

ISSN: 0791-6302

Issue 39, July 2003

Irish YouthWork Scene

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A Journal for Youth Workers

Published by the Irish Youth Work Press
The publishing imprint of the National Youth Federation

THE YOUTH WORK ACT: SURELY NOT A FAIRYTALE?

By Diarmuid Kearney
NYF Chief Executive

It seems the Celtic Tiger has now shifted to being recognised as the proverbial paper tiger, which is blown away to expose the many sectors that did not appear to benefit from the tigers roar. It is clear now that we need a government that shows its fiscal and strategic competence (and for that matter, inclination) to maintain or develop the youth sector. Considering the many social difficulties being experienced by modern Ireland, all of us know that in some way youth work contains the solution. The reality however is the introduction of devastating cuts to the funding of youth work. The Minister of State, Síle de Valera, claims that that she did well to achieve 1% increase in funding - the reality we know is a real cut of 3 to 4% and considering other factors much more.

This summer sees the launch of a Youth Sector campaign to challenge government funding cuts to what the Minister herself has referred to as the 'Cinderella service'. If we are united and clear in our message then perhaps Cinderella shall go to the ball. While we thought we would be articulating the requirements for developing a truly extensive and valued youth service we are now fighting to keep what we have.

The Youth Work Act has been welcomed by the sector and indeed we have lobbied for its implementation and why? Probably because it is the only show in town, probably because it has held the hope of a Youth Service imbedded through legislation and the promise of realistic funding.

As time has passed without implementation the illusion has faded. The truth is that we have an Act that will cost at least €26 million to implement without putting a single additional youth worker on the ground. An Act, which is in danger of becoming one more layer of bureaucracy under the guise of participative democracy. An Act that barely acknowledges the existence of Local Youth Services ignoring their centrality to the current infrastructure; an Act that transfers the burden of power from youth work providers to an amalgam of statutory agencies who have little understanding of youth work. The danger here is that the mechanisms for implementing the Act develops into a technique for progressing their own agency agendas rather than holding any intrinsic value for young people. An Act will require €126 million and not €26 million if it is to begin to make a real impact on the lives of young people. Without the real resources necessary then I fear that we have an Act that appears nothing more than a fairytale.

I am not advocating however that we turn our back in total, the Act contains some important features - features that we should and indeed must retain. NYWAC has created a really important forum for the coming together of the voluntary and statutory sectors to progress issues such as Child Protection, Training & Accreditation and other areas of practice development. The National Youth Work Development Plan provides a creative and imaginative roadmap for the development of a youth service we can be proud of.

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YOUTH ORGANISATIONS ADVOCATING FOR EQUALITY

By: Niall Crowley
Director of Equality Authority

The following article is based on a presentation given by Niall Crowley, C.E.O. of the Equality Authority to the Annual Assembly of the National Youth Federation on 24 May, 2003. The theme of the Assembly Conference was Equality and it included the launch of the NYF Equality Policy.

INTRODUCTION

Putting in place an equality policy of significant ambition is worthy of celebration. Making equality and the equality policy the key theme of the annual assembly demonstrates clearly that ambition is to be matched by action. It is important to acknowledge this and I congratulate the National Youth Federation on this work and initiative.

This policy and this annual assembly mark an important moment of commitment. Irish society faces significant challenges in seeking to eliminate discrimination and realise equality. Young people both experience discrimination and inequality and are challenged to play roles in creating this more equal Ireland free from discrimination. The commitment reflected in today's event is much needed and I look forward to its ongoing reflection in practice and initiative around the country.

We seek equality and an end to discrimination in a context of some promise. This commitment and good will reflected here today can be seen across a range of other sectors. We are implementing equality legislation that is unique in a European context for its coverage of nine different grounds:-

Gender

Marital Status

Sexual Orientation

Age

Family Status

Religion

Disability

Race

Membership of the Traveller Community

The legislation includes the Employment Equality Act and the Equal Status Act. The Employment Equality Act 1998 prohibits direct and indirect discrimination in the workplace. Our casework in this area has highlighted:

- A** Significant levels of gender discrimination in terms of sexual harassment, promotion, equal pay and pregnancy related discrimination.
- B** Growing levels of discrimination against immigrant workers in terms of dismissal, equal pay and excessive working hours.
- C** Failure of many employers to make the adjustments required to reasonably accommodate employees with disabilities.
- D** Wide-ranging experiences of workplace harassment on the race, disability, sexual orientation, age and Traveller grounds.

The Equal Status Act 2000 prohibits direct and indirect discrimination and discrimination by association in the provision of goods and services, accommodation and education. Separate provision apply to registered clubs. Our casework in this area has highlighted:

- A** Widespread discrimination by licensed premises across seven of the nine grounds.
- B** Emerging issues in relation to practices by schools including claims of discrimination in relation to admission, school uniform,

harassment, terms and conditions of participation and disciplinary procedures.

- C Significant discrimination in the provision of public housing and in the private rented sector in particular on the race and Traveller grounds.
- D A range of issues, in particular on the age ground in access to insurance.

This reflects a scenario of contradictions. Wide ranging and significant discrimination is present alongside a broad and growing commitment to greater equality. New mechanisms are in place, including legislation, to combat discrimination and yet we must acknowledge that such legislation needs to go further when we report the persistence of discrimination on the gender ground where such legislation had been in position for nearly three decades. A scenario of contradictions holds potential for change. Seizing such potential and removing the contradictions demands an advocacy for equality. Such advocacy is clearly evident in the positions being evolved by the National Youth Federation.

YOUNG PEOPLE

It is logical that young people should be a key focus for such advocacy just as it is necessary that young people are key actors in giving practical expressions to this advocacy.

The age ground in the equality legislation cover young people. Casework on the age ground in the workplace reflects an ageism experienced by older workers. In a culture that celebrates and prizes youth, older people face a negative stereotyping that denies their abilities and their ambitions. In such a context young people are challenged to look to their attitudes and practices.

Casework on the age ground in the provision of goods and services reflects experiences of discrimination by younger people. This is evident in cases involving young people seeking access to licensed premises and to motor insurance.

A focus on the age ground alone does not of course capture the full experience of discrimination by young people. Young people are characterised by diversity and appear in casework under the other

grounds as men and women, as Black and minority ethnic people including Travellers, as people with disabilities, as people with caring responsibilities, as gay and lesbian people and as people with different religions. A more equal society for young people will not be achieved without creating a more equal society for all these other groups of which young people form a part. This demands a solidarity of young people that must break the barriers of prejudice and discrimination that can currently divide them.

Equally, casework alone is not the measure of inequality experienced by young people. Current media debates highlight another contradiction. A youth culture can clearly exist alongside an exclusion of the voice of young people.

Recently a number of secondary level students protested in Dublin about school uniform policies for girls. At the heart of their demands was to have a say in relation to school life and practice. Research into the education sector by Kathleen Lynch and Ann Lodge underpin their position. This research highlighted how

“Young people’s concerns regarding the exercise of power have been named as the predictable complaints of disgruntled teenagers”.

and found that

“A universalistic assumption seems to exist about the subordinate status of young persons which is not subjected to critical scrutiny”.

and that young people

“Rejected the exercise of traditional authority, the assumptions that a teacher was to be obeyed because of the authority vested in his or her role”.

A similar phenomenon is evident in the current debate about the role of alcohol in our society. This has included a significant focus on young people - a focus that all too often degenerates into a pathologising of young people constructing and reinforcing a range of negative stereotypes of younger people.

Problems are defined - and at times young people are defined as problematic. Solutions are proposed. Yet in all this the voice of young people is markedly absent. This does not give cause for confidence in the definition of problems or the effectiveness of the solutions proposed.

EQUALITY

These issues demand that we are clear about our vision for equality if we are to be effective in its pursuit. Equality is a concern for a wide range of groups in our society. These groups are not homogenous and are all interconnected. Equality for one group will only be achieved with equality for all groups.

Equality objectives need to include a focus on representation. Central to the experience of inequality is the experience of powerlessness. Empowerment is about having a say, being part of making decisions that impact on you, and shaping the practice and policy of the institutions and organisations in one's community and society.

If equality demands participation, participation in turn requires organisation. Organisations of young people must create spaces for young people to explore and identify common issues and to articulate a shared perspective in negotiating change for a more equal society. Such an objective needs to embrace the full diversity of young people - breaking down the barriers and creating the solidarities so that the equality of having a say includes all young people.

Equality objectives must also include a focus on recognition. Equality requires an acknowledgment of diversity, alongside according a value to this diversity, alongside developing practices and policies that take account of the practical implications of this diversity.

Realising equality for people across the nine grounds of our equality agenda - and beyond - involves change in the way we do things as a community, as organisations, as a society. This change is about accommodating the diversity in the community. It can best be measured by the sense of belonging and sense of ownership experienced by all within the community.

Of course equality objectives must also focus on economic issues. It is about access to jobs, income, wealth and economic development. It is about access to the resources necessary for economic participation in particular education, health and accommodation. Clearly youth organisations with their emphasis on education and personal and social development for all young people have important contributions to make in this area.

Youth organisations also have a valuable contribution to make in the final arena for equality objectives - the affective arena. This focuses our attention on equality in access to relationships, to capacities for relationships and to experiences of caring and solidarity. Inequality is all too often accompanied by abuse, hostility and mistrust. Equality needs to replace these experiences with respect, trust and solidarity.

YOUTH WORK

Posing equality in these terms - in terms of the political, the cultural, the economic and the affective arenas establishes an important context within which youth services and organisations seek to make their contribution to a holistic realisation of equality for young people.

The National Youth Federation in its documentation accords a high value to planned and systematic approaches to meeting the educational, personal and social development needs of young people. In the same way equality objectives and commitments to non-discrimination require planned and systematic approaches from youth services and organisations.

The National Youth Federation is setting important standards in this regard with the launch of this equality policy. The commitments to providing equality and diversity training for staff and volunteers and to equality proofing key plans or strategies are further important developments. This is about an organisation building its equality infrastructure - the means by which planned and systematic approaches to equality are developed. This is a challenge that needs to be met by all organisations committed to equality.

The starting point for such an approach is an equality policy that establishes commitments to:

- Employment equality across the nine grounds
- Service provision equality in terms of outcomes achieved across the nine grounds
- A working and service environment free from harassment and sexual harassment

Such a policy needs to focus on compliance with equality legislation. However it needs to go beyond this in terms of a focus on accommodating diversity - with particular regard to the duty in the equality legislation to reasonable accommodate people with disabilities (subject to a nominal cost exemption). It needs to go further again with a focus on achieving equality in terms of opportunity, participation and outcome in a manner that takes full advantage of the important provisions in the equality legislation that allow positive action.

Positive action is a much neglected element of our equality legislation. There is no requirement on organisations to engage in positive action - which is probably one reason for its neglect. Yet positive action is crucial in addressing

- The impact of histories of discrimination on groups
- The steps and facilities required to accommodate and take into account the particular situation, experience and identity of the group experiencing inequality.

Policies need to be turned into practices, which is why equality and diversity training are another key element of this equality infrastructure. All too often equality and diversity training is limited to awareness sessions on the equality legislation. To meet the ambitions of the equality policy it needs to go further to include

- Awareness among staff and volunteers of equality issues and experiences of discrimination across the nine grounds
- Skills development so that staff and volunteers can implement equality objectives as part of their day-to-day roles.

Equality and diversity training also has a key contribution to make to an organisational environment and culture that does not tolerate or allow sexual harassment or harassment on the basis of membership of any of the nine grounds. This has an audience wider than staff and volunteers and could usefully be integral to initiatives supporting personal and social development of all participants.

At the centre of this equality infrastructure must be an equality action plan. Organisations need to review policies, practices, procedures, perceptions and outcomes in terms of equality across the nine grounds in employment and in the provision of services. This review should identify achievements

as well as gaps and challenges. It should provide the raw material to develop an action plan in terms of establishing equality objectives and identifying the practical steps that will be taken to advance these objectives.

Developing such an equality infrastructure does make demands on youth services and organisations. It requires investment, creativity and staff time. Such resources however are well spent if they contribute to a context where organisations are

- Secure in their compliance with equality legislation
- Realising a situation where staff, volunteers and programme participants reflect the diversity of the community with which the organisation operates
- Increasingly efficient in realising benefits to all young people in the community
- Enhancing their contribution to greater equality at local and national levels across all nine grounds of our equality agenda.

It is important to maintain a nine-ground focus within this equality infrastructure and to name out all nine grounds. It is all too easy from some grounds to remain invisible. It is all too easy for hierarchies to emerge. Integrated approaches to equality must now be possible that bring forward an effective focus on all nine grounds simultaneously.

Equally it can be appropriate to go beyond the nine grounds named in the equality legislation. The development of a nine ground equality agenda clearly reflects an ambition to be comprehensive and this should be reflected in the approach of youth services and organisations to equality. Our own work to date has led us to recommend the introduction of four new grounds:

- Socio-economic status
- Criminal conviction
- Political opinion
- Trade union membership

CONCLUSION

Youth services and organisations can take some pride in the contribution they have already made to greater equality in local communities around the country. Hopefully this annual assembly can be about

- Celebrating these achievements.
- Renewing the commitment that made these achievements possible.
- Identifying further steps that could be taken to extend these achievements and to be more planned and systematic in their pursuit

Youth services and organisations are key actors in this search for a more equal society:-

As Employers

Youth work organisations form part of a wider social economy that has demonstrated a valuable capacity for employing people across the nine grounds. It is important that this diversity amongst staff continues to grow and employment contexts are created that are to a high standard and that support progression of such staff into other economic sectors

As Service Providers

Youth work organisations are well placed to realise benefit across a wide range of groups within local communities. In effect they are a key forum of positive action to address disadvantage and needs specific to particular groups. In this they have a key contribution to make.

However in making this contribution it is important that these groups are not segregated out from other areas of service provision that equally have responsibilities to achieve benefit for them.

As Educators

Youth work organisations set out to and play key roles of personal and social development. It is important in this work that young people are given access to ideas and experiences to support them in developing their thinking on equality issues and their practice in contexts of exclusion and inequality. In this way young people can be afforded access to

effective means of dealing with their own experiences of inequality and to giving expression to their commitments to equality.

As Advocates

Youth work organisations do not operate in a vacuum. They have relationships with a wide range of local institutions and organisations. They have access to key decision makers and resource holders. They can provide platforms for young people to have a voice. In this there is a particular contribution to be made to equality in youth organisations establishing and practicing equality standards and then seeking their adoption by other key service providers.

I look forward to the ongoing contribution of the National Youth Federation and its members to the goals of equality and hope that you can view the Equality Authority as a partner in this commitment you are launching today and in its implementation.

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WHY DON'T YOUNG PEOPLE VOTE

By Michael McLoughlin
Policy Analyst, NYF

INTRODUCTION

The results of a recent CSO Survey contain important information about voter turnout amongst young people. The main findings were that voter turnout was lower amongst younger people and the unemployed. Significantly technical issues such as registration were very important reasons for low turnout amongst young people. Some of the main figures are set out below;

- 41.5% of 18-19 year olds voted
- 43.4% of 20-24 year olds voted*
- 75.5% of the overall population voted
- 51.9% of eligible students voted

The reported turnout amongst certain older age groups was as much as double that of younger groups. Politics is becoming a more sophisticated process with greater targeting of voters and modern marketing techniques. In such an environment the chances of younger peoples voices being heard are ever slimmer in light of these figures.

Reasons Offered by Non-Voters by Selected Status		
	National %	Student %
No Interest / Disillusioned / Makes No Difference	34.7	24.5
Not Registered / No Polling Card	25.6	42.9
Illness / Away / Too Busy	30.1	24.5
Other	9.9	8.1

Reasons Offered by Non-Voters by Selected Age		
	18-19 %	20-24 %
No Interest / Disillusioned / Makes No Difference	32.6	34.2
Not Registered / No Polling Card	45.7	29.8
Illness / Away / Too Busy	14.8	27.8
Other	6.9	8.3

Source: CSO (rounding involved)

The tables above compare the reasons offered by non voting young people and the population as a whole.

STATISTICAL ANALYSIS

Some conclusions can be drawn from these tables in conjunction with other research.

- Young people are in no way more cynical or disillusioned about politics than the average person. In fact students as a group offer this reason to a much lesser degree than the average for not voting.
- Not being registered or not having a polling card are by far the most common reason for not voting offered by 18 - 19 year olds and students, nearly twice as many of these people offer these reasons than the population in general. They also state being away as a reason for not voting far more often which might be related.

While lack of interest and cynicism amongst young people is of concern it is no worse than the national picture and indeed is better in some groups. It is also reasonable to assume that it may be harder to address the underlying reasons for cynicism.

It may also be a safe assumption that the turnout for younger people will always lag behind that of older people as they may not have the same stake in society such as owning property or being in long term employment. On the other hand young people in the UK have been found to be less likely to register in the first place.

However, the main reason for poor turnout amongst young voters is amenable to remedy i.e. not being on the register or being on the register in the wrong place.

If half of the cases of non registration amongst 18-19 year olds were solved their turnout rate would increase to approximately 53%, if all cases were solved the rate would be close to 65%. These results would be similar for students.

Saturday voting is one of the main suggestions to counter problems with registration and turnout. The CSO shows young people favour Saturday voting especially students but a large number of non-voters said it would make no difference. There is a range of other suggestions around more flexible and accessible voting and registration systems. Examples include more postal voting, voting online and by text. Beyond the extending of polling hours at the last election there have been few experiments in Ireland in this regard and apparently few are planned.

CONCLUSION

The CSO survey reinforces the message that while there may be a problem with young people voting there are things that can be done about it. The registration and administration process are central to turnout for young people. Many other countries have taken steps to remove the outdated and cumbersome systems for becoming eligible to vote. Ireland has taken other steps to improve the conduct of its elections such as electronic voting and putting candidate photographs on ballot papers. It is high time some steps were made to enable people and particularly younger people to vote as easily as possible while maintaining the level of security required in all modern democra-

cies. Practical measures to increase youth participation in elections might include

- A registration drive targeted at young people
- Flexible forms of “rolling” registration, maximising ICTs, many people interested in voting may not be able to do so until 18 and a half due to the cumbersome system of having an electoral roll which comes into force once a year
- Combining voluntary registration with other events such as driving licence and registration with state websites
- Pilot greater use of postal and electronic (remote) voting
- Investigate automatic registration coupled with safeguards to prevent secondary use of the register
- Immediately release the €1.27million promised under the Programme for Prosperity and Fairness in 2000 to run voter education and participation initiatives as called for by the NYCI.

**The actual turnout was 62%. The CSO is still confident of the results of this survey.*

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SOCIETY'S DRINK PROBLEM

By Michael McLoughlin
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INTRODUCTION

Young people have borne the brunt of much criticism when we adults discuss binge drinking and how over exuberance plays a central role in assaults and various other crimes. But are they to blame? Are young people expected to do as we say or to do as we do?

One in four admissions to the Mater accident and emergency ward were alcohol related in 2000, with the current crisis in the health services this is a burden which must be reduced. Alcohol has been documented as a prime cause of unwanted pregnancy and STDs due to unsafe sexual practice. There has been a dramatic increase in alcohol related offences amongst young people and a 370% increase in arrests amongst teenagers for "intoxication in public places".

Meanwhile the effects on school and college students from over indulgence in alcohol are of grave concern and can have effects way into the future if academic and exam performance is affected. The acceptance of the proposal to shorten opening hours on Thursdays must be welcomed in this regard.

At a time of much over indulgence in alcohol the Liquor Licensing Commission proposed opening more public houses and so called café bars or to be more precise more and more smaller pubs. This is at a time when we in Ireland are spending €2.5 billion on the fallout of our drink problem.

- Per capita consumption of alcohol in Ireland has increased 41% in just over 10 years
- Alcohol is the primary cause of death in 33% of fatal road accidents
- More than 40% of men and 16% of women are what is termed binge drinkers, in other words they drink more than six drinks whenever they go out drinking

- 1 in every 4 young people between the age of 10 and 16 years of age had been drinking alcohol in the last month

Society's response, and unfortunately the response of the Commission on Liquor Licensing to this problem is to propose the establishment of more pubs throughout the country. The Gardaí and the Minister for Justice have failed to implement the Intoxicating Liquor Act of 2000, and the Minister's preferred solution is to introduce mandatory ID cards for young people.

SETTLED PRIORITIES

While there is continuing debate around licensing policy clear commitments have been given by Government in relation to dealing with alcohol abuse. There are clear examples of successful interventions to reduce alcohol harm internationally. The main priorities outlined in the governments own task force document were:

- Regulating availability through access, pricing and promotion
- Providing deterrence through penalties
- Limiting harm in the drinking environment and influencing demand by awareness, advocacy, education and training

The main principals of alcohol policy in Ireland have clearly been laid down

- To reduce total alcohol consumption at the population level to the EU average
- To reduce harmful consumption of alcohol at an individual level, especially binge drinking and regular heavy drinking

- To provide greater protection for children and adolescents from the pressures to drink
- To prevent and reduce the risk of alcohol related harm on the roads
- To prevent and reduce the risk of alcohol related harm in the drinking environment

Specific measures have been outlined under each heading. Some of the more pertinent measures include:

- Increase alcohol taxes
- Support current ID card schemes until a national ID card scheme is established
- Tight control of new licenses
- Enforce existing laws more tightly
- Curtail marketing and advertising

In an era of joined up government policy makers should reflect on how necessary it is to change these priorities, how closely is the report on the Commission on Liquor Licensing aligned to these priorities and why any differences have emerged. As with all policy areas an integrated approach is necessary.

LISTENING TO YOUNG PEOPLE

The debate around alcohol in Ireland can be at its most irrational where young people are concerned. The NYF believes that young people will respond to the situations they find themselves in, as do other members of society. Scapegoating and singling out young people as being the cause of a problem with alcohol is no solution.

Policy makers, law enforcers, teachers and other people dealing with this area tend to be parents and have the natural concern of parents for their children. However it also necessary to sometimes hear the unmediated voice of young people themselves in this debate.

The actual views and experiences of young people are a valid input. Policy makers need to understand youth culture in all its diversity rather than working on stereotypes. Simply telling young people not to do something, particularly when everybody else is doing it, will not work. Section 1.6 of the 2001 EU Recommendation on Alcohol and Young People calls specifically for the involvement of young people in efforts to combat alcohol abuse and harm.

The National Youth Federation and its local member youth services have pioneered the concept of youth participation in the delivery of youth services. Local youth services and the NYF would be more than willing to facilitate listening sessions on alcohol consumption and related issues.

Based on our experience we can outline some of the issues relating to young people. Overall there is a broad social acceptance of alcohol and alcohol abuse. It is therefore no surprise that young people buy in to this as wanting to grow up fast has always been a desire of youth.

Young people may often lack self confidence and seek peer approval and alcohol is one way of achieving this. Similar factors as for the rest of society apply for example the promotion of drink as enhancing sexual attractiveness and success.

The recent proposals to introduce I.D. cards for 18-21 year olds is another red herring in this debate. Such a development flies in the face of a society where young people should be given more respect and responsibility.

Once more young people are being targeted because of the failure of the rest of society. Will the minister introduce ID cards for convicted drink drivers or those convicted of domestic violence or sexual assault while drunk. Are young people a greater danger to society than these categories bearing in mind that an extremely successful voluntary ID card scheme already exists.

This development amounts to an invidious form of discrimination against this group. Given the prominence given to equal treatment before the law in Articles 40.1 of the constitution the National Youth Federation believes that any progress on this issue may be unconstitutional.

CONTROL ON ALCOHOL ADVERTISING & PROMOTIONS

The marketing and advertising of alcohol to young people is a cause for major concern. Research on this issue has shown over 80% of young people are impressed by alcohol advertising. Products such as "alcopops" are specifically designed for and marketed at a youth market.

There is a need to prohibit the continued link and sponsorship by alcohol companies of all sporting events and any public or private competition that a person under 18 yrs of age may enter. This will give rise to a need to encourage private sector companies to replace such sponsorship through greater incentive schemes including special tax initiatives.

All sporting bodies should be encouraged to eliminate the sponsorship of events and teams by alcohol related companies within their own organisation and to adopt a voluntary code that will result in the elimination of all such linkages with a three-year period.

INVESTING IN ALTERNATIVES TO THE PUB CULTURE

One of the most common reasons given for the drift to alcohol and drinking is boredom and the lack of interesting activities for young people. The Youth Sector must be a central aspect of this pillar of policy as must be proper investment in local community facilities. Any substantial sized town should have certain basic facilities for young people such as a swimming pool, a skateboard park etc.

The 2001 Youth Work Act and the subsequent Youth Development Plan offer a clear framework for moving in this direction yet they are not been implemented and the resources are not being provided. It is simply unrealistic to speak of trying to woo young people away from alcohol centred lifestyles while refusing to promote or invest in the alternatives.

There needs to be a coherent and integrated position on alcohol abuse from Government. There has

been no shortage of thinking on alcohol and drink related issues. Several government-sponsored reports on alcohol abuse have been produced in last number of years and there is the ongoing work of the Commission on Liquor Licensing. It is perhaps indicative of our priorities that the Strategic Task Force on Alcohol has emerged from the deliberations of the Commission on Liquor Licensing as opposed to vice versa. The reports and successive government statements send out mixed messages on alcohol policy.

The balance of those on the Liquor Licensing Commission should also be a cause of concern. Those with a vested interest in selling alcohol have considerable representation, indeed there is multiple representation with publicans (two organisations), IBEC, hoteliers, nightclub owners, retailers, restaurant owners and off license owners all present, as opposed to those with public health remit with much more limited representation.

CONCLUSION

Legislation will also be required in other areas. The 2001 Public Order Bill provides for action to be taken against licensees of premises with a record of public order offences. This Bill if enacted would play a major role in combating alcohol abuse and associated public order problems.

The NYF supports amending this section 17 of the 2000 Act to ensure that on and off-licences will be required to identify with indelible ink, the name of the owner and the address of the premises on all liquor products, both canned and bottled, sold for consumption off the premises. It is also proposed to increase the penalty for contravening any such amended section as presently outlined in Section 17.

Finally, training initiatives such as the Responsible Serving of Alcohol programme under the auspices of CERT should be welcomed, evaluated and applied more widely (i.e. to current staff and off licenses)

NYF RECOMMENDATIONS

The NYF has made 25 recommendations in its submission to the Oireachtas Committee on Justice Equality Defence and Womens Rights.

The main ones include:

- Reports of the Strategic Task Force on Alcohol (2002) and the National Alcohol Policy 1996 to be main policy guidance documents
- Full implementation of Intoxicating Liquor Act 2000
- Enactment and enforcement of the Public Order Bill 2001
- Retention of current equality legislation in relation to age discrimination
- The prosecution of publicans who serves alcohol to intoxicated persons
- Amend Section 13 of the 2000 Act to ensure that any publican found guilty of selling alcohol to a person under 18 years of age shall be subject to a mandatory 7 days closure of their premises on a first conviction unlike the discretionary manner in which this section is at present being applied.
- Introduction of a Health Education Levy on all alcohol companies based on their annual pre tax profits. Health Levy to fund education and alcohol awareness programmes plus the promotion and distribution of the voluntary national age card.
- Greater public presence of Gardaí after pub closing time
- Publicise provisions relating to closure orders on premises with public order problems
- Amend section 17 of the Intoxicating Liquor Act 2000 to ensure that the name and address of all on and off-licenses are contained on all alcohol products sold for consumption off premises
Reinforce the proof of age responsibility on

- all publicans
- Tighter controls of alcohol promotions including the banning of alcohol companies sponsoring events for under 18s and of all sporting events
- Greater investment in community alternatives for young people, including youth services and sporting facilities including implementation of the Youth Work Act
- The promotion of the National Age Card scheme, presently administered by an Garda Síochána, and the availability of this card free of charge, to all persons over the age of 18 years, who apply for such a card

To obtain copies of the NYF Submission on alcohol to the Oireachtas Committee on Justice, Equality Defence and Women's Rights please contact:

Michael McLoughlin / Gearóid Ó Maoilmhichíl

**National Youth Federation
20 Lower Dominick Street
Dublin 1**

Tel: (01) 8729933

Fax: (01) 8724183

**Email: mmcloughlin@nyf.ie /
gomaoilmhichil@nyf.ie**

POLICY, FUNDING & ROUNDUP

NETWORK OF VOLUNTARY GROUPS CEO / DIRECTORS

Are you currently working as a CEO or Director of a voluntary organisation? Are you responsible for managing or co-ordinating a community project? Are you interested in exploring the development of a support network with your peers?

If so, then join the CEO/Manager Network for free. The first network meeting took place on May 27th with 26 CEO / Managers in attendance. The outcome was the establishment of a steering group to develop a programme of seminars and networking / peer-to-peer support opportunities.

RECONSTRUCTION OF COMMUNITY PILLAR

Following the conclusion of negotiations on the current national agreement Sustaining Progress, the Government announced they were expanding and re-structuring the Community & Voluntary Sector's representation as one of the four 'pillars' of social partnership (the farmers, employers and trades unions make up the other three pillars). These changes aim to make Community & Voluntary Sector involvement more reflective of the diversity of experience that the sector represents.

Significantly, the restructured Community & Voluntary Sector Pillar will now include The Wheel. As an independent facilitator of many voices from within the Community and Voluntary Sector, The Wheel will be focusing its involvement in future negotiations on issues that are of concern to the Community & Voluntary Sector as a whole, e.g. the cost and availability of insurance for Community and Voluntary organisations.

The Wheel will be helping to input the expertise and concerns of Community and Voluntary groups

throughout Ireland into diverse fora that are now open to it through the social partnership process.

Please contact us If you are interested in exploring how you or your group could input into The Wheel's ongoing Social Partnership work.

**For further information on both the
CEO/Directors Network and the
Recostrcutuion of the Community
Pillar please contact:**

**The Wheel
ISFC, 10 Grattan Crescent
Inchicore
Dublin 8
Tel: (01) 4548727
Email: info@wheel.ie**

GARDA YOUTH DIVERSION PROJECT GUIDELINES LAUNCHED

On 23 May, the Minister for Justice, Equality and Law Reform, Mr Michael McDowell, T.D., formally launched the Garda Youth Diversion Project Guidelines at the Slieve Russell Hotel, Ballyconnell, Co Cavan.

Garda Youth Diversion Projects are one of a number of proposals in the National Development Plan designed to promote social inclusion. They are a multi-agency crime prevention measure within the justice system, involving the Garda Síochána and the Probation and Welfare Service, aimed at young people who, due to social exclusion, are at risk of becoming involved in anti-social and/or criminal activity.

The projects have been developed in partnership with other State agencies providing services and

developing capacity in the skills, education, self-improvement and employment areas. This partnership approach results in an enhanced service to the client groups.

The evaluation report on the Garda Youth Diversion Projects - Impact and Effectiveness of the Garda Special Projects (Bowden and Higgins, 2000) - suggested that a set of guidelines were required in order to develop a planned and strategic approach and recommended that the guidelines should set out:

- The nature of youth crime prevention and diversion projects
- The implementation structures required to deliver programmes at local level
- The roles of the various stakeholders involved
- The range of actions and measures that are appropriate to fund as good crime prevention work (*Bowden and Higgins, 2000, p. 164-165*).

Furthermore, the rapid expansion in project numbers created quality assurance challenges in relation to the operation and management outcomes of the projects. As a result, in 2001 the Department commissioned the Centre for Social and Educational Research (CSER) at the Dublin Institute of Technology, Rathmines to prepare comprehensive guidelines for the establishment, operation, management and administration of the projects.

The purpose of the guidelines is to act as a benchmark against which applications for new projects are to be evaluated on an ongoing basis. They should be viewed as an aid to new and existing Garda Youth Diversion Projects on the establishment, operation, administration, and monitoring of their projects and include guidance on the following:

- Establishment of projects: the criteria for establishment of projects including the purpose and extent of consultation required prior to setting up a Garda Youth Diversion Project and the type of implementation structure required once set up
- The ongoing operation of projects including procedures identification/referral of project participants, and the quality assurance state

ments and actions required in relation to safety, protection and welfare

- Mechanisms to compare anticipated services against services delivered by the project
- Management structures, administration procedures, financial control and accountability mechanisms required to be put in place within Garda Youth Diversion Projects
- Monitoring and evaluation structures. The procedures and mechanisms for monitoring and evaluating projects on an ongoing basis

The guidelines set out best practice in relation to preventative activities and interventions in dealing with marginalised young people, and will act as a practical aid to projects, their management committees and their co-ordinators.

MINISTER MAKES AMENDMENTS TO EQUALITY LEGISLATION

On 9 May, the Minister for Justice, Equality and Law Reform, Mr. Michael McDowell, T.D., announced that the Government has agreed to his proposals to amend the Employment Equality Act 1998 and the Equal Status Act 2000.

The proposed Bill is necessary to implement the employment and non-employment aspects of the Race Directive (2000/43/EC), the Framework Employment Directive (2000/78/EC) and the Gender Equal Treatment Directive (2002/73/EC).

The proposed Bill will also provide for a number of other amendments to the Employment Equality Act 1998 and the Equal Status Act 2000. These amendments are the result of consultations undertaken by the Department of Justice, Equality and Law Reform in relation to the implementation of the Directives. It is intended that the Bill will be published as soon as possible.

The main provisions of the Bill in relation to the Employment Equality Act, 1998 are:

- Provision for the extension of the scope of the Act to persons employed in a self-

employed capacity.

- Provision for the extension of positive action provisions to all nine grounds covered by the Act.
- Provision for the extension of the age provisions of the Act to persons under the age of 18 but over the minimum school leaving age and over 65. Employers will still be allowed to set minimum recruitment ages of 18 or under and to set retirement ages.
- Provision for an amendment of the current exclusion from the provisions of the Act in respect of employment in private house holds.
- Provision for the requirement on employers to provide reasonable accommodation for persons with disabilities to be, in future, subject to it not imposing a disproportionate burden rather than nominal cost.
- Provision for the amendment of the redress provisions in respect to the Defence Forces in order to allow members of the Defence Forces access to the general redress mechanism in respect of all the grounds covered by the Act (except age and disability).

The main provisions of the Bill in relation to the Equal Status Act, 2000 are:

- Provision for the shifting of the evidential burden of proof from the complainant to the respondent once the complainant has established a prima facie case
- Provision for licence holders to set a minimum age limit, higher than the legal age limit of 18 (for example, a policy to serve alcohol to persons over the age of 21 only), provided they publicly display the new age limit and the policy is implemented in good faith.
- Allowing claimants and respondents to choose any person, including an organisation, to represent them before ODEI - the equality tribunal.

INTOXICATING LIQUOR BILL PUBLISHED

On 18 June Mr Michael McDowell, T.D., Minister for Justice, Equality and Law Reform announced that the Government had approved publication of the Intoxicating Liquor Bill 2003 which as already created huge public debate (*see the article on pages 10-13*).

The purpose of the Bill is to amend the Licensing Acts 1833 to 2003 in order to respond to urgent recommendations of the Commission on Liquor Licensing and to concerns outlined in the Interim Report of the Strategic Task Force on Alcohol. Also relevant in this context is the special initiative on tackling alcohol misuse set out in chapter 2 of Sustaining Progress (Social Partnership Agreement 2003 - 2005).

On 11 June, the Minister discussed the General Scheme of the Bill with the Joint Committee on Justice, Equality, Defence and Women's Rights. Arising from these discussions the content of the Bill has been adapted to take account of a number of concerns raised by members of the Joint Committee. The main provisions of the Intoxicating Liquor Bill 2003 fall under the following headings:

Combating Drunkenness and Disorderly Conduct

- The Bill contains revised provisions, including stronger penalties, in relation to the sale and supply of intoxicating liquor to drunken persons and drunkenness in licensed premises.
 - Stronger provisions relating to the maintenance of order and the prohibition on disorderly conduct on licensed premises.

Enforcement and Sanctions

- Wider use of temporary closure orders where licensed premises are found to be in breach of the licensing laws, e.g. in relation to permitting drunkenness or disorderly conduct, or supplying alcohol to drunken persons.
 - The extension of enforcement powers under the licensing laws to non-uniformed Gardai.

Trading Hours

- Closing time on Thursday nights to be brought back to 11.30 p.m..

- A new provision which will allow local authorities to adopt resolutions in relation to the duration of special exemption orders in their areas; the Courts shall have regard to such resolutions when granting special exemption orders.

- A prohibition on the provision of entertainment during the 30 minutes drinking-up time.

Admission and Service

Amendment of the Intoxicating Liquor Act 1988 as follows:

- Prohibition on supply of intoxicating liquor to under 18s, and consumption by under 18s only with the explicit consent of a parent or guardian.

- Licensees to have discretion to exclude under 18s from bars of licensed premises at any time but will be required to exclude them after 8.00 p.m.

- Moreover, a child (under 15) may be excluded from a bar if it appears to the licensee that the duration of the child's presence in the bar could reasonably be regarded as injurious to the health, safety or welfare of the child.

- A new requirement whereby persons under 21, other than those accompanied by a parent or guardian, must carry an age document in the bar of licensed premises.

- Transfer of jurisdiction in certain cases of alleged discrimination in licensed premises from Equality Tribunal to the District Court.

Amendment of Equal Status Act 2000

- The discretion of licensees to exclude children and persons under 18 years from the bar of licensed premises to be safeguarded;

- Licensees to be permitted to set a minimum age for the sale and consumption of intoxicating liquor at a level above the statutory minimum of 18 provided the policy is publicly displayed and operated in good faith.

Other Provisions

- Consumption of intoxicating liquor sold for consumption off the premises to be prohibited in the vicinity of a licensed premises, or in an off-licence.

- Lower price sales of alcohol during a limited period on any day, i.e. 'happy hours' will be prohibited.

- Provision for the making of regulations
- To prohibit or restrict licensees from engaging in promotional practices that are intended or likely to encourage persons to consume alcohol to an excessive extent.

- To specify particulars to be affixed to any con-

tainer in which intoxicating liquor is sold for consumption off the premises which enable the identity of the licensee and the licensed premises concerned to be identified.

Copy of the Bill is available on the Oireachtas website (www.oireachtas.ie).

For more information on the Garda Youth Diversion Project Guidelines, Equality Legislation Amendments and Intoxicating Liquor Bill contact:

**Department of Justice,
Equality and Law Reform
72-76 St. Stephens Green
Dublin 2
Tel: 01 6028202
Fax: 01 6615461
Email: info@justice.ie**

GOOD PRACTICE HANDBOOK FOR COMMUNITY BASED PROJECTS

The Children's Research Centre, TCD (headed by Prof Robbie Gilligan) has produced a handbook outlining a model of good practice for groups setting up or working in community-based projects. It should prove particularly invaluable to people working directly with children and young people at risk, and also to project managers, funders or partners supporting community based projects.

"I found Helping Children Feel They Belong engaging, practical and user friendly. It is clearly coming from a very child-centred base and is grounded in real experience. I have no doubt it will prove to be a valuable resource to anyone involved in providing community based support programmes for children & young people, be they staff, volunteers, managers, parents and indeed young people themselves".
Margaret Rogers: Regional Manager Barnardos

The handbook which costs 15.00 Euro is available to community projects for a special promotional price of 10.00 Euro.

For further details, please contact:

**Colm Smyth
Tel: 01 6082982
Email: smythco@tcd.ie**

RESOURCES

DISABILITY

**Inclusion Fusion:
An Educational Board Game (2002)
By National Youth Agency (UK) &, Youth Start
Disability Equality Project & WECODP Ltd**

Inclusion Fusion is a fun but educational issue-based game for young people aged 13-16 years of age. **The aims of the board game are:**

- To encourage young people to think about the social origins of disability.
- To encourage young people to think about the negative impact which disability discrimination has on both young and adult disabled people.
- To break down any discriminatory and stereotypical attitudes and views, which the young people may have about disabled people.
- To positively explore how inclusion in main stream society can be achieved for disabled young people and to break down barriers between young disabled & young non-disabled.

DRUG AWARENESS

**Fixing It: Young People,
Drugs and Disadvantage (2000)
By Margaret Melrose**

Based on interviews with young people who have offended, been excluded from school or 'looked after' in public care. *Fixing It* describes why young people use drugs; the patterns of their drug use and the meaning it has for them. It also details the link between drug use and disadvantage; the interventions which may prevent or limit the harm of drug use. It makes connections between drug use and the experience of social and emotional deprivation and shows how these life experiences can affect young people's consumption of drugs, alco-

hol, tobacco and volatile substances. It also shows that these experiences affect young men and women differently and that these differences need to be acknowledged and worked with by professionals. Rather than assuming what motivates adolescent drug use, *Fixing It* indicates how we can match our interventions to the often-complex motivations of young substance abusers.

**Joint Effort: A Training Game Promoting
Awareness & Development of Drug Policy
By Lancashire County Council**

Joint Efforts is a board game designed to assist in the promotion and development of drug policy by enabling youth and community workers, school personnel and young people to become familiar with existing policy and guidelines around dealing with drug related incidents and by enabling youth and community groups to identify areas of existing policy which need to be developed. The board consists of a building with a surrounding community vicinity. Throughout the game participants are led to encounter situations which will encourage them to identify policy, procedure and good practice both inside the building room & outside.

FAMILY LIFE/LONE PARENTS

**Family Links, Steps & Stages:
Positive pointers for lone parents who
are helping their children understand
their family situation (2003)
By Margot Doherty for Treoir**

The structure of family life in Ireland is becoming ever more varied in the 21st Century. More and more children are being born outside the institution of marriage, some into a stable cohabiting relationship and others into more short term or non-existent relationships. This coupled with the availability of divorce in Ireland and the increase in marital separation, means that an increasing number of children are experiencing family life with their par-

ents living apart. This book is written to provide some thoughts to assist parents in these family situations.

Topics covered include:

- How to talk to children about their family situation
- How to manage the parenting at a practical level where two parents are living apart, and how this might affect the children
- What place do both parents have in the lives of their children
- How, or if, both parents should stay in touch with their children
- What is the role of a new partner in the lives of the children

Supporting Workers with Young Parents (2003)
By Treoir

Produced by Treoir this is a resource pack for workers with young parents. It is divided into twenty-one sections covering issues such as housing, health, income support, paternity issues, employment rights and equality.

Taking the Stand: A guide for unmarried parents resolving disputes regarding care of their children (2003)

Original editorial group Margaret Dromey, Veronica Black & Rosaleen Maguire, Updated by Margaret Dromey, for Treoir

This publication arose in response to an increasing number of parents contacting the National Information Centre of Treoir who were having difficulty coming to arrangements regarding co-parenting their children where they were living apart. The aim of the booklet is to give parents guidance in relation to parenting their children while they are living apart and to outline the options available where difficulties and disputes arise. This booklet provides:

1. A summary of the legal rights of unmarried parents and their children.
2. Some material/options for resolving disputes between parents, including mediation, negotiation and going to court.
3. Information to help prepare unmarried parents if they decide to represent themselves in court.

Work It Out (2003)
By Treoir

This booklet is designed to help lone parents receiving the One-Parent Family Payment to look at the many options/schemes which are available to them when considering (re)entering the workforce, education or training. The booklet outlines the benefits and allowances available to one parent families; employment supports and back to education programmes.

GENDER PROOFING

**Gender Proofing
Gender Proofing Handbook (2002)**
By Marie Crawley & Louise O'Meara

In 2001 a gender proofing training initiative was carried out with six County Development Boards in the Border, Midland and Western (BMW) Region in response to the Government's commitment to gender proofing in the National Development Plan. The purpose of the training initiative was to design and deliver Gender Proofing Training to Board members of the participating CDB's to enable them to gender proof their ten year strategies. The Gender Proofing Handbook has been developed as an outcome of the initiative.

The handbook is intended to provide information and practical assistance to those planning to gender proof strategies or development plans. The handbook is divided into two sections; section one comprises of a number of information sheets outlining why gender proofing is needed and provides general background information on the issue. Section two focuses on how to apply the process of gender proofing to objectives and actions.

TRAINING

**Partners Companion to
Training for Transformation, (2001)**
By Maureen Sheeny

For twenty years, Partners has been running Training for Transformation workshops in Ireland & elsewhere, using Anne Hope's & Sally Timmel's Training for Transformation Handbooks as their pri-

mary textual resource. During that time many of the exercises have been adapted and many new exercises have been developed.

This companion handbook is an attempt to make these new resources available to more people. While any facilitator can dip in and out for specific exercises, this manual is mainly written for those already conversant with and skilled in Training for Transformation experiential process methodology.

WORKING WITH YOUNG PEOPLE

Working with Young People Work with Young Men (2003) *By Vanessa Rogers*

Resource handbook containing games, activities and projects aimed to help youth workers build relationships with young men, including hard-to-reach young men. It comprises over 60 exercises to engage and motivate young men to explore issues such as health, sexual relationship, peer pressure and anger management. Evaluation exercises are also included to help young leaders gauge the success of the exercises and young people to realise what they have learnt through taking part. These exercises can be used selectively or easily adapted to engage everyone irrespective of age or level of ability. Split into six sections the ideas and activities in this tool kit build a solid foundation that facilitators can use to begin further exploration of the issues raised.

Looking Glass: A Positive Communication Work-book (2002) *By Lynda Regan, Sally Jones & Carole Pelling*

This is a work-book of practical exercises, ideas and guidance to help develop and build on positive relationships with young people. It can be used, in a wide variety of settings, by anyone doing direct work with young women. It will enhance the ability of the young person to deal with one-to-one relationships and provide opportunities for them to feel listened to; have their views recognised and explore the dynamics of relationships.

Although the ideas and exercises contained in this work-book were developed through work with young women (aged 12-16) in residential care, the exercises can be used with young women in a range of other settings; and indeed, many are

transferable to working with boys and young men.

D is for Directions: A guide to running confidence building courses for men of all ages (2002) *By L. Wilson, M. Blair & P. Armstrong*

This manual is designed for group work facilitators working with men of all ages, it contains exercises that are designed to: unlock doorways to better self knowledge & understanding; encourage the sharing of experiences with others; and offer a range of life skill tools which promote self acceptance and increase self confidence.

Depending on your needs as a course facilitator, you can follow the manual's approach to confidence building from start to finish, or you can dip in and pull out exercises that are appropriate to your group. All materials have been tried and tested and all exercises requiring handouts are set out on separate pages that can be easily photocopied. By using this material you can confidently develop a programme in which participants challenge themselves, taking each step towards personal development as steadily as is comfortable for them.

YOUTH PARTICIPATION

Participation: Spice it up (2002) *By Dynamix Ltd & Save the Children*

This is a valuable resource for all professionals who work with children and young people – including local authority staff; teachers, play, youth and care workers and health professionals. To really change things for children, and to ensure that their right to participate becomes an everyday reality in schools and communities, young people's participation has to become a mainstream activity throughout the public services.

For those who are serious about child participation this book will help guide them through the context of this work, provide a toolkit of methods to make work more effective, and point out the pitfalls to avoid. The book is based on tried and tested methods founded on the principle of Serious Fun – a seriously fun approach to participation and inclusion.

Words to the Wise: Successful Peer Education with Young People (2001)

By Kirstie Lilley

Growing out of the experiences of the Somerset County Youth Services Peer Education Project, this manual is a practical peer education manual to guide you through your own project with young people. It is aimed at full and part time youth workers within local authorities and voluntary agencies. It provides practical hints, tips and training sessions, together with ways of avoiding the most common problems to help you empower your group to devise, develop and deliver their message successfully. Comprising seven main section and eight resource packs *Words to the Wise* includes:

- Background information on peer education
- A framework for action
- The skills, knowledge and attitudes needed
- Advice on evaluation and assessment
- Photocopiable practical planning sheet
- Ready made training events, complete with programmes, session plans & handouts

Young People and Citizenship (2003)

By Vanessa Rogers

This is a resource handbook which introduces key themes that will enable youth workers to develop lively and creative programmes for young people aged 11-16 to help encourage them to become informed and active members of their communities. It will enable them to make sense of the world around them, promote participation and build their skills to speak out about the things that matter to them.

Divided into sections with activities and ideas suitable for individuals and groups, topics include young people's rights and responsibilities, decision making, the importance of voting and the democratic process, fairness and social justice, how to bring about change, community involvement, and the media and environmental issues.

Understanding Anger:

A Group Work Programme, (2001)

By Jim Hopkinson & Derek Owens-Rawle

This practical resource is designed for use by workers and trainers working with young people whose anger causes difficulties. The manual has been compiled from the experience of running programmes with young people. It includes:

1. An exploration of approaches to working with young people on issues of anger and anger management.
2. Guidance on the practicalities of setting up a programme for young people around understanding anger.
3. Training activities for use on a programme designed to encourage young people to look at ways of recognising and dealing with their feelings in a more effective way.

YOUTH POLICY

Years of Youth & Policy: A retrospective (2003)

By P.C. Nolan

Youth and Policy, The journal of Critical Analysis is 20 years old. To celebrate this milestone this collection of 20 articles revisits some of the most inspirational writing to have featured in the journal's pages over the year. It includes articles on cinema, drugs, fiction, youth work, informal education, health, crime, management, feminism, race, alcohol, professionalism, music and mentoring by the best-known thinkers and authors in the area of youth policy.

Together they capture something special about youth work and informal education as well as providing a fascinating insight into the areas that have exercised the minds of those concerned with the position and status of young people in society these last 20 years.

All of these titles and others on related topics are available ON LOAN (NOT FOR SALE) to IYWC members. The IYWC is an official sales agent in the Republic of Ireland for CPA, DEFY, Directory of Social Change, NYCI, Nightshift Publications and Russell House Publishing.

**Further Information from:
Fran Bissett/Gina Halpin
Irish YouthWork Centre
National Youth Federation
20 Lower Dominick Street
Dublin 1**

**Tel: (01) 8729933 Fax: (01) 8734183
Email : fbissett@nyf.ie; ghalpin@nyf.ie
Website: www.iywc.com**

NOTICEBOARD

SUPPORTING VOLUNTEERS

Date: Wednesday 17 September 2003
Time: 10am – 4pm
Venue: Victoria Hotel Eyre Square, Galway

One-day course aimed at anyone who is responsible for managing volunteers. It is useful for any organisation that is interested in improving methods that help to retain volunteers and encourage good performance.

Cost: 50 Euro

THE KEY TO RETAINING VOLUNTEERS

Date: Wednesday 22 October 2003
Time: 10am – 4pm
Venue: Coleraine House, Dublin 7

One-day course based on material from Rick Lynch and Steve McCurley's book *Essential Volunteer Management*, the best selling book in the field. This advanced course is aimed at people who are directly responsible for managing volunteers and who already have a good understanding of the basic principles of good practice in volunteer management.

Volunteer turnover creates a constant, time-consuming need to recruit, interview and train new people. The motivational needs of volunteers change over time. This session will discuss critical points in the volunteer life cycle at which the volunteer will determine whether or not to remain with the organisation and show you ways to adjust volunteer roles to meet these changing motivational needs.

Cost: 80 Euro

DESIGNING VOLUNTEER ROLES FOR RESULTS

Date: Wednesday 23 October 2003
Time: 10am – 4pm
Venue: Coleraine House, Dublin 7

Trainer: Rick Lynch, Lynch Associates, Seattle, One-day course based on material from Rick Lynch and Steve McCurley's book *Essential Volunteer Management*. This advanced course is aimed at people who are responsible for managing volunteers and who already have a good understanding of the basic principles of good practice in volunteer management. This session focuses on a key skill in volunteer involvement – creating roles for volunteers which are significant, rewarding and do-able. It will show how to utilise role design as an element in volunteer retention.

Cost: 80 Euro

**For Further Details and
Booking Forms contact:**

**Anne-Marie Bourquine
Volunteering Ireland
Coleraine House
Coleraine Street
Dublin 7
Tel: (01) 8722622
Email: [anne-
marie@volunteeringireland.com](mailto:anne-marie@volunteeringireland.com)**

CHALLENGING ENCOUNTERS : *Strategies for addressing difficult and problematic behaviour when working with young people*

Date: Thursday 2 - Friday 3 October 2003
Time: 9.15am – 4.30pm
Venue: Dublin

Two-day course for those working with young people in out-of-school settings. It is designed to introduce participants to the theory and skills required to engage young people at points of difficulty and to assist young people to learn from such events for the future. This programme is a combination of theoretical input, demonstration and practice of practical skills and case study review.

Cost: 100 Euro

MAKING THE CONNECTION
*Communicating for Health Promotion
with Young People*

Date: Thursday 25 September 2003
Time: 10.00am – 5.00pm
Venue: Letterkenny

One-day practical training event for all those who strive to communicate health messages to young people. It explores the broad determinants of health of young people and identifies a variety of approaches for communicating with young people on health related issues.

It evaluates current methods of how positive and negative health messages are portrayed to young people as well as identifying ways in which we can communicate more effectively with young people in the context of health promotion.

Cost: 50 Euro

SPOTLIGHT ON THE FACILITATOR
*Developing Effective Facilitation and Groupwork
Skills for Working With Groups*

Date: Thursday 23 – Friday 24 October 2003
Time: 10.00am – 5.00pm
Venue: Athlone

Two-day practical training course for all those who work with groups in out-of-school settings. It aims to explore the theory and practice of facilitation and group work and offers participants a chance to design and demonstrate a range of practical and creative methodologies for working with both adult and youth groups.

Cost 100 Euro

**PEER 2 PEER : Peer Led Approaches
in Health Promotion with a Focus
on Alcohol, Drugs and Sexual Health**

Date: Monday 29 – Tuesday 30 September
2003
Time: 10.00am – 5.00pm
Venue: Dublin

This is a two-day course for those interested in developing Peer Education models with young people in out-of-school settings. It is designed to enable participants to develop the knowledge and skills to understand Peer Education models and to establish a framework for selection, training and

support of Peer Educators for the delivery of health related messages to young people.

Cost: 100 Euro

**For Further Details and
Booking Forms contact:**

**National Youth Health Programme
3 Montague Street
Dublin 2
Tel: (01) 4784122
Fax: (01) 4783974
Email: nyhp@nyci.ie**

YOUTH WORK IN CONTESTED SPACES

Date: Friday 5 – Saturday 6 September 2003
Venue: Europa Hotel, Belfast

Two-day conference bringing together an international group of youth work professionals, including a delegation from South Africa, to develop collaborative relationships and thinking around theory and practice as it impacts on practitioners and young people in situations of conflict and division around the world.

The conference will examine models of youth work in European, North American and African context, the similarities and differences between these, and what these models tell us about how we might measure and evaluate our practice. Contributors include Dr. Frida Rundell, Prof. Mike Baizerman, Sanja Spanja, Dr. Tony Morgan, Dr. Ken Harland, Dr. Maurice Devlin, David Treacy & Dr. Dough Magnusson

Cost: Full Fee £80.00, Day rate: £45.00

**For Further Information and
Booking Forms contact:**

**The Administrative Officer
The Conference and Professional
Development Unit
University of Ulster at Jordanstown
Newtownabbey
Co. Antrim
BT37 0QB
Tel: 0044 (0)28 90366680
Fax: 0044 (0)28 90366060
Email: cpdu@ulster.ac.uk**

**Irish YouthWork Scene
20 Lower Dominick Street
Dublin 1**