

Erasmus +

YOUTH WORKERS FOR HUMAN RIGHTS

Formal recognition of non formal education

★ Deeper understanding of minority, minority groups, minority rights and challenges.

★ Develop skills, competences and knowledge on ways of promoting, protecting and educating about minority rights.

★ Understanding and getting experience in advocacy for minority rights.

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Toolbox of non-formal learning activities for Human rights

created as outcome of

Training course
“Youth workers 4 Human rights”

Bansko, Bulgaria
27/03 – 03/04 2023

I. Acknowledgements:

This toolbox is created as a result of intensive work by participants and trainer's team during the Training course "Youth workers for human rights" with ID 2022-1-BG01-KA153-YOU-000063494, co-funded by the Erasmus+ programme of the European Commission.



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Training venue: Bansko, Bulgaria

Dates: 27th March – 3rd April 2023



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I. Summary of the project:

“Youth workers 4 human rights” is a 8-day training course organised in Bansko, Bulgaria from 27 March 2023 till 3 April 2023 that gathers 30 youth workers, youth leaders, active young people from Germany, Serbia, Slovakia, Romania, Italy, Spain, Latvia and Cyprus.

As a youth worker, you have a unique opportunity to advocate for human rights and empower young people to make a positive change in their communities. Human rights are fundamental rights that everyone is entitled to, regardless of their race, gender, ethnicity, or religion. These include the right to life, liberty, and security, freedom of expression and assembly, and protection against discrimination and violence.

One of the most important roles of a youth worker is to educate young people about their human rights and encourage them to stand up for those rights. This can be done through workshops, trainings, and other educational activities that help young people understand their rights and the ways in which they can advocate for themselves and others.

In addition to education, youth workers can also support and empower young people to become advocates for human rights. This can include providing resources and opportunities for young people to engage in activism, such as organising protests or participating in campaigns to raise awareness about specific issues.

It's also important for youth workers to create a safe and inclusive environment where young people can express themselves and feel heard. This means actively working to address issues of discrimination and inequality, and promoting diversity and inclusivity in all aspects of your work.

Ultimately, as a youth worker, your role in promoting human rights is crucial. By empowering young people to become advocates for their own rights and the rights of others, you can help create a more just and equitable society for all.

Aims and Objectives:

The focus of the project “Youth workers 4 Human rights” was investing in the capacity of youth workers and respectively their organisations to tackle minority youth issues on local and European level. The project also focused on directly increasing the quality of activities and services provided by the partner consortium for minority youth groups they work with on local level by actively involving youth workers/ coordinators/staff members directly working on minority issues at the sending organisations.

To reach its aim, the Training course has the following specific objectives:

- **To enhance the understanding of human rights among youth workers:** The program aims to provide youth workers with a comprehensive understanding of human rights, including the principles, concepts, and mechanisms related to human rights protection.
- **To develop skills for promoting human rights:** The program aims to develop the skills of youth workers in promoting and protecting human rights, including advocacy, communication, and conflict resolution.
- **To promote intercultural dialogue and understanding:** The program aims to promote intercultural dialogue and understanding among youth workers, to enable them to work effectively in diverse cultural contexts and promote human rights in multicultural societies.
- **To strengthen the role of youth workers in promoting human rights:** The program aims to strengthen the role of youth workers in promoting and protecting human rights, and to enhance their capacity to engage with policy makers, civil society organisations, and other stakeholders.
- **To foster international cooperation:** The program aims to foster international cooperation among youth workers, to enable them to share good practices and develop joint initiatives for promoting and protecting human rights.

Overall, the Erasmus+ training course program "Youth workers for Human rights" seeks to empower youth workers to play an active role in promoting and protecting human rights in their communities and beyond

Partner organisations

“Youth workers 4 Human rights” is a project that is organised by Association Provisional International in cooperation with partner organisations from 8 european countries.

Following are the organisations involved in this Training program:

Germany: Jubuk

Cyprus : Filodasikos Syndesmos Agrou

Spain : EuropeYou

Slovakia : Youthfullyyours

Serbia : Edit centre

Italy : Active youth for Europe

Romania : ATIC

LATVIA: Latvijas jauniesu attistibas centrs

III. Toolbox of Non-formal learning activities for Human Rights

Name of the tool:	Problems and solutions of minorities
Themes/Topic	Better understanding for refugee inclusion
Target group:	Youth above 20 years old
Group size:	25
Time	1h 30
Overview of the activity:	<p>The activity will be implemented in 8 phases:</p> <ol style="list-style-type: none"> 1. Energizer 2. Explanation of refugee and regulations and brainstorming 3. Short videos of refugee testimonies and reflexions about the video 4. Explain the rules of the activity (Create posters about barriers and solutions for refugee inclusion) 5. Creation of the groups 6. Preparation time 7. Presentation of the groups 8. Debate
Aims and Objectives:	Increase awareness about refugee inclusion and find solutions and ways to help refugee inclusion in your community



Materials and space needed:	Papers, markers, computer or tv for the video
Step-by-step instructions:	<ol style="list-style-type: none"> 1 Read some materials about refugee issues 2 Prepare the classroom or space with chairs allocated in a circle 3 Prepare the material for the posters and presentations 4 Present yourself and the activity 5 After the video help organise the groups, moderate the debate and encourage participants to speak 6 Ask questions about the presentations and give insights about them
Debriefing and evaluation:	Will this activity encourage participants to help the refugees in their local community? Will participants be more aware of the barriers refugees face?
Additional information, notes (Appendixes)	<p>VIDEO: https://www.unicef.org/armenia/en/press-releases/two-refugees-generations-apart-tell-their-story-new-unicef-film</p>

Name of the tool world	LGBTQ+ community rights in the real world
Themes/Topic	<ul style="list-style-type: none"> • Definition of LGBTQ+ • Talk about the different cases of discrimination in daily life (example) • Discuss the rights of LGBTQ+ (legal/ not legal) in the countries • Coming out in young age
Target group:	Youths (18 – 30 years)
Group size:	20 participants
Time	One and a half hour
Overview of the activity:	<p>The activity will be implemented in 6 phases:</p> <ol style="list-style-type: none"> 1. Energizer 2. Explanation of the activity and the rules 3. Creation of the groups 4. Preparation time 5. Presentation of the groups 6. Debate
Aims and Objectives:	<ol style="list-style-type: none"> 1. To get a correct (Accurate) understanding of LGBTQ+ community. 2. Get awareness about and discuss the real-life scenarios and struggles, laws in different countries.

Materials and space needed:	Posters, pens, markers etc.
Step-by-step instructions:	<ol style="list-style-type: none"> 1. Energizer: Make a circle, one person leads the dance, the others follow him. The person standing inside has to guess. 2. Groups: Make groups using letters L G B T and separate them. 3. Instructions: Give instructions about the activity, how to make a poster (with practical examples in their countries), assign topics, presentation time etc. 4. People start working and make the posters in 30 mins. Each group comes and presents it briefly in 5 mins.
Debriefing and evaluation:	Asking people how was,, what did we learn and any comments? Final thoughts
Additional information, notes (Appendixes)



Name of the tool:	Walk their shoes
Themes/Topic	Activity about better understanding of different abled people
Target group:	Youth participating in a Erasmus project, high school class or summer camp group
Group size:	2-30
Time	3-6 hours
Overview of the activity:	The activity will be implemented in 6 phases: 1. Energizer 2. Explanation of the activity and the rules 3. Creation of the groups: they will be pairs 4. Give the pairs some tasks to do. 6. Debate
Aims and Objectives:	To have a better understanding of how the people with disabilities has day-by-day difficulties that normative people doesn't realize. To search for solutions to make more accesible cities.
Materials and space needed:	We need to get some wheelchairs, blindfold, crutches, casts... depending on the number of people of the group.

Step-by-step instructions:

The group makes pairs. One of the pair has a disability, for instance:

- a) Wheelchair
- b) Leg amputee
- c) Blindness
- d) Arm amputee

Every pair has a different disability. The one in the pair with the disability should be with him/her and help. They can change at the middle of the exercise.

They are given some tasks to do in the city, like a Gimkana.

The activities can be:

- a) Go to a supermarket and buy whatever
- b) Ask in a coffee shop and ask for the toilet
- c) Go to a room in the higher floor

(if they are in a hotel)

- d) Visit a local park and take a picture having fun
- e) Go to a museum

e) Prepare some lunch or coffee

These are just examples. The coordinator can choose and adapt the activities depending on group and the circumstances.

After the given time (around 2-3 hours) the pairs return to the common space and they would do a briefing.

<p>Debriefing and evaluation:</p>	<p>After the given time, the groups would put in common what they find out:</p> <ul style="list-style-type: none"> -What tasks they couldn't do. -What they could do with help. -What tasks they could do because there was an adapted space for them. -What tasks they could do in some spaces and in others not. -How people around reacted to them. -How they felt. <p>After that, the group would put in common some solutions they think can be done to avoid complications for people with disabilities...</p> <p>They can also discuss if the country or the city has real worry about inclusivity and accessibility.</p>
<p>Additional information, notes (Appendixes)</p>	



Name of the tool	ENERGIZER Connected to human rights
Themes/Topic:	Human Rights Laws
Target group:	Youth 18– 25y
Group size:	20 participants
Time	10 – 15 min each game
Overview of the activity	2 different energizers: Heads up Role play
Aims and Objectives:	Learn the human rights and laws by having fun, Energize people
Materials and space needed:	The pieces of paper with laws Stage for paying the role Printer

<p>Step-by-step instructions:</p>	<p>Exercise 1 Heads up:</p> <ol style="list-style-type: none"> 1. divide in 2 groups and build 2 circles 2. a participant goes in the middle 3. Someone put a sticker on the forehead Person who is in the middle 4. on the sticker there are different human rights laws 5. the group has to pantomime the law 6. the person with the law on the forehead has to guess the HR law <p>Exercise 2:</p> <ol style="list-style-type: none"> 1. Divide the participants into 4 groups (5each) 2. give each group 1 HR law 3. 5 min for preparation is needed 4. Each group has to play their roles 5. each group get 2min to present to law as a pantomime
<p>Debriefing and evaluation:</p>	<ol style="list-style-type: none"> 1. How do you feel after having those activities? 2. Did you overall enjoy the activities? 3. Was it difficult to perform it (found a way to make it possible) 4. Did you exactly understand each HR laws? 5. Did it help you to understand the HR laws?
<p>Additional information, notes (Appendixes)</p>	

Name of the tool	Campaigns
Themes/Topic	Impact of hate speech on youth from minorities
Target group:	13-30
Group size:	10-30
Time	1h-2h
Overview of the activity:	<p>The activity will be implemented in 6 phases:</p> <ol style="list-style-type: none"> 1. Energizer 2. Explanation of the activity and the rules 3. Creation of the groups 4. Preparation time 5. Presentation of the groups 6. Debate
Aims and Objectives:	Educating people about how much the campaign has changed in the modern times. To spark a conversation about how people use different ways to spread hate speech.
Materials and space needed:	Papers, pens, markers,
Step-by-step instructions:	<ul style="list-style-type: none"> · After splitting into groups (2-5), half of the groups will have the task of creating a poster representing the modern hate speech campaigns against minorities, while the other half of the groups does the same thing but instead of modern campaigns they focus on older campaigns (20th century)

<p>Debriefing and evaluation:</p>	<p>What has changed through time?</p> <p>Do you think the modern or old campaigns were more successful?</p> <p>What emotions do the campaigns spark?</p> <p>Debate about the different posters you have created.</p>
<p>Additional information, notes (Appendixes)</p>	



Name of the tool:	Humans Above All
Themes/Topic	Fears and Challenges of Minorities
Target group:	Youth above 15
Group size:	10-40
Time	1:10 hours
Overview of the activity:	The activity will be implemented in 5 phases: <ol style="list-style-type: none"> 1. Energizer 2. Explanation of the activity 3. Creation of the groups 4. Preparation time 5. Discussion of the groups
Aims and Objectives:	<ol style="list-style-type: none"> 1. To make the participants feel the fears and challenges of the minorities. 2. To break the “Minority” Stereotype.
Materials and space needed:	Papers, Pens, Bowl/Hat, TV or computer.

Step-by-step instructions:	<ol style="list-style-type: none"> 1. First there will be an Energizer (Mimic Dance). All participants will make a circle. We will play some music. One person will lead the dance and all others standing in the circle will follow. The person standing in the centre of the circle will have to guess who is leading the dance. 2. The organiser will divide the participants into groups based on the Minorities written on small paper slips, and then ask them to work on the topics they get. 3. Each group will take a paper, write just in list (Bullet points) what are the issues, challenges faced by the Minority group they get. Any first hand experiences are welcomed. 4. Then after 15 mins, the papers will be changed with the other groups and they will briefly tell what issues are written.
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Debriefing and evaluation:	Will ask how they feel, what new things they learn, how they can help improve the condition in their countries.
Additional information, notes (Appendixes)	https://youtu.be/cvb49-Csq10



Name of the tool	SM for awareness
Themes/Topic	Impact of hate speech in LGBT+ youth
Target group:	+ 16 years old
Group size:	20
Time	
Overview of the activity:	<p>The activity will be implemented in 7 phases:</p> <ol style="list-style-type: none"> 1. Energizer : guess your partner in a couple (ex: human – rights, hate - speech) 2. Explanation of hate speech and debate about personal experiences and ideas. 3. Explanation of the activity and the rule 4. Creation of the groups 5. Preparation time 6. Presentation of the groups 7. Debate
Aims and Objectives:	To learn what hate speech is and create awareness about it and tool about how to deal with it
Materials and space needed:	Phone, internet, Tik Tok app or other editing apps

Step-by-step instructions:	<ul style="list-style-type: none"> - Read some material about hate speech before the lesson - Prepare the class and chairs in a circle for the presentation - Encourage participants to speak by asking questions and giving insights - Moderate the debate
Debriefing and evaluation:	<p>What did you learn about today? Do you think it was useful? Will you use these tools at home to discourage hate speech?</p>
Additional information, notes (Appendixes)	



Name of the tool	Change hate into kindness
Themes/Topic	The hate speech against minorities
Target group:	people from 16 to 25
Group size:	4 groups of 4 or 5 people
Time	1 hour
Overview of the activity:	The activity will be implemented in 6 phases: 1. Energizer 2. Explanation of the activity and the rules 3. Creation of the groups 4. Preparation time 5. Presentation of the groups 6. Debate
Aims and Objectives:	1. Awareness about hate speech online 2. Changing the narrative
Materials and space needed:	paper, posters, digital tools (phones, ipads, computers), markers, internet

<p>Step-by-step instructions:</p>	<p>The Energizer</p> <ul style="list-style-type: none"> · Divide into pairs · Each pair will exchange 3 hateful comments and then 3 positive comments towards each other (they will be written on a paper) · They will then discuss how they felt when receiving but also giving the comment (both positive and negative) <p>The tool</p> <ol style="list-style-type: none"> 1. Divide people into 4 groups 2. The participants will take their topic from a hat The topics are hate speech against LGBTQ+, refugees, different able, ethnical minorities 3. Their first task will be to find the perfect example of online hate speech against the minority group they have chosen (through hashtags, comments, photos, online campaigns...) 4. They will choose according to their own group skills in which form they want to present their idea (post or video, poem / song, poster, article or something digital) 5. They will use these to change the narrative of the hate speech they have chosen in to positive one 6. They present their findings and work to the others
<p>Debriefing and evaluation:</p>	<p>How would you feel if you were the victim of a hate speech? How did you feel when reading the hate posts online? How challenging was it to change the negative comments/ campaigns into positive ones?</p>
<p>Additional information, notes (Appendixes)</p>	<p>Need of good internet connection, make it fun</p>

Name of the tool :	Hate speech' line
Themes/Topic	Hate speech
Target group:	18-30
Group size:	25
Time	30-45 min
Overview of the activity:	The activity will be implemented in 6 phases: 1. Energizer 2. Explanation of the activity 3. Debate
Aims and Objectives:	Think about how our society could be close to diversity. Make some reflections and compare their situation in different countries and what they can do in their country to live a better position.
Materials and space needed:	Big room, paper, pens
Step-by-step instructions:	Energizer: In a circle they will hug each other to empathise with the group. Every participant will have a paper with the description of a character and they'll start from the same line. (Ex. -I'm Aisa, 18y old and I come from Iran) -I'm 16 y old, disabled and I've just got in my wheelchair. I live in Italy. -I'm 25 y old. I come from Bosnia and I'm homosexual. - I'm 17 years old and I'd like to be a curvy model. - I'm girl I don't have arms) The facilitator will ask them (ex. Can you post the photo on social media? Can you go to the cinema? Can you imagine your future? You never had shaming on social media)
Debriefing and evaluation:	People will stay in different levels of the room so they will discuss their conditions and possibilities.
Additional information, notes (Appendixes)	

Name of the tool:	Blogging for the rights
Themes/Topic	Human Rights
Target group:	Youth Workers from 18 to 30 years
Group size:	25
Time	2h First session, 20-30 mins the next days
Overview of the activity:	<p>The activity will be implemented in 6 phases:</p> <ol style="list-style-type: none"> 1. Energizer: The Chair Game 2. Presentation about human rights, history, context and challenges 3. Brainstorming of participants about their own vision of human rights and experiences 4. Explanation of the activity and the rules <ul style="list-style-type: none"> - Participants will have to create a Blog about the project, where they will upload each day a short review about what they have learn and done during the day, and the activities they have participated in - This can include short text, pictures, videos or any other media content. - The first day will be used to explain how to create the blog and how to edit it, and the rest of the days 30 or 20 minutes will be allocated to write the entry of the day. -At the beginning of each day, the groups will present to the rest of the class the new blog entry about the last day -Participants will be encouraged to share the blog with their friends and relatives to create awareness about human rights and the Erasmus* projects 5. Creation of the groups (Groups of five) 6. Preparation time
Aims and Objectives:	Awareness about Human Rights and learning to create tools to promote them in their local communities
Materials and space needed:	Classroom, Phone, chairs, Computer or other digital resources
Step-by-step instructions:	<ul style="list-style-type: none"> - Trainer should previously get informed about human rights and read materials about the topic

	<ul style="list-style-type: none"> - Prepare the classroom, the materials and the chairs in a circle before participants come in the class. - Moderate the debate and encourage participants to speak, asking questions and giving insights - Learn about how to create a blog before the workshop
Debriefing and evaluation:	<p>Has the workshop helped you understand the concept of human rights? Has the blog helped you create awareness about human rights and Erasmus+ Projects, with your friends, family and your local community?</p> <p>Have you improved your writing and technological skills?</p>
Additional information, notes (Appendixes)	wix.com, blogger.com



Name of the tool	Inner injustices
Themes/Topic	Human rights and no-hate speech
Target group:	18 – 30 years
Group size:	25 people
Time	2 hours
Overview of the activity:	<p>The activity will be implemented in 6 phases:</p> <p>1 Energizer Ninja game - all the people should make a circle together and put their hand in the shape of the pray position. One person starts and tries to attack the other person's hand only with one move. In all the terms the people can make only one move to try to escape from the hit. If someone touches your hand you lose this hand and cannot use it anymore. The last who is alive with either one or two hands is the winner.</p> <p>2. Explanation of the activity and the rules, introduction of human rights and no-hate speech</p> <p>3. Creation of the groups</p> <p>4. Preparation time</p> <p>5. Presentation of the groups</p> <p>6. Debate</p>
Aims and Objectives:	<ul style="list-style-type: none"> - gain knowledge about human rights and no-hate speech - give new perspective about how different countries accept and apply human rights into practice

Materials and space needed:	phones, internet connection
Step-by-step instructions:	<ol style="list-style-type: none"> 1. Divide the participants in groups according to their countries 2. Ask them to quickly read the Universal Declaration of Human Rights 3. Let them think about which human rights are not respected in their countries and have a short debate 4. Try to find the answers why is it happening 5. Search for some examples (news, articles,...) to better explain the situation <p>Talk about what you have found to all participants and discuss</p>
Debriefing and evaluation:	<p>Was it difficult to find these facts about your country? What is the most shocking thing you learned about the situation in other countries? Do you want to propose some solutions?</p> <p>Is it possible to solve the issues in the future?</p>
Additional information, notes (Appendixes)	

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