practices to allow youth organisations to report violations and discrimination, allowing them also to protect the people who suffered from discrimination and violations.
- To set up or designate national equality bodies where they do not yet exist.
- To build the capacity of equality bodies in addressing multiple discrimination.
- To establish common standards to ensure independence and adequate mandates and funding for equality bodies.
- Where relevant, to provide training of civil servants including pedagogical workers, doctors, as well as law enforcement personnel, regarding diversity and the implementation of non-discrimination legislation, such that they are equipped and confident to address discriminatory behavior.
- To provide training on multiple discrimination for lawyers, judges and practitioners.
- To ratify the Revised European Social Charter and its additional protocols and to accept the collective complaint procedure.
- To ratify with no further delay the Convention of the Council of Europe on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention).
- To ratify the European Charter for Regional or Minority Languages.
- To ratify the Optional Protocol to the Convention on the Rights of the Child on a communications procedure (OP3 CRC).
- To ratify the UN Convention on the Rights of Persons with Disabilities in its entirety, including the Optional Protocol.
- To develop and adopt a comprehensive framework convention on youth rights.
- To ensure all children and young people have access to formal and non-formal education, by providing training to educational professionals such that they better understand the reality of families living in poverty or youth facing multiple discrimination.
- To introduce, starting from primary education, compulsory human rights education that empowers young people and promotes non-discrimination, diversity and a safe environment.

- To ensure that educational materials are inclusive and do not perpetuate discriminatory attitudes or normative perceptions in relation to different identities/grounds.
- To recognise the key role of and support youth organisations in promoting equality and non-discrimination among young people; governments should ensure that all youth have access to these principles.
- To involve youth organisations in the development, implementation, monitoring and evaluation of policies promoting equality and non-discrimination.
- To ensure stronger political engagement and inclusion of youth organisations in policy development related to young people at risk of discrimination, including through the creation of structures and spaces for reflection and dialogue with young people who experience discrimination, together with other relevant stakeholders.
- To dedicate funding to tackling age-based discrimination of young people.

Additionally, the Youth Forum calls for:

- Youth organisations to assess and develop strategies on how young people from the margins of society are and can be further included in their activities and structures.
- Youth organisations to implement the standards and principles of human rights education in their internal training structures, thereby promoting equality and non-discrimination within their structures.
- Youth organisations to provide value based non-formal education that further develops skills, knowledge and attitudes of children and youth to help and care for themselves and one another and contribute to safe and inclusive local communities.
- A closer cooperation between youth organisations and national equality bodies, where they exist, granting youth organisations access to information and cooperation with the equality bodies, with a commitment from the equality bodies to consult youth organisations and include them in their work.
- The expansion of existing programmes promoting intercultural and interreligious dialogue.

The UN and its Member States, including EU and Council of Europe countries, to consider addressing multiple discrimination in the implementation of Goal 10 and Goal 5 of the Sustainable Development Goals on reducing inequality within and among countries and gender equality, respectively.