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**dbb
jugend nrw**

We are
the **YOUTH**
in **Civil Service**



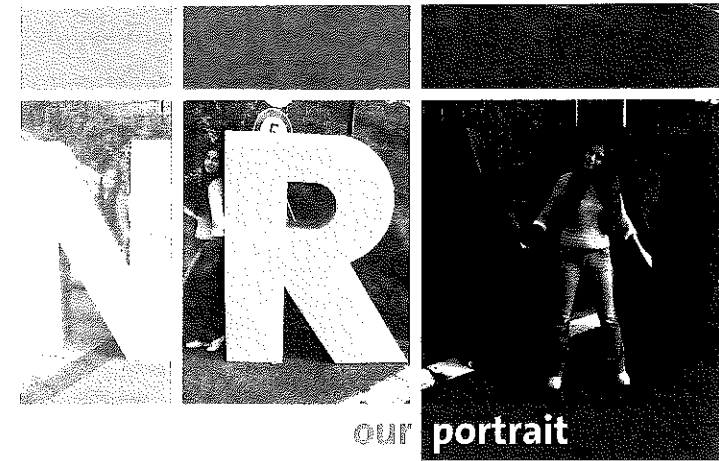
**dbb
jugend nrw**

Our model

- We are a modern, quality-conscious and team-oriented youth association which focuses on member service.
- Our policies are party-politically independent and oriented towards the job market. We represent the interests of young people, creating positive work conditions for those working in civil service or in privatised branches thereof.
- We motivate our members to engage themselves honorarily and support their efforts to this effect.
- We enforce process-oriented child and youth work.

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OUR portrait

Portrait

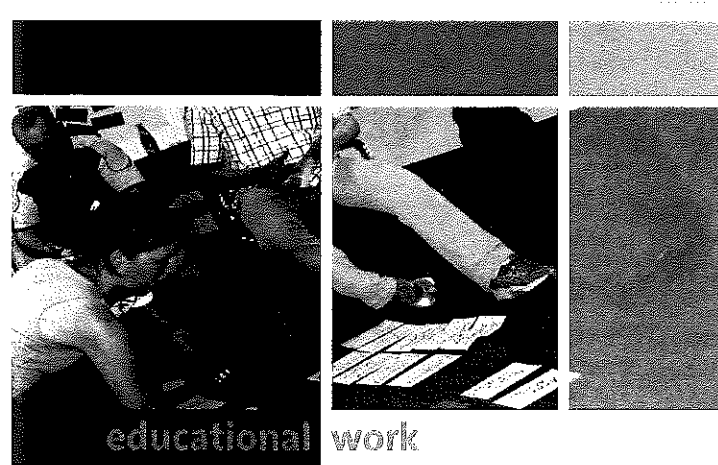
The *Deutsche Beamtenbund-Jugend NRW* (Youth Division of the German Civil Service Federation of North Rhine-Westphalia) – in short: *dbb jugend nrw* – is a politically and structurally autonomic, unionised youth association for young people employed in civil service. The state of North Rhine-Westphalia found it worthy of financial support only three years after its foundation in 1957. Its members are employed in North Rhine-Westphalia in public service or in privatised branches thereof. Members are organised into one of over 20 trade unions within the *dbb beamtenbund und tarifunion (dbb)*.

The *dbb jugend nrw* considers itself to be a competent, independent and democratic youth association. It represents the interests of young people, creating positive work conditions for those working in civil service. As a youth association, the *dbb jugend nrw* supports young adults' efforts in obtaining further education. This is achieved through member-oriented programmes for further training and international get-togethers as well as through a wide variety of other activities.

The *dbb jugend nrw* is party-politically and religiously independent and its work is defined by principles of solidarity. Through the activities of different committees working by these principles, e.g. the *Landesjugendring NRW*, the *dbb jugend nrw* promotes the affairs and matters of children and young adults. It also motivates young people to engage themselves voluntarily in society and supports their efforts to this effect.

The *dbb jugend nrw* is an important and innovative unionised youth association. It is a qualified contact partner for questions on youth policy and on civil service. It owes this status to its committed members, its honorary executive committee, as well as to the full-time employees who work in its administrative office.





Educational Work

Education is the basis for the future of our society and it is the key to expanding a person's personal, business and social skills. For this reason, the *dbb jugend nrw* has its main focus on the further education of young people and considers it particularly important to enhance young people's social skills as well as foster their professional, cultural and social interests. The courses offered by the *dbb jugend nrw* are thus not only career oriented, but are also geared towards training future youth group leaders.

Through educational work, the *dbb jugend nrw* offers young people the possibility for development on a personal and professional level, to help change society for the better, as well as to learn to take charge of a youth group.

With the child and youth law (*Kinder- und Jugendförderungsgesetz, 3. AG-KJHG - KJFöG*) as its basis, the *dbb jugend nrw* concentrates its educational work on the following fields:

Honorary Posts

Youth group leaders already working in honorary positions (as well as others who would like to do so) can continuously increase their skills through specific training courses given by the *dbb jugend nrw*. Besides dealing with topics as public relations, financing of youth work, leadership training and time management, attendants of the *dbb jugend nrw* courses receive comprehensive educational training in the field of youth work. As a bonus, the new skills learned in these courses also have positive effects on the participants' professional and private lives.

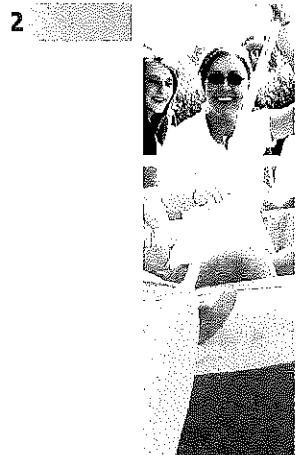
The *dbb jugend nrw* is constantly evaluating its educational work and integrates the results into the seminar programme.

A distinctive feature of the educational programme is that it is developed and managed jointly by employed staff and the members of the executive committee. By overseeing the seminars, the members of the executive committee of the *dbb jugend nrw* can easily stay in touch with the leaders of the local youth groups and the various trade unions state-wide in a relaxed atmosphere. The local youth groups of the *dbb jugend nrw* conduct their work completely independently. They are able to hold meetings on any topic which addresses their specific needs and interests. For those meetings they receive financial support by the *dbb jugend nrw* through the public child and youth programme. The administrative office of the *dbb jugend nrw* offers help in developing ideas, writing applications and realising projects. In doing so, supporting personal initiatives and new ideas is of major importance.

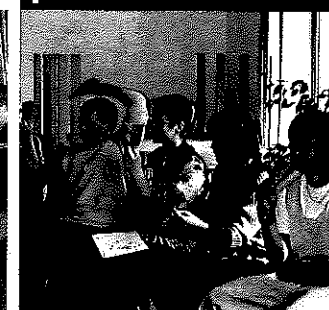
Participation

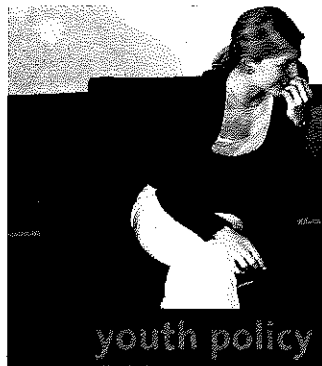
One basic principle of the *dbb jugend nrw* is encouraging young people to get involved, i.e. to take part in society at different levels. With its various offers, the *dbb jugend nrw* empowers young people to be self-determined and encourages them to be responsible citizens. It supports them when they make the transition from school life to the working world. In cooperation with schools, the *dbb jugend nrw* offers workshops on current topics. The goal of this training is to prepare the youths for social involvement and to make them fit for their contribution to society.

Social involvement also means being able to find a responsible position within society. In order to do so, it is helpful to be integrated in the working world. By helping young people to make the transition from school life to the working world, the *dbb jugend nrw* thus tries to enable youngsters to participate in society. That is why it offers workshops which help students to choose an occupation and to get a good start in their profession.



school profession





youth policy



social politics

Youth Policy and Social Politics

The *dbb jugend nrw* has been a member of the *Landesjugendring NRW e.V.* (an amalgamation of over 20 youth associations in NRW) since 1968. Through this membership, the representatives of the *dbb jugend nrw* take part in various (socio-)political events and maintain a constant dialogue with politicians.

The *dbb jugend nrw* offers seminars and other events covering a wide range of topics, including political and social youth education, participation, involvement in honorary positions, cooperation with schools, and international youth work. Young people can help in planning, take on political and social responsibilities, attend seminars and other events, take part in international get-togethers and become involved in cooperative projects with schools.

The basis of the *dbb jugend nrw's* political youth work is the child and youth law (*Kinder- und Jugendförderungsgesetz, 3. AG-KJHG - KJFöG*), which was passed in October 2004.

As a youth association, the *dbb jugend nrw* takes social responsibility very seriously. When they believe that the interests and rights of children and youths are not being adequately represented, the young people organised in the different youth groups of the *dbb jugend nrw* have a say in getting things changed. They react to the changes in the way of life of children and youths and devote their energies to creating fair social conditions for young people - not only for the here and now, but also for the future.

Occupational Policies

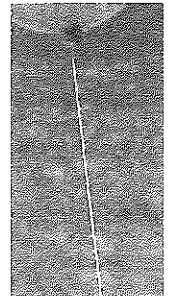
One of the *dbb jugend nrw's* key goals is representing the rights and interests of young people at their places of work, particularly in the areas of civil service, salary negotiation, the modernisation of public administration, EU-policies and gender mainstreaming.

"Action, not reaction" is the *dbb jugend nrw's* motto when it comes to helping young people make the best out of changing work conditions. Only a few years ago, a major issue was securing fair salaries for young employees; more recently the main focus has been shifted to achieving improvements e.g. in the areas of federalism reform and the modernisation of public administration.

The *dbb jugend nrw* is often consulted when new laws are written and is thus able to help ensure that the interests of young people working in civil service are made clear to the *dbb*, political organisations, and to governmental agencies. Through contact with political parties and their youth organisations, the *dbb jugend nrw* is able to have effect on the formation of opinion of young decision-makers.

With a seat in the tariff commission of the *dbb nrw*, the *dbb jugend nrw* is able to effectively represent the interests of young employees in this field as well. In recent times, this work has been marked by the difficult basic work conditions, which have arisen primarily through the dire situation of the fiscal budget.

The goal of gender mainstreaming is creating equal job opportunities for men and women. The *dbb jugend nrw* took a position on this issue years ago and has been furthering the cause ever since.

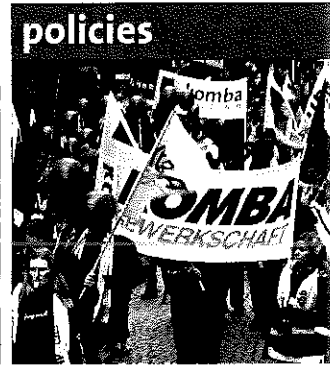


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occupational policies



representation of interests

Representation of Interests

As an umbrella organisation, the *dbb jugend nrw* represents the interests of members from many different branches of civil service. It thus strives to bring about change at a political level in a way which benefits all the young employees.

The *dbb jugend nrw* represents the interests of its members by developing innovative strategies which address tomorrow's problems, taking the current developments in civil service and its privatised branches into account. Unique in this field is the ability of the *dbb jugend nrw* to concentrate solely on issues affecting civil service and the privatised branches thereof.

The members decide in which direction the unionised youth work shall proceed in varying committees (*Kreisjugendtag/-ausschuss* and *Landesjugendtag/-ausschuss*). The results achieved by these committees are the cornerstone of all the *dbb jugend nrw's* efforts and work, whether of internal or external nature. In this way the *dbb jugend nrw* is able to affect public opinion.

The members of the *dbb jugend nrw* represent young people's interests according to state works council and works constitution laws, in particular through the *Youth and Trainee's Representation (Jugend- und Auszubildendenvertretung, JAV)*. In addition to their honorary union work, the young members of the *JAV* represent young people and trainees at their places of work and have a direct influence on their personal work conditions. The people at the *dbb jugend nrw* take it upon themselves to qualify the members of the *JAV* and to offer them competent support.

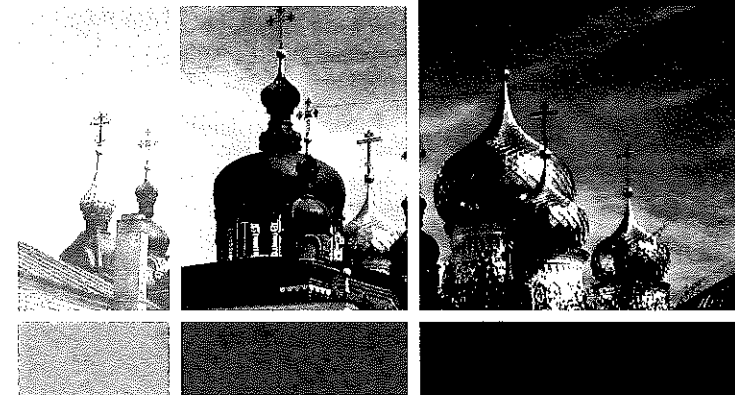
International Youth Work

International youth work is an important aspect of child and youth aid programmes in Germany and is a key focus of the *dbb jugend nrw's* work. This work includes contact and cooperation programmes for youths and young people engaged in honorary youth work. The goal is to improve mutual understanding between youths of different cultures, eliminating prejudices and enabling young people to critically reflect on their own positions.

International youth work has a longstanding tradition at the *dbb jugend nrw*; some contacts have held since the mid-1970's. In cooperation with international partners, the *dbb jugend nrw* holds yearly get-togethers of youth professionals and young people engaged in youth work. These successful meetings focus on varying topics concerning young people and youth politics. Partners of the *dbb jugend nrw* include associations in China, Denmark, Israel, the Palestinian Autonomous Territories, Russia, Taiwan and the Ukraine. Together with several exchange partners, the *dbb jugend nrw* is also involved in the *International Forum of Decision Makers on Youth and School Exchange (IFDMYE)*.

It has been proven that international get-togethers help young people develop on a personal level in terms of their self-confidence, social skills, openness to new experiences, and intercultural competence. Besides the individual and socio-political dimensions, international get-togethers also have a positive influence on young people's professional perspectives. These youths are prepared for the job market in today's complex and multi-ethnic societies by helping them to develop core competencies. In this way, the *dbb jugend nrw* is able to make an important socio-political contribution to society.

international youth work





service support

Service

Supporting its different youth groups is very important for the *dbb jugend nrw*. Thus, it offers a wide range of services in order to aid its members as much as possible.

On the website www.dbbjnrw.de, one can find comprehensive information about the *dbb jugend nrw* and all its topics and viewpoints. The site is update constantly and contains information on the youth association work as well as reports on current *dbb jugend nrw* events, seminars, civil service issues, and many other topics. Partners of the *dbb jugend nrw* and other important organisations can be reached easily per mouse-click from the website. Interested young people can also register for seminars online or order publications; forms and info-letters on a range of topics can be downloaded at any time.

Our administrative office houses a competent team always ready to support young people in both word and deed. This team is the perfect contact partner for any topic of interest to young people working in civil service and can help with questions about the *dbb jugend nrw's* various offers. With its concentrated experience and knowledge, the *dbb jugend nrw* can offer its members on-the-spot, professional assistance with their particular work. This assistance includes finding political, technical and financial solutions to their problems.

In addition, the *dbb jugend nrw* has a wide and constantly expanding range of useful brochures on current topics. A calendar of events, a handbook on youth work, the JAV handbook and tax tips are just a few of the helpful items available to members and other interested parties whenever needed.

International Partners

In order to improve mutual understanding between youths of different cultures, eliminating prejudices and enabling young people to critically reflect on their own positions, the *dbb jugend nrw* cooperates with international partners. Amongst those partners are the following associations:

- All-China Youth Federation 
- Central Personnel Administration 
- Chinese People's Association for Friendship with Foreign Countries 
- International Forum of Decision Makers on Youth Exchange 
- Palestinian Ministry of Youth and Sports 
- Russian Union of Youth 
- Union of Local Authorities in Israel 

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