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**EUROPE**

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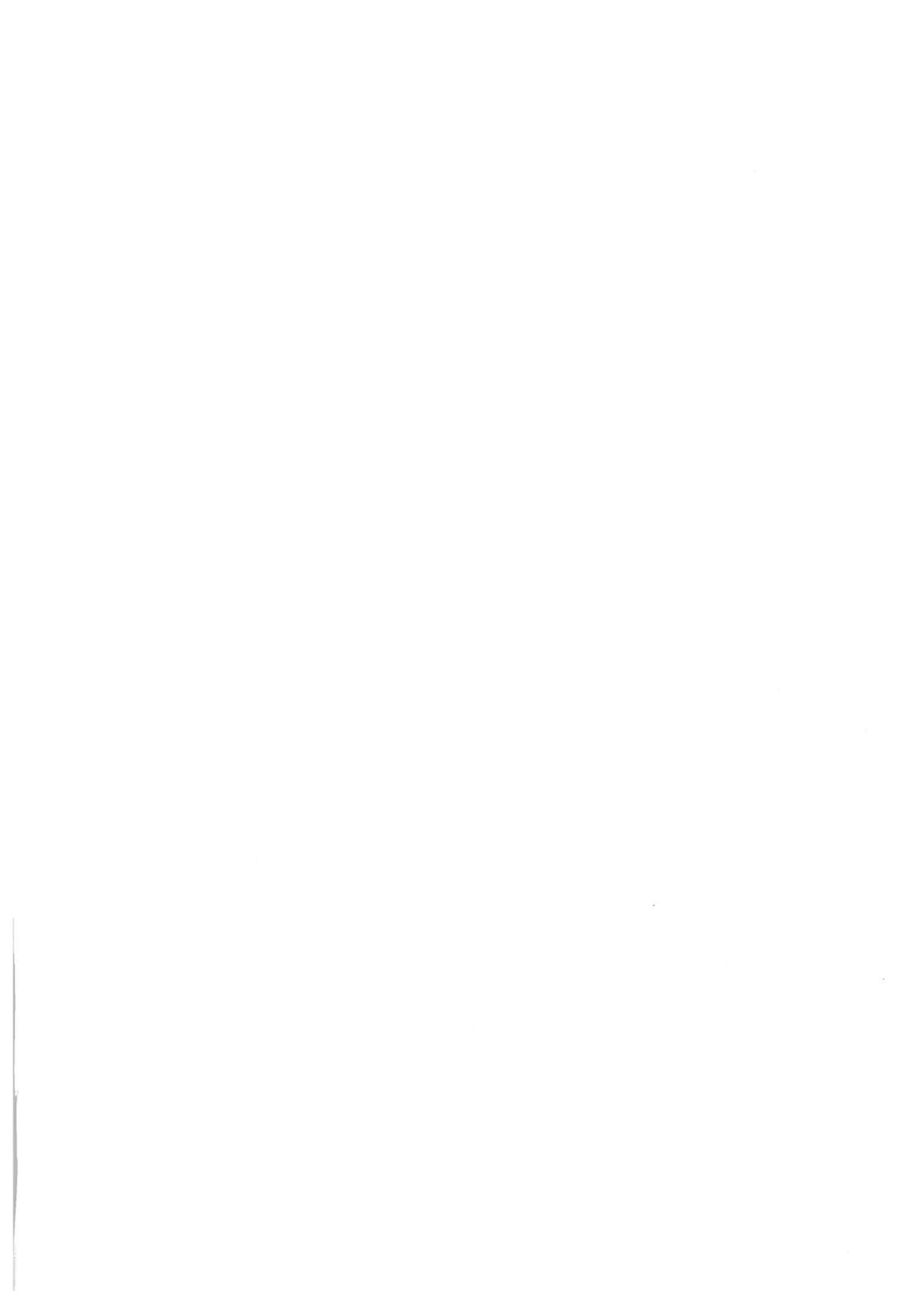
# Report of the 8th European Guide & Scout Conference

Salzburg, Austria, 1 - 6 April 1995

World Association of Girl Guides and Girl Scouts  
Association Mondiale des Guides et des Eclaireuses



World Organization of the Scout Movement  
Organisation Mondiale du Mouvement Scout



## INTRODUCTION



The 8th European Guide and Scout Conference took place in Salzburg, Austria, from 1 - 6 April 1995, hosted by Pfadfinder und Pfadfinderinnen Österreichs.

The Conference was chaired by Elspeth Henderson, Chairman of the Europe Committee WAGGGS, and Thijs Stoffer, Chairman of the European Scout Committee, with the help of Giovannella Baggio, former President of AGESCI, Italy, and Stein Lovold, Chief Scout of the Norges Speiderforbund, Norway.

The Conference was opened by Mr Giancarlo Lombardi, Minister of Education for Italy, the keynote address was given by Mr Federico Mayor, Director General of UNESCO and the closing address was given by Dr Thomas Klestil, Federal President of Austria.

## CONFERENCE CHAIRMEN

<b>Giovannella Baggio</b>	Former President, AGESCI, Italy
<b>Stein Lovold</b>	Chief Scout, Norges Speiderforbund, Norway
<b>Elspeth Henderson</b>	Chairman of the Europe Committee WAGGGS, Ireland
<b>Thijs Stoffer</b>	Chairman of the European Scout Committee, the Netherlands

## RESOLUTIONS COMMITTEE

<b>Liesbeth Lijnzaad</b>	International Commissioner WAGGGS, Scouting Nederland
<b>Linda Peters</b>	International Commissioner , Irish Girl Guides
<b>Tony Papantoniou</b>	International Commissioner, Cyprus Scouts Association
<b>Roland Daval</b>	Chief Commissioner , Association des Eclaireuses et Eclaireurs de France

## CONFERENCE TELLERS

<b>Neda Louca</b>	International Commissioner, Girl Guide Association of Cyprus
<b>Milko Okorn</b>	International Commissioner, Zveza Tabornikov Slovenije
<b>Adina Dabu</b>	International Commissioner, Cercetasii Romaniei
<b>Anna Lindberg</b>	International Commissioner, Svenska Scoutrådet

**ADDRESS BY**  
**MR FEDERICO MAYOR,**  
**DIRECTOR-GENERAL**  
**OF THE UNITED**  
**NATIONS**  
**EDUCATIONAL,**  
**SCIENTIFIC AND**  
**CULTURAL**  
**ORGANIZATION**  
**(UNESCO)**

Chairmen,  
Ladies and Gentlemen, Friends,

"Since wars begin in the minds of men, it is in the minds of men that the defences of peace must be constructed". Although it dates from 1946, this famous citation from a passage in the Preamble to the Constitution of UNESCO seems to me to be as relevant now as it was then. One just has to say the names that constantly recur in our daily lives - Bosnia, Rwanda, Algeria, and so on - to see that the minds of men are still unready. On the eve of the third millennium, the great challenge to humanity remains the same, namely, how to replace the culture of war by a culture of peace. This is why I am grateful to our hosts for having linked this meeting to the culture of peace.

The end of the Cold War and bipolarity did not bring about the reconciliation that might have been expected. The contrary occurred. The air of freedom immediately became heavy with the pollen of destabilization and the demons so long held in check by totalitarianism were unleashed. To the political and economic crises that periodically

shake society were added outbursts of ethnic violence, religious intolerance, undisguised racism, warped nationalism, in short, fanaticism in all its forms. At the same time, however, hope is maintained, the hope that is nurtured by advances in democratization, the emergence of the individual and the upsurge of freedom of expression, examples of which can be seen in South Africa, El Salvador and Mozambique.

UNESCO's function has always been, first and foremost, of an intellectual and moral kind as it is responsible for creating and spreading a spirit of peace, founded on respect for Human Rights and fundamental freedoms and on respect for, and understanding of, the other. This function has now been transformed into a real challenge. This has been clearly understood by the United Nations which, on UNESCO's proposal, proclaimed 1995 the United Nations' Year for Tolerance. Yes, intolerance is a social illness that has its roots in ignorance, lack of understanding and fear. Yes, it must be fought and fought quickly, by knowledge and hence by education.

When we speak of "peace", we often define it by its opposite, by what it is not. It nevertheless has a constructive content. Far from having simply to be preserved or re-established, it must be "built" and constantly "strengthened". It is one of the primary objectives of UNESCO's new programme of action for a culture of peace, i.e., a living culture based on the practice of Human Rights and on the values of justice, solidarity, tolerance and equity, on the promotion of democracy and sustainable human development. While it is commonly admitted that there cannot be peace without an overall improvement in the standard of living, it is also to an increasing degree generally acknowledged that democracy constitutes the only setting where differences can be

expressed and taken into account in peace. The culture of peace is an idea on the move that requires a profound change in our attitudes and daily behaviour and an active acceptance of tolerance, which is neither complacency nor concession nor, to quote G.K. Chesterton, "the virtue of the man without convictions". Just as tolerance is not synonymous with indifference, so peace is not synonymous with either passivity or docility.

The founding father of UNESCO, who had just survived one of the most sombre periods in the history of humanity and knew what paths peace should take, expressed it laudably in the Preamble to the Constitution. As economic development, which is certainly necessary, is insufficient, and as political development, which is certainly vital, is also insufficient, what peace needs is "the intellectual and moral solidarity of mankind".

The idea is there. The means are at our disposal. But how can this objective, that is as challenging as it is vital for the whole of humanity, be achieved? There is, once again, just one single strategy: education, and education understood in its broadest sense, i.e., not only the transfer and sharing of knowledge but also an active introduction to the values of peace, the learning of tolerant behaviour, and the awakening of each person's potential.

For many years, UNESCO has been working to develop training in, and education for, Human Rights and intercultural understanding at all levels for various groups in civil society. Given the urgency and gravity of the situation in this respect, UNESCO's Member States have decided to place special emphasis on the construction of the "defences of peace" in the minds of **young people**. They are the ones who will inherit the Earth in the state in which we leave it to them, and with the means and the

“compass” that we pass on to them. In addition, young people are more receptive than adults to intercultural learning. Just as children learn to speak a foreign language very quickly, easily and well, so they naturally assimilate the values of the culture of peace presented to them. We are in this way at one with the aims of the Charter for Guiding and Scouting in Europe, and wish to help young people to find their “inner compass”, open their minds, think and act on their own.

Can we “learn” values? I believe so. It of course does not mean the inculcation of immutable knowledge and know-how in passive learners. What we are advocating is, on the contrary, a participatory education in which young people are as much the participants in, as the beneficiaries of, a process of discovery. Learning is a two-way process. While adults have a real role to play as parents, organisers and so on, they also have to learn. Even today, they have too great a tendency to take to the warpath, leading the younger ones along behind them. Educating themselves “as they go”, young people surely have an opportunity to get us to discover more peaceful paths.

I spoke a moment ago of “discovery” and I wonder whether this word might not sum up your educational approach. The Guide and Scout Movement in fact offers a system of informal education which involves the active **participation** of young people, encouraging them to work on practical projects that are in line with the philosophy of the culture of peace. Within Europe, for instance, you have developed the “Passport for Europe” programme, presenting 16 to 22 year-olds with a series of challenges in six key areas. This programme offers young Guides and Scouts a “way of discovering the continent” through active participation. The key areas for action (“quality of life”, “culture”, “solidarity”, etc.) are a response to

young people’s need for development and to the desire for solidarity and co-operation in society and the world.

The Guide and Scout Movement has thus understood the need for young people to have stable reference points. The family is regarded in most cultures as the basic social unit, but it cannot always provide the necessary supporting structure and additional frameworks. The Guide and Scout Movement has been able to create a feeling of **belonging** to a group with a shared social aim. This “community” does not run counter to the ambitions of young people. By its great diversity, the Movement in fact caters for particular characteristics of all kinds. It is one of the largest multicultural and interdenominational networks for education and action with young people to make a reality of the culture of peace, tolerance and solidarity. This international slant and this concern with education for peace are perfectly in tune with UNESCO’s programmes.

What are our respective contributions in the alliance between UNESCO and the Guide and Scout Movement that we are currently forging? UNESCO is by vocation a world watchdog, a laboratory for debate, which leads towards devising long-term solutions conducive to the development of human beings in all their dimensions. The Organization is thus also concerned with young people, especially through education for peace and international understanding, through basic education for all and through encouragement of action. It must reach the greatest possible number of young people, by, amongst other means, non-governmental youth organizations.

What then is the role of the Guide and Scout Movement in our strengthened partnership? Today, when one can see, almost

everywhere, that a number of functions formerly assigned to the State are being transferred to new bodies, when the true moulding - that of minds and behaviour - is taking place less and less through institutional channels and when the influence of public opinion, the media, debates and the initiatives of civil society in the decision-making process is growing, the time seems to have come, while pursuing our action with States (which are our natural partners), for us to turn more towards those who are primarily concerned as both participants in and beneficiaries of our action, i.e. the peoples (who speak at the beginning of the Charter of the United Nations) and the driving forces in society such as Members of Parliament, town councils, non-governmental organizations, civil and military associations, businesses, etc. For this reason, we need to establish new alliances with a much wider range of social, economic and cultural agents. We need to increase the number of our partners so that UNESCO’s message and that of the Guide and Scout Movement can reach where we have as yet been unable to go. The objective of the UNESCO-Guiding and Scouting programme of co-operation is thus to work together with citizens and future citizens. If our aim is to take action and put our intentions into practice then what better sphere, what better partner than our fellow citizen?

To avoid war is the only worthwhile victory. But peace is invisible. Here in Austria, and here in Salzburg - where one of the world’s greatest creative geniuses wrote his music - we must employ all our resources in order, together, to see beyond reality, to carry on regardless of bad news, to work with hope and perseverance in the realm of the invisible and to construct peace in the minds of men. ●

**REPORT  
BY THE CHAIRMEN OF  
THE EUROPEAN GUIDE  
AND SCOUT REGION,  
ELSPETH HENDERSON  
AND THIJS STOFFER,  
TO THE EUROPEAN  
GUIDE AND SCOUT  
CONFERENCE IN  
SALZBURG,  
2 APRIL, 1995**

Dear Friends,

We are pleased that so many of you have turned up. It is rewarding and challenging to see so many well-known faces and also, to see many new ones. Thank you very much for coming and showing your interest and dedication to the European Region. We are sure that the Host Committee will do its utmost to make your stay a pleasant one. The way the office in Brussels and the Host Committee have been co-operating has been very successful, and we wish to acknowledge their work. But... let us not be too quick, the Conference is only just starting... With all our help, we are convinced that we can look back at a successful Conference in a few days' time.

We especially welcome those countries which have become members, since the last Conference in Sweden, of either the World Organisation of the Scout Movement, or the World Association of Girl Guides and Girl Scouts. Would you please stand up and be recognised. In alphabetical order: Croatia, Latvia, Romania, Slovenia on the WOSM side, Czech Republic, Estonia, Hungary, Latvia, Romania and Slovakia on the WAGGGS side, and in France, the Muslim Scouts and Guides.

We are also pleased to welcome here today all representatives of member associations-to-be. We have representatives from Albania, Belarus, Bulgaria, Lithuania, Macedonia, Poland, Russia and Yugoslavia.

With this introduction, we have already indicated one major development of the Region in the last three years. In a very short time, many young boys and girls have joined Guiding and Scouting in many more countries. The Region as such has increased its

size by almost 100% in geographical terms, and with many associations and many members requiring support from the Regional Office. One has to bear in mind that this extra support has had to be given with almost no increase in personnel or finance. The Region now totals over 100 associations in more than 30 countries with more than 3 million members. Associations from Iceland to Israel, Finland to Portugal and Ireland to Romania, all have their say and all have a need for contact and support.

With this brief introduction to the report we would like to highlight a few aspects of the report that we have already sent out to you.

First of all, we will speak about the report itself, then about its finances, and then about the implementation of the Helsingborg recommendation. After our report, you will hear brief reports from the chairpersons of the core groups, and a verbal report from the Regional Executives.

This afternoon you will be able to evaluate the work of the Region over the past three years and will have an opportunity to react to our reports.

# REPORT BY THE CHAIRMEN OF THE EUROPEAN GUIDE AND SCOUT REGION

## Report

The report you have received is a factual report which incorporates activities and results of the 3 core groups. The work of the Committees was based on the regional plan of action that was established after Helsingborg. This joint plan of action incorporated all the recommendations of the previous joint Conference, grouped around three main areas of priority, thus meeting the recommendation to prioritise the work of the Region. These three priorities were Youth Programme, Resources and Management and Communications and Co-operation. Of course, by drafting a joint plan of action for the first time, the Committees have also implemented the Helsingborg recommendation, calling for institutional co-operation and integration of the European Scout Region and the Europe Region WAGGGS.

We are not going to repeat everything you have been able to read in the advance documentation, but there are a few elements we would like to highlight:

### Progress reports

On this subject there was a recommendation which identified more and better feedback from the Committees to the associations. Elspeth and Thijs immediately started to act in this way by writing Chairman's letters after each Committee meeting. Most of the time, these letters reached associations one month after the meetings, thus giving information about what was discussed. Also, the regular dispatching of Eurofax has contributed a lot to communication in the Region. In terms of manpower it is worth noting that Eurofax has cost approximately 150 working days

over the entire triennium, if I am not mistaken, Ray? Thank you for doing this job all the time, I am sure the associations appreciate your work.

Progress reports on the implementation of recommendations have often been given verbally. Both Elspeth and Thijs have followed a policy of accepting as many invitations as physically and financially possible to go to associations and talk about the work. Also the Committee contact system, which has been put in place for the members of the Committee, helps enormously to improve communication. This is not to say that we can now rest. There is still a lot to be improved, if only the quick dispatching of Conference documentation, and co-operation of postal systems. This last comment is certainly not made as a joke, but a sincere remark. Indicating the number of days to be spent on the production of Eurofax, one can imagine the amount of work that has to be done for the preparation of the Conference documentation. This is not an easy job, particularly when associations are expecting the same level of support and attention during the months of preparation. Surely the present Committee will make an effort to pass the message on to the new Committee.

### Networks

This is a continuing subject for discussion. Why? A network is an informal way of communicating with each other. The role of the Region is to facilitate a process of information exchange and opinion-building. It has not been foreseen that the office in Brussels serves as a secretariat with minutes and agendas for networks. Some people have had that expectation. Surely, the Region could have perhaps done more to influence the functioning of the networks, but at the beginning of the triennium the

# REPORT BY THE CHAIRMEN OF THE EUROPEAN GUIDE AND SCOUT REGION

Committees decided not to institutionalise the networks in the Region, but to continue to foster and promote the use of informal and personal contacts. A successful network on North/South co-operation, for example, functions very well. Other networks have more difficulties, perhaps because of a lack of concrete information to exchange.

## Core group system

The core group system has been discussed by the Committees on several occasions, but in depth during the last Committee meeting in Brussels in February. The Committees reached the following conclusions. There is a need:

- to clearly recommend to the new Committees how to work with groups of expert individuals on the Regional level;
- it is necessary to establish a new system, much more task-oriented;
- the present core groups will continue their work as planned until the end of 1995;
- new Committees will have to give clear and precise tasks with timing and budget;
- Core groups should become task-oriented working groups;
- chairmen should be members of the Committees.

With these conclusions, the Committees feel they have provided the conditions for the functioning of the groups of experts, as originally intended. Work in this direction has already taken place: the group meeting on 'Living Guiding and Scouting' and the Roundtable on Co-education are already good examples of how the Region could work.

## Finance

A brief paper on the costs of the implementation of the joint plan of action 1992 - 1995 has been distributed.

It is essential to realise that the costs of the joint plan of action are paid from two different budgets. During the trial period, no financial integration has been put into effect yet. This means that two different systems are applied and the joint plan is jointly financed. We have to be very clear about this aspect. This means that you can find all financial information about the Regional work in three different documents:

- the costs of the joint plan of action
- the financial documentation for the Regional gathering WAGGGS
- the financial documentation for the Regional Conference WOSM.

With these documents you have a clear picture. What we are showing you here today is an indication of how much the implementation of the joint plan of action costs. It is not a financial report. Also, you should bear in mind that the year 1995 is not yet at an end, and that 1994 in financial terms is only just over.

All in all you can see where the money has been spent. Again, for further information we refer you to the separate documentation.

## Helsingborg recommendation

Now we want to close by giving you some more information about the implementation of the Helsingborg recommendation. First of all, we would like to state that we are in the process of

# REPORT BY THE CHAIRMEN OF THE EUROPEAN GUIDE AND SCOUT REGION

building up institutional integration as requested by the Conference in Sweden. We are now half-way there. It is up to you to evaluate the progress made during the afternoon session.

Since Helsingborg, we have been able to achieve the following results:

- A single European Conference We have that today. For the first time, 95% of Conference time is spent on joint activities.
- A single European Committee Following the Conference in Sweden the Committees began to act as one Committee. During this triennium, joint Committee meetings took up 80% of meeting time. Some separate time still needs to be allocated to financial matters, although much of this information is shared and discussed jointly.
- A single European Office This was achieved with the move to Brussels last year. We want to stress once again the enormous support and dedication the Committees have received from the office executives. We can assure you that it has not been easy for them to move their desk, their home, leave their friends, find a new place to live and still keep smiling and do their job as they are supposed to. We can tell you that they have coped remarkably with this task and we are convinced there is every support for the future. Now that all executives are permanently based and living in Brussels, the office staff can continue to serve and assist you.

It is only fair to say that not everything has been milk and honey. Much of what we have just said has been achieved with conflicts, misunderstandings but above all with the wisdom of all involved. The process of further co-operation and integration is still going on.

Well, as a conclusion:

You have for the first time a joint plan of action which covers most of the work;  
You have a single Conference;  
You have a Committee acting as one single Committee;  
You have one single office in Brussels;  
You have a good and sound basis to continue and improve the work.

Thank you ●

**ADDRESS BY**  
**MR NEIL WESTAWAY,**  
**CHAIRMAN, WORLD**  
**SCOUT COMMITTEE,**  
**TO THE EUROPEAN**  
**GUIDE AND SCOUT**  
**CONFERENCE,**  
**SALZBURG**

Dear Friends,

It is a real pleasure for me to address the European Guide and Scout Conference in this celebrated city, the home of one of Europe's most outstanding cultural figures. Having had the privilege of visiting Salzburg, one can understand why Mozart, and indeed others, have been so divinely inspired!

After many years of close co-operation between WAGGGS and WOSM in Europe, the European Guide and Scout Conference in Helsingborg three years ago, decided to go one step further. The Conference recommended the establishment, on an experimental basis and within the bounds of the Constitutions of both WAGGGS and WOSM, of one European Guide and Scout Region with one Conference, one Committee and one Bureau.

This was a very bold decision. It came as a result of a long thinking process at both European and world levels. It was also a response to the contemporary situation in Europe, and it corresponded to the needs and aspirations of many European associations. Indeed, many of you, who have chosen to unite Guiding and Scouting within your own countries, have also expressed the desire to see Guiding and Scouting united beyond your frontiers.

You are no doubt aware that the World Scout Committee holds the same view. This is why it has welcomed the direction taken in Helsingborg and stated that it will actively work towards the implementation of the Helsingborg resolution. Whatever concerns the World Scout Committee may have had related to the feasibility of some of the methods proposed to achieve the Helsingborg resolutions, there were never any reservations concerning the aim of the resolutions.

These concerns resulted from the World Scout Committee's desire to ensure that structural and institutional factors do not overshadow Scouting's main mission, which is to serve young people, girls and boys, by helping them to grow and to play a constructive role in society. Co-operation between Guiding and Scouting must not be at the expense of this main mission of ours; in other words, our co-operation should not be perceived as an objective in itself, but as a means to an end, that end being to do better together what each of us does separately.

In the course of the past three years, a great deal of time, energy, and human and financial resources has been spent in Europe to set up the common structures mentioned in the Helsingborg resolution. Your Committee and your Bureau have had the support of the two World Committees, WAGGGS and WOSM, to proceed in that direction. The results, and in particular the establishment of a single Bureau in Brussels, have been very impressive and I would like to congratulate you and your staff for the work done.

At the same time as these changes have been happening at European level, your Region has faced, and continues to face, unprecedented challenges, foremost among which remains the fall of the Iron Curtain and the subsequent opening of central and eastern Europe. The World Scout Committee has been following very closely the development of Scouting in that part of the world. It has adopted a clear and consistent policy concerning the recognition of new associations in central and eastern Europe, which was one of the priority concerns of the World Committee over the past three years. We are indebted to all the newly formed or re-emerging associations which have

understood the need for and embraced this policy. I am happy to say that we now have a Scout association in all countries of central and eastern Europe, and I take this opportunity to warmly welcome their representatives present at this Conference. The majority of these associations have either been recognised by WOSM, or are about to be recognised. A new era is starting for Europe.

Another major challenge facing Europe, one that it shares with other parts of the world, is the rapid development of society and the constant need to adapt our programmes and our methods to meet the new needs of young people, without losing sight of our fundamental principles which have been the source of the success of Scouting and Guiding.

As you know, in order to help its member associations to face this challenge, the World Organization has, since the World Scout Conference in Melbourne in 1988, adopted a global Strategy which aims at achieving a better Scouting for more young people, boys and girls. You also know the priorities of this Strategy: youth programme, adult leadership, the management of national Scout associations, the growth of the Movement, the World Organization's own financial resources. I have no doubt that this Strategy addresses the needs of your associations and of young people in Europe. The World Scout Committee would like to see a stronger and more dynamic contribution of the European Region to this world Strategy. In the sector of educational programmes, in the field of the recruitment and training of adults, to mention two of the key priorities of the Strategy, Europe has often demonstrated in the past its capacity to innovate and has shown the way for others to follow. The challenge is to ensure that this continues.

As I said earlier, you are involved in a fascinating and enriching experience, that of institutional co-operation between Guiding and Scouting; that experience will surely be a source of inspiration for the two World Organizations, WAGGGS and WOSM. But, in the process of this experimentation, you should also not forget that true progress will be accomplished not by looking at each other, but by looking together in the same direction, that of young people, boys and girls, who are the citizens of tomorrow. To maintain the tradition of Europe as a pioneering Region, it is essential to ensure that institutional co-operation between Guiding and Scouting in Europe does not slow down those key sectors covered by the world Strategy. On the contrary, this co-operation must aim at enriching these sectors and speeding up the realisation of their aims. This is why I sincerely hope that the next joint Regional Plan of Action, which you will discuss and approve during this Conference, will put the main emphasis on the development of Scouting's and Guiding's educational missions and not only concentrate on institutional questions.

In this respect, I warmly welcome the proposal for a Charter for Guiding and Scouting in Europe which is being submitted to you by the European Guide and Scout Committee. This is clearly the right approach since, before developing a joint plan of action, it is essential to formulate a common mission.

There is another point which I would like to emphasise, and it is addressed to European national Scout associations which are members of WOSM. You must continue to develop new methods and approaches to ensure, at all levels, equality between the sexes and equal partnership of women and men. Equal partnership must not be limited to Scout/Guide co-

operation. It must also exist within our own Scout associations as well as within all levels of the World Organization.

I am sure that by now, you are rightly expecting me to deal with the question of WAGGGS/WOSM co-operation at world level and what the two World Committees are doing about it. Clearly, Europe will not be able to make any real progress in the direction it has chosen if nothing happens at world level, or worse, if the two World Organizations are unable to co-operate. Let me, on behalf of the World Scout Committee, reassure you in this respect.

As you will have learned from the two joint circulars sent in June 1994 and January 1995, the last two meetings of the Consultative Committee were particularly good ones. After a cloudy period of which I know you are all aware, our two Organizations have sat down together to discuss calmly and openly our family problems. We learned a great deal about each other. We agreed on the distinctive focus of each. We agreed on the fundamental importance of ensuring that relations between our two Organizations should be based upon mutual trust in order to avoid the repetition of misunderstandings. We also explored various scenarios for the future and agreed that ongoing discussion is essential. So rest assured: continue your fascinating experience at European level, and be confident that, with time, your two World Organizations will agree on a solution in the best interests of the millions of young people they serve.

I wish you an excellent and fruitful Conference. ●

**WAGGGS WORLD  
COMMITTEE ADDRESS  
TO THE EUROPEAN  
CONFERENCE BY  
ELDRID KVAMEN  
MIDTTUN,  
WORLD COMMITTEE  
MEMBER**

Guide and Scout Friends,

It is a special privilege for me to be able to address the 8th European Guide and Scout Conference today, on behalf of the WAGGGS World Committee. Our Chairman, Doris Riehm, has asked me to extend her sincere wishes for successful discussions over the next few days. The whole World Committee joins me in congratulating the joint European Committee and the administrations which have been working so hard to fulfil the recommendations passed by the 7th European Conference in Helsingborg in 1992.

Personally I feel I am on my home turf, so to speak, having had the opportunity for several years to be a part of the conscious and purposeful co-operation, constant dialogue and joint events which preceded the stage you have reached today.

This experimental period of six years, as you very well remember, did not come about without some hard debate within the World Committee and within the other WAGGGS Regions. Traditionally, Regions had been developing in more or less the same direction and as closely linked in time as possible. Therefore, aspects of European developments which seemed threatening to other Regions and to WAGGGS as a world body, needed careful attention, open-minded discussions and indeed willingness to look at imagined as well as formal obstacles.

Those of you who were present at the Conference in Helsingborg three years ago will remember Barbara Hayes, at that time Chairman of WAGGGS, stating that the World Committee had full confidence in the choices which had been made by the WAGGGS Europe Committee.

At this point in time, there is a growing recognition amongst all WAGGGS Regions that each one should consider how to develop in a way that is in the best interests of their girls and young women. In keeping with this thinking, the WAGGGS Ways of Work Task Force has challenged all member organisations to express what consequences this should have for the autonomy of each Region, to guide decisions at the 1996 WAGGGS World Conference.

While we are excited about the work that is being undertaken by the Task Force aimed at enabling WAGGGS to meet the demands of rapid changes in the world and responding to the needs of members and Regions in a flexible and effective manner, we are also aware that the close co-operation between WAGGGS and WOSM in Europe presents special challenges which must be taken into consideration when deciding on possible future changes.

As a Region, you have been faced with considerable challenges this past triennium, not only preparing for and implementing organisational changes, but also dealing with the growing interest and membership of countries in Central and Eastern Europe, as well as within the Commonwealth of Independent States. All have drawn on the experience and expertise, and also on the time and finances of many of the "older" member countries.

The World Committee would like to commend National Organisations for the work you have taken on as Links to facilitate and support the development of Associations. Your work has been of the utmost importance. The bulk of the work has been done by local and national leaders, but together you have extended the opportunity of becoming Guides to thousands of young girls and women. It is therefore a special joy to see a number of new countries attending their first Regional Conference as members, and we expect to see others join us at the World Conference in Nova Scotia next year.

WAGGGS would also like to take the opportunity to thank European Associations for your concern at the time when your parent Committees of WAGGGS and WOSM were experiencing some fundamental differences. Some of you offered to act as facilitators for a better dialogue; many of you strongly urged us to find ways of co-operating in a constructive manner. We know that you will have been relieved by the joint messages, the outcome of the Consultative Committee meetings in May and December, establishing the fact that there is willingness to work towards a better understanding and to strive towards arriving at a joint platform of co-operation.

In spite of the progress in dialogue, there is no denying that WAGGGS World Committee is disappointed that WOSM to date has not found it possible to reconsider the decision to deny emerging Associations the possibility to become SAGNO's, should they wish to choose this form of organisation. Some WOSM members have been surprised by WAGGGS so strongly advocating SAGNO's. When looking at choices made by other European Associations, we believe it is important that new members have the same freedom of choice, of either being a single sex Association, a joint Association all members of WOSM, or a merged Association with a dual membership in WAGGGS and WOSM respectively.

Naturally, WAGGGS' general focus on girls' and women's issues is even stronger at this time, leading up to the 4th UN Conference on Women, to take place in Beijing in a few months' time. Young members have represented WAGGGS at all the preparatory regional conferences. We were especially pleased to have as many as 20 active WAGGGS participants at the Youth Forum for the Social Summit in Denmark last month.

Facts from documentation for the Cairo Population Conference, the Social Summit and for the Beijing Conference leave little doubt that in the world at large, girls are at a serious disadvantage compared to boys. We know that European Scout and Guide Associations share this knowledge and concern. Accordingly, WAGGGS feels that you are in a special position to promote awareness of girls' concerns, be it through your work inside Guiding and Scouting, through activities aimed at non-members, or indeed in every other individual professional or private

capacity. The undeniable fact is that girls' opportunities will benefit not only herself, but improve the quality of life of her family and community.

Building new Associations and giving young women the chance to represent WAGGGS at important events are high priority areas. While wanting to continue these and other activities, we are faced with ongoing financial constraints and problems. This is mentioned now only to remind everyone how WAGGGS' work depends on all its projected sources of income, like the quota, the Thinking Day funds, new Olave Baden-Powell Society members - and, naturally, other donor or fund-raising support for special events and activities.

We have been pleased to note that several European National Organisations, many of them merged, have actively joined the WAGGGS' Peace Initiative. Knowledge and awareness-raising of the plight of refugees is of imperative importance, and the making of Peace Packs is a symbol of care and concern that Guides and Scouts have been able to take part in. The latest statistics from the office of the High Commissioner for Refugees indicate that some 175,000 Peace Packs from 22 countries in Europe have been sent or will be on their way to children in refugee camps shortly. We feel that this type of initiative could be the type of challenge that WAGGGS and WOSM might undertake together - for greater impact and for showing the world that the ideals of Scouting and Guiding go beyond organisational divides.

Another similar concern where, in the future, one might co-operate, is pointedly demonstrated by the present situation in Rwanda - and by the fact that our Rwandan members are now split by serious

conflicts which can make them enemies by definition, if not by reality. We know that many European Associations are involved and have found ways of supporting brother and sister Scouts and Guides on both sides of a conflict, both in the Rwanda situation and in the former Yugoslavia. In fact, even in a situation which is extremely tense and dangerous, WAGGGS and WOSM should explore how they might be tools for reconciliation and peace-building.

The WAGGGS World Committee has noted with great interest the establishment of INDABA, the new Scout and Guide Development NGO. We see this as a professional and practical way of pooling our members' resources and skills, and of increasing Associations' and individuals' ability to respond to needs in emergencies and development.

Concluding, I would like to say that we are impressed with the reports of this past triennium as well as with the clear way of presenting the proposed plans for the next triennium. The representatives of the WAGGGS World Committee, Gunilla Engval and I, and Jan Holt, our World Bureau Director, are happy to be here to observe the work of the Conference as well as having the opportunity to meet so many Associations and individual members.

Our best wishes for exciting and productive days here in Salzburg.

Thank you!

# EVALUATION OF THE PLAN OF ACTION 1992-96 AND THE HELSINGBORG RESOLUTION

The Conference evaluated the Plan of Action 1992-96 and the Helsingborg resolution in working groups. The reports from these groups have been summarised as follows:

## General comment

Having read through the document presented to the Conference, many of the delegates felt that it lacked a written evaluation of each programme. They also felt that if a Committee evaluation had been available, there would have been a more forward-looking approach. Some two-thirds of the countries present found out about the Plan of Action during their preparation for the Conference. Some had followed themes or programmes without knowing that they were part of the Plan. Others learned about the Plan's programmes via their International Commissioner.

## 1. Youth programmes

Many felt that programmes were offered too late to associations. Seminar participation was of high priority for most participants. A wider diversification of seminar content is needed, since not all seminars match the needs of the different associations (e.g. in central and eastern Europe). It is often difficult for them to cover expenses and take part. Associations must have feedback from those attending seminars. The Equal Partnership aspect was not given as much importance or prominence as Passport for Europe and EuroSteps, and not everybody is interested in participating in these two programmes; more details should have been given about other programmes. Comments were made about there being no plan for 8-12 year olds, but it was appreciated that the European Guide and Scout Regions need to spend time encouraging the 16-22 year-old age group. Many had used the Wall of Silence in different ways as it was an excellent project. Passport for Europe came out with very little warning and was hard to use because the associations did not understand what it was all about. There was some discussion about the problems of getting information to young people at grass-roots level. Further difficulties can arise due to the need to have the programme translated, therefore an extra cost, both in terms of money and time. The Plan of Action was felt to be very useful. It is important for the European Guide and Scout Committee to produce a plan which gives the same guidelines to all associations. This helps to create a European identity. Proposals were made to evaluate programmes not only at the end, but also during the implementation process. It would be more useful for associations to work with

Committee members and staff in workshops and seminars rather than receiving large amounts of paper.

## 2. Communication and Co-operation

Taking part in events and seminars was seen as one of the best ways of communicating. The Committee Contact system has worked well. The information given is often more than associations can cope with. It would therefore be helpful to label articles. Sometimes the information is seen as being only a one-way street, since the channels for response are missing. Eurofax is a very useful tool for distributing information quickly and concisely. The Internet or E-Mail channel is seen as a complement to fax or ordinary mail. Sometimes the grass-roots level is informed faster than the national level. Eurofocus is seen as a tool for covering topics in more depth. Useful for exchanging information within associations on the national and regional level, and also for external information. It was hoped that there would be more feedback and more controversial articles in future issues. Information about seminars and events often reaches the associations and participants at the last moment. Not only the invitations, but also confirmation letters. The new logo was seen as a good way of symbolising the European Guide and Scout Regions' steps towards unity, but there might be a conflict in this process. The Regions are standing at a cross-roads and might lose part of their influence if there is, for example, only one representative of Scouts and Guides in the various European institutions and if there is only *one* budget line. The wish was expressed for a newsletter to be sent regularly to

all people who are members of youth councils or representatives of their associations in youth organisations/bodies, etc. The seminar held in February 1995 on the topic "Involvement in Youth Policies" was successful but too close to the Conference to allow the results to be implemented and the network started. One seminar is not enough, an efficient network is needed, and a newsletter for exchanging experiences. Request for more financial resources in the next period.

The Development NGO, INDABA, has been established by the European Guide and Scout Regions. It has the potential to co-ordinate activities and gain access to funding. Important points to remember: INDABA should be a facilitator and not a political organisation, and should work for all associations in Europe. Public relations need more resources and professional experience as the Region has to create and promote a better image. The Regions should co-ordinate and take a leading role in the development of the Global network in Europe. Plans and goals are missing at the moment.

### 3. Resources and Management

Initiatives for management of human resources have not yet been created, although this is a priority for both WAGGGS and WOSM. The Regions have to be aware of their responsibilities in helping associations to address World policy questions such as Adult Resources.

It was felt that Associations had some problems in identifying with the work done by the core group on Resources and Management. Some mentioned that existing initiatives in the associations had been supported e.g. the fundraising seminar. This had provided the possibility of exchanging ideas and creating an informal network.

However, the report and computer software for actions had still not been sent to associations.

It was felt that the Committees should be more conscious of the needs and demands of associations, knowing that these needs are different depending on their size, strength and experience.

### 4. WAGGGS/WOSM Co-operation in Europe (Helsingborg resolution)

The Committee was congratulated on achieving as much as it had - one Office, one Conference and one Committee was only a dream in Helsingborg. However, concern was expressed that Europe should not become isolated from the rest of the world. The European Guide and Scout Regions have to be aware that even though we have a joint Plan of Action there may also be separate priorities. In the Europe WAGGGS/WOSM co-operation there should be room for different kinds of associations. Knowing that everybody will benefit from co-operation, concern was expressed that the Regions might lose their priorities. We want better opportunities for Guiding and Scouting - and "in our attempt to be nice to each other, we might lose sight of our mission".

Everybody was aware that co-operation takes time. The Committee must develop a realistic plan which takes into account the resources available in the Regions. It was stressed that associations do not want a merged Committee/Conference/Office, but a joint one, which is aware of our different priorities in Europe. There is a need to respect each other's views and support each other - and use our differences and similarities - that is our strength.

It is easier for associations with one office. It was felt that the Regions are only half-way there, as the office had two offices in the one

building. Many associations may have been too impatient to have the new Office, it is a large goal. The Committee has achieved a lot with the Office. Is it possible to have a true single office when the World Bureaux have different ideas?

Now WAGGGS single-sex associations get more information from both organisations than before.

It was questioned how associations are going to provide the Committee with the human and financial resources needed for it to carry out the Plan.

Associations would like to see the role of the Committee as a co-ordinator for the use of their own resources within the European Guide and Scout Region.

The new Joint Action Plan must add something about finance. This area is not merged, but a joint budget should be presented to Associations.

We are in the middle of the trial period and the Committee has not yet accomplished everything. This could sound negative, but it is a continuing process. Further guidelines and aims are needed from the Committee to make progress with the joint work over the next three years.

Priority topics for the next three years should be to make the office function as one and to produce a joint plan and a joint budget. ●

## SWAP SHOPS

1. Computer Network
2. Financial Kit
3. Co-education
4. Living Guiding and Scouting
5. Membership Management
6. Core Programme, 12-16 year-olds
7. European Institutions / European Youth Platforms
8. Community Development
9. An example of a large national camp
10. "Fun in Action"
11. Spiritual Dimension
12. Rover / Ranger Network
13. EuroSteps
14. Information Centre
15. "Les Unités Soleil"
16. "Camps for everyone"
17. Responsibility 2000
18. Action for Refugees
19. East-West Partnership
20. INDABA
21. Mediterranean Co-operation
22. Adult Recruitment
23. Youth Involvement
24. Sponsorship: a financial solution?

## DEVELOPMENT SESSIONS

1. **Promotion of Children's Rights**
  - How to make the Rights of the Child known to our members?
  - Reinforce co-operation with governmental agencies.
  - Develop a resource kit to support the Rights of the Child in a practical way.
2. **Spiritual Development and Values**
  - Ensure that the spiritual values in Guiding and Scouting are well known to adults and young members.
  - Find ways to fully integrate spiritual development into the youth programme, at the same level as the physical, intellectual and social aspects.
  - Reinforce acceptance of all faiths within the Movement.
3. **Interaction with the Natural Environment**
  - Re-establish a European Environmental Network.
  - Seminars for central & eastern European participants.
  - More European seminars on environmental issues.

4. **Sexual and Emotional Maturity**
  - Run seminars or round-tables to raise awareness in national associations.
  - Encourage action by national associations by sensitising leaders to the issues, both personally and as leaders.
  - Prevention of child abuse to be dealt with by Guiding and Scouting.
5. **Youth Information**
  - Each association should hold a youth forum along with its annual meeting.
  - Youth publications written by young people for young people should be encouraged at all levels.
  - Youth must be trained to be able to pass information on to others.
6. **Education for Democracy and Youth Participation**
  - Public speaking training for young people.
  - Encourage national associations to nominate candidates under 30 years of age to the European Committee.
  - Encourage active participation of Guiding and Scouting in National Youth Councils and European Youth Institutions.
7. **Equal Opportunities**
  - Equal Opportunities could become a topic in leadership training.
  - Make better use of existing material in this respect.
  - Prepare today's young people to cope with changing family structures and the lack of role models.
8. **Marginalised Youth**
  - Opportunities for sharing information on the subject.
  - Run seminars or round-tables on the subject.
  - Establish a network of associations' key-resource persons on marginalised youth.
9. **Youth Mobility**
  - Ensure quality (i.e.. meaningful) EuroSteps rather than quantity.
  - Reinforce the implementation of the "Europe for You!" programme.
  - Ensure better access to European Union grants for youth exchanges.
10. **Challenging Xenophobia and Racism**
  - Ensure the promotion of the European Campaign at all levels of the Movement in Europe.
  - Propose practical activities for the different sections to support the Campaign.
  - Run a European seminar to promote the implementation of such activities in the youth programme.
11. **Youth Policies**
  - Run training courses for youth involvement.
  - Pay more attention to the importance of youth policy.
  - Ensure a more effective representation of WOSM at European level.
12. **Co-operation beyond Europe's Borders**
  - Pursue the work started on the "Wall of Silence".
  - Establish a global strategy for communication.
  - Promote work within the framework of "Indaba".

# PROPOSALS FOR THE DEVELOPMENT OF THE REGIONAL PLAN 1996-2000 INCORPORATING THE RESOLUTIONS ADOPTED BY THE 8TH EUROPEAN GUIDE & SCOUT CONFERENCE

## INTRODUCTION

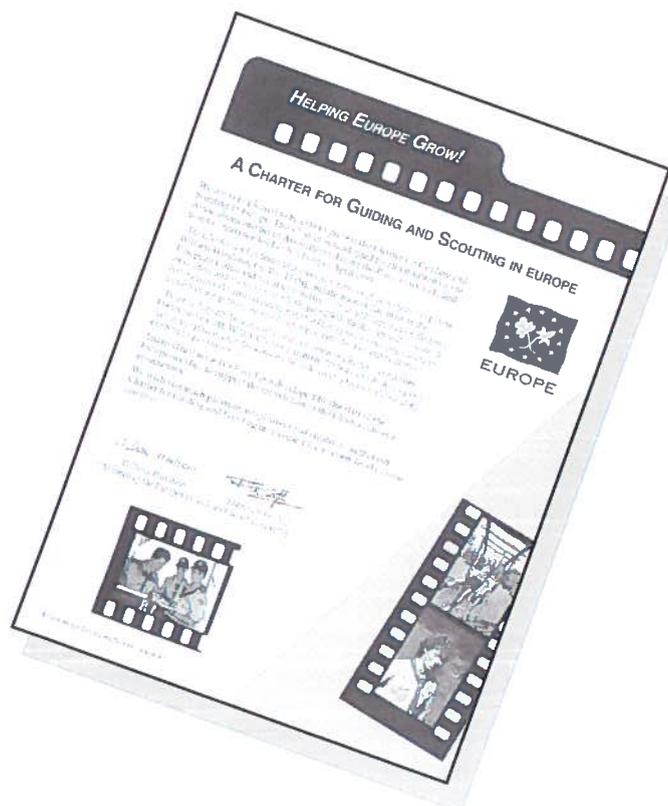
A first joint regional plan of action for the period 1992-1996 was established by the European Scout and Guide Committees, based upon the recommendations made by the European Conference in Helsingborg. It covered, on the one hand, the implementation of the Conference recommendations on institutional co-operation between WAGGGS and WOSM within Europe and, on the other hand, priorities within three major fields of action: Youth Programme, Resources and Management of associations, Communication & Co-operation.

In drawing up this plan, the Committees and the Offices tried to take into account not only WAGGGS' and WOSM's world strategies, but also the recommendations discussed and adopted by the European Conference.

In 1995, the European Guide and Scout Conference has adopted and completed by various resolutions a joint plan of action for the period 1996-2000. This is the first time that such a procedure has been used. The purpose is to enable each national association to consider future fields of action, objectives and projects to be undertaken at both national and regional level, in order to stimulate the qualitative and quantitative growth of Scouting and Guiding in Europe.

The plan comprises two elements:

- the Charter on Guiding and Scouting in Europe
- priorities within 5 major fields of action.



## **1 A CHARTER FOR GUIDING AND SCOUTING IN EUROPE**

Before constructing a plan of action, it is first necessary to articulate a common mission. This is why the European Guide and Scout Committee proposed a Charter for Guiding and Scouting in Europe that will express a vision of the future, common purposes and the definition of youth policy that we wish to promote and sustain in the framework of the co-operation with the other organizations of youth and European institutions.

# **HELPING EUROPE GROW!**

## **A CHARTER FOR GUIDING AND SCOUTING IN EUROPE**

### **WE ARE HELPING YOUNG PEOPLE TO GROW BY:**

- Promoting their development and defending their individual freedoms within the framework of Children's Rights and Youth Rights.
- Guiding and Scouting promote Children's Rights, as they are expressed in the Convention adopted by the United Nations. In particular, children have the right to educational opportunities and emotional security. Guiding and Scouting achieve these by providing educational programmes for 8-11 year olds and new programmes for under-8s being developed in some countries.
- Guiding and Scouting promote Youth Rights; in particular, young people have the right of access to professional training and employment, the right to an active participation in social life. Guiding and Scouting achieve these by providing educational programmes and opportunities for adolescents and young adults.
- Contributing to the development of a personal system of moral and spiritual values through participation in a progressive programme of self-education, in partnership with their peers.
- Many children and young people in Europe are growing up in an unstable world without values or rules. Guiding and Scouting help children and young people to develop their own spiritual and moral values.
- We help them to develop their own 'internal compass' to guide them through their individual lives and in their relationships with others. We help them to evaluate their personal and collective experiences, as well as encourage their participation in the spiritual life and religious heritage of their communities.

- Encouraging them to interact more closely with the natural environment, understand more fully their relationship with it and, therefore, appreciate better the need to respect it.
- Guiding and Scouting help young people to develop a living relationship with Nature and the environment. Each one of us is a part of Nature. Natural resources cannot be considered as something only to be consumed. Through our outdoor programme, which often includes adventurous activities, young people discover a respect for wildlife, the many wonders of Nature, and the spiritual nature of Nature itself.
- *Living in cities today also means being aware of the need to adapt the city to the human dimension by respecting major ecological balances. With this aim, Guiding and Scouting help and train young people to be active citizens.*<sup>1</sup>
- Offering a positive relationship with adults, based on trust, in which young people will find appropriate educational responses to their developing sexual maturity, emotional needs and general well-being.
- As educational movements, Guiding and Scouting are committed to supporting young people in every aspect of their lives. It is essential to their well-being that their feelings and emotions are acknowledged and that they are not only able to control them but also to express them.
- This approach should take due account of the need for sexual education and the development of personal responsibility. This educational process can only be achieved by respecting the various cultural and religious influences in their lives and in close consultation with parents.

#### **WE ARE HELPING SOCIETY TO GROW BY:**

- Providing youth information services: young people can only integrate themselves fully into society when they are fully informed on the opportunities and the issues which concern them, directly or indirectly.
- Young people in society are kept in a marginal position when they have limited access to information.
- Through information, young people can acquire the knowledge, skills and attitudes essential for their development as active citizens. Guide and Scout associations must allow them to acquire the abilities necessary for understanding and assimilating all the information they receive.
- *Youth information empowers young people so that they may create for themselves a framework in which they can acquire the*

*knowledge, skills and attitudes appropriate to their development as active citizens in their society.*<sup>2</sup>

- Providing an education for democracy: societies can only function with the full participation of young people in the decision-making processes which will ultimately affect their lives.
- Young people in society are kept in a marginal position when they have no access to responsibilities. Guiding and Scouting give them the opportunity to experience self-government.
- In Guiding and Scouting, young people can participate in decision-making processes and learn to manage projects within a team and a group. They can arrange their activities themselves, working in small groups and making collective decisions based on the skills and knowledge that they have been able to acquire, with guidance from the trained, adult leadership which works alongside them.
- Guiding and Scouting promote youth participation by helping children and young people prepare for the future. This means identifying and removing barriers to their taking positions of responsibility within their Movements. This can be related to the wider problems of challenging barriers to access in society. Young people must also be assisted to participate as our representatives in both national and international youth platforms.
- Promoting youth participation also means also working on initiatives to combat youth unemployment.
- Guiding and Scouting actively support the young people of the new democracies of central and eastern Europe through their new Guide or Scout associations. We support youth work development and co-operation between youth organisations through the creation of National Youth Councils. In addition, partnerships are created between national associations, often resulting in local group exchanges taking place between the youth of west and east, north and south, to the educational benefit of all.
- Practising equal opportunities: each person, without distinction of gender, origin, race, creed, abilities or wealth must be encouraged and assisted to achieve her or his full physical, intellectual, social and spiritual potentials.
- *One of our main educational objectives is to help young people to develop relationships between girls and boys based on a concept of equal partnership, respecting the different needs of boys and girls and helping them to identify themselves in a society of changing roles of men and women.*<sup>3</sup>
- *We are orientated towards providing equal access to positions of responsibility and decision-making for all our members.*<sup>4</sup>
- And every effort must be made to ensure that Guiding and Scouting are open to those with disabilities or with special needs.

- Seeking and creating partnerships with the marginalised: young people and adults from the marginalised sectors of society must be welcomed and accepted openly into our organisations if they are to challenge and overcome the causes of their exclusion from general society.
- Many of Europe's young people are living in deprived circumstances. They may face poverty, unemployment, poor housing conditions, racism, violence, or the effects of drug abuse. Guiding and Scouting are also for them.
- Guiding and Scouting strive to work with and not for underprivileged people. Programmes for the benefit of young people from deprived areas are actively encouraged and ways are found to facilitate access to responsibilities in youth organisations for adults from these areas.

#### **WE ARE HELPING EUROPE TO GROW BY:**

- Helping young people overcome barriers to their mobility, often created by limited access to information and communication networks, suitable transport, or accommodation.
- Guiding and Scouting develop educational programmes which encourage greater youth mobility. They take action to obtain better access to travel opportunities for young people.
- Our national associations continue to develop facilities specifically adapted to the wide range of needs of young people and these can be found throughout Europe.
- Challenging xenophobia and racism: inter-cultural learning opportunities for young people challenge nationalistic stereotyping and provide an education for peace and tolerance.
- The main characteristic of Europe is its major cultural diversity. As international movements, Guiding and Scouting work in favour of creating international and intercultural understanding and against prejudice, xenophobia, antisemitism and racism.
- Conflicts are still numerous in several areas of Europe. Guiding and Scouting promote peace in the minds of young people and encourage them to be agents of peace in their communities and between different communities. We invest their energies in the creation of a more peaceful future.

- In Guiding and Scouting, young people practise using the democratic tools which can help to resolve situations of conflict in their lives; in their family, in their local community or even at national or international levels.
- Actively contributing to the development of better and more effective youth policies in Europe, to the benefit of all of Europe's young population and not just to the benefit of our members.
- Our national associations are encouraged to participate fully in the work of National Youth Councils, in cooperation with other youth organisations. Where such agencies do not already exist, our associations are active in their establishment.
- At the European level, we are represented in the projects, councils and working meetings of the European Coordination Bureau of the International Non-Governmental Youth Organizations and in the Youth Forum of the European Union.
- Guiding and Scouting have consultative status with the Council of Europe. We are actively involved in the work of its Youth Directorate, the European Youth Foundation and the European Youth Centre. We co-operate closely with specialised bodies of the Commission of the European Union.
- Building bridges of friendship in and beyond its border: as Europe grows, its young people must grow in friendship with all their neighbours in every part of the world.
- Within a context which is global, we will assist young people to create amongst themselves a vision of Europe's future - their future - which is consistent with its multicultural and multiracial composition.
- Amongst the world's largest international organisations, Guiding and Scouting do not wish to see Europe developing itself as a fortress closed to countries which face problems of development or conflict. European Guide and Scout associations develop many exchanges and specific projects of co-operation with partner associations in developing countries.
- Young volunteers are encouraged to take part in development projects or projects to provide emergency relief. From time to time, it is necessary to launch specific projects to help refugees from conflicts in Europe or abroad. A non-governmental development organisation has been especially created in order to provide technical assistance and greater support to these various projects.

## **WE ARE HELPING YOU TO GROW**

- Who are “we”? We are Guiding and Scouting; and above is what we are.
- At any time, Guiding and Scouting are helping young people in Europe - and beyond - to develop. In turn, these young people will present their own responses and solutions to our societies' common problems. In this Charter, we have shown how this is achieved.

## **ADDITIONAL RESOLUTIONS ADOPTED BY THE CONFERENCE**

**SUBMITTED BY ESTONIAN GIRL  
GUIDE ASSOCIATION SECONDED  
BY: LATVIA, CZECH REPUBLIC,  
SLOVAKIA, AUSTRIA, ISRAEL,  
ASSOCIATION OF HUNGARIAN  
GIRL GUIDES, THE GUIDE  
ASSOCIATION (UK)**

1. The Conference  
taking the economic and social reality in central and eastern European countries and in the CIS into consideration  
considering that the present text of the Charter does not adequately reflect needs in central and eastern Europe
  - requests that the Committee make adequate reference in the Charter (section “Helping Europe to grow”) to such needs as well as to the valuable contribution of Scouting and Guiding in central and eastern Europe
  - suggests that associations develop exchanges and projects to strengthen co-operation with developing associations in central and eastern Europe and the CIS.

**SUBMITTED BY THE  
NETHERLANDS SECONDED BY  
NORWAY**

2. The Conference
  - adopts the Charter for European Guiding and Scouting together with all previously accepted resolutions and amendments.

## 2. FOR A STRATEGIC PLANNING PROCESS

The Regional Plan 1996-2000 cannot differ totally from the previous plan, as many objectives have not yet been fulfilled and thus remain valid. The 5 major fields of action proposed below are coherent with the previous plan, as defined in 1992, and in line with the strategies of the two world organisations. Moreover, these are the same fields which any national association needs to take into account if it is to develop in a balanced and healthy way:

## FIVE MAJOR FIELDS OF ACTION

- *Relationships with society*

Examine the social environment, in order to register and analyse both the changes which continually influence society and the new needs created among young people.

- *Youth programmes*

Adapt youth programmes, so that they correspond better to the needs of young people for their personal development and provide a high quality educational service to society.

- *Adult resources*

Develop the adult resources necessary to provide services to the association (recruitment), whilst improving their quality through better management (support, follow-up, training).

- *Communication*

Develop long-term relationships within the community, in order to promote the image of Scouting and Guiding and fulfil human and financial resource needs.

- *Management*

Make strategic choices and develop a long-term plan, in order to create the right conditions for the Movements to develop properly, maintaining a good balance between the different sections and the different levels of responsibility.

## 2.1. GUIDING AND SCOUTING AS PART OF SOCIETY

### WHY ?

We have to analyse the social environment in which we operate, if we are to respond adequately to the needs of young people. We should be attentive to changes taking place in European society and evaluate the impact that they are having on young people, especially those who are socially disadvantaged. We should also promote the image of Guiding and Scouting as valuable partners within society.

### WHAT HAS ALREADY BEEN DONE?

- Research undertaken on trends in society.
- Seminar held on "National minorities, nationalism and education for peace".
- Seminar held on "Opening Scouting and Guiding to ethnic communities".
- Several national associations have undertaken market research and worked on the development of the image of the Movement, others have developed strategies to expand into new geographical areas and attract young people from a wider variety of social backgrounds.
- A network of Scout and Guide representatives has been set up within the European Institutions, in order to improve co-ordination and efficiency.
- Several associations have been active in providing support to refugees from former Yugoslavia. The Region has successfully launched the "Wall of Silence" project.
- Several associations have taken the initiative to create a North-South Network to share their experiences in the field of co-operation with developing countries. INDABA, an NGO for development which will provide technical and financial support for projects and maintain links with the European Commission bodies, has been established with the support of the European Committees.

### WHAT DO WE PROPOSE?

#### *At regional level*

- The European Region should analyse how Scouting and Guiding are perceived by the European institutions and strive for recognition by the various bodies as a reliable partner, especially in the following fields:
  - the development of a European identity;
  - co-operation and development;
  - environmental education;
  - education for peace and international understanding;

- youth mobility and youth exchanges;
- working with disadvantaged young people.
- The Region encourages associations to work in this field and to share their ideas and experiences.
- The Region facilitates communication among the associations by organising forums and debates.
- The Region facilitates the process of obtaining grants from the European Union and other institutions by disseminating adequate information and assisting associations in the preparation of grant applications.
- The Region encourages associations to look beyond Europe and to recognise the need for greater international solidarity, especially on issues such as peace, development, children's rights and refugees. It encourages different national associations to take initiatives. It supports the actions of INDABA to assist national associations engaged in co-operation and development projects.

*At national level*

- Each national association analyses its role in society and identifies areas for improvement or ways of developing its actions.
- Each national association makes a concerted effort to reinforce the international dimension in its youth programme, in order to strengthen the sense of belonging to an international movement.

## **RESOLUTIONS ADOPTED BY THE CONFERENCE**

**SUBMITTED BY: ITALY, AUSTRIA  
SECONDED BY: ISRAEL,  
SLOVENIA, CROATIA**

1. The Conference
  - recognising that conflicts and wars are widespread and lead to human suffering, especially for young people and refugees
  - encourages associations to further support the already implemented initiatives and to co-operate with NGOs working for refugees.
  - recognising that conflicts and wars are widespread and lead to human suffering, especially for young people and refugees
  - encourages associations to further support the already implemented initiatives and to co-operate with NGOs working for refugees.

**SUBMITTED BY SWEDEN, MALTA  
SECONDED BY SOMA HELLINIDON  
ODIGON (GREECE)**

2. The Conference
  - recognising our responsibility to respect children's rights as stated in the UN Convention on the Rights of the Child
  - calls upon the Region to urge those governments which have not yet ratified the UN Convention on the Rights of the Child to do so
  - requests the Region to put pressure on those governments which have ratified the Convention to respect and implement it
  - requests associations to promote the Convention to all its young and adult members
  - requests all associations as well as the Region to take into account the UN Convention on the Rights of the Child in their decision-making process
  - calls upon all associations as well as the Region to respect youth rights.

**SUBMITTED BY SOMA HELLINON  
PROSCOPON (GREECE)  
SECONDED BY MALTA GIRL  
GUIDES ASSOCIATION**

3. The Conference
  - conscious of the increasing presence of violence and violent models presented to children through the media
  - encourages associations to counterbalance this trend by proposing positive models to the relevant authorities and providing relevant material.

**SUBMITTED BY AUSTRIA  
SECONDED BY GERMANY,  
SWITZERLAND**

4. The Conference
  - being aware that racism, xenophobia, antisemitism and intolerance are a growing problem in Europe
  - distances itself from all forms of totalitarian ideology and its proponents
  - decides to adopt a clear stand against all trends of racism, xenophobia, antisemitism and intolerance
  - urges all associations to implement this resolution in their youth programme and decision-making bodies.

**SUBMITTED BY FEDERATION DE  
ESCULTISMO EN ESPAÑA (SPAIN)  
SECONDED BY GERMANY,  
PORTUGAL**

5. The Conference
  - bearing in mind the decisive role that Scouting and Guiding, as educational methods, can play in the field of development awareness issues and bearing in mind the formally approved documents on Scouting and development, Guiding and development
  - reinforces the efforts made towards a further commitment on North/South, East/West issues, by supporting associations' initiatives in this field
  - encourages transnational co-operation and information exchange.

**SUBMITTED BY THE UNITED  
KINGDOM, THE NETHERLANDS  
SECONDED BY FEDERACION DE  
ESCULTISMO EN ESPAÑA (SPAIN),  
SWEDEN**

6. The Conference
  - recognising the importance of National Youth Councils and other platforms for the development of youth policies, the major input that Guiding and Scouting can have on influencing youth policy, and our responsibility to contribute to this work
  - noticing the changes in Europe and the changes in the platforms for young people in particular
  - recommends that, as a joint effort, the Region develops a youth policy which:
    1. supports Guide and Scout involvement on European youth platforms
    2. encourages the development of National Youth Councils and the participation of Guides and Scouts in this work
    3. develops the network of young Guides and Scouts involved in the formulation of youth policy at both national and European levels
    4. explores how European Guiding and Scouting can further contribute to debates about issues concerning young people.

## 2.2. YOUTH PROGRAMME DEVELOPMENT

### WHY?

- Each national association should revise its youth programme regularly, in order to meet the changing needs of young people.
- The Charter of Guiding and Scouting in Europe identifies some educational priorities which should be incorporated into the programme for each section.

### WHAT HAS ALREADY BEEN DONE?

#### *For all sections*

- "Wall of Silence" kit published.
- Kit on equal partnership published.
- Spiritual development kit published in co-operation with The Scout Association of the UK.

#### *For 16-20 year-olds*

- Eurofolk held in Austria in 1993.
- Seminar held on "Europe for You ! - youth mobility".
- "Passport for Europe" log book and information kit published.
- "EuroSteps" set up and annual information kits published.
- "Where to stay in Europe" booklet published.
- The "European Scout Centre Network" set up and developed.

#### *For 12-16 year-olds*

- Seminar held on programme development for this section.
- European Jamboree held in the Netherlands.
- Core programme ideas developed.

#### *For 8-12 year-olds*

- Seminar held on children and new technologies.

## WHAT DO WE PROPOSE?

### *At regional level*

- The Region produces resource materials to help associations develop specific areas of their programme for all age sections, according to the aims expressed in the Charter of Guiding and Scouting in Europe, particularly:
  - Scouting/Guiding and children's rights (for younger sections);
  - activities for spiritual development;
  - outdoor activities and environmental education;
  - affective and sexual education;
  - self-government and the development of lifeskills for participation;
  - equal partnership and co-education;
  - exploration and discovery, youth mobility;
  - peace education, combating xenophobia and racism;
  - development education and community development.

### *At national level*

- Each national association is encouraged to start or continue a process of youth programme development, to take part in regional work (networking), and to evaluate the use of documents produced.

## RESOLUTIONS ADOPTED BY THE CONFERENCE

SUBMITTED BY SOMA HELLINIDON ODIGON (GREECE) SECONDED BY SWEDEN

1. The Conference
  - recognising the importance of environmental issues for Guiding and Scouting and wishing to raise the awareness of these issues among our members
  - recommends that the Committee supports the formulation of an environmental charter; organises a seminar on environmental issues; produces documentation showing examples of concrete ecological actions undertaken by member associations.

**SUBMITTED BY SOMA HELLINON  
PROSKOPON (GREECE)  
SECONDED BY MALTA, THE  
UNITED KINGDOM**

2. The Conference
  - recalling the successful experience of the previous environment network and recognising that environmental problems transcend borders
  - requests that the Committee facilitate the re-establishment of an environmental network of experts, including those who are not members of the Movement.

**SUBMITTED BY SOMA HELLINON  
PROSKOPON (GREECE)  
SECONDED BY ITALY, SPAIN,  
FRANCE**

3. The Conference
  - recognising the benefits that nutritional awareness makes to the harmonious growth and well-being of young people
  - encourages associations to support the implementation of the World Declaration and Plan of Action of the International Conference on Nutrition (Rome 1992 FAO/WHO) and to develop educational programmes on nutrition in their communities.

**SUBMITTED BY ITALY SECONDED  
BY SWITZERLAND**

4. The Conference
  - appreciating the efforts made by the Committees regarding issues, problems and actions which concern young people aged 16 to 20
  - recommends that the Region further develop projects and actions for the older sections of Guiding and Scouting, after the implementation of existing programme materials
  - requests that a dedicated network be developed, in order to exchange information and educational methods, and in order to support young people's involvement in the decision-making process.

**SUBMITTED BY DENMARK  
SECONDED BY COUNCIL OF IRISH  
GUIDING ASSOCIATIONS, THE  
UNITED KINGDOM, SWEDEN**

5. The Conference
  - recognising that Guiding and Scouting are Movements of young people supported by adults; not just Movements for young people managed only by adults
  - believing that Guiding and Scouting provide a learning environment for young people and adults to work together and learn from each other in a partnership of enthusiasm and experience
  - recognising the essential importance of active dialogue between adults and young people as a fundamental basis for successful youth involvement
  - recommends that national Guide and Scout associations include the principle of active dialogue in adult leader training, thereby raising awareness that clear information and active dialogue empowers young people to take part in decision-making on an equal basis.

**SUBMITTED BY FINLAND**  
**SECONDED BY ICELAND**

6. The Conference
  - being aware that youth programme development is one of the priorities during the next triennium
  - recommends that the Region organise a seminar for programme commissioners or other people responsible for the youth programme development. The purpose of the seminar would be to help associations to analyse and develop their programmes.

**SUBMITTED BY NORWAY**  
**SECONDED BY DENMARK**

7. The Conference
  - recognising the importance of young people's role in decision-making structures, and appreciating the work on the youth programme done by the Committee during the last triennium
  - recognising young people's willingness to take on responsibility and undergo training, in order to fulfil their obligations
  - recommends that the highest level priority is given to empowering Guides and Scouts under 30 years of age to play an active role in decision-making bodies on national and regional levels in the next triennium
  - recommends that the Committee and national associations include young people in decision-making bodies
  - recommends that this objective is included in the youth programme and adult training
  - recommends that the Committee recruit young people for working groups.

## 2.3. DEVELOPMENT OF ADULT RESOURCES

### WHY?

- It is important to consider not only leader training, but also the complete life cycle of an adult from recruitment to leaving the Movements. This will enable us to manage our adult resources better and to improve our associations' leadership in both quantitative and qualitative terms.
- Leader training needs to be reviewed, in order to give due recognition to skills acquired by adults in their professional lives or through previous commitments, and to make it more accessible to volunteers who have difficulty in participating in traditional training courses because of other responsibilities.
- Associations should promote a more equitable sharing of responsibilities between men and women.
- People from different generations should be encouraged to be involved in management and decision-making processes.

### WHAT HAS ALREADY BEEN DONE?

- Seminar held on "Sharing responsibilities between men and women in voluntary youth organisations".
- Seminar held on "Lifeskills for effective youth participation".
- Several seminars and training events organised for the benefit of new associations in central and eastern Europe.

### WHAT DO WE PROPOSE?

#### *At regional level*

- To develop a common policy on adult resources.
- To consider the following areas of work, in order to share useful experiences and develop guidelines for use by associations:
  - develop basic training tools corresponding to the priorities identified in the field of youth programme;
  - collect and disseminate documentation on new methods of leader recruitment tested by associations, especially those for new target groups;
  - collect and disseminate documentation on new training approaches and methods tested by associations;
  - organise seminars and workshops for trainers, in order to test and disseminate new approaches to training in a modular form;

- improve the management of adult resources (follow-up and support), placing particular emphasis on sharing responsibilities more equitably between men and women in merged/joint and mixed associations and on reinforcing youth participation in decision-making in all associations.

*At national level*

- Each national association sets up a national adult resources committee, in order to evaluate its needs in the field of adult resources management and to develop a suitable action plan.
- Each national association takes an active role in the activities proposed by the Region in the field of adult resources by:
  - providing information about its own needs;
  - sharing its experiences;
  - participating in the production and dissemination of new methods.

## **RESOLUTIONS ADOPTED BY THE CONFERENCE**

**SUBMITTED BY SOMA HELLINIDON  
ODIGON (GREECE) SECONDED BY  
THE GUIDE ASSOCIATION (UK),  
FRANCE**

1. The Conference
  - recognising the benefit to be obtained from qualified trainers working at international level and the need to improve the quality of adult training throughout the Region
  - recommends the creation of a working group to examine how the Region can best benefit from such qualified trainers and to report its findings to the Committee
  - recommends that these results be presented to the next World Conferences.

**SUBMITTED BY THE UNITED  
KINGDOM SECONDED BY  
FEDERACIÓN DE ESCULTISMO EN  
ESPAÑA, FINLAND, PORTUGAL**

2. The Conference
  - welcoming the Committee's proposal to strengthen the development of recruitment, support and training of adults in Scouting and Guiding and endorsing this as being vital to the growth of the Movement
  - proposes an innovative regional event during the summer of 1996 which would: identify and develop good practice in individual associations; encourage the production of resources at national and regional levels; develop new methods for adults working together; improve the management of adult resources
  - recommends that this event consists of a variety of short seminars, practical workshops and informal discussions, integrated and at the same time enabling flexible participation.

**SUBMITTED BY THE UNITED  
KINGDOM SECONDED BY  
ESTONIAN GIRL GUIDES**

3. The Conference
  - noting the importance of the work and continued support to the associations of central and eastern Europe
  - calls upon the Region to evaluate the work of the Executive and Field Executive Trainer for central and eastern Europe (WAGGGS) and to distribute their report to member organisations
  - requests that the Region identify areas of work which are priorities for both the Executive and Field Executive for central and eastern Europe and inform member organisations about this.
  - asks the Region to bring to the attention of the WAGGGS World Committee that the continued existence of these posts is vital and that funding, at at least the current level, should continue until the 9th European Conference.

## 2.4. MANAGEMENT OF ASSOCIATIONS

### WHY?

- High quality management is just as necessary for voluntary organisations as it is for private companies. Volunteers' motivation and their sense of belonging are stronger in an organisation which has a clear strategy, democratic decision-making processes and clearly-defined functions. Furthermore, a good management system is essential if an association is to adapt to the changing needs of society. Without this, an association cannot be healthy and develop properly.
- However, voluntary organisations need to develop management techniques which are suited to their particular needs.
- Emphasis should be placed on four key issues:
  - I. strategy and planning;
  - II. internal communication networks;
  - III. finance and fund-raising;
  - IV. decision-making processes.

### WHAT HAS ALREADY BEEN DONE?

- During the period 1992-1995, the Resources and Management Core Group started to work on this issue. Several workshops were run for the benefit of associations, particularly in central and eastern Europe.
- The work undertaken by the task group on "Living Guiding and Scouting" (Strategy and Growth) revealed how important this issue is in Europe today. Many associations have developed new, efficient management techniques, but success stories are still few and far between and expertise has not yet been shared widely.

### WHAT DO WE PROPOSE?

#### *At regional level*

- Identify the successful techniques experienced by voluntary organizations in the field of management;
- Develop exchanges and produce guidelines on specific topics in the four main areas:
  - strategy and planning;
  - internal communication networks;
  - finance and fund-raising;
  - decision-making processes.

- Organise courses and round tables on management techniques suitable for voluntary organisations, with the support of external experts and representatives from associations with expertise in this field.
- Provide national associations with support in financial management and fund-raising.

*At national level*

- Evaluate management techniques currently being used and identify weaknesses in the four key areas (strategy and planning, internal communication, finance and fund-raising, decision-making processes).
- Establish a plan, in order to make progress in the field of management, and communicate this plan to the Region.
- Take part in exchanges and training courses organised by the Region, in order to share experience and expertise with others.

## RESOLUTIONS

### ADOPTED BY THE CONFERENCE

**SUBMITTED BY SLOVAKIA  
SECONDED BY CZECH REPUBLIC,  
AUSTRIA<sup>2</sup>. THE CONFERENCE**

1. The Conference
  - taking into account the economic situation in central and eastern Europe
  - urges the Committee to ensure that future seminars and similar events are held more frequently in central and eastern European countries, as this would be cost-effective and would increase participation by members from these countries.

**SUBMITTED BY CYPRUS SCOUTS  
ASSOCIATION SECONDED BY THE  
GIRL GUIDE ASSOCIATION OF  
MALTA, SOMA HELLINON  
PROSCOPON (GREECE)**

- considering that funding the participation of delegates to regional events (e.g. seminars, workshops) is vital for associations from small countries which do not have access to some important European institutions' funds (such as EU, EFTA, etc.)
- recommends that support be given to participants from such countries, especially when events are important for youth programme development and resources development.

**PROPOSED BY NORWAY  
SECONDED BY SWEDEN, SOMA  
HELLINON PROSCOPON  
(GREECE)**

3. The Conference
  - recognising the positive new and innovative ways of implementing youth participation
  - underlining the importance of greater youth participation at international conferences and seminars
  - supporting further progression along these lines
  - asks the Committee to examine methods which would continue to strengthen youth attendance in the future

**SUBMITTED BY FRANCE,  
BELGIUM SECONDED  
BY GREECE, ITALY**

4. The Conference
  - remembering the Guide and Scout spirit that we wish to promote, that is:
  - our continuing concern for working in a sober manner
  - the will to give each person an equal place
  - considering the financial difficulties encountered by many national Guide and Scout associations
  - clarifying the fact that the World Conferences have already recommended that arrangements be made to offer conference delegates accommodation and meeting areas within the financial possibilities of all organisations
  - asks the Committee, keeping in mind our spirit, to ensure that the costs of international meetings, including conferences, remain as accessible as possible
  - asks that as a result, arrangements be investigated and implemented to achieve this aim, since by limiting the costs involved for associations, they will be able to form their delegations more easily.

**SUBMITTED BY THE GUIDE  
ASSOCIATION (UK) SECONDED  
BY DENMARK**

5. The Conference
  - recognising that WAGGGS member organisations have committed themselves to the following agreement on voluntary contributions to the Europe Region WAGGGS
  - decides that the voluntary contributions for the Europe Region WAGGGS will be:
    - 14p per head for all member associations for 1995/96, 1996/97 and 1997/98 allowing for a 50% ceiling (no bad debts)
    - The Guide Association (UK) will increase its contribution to £81,000 for 1995/96
    - the UK will aim at reaching parity (i.e. 14p per head, allowing for a 50% ceiling (no bad debts) ) in 1996/97 and 1997/98. Should this not be possible, information and reasons will be given at the Guide Regional Gathering at the 1996 World Conference.

**SUBMITTED BY THE GUIDE  
ASSOCIATION (UK) SECONDED  
BY THE NETHERLANDS**

6. The Conference
  - considering the need to improve financial controls as discussed during the WAGGGS Regional Gathering
  - urges the Committee to set up, as from the 8th European Guide and Scout Conference, an expert group (to consist of volunteers with the appropriate skills and expertise from member organisations, the Europe Region Financial Adviser and at least one Committee member), in order to advise and support the Committee and the Office in developing a business plan and establishing financial controls.

**SUBMITTED BY THE  
NETHERLANDS SECONDED BY  
ISRAEL, ITALY**

7. The Conference
  - appreciating the work of core groups during the previous triennium
  - requests that the Committee define the basic principles and terms of reference applicable to regional working groups and agree with the people concerned upon the working conditions and liaison with the Committee
  - requests that the Committee consult the relevant International Commissioner regarding the participation in regional working groups of members of his or her organisation.

## **2.5. COMMUNICATION**

### **WHY?**

Communication is critical for the success of the regional plan. We need to improve our means of communication and develop new techniques in this field, in order to:

- provide each national association with the necessary support to enable them to share their concerns, research and experience with others;
- be able to gather information and expertise and put it at the disposal of every association;
- improve our ability to disseminate good practices and reliable solutions;
- share our activities, priorities and concerns with other youth organisations and European institutions and profit from their experience and expertise;
- improve the visibility and image of Guiding and Scouting in Europe as organisations which can provide a valuable contribution to society;
- promote our values and educational choices, particularly in the field of relationships between young people and adults.

## WHAT HAS ALREADY BEEN DONE?

During the period 1992-1995, the European Committees, the Communication and Co-operation Core Group and the European Offices fulfilled several objectives in the following areas:

- launching new means of communication
  - Eurofocus, the European magazine
  - Eurofax, the fax newsletter
  - the Chairmen's letter;
- experimenting with a computer network;
- developing a joint corporate image, with the new regional logo;
- creating a network of Scout and Guide representatives at European Institutions.

## WHAT DO WE PROPOSE?

*At regional level*

- Establish a strategy for communication.
- Develop Eurofocus, publishing more articles on the implementation of the regional plan.
- Develop Eurofax as a quick means of communication with national teams.
- Develop the computer network in order to establish a quick and efficient communication system among the associations themselves and between the associations and the Region.
- Improve communication with other Regions of WOSM and WAGGGS.
- Publish reference documents, in order to disseminate guidelines and good practices related to the objectives of the regional plan.
- Organise at least one seminar on communication to help associations develop their expertise in this field.
- Establish a public relations plan, in order to create a greater awareness among the public and European institutions of the role played by Guiding and Scouting in Europe.
- Improve the ability of the joint office to prepare and support the production of written and audio-visual materials.

- recommends that the Committee undertakes a timely evaluation of the whole trial period to be carried out by members of the Committee together with representatives of all types of associations in the Region
- recommends that a proposal be made to the 9th European Conference on the future of WAGGGS-WOSM co-operation in the European Region after 1998, so as to enable continuation in the same spirit after the evaluation at the end of the trial period.

## **RESOLUTIONS ADOPTED BY THE CONFERENCE CONCERNING THE REGIONAL PLAN AS A WHOLE**

**SUBMITTED BY NORWAY ECONDDED  
BY ITALY**

1. The Conference
  - emphasising the importance of the Charter for Guiding and Scouting in Europe as a tool for the achievement of a common understanding and direction by the Region
  - recognises the need for future plans to focus on common European issues at strategic level rather than on detailed activities to be implemented at national level. This should also be reflected in the working methods of future conferences
  - recognises the need to channel resources towards a limited number of goals in order to make them attainable and to achieve a high level of quality.

**SUBMITTED BY AUSTRIA, FINLAND  
ECONDDED BY LIECHTENSTEIN,  
GERMANY**

2. The Conference
  - having considered all the presentations concerning the Regional Plan of Action 1996-2000 and all previously adopted resolutions and amendments
  - adopts the Plan.

<sup>1</sup> AMENDMENT SUBMITTED BY FRANCE, SUPPORTED BY LUXEMBOURG AND APPROVED BY THE CONFERENCE

<sup>2</sup> AMENDMENT SUBMITTED BY FRANCE, SECONDED BY ISRAEL AND APPROVED BY THE CONFERENCE

<sup>3</sup> AMENDMENT SUBMITTED BY ISLAND, SECONDED BY AUSTRIA AND APPROVED BY THE CONFERENCE.

<sup>4</sup> AMENDMENT SUBMITTED BY UNITED KINGDOM, SECONDED BY THE COUNCIL OF IRISH GIRLD GUIDE ASSOCIATIONS AND APPROVED BY THE CONFERENCE.

## COURTESY

1. The 8th European Guide and Scout Conference expresses its sincere gratitude to the following, who have contributed considerably to the success of this Conference:
  - The President of Austria, Dr Thomas Klestil.
  - The Director General of UNESCO, Mr Federico Mayor.
  - The Minister of Education of Italy, Mr Giancarlo Lombardi.
  - The Deputy Landeshauptmann of the Land Salzburg, Dr Arno Gasteiger.
  - The Deputy Mayor of the city of Salzburg, Dr. Heinz Schaden.
  - Ms Corinne Perthuis, UNHCR representative.
  - Mr Sadlak, UNESCO representative, Higher Education Division.
  - Mr Alain Modoux, Director, UNESCO, Communications Division.
  - The numerous individuals and companies without whose support the Conference preparations could not have been carried out.
  - The Directors and staff of the Salzburg Congress Centre.
  - The Austrian Scout and Guide Association, particularly the Host Committee, the Conference staff and the leaders, the Guides and Scouts for their services and kindness.
2. The Conference records with pleasure the presence of observers from Guide and Scout associations.
3. The Conference records with pleasure the presence and encouragement of guests.
4. Particular thanks are extended to associations and individuals which have contributed towards travel expenses of central and eastern European members and guests.

## ELECTION OF EUROPEAN GUIDE AND SCOUT COMMITTEE

Françoise LE GOFF, presented by Scoutisme Féminin Français, France (Chairman)

William WINDRAM, presented by The Scout Association, United Kingdom (Chairman)

Anna SVERRISDOTTIR, presented by Bandalag Islenskra Skata, Iceland (Vice-chairman)

José Antonio WARLETTA, presented by Federación de Escultismo en España, Spain (Vice-chairman)

Monika FABJAN, presented by Pfadfinder und Pfadfinderinnen Österreichs, Austria

Per HYLANDER, presented by Fællesrådet for Danmarks Drengespejdere, Denmark

Judith ELLIS, presented by The Guide Association, United Kingdom

Luc VAN CAUTER, presented by Guidisme et Scoutisme en Belgique, Belgium

Sigrid MOSBACH, presented by Ring Deutscher Pfadfinderinnenverbände, Germany

Ermanno RIPAMONTI, presented by Federazione Italiana dello Scautismo, Italy

Regula FURRER, presented by Mouvement Scout de Suisse, Switzerland

Cas JENSTER, presented by Scouting Nederland, The Netherlands

**ADDRESS BY  
DR THOMAS KLESTIL,  
FEDERAL PRESIDENT  
OF AUSTRIA,  
AT THE CLOSING  
CEREMONY FOR THE  
8TH EUROPEAN GUIDE  
AND SCOUT  
CONFERENCE,  
6 APRIL 1995,  
SALZBURG**

Dear Guides  
and Scouts from all over Europe  
and the United States,

Wherever Guides and Scouts  
spend a few days together, they  
find it difficult to take their leave  
and say good-bye. Faster than  
anywhere else, a sense of  
community and friendship grows  
up in their circle - born of that  
strong foundation of common  
values which today link 30,000  
young Austrians together - as well  
as some 25 million young people  
throughout the world.

I have joined you today at a time  
of leave-taking and farewells.  
Although I hardly know any of  
you personally, I too feel this  
spirit of togetherness - because I  
have been among your number  
since my youth.

Europe is now commemorating  
the end of the Second World War  
and recalling the way things  
were 50 years ago. I also have  
strong and bitter memories of  
that time. But amid all the  
distress and misery of those  
years, there was a small,  
wonderful world of friendship  
and closeness. It formed me and  
helped me through the poverty  
and bleakness of those difficult  
years. It was my own group of  
Scouts. I grew up amongst them  
- and together with them.

Today, half a century later, I  
realise that changing times and  
social trends cannot harm the  
Scout Movement. On the  
contrary, the Movement is  
needed more than ever before to  
combat the threats confronting  
young people today and  
tomorrow.

Many ideologies of yesterday  
have not stood the test of time.  
Many educational theories are  
now questioned or have simply  
been cast overboard. But time  
has inflicted no wounds on the  
Scout Movement.

This hour of farewell is perhaps  
not the right occasion to recall all  
the reasons why the visionary  
ideas of Lord Baden-Powell still  
have such magic attraction. But  
let me just add a few remarks  
which - because of my personal  
experience - are important to me.

At this very day and age -  
surrounded as we are by so  
many liberties, so many  
temptations and such a massive  
loss of values - it is a most  
difficult task to guide a new  
generation along the path to  
freedom and responsibility. This  
is not a gift we are born with, but  
the result of a difficult learning  
process for every human being.

Families and schools alone are  
unable to cope with this task. In  
every young person's life, there  
is a time when he or she no  
longer heeds the advice and  
warnings of parents and  
teachers. It is time when  
influences and ideas from the  
outside assume decisive  
significance.

Yet if boys and girls have the  
good fortune to pass through  
this difficult phase in a  
community which can save them  
from great danger, it is a triple  
blessing: a blessing for the  
youngsters themselves, a  
blessing for their families and a  
blessing for society at large.

The Guide and Scout Movement is one such community:

- A community which does not cultivate hostile stereotypes, but is committed to global friendship.
- A community which guards the individual against the gravest danger of our time: growing selfishness. The "good deed" is the finest way of overcoming egotism and small-mindedness.
- A community which still sets real experience against the substitute experiences of our electronic age. A community which knows that by discovering nature and meeting other people, we ultimately discover and meet ourselves. There is no better approach to preparing young people for the strains of stresses of life than through games and true enjoyment.
- Above all, the Scout Movement is the community which still has the courage to tell young people that man is not the final and highest measure of all things. The movement's perception of the world is not confessional, nor is it sectarian, it transcends the purely mundane objectives of our welfare states and consumer society. No other global youth organisation sets such clear milestones along the path towards a proper and full life - physically, intellectually or mentally.

Dear Friends,

However true and important the great aims of life may be, they always need human beings ready and willing to translate them into action. Good things happen only if someone is prepared to do more than his or her share. This is particularly true of working with young people.

I have come here today not only to express my personal commitment to the Scout Movement. But as the Austrian Federal President, I am also here to extend to you all, the leaders of the Scout Movement from the whole of Europe and overseas, my most sincere thanks.

- I thank you for your devotion to an excellent cause.
- I thank you for setting an example of active work for peace, of social commitment and of closeness to nature and for demonstrating a way of life based on deep beliefs.
- But above all, I thank you for the time that you have given to the cause of Scouting. In my opinion, there is hardly anything more precious today that we can offer than our time and our hearts.

The Scout Movement deserves your dedication to the full. Its principles are a solid foundation for life:

- it makes the individual's life fuller and more substantial and does the same for the life of the community.

Scouting is one of the most tangible contributions to a better world.

I wish all of you every success in your work. And for all of us I trust that the seed of the Scout Movement will burst forth among many more who can share the fruits of our endeavours.

I wish you happy Scouting and Guiding! ●

# PARTICIPANTS

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**Note :**

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