

AMNESTY
INTERNATIONAL



**YOUTH
POWER
ACTION!**

**STATE OF AMNESTY YOUTH
2017**

ACT 10/8498/2018

STATE OF AMNESTY YOUTH 2017

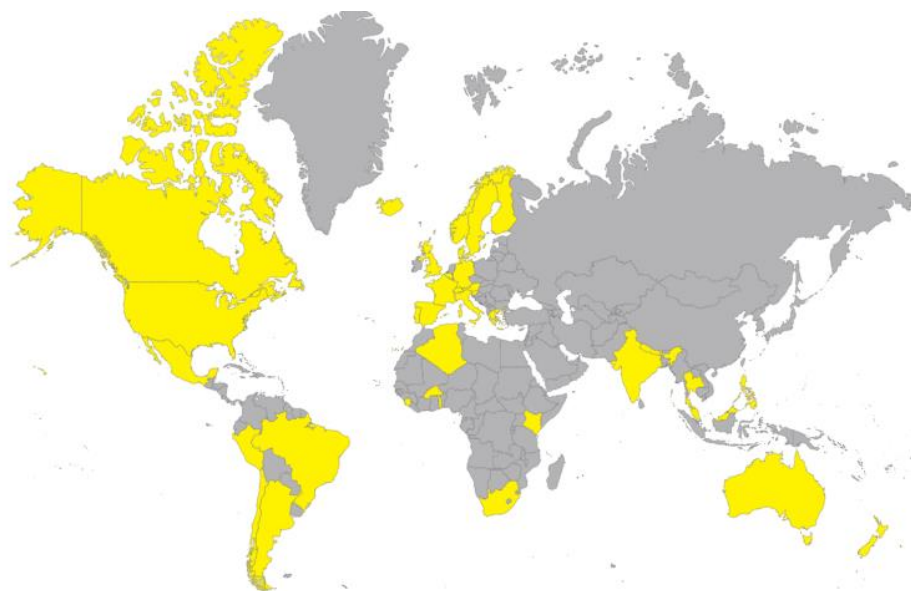
The *State of Amnesty Youth 2017* reports on Amnesty International's progress against the key indicators which were developed to monitor progress towards goals laid out in the [International Youth Strategy 2017 - 2020](#). The data shows a continued move towards increased meaningful engagement of young people in all their diversity within Amnesty International, both with young people as members, supporters and activists, and with young people as staff and Board members.

AMNESTY INTERNATIONAL ENTITIES

In the first quarter of 2018 the reporting form was shared through the Global Youth Coordinators Network for staff with a youth brief to complete the data on ten indicators, which included a mix of both qualitative and quantitative indicators. On behalf the Senior Leadership Team, Chairs and Directors were encouraged to enable staff to dedicate time to complete the reporting.

As completion rates were initially quite low, the Global Youth Team did targeted follow-up with national entities to complete their form and extended the deadline to accommodate several requests.

In total 37 Amnesty International entities submitted information about youth engagement with Amnesty International at national level, which is recorded in detail within this report. The following countries reported on their youth engagement:



- Algeria
- Argentina
- Australia
- Austria
- Belgium
- Brazil
- Burkina Faso
- Canada (EN speaking)
- Canada (FR speaking)
- Chile
- Denmark
- Finland
- France
- Germany
- Greece
- Iceland
- India
- Italy
- Kenya
- Malaysia
- Mexico
- Nepal
- New Zealand
- Norway
- Peru
- Philippines
- Portugal
- Sierra Leone
- Slovenia
- South Africa
- Spain
- Sweden
- Switzerland
- Thailand
- Togo
- UK
- USA

REPORTING BY INDICATOR

In brief, the *State of Amnesty Youth 2017* shows the following key learnings about Amnesty International's engagement with young people:

Indicator 1: Number of Amnesty International supporters, members, staff and board members under the age of 25

19 of the 37 entities that reported on their youth engagement have at least one young person as a member on their National Board. 24 entities employ one or more young people as staff members (these staff members do not necessarily have a youth brief within their role). The number of young people as supporters and members of Amnesty International varies significantly from country to country; for more detail, please see the regional and global overview in the next chapter.

Amnesty International's 2017 Standard Action Report data provides further insight. A further 7 entities who did not submit reporting on their youth engagement are recorded as having at least one person aged 24 or under as a member on their National Board (Benin, Hong Kong, Hungary, Israel, Japan, Mali, Morocco, Slovakia and Venezuela). Alongside this, 9 entities who did not submit reporting on their youth engagement are recorded in the 2017 Standard Action Report data as employing one or more young people as staff members (Czech Republic, Hong Kong, Israel, Indonesia, Ireland, Netherlands, Paraguay, Turkey and Venezuela).

Indicator 2: Number of young Amnesty International supporters, activists and members from diverse backgrounds

Although national laws prohibit some entities from collecting disaggregated data about their young Amnesty International supporters, activists and members, almost all entities reported diversity amongst the young people who engage with them. Some entities have also developed, or are developing, specific courses of action to ensure and increase the diversity amongst the young people they engage. For example, both Amnesty International Spain and Sweden have put in place specific funding to ensure that young people are able to participate with their work; Amnesty International Spain has special funding to support young people to attend their AGM and other relevant meetings, and Amnesty International Sweden covers training costs for young people, including travel and accommodation. Other entities have formalised ways of ensuring participation and inclusion of people from diverse backgrounds; Australia have a Diversity Action Plan which they implement, and Burkina Faso implement a Monitoring & Evaluation programme that looks at intersecting forms of discrimination, and promotes the integration of diversity in their work.

Indicator 3: Number of national youth strategies and other strategies which integrate a youth component across the movement

Of the 37 entities that returned information about their work with young people, 13 entities (35%) already have a National Youth Strategy in place, and 8 entities (21.6%) are developing a National Youth Strategy in 2018. 2 sections have integrated their youth strategy within another strategy (Amnesty International Algeria's Activism and Growth Strategy, and Amnesty International Denmark's Activism Strategy), and 14 entities (37.8%) do not have a National Youth Strategy (and are not currently in the process of developing one). Many entities also mentioned that youth components had been incorporated within other strategies that they have developed, in particular Activism and Human Rights Education strategies.

In May 2018 the Global Youth Team launched the *Youth Power for Youth Rights* toolkit (available in English online as an [interactive](#) or [non-interactive](#) version), which has been shared with entities to support the development of National Youth Strategies and incorporating youth perspectives within other strategies.

Indicator 4: Amount of financial resources dedicated to youth work directly at the national level (i.e. youth specific budget lines)

In most entities, a relatively small percentage of financial resources are dedicated to youth work directly at the national level; 56.7% of entities reported less than 10% of financial resources being dedicated to youth work directly. No entities reported dedicating 50% or more of their financial resources to youth work, and 24% did not provide this information. Many entities mentioned other budgets having a percentage that was used for youth engagement within that area, such as campaigns and activism.

Indicator 5: Number of full time employees (FTE) with a youth brief who lead youth work at the national level

Almost all entities have a full-time employee who either focuses specifically on youth (such as a Youth Coordinator), or has a youth brief within their role (for example, and Activism and Youth Coordinator).

Indicator 6: Number of projects at the national level with a youth focus

35 entities reported having projects at national level with a youth focus; of these 31 reported having two or more projects at national level with a youth focus. 1 section has not yet provided this information.

Indicator 7: Number of young Amnesty International supporters, activists and members participating in capacity development forums at the local or national level

Almost all entities reported the participation of young Amnesty International supporters, activists and members participating in capacity development forums at the local or national level. Often high numbers of young people participating were recorded, such as India (1,000 young people), Philippines (1,229) and Argentina (1,866).

Indicator 8: Supporter journeys which are specific to young people and their retention within Amnesty International

Six entities, such as New Zealand, reported having supporter journeys specific to young people currently in place. 18 entities referred to youth supporter journeys either being in development or a youth element being incorporated into wider supporter journeys.

Indicator 9: Significant change seen in terms of impact of youth participation within Amnesty International

A diverse range of stories of significant change seen due to youth participation were reported by many Amnesty International entities, covering both national and international change, moves towards youth engagement in Amnesty's governance, increased youth participation, and the empowerment of young people.

AMNESTY SENEGAL...

are supporting young people by building their capacity to conduct human rights monitoring, reporting and follow up, to provide HRE, and to offer specific expertise on relevant human rights themes. Young people at Amnesty Senegal have youth leaders on the Board representing youth views; they take part in all discussions and decision-making processes.

AMNESTY SWEDEN...

visited 25 upper secondary schools with an interactive workshop on human rights in 2017. The tour was followed up with mobilisation visits aiming to start new groups. During the year the number of youth groups increased from 52 to 68.

AMNESTY ARGENTINA...

was present in Geneva for Argentina's Universal Periodic Review in November 2017, demanding the right to comprehensive sexual education and sexual and reproductive health care for the country's young people. José Sola, a young Amnesty activist, was part of this. This was a unique experience for José who knew about Amnesty when he was living in Salta province, and then joined an Amnesty Argentina youth group of activists when he moved to Buenos Aires.

AMNESTY AUSTRALIA...

shared that young people have always been active in the Section, but through developing the National Youth Strategy the Section has been able to further explore the ways young people wanted to be active in the movement, how they wanted their voices and ideas to be heard and respected, and the barriers they faced to participation. Two key areas of the National Youth Strategy are diversity and inclusion. The Section also had a strong focus on breaking down the silos that youth activism tends to happen in, moving past the idea that young people are only interested in certain parts of their work.

AMNESTY KENYA...

shared that their student partner network (Student Consortium for Human Rights Advocacy), led by Joy Wathagi and Naomi Ndinda, mobilized students from the debating community and larger student network to lead actions for Taibeh Abbasi through the #TellNorway campaign in Kenya. Their engagement was a demonstration of their commitment, passion and energy towards protecting the rights of students from anywhere in the world. They evoked the spirit of global solidarity in a beautiful way.

AMNESTY THAILAND...

have done significant work to increase levels of awareness of their branding amongst the public, in particular amongst youth. In Thailand, Amnesty International is seen as a cool, trendy and progressive organisation to work with. The impact of this has been that youth participation in terms of activism and volunteering work have greatly increased.

AMNESTY NEPAL...

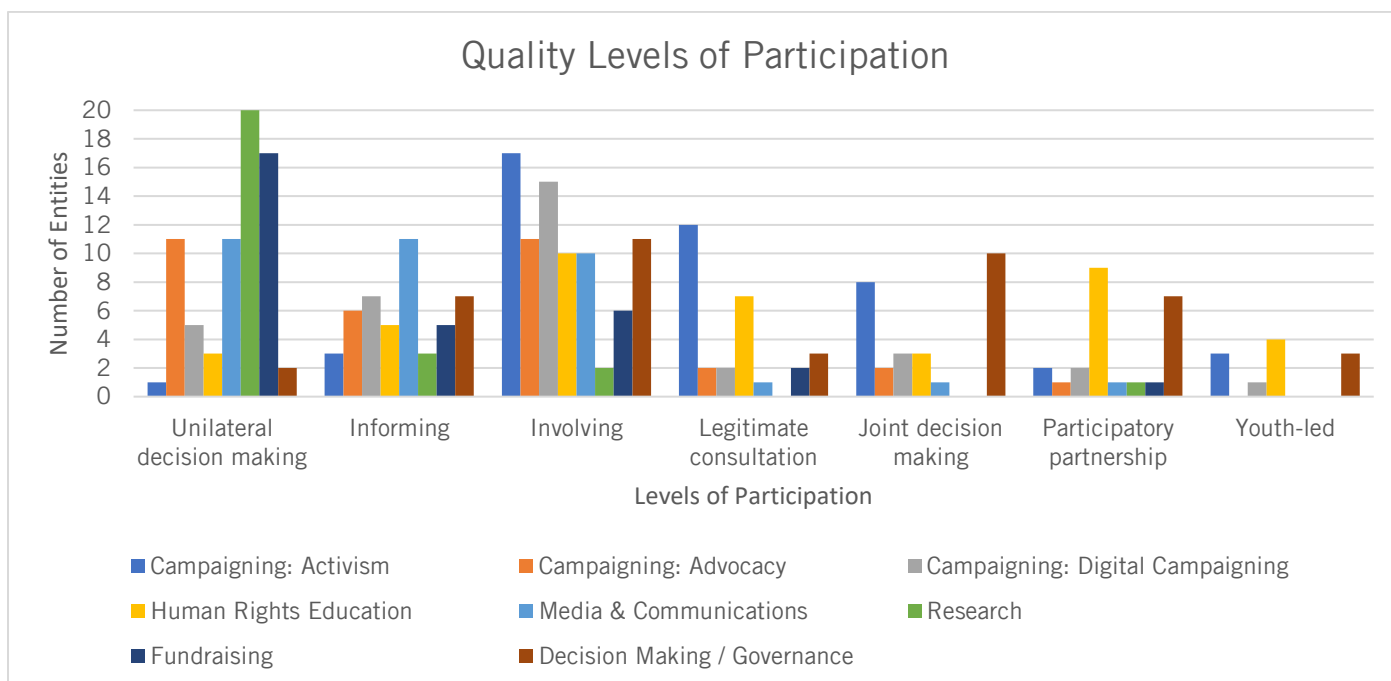
approved having two Youth Network members as part of the eleven-member National Board. It was the outcome of consultations with/and among the National Board, Youth Networks, and youth activists and staff from across the movement (including the IS, AI New Zealand, AI Philippines, AI USA). It was initiated and led by the National Youth Advisory panel (a central committee of five members from across the country) to take youths' perspective in board when there was no youth participation in the Board.

AMNESTY PERU...

Shared this quote from a youth leader: 'Currently I am finishing a big challenge, being the youngest board member of AI Peru. This experience has allowed me to jump from being an activist to being part of the governance and has strengthened my commitment to the defence of human rights at an international level. It has also allowed me to learn about different experiences within the movement and promote the youth strategy and youth participation within Peru.'

Indicator 10: Quality Levels of Participation

Entities reported on the quality levels of participation for eight aspects of their work, from Human Rights Education to Decision Making and Governance. The quality levels of participation ranged from unilateral decision making by the entity, to participation being youth-led. All 37 entities provided information on the quality levels of participation throughout their work. Some entities identified more than one level of youth participation per aspect of their work, and for some aspects of their work entities reported that identifying a level of youth participation was non-applicable. The overall responses show an overall trend towards lower levels of youth participation in most entities' work, and are illustrated here:



Research was the aspect of entities' work that was reported as having the lowest levels of quality youth participation. 20 entities reported that their research work is led by 'unilateral decision making', 3 identified their level of participation as 'informing', and two as 'involving'. Aside from this, just one entity (South Africa) identified their level of youth participation in their research work as a 'participatory partnership'.

Fundraising was also identified by entities as having low levels of quality youth participation, with 17 reporting that their fundraising work is led by 'unilateral decision making'. Five entities reported their level of participation as 'informing', and six as 'involving'. However, two entities reported their fundraising work involved 'legitimate consultation' with young people, and one (Kenya) identified their level of youth participation as a 'participatory partnership'.

Human Rights Education scored highly on quality levels of youth participation within entities' work; four entities reported this aspect of their work to be 'youth led', and a further nine described it as a 'participatory partnership'. Decision Making and Governance also scored highly; three entities reported this to be 'youth led', seven described it as a 'participatory partnership', and 10 identified their way of working as 'joint decision making'.

A 'youth led' approach was least commonly reported as the level of youth participation within entities' work overall, followed by 'participatory partnership'. Although 'unilateral decision making' was the second most commonly reported level of youth participation overall, 'involving' was the most highly reported across the different aspects of entities' work, showing what is hoped to be a shift towards quality levels of youth participation across Amnesty International's work.

Submission of information for report

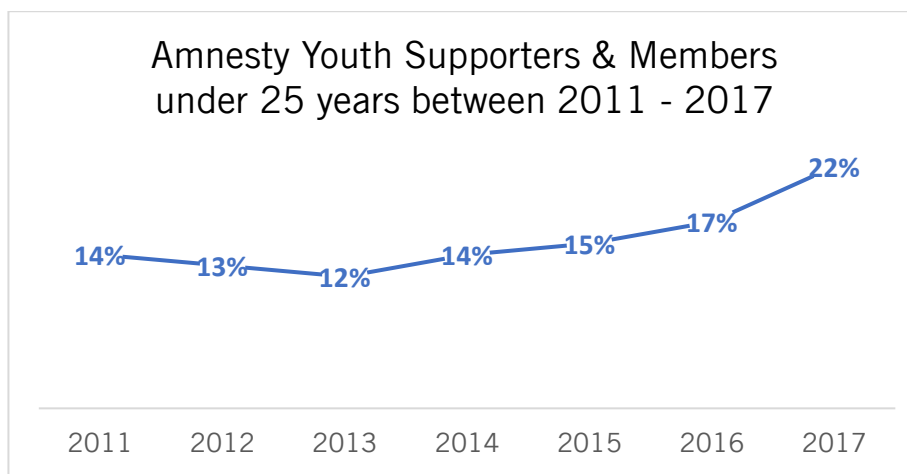
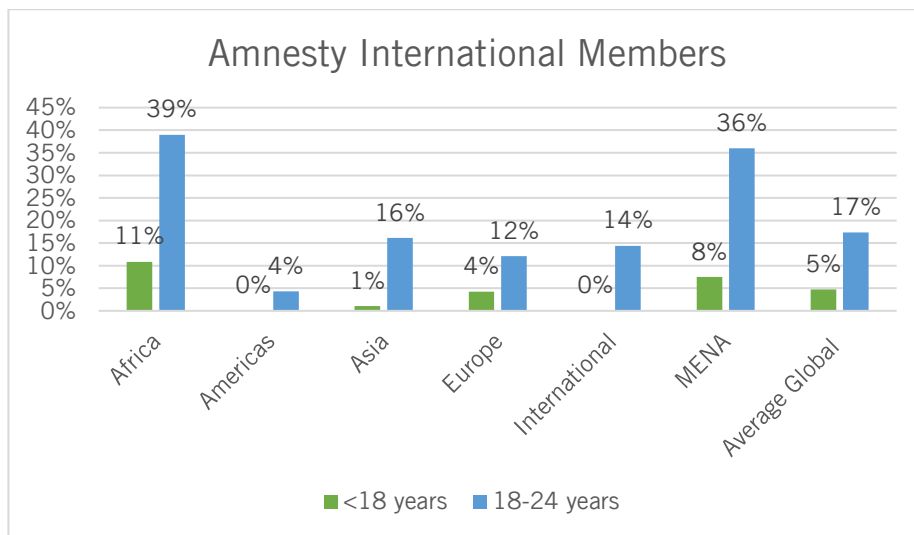
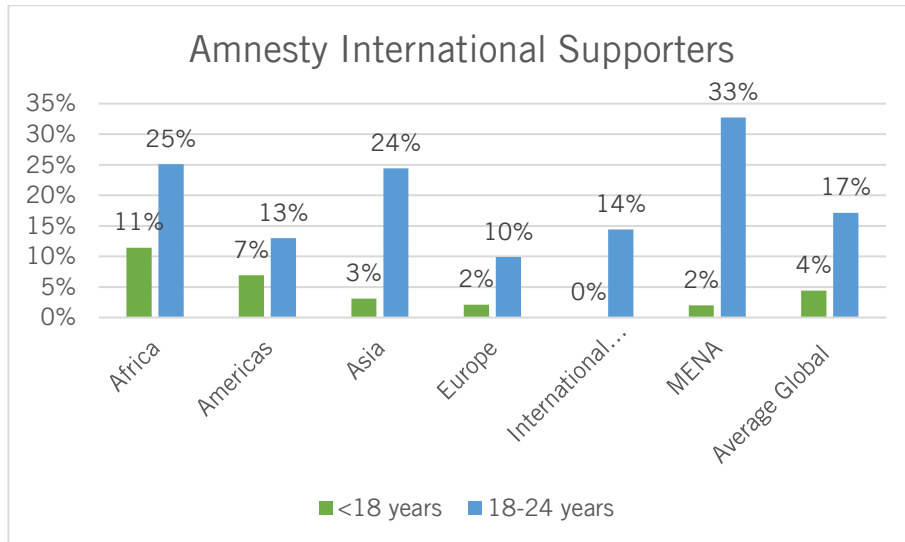
Feedback was received from entities about their experience reporting on the indicators for the State of Amnesty Youth Report. Entities mentioned challenges in providing accurate information about: the amount of time spent by staff on youth work (particularly where there is not a dedicated member of staff), disaggregated data about the diversity of the young people they engage, and budgets allocated to youth work (particularly where budget spent on youth work is within other budgets).

As 2017 was the first-year national entities reported on indicators developed for the monitoring on the International Youth Strategy, it is expected that over the next years monitoring will provide an even more complete picture and will allow for further ongoing monitoring and learning.

The Global Youth Team will work closely with the Global Youth Coordinators Network in the first quarter of 2019 to provide support where needed as part of completing the monitoring form of 2018.

GLOBAL & REGIONAL FINDINGS VISUALIZED IN GRAPHS

Data gathered through the Standard Action Report (SAR) presents the following age-disaggregated data across Amnesty International. The first two graphs below illustrate data on supporters and members per region and the global average. The last graph illustrates the growth in percentage of the number supporters and members under the age of 25 over the last 7 years.



The following pages of this report detail entity by entity Amnesty International's work with young people.

ARGENTINA

| INDICATOR | DATA COLLECTOR | |
|---|---|---|
| # Amnesty International supporters, activists, members, staff and board members under the age of 25 | Supporters | 12% |
| | Members | 12% |
| | Staff | 2 (12.5%) |
| | Board Members | 0 (0%) |
| # Young Amnesty International supporters, activists and members from diverse backgrounds | Amnesty International Argentina (AIAR) promote diversity by working with LGBTI allies, organizations of people with disabilities, organizations of youth living with HIV and schools from disadvantaged backgrounds. These allies participate with many activities, events and projects, such as the Festival for Sexual and Reproductive Rights and the National Youth Meeting. AIAR is also part of an alliance of organizations that work with different young population about HIV/AIDS, teen pregnancy, sexual and reproductive health and SOGI issues. | |
| # National youth strategies and other strategies which integrate a youth component across the movement | National Youth Strategy | AIAR have a draft of National Youth Strategy. This is in the process of being finished and then approved. |
| | Strategies which integrate a youth component | <ul style="list-style-type: none"> It's My Body! (2016-2020) Education, Empowerment, Justice Programme (2013 - 2017) W4R |
| # Financial resources dedicated to youth work directly at the national level (i.e. youth specific budget lines) | Total Annual Budget National | USD: \$160,000 (GBP: £114,770) |
| | Total Budget directly spent on youth work | USD: \$53,000 (GBP: £38,017) |
| # Staff FTE with a youth brief who lead youth work at the national level | Total FTE staff with a youth brief | <ul style="list-style-type: none"> HRE and Youth Coordinator Youth Responsible |
| # Projects at the national level with a youth focus | Projects with a youth focus | <ul style="list-style-type: none"> It's My Body! (2016-2020) Education, Empowerment, Justice Programme (2013 - 2017) W4R |
| # Young Amnesty International supporters, activists and members participating in capacity development forums at the local or national level | Number young people participating in capacity development forums | 1,866 |
| Supporter journeys which are specific to young people and their retention within Amnesty International | <p>AIAR's support journey for young people starts when they complete the Youth Activism Form HRE (formal or informal). After this has been submitted they receive a survey to complete and are invited to an informative meeting.</p> <p>Young people then participate in trainings to become Multipliers as members of the young group of activists. They take part in Facebook and WhatsApp groups, participate in marches, trainings, MOOC's, W4R, events, campaigns and petitions.</p> | |
| The most significant change seen in terms of impact of youth participation within Amnesty International | <p>The Argentinian section was present in Geneva for Argentina's Universal Periodic Review (UPR) in November 2017, demanding the right to comprehensive sexual education and sexual and reproductive health care for the country's young people. José Sola, a young Amnesty activist, was part of this. This was a unique experience for José who knew about Amnesty when he was living in Salta province, and then joined AIAR's young group of activists when he moved to Buenos Aires.</p> <p>Currently José is a young leader. He takes parts in most of the activities of AIAR's young group of activists, and also represents Argentina in the International Committee of Young Activists within the framework of the Project It's My Body, with activists from Chile and Peru.</p> | |

QUALITY LEVELS OF YOUTH PARTICIPATION

| Levels of Participation | Unilateral decision making | Informing | Involving | Legitimate consultation | Joint decision making | Participatory Partnership | Youth-led | Not Applicable |
|----------------------------------|----------------------------|-----------|-----------|-------------------------|-----------------------|---------------------------|-----------|----------------|
| Campaigning: Activism | | | X | | | | | |
| Campaigning: Advocacy | | | X | | | | | |
| Campaigning: Digital Campaigning | | | | | X | | | |
| Human Rights Education | | | | | X | | | |
| Media & Communications | | | | X | | | | |
| Research | | | X | | | | | |
| Fundraising | X | | | | | | | |
| Decision Making / Governance | | X | | | | | | |

AUSTRALIA

| INDICATOR | DATA COLLECTOR | |
|---|--|--|
| # Amnesty International supporters, activists, members, staff and board members under the age of 25 | Supporters | 12% |
| | Members | 2% |
| | Staff | 1 (1.1%) |
| | Board Members | 0 (0%) |
| # Young Amnesty International supporters, activists and members from diverse backgrounds | Amnesty International Australia (AIA) promotes and engages young people in all their diversity through: <ul style="list-style-type: none"> • AIA's Diversity Action Plan, which was developed through the Joint Consultative Committee • Membership of the Diversity Council of Australia • Participation in the Diversity & Inclusion@Work Index project • Providing Cultural Competency Training as part of induction for activists and staff • Ally Training • Reconciliation Action Plan | |
| # National youth strategies and other strategies which integrate a youth component across the movement | National Youth Strategy | AIA has a National Youth Strategy |
| | Strategies which integrate a youth component | <ul style="list-style-type: none"> • Activism Strategy (in progress) • Communications Strategy (in progress) • Teachers as Multipliers (in progress) |
| # Financial resources dedicated to youth work directly at the national level (i.e. youth specific budget lines) | Total Annual Budget National | GBP: £11,621,269 (Total spend minus international contribution) |
| | Total Budget directly spent on youth work | £45,000 : Direct spend £103,949 : Staff £27,355 : Organising program £16,413 : Campaign spend |
| # Staff FTE with a youth brief who lead youth work at the national level | Total FTE staff with a youth brief | <ul style="list-style-type: none"> • 1 FTE National Youth Coordinator • 1 FTE coming from % of Activism/Organising staff time. |
| # Projects at the national level with a youth focus | Projects with a youth focus | <ul style="list-style-type: none"> • Teachers as Multipliers (2018/19 proposed project) • Schools Outreach Program • Community is Everything • ARTillery • Database (includes a better approach to privacy and under 18s) • All priority campaigns include a youth focus |
| # Young Amnesty International supporters, activists and members participating in capacity development forums at the local or national level | Number young people participating in capacity development forums | <ul style="list-style-type: none"> • For 2017 - 475 - 500 young people (Skills Development) • 6500 students (Human Rights Education Activism Outreach) |
| Supporter journeys which are specific to young people and their retention within Amnesty International | <ul style="list-style-type: none"> • My New Neighbour (Refugees) – data from campus actions, sms for step ask, push out for next campus action • Toxic Twitter (Women's Rights) – data from campus actions, sms ask for step up ask push out for next campus action • Volunteer Engagement Process. | |
| The most significant change seen in terms of impact of youth participation within Amnesty International | <p>The development of a National Youth Strategy has driven significant change to the inclusion and participation of young people at Amnesty International Australia, and has helped provide a focus and a framework to ensure that AIA is accessible, relevant and meaningful to young people. Young people have always been active in the section, but through developing the National Youth Strategy AIA have been able to further explore the ways young people wanted to be active in the movement, how they wanted their voices and ideas to be heard and respected, and the barriers they faced to participation.</p> <p>Two key areas of the National Youth Strategy are diversity and inclusion. Through consultation with supporters and activists AIA developed strategies to support stronger participation from young people outside of traditional education institutes, and to make work more visible with young people outside of metropolitan areas. AIA also had a strong focus on breaking down the silos that youth activism tends to happen in, moving past the idea that young people are only interested in certain parts of their work. They set goals for young people's participation and engagement in areas such as national and local governance, campaign planning, training and leadership and communications.</p> | |

QUALITY LEVELS OF YOUTH PARTICIPATION

| Levels of Participation | Unilateral decision making | Informing | Involving | Legitimate consultation | Joint decision making | Participatory Partnership | Youth-led | Not Applicable |
|----------------------------------|----------------------------|-----------|-----------|-------------------------|-----------------------|---------------------------|-----------|----------------|
| Areas of Work | | | | | | | | |
| Campaigning: Activism | | | | | | X | | |
| Campaigning: Advocacy | | | X | | | X | | |
| Campaigning: Digital Campaigning | | | X | | | | | |
| Human Rights Education | | | | | | | X | |
| Media & Communications | | | X | | | | | |
| Research | | | | | | | | X |
| Fundraising | | | X | | | | | |
| Decision Making / Governance | | | | | | X | | |

AUSTRIA

| INDICATOR | DATA COLLECTOR | | |
|---|---|---|------|
| # Amnesty International supporters, activists, members, staff and board members under the age of 25 | Supporters | 9% | |
| | Members | 10% | |
| | Staff | 2 (5.3%) | |
| | Board Members | 0 (0%) | |
| # Young Amnesty International supporters, activists and members from diverse backgrounds | <p>Amnesty International Austria's youth groups follow an open, accessible and inclusive approach. In some groups, their activists actively promote their group as English-speaking in order to be accessible to people who might not have learnt German yet, such as migrants and forced migrants.</p> <p>Currently, Amnesty International Austria are working on creating a platform for young activists, which aims to include young people from diverse backgrounds. So far they are strategically focussing on university students for 2018 in order to open new groups in different cities; all of the meeting locations are accessible for disabled people.</p> | | |
| # National youth strategies and other strategies which integrate a youth component across the movement | National Youth Strategy | Amnesty International Austria do not have an extensive Youth Strategy per se | |
| | Strategies which integrate a youth component | <i>Information not submitted</i> | |
| # Financial resources dedicated to youth work directly at the national level (i.e. youth specific budget lines) | Total Annual Budget National | EUR: €6,788,325 (GBP: £5,931,774) | 0.6% |
| | Total Budget directly spent on youth work | EUR: €38,125 (GBP: £33,314) | |
| # Staff FTE with a youth brief who lead youth work at the national level | Total FTE staff with a youth brief | <ul style="list-style-type: none"> 1 FTE (including staff from the Mobilisation and Human Rights Education Team) | |
| # Projects at the national level with a youth focus | Projects with a youth focus | In May Amnesty International Austria will start a strategy-driven project for strengthening, connecting and involving young people across Austria. This project will also be based on a participatory approach, as young people are part of the project team. | |
| # Young Amnesty International supporters, activists and members participating in capacity development forums at the local or national level | Number young people participating in capacity development forums | 22 | |
| Supporter journeys which are specific to young people and their retention within Amnesty International | Amnesty International Austria don't have specific supporter journeys for young people; this only happens at the beginning when they are 'entering' Amnesty. However, this will be created as part of the project named above in 2018/19. | | |
| The most significant change seen in terms of impact of youth participation within Amnesty International | The most significant story from Amnesty International Austria's engagement with young people is that if you want to engage and touch people's hearts and minds for human rights then you must find the right 'tune'. You can be loud, shouting on the streets or you can be active in silence. One of the Youth Groups found a perfect combination of both last year. They did a silent performance on the consequences of arms trade in a public place, which attracted lots of people. These members of the public were then informed about the issue through being handed leaflets, and by the group members starting conversations. Through these conversations the young activists saw that their action had an impact – it made people thoughtful and even inspired them to do something. | | |

QUALITY LEVELS OF YOUTH PARTICIPATION

| Levels of Participation | Unilateral decision making | Informing | Involving | Legitimate consultation | Joint decision making | Participatory Partnership | Youth-led | Not Applicable |
|----------------------------------|----------------------------|-----------|-----------|-------------------------|-----------------------|---------------------------|-----------|----------------|
| Areas of Work | | | | | | | | |
| Campaigning: Activism | | | X | | | | | |
| Campaigning: Advocacy | X | | | | | | | |
| Campaigning: Digital Campaigning | X | | | | | | | |
| Human Rights Education | | | X | | | | | |
| Media & Communications | X | | | | | | | |
| Research | X | | | | | | | |
| Fundraising | X | | | | | | | |
| Decision Making / Governance | | | | | X | | | |

BELGIUM

| INDICATOR | DATA COLLECTOR | |
|---|--|---|
| # Amnesty International supporters, activists, members, staff and board members under the age of 25 | Supporters | 12% |
| | Members | 5% |
| | Staff | 1 (3%) |
| | Board Members | 2 (20%) |
| # Young Amnesty International supporters, activists and members from diverse backgrounds | Of 13,865 young people: | |
| | <ul style="list-style-type: none"> Male: 1,317 Female: 597 | <ul style="list-style-type: none"> Other: 22 Unknown: 11,751 |
| | Since July 2016, Amnesty International Belgium has employed a 20% Diversity Coordinator who work on making their movement more accessible to ethnic minorities. In 2017 AI Belgium also engaged in a HRE-project with young Moroccans of a lower social-economic background living in the Molenbeek area. | |
| # National youth strategies and other strategies which integrate a youth component across the movement | National Youth Strategy | Amnesty International Belgium have a strategy on youth activism (for young people aged 18+). |
| | Strategies which integrate a youth component | Specific strategies have not been developed, but since 2017 the section's growth and campaign plans place more emphasis on youth. |
| # Financial resources dedicated to youth work directly at the national level (i.e. youth specific budget lines) | Total Annual Budget National | EUR: €4,692,232 (GBP: £4,100,166) |
| | Total Budget directly spent on youth work | EUR: 25,000 EUR (excluding staff costs) (GBP: £21,845) |
| # Staff FTE with a youth brief who lead youth work at national level | Total FTE staff with a youth brief | 0.53% |
| # Projects at the national level with a youth focus | Projects with a youth focus | • 1.05 FTE (new full time youth worker started in October 2017) |
| # Young Amnesty International supporters, activists and members participating in capacity development forums at the local or national level | Number young people participating in capacity development forums | Three projects have a youth focus |
| Supporter journeys which are specific to young people and their retention within Amnesty International | 68 | |
| The most significant change seen in terms of impact of youth participation within Amnesty International | <p>At the moment the section does not have an outlined, detailed journey specific for a young audience. They do however send e-mails to their young activists on an irregular basis, with content tailored to their profile (such as invitations to youth actions).</p> <p>Last September a group of young Amnesty-enthusiasts gathered in Leuven for the yearly Youth Weekend. Some of them had been signing petitions and writing letters for as long as they can remember, others were new to activism with Amnesty International. The youth weekend combined elements of human rights education with human rights activism. They developed a creative action in collaboration with human rights defenders from Finland (Sakris Kupila) and the Democratic Republic of Congo (Yves Makwambala).</p> <p>Four of the young people who attended were Sixtine, Minte, Hannelore and Ishka. One of the first tasks for Cara, who began working as the Youth Coordinator at the section the week after the Youth Weekend, was to guide these four girls in developing the new youth group they wanted to become. Cara says that it 'has been a joy meeting up with them and seeing how their group and they themselves have grown over these pasts months.'</p> <p>The girls decided to form this group just a few days after the weekend ended. Since then, about once a week they contact Cara with new ideas, actions or events they will be organizing, including getting in contact with human rights activists in Congo, to plan an action together. Minte has written a blog for AI Belgium's website, which was also featured in the section's magazine; she closed her blog saying, 'You can do a lot by yourself, but together we can do it all.' Sixtine wrote the opening text for the section's yearly report that is sent to all AI Belgium's members. The girls also attended a brainstorm session where they provided input for the section's new youth strategy, and they are shaping Amnesty's youth movement in Belgium. Cara says that 'Offering them platforms on which they can share their experiences and perspectives has been a privilege'.</p> | |

| QUALITY LEVELS OF YOUTH PARTICIPATION | | | | | | | | |
|---------------------------------------|----------------------------|-----------|-----------|-------------------------|-----------------------|---------------------------|-----------|----------------|
| Levels of Participation | Unilateral decision making | Informing | Involving | Legitimate consultation | Joint decision making | Participatory Partnership | Youth-led | Not Applicable |
| Areas of Work | | | | | | | | |
| Campaigning: Activism | | | | X | | | | |
| Campaigning: Advocacy | | | X | | | | | |
| Campaigning: Digital Campaigning | | | | | | | | X |
| Human Rights Education | | | | X | | | | |
| Media & Communications | | X | | | | | | |
| Research | | X | | | | | | |
| Fundraising | | X | | | | | | |
| Decision Making / Governance | | X | | | | | | |

BRAZIL

| INDICATOR | DATA COLLECTOR | |
|---|---|--|
| # Amnesty International supporters, activists, members, staff and board members under the age of 25 | Supporters | 42,346 (data provided through AI Brazil, not SAR) |
| | Members | 400 (data provided through AI Brazil, not SAR) |
| | Staff | 6 (data provided through AI Brazil, not SAR) |
| | Board Members | 0 (0%) |
| # Young Amnesty International supporters, activists and members from diverse backgrounds | <p>In 2017, Amnesty International Brazil engaged a new audience of youth leaders and activists from the favelas and peripheries of six major cities in the country. Within this cohort, gender was balanced.</p> <p>Within all of Amnesty International Brazil's supporters: 10% are female; 6% are male; 84% have not provided information on their gender. 7% are under 18 years old, and 23% are aged 19-24 years old. Within local activist groups: 60% are female; 35% are male; 5% identified as other. The vast majority are below 29 years old.</p> | |
| # National youth strategies and other strategies which integrate a youth component across the movement | National Youth Strategy | No, Amnesty International Brazil do not currently have a National Youth Strategy. However, they are working on developing one, to be ready early 2019. |
| | Strategies which integrate a youth component | <ul style="list-style-type: none"> Black Youth Alive campaign QuilomBOX Defend the Defenders |
| # Financial resources dedicated to youth work directly at the national level (i.e. youth specific budget lines) | Total Annual Budget National | Information not submitted |
| | Total Budget directly spent on youth work | Information not submitted |
| # Staff FTE with a youth brief who lead youth work at the national level | Total FTE staff with a youth brief | <ul style="list-style-type: none"> 4 staff, 0.25 time The Activism and Mobilization Team is responsible for developing a National Youth Strategy and has been working with this focus for 2 years by now |
| # Projects at the national level with a youth focus | Projects with a youth focus | <ul style="list-style-type: none"> Black Youth Alive QuilomBOX Defend the Defenders (Banana-Terra) National Activism Strategy |
| # Young Amnesty International supporters, activists and members participating in capacity development forums at the local or national level | Number young people participating in capacity development forums | 250 |
| Supporter journeys which are specific to young people and their retention within Amnesty International | <ul style="list-style-type: none"> QuilomBOX monitoring process involves a Supporter Journey Defend the Defenders (Banana-Terra): Brazilian chapter in partnership with Greenpeace Brazil, is developing an innovative supporter journey that aims to reach around 1000 young activists. It's under development, project being implemented from June, 2018 | |
| The most significant change seen in terms of impact of youth participation within Amnesty International | Information not submitted | |

QUALITY LEVELS OF YOUTH PARTICIPATION

| Levels of Participation | Unilateral decision making | Informing | Involving | Legitimate consultation | Joint decision making | Participatory Partnership | Youth-led | Not Applicable |
|----------------------------------|----------------------------|-----------|-----------|-------------------------|-----------------------|---------------------------|-----------|----------------|
| Campaigning: Activism | | | X | | | | | |
| Campaigning: Advocacy | X | | | | | | | |
| Campaigning: Digital Campaigning | | | | | | X | | |
| Human Rights Education | | | X | | X | | | |
| Media & Communications | X | | | | | | | |
| Research | X | | | | | | | |
| Fundraising | X | | | | | | | |
| Decision Making / Governance | X | | | | | | | |

BURKINA FASO

| INDICATOR | DATA COLLECTOR | |
|---|--|--|
| # Amnesty International supporters, activists, members, staff and board members under the age of 25 | Supporters | 45% |
| | Members | 50% |
| | Staff | 0 (0%) |
| | Board Members | 2 (40%) |
| # Young Amnesty International supporters, activists and members from diverse backgrounds | Amnesty International Burkina Faso has 45% young people and 40% of women as members, activists and supporters. | |
| | AI Burkina Faso has been leading a permanent M&E on multiple intersecting forms of discrimination, and on the integration of diversity into their work. | |
| | <p>In the invitation to groups for an AGM, meeting or training the section clearly ask them to include both a woman and a man. The section also has some gender-based groups and youth groups, and local groups reflect ethnic and geographical diversity. Some of AI Burkina Faso's members are people living with disabilities. All these measures have been adopted to increase diversity and inclusiveness, and mitigate discrimination and exclusion.</p> <p>The section also uses local languages to deliver their messages and in media work, to empower people, including women and young people in rural areas. This enables them to effectively address the diversity issues related to their work.</p> | |
| # National youth strategies and other strategies which integrate a youth component across the movement | National Youth Strategy | Yes, AI Burkina Faso has a Youth Strategy |
| | Strategies which integrate a youth component | <ul style="list-style-type: none"> Growth strategy Campaign strategy HRE strategy |
| # Financial resources dedicated to youth work directly at the national level (i.e. youth specific budget lines) | Total Annual Budget National | GBP: £286,886 |
| | Total Budget directly spent on youth work | GBP: £7,267 |
| # Staff FTE with a youth brief who lead youth work at the national level | Total FTE staff with a youth brief | <ul style="list-style-type: none"> 4 FTEs |
| # Projects at the national level with a youth focus | Projects with a youth focus | <ul style="list-style-type: none"> Brave campaign My Body My Rights campaign |
| # Young Amnesty International supporters, activists and members participating in capacity development forums at the local or national level | Number young people participating in capacity development forums | <i>Information not submitted</i> |
| Supporter journeys which are specific to young people and their retention within Amnesty International | The My Body My Rights campaign focused mainly on youth, and includes both a youth specific element and supporter journey. | |
| The most significant change seen in terms of impact of youth participation within Amnesty International | Last year the SIAO group, one of the Ouagadougou groups, had exchanges with young people from another part of town on the issues on which AI works. They discussed the death penalty, early and forced marriages, high-risk pregnancies and access to contraception. On the issue of pregnancy and contraception, they divided into two groups - a group of girls and a group of boys. Opinions were collected by sensitivity (depending on whether they were a girl or a boy) enabled the members of the group to better understand these issues, particularly on the issues of management of the menstrual cycle, the effectiveness and safety of contraceptive methods, and responsible sexual behaviour. Through this they were able to better organize their awareness activities towards other young people. | |

QUALITY LEVELS OF YOUTH PARTICIPATION

| Levels of Participation | Unilateral decision making | Informing | Involving | Legitimate consultation | Joint decision making | Participatory Partnership | Youth-led | Not Applicable |
|----------------------------------|----------------------------|-----------|-----------|-------------------------|-----------------------|---------------------------|-----------|----------------|
| Campaigning: Activism | | | | | | | X | |
| Campaigning: Advocacy | | | X | | | | | |
| Campaigning: Digital Campaigning | | | | | | | X | |
| Human Rights Education | | | | | | | X | |
| Media & Communications | | X | | | | | | |
| Research | | X | | | | | | |
| Fundraising | | X | | | | | | |
| Decision Making / Governance | | X | | | | | | |

CANADA (ENGLISH SPEAKING)

| INDICATOR | DATA COLLECTOR | |
|---|---|--|
| # Amnesty International supporters, activists, members, staff and board members under the age of 25 | Supporters | <i>Information not available through SAR</i> |
| | Members | <i>Information not available through SAR</i> |
| | Staff | 3 (16.7%) |
| | Board Members | 0 (0%) |
| # Young Amnesty International supporters, activists and members from diverse backgrounds | AI Canada (English Speaking) do not yet have disaggregated data about young Amnesty International supporters, activists and members from diverse backgrounds, but they are looking at ways to collect it. | |
| | Engagement of young people in all their diversity is promoted in all applications, hiring, and training / leadership opportunities. To make opportunities accessible, accommodation is always offered for meetings, trainings and so on. A new committee has also been established that will look at how the section can further advance this work. | |
| # National youth strategies and other strategies which integrate a youth component across the movement | National Youth Strategy | Yes, Amnesty International Canada (English Speaking) have a National Youth Strategy |
| | Strategies which integrate a youth component | <i>Information not submitted</i> |
| # Financial resources dedicated to youth work directly at the national level (i.e. youth specific budget lines) | Total Annual Budget National | £768,319 |
| | Total Budget directly spent on youth work | £75,806 |
| # Staff FTE with a youth brief who lead youth work at the national level | Total FTE staff with a youth brief | <ul style="list-style-type: none"> 1 FTE |
| # Projects at the national level with a youth focus | Projects with a youth focus | <ul style="list-style-type: none"> Human Rights College for Youth National Youth Organizers Extraction Graphic Novel Project Letters to a Prisoner HRE project |
| # Young Amnesty International supporters, activists and members participating in capacity development forums at the local or national level | Number young people participating in capacity development forums | 277 (estimated) |
| Supporter journeys which are specific to young people and their retention within Amnesty International | AI Canada (English Speaking) have individual supporter journeys that they use when interacting with members, and are in the process of writing them down. The youth focused projects listed above all have journeys, as does Write for Rights and general intake of youth expression of interest in general. | |
| The most significant change seen in terms of impact of youth participation within Amnesty International | <i>Information not submitted</i> | |

QUALITY LEVELS OF YOUTH PARTICIPATION

| Levels of Participation | Unilateral decision making | Informing | Involving | Legitimate consultation | Joint decision making | Participatory Partnership | Youth-led | Not Applicable |
|----------------------------------|----------------------------|-----------|-----------|-------------------------|-----------------------|---------------------------|-----------|----------------|
| Campaigning: Activism | X | X | X | | | | | |
| Campaigning: Advocacy | X | X | | | | | | |
| Campaigning: Digital Campaigning | X | X | X | | | | | |
| Human Rights Education | X | X | | | | | | |
| Media & Communications | X | | | | | | | |
| Research | X | | | | | | | |
| Fundraising | X | | | | | | | |
| Decision Making / Governance | | X | X | X | X | | | |

CANADA (FRENCH SPEAKING)

| INDICATOR | DATA COLLECTOR | |
|---|---|--|
| # Amnesty International supporters, activists, members, staff and board members under the age of 25 | Supporters | <i>Information not available through SAR</i> |
| | Members | <i>Information not available through SAR</i> |
| | Staff | 7 (29.2%) |
| | Board Members | 2 (16.7%) |
| # Young Amnesty International supporters, activists and members from diverse backgrounds | As the majority of the young people engaged with AI Canada (French Speaking) are under 18, they are working on new tools to compile this information. | |
| | The Board is developing a new strategy to increase the diversity in the section, it is currently a work in progress. | |
| # National youth strategies and other strategies which integrate a youth component across the movement | National Youth Strategy | No, Amnesty International (French Speaking) does not have a National Youth Strategy |
| | Strategies which integrate a youth component | <ul style="list-style-type: none"> EDH projects |
| # Financial resources dedicated to youth work directly at the national level (i.e. youth specific budget lines) | Total Annual Budget National | <i>Information not submitted</i> |
| | Total Budget directly spent on youth work | <i>Information not submitted</i> |
| # Staff FTE with a youth brief who lead youth work at the national level | Total FTE staff with a youth brief | <ul style="list-style-type: none"> 70% |
| # Projects at the national level with a youth focus | Projects with a youth focus | <ul style="list-style-type: none"> Youth Congress Youth camp (2 per year) Workshops in schools HRE Tour Alliance for youth engagement (with 3 partners) |
| # Young Amnesty International supporters, activists and members participating in capacity development forums at the local or national level | Number young people participating in capacity development forums | Between 600 and 700 |
| Supporter journeys which are specific to young people and their retention within Amnesty International | Non applicable | |
| The most significant change seen in terms of impact of youth participation within Amnesty International | <i>Information not submitted</i> | |

QUALITY LEVELS OF YOUTH PARTICIPATION

| Levels of Participation | Unilateral decision making | Informing | Involving | Legitimate consultation | Joint decision making | Participatory Partnership | Youth-led | Not Applicable |
|----------------------------------|----------------------------|-----------|-----------|-------------------------|-----------------------|---------------------------|-----------|----------------|
| Areas of Work | | | | | | | | |
| Campaigning: Activism | | | X | | | X | X | |
| Campaigning: Advocacy | | | | | | | | X |
| Campaigning: Digital Campaigning | | | | | | | | X |
| Human Rights Education | | | | | | X | | |
| Media & Communications | | | | | | | | X |
| Research | | | | | | | | X |
| Fundraising | X | | | | | | | |
| Decision Making / Governance | | | | | X | | | |

CHILE

| INDICATOR | DATA COLLECTOR | |
|---|---|---|
| # Amnesty International supporters, activists, members, staff and board members under the age of 25 | Supporters | 1% |
| | Members | 23.1% |
| | Staff | 1 (9.1%) |
| | Board Members | 1 (12.5%) |
| # Young Amnesty International supporters, activists and members from diverse backgrounds | <p>AI Chile have around 36 permanent activists under 25 years within the section, and a youth member of the Executive Board. Besides that, they have 73 permanent activists across the territory who are part of the Human Rights Education Project It's My Body, an autonomous project financed by AI. This is a total of 109 young activists under 25 years old. When broken down further:</p> <ul style="list-style-type: none"> All 109 activists belong to either middle class or working social class; they all study either at university, are completing a technical degree, or are still at high school with plans for further study. The majority of them are nationals; only 4 (3.66%) of them are from abroad (Venezuela, Colombia, United Kingdom and Spain). They include LGTBIQ activists; an estimated 30% identify as LGTBIQ Most Chileans have indigenous blood, so it is assumed a proportion have links or heritage to indigenous groups The vast majority are atheists, some are Catholics None of the activists have a disability | |
| | Diversity is not promoted directly, but is always in within the section's messages, actions and projects as people from diverse backgrounds are encouraged to become part of Amnesty. AI Chile are also working on 4 projects that promote diversity, addressing migrants, LGTBIQ people, and youth, and as a result they have more diversity day after day. | |
| # National youth strategies and other strategies which integrate a youth component across the movement | National Youth Strategy | Yes, Amnesty International Chile has a National Youth Strategy |
| | Strategies which integrate a youth component | <ul style="list-style-type: none"> Activism Strategy It's My Body Strategy Diversity Project |
| # Financial resources dedicated to youth work directly at the national level (i.e. youth specific budget lines) | Total Annual Budget National | <i>Information not submitted</i> |
| | Total Budget directly spent on youth work | <i>Information not submitted</i> |
| # Staff FTE with a youth brief who lead youth work at the national level | Total FTE staff with a youth brief | <ul style="list-style-type: none"> 12.5 % |
| # Projects at the national level with a youth focus | Projects with a youth focus | 3 projects have a youth focus |
| # Young Amnesty International supporters, activists and members participating in capacity development forums at the local or national level | Number young people participating in capacity development forums | All of AI Chile's young permanent activists participate in every capacity forum the section develops at national level. |
| Supporter journeys which are specific to young people and their retention within Amnesty International | The section has two HRE projects which address youth, which contain supporter journeys that include specific youth elements. | |
| The most significant change seen in terms of impact of youth participation within Amnesty International | <i>Information not submitted</i> | |

QUALITY LEVELS OF YOUTH PARTICIPATION

| Levels of Participation | Unilateral decision making | Informing | Involving | Legitimate consultation | Joint decision making | Participatory Partnership | Youth-led | Not Applicable |
|----------------------------------|----------------------------|-----------|-----------|-------------------------|-----------------------|---------------------------|-----------|----------------|
| Campaigning: Activism | | | | | X | | | |
| Campaigning: Advocacy | | X | | | | | | |
| Campaigning: Digital Campaigning | | | X | | | | | |
| Human Rights Education | | | | | | | X | |
| Media & Communications | | | | | | | | |
| Research | X | | | | | | | |
| Fundraising | X | | | | | | | |
| Decision Making / Governance | | | | X | | | | |

DENMARK

| INDICATOR | DATA COLLECTOR | |
|---|---|---|
| # Amnesty International supporters, activists, members, staff and board members under the age of 25 | Supporters | 22% |
| | Members | 10% |
| | Staff | 0 (0%) |
| | Board Members | 0 (0%) |
| # Young Amnesty International supporters, activists and members from diverse backgrounds | In Denmark it is illegal to obtain information on race, sexual orientation, etc. | |
| | However, since Danish youth groups are primarily located on high-schools the members are from good socio-economic class. There is also high female representation. Amnesty Denmark have also recently submitted a Special Report on gender and diversity in connection with SAR. | |
| # National youth strategies and other strategies which integrate a youth component across the movement | National Youth Strategy | <i>Information not submitted</i> |
| | Strategies which integrate a youth component | Amnesty Denmark has an Activism Strategy with an incorporated youth component. They also have an HRE strategy that touches upon activism and volunteers. |
| # Financial resources dedicated to youth work directly at the national level (i.e. youth specific budget lines) | Total Annual Budget National | <i>Information not submitted</i> |
| | Total Budget directly spent on youth work | GBP: £24,610 All campaign materials that the activists use for campaigning are from the campaign budget, not the youth budget. Besides this, there is a budget of 10,500, which all activists can apply to for funding for campaign activities. |
| # Staff FTE with a youth brief who lead youth work at the national level | Total FTE staff with a youth brief | <ul style="list-style-type: none"> One full time employee Two youth interns every semester |
| # Projects at the national level with a youth focus | Projects with a youth focus | <ul style="list-style-type: none"> UFM (Democratic Youth festival in September, in which Amnesty youth took part) Nordic Youth Conference Youth-dag Youth-workshops Campaign related activities and training |
| # Young Amnesty International supporters, activists and members participating in capacity development forums at the local or national level | Number young people participating in capacity development forums | <i>Information not submitted</i> |
| Supporter journeys which are specific to young people and their retention within Amnesty International | Amnesty Denmark don't have separate supporter journeys for youth; they are instead integrated in campaign: #rettilsikkerhed (campaign for people on the move) Modig (Brave) National Fundraising door to door - collection | |
| The most significant change seen in terms of impact of youth participation within Amnesty International | <p>Amnesty Denmark recently had a new Activism Strategy approved by the Board; they had several rounds of consultations with their Amnesty groups to get their input to the overall strategy.</p> <p>The youth groups were not involved in the same process as other Amnesty groups; instead the section used youth events to discuss parts of the strategy relevant for them. Based on consultation (including consultation with youth groups, although not exclusive outcomes to youth consultations) outcomes include:</p> <ul style="list-style-type: none"> Activism being thought of in a broader way in one strategy, instead of having separate strategies for youth and local groups. The aim is for this to result in better planned supporter journeys for activists, as each activism target group is not seen in isolation A call for better collaboration and planning between employees working with activists and HRE, to merge training and education plans for the various groups, and think bigger and better With one merged strategy, more employees are touching base with the youth component, and will take this perspective more into account in their daily work and in KPIs | |

QUALITY LEVELS OF YOUTH PARTICIPATION

| Levels of Participation | Unilateral decision making | Informing | Involving | Legitimate consultation | Joint decision making | Participatory Partnership | Youth-led | Not Applicable |
|----------------------------------|----------------------------|-----------|-----------|-------------------------|-----------------------|---------------------------|-----------|----------------|
| Campaigning: Activism | | | | X | | | | |
| Campaigning: Advocacy | | | X | | | | | |
| Campaigning: Digital Campaigning | | | | X | | | | |
| Human Rights Education | | | | | | | | X |
| Media & Communications | | X | | | | | | |
| Research | | | | | | | | X |
| Fundraising | | X | | | | | | |
| Decision Making / Governance | | X | | | | | | |

FINLAND

| INDICATOR | DATA COLLECTOR | |
|---|--|--|
| # Amnesty International supporters, activists, members, staff and board members under the age of 25 | Supporters | 7% |
| | Members | 1% |
| | Staff | 0 (0%) |
| | Board Members | 2 (25%) |
| # Young Amnesty International supporters, activists and members from diverse backgrounds | Finnish law prohibits collecting data on race, ethnicity, sexual orientation, religion, socio economic class or disabilities; therefore, AI Finland are not able to provide disaggregated data of this kind. | |
| | <p>Out of AI Finland's youth members / supporters (no such data exists for activists):</p> <ul style="list-style-type: none"> 69 listed either English or Swedish as their first language; however, Swedish is Finland's second national language (equal to Finnish), so this distorts the data By gender: 2,876 are female, 1,267 are male. No info on gender is stored for 153 people <p>AI Finland has an action plan for equality and equity within the Section. The plan covers Amnesty activists and volunteers. They are currently updating a practical plan for the volunteers and activists, which would give them concrete tools through which they can promote diversity in their work.</p> | |
| # National youth strategies and other strategies which integrate a youth component across the movement | National Youth Strategy | No, Amnesty International Finland do not have a National Youth Strategy |
| | Strategies which integrate a youth component | <i>Information not submitted</i> |
| # Financial resources dedicated to youth work directly at the national level (i.e. youth specific budget lines) | Total Annual Budget National | GBP: £75,549 |
| | Total Budget directly spent on youth work | GBP: £59,369 At AI Finland HRE and Youth are combined, so the figures are the total budget of HRE. |
| | | 2.04% |
| # Staff FTE with a youth brief who lead youth work at the national level | Total FTE staff with a youth brief | <ul style="list-style-type: none"> 0.5 (estimated hours related to youth or projects directed at youth, such as the Letter Writing Marathon, where the target audience is youth in schools) |
| # Projects at the national level with a youth focus | Projects with a youth focus | <ul style="list-style-type: none"> Nordic Youth Conference W4R Letter Writing Marathon in Schools (youth as a target audience) |
| # Young Amnesty International supporters, activists and members participating in capacity development forums at the local or national level | Number young people participating in capacity development forums | 6 |
| Supporter journeys which are specific to young people and their retention within Amnesty International | <i>Information not submitted</i> | |
| The most significant change seen in terms of impact of youth participation within Amnesty International | <i>Information not submitted</i> | |

QUALITY LEVELS OF YOUTH PARTICIPATION

| Levels of Participation | Unilateral decision making | Informing | Involving | Legitimate consultation | Joint decision making | Participatory Partnership | Youth-led | Not Applicable |
|----------------------------------|----------------------------|-----------|-----------|-------------------------|-----------------------|---------------------------|-----------|----------------|
| Areas of Work | | | | | | | | |
| Campaigning: Activism | | | | | X | | | |
| Campaigning: Advocacy | X | | | | | | | |
| Campaigning: Digital Campaigning | X | | | | | | | |
| Human Rights Education | | X | | | | | | |
| Media & Communications | X | | | | | | | |
| Research | X | | | | | | | |
| Fundraising | | X | | | | | | |
| Decision Making / Governance | | | | | X | | | |

FRANCE

| INDICATOR | DATA COLLECTOR | |
|---|--|---|
| # Amnesty International supporters, activists, members, staff and board members under the age of 25 | Supporters | 21% |
| | Members | 16% |
| | Staff | 1 (1.1%) |
| | Board Members | 0 (0%) |
| # Young Amnesty International supporters, activists and members from diverse backgrounds | <i>Not yet completed</i> | |
| # National youth strategies and other strategies which integrate a youth component across the movement | National Youth Strategy | Yes, Amnesty International France has a National Youth Strategy |
| | Strategies which integrate a youth component | <i>Information not submitted</i> |
| # Financial resources dedicated to youth work directly at the national level (i.e. youth specific budget lines) | Total Annual Budget National | <i>Information not submitted</i> |
| | Total Budget directly spent on youth work | <p>EUR: €34,000 (GBP: £29,709)</p> <p>The above figure is within the Activism and HRE budget, and is spent directly on youth work (such as organising youth events and printing documents).</p> <p>The total Activism and HRE budget is: EUR: €428,118 (GBP: £374,098) This includes a mobilization budget: EUR: €138,000 (GBP: £120,587)</p> |
| # Staff FTE with a youth brief who lead youth work at the national level | Total FTE staff with a youth brief | <ul style="list-style-type: none"> 1 Full Time Employee |
| # Projects at the national level with a youth focus | Projects with a youth focus | Possibly each project should aim at reaching youth, but in practice the section is not at this point yet. |
| # Young Amnesty International supporters, activists and members participating in capacity development forums at the local or national level | Number young people participating in capacity development forums | Between 100 – 150 each year |
| Supporter journeys which are specific to young people and their retention within Amnesty International | <i>Information not submitted</i> | |
| The most significant change seen in terms of impact of youth participation within Amnesty International | <i>Information not submitted</i> | |

QUALITY LEVELS OF YOUTH PARTICIPATION

| Levels of Participation | Unilateral decision making | Informing | Involving | Legitimate consultation | Joint decision making | Participatory Partnership | Youth-led | Not Applicable |
|----------------------------------|----------------------------|-----------|-----------|-------------------------|-----------------------|---------------------------|-----------|----------------|
| Campaigning: Activism | | | | X | | | | |
| Campaigning: Advocacy | | | X | | | | | |
| Campaigning: Digital Campaigning | | | X | | | | | |
| Human Rights Education | | | X | | | | | |
| Media & Communications | X | | | | | | | |
| Research | X | | | | | | | |
| Fundraising | X | | | | | | | |
| Decision Making / Governance | | | X | | | | | |

GREECE

| INDICATOR | DATA COLLECTOR | | |
|---|--|--|----------------------------------|
| # Amnesty International supporters, activists, members, staff and board members under the age of 25 | Supporters | 8% | |
| | Members | 5% | |
| | Staff | 0 (0%) | |
| | Board Members | 2 (22.2%) | |
| # Young Amnesty International supporters, activists and members from diverse backgrounds | <i>Information not submitted</i> | | |
| # National youth strategies and other strategies which integrate a youth component across the movement | National Youth Strategy | No, Amnesty International Greece does not have a National Youth Strategy | |
| | Strategies which integrate a youth component | <i>Information not submitted</i> | |
| # Financial resources dedicated to youth work directly at the national level (i.e. youth specific budget lines) | Total Annual Budget National | <i>Information not submitted</i> | <i>Information not submitted</i> |
| | Total Budget directly spent on youth work | <i>Information not submitted</i> | |
| # Staff FTE with a youth brief who lead youth work at the national level | Total FTE staff with a youth brief | <ul style="list-style-type: none"> 0.1 FTE | |
| # Projects at the national level with a youth focus | Projects with a youth focus | <ul style="list-style-type: none"> Opentheislands campaign Legal gender recognition in Greece campaign | |
| # Young Amnesty International supporters, activists and members participating in capacity development forums at the local or national level | Number young people participating in capacity development forums | 50 | |
| Supporter journeys which are specific to young people and their retention within Amnesty International | <i>Information not submitted</i> | | |
| The most significant change seen in terms of impact of youth participation within Amnesty International | <i>Information not submitted</i> | | |

QUALITY LEVELS OF YOUTH PARTICIPATION

| Levels of Participation | Unilateral decision making | Informing | Involving | Legitimate consultation | Joint decision making | Participatory Partnership | Youth-led | Not Applicable |
|----------------------------------|----------------------------|-----------|-----------|-------------------------|-----------------------|---------------------------|-----------|----------------|
| Areas of Work | | | | | | | | |
| Campaigning: Activism | | X | | | | | | |
| Campaigning: Advocacy | X | | | | | | | |
| Campaigning: Digital Campaigning | X | | | | | | | |
| Human Rights Education | | | X | | | | | |
| Media & Communications | X | | | | | | | |
| Research | X | | | | | | | |
| Fundraising | X | | | | | | | |
| Decision Making / Governance | | X | | | | | | |

ICELAND

| INDICATOR | DATA COLLECTOR | |
|---|---|---|
| # Amnesty International supporters, activists, members, staff and board members under the age of 25 | Supporters | 10% |
| | Members | 3% |
| | Staff | 3 (18.75%) |
| | Board Members | 0 (0%) |
| # Young Amnesty International supporters, activists and members from diverse backgrounds | AI Iceland had engaged young people that come from different backgrounds, such as refugees and migrants. | |
| | Amnesty International Iceland are trying to recruit a broad variety of youth in to our movement. They try to get as equal a gender balance as possible in their Youth Council and groups, and they also focus on engaging young people with different ethnic backgrounds and youth from minority groups. | |
| # National youth strategies and other strategies which integrate a youth component across the movement | National Youth Strategy | No, Amnesty International Iceland does not currently have a National Youth Strategy |
| | Strategies which integrate a youth component | <i>Information not submitted</i> |
| # Financial resources dedicated to youth work directly at the national level (i.e. youth specific budget lines) | Total Annual Budget National | £871,490 |
| | Total Budget directly spent on youth work | £23,000 |
| # Staff FTE with a youth brief who lead youth work at the national level | Total FTE staff with a youth brief | • 0.5 |
| # Projects at the national level with a youth focus | Projects with a youth focus | <ul style="list-style-type: none"> • W4R in youth centres and schools • Nordic Youth Conference • HRE • Peer to Peer education • Youth empowerment • Youth activism |
| # Young Amnesty International supporters, activists and members participating in capacity development forums at the local or national level | Number young people participating in capacity development forums | 84 |
| Supporter journeys which are specific to young people and their retention within Amnesty International | AI Iceland encourage their young people to take part in all the campaigns and projects that they are working on. They use experiential learning methods to help them grow inside the section's youth work frame. They train them, give them more power and use reflection to guide them to paths where they can grow and be more powerful inside the section. | |
| The most significant change seen in terms of impact of youth participation within Amnesty International | <p>At AI Iceland the youth movement is young. It was established in 2012; before that they did not have any focus on youth.</p> <p>In 2014 the section hired the first Youth Coordinator and since then the youth movement has been growing fast. AI Iceland has one centralized Youth Council that is open and meets up every month, and is like an umbrella for all the other groups. Two of the Youth Council members have been elected into the section's Board. Alongside the Youth Council, the section has:</p> <ul style="list-style-type: none"> • 2 youth groups in youth centres (13-15 year olds) • 6 school groups in high schools (16-19 year olds) • 1 university group (19-25 year olds) • 28 school groups that take action in W4R <p>Young people that are not in school meet up at the centralized Youth Council meetings.</p> | |

QUALITY LEVELS OF YOUTH PARTICIPATION

| Levels of Participation | Unilateral decision making | Informing | Involving | Legitimate consultation | Joint decision making | Participatory Partnership | Youth-led | Not Applicable |
|----------------------------------|----------------------------|-----------|-----------|-------------------------|-----------------------|---------------------------|-----------|----------------|
| Campaigning: Activism | | | | X | | | | |
| Campaigning: Advocacy | X | | | | | | | |
| Campaigning: Digital Campaigning | | X | | | | | | |
| Human Rights Education | | X | | | | | | |
| Media & Communications | X | | | | | | | |
| Research | X | | | | | | | |
| Fundraising | X | | | | | | | |
| Decision Making / Governance | | X | | | | | | |

INDIA

| INDICATOR | DATA COLLECTOR | | |
|---|--|--|----------------------------------|
| # Amnesty International supporters, activists, members, staff and board members under the age of 25 | Supporters | 35% | |
| | Members | <i>Information not available through SAR</i> | |
| | Staff | 94 (40.2%) | |
| | Board Members | 0 (0%) | |
| # Young Amnesty International supporters, activists and members from diverse backgrounds | Young people from diverse backgrounds are part of Amnesty International India's supporter base: <ul style="list-style-type: none"> Religious minorities: 100 Affirmative action background: 20 General category: 80 | | |
| | Amnesty International India recognizes that young people are a heterogenous group and embraces the core approaches of intersectionality and diversity to help fulfil young people's human rights. | | |
| # National youth strategies and other strategies which integrate a youth component across the movement | National Youth Strategy | Amnesty International India are in the process of drafting a National Youth and Activism Strategy. This is adapted from the International Youth Strategy | |
| | Strategies which integrate a youth component | <i>Information not submitted</i> | |
| # Financial resources dedicated to youth work directly at the national level (i.e. youth specific budget lines) | Total Annual Budget National | <i>Information not submitted</i> | <i>Information not submitted</i> |
| | Total Budget directly spent on youth work | <i>Information not submitted</i> | |
| # Staff FTE with a youth brief who lead youth work at the national level | Total FTE staff with a youth brief | <ul style="list-style-type: none"> 1 FTE | |
| # Projects at the national level with a youth focus | Projects with a youth focus | <ul style="list-style-type: none"> One Pilot Project | |
| # Young Amnesty International supporters, activists and members participating in capacity development forums at the local or national level | Number young people participating in capacity development forums | So far AI India have engaged 1000 young people, who have participated in their workshops. | |
| Supporter journeys which are specific to young people and their retention within Amnesty International | Amnesty International India are currently working on this. | | |
| The most significant change seen in terms of impact of youth participation within Amnesty International | This is new for Amnesty India, and they will be rolling their youth strategy post- May 2018. | | |

QUALITY LEVELS OF YOUTH PARTICIPATION

| Levels of Participation | Unilateral decision making | Informing | Involving | Legitimate consultation | Joint decision making | Participatory Partnership | Youth-led | Not Applicable |
|----------------------------------|----------------------------|-----------|-----------|-------------------------|-----------------------|---------------------------|-----------|----------------|
| Campaigning: Activism | | | X | | | | | |
| Campaigning: Advocacy | X | | | | | | | |
| Campaigning: Digital Campaigning | | | | | | X | | |
| Human Rights Education | | | | | | X | | |
| Media & Communications | X | | | | | | | |
| Research | X | | | | | | | |
| Fundraising | X | | | | | | | |
| Decision Making / Governance | X | | | | | | | |

ITALY

| INDICATOR | DATA COLLECTOR | |
|---|--|--|
| # Amnesty International supporters, activists, members, staff and board members under the age of 25 | Supporters | 3.54% |
| | Members | 1.77% |
| | Staff | 1 (1.9%) |
| | Board Members | 1 (11.1%) |
| # Young Amnesty International supporters, activists and members from diverse backgrounds | In 2017, 61.27% of AI Italy's 33,176 members have recorded their age. Of these, 360 members (1.77%) are recorded as being 24 years old or under. Of these young people, the genders recorded are: - Male: 178 (49.6%) - Female: 182 (50.4%) | |
| | In 2017, AI Italy had 28 Youth Groups. Information about gender is available for 14 of these Youth Groups: - Male: 63 - Female: 128 | |
| | In 2017 no mechanisms were in place to collect structured data regarding diverse backgrounds for the categories 'supporters' and 'activists', against the SAR definition. Nonetheless, from a qualitative perspective, AI Italy's National Youth Strategy promotes the development of a diversity journey for young people participating in the Movement. Some measures are also currently adopted when implementing the section's Youth Camps, such as promoting the participation of rights-holders, vulnerable groups and/or of young people from diverse backgrounds (i.e. migrants and asylum seekers, LGBTI people, etc.). | |
| # National youth strategies and other strategies which integrate a youth component across the movement | National Youth Strategy | Yes, AI Italy has a National Youth Strategy |
| | Strategies which integrate a youth component | <ul style="list-style-type: none"> National Youth Activism Strategy 2017-2020 HRE work, which is aligned to the International HRE Strategy |
| # Financial resources dedicated to youth work directly at the national level (i.e. youth specific budget lines) | Total Annual Budget National | EUR: €8,603,164 (GBP: £7,524,142) |
| | Total Budget directly spent on youth work | EUR: €100,286 (GBP: £87,707) This figure records direct costs spent; personnel costs are not included. |
| # Staff FTE with a youth brief who lead youth work at national level | Total FTE staff with a youth brief | <ul style="list-style-type: none"> 3.53 FTE |
| # Projects at the national level with a youth focus | Projects with a youth focus | <ul style="list-style-type: none"> Local Activism and Specialised Activism Programme: Specific actions are implemented to actively involve young people in the organization of youth camps and capacity building forums Training for Activists: Project 'Youth camps' (4 youth camps delivered in 2017) Diversified Activism: By diversifying activism, AI Italy attracts more young people Human Rights Education Programme: Formal education, publications, non-formal education |
| # Young Amnesty International supporters, activists and members participating in capacity development forums at the local or national level | Number young people participating in capacity development forums | A total of 105 young people attended 2 national youth capacity development forums in 2017: <ul style="list-style-type: none"> April: 73 participants November: 32 participants |
| Supporter journeys which are specific to young people and their retention within Amnesty International | Non-applicable. | |
| The most significant change seen in terms of impact of youth participation within Amnesty International | <p>"Thank you" are inadequate words to those who make change happen in your life, even better, 'mutant', because from now on a process has started and I must drive it." Maria Paola</p> <p>'The Summer Lab is pure energy. Emotions, people, stories... and most of all what the world lacks of, humanity to make the difference.' Silvia</p> | |

QUALITY LEVELS OF YOUTH PARTICIPATION

| Levels of Participation | Unilateral decision making | Informing | Involving | Legitimate consultation | Joint decision making | Participatory Partnership | Youth-led | Not Applicable |
|----------------------------------|----------------------------|-----------|-----------|-------------------------|-----------------------|---------------------------|-----------|----------------|
| Campaigning: Activism | | | | | X | | | |
| Campaigning: Advocacy | | | | X | | | | |
| Campaigning: Digital Campaigning | | | X | | | | | |
| Human Rights Education | | | | | | X | | |
| Media & Communications | | X | | | | | | |
| Research | | | | | | | | X |
| Fundraising | | X | | | | | | |
| Decision Making / Governance | | | | | | X | | |

MALAYSIA

| INDICATOR | DATA COLLECTOR | |
|---|--|--|
| # Amnesty International supporters, activists, members, staff and board members under the age of 25 | Supporters | 52,782 |
| | Members | 35% |
| | Staff | 1 (20%) |
| | Board Members | 0 (0%) |
| # Young Amnesty International supporters, activists and members from diverse backgrounds | In term of race and ethnicity the young people that Amnesty International Malaysia engage with are very diverse, due to Malaysia being a diverse country in this respect. However, with regards to sexual orientation / gender / sex, the section is working on a gender and diversity policy. | |
| # National youth strategies and other strategies which integrate a youth component across the movement | National Youth Strategy | No, but Amnesty International Malaysia are currently working on a National Youth Strategy. |
| | Strategies which integrate a youth component | None, however the Amnesty International Malaysia's theory of change has a section specifically focused on Growth, part of which targeted towards youth. |
| # Financial resources dedicated to youth work directly at the national level (i.e. youth specific budget lines) | Total Annual Budget National | RM: 688,505 (GBP: £128,984.53) |
| | Total Budget directly spent on youth work | AI Malaysia's campaigns and membership budget, although not directly spent on youth work, caters for youth related activities. |
| # Staff FTE with a youth brief who lead youth work at the national level | Total FTE staff with a youth brief | <ul style="list-style-type: none"> AI Malaysia has as only one staff member who manages membership, activism and events. Youth falls under this staff member's portfolio. |
| # Projects at the national level with a youth focus | Projects with a youth focus | <ul style="list-style-type: none"> AmnestTEAM and volunteering opportunities. National Youth Strategy (in development) |
| # Young Amnesty International supporters, activists and members participating in capacity development forums at the local or national level | Number young people participating in capacity development forums | <ul style="list-style-type: none"> 2 (Youth Submit in December 2017) |
| Supporter journeys which are specific to young people and their retention within Amnesty International | Amnesty International Malaysia has a general supporter journey, which includes youth. The supporter journey will expand and focus on youth once the National Youth Strategy is established. | |
| The most significant change seen in terms of impact of youth participation within Amnesty International | <ul style="list-style-type: none"> There is now a significantly larger pool of youth volunteers compares to 0 in 2014. There are now youth representatives in Board of Governance (not reflected in Amnesty International's 2017 SAR data). | |

QUALITY LEVELS OF YOUTH PARTICIPATION

| Levels of Participation | Unilateral decision making | Informing | Involving | Legitimate consultation | Joint decision making | Participatory Partnership | Youth-led | Not Applicable |
|----------------------------------|----------------------------|-----------|-----------|-------------------------|-----------------------|---------------------------|-----------|----------------|
| Campaigning: Activism | | | X | | | | | |
| Campaigning: Advocacy | | X | | | | | | |
| Campaigning: Digital Campaigning | | | X | | | | | |
| Human Rights Education | | X | | | | | | |
| Media & Communications | | X | | | | | | |
| Research | | X | | | | | | |
| Fundraising | | | | | | | | X |
| Decision Making / Governance | | | | | | X | | |

MEXICO

| INDICATOR | DATA COLLECTOR | | | | | | | | |
|---|---|---|-----------|-------------------------|-----------------------|---------------------------|-----------|----------------|--|
| # Amnesty International supporters, activists, members, staff and board members under the age of 25 | Supporters | 2.35% | | | | | | | |
| | Members | 4.37% | | | | | | | |
| | Staff | 7 (15.5%) | | | | | | | |
| | Board Members | 1 (12.5%) | | | | | | | |
| # Young Amnesty International supporters, activists and members from diverse backgrounds | Young people engaged with AI Mexico through HRE: | | | | | | | | |
| | <ul style="list-style-type: none"> Gender: 625 - Female: 409 - Male: 213 - Prefer not to say: 3 | | | | | | | | |
| | Place of residence of young people engaged with AI Mexico (total 681): <ul style="list-style-type: none"> Mexico City: 321 - Oaxaca: 107 - San Luis Potosí: 98 - Michoacán: 70 - Hidalgo: 28 - Guadalajara: 19 - Otros: 15 - Estado de México: 10 - Quintana Roo: 13 | | | | | | | | |
| # National youth strategies and other strategies which integrate a youth component across the movement | National Youth Strategy | No, Amnesty International Mexico does not currently have a National Youth Strategy | | | | | | | |
| | Strategies which integrate a youth | <i>Information not submitted</i> | | | | | | | |
| | In the HRE projects AI Mexico has managed to engage young people with a broad cultural diversity and contexts. The majority of young people identify as female and are students of formal education, largely because the spaces we reach are public and private support schools. | | | | | | | | |
| # Financial resources dedicated to youth work directly at the national level (i.e. youth specific budget lines) | Total Annual Budget National | GBP: £994,720 (exchange rate 1GBP = 25 Mexican Pesos) | | | | | 2% | | |
| | Total Budget directly spent on youth work | GBP: £17,532 | | | | | | | |
| # Staff FTE with a youth brief who lead youth work at the national level | Total FTE staff with a youth brief | <ul style="list-style-type: none"> 2 FTE from the HRE team (0.8 per FTE; 1.6 total) | | | | | | | |
| # Projects at the national level with a youth focus | Projects with a youth focus | <ul style="list-style-type: none"> EEJ Violence against women: "Vivan las Mujeres". | | | | | | | |
| # Young Amnesty International supporters, activists and members participating in capacity development forums at the local or national level | Number young people participating in capacity development forums | HRE: 31 | | | | | | | |
| Supporter journeys which are specific to young people and their retention within Amnesty International | <i>Information not submitted</i> | | | | | | | | |
| The most significant change seen in terms of impact of youth participation within Amnesty International | Through AI Mexico's HRE work: <ul style="list-style-type: none"> Young people develop capacities to design, prepare and facilitate successful workshops in their communities, they can express opinions about discrimination and experiences of violence Local organizations and educational institutions are engaged to develop workshops about youth empowerment with the participatory methodology of Amnesty International Young people increase their knowledge about participatory methodology and about the project. 4 young leaders (Michoacán and Quintana Roo) participate with local civil society, showing their empowerment and their interest to make the project sustainable Young people increase their personal development because of the project. They have more capacity to understand their body, sensations and feelings and they develop the capacity to defend their sexual and reproductive rights. Young people feel responsibility to be a facilitator in Amnesty International Mexico and they enjoy the activities. They valorise the process of empowerment. 10 young people participate doing the project's evaluation and 3 preparing the annual report Participants have an important opportunity to share their knowledge with other young people in local communities, and to modify their familiar dynamics Young people see themselves as agents of change agents | | | | | | | | |
| QUALITY LEVELS OF YOUTH PARTICIPATION | | | | | | | | | |
| Levels of Participation | Unilateral decision making | Informing | Involving | Legitimate consultation | Joint decision making | Participatory Partnership | Youth-led | Not Applicable | |
| Areas of Work | | | | | | | | | |
| Campaigning: Activism | | | X | | | | | | |
| Campaigning: Advocacy | | | | | | | | X | |
| Campaigning: Digital Campaigning | | | | | | | | X | |
| Human Rights Education | | | X | | | X | | | |
| Media & Communications | | | | | | | | X | |
| Research | | | | | | | | X | |
| Fundraising | | | | | | | | X | |
| Decision Making / Governance | | | | | X | | | | |

NEPAL

| INDICATOR | DATA COLLECTOR | |
|---|--|---|
| # Amnesty International supporters, activists, members, staff and board members under the age of 25 | Supporters | 45% |
| | Members | 55% |
| | Staff | 1 (12.5%) |
| | Board Members | 2 (18.2%) |
| # Young Amnesty International supporters, activists and members from diverse backgrounds | <p>Youth made up 53% of the total paying members of Amnesty Nepal in February 2018 (3,506 young people). Of this figure, 50% are female, and youth members are different ethnicities, genders, religions, socio economic class, and geographies. AI Nepal's existing membership database does not record diversities as segregated figures; by 2019 they plan to have a database that records this information about members and supporters.</p> <p>AI Nepal's National Strategic Goal 2017-2020 aims to strengthen the capacity to deliver more strategic actions via encompassing diversity in membership and supporters base. Through their outreach drive initiatives (like the Migrant Workers' rights caravan), they went to the districts where they have not previously been able to establish their visibility. These areas were rural, with marginal groups in terms of gender, religion, ethnic and indigenous, socio-economic etc. AI Nepal also mapped the areas where they do not currently have presence but where there were engagement opportunities, including delivering introduction to Amnesty International and Human Rights.</p> | |
| # National youth strategies and other strategies which integrate a youth component across the movement | National Youth Strategy | No, AI Nepal do not currently have a National Youth Strategy |
| | Strategies which integrate a youth component | <ul style="list-style-type: none"> This is partly covered by AI Nepal's National Strategic Goal 2017-2020 |
| # Financial resources dedicated to youth work directly at the national level (i.e. youth specific budget lines) | Total Annual Budget National | GBP: £143,252.36 |
| | Total Budget directly spent on youth work | GBP: 12,000 Youth are also taken into account in campaigning, activism, and growth budgets. |
| # Staff FTE with a youth brief who lead youth work at the national level | Total FTE staff with a youth brief | <ul style="list-style-type: none"> Amnesty Nepal does not have a Full-Time employee working solely on youth. Their Campaign Officer, Press Officer and Office Manager collaborate on work in this area |
| # Projects at the national level with a youth focus | Projects with a youth focus | AI Nepal don't have a national level project with a youth focus, however most of their national level projects are youth centric. Young people are a major driver of their work, and all the Human Rights and Organizational Development Projects put youth as one of the focuses. |
| # Young Amnesty International supporters, activists and members participating in capacity development forums at the local or national level | Number young people participating in capacity development forums | 1550, through the following activities: <ul style="list-style-type: none"> - In 2017, around 550 young people participated in different capacity enhancing activities run by Amnesty Nepal - Besides an estimated 1,000 young people were inducted on human rights campaigning and Amnesty International by local members through schools and colleges in their locality - An estimated 1,000 young people were also engaged in various human rights campaigns, such as Write for Rights and migrant worker's rights caravan |
| Supporter journeys which are specific to young people and their retention within Amnesty International | Amnesty Nepal inspires young people aged 14-25 in different colleges and universities to be part of the Youth Network. As groups in the Network young people must fulfil some criteria, such as the regular conducting of AGMs, having a minimum number of members, the election of an executive committee, and human rights activism. These networks have shift and handover of leadership as new generations of students forward, sustaining the youth network when members leave education or exceed the age limitations. When members exceed 25 years of age, they are free to join any of Amnesty Nepal local groups and/or become a supporter. | |
| The most significant change seen in terms of impact of youth participation within Amnesty International | <p>With the introduction of Youth Network membership in 2007, youth members have been instrumental in Amnesty Nepal's activism and membership growth. However, although around half of the members are young people, they were not part of the governance until 2016.</p> <p>Amnesty Nepal's AGM in 2016 approved having two Youth Network members as part of the eleven-member National Board. It was the outcome of consultations with/and among the National Board, Youth Networks, and youth activists and staff from across the movement (including the IS, AI New Zealand, AI Philippines, AI USA). It was initiated and led by the National Youth Advisory panel (a central committee of five members from across the country) to take youths' perspective in board when there was no youth participation in the Board.</p> <p>Apart from having Youth Network representatives at the National Board, there still is no provision to represent Youth network members at the AGM. Youth volunteers and monitors are however called in from Youth Networks during the AGMs. However, with two youth members on the National Board, the youth agenda and young people's participation in decision-making processes are being heavily discussed, and there is growing recognition among the Board members regarding the role of young people in the overall movement.</p> | |

QUALITY LEVELS OF YOUTH PARTICIPATION

| Levels of Participation | Unilateral decision making | Informing | Involving | Legitimate consultation | Joint decision making | Participatory Partnership | Youth-led | Not Applicable |
|----------------------------------|----------------------------|-----------|-----------|-------------------------|-----------------------|---------------------------|-----------|----------------|
| Areas of Work | | | | | | | | |
| Campaigning: Activism | | | X | | | | | |
| Campaigning: Advocacy | | X | | | | | | |
| Campaigning: Digital Campaigning | | | X | | | | | |
| Human Rights Education | | | X | | | | | |
| Media & Communications | | | X | | | | | |
| Research | | | | | | | | X |
| Fundraising | | | | | | | | X |
| Decision Making / Governance | | | | | | X | | |

NEW ZEALAND

| INDICATOR | DATA COLLECTOR | |
|--|---|--|
| # Amnesty International supporters, activists, members, staff and board members under the age of 25 | Supporters | 20% |
| | Members | 17% |
| | Staff | 2 (10.5%) |
| | Board Members | 1 (14.3%) |
| # Young Amnesty International supporters, activists and members from diverse backgrounds | AI New Zealand do not collect data based on diversity, and have patchy data on age and gender (while they regularly ask for date of birth details people don't always submit them). However, their Youth Advocates tend to be their most diverse supporters as they are mostly at high school and universities which cover the spectrum of race, ethnicity, sexual orientation, faith, and socio-economic breakdown. | |
| # National youth strategies and other strategies which integrate a youth component across the movement | National Youth Strategy | No, AI New Zealand does not currently have a National Youth Strategy |
| | Strategies which integrate a youth component | <p>Amnesty Community</p> <p>At the end of 2017 AI New Zealand introduced their community organising model (Amnesty Community) which simplifies their outreach and supporter journey to Advocates (25 and over) and Youth Advocates (25 and under). This decision was undertaken following extensive consultation, with youth making up over half of the people they consulted.</p> <p>All their advocates are urged to join a closed Facebook Page which is the portal where they share information, resources, send out invites to events and promote an active engagement with Amnesty, irrespective of age. A key outcome they seek from this move is to have youth more seamlessly integrated across the movement, and for their views and actions to be heard and seen in alignment with Goals 1 and 2 of the Youth Strategy.</p> |
| # Financial resources dedicated to youth work directly at the national level (i.e. youth specific budget lines) | Total Annual Budget National | <i>Information not submitted</i> |
| | Total Budget directly spent on youth work | <p>NZD: \$9750 (estimated) (GBP: £4,939)</p> <p>This estimate is based on youth being half of AI New Zealand's advocates, so benefiting from half of the activism budget (NZD: \$5,250), alongside the dedicated budget (NZD: \$4500) for their annual Freedom Challenge Youth Leadership event. There is also a (currently unknown) figure for youth to attend the annual meeting and skillshare.</p> |
| # Staff FTE with a youth brief who lead youth work at the national level | Total FTE staff with a youth brief | <ul style="list-style-type: none"> Community Manager (role includes a youth brief, 50% of time) Two Youth VROs (Volunteer Regional Organisers) Youth liaisons (Christchurch and Dunedin) |
| # Projects at the national level with a youth focus | Projects with a youth focus | <ul style="list-style-type: none"> The annual Freedom Challenge youth leadership event, which in 2017 focused on the Great Palm Oil Scandal – abusive labour practices in Indonesia's palm oil plantations |
| # Young Amnesty International supporters, activists and members participating in capacity development forums at the local or | Number young people participating in capacity development forums | <ul style="list-style-type: none"> 13 youth attended the Annual Hui, in addition to their Governance Youth Co-optee Archie Buissink 34 Youth attended five Freedom Challenge workshops Youth attend all their events at both a national and local level |
| Supporter journeys which are specific to young people and their retention within Amnesty International | AI New Zealand has a dedicated supporter journey for all youth advocates | |
| The most significant change seen in terms of impact of youth participation within Amnesty International | <p>Youth amplifying awareness and participation in our campaigns: New Zealand's youth volunteers proved to be powerful advocates in detailing the labour rights abuses rife in Indonesia's Palm Oil industry, the topic of AI New Zealand's annual youth leadership Freedom Challenge. Promoted mostly within high schools, their youth advocates amplified their calls and won support from their peers and wider communities. Avondale College, one of New Zealand's biggest high schools, raised more than \$3055 through a mufti day. But it was the impact of three individuals that was commented upon.</p> <p>The group at the South Island's Burnside High School got nearly every one of the 500 people who visited their two lunchtime stalls to sign a petition or write a solidarity message. Students at New Plymouth Girls' High School, achieved 580 signatures for the petition, and said students and staff alike were supportive and engaged.</p> | |

QUALITY LEVELS OF YOUTH PARTICIPATION

| Levels of Participation | Unilateral decision making | Informing | Involving | Legitimate consultation | Joint decision making | Participatory Partnership | Youth-led | Not Applicable |
|----------------------------------|----------------------------|-----------|-----------|-------------------------|-----------------------|---------------------------|-----------|----------------|
| Areas of Work | | | | | | | | |
| Campaigning: Activism | | | | X | | | | |
| Campaigning: Advocacy | | | X | | | | | |
| Campaigning: Digital Campaigning | | | X | | | | | |
| Human Rights Education | | | X | | | | | |
| Media & Communications | | | X | | | | | |
| Research | X | | | | | | | |
| Fundraising | | | X | | | | | |
| Decision Making / Governance | | | | X | | | | |

NORWAY

| INDICATOR | DATA COLLECTOR | | |
|---|--|--|-------|
| # Amnesty International supporters, activists, members, staff and board members under the age of 25 | Supporters | <i>Information not available through SAR</i> | |
| | Members | 10% | |
| | Staff | 13 (18.1%) | |
| | Board Members | 1 (7.7%) | |
| # Young Amnesty International supporters, activists and members from diverse backgrounds | Amnesty International Norway do not register diversity data. They do not have any concrete systematic plan to promote diversity, other than being open for everyone and being conscious of the issue of diversity. | | |
| # National youth strategies and other strategies which integrate a youth component across the movement | National Youth Strategy | Yes, Amnesty International Norway have a National Youth Strategy | |
| | Strategies which integrate a youth component | <i>Information not submitted</i> | |
| # Financial resources dedicated to youth work directly at the national level (i.e. youth specific budget lines) | Total Annual Budget National | £9,460,229 | 0.25% |
| | Total Budget directly spent on youth work | £54,736 (approximate, excluding salary) £261,043 (approximate, including salary) | |
| # Staff FTE with a youth brief who lead youth work at the national level | Total FTE staff with a youth brief | <ul style="list-style-type: none"> • 0.6 FTE • There are five, full-time regional managers who support activists (the majority of which are youth) on a day to day basis • There are four HRE coordinators who work 0.4 and deliver training (mostly, but not exclusively, for youth) | |
| # Projects at the national level with a youth focus | Projects with a youth focus | <ul style="list-style-type: none"> • Student Council/Student gathering • Nordic Youth Conference • Annual Youth Gathering • Formal school cooperation (2 schools) | |
| # Young Amnesty International supporters, activists and members participating in capacity development forums at the local or national level | Number young people participating in capacity development forums | All Norway do not target youth and provide a support journey in terms of fundraising or membership recruitment. | |
| Supporter journeys which are specific to young people and their retention within Amnesty International | <i>Information not submitted</i> | | |
| The most significant change seen in terms of impact of youth participation within Amnesty International | <i>Information not submitted</i> | | |

QUALITY LEVELS OF YOUTH PARTICIPATION

| Levels of Participation | Unilateral decision making | Informing | Involving | Legitimate consultation | Joint decision making | Participatory Partnership | Youth-led | Not Applicable |
|----------------------------------|----------------------------|-----------|-----------|-------------------------|-----------------------|---------------------------|-----------|----------------|
| Campaigning: Activism | | | X | | | | | |
| Campaigning: Advocacy | | | X | | | | | |
| Campaigning: Digital Campaigning | | | X | | | | | |
| Human Rights Education | | | | X | | | | |
| Media & Communications | | | X | | | | | |
| Research | | | | | | | | X |
| Fundraising | X | | | | | | | |
| Decision Making / Governance | | | X | | | | | |

PERU

| INDICATOR | DATA COLLECTOR | | |
|---|--|--|-----|
| # Amnesty International supporters, activists, members, staff and board members under the age of 25 | Supporters | <i>Information not available through SAR</i> | |
| | Members | 10% | |
| | Staff | 0 (0%) | |
| | Board Members | 1 (7.7%) | |
| # Young Amnesty International supporters, activists and members from diverse backgrounds | Amnesty International Peru focus on involving rightsholders in all their campaigns, and promoting their participation within the movement. They also promote regional diversity within the country by using targeted Facebook leads for different regions. | | |
| # National youth strategies and other strategies which integrate a youth component across the movement | National Youth Strategy | No, AI Peru do not currently have a National Youth Strategy | |
| | Strategies which integrate a youth component | <ul style="list-style-type: none"> HRE Strategy (youth focused) Activism Strategy (youth focused) | |
| # Financial resources dedicated to youth work directly at the national level (i.e. youth specific budget lines) | Total Annual Budget National | GBP: £502,800 | 26% |
| | Total Budget directly spent on youth work | GBP: £13,300 | |
| # Staff FTE with a youth brief who lead youth work at the national level | Total FTE staff with a youth brief | <ul style="list-style-type: none"> 1 | |
| # Projects at the national level with a youth focus | Projects with a youth focus | <ul style="list-style-type: none"> It's my Body EEJ Youth | |
| # Young Amnesty International supporters, activists and members participating in capacity development forums at the local or national level | Number young people participating in capacity development forums | <ul style="list-style-type: none"> Encuentro de Coordinadores – 10 EEJ Jovenes: 441 Encuentro de Comunidades – 10 | |
| Supporter journeys which are specific to young people and their retention within Amnesty International | <i>Information not submitted</i> | | |
| The most significant change seen in terms of impact of youth participation within Amnesty International | <p>'When I was 15 years old, I was part of a movement of youth that defends human rights, always looking for more information and tools about the topic. We received an invitation to participate in a workshop with Amnesty International, and I remember the excitement I felt and the motivation I felt to study law after this workshop. A few years later, in my city there was an activism group and I started to participate actively, getting to know Amnesty. First I was participating as an activist during the first year, the second year I became a member of Amnesty International Peru. Being part of Amnesty contributed to me not only being focused on children's rights, but more widely defend the rights of all people. Knowing that not only here in Peru, but all over the world people are fighting for their rights has motivated me to keep getting more and more involved to stop human rights violations.</p> <p>'Currently I am finishing a big challenge, being the youngest board member of AI Peru. This experience has allowed me to jump from being an activist to being part of the governance and has strengthened my commitment to the defence of human rights at an international level. It has also allowed me to learn about different experiences within the movement and promote the youth strategy and youth participation within Peru.'</p> | | |

| QUALITY LEVELS OF YOUTH PARTICIPATION | | | | | | | | |
|---------------------------------------|----------------------------|-----------|-----------|-------------------------|-----------------------|---------------------------|-----------|------------------------|
| Levels of Participation | Unilateral decision Making | Informing | Involving | Legitimate consultation | Joint decision making | Participatory Partnership | Youth-led | Not Applicable |
| Campaigning: Activism | | | X | X | | | | |
| Campaigning: Advocacy | | | | | | | | <i>To be completed</i> |
| Campaigning: Digital Campaigning | | X | | | | | | |
| Human Rights Education | | | | X (EEJ Youth) | | X (It's My Body) | | |
| Media & Communications | X | | | | | | | |
| Research | X | | | | | | | |
| Fundraising | X | | | | | | | |
| Decision Making / Governance | | | X | | | | | |

PHILIPPINES

| INDICATOR | DATA COLLECTOR | | |
|---|--|--|---|
| # Amnesty International supporters, activists, members, staff and board members under the age of 25 | Supporters | <i>Information not available through SAR</i> | |
| | Members | <i>Information not available through SAR</i> | |
| | Staff | 1 (out of 12: 8.3%) | |
| | Board Members | 1 (out of 7: 14%) | |
| # Young Amnesty International supporters, activists and members from diverse backgrounds | Amnesty International Philippines have yet to gather data identifying the different layers off our members' background. This is further limited to contact information for supporters and activists. The only data available is on the sex diversity of our youth membership: <ul style="list-style-type: none"> • Male: 679 • Female: 824 • Not Indicated: 119 | | |
| | The Section ensures that multiple and different audiences are targeted in campaign delivery, human rights education, growth, and servicing. Although not yet recorded, the Section is evidently composed of individuals from diverse geographical and cultural backgrounds, a significant number coming from Indigenous groups. Another sector significant in number is the LGBTQIA+ community. | | |
| # National youth strategies and other strategies which integrate a youth component across the movement | National Youth Strategy | Yes. The Philippine Youth Strategy is in the process of being finalized, after the final review from the Board and Senior Management (1st quarter of 2018). We will forward a copy as soon as it is formally approved. | |
| | Strategies which integrate a youth component | Youth perspective and/or component is included in the following strategies: Human Rights Education Strategy and Growth and Activism Strategy. The latter has only been drafted in the first quarter of 2018 and is still undergoing review pending approval. | |
| # Financial resources dedicated to youth work directly at the national level (i.e. youth specific budget lines) | Total Annual Budget National | £ 239,651.65 | 3% of the section's total budget for 2017 is directly spent on youth work |
| | Total Budget directly spent on youth work | £ 7,046.18 | |
| # Staff FTE with a youth brief who lead youth work at the national level | Total FTE staff with a youth brief | <ul style="list-style-type: none"> • 1 FTE | |
| # Projects at the national level with a youth focus | Projects with a youth focus | <ul style="list-style-type: none"> • Human Rights Youth Camp 2018 and the subsequent Growth Action Plan (created during the Camp) • Annual Youth Assembly • Drafting of the Philippine Youth Strategy • Although not singularly youth-focused, young people have been extensively involved (and in most cases, led activities) in human rights education and the Anti-Discrimination / Gender Equality Campaign. | |
| # Young Amnesty International supporters, activists and members participating in capacity development forums at the local or national level | Number young people participating in capacity development forums | 1,229 young people | |
| Supporter journeys which are specific to young people and their retention within Amnesty International | Currently, there are no youth-specific supporter journeys. However, mechanisms towards these objectives are encouraged and included in the Philippine Youth Strategy and in the Growth and Activism Strategy. There was also an initiative that began in 2017 to create a development pathway for school-based youth activists called Membership-in-Training Program. This program was designed to build the advocacy of student activists through capacity building sessions, human rights education workshops, and team-building activities. | | |
| The most significant change seen in terms of impact of youth participation within Amnesty International | <i>Information not submitted</i> | | |

QUALITY LEVELS OF YOUTH PARTICIPATION

| Levels of Participation | Unilateral decision Making | Informing | Involving | Legitimate consultation | Joint decision making | Participatory Partnership | Youth-led | Not Applicable |
|----------------------------------|----------------------------|-----------|-----------|-------------------------|-----------------------|---------------------------|-----------|----------------|
| Campaigning: Activism | | | X | | | | | |
| Campaigning: Advocacy | | | X | | | | | |
| Campaigning: Digital Campaigning | | X | | | | | | |
| Human Rights Education | | | | | | X | | |
| Media & Communications | | X | | | | | | |
| Research | | | | | | | | X |
| Fundraising | | | | | | | | X |
| Decision Making / Governance | | | | | | X | | |

PORTUGAL

| INDICATOR | DATA COLLECTOR | |
|---|---|--|
| # Amnesty International supporters, activists, members, staff and board members under the age of 25 | Supporters | 14.07% |
| | Members | <i>Information not available through SAR</i> |
| | Staff | 1 (4.6%) |
| | Board Members | 4 (28.6%) |
| # Young Amnesty International supporters, activists and members from diverse backgrounds | From the total of supporters, activists and members AI Portugal can disaggregate data according to gender: 579 female; 240 male; 1120 not specified | |
| | When planning of activities, Amnesty International Portugal try to reach different audiences, diversifying the nature, location and target-audience of events. | |
| # National youth strategies and other strategies which integrate a youth component across the movement | National Youth Strategy | AI Portugal are developing a National Youth Strategy in 2018 |
| | Strategies which integrate a youth component | <ul style="list-style-type: none"> AI Portugal are currently developing a HRE strategy that includes a strong youth component; it is a work in progress. |
| # Financial resources dedicated to youth work directly at the national level (i.e. youth specific budget lines) | Total Annual Budget National | EUR: €1,390,847.11 (GBP: £1,208,335.17) |
| | Total Budget directly spent on youth work | EUR: €45,470.00 (GBP: £39,503.26) |
| # Staff FTE with a youth brief who lead youth work at the national level | Total FTE staff with a youth brief | <ul style="list-style-type: none"> 0.5 FTE |
| # Projects at the national level with a youth focus | Projects with a youth focus | <ul style="list-style-type: none"> Human Rights Friendly Schools National Youth Meeting Brave Campaign – Youth component Letter Writing Marathon |
| # Young Amnesty International supporters, activists and members participating in capacity development forums at the local or national level | Number young people participating in capacity development forums | 132 |
| Supporter journeys which are specific to young people and their retention within Amnesty International | AI Portugal do not currently have a supporter journey which includes youth specific elements, however they expect to as a consequence of the National Youth Strategy being developed during 2018. | |
| The most significant change seen in terms of impact of youth participation within Amnesty International | <i>Information not submitted</i> | |

QUALITY LEVELS OF YOUTH PARTICIPATION

| Levels of Participation | Unilateral decision Making | Informing | Involving | Legitimate consultation | Joint decision making | Participatory Partnership | Youth-led | Not Applicable |
|----------------------------------|----------------------------|-----------|-----------|-------------------------|-----------------------|---------------------------|-----------|----------------|
| Areas of Work | | | | | | | | |
| Campaigning: Activism | | | X | X | X | | | |
| Campaigning: Advocacy | X | | | | | | | |
| Campaigning: Digital Campaigning | | X | | | | | | |
| Human Rights Education | | | | X | | | | |
| Media & Communications | | X | | | | | | |
| Research | X | | | | | | | |
| Fundraising | X | | | | | | | |
| Decision Making / Governance | | | | | | X | | |

SIERRA LEONE

| INDICATOR | DATA COLLECTOR | | |
|---|---|--|------|
| # Amnesty International supporters, activists, members, staff and board members under the age of 25 | Supporters | <i>Information not available through SAR</i> | |
| | Members | 53% | |
| | Staff | 0 (0%) | |
| | Board Members | 0 (0%) | |
| # Young Amnesty International supporters, activists and members from diverse backgrounds | <i>Information not submitted</i> | | |
| | <p>Amnesty International Sierra Leone (AISL) does not have comprehensive data on the young people it engages, but the youth programmes within the movement are highly diversified.</p> <p>The country is structured by regions (north, east, south and west) and AISL have youth representatives from each region. Youth events or programmes are done on a rotational basis and they have the leverage to elect their leaders and representatives for national and regional positions.</p> | | |
| # National youth strategies and other strategies which integrate a youth component across the movement | National Youth Strategy | Yes, AISL has a National Youth Strategy | |
| | Strategies which integrate a youth component | <ul style="list-style-type: none"> AISL Youth Strategy | |
| # Financial resources dedicated to youth work directly at the national level (i.e. youth specific budget lines) | Total Annual Budget National | GBP: £12,564 | 7.2% |
| | Total Budget directly spent on youth work | GBP: £8,522.50 | |
| # Staff FTE with a youth brief who lead youth work at the national level | Total FTE staff with a youth brief | <ul style="list-style-type: none"> Eight hours for the staff member | |
| # Projects at the national level with a youth focus | Projects with a youth focus | <ul style="list-style-type: none"> Human Rights Friendly School Human Rights Education in Communities Reducing the rates of FGM and early forced marriage | |
| # Young Amnesty International supporters, activists and members participating in capacity development forums at the local or national level | Number young people participating in capacity development forums | None of these young people have attended a capacity development forum outside Sierra Leone. | |
| Supporter journeys which are specific to young people and their retention within Amnesty International | Not applicable. | | |
| The most significant change seen in terms of impact of youth participation within Amnesty International | <p>AISL have found that providing young people with chances to develop their own skills can increase their feelings of control, and promotes high levels of motivation and confidence building using the human rights framework. AISL has continuously worked with young people to promote competence-building by embracing human rights educations and training in their communities, schools and colleges for change to occur.</p> <p>Through education and training, young people at AISL have realized changes in norms and behaviour. Their engagements with young people have also focused on sharing and applying human rights experiences and best practices. HRE trainings for young people aimed at empowering them to know their rights and claim them has also had enormous gains because many discriminatory attitudes, beliefs and traditions are now being questioned and challenged by these young people, who are holding duty bearers accountable.</p> <p>AISL are also supporting young people by building their capacity to conduct human rights monitoring, reporting and follow up, to provide HRE, and to offer specific expertise on relevant human rights themes. Young people at AISL have youth leaders on the Board representing youth views; they take part in all discussions and decision-making processes.</p> <p>Financial support is also provided for young people to plan and implement their activities in the four regions. Youth Camps are also funded and supported every year by the Secretariat so that youth from across the country can converge for capacity building, share their experiences, elect their national officers and plan for subsequent years.</p> | | |

QUALITY LEVELS OF YOUTH PARTICIPATION

| Levels of Participation | Unilateral decision making | Informing | Involving | Legitimate consultation | Joint decision making | Participatory Partnership | Youth-led | Not Applicable |
|----------------------------------|----------------------------|-----------|-----------|-------------------------|-----------------------|---------------------------|-----------|----------------|
| Areas of Work | | | | | | | | |
| Campaigning: Activism | | | | | X | | | |
| Campaigning: Advocacy | | | | | X | | | |
| Campaigning: Digital Campaigning | | | | | | | | X |
| Human Rights Education | | | | X | | | | |
| Media & Communications | | | | | X | | | |
| Research | X | | | | | | | |
| Fundraising | | | X | | | | | |
| Decision Making / Governance | | | | | X | | | |

SLOVENIA

| INDICATOR | DATA COLLECTOR | |
|---|--|--|
| # Amnesty International supporters, activists, members, staff and board members under the age of 25 | Supporters | 48% |
| | Members | 29% |
| | Staff | 0 (0%) |
| | Board Members | 0 (0%) |
| # Young Amnesty International supporters, activists and members from diverse backgrounds | <i>Information not submitted</i> | |
| # National youth strategies and other strategies which integrate a youth component across the movement | National Youth Strategy | No, Amnesty International Slovenia do not currently have a National Youth Strategy |
| | Strategies which integrate a youth component | <ul style="list-style-type: none"> Human Rights Education strategy Activism strategy |
| # Financial resources dedicated to youth work directly at the national level (i.e. youth specific budget lines) | Total Annual Budget National | EUR: €645,867 (GBP: £566,386.72) |
| | Total Budget directly spent on youth work | EUR: €52,000 (GBP: £45,600.89) |
| # Staff FTE with a youth brief who lead youth work at the national level | Total FTE staff with a youth brief | <ul style="list-style-type: none"> 1 Full Time Employee |
| # Projects at the national level with a youth focus | Projects with a youth focus | <ul style="list-style-type: none"> Start the Change The school of HR Write4Rights The Book Night |
| # Young Amnesty International supporters, activists and members participating in capacity development forums at the local or national level | Number young people participating in capacity development forums | <ul style="list-style-type: none"> 1 |
| Supporter journeys which are specific to young people and their retention within Amnesty International | None | |
| The most significant change seen in terms of impact of youth participation within Amnesty International | <i>Information not submitted</i> | |

QUALITY LEVELS OF YOUTH PARTICIPATION

| Levels of Participation | Unilateral decision making | Informing | Involving | Legitimate consultation | Joint decision making | Participatory Partnership | Youth-led | Not Applicable |
|----------------------------------|----------------------------|-----------|-----------|-------------------------|-----------------------|---------------------------|-----------|----------------|
| Areas of Work | | | | | | | | |
| Campaigning: Activism | | | X | X | | | | |
| Campaigning: Advocacy | X | | | | | | | |
| Campaigning: Digital Campaigning | | | X | | | | | |
| Human Rights Education | | | X | | | | | |
| Media & Communications | | | X | | | | | |
| Research | X | | | | | | | |
| Fundraising | | | X | | | | | |
| Decision Making / Governance | | | X | | | | | |

SOUTH AFRICA

| INDICATOR | DATA COLLECTOR | |
|---|--|---|
| # Amnesty International supporters, activists, members, staff and board members under the age of 25 | Supporters | <i>Information not available through SAR</i> |
| | Members | 23% |
| | Staff | 0 (0%) |
| | Board Members | 0 (0%) |
| # Young Amnesty International supporters, activists and members from diverse backgrounds | <i>Information not submitted</i> | |
| | AISA has established seven University Chapters and one youth -focused chapter in the Vaal Triangle in the South Western region of Johannesburg; these chapters are by nature of their composition diverse. All these chapters cover regions with specific socio-economic, racial, ethnic, and religious environments, and diversity is encouraged through requiring our chapters to formulate outreach strategies and plans. Through allowing a sense of independence in formulating their outreach plans, our chapters are able to bring in a diverse group of members who come with their own views and opinions. AISA has taken upon itself to encourage and develop youth-focused chapters in outlying provinces so more young people are reached. | |
| # National youth strategies and other strategies which integrate a youth component across the movement | National Youth Strategy | No, AISA does not currently have a National Youth Strategy |
| | Strategies which integrate a youth component | Not yet applicable |
| # Financial resources dedicated to youth work directly at the national level (i.e. youth specific budget lines) | Total Annual Budget National | <i>Information not submitted</i> |
| | Total Budget directly spent on youth work | 5% of the Membership and Growth budget (total budget: £79,000) for 2017-2018 has been spent on youth work so far |
| | | 8% |
| # Staff FTE with a youth brief who lead youth work at the national level | Total FTE staff with a youth brief | <ul style="list-style-type: none"> 1 FTE has a youth brief in their portfolio. This member of staff covers Human Rights Education, Youth & Activism and Membership & Growth work. They spend 15 hours a week on youth specific work. |
| # Projects at the national level with a youth focus | Projects with a youth focus | <ul style="list-style-type: none"> Membership & Growth Portfolio University Chapters Youth Community Chapter Human Rights Schools Project Women and Marginalised People Rights Officer Sexual and gender-based violence in South African universities |
| # Young Amnesty International supporters, activists and members participating in capacity development forums at the local or national level | Number young people participating in capacity development forums | 39 |
| Supporter journeys which are specific to young people and their retention within Amnesty International | AI South Africa is currently developing campaigns and supporter journeys within the campaigns that will include youth. | |
| The most significant change seen in terms of impact of youth participation within Amnesty International | <p>The most recent evaluation completed by youth participants for AISA was the evaluation of the Training of Trainers workshop they had for the Human Rights Education schools. Feedback included:</p> <p>'The training shattered my expectations; much information was shared and it's amazing how the students in schools are interested in Human Rights.'</p> <p>'The training exceeded my expectations. I felt as though I was part of the whole process and learnt a lot.'</p> | |

QUALITY LEVELS OF YOUTH PARTICIPATION

| Levels of Participation | Unilateral decision making | Informing | Involving | Legitimate consultation | Joint decision making | Participatory Partnership | Youth-led | Not Applicable |
|----------------------------------|----------------------------|-----------|-----------|-------------------------|-----------------------|---------------------------|-----------|----------------|
| Campaigning: Activism | | | | | | | | X |
| Campaigning: Advocacy | | | | | | | | X |
| Campaigning: Digital Campaigning | | | X | | | | | |
| Human Rights Education | | | | | | X | | |
| Media & Communications | | | X | | | | | |
| Research | | | | | | X | | |
| Fundraising | | | | | | | | X |
| Decision Making / Governance | | | X | | | | | |

SPAIN

| INDICATOR | DATA COLLECTOR | |
|---|--|--|
| # Amnesty International supporters, activists, members, staff and board members under the age of 25 | Supporters | <i>Information not available through SAR</i> |
| | Members | <i>Information not available through SAR</i> |
| | Staff | 3 (2.7%) |
| | Board Members | 0 (0%) |
| # Young Amnesty International supporters, activists and members from diverse backgrounds | <i>Not yet completed</i> | |
| # National youth strategies and other strategies which integrate a youth component across the movement | National Youth Strategy | No, AI Spain does not currently have a National Youth Strategy |
| | Strategies which integrate a youth component | AI Spain have integrated the objectives of the Global Youth Strategy and the HRE Strategy into the strategic goals of the section, up to the year 2020. The activism strategy also includes a youth component. |
| # Financial resources dedicated to youth work directly at the national level (i.e. youth specific budget lines) | Total Annual Budget National | EUR: €10,000,000 (approximate) (GBP: £8,687,764 (approximate)) |
| | Total Budget directly spent on youth work | EUR: €28,450 (GBP: £24,716) |
| # Staff FTE with a youth brief who lead youth work at the national level | Total FTE staff with a youth brief | <ul style="list-style-type: none"> 0.6: coordination of young people 0.3: coordination of HRE |
| # Projects at the national level with a youth focus | Projects with a youth focus | <ul style="list-style-type: none"> Universities: support for mobilization of university groups, and creation of new group within the universities formed by young people Working with youth associations Youth addition of materials for young people Documents for activists under 18 years of age New project for vocational training centres |
| # Young Amnesty International supporters, activists and members participating in capacity development forums at the local or national level | Number young people participating in capacity development forums | 150 (possibly more) |
| Supporter journeys which are specific to young people and their retention within Amnesty International | <ul style="list-style-type: none"> Global campaign: Refugees and Brave Priority actions mobilization Cases of young people Women rights Social media HRE | |
| The most significant change seen in terms of impact of youth participation within Amnesty International | <i>Information not submitted</i> | |

QUALITY LEVELS OF YOUTH PARTICIPATION

| Levels of Participation | Unilateral decision making | Informing | Involving | Legitimate consultation | Joint decision making | Participatory Partnership | Youth-led | Not Applicable |
|----------------------------------|----------------------------|-----------|-----------|-------------------------|-----------------------|---------------------------|-----------|----------------|
| Campaigning: Activism | | | | X | | | | |
| Campaigning: Advocacy | | | X | | | | | |
| Campaigning: Digital Campaigning | | | | X | | | | |
| Human Rights Education | | | | | | | | X |
| Media & Communications | | | X | | | | | |
| Research | X | | | | | | | |
| Fundraising | | | X | | | | | |
| Decision Making / Governance | | | | | X | | | |

SWEDEN

| INDICATOR | DATA COLLECTOR | |
|---|--|--|
| # Amnesty International supporters, activists, members, staff and board members under the age of 25 | Supporters | 3.06% |
| | Members | 7% |
| | Staff | 31 (23.3%) |
| | Board Members | 0 (0%) |
| # Young Amnesty International supporters, activists and members from diverse backgrounds | AI Sweden do not currently measure disaggregated data. | |
| | AI Sweden promote youth participation through a variety of ways. All materials, trainings (including travel and accommodation) is free, all youth meetings at a regional level are developed in order to meet needs of different language demands (mostly English). All national trainings and meetings are organised in order to make it easy for participants to take part –participatory methods are used. On youth meetings pronoun presentation is used. When visiting schools AI Sweden select schools in order to meet diversity expectations. The section is also running a project during 2018 targeting diversity. | |
| # National youth strategies and other strategies which integrate a youth component across the movement | National Youth Strategy | AI Sweden is currently developing a National Youth Strategy (this also include HRE, as it is working towards the same goals) |
| | Strategies which integrate a youth component | <ul style="list-style-type: none"> • Activism Strategy (to be developed during 2018) • Governance Project (to be finished in 2019) |
| # Financial resources dedicated to youth work directly at the national level (i.e. youth specific budget lines) | Total Annual Budget National | <i>Information not submitted</i> |
| | Total Budget directly spent on youth work | <i>Information not submitted</i> |
| # Staff FTE with a youth brief who lead youth work at the national level | Total FTE staff with a youth brief | 2.31% |
| # Projects at the national level with a youth focus | Projects with a youth focus | <ul style="list-style-type: none"> • 1 Youth Coordinator • 2 HRE who are also working towards youth goals. • All 3 Activist Coordinators support interns working towards youth groups full time on regional level |
| | | <ul style="list-style-type: none"> • A-day • Human rights friendly schools • Youth Strategy • Support program development for Youth Groups • Ongoing: National and regional Youth meetings/trainings, youth council support, Nordic Youth meeting, group convenor training for youth. |
| # Young Amnesty International supporters, activists and members participating in capacity development forums at the local or national level | Number young people participating in capacity development forums | 250 (approximately) |
| Supporter journeys which are specific to young people and their retention within Amnesty International | There is no specific journey for youth within the global campaigns. However, the journey for youth activism is ongoing in prioritised campaigns in order to mobilise. | |
| The most significant change seen in terms of impact of youth participation within Amnesty International | <p>The most significant change during 2017 is the large increase of youth groups and youth activists as a result of the collaboration between HRE and youth activism.</p> <p>In 2017, AI Sweden visited 25 upper secondary schools with an interactive workshop on human rights. The tour was followed up with mobilisation visits aiming to start new groups. During the year the number of youth groups increased from 52 to 68.</p> | |

QUALITY LEVELS OF YOUTH PARTICIPATION

| Levels of Participation | Unilateral decision making | Informing | Involving | Legitimate consultation | Joint decision making | Participatory Partnership | Youth-led | Not Applicable |
|----------------------------------|----------------------------|-----------|-----------|-------------------------|-----------------------|---------------------------|-----------|----------------|
| Campaigning: Activism | | X | | | | | | |
| Campaigning: Advocacy | X | | | | | | | |
| Campaigning: Digital Campaigning | X | | | | | | | |
| Human Rights Education | X | | | | | | X | |
| Media & Communications | X | | | | | | | |
| Research | X | | | | | | | |
| Fundraising | X | | | | | | | |
| Decision Making / Governance | | X | X | | | | | |

SWITZERLAND

| INDICATOR | DATA COLLECTOR | | |
|---|--|---|--------------------|
| # Amnesty International supporters, activists, members, staff and board members under the age of 25 | Supporters | 7.9% | |
| | Members | 1.6% | |
| | Staff | 5 (7.24%) | |
| | Board Members | 0 (0%) | |
| # Young Amnesty International supporters, activists and members from diverse backgrounds | Around 65% of the young people engaged with Amnesty International Switzerland (AICH) are female. | | |
| | AI Switzerland are planning to issue a short video promoting AMNESTY YOUTH Switzerland, aimed to target an audience of young men. | | |
| # National youth strategies and other strategies which integrate a youth component across the movement | National Youth Strategy | Yes, AI Switzerland have a National Youth Strategy | |
| | Strategies which integrate a youth component | <i>Information not submitted</i> | |
| # Financial resources dedicated to youth work directly at the national level (i.e. youth specific budget lines) | Total Annual Budget National | GBP: £17.07million | 1% (approximately) |
| | Total Budget directly spent on youth work | GBP: £172,000 (inclusive staff costs) GBP: £42,000 (exclusive of staff costs) | |
| # Staff FTE with a youth brief who lead youth work at the national level | Total FTE staff with a youth brief | <ul style="list-style-type: none"> • 0.7 of FTE • 0.8 of FTE • 0.8 of intern | |
| # Projects at the national level with a youth focus | Projects with a youth focus | The HRD team provides trainings for young people in schools and outside of schools. | |
| # Young Amnesty International supporters, activists and members participating in capacity development forums at the local or national level | Number young people participating in capacity development forums | 444 | |
| Supporter journeys which are specific to young people and their retention within Amnesty International | AI Switzerland have structured communication for their AMNESTY YOUTH members and they are implementing a follow up regarding their activism activities (this is not yet rolled out). | | |
| The most significant change seen in terms of impact of youth participation within Amnesty International | <i>Information not submitted</i> | | |

QUALITY LEVELS OF YOUTH PARTICIPATION

| Levels of Participation | Unilateral decision making | Informing | Involving | Legitimate consultation | Joint decision making | Participatory Partnership | Youth-led | Not Applicable |
|----------------------------------|----------------------------|-----------|-----------|-------------------------|-----------------------|---------------------------|-----------|----------------|
| Campaigning: Activism | | | | X | X | | | |
| Campaigning: Advocacy | | | | | | | | X |
| Campaigning: Digital Campaigning | | | X | | | | | |
| Human Rights Education | | X | | | | X | | |
| Media & Communications | | | X | | | | | X |
| Research | | | | | | | | |
| Fundraising | X | | | | | | | |
| Decision Making / Governance | | | | | X | X | | |

THAILAND

| INDICATOR | DATA COLLECTOR | |
|---|---|---|
| # Amnesty International supporters, activists, members, staff and board members under the age of 25 | Supporters | Information not available through SAR |
| | Members | 32.9% |
| | Staff | Information not available through SAR |
| | Board Members | 0 (0%) |
| # Young Amnesty International supporters, activists and members from diverse backgrounds | Amnesty International Thailand does not have a specific policy on diverse engagement, however in their work they try to engage young people across the country from various backgrounds, cultures, genders, and education. They also work with rights holders such as young refugees and young Human Rights Defenders, supporting them to become Amnesty activists. | |
| # National youth strategies and other strategies which integrate a youth component across the movement | National Youth Strategy | Yes, Amnesty International Thailand has a National Youth Strategy |
| | Strategies which integrate a youth component | Information not submitted |
| # Financial resources dedicated to youth work directly at the national level (i.e. youth specific budget lines) | Total Annual Budget National | GBP: £367,707.75 |
| | Total Budget directly spent on youth work | GBP: £52,214.50 |
| # Staff FTE with a youth brief who lead youth work at the national level | Total FTE staff with a youth brief | <ul style="list-style-type: none"> 12,480 |
| # Projects at the national level with a youth focus | Projects with a youth focus | <ul style="list-style-type: none"> Human Rights Education Campaign work |
| # Young Amnesty International supporters, activists and members participating in capacity development forums at the local or national level | Number young people participating in capacity development forums | 1,500 |
| Supporter journeys which are specific to young people and their retention within Amnesty International | Amnesty International Thailand focus on increased capacity building by training previous participants to become trainers and facilitators. | |
| The most significant change seen in terms of impact of youth participation within Amnesty International | <p>Amnesty International Thailand have done significant work to increase levels of awareness of their branding amongst the public, in particular amongst youth. In Thailand, Amnesty International is seen as a cool, trendy and progressive organisation to work with. The impact of this has been that youth participation in terms of activism and volunteering work have greatly increased.</p> <p>For students, Amnesty International Thailand have increased the number of classes that they are teaching across the country. An impact of this has been many students that previously were not engaged with human rights have turned to Amnesty International to seek help, find out what human rights are, and to learn more about what can do they do.</p> | |

QUALITY LEVELS OF YOUTH PARTICIPATION

| Levels of Participation | Unilateral decision making | Informing | Involving | Legitimate consultation | Joint decision making | Participatory Partnership | Youth-led | Not Applicable |
|----------------------------------|----------------------------|-----------|-----------|-------------------------|-----------------------|---------------------------|-----------|----------------|
| Campaigning: Activism | | | | | | | X | |
| Campaigning: Advocacy | X | | | | | | | |
| Campaigning: Digital Campaigning | | | | | | | | X |
| Human Rights Education | | | | | | X | | |
| Media & Communications | | X | | | | | | |
| Research | X | | | | | | | |
| Fundraising | | | | | | | | X |
| Decision Making / Governance | | | X | | | | | |

| INDICATOR | DATA COLLECTOR | |
|---|--|---|
| # Amnesty International supporters, activists, members, staff and board members under the age of 25 | Supporters | 49% |
| | Members | 50% |
| | Staff | 0 (0%) |
| | Board Members | 2 (28.6%) |
| # Young Amnesty International supporters, activists and members from diverse backgrounds | <i>Information not submitted</i> | |
| | <i>Information not submitted</i> | |
| # National youth strategies and other strategies which integrate a youth component across the movement | National Youth Strategy | Yes, AI Togo has a National Youth Strategy |
| | Strategies which integrate a youth component | <i>Information not submitted</i> |
| # Financial resources dedicated to youth work directly at the national level (i.e. youth specific budget lines) | Total Annual Budget National | GBP: £170,496 |
| | Total Budget directly spent on youth work | BGP: £38,491 |
| # Staff FTE with a youth brief who lead youth work at the national level | Total FTE staff with a youth brief | 23% |
| # Projects at the national level with a youth focus | Projects with a youth focus | <ul style="list-style-type: none"> • 1.5 FTE • Ecole Amie des Droits Humains • Jeunes Acteurs du changement ' HRE friendly School) |
| # Young Amnesty International supporters, activists and members participating in capacity development forums at the local or national level | Number young people participating in capacity development forums | 1,000 |
| Supporter journeys which are specific to young people and their retention within Amnesty International | <i>Information not submitted</i> | |
| The most significant change seen in terms of impact of youth participation within Amnesty International | <p>At least 1,200 students and apprentices have engaged with Amnesty International Togo to learn about human rights and to share their learnings with their peers and within their communities.</p> <p>At least 50 teachers are committed to supporting the Human Rights Education program in their schools by supporting the organization of school clubs run and run by the students themselves. These students are trained as part of the School Friendly Rights program that we lead with the financial support of the European Union with the aim of introducing the teaching of Human Rights Education in school curricula. An educational animation kit has been designed and made available to school clubs for this purpose. This work is part of a process that aims to make students responsible for their long-term commitment to the promotion of human rights, participation in decision-making concerning them.</p> | |

QUALITY LEVELS OF YOUTH PARTICIPATION

| Levels of Participation | Unilateral decision making | Informing | Involving | Legitimate consultation | Joint decision making | Participatory Partnership | Youth-led | Not Applicable |
|----------------------------------|----------------------------|-----------|-----------|-------------------------|-----------------------|---------------------------|-----------|----------------|
| Areas of Work | | | | | | | | |
| Campaigning: Activism | | | X | | X | | | |
| Campaigning: Advocacy | | X | | | | | | X |
| Campaigning: Digital Campaigning | | | X | | X | | | |
| Human Rights Education | | | X | X | | | | |
| Media & Communications | | X | | | | X | | |
| Research | X | | | | | | | X |
| Fundraising | X | | | | | | | X |
| Decision Making / Governance | | | X | | X | | | |

| INDICATOR | | DATA COLLECTOR | | | | | | |
|---|---|--|-----------|-------------------------|-----------------------|---------------------------|--------------------------|----------------|
| # Amnesty International supporters, activists, members, staff and board members under the age of 25 | Supporters | <i>Information not available through SAR</i> | | | | | | |
| | Members | 5% | | | | | | |
| | Staff | <i>Information not available through SAR</i> | | | | | | |
| | Board Members | 1 (7.1%) | | | | | | |
| # Young Amnesty International supporters, activists and members from diverse backgrounds | Amnesty International UK have produced an Equality and Diversity report for this year's Youth Advisory Group applicants, where this data can be found in detail. | | | | | | | |
| | Amnesty International UK are currently starting a project to grow the Student Network. This project will analyse the diversity currently in the network with an aim of increasing this. | | | | | | | |
| # National youth strategies and other strategies which integrate a youth component across the movement | National Youth Strategy | No, AI UK does not currently have a National Youth Strategy | | | | | | |
| | Strategies which integrate a youth component | <ul style="list-style-type: none"> HRE Strategy Communications Strategy Impact of Movement Strategy (in development) which will be used as a basis to develop youth strategies | | | | | | |
| # Financial resources dedicated to youth work directly at the national level (i.e. youth specific budget lines) | Total Annual Budget National | <i>Information not submitted</i> | | | | | <i>Not yet completed</i> | |
| | Total Budget directly spent on youth work | GBP: £65,000 Excluding staff costs, and excluding HRE budget | | | | | | |
| # Staff FTE with a youth brief who lead youth work at the national level | Total FTE staff with a youth brief | <ul style="list-style-type: none"> 2 FTE HRE FTEs are not included here, as HRE is reported through the Progress and Impact Framework | | | | | | |
| # Projects at the national level with a youth focus | Projects with a youth focus | <ul style="list-style-type: none"> Student Conference Action for Change (Students) Student Network growth project Refugee week of action Youth Conference Youth Advisory Group Student Action Network Committee Student Media Summit | | | | | | |
| # Young Amnesty International supporters, activists and members participating in capacity development forums at the local or national level | Number young people participating in capacity development forums | 760 | | | | | | |
| Supporter journeys which are specific to young people and their retention within Amnesty International | <ul style="list-style-type: none"> Not Powerless | | | | | | | |
| The most significant change seen in terms of impact of youth participation within Amnesty International | <i>Information not submitted</i> | | | | | | | |
| QUALITY LEVELS OF YOUTH PARTICIPATION | | | | | | | | |
| Levels of Participation | Unilateral decision making | Informing | Involving | Legitimate consultation | Joint decision making | Participatory Partnership | Youth-led | Not Applicable |
| Areas of Work | | | | X | | | | |
| Campaigning: Activism | | | | X | | | | |
| Campaigning: Advocacy | | | X | | | | | |
| Campaigning: Digital Campaigning | | | X | | | | | |
| Human Rights Education | | | X | | | | | |
| Media & Communications | | X | | | | | | |
| Research | X | | | | | | | |
| Fundraising | | | | X | | | | |
| Decision Making / Governance | | | | | X | | | |



| INDICATOR | DATA COLLECTOR | | |
|---|---|---|--------------------------|
| # Amnesty International supporters, activists, members, staff and board members under the age of 25 | Supporters | <i>Information not available through SAR</i> | |
| | Members | 4% | |
| | Staff | 10 (9.5%) | |
| | Board Members | 1 (6.25%) | |
| # Young Amnesty International supporters, activists and members from diverse backgrounds | Amnesty International USA are not currently collecting this data. | | |
| | AI USA are actively working to promote diversity by intentional outreach in communities not represented by their work. A team of staff are working to develop tools to address DEI in all aspects of our work, including a training for all student groups and member leaders. We are hiring a Diversity, Equity and Inclusion Manager who will guide this work more intentionally going forward. | | |
| # National youth strategies and other strategies which integrate a youth component across the movement | National Youth Strategy | No, AI USA do not currently have a National Youth Strategy | |
| | Strategies which integrate a youth component | AI USA's activism, growth, campaign and HRE work all includes a youth component. It is in their work plans as staff working with youth. | |
| # Financial resources dedicated to youth work directly at the national level (i.e. youth specific budget lines) | Total Annual Budget National | \$200,000 (BGP: £ 143,501) | <i>Not yet completed</i> |
| | Total Budget directly spent on youth work | <i>Not yet completed</i> | |
| # Staff FTE with a youth brief who lead youth work at the national level | Total FTE staff with a youth brief | <ul style="list-style-type: none"> 1 FTE | |
| # Projects at the national level with a youth focus | Projects with a youth focus | <ul style="list-style-type: none"> Materials development, orientations, webinars, trainings and individual support, all part of Youth & Student Program. Leadership development – Student Activist Coordinators, National Youth Action Committee Faculty Advisor Network | |
| # Young Amnesty International supporters, activists and members participating in capacity development forums at the local or national level | Number young people participating in capacity development forums | 5,000 | |
| Supporter journeys which are specific to young people and their retention within Amnesty International | None currently include youth-specific elements (for 2017) | | |
| The most significant change seen in terms of impact of youth participation within Amnesty International | <i>Information not submitted</i> | | |

QUALITY LEVELS OF YOUTH PARTICIPATION

| Levels of Participation | Unilateral decision making | Informing | Involving | Legitimate consultation | Joint decision making | Participatory Partnership | Youth-led | Not Applicable |
|----------------------------------|----------------------------|-----------|-----------|-------------------------|-----------------------|---------------------------|-----------|----------------|
| Areas of Work | | | | | | | | |
| Campaigning: Activism | | | X | | | | | |
| Campaigning: Advocacy | | | X | | | | | |
| Campaigning: Digital Campaigning | | | X | | | | | |
| Human Rights Education | X | | | | | | | |
| Media & Communications | X | | | | | | | |
| Research | X | | | | | | | |
| Fundraising | X | | | | | | | |
| Decision Making / Governance | | | X | | | | | |