



Co-funded by
the European Union

ecorasmus

ECOrasmus – Sustainable and eco-friendly practices in educational youth work

Research on sustainable practices in educational youth activities

February 2023



CONTENTS

| | |
|---|----|
| ECOrasmus - What is it all about? | 3 |
| Research aim and methodology | 4 |
| Stakeholder survey | 4 |
| Profile of survey respondents..... | 5 |
| Profile of organisations | 6 |
| Eco-friendly practices in youth work..... | 8 |
| Trainer’s perspective on eco-friendly practices | 12 |
| Challenges, needs and applicable ideas..... | 12 |
| Conclusions of the stakeholder survey..... | 14 |
| Interviews | 15 |
| Conclusions and outlook | 16 |



**Co-funded by
the European Union**

The publication was prepared with the financial support of the Erasmus+ Programme. It reflects the views only of the authors, and the Programme cannot be held responsible for any use which may be made of the information contained therein.

The survey report has been authored by Julia Stollenwerk and Jannes Herman Mostert and edited by Sebastian Schweitzer.

ECORASMUS - WHAT IS IT ALL ABOUT?

ECOrasmus is a grass-root initiative that aims to strengthen the organisational capacities of youth stakeholders to apply more eco-friendly and sustainable practices in educational youth work.

For this purpose, a consortium of five civil society organisations from France, Germany, Hungary, the Netherlands and Spain have taken on the challenge to contribute to using eco-friendly and sustainable practices in the youth sector. This, specifically in view of the thousands of annual international mobility activities within the Erasmus+ framework and beyond that work towards a peaceful and prosperous Europe but unfortunately come along with unintended tremendous environmental footprints.

ECOrasmus is about reducing this negative impact on the environment by promoting sustainable practices while still engaging in the very needed international and intercultural youth encounters that foster solidarity, democracy and peace across Europe.

At the core of ECOrasmus is the development of a handbook on environmental practices that every organiser of international, national and even local youth events – no matter of youth exchanges, training courses or workshops - can apply.

With this said, ECOrasmus reaches out to a wide range of youth stakeholders that are willing and are in the position to make a difference in the very next youth mobility or educational event they organise. This includes but is not limited to youth NGOs, CSOs working in the youth sector, umbrella organisations, networks and alliances of youth stakeholders, private and public donor programmes on European, transnational and national levels and, of course, youth workers, young leaders, educators, project coordinators, and consultants of youth CSOs and NGOs working in the youth sector. If you are one of them, ECOrasmus is for you.

Within the frame of the ECOrasmus project, this research on eco-friendly practices in youth work has been conducted in view to create a handbook compiling applicable sustainable practices and recommendations for organisations and individuals working by educational means on youth empowerment and participation.

ECOrasmus is organised by European Intercultural Forum (Germany), Fundacio Catalunya Voluntaria (Spain), MeOut (Hungary), Graphistes de l'Ombre (France) and the Tree Party (The Netherlands).

RESEARCH AIM AND METHODOLOGY

The **aim of the research** was to get an overview of what our main target group is already doing for green youth work, to find out how they self-evaluate themselves in this field, to harvest good practices and to better understand the needs and obstacles when it comes to implementing eco-friendly youth activities.

The main **target group** of the research were youth organisations and organisations working in the youth field as well as youth workers and educators working in the youth sector.

The research consisted of **three phases and used quantitative and qualitative means**. The first phase consisted of desk research to establish a stakeholder mapping, collect existing resources and prepare of a stakeholder survey. Additionally, in this phase some preliminary focus group interviews were held to check the topics, get a feel for the respondents and test the general attitude and commitment towards the topic. In the second phase, the team applied two research methods; a more quantitative survey in the format of an online questionnaire, followed by qualitative half-open interviews conducted either face-to-face or online. During the last phase, we analysed the collected data and compiled this report.

The survey was conducted between September and November 2022 and a total of 119 replies were received from 29 countries. From November to December 2022 a total of 38 interviews were conducted with interviews from 20 countries.

STAKEHOLDER SURVEY

Between September and November 2022, the ECOErasmus survey was shared with a wide range of youth stakeholders across Europe and beyond, and received in **total 119 replies**. Next to the main English version (105 replies), there were two translated versions in Spanish and Catalan (4 and 10 replies, respectively).

The main **target group** of this survey were youth organisations, organisations working in the youth field, youth workers and educators working in the youth sector. We reached out to both, known partners of our networks, as well as other organisations we identified in our previous stakeholder mapping. Among them are stakeholders that are already active in the field of sustainable youth work and environmental education, as well as others that don't have an environmental focus.

Following the scope of our project, we mainly reached out to those that are familiar with the Erasmus+ programme. Apart from personal email invitations to participate in the survey, the link to the questionnaire was also shared in various Facebook groups and email lists, among others by the German National Agency and the Ukrainian National Erasmus+ Office (NEO). Also, on LinkedIn the Survey was shared in an Erasmus+ group.

PROFILE OF SURVEY RESPONDENTS

The survey respondents come from 29 countries. The list below provides an overview of their figures.

| Country | Replies | Country | Replies |
|-----------------|---------|----------------|---------|
| Slovenia | 20* | Hungary | 2 |
| Spain | 18 | Bulgaria | 2 |
| The Netherlands | 10 | Greece | 2 |
| Georgia | 8 | Lebanon | 2 |
| Armenia | 6 | Moldova | 2 |
| Austria | 5 | United Kingdom | 1 |
| France | 5 | Estonia | 1 |
| Italy | 4 | Czech Republic | 1 |
| Germany | 4 | Belgium | 1 |
| North Macedonia | 4 | Albania | 1 |
| Ukraine | 4 | Lithuania | 1 |
| Romania | 3 | Morocco | 1 |
| Turkey | 3 | Denmark | 1 |
| Poland | 3 | Croatia | 1 |
| Portugal | 3 | | |

*It is noteworthy to say that from the surprisingly high number of 20 Slovenian participants, 17 work for the same organisation (Šolski Centre Novo Mesto, a school centre with a size of more than 200 people). It is beyond our knowledge how they ended up participating in the survey.

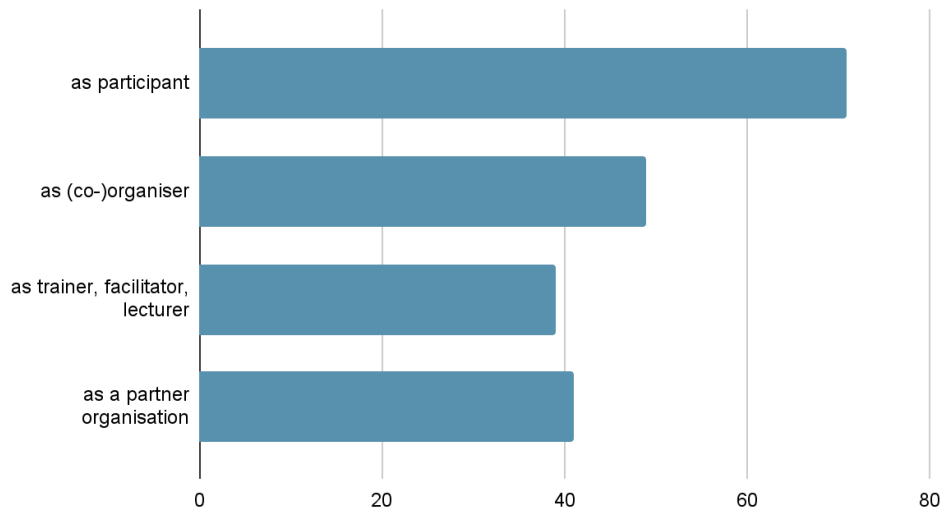
The high number of Spanish and Dutch participants is due to the researchers' specific country focus, as they reached out to local, regional and national partners. In general, the country distribution reflects to a certain extent the network of our partner organisations which we used to distribute the survey.

In terms of the respondents' involvement in **organisations**, the following are the results:

- 61,5% (72) work for an organisation
- 21,3% (25) work both for an organisation and freelance
- 9,4% (11) work as a freelancer
- 7,7% (9) are in other working situations

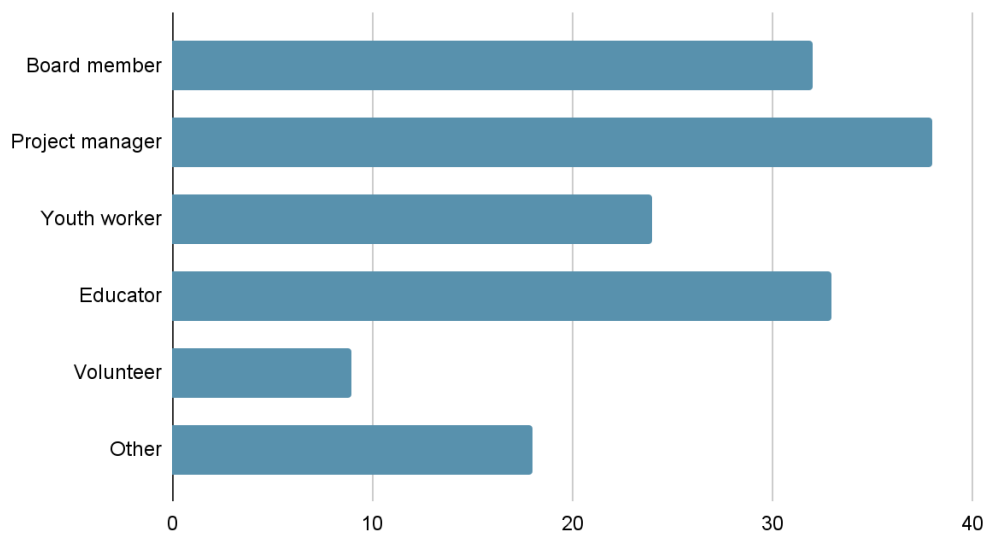
The great majority of the survey participants (91,5%) knows the Erasmus+ Youth Programme and a high number (70%) have already taken part in at least one activity. Those who already participated, did so in the following roles:

Roles in Erasmus+ Programme



Among the survey respondents who work for an organisation, most are project managers and/or educators, followed by board members and youth workers:

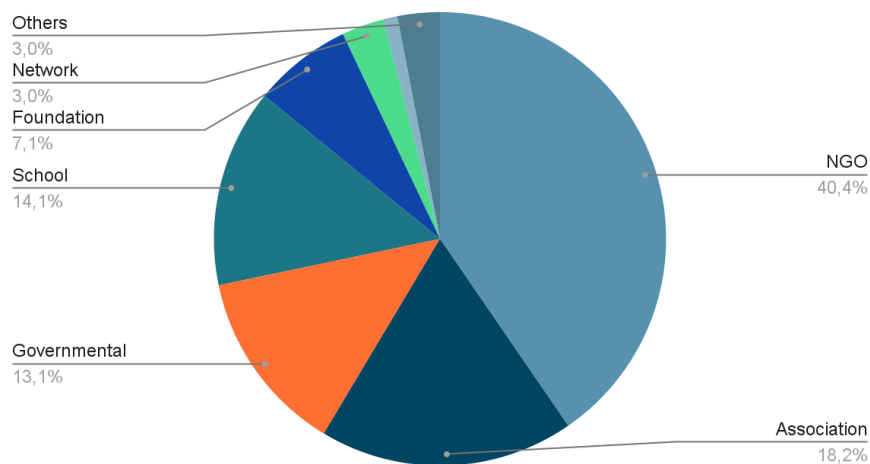
Roles in the organisation



PROFILE OF ORGANISATIONS

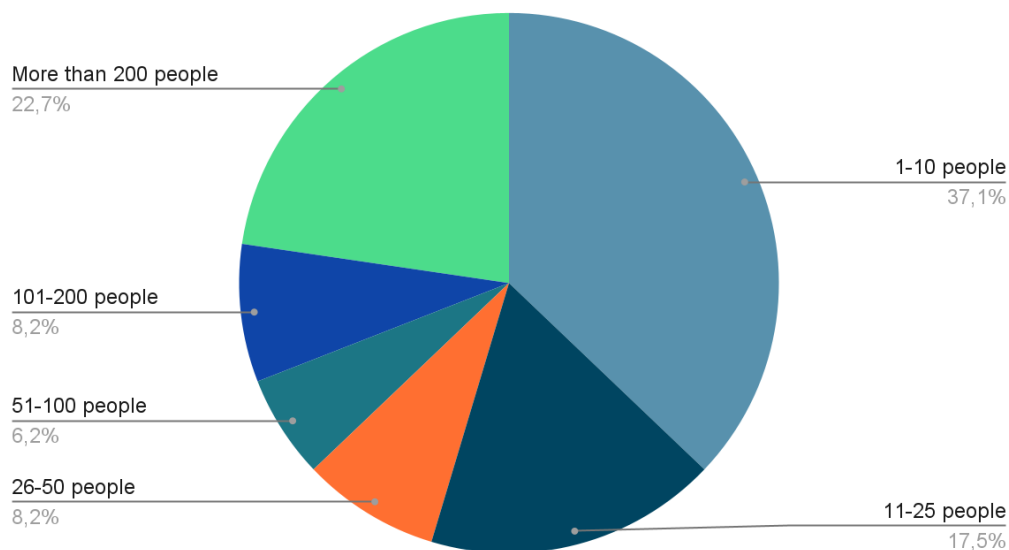
We received 99 replies with information about the represented organisations. In total, **71 organisations** took part. We received multiple answers from 10 organisations, the above-mentioned school centre in Slovenia being the most represented one with 17 replies.

Most of the organisations are NGOs, followed by associations, schools and governmental organisations:



More than half of the participating organisations are of a small size, with either 1-10 people working on a regular basis (37,1%) or 11-25 people (17,5%). The relatively high number of organisations with more than 200 people (22,7%) can be explained with the overrepresentation of the Slovenian school centre that constitutes most of the answers in that range.

Size of organisations (number of people working on a regular base)



71,7% of the organisations already took part in an Erasmus+ programme, most of them implementing programmes for the mobility of young people and mobility of youth workers, and to a lesser amount youth participation activities.

More than half of the organisations (57,6%) responded they run environmental projects and activities, and 46,5% indicated they have environmental policies. 29,3% have a pure or mainly environmental focus, and 22,2% said they don't have an environmental focus, but environmental aims. Only 5% responded that they do not have any environmental aims, focus or projects.

82 respondents replied to the question which “green practices” are applied in their offices. The top 3 green office practices are:

- Responsible use of office materials (78%)

- Responsible waste management, reuse, repair, recycle (72%)
- Saving energy (turning off devices, led lights, etc.) (70%)

These were followed by mindful eco-events (51,2%), purchase of eco-friendly office material (48,8%) and locally produced, bio and seasonal food with less/no meat (46,3%). 28% use green energy. Only few of them use green service providers like green banking (18,3%), a green internet provider (3,7%) or have a blue water system (3,7%).

ECO-FRIENDLY PRACTICES IN YOUTH WORK

A core part of the survey was dedicated to identify and track eco-friendly practices. Therefore, a range of questions did exactly this.

Knowledge of eco-friendly practices in youth work

Most of the survey participants rated their own knowledge of the topic in the middle on a scale from 1 (very bad) to 5 (very good), with an **average of 3.4 points**, indicating they have at least basic knowledge in this field. 11 of the 119 respondents (9,2%) rated themselves as experts, and 10 people (8,4%) responded they have very little to no knowledge.

Most prevalent “eco-unfriendly” practices in youth activities

Thinking back to their last activity, participants indicated which “eco-unfriendly” practices were present (98 replies). The top 5 are:

1. Plane travel (56,1%)
2. Use of single-use plastics (37,8%)
3. No clear guidelines/instructions to responsible use of facilities and means (30,6%)
4. No recycling of waste available (26,5%)
5. Not attentive use of means, materials, electricity, etc. (23,5%)

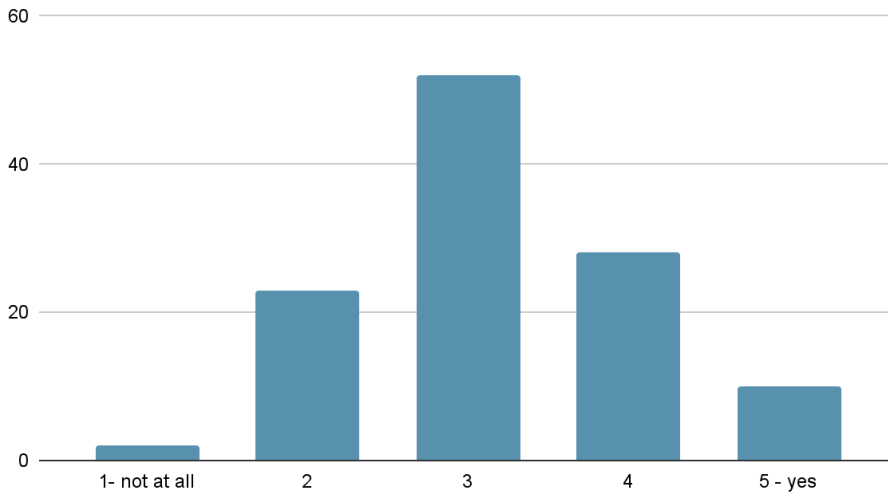
Most respondents rated the “eco-friendliness” of their last activity with a mean score of 3 (41%) to 4 (29,5%) out of 5 points, showing that there is room for improvement.

Presence of eco-friendly practices in their own work in general

The vast majority of participants rated the presence of eco-friendly practices in their own work with **3 to 4 points out of 5**. 12% indicated that eco-friendly practices are all over the place. Only 3,5% said they are (almost) not existent.

We can also see that many see room for improvement of eco-friendly practices in their own work. Very few replied that they think their organisation is “eco-friendly enough” in its practices:

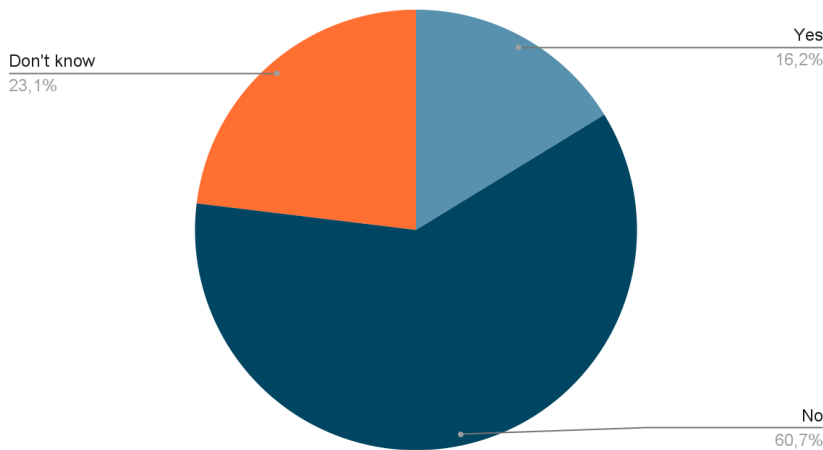
Do you think your organisation is eco-friendly enough in its practices?



Measuring the environmental impact of projects

Only 16,2% of the survey participants indicated that they somehow **measure the impact of their projects**. The rest doesn't do so or doesn't know if their organisation does:

Do you measure the environmental impact of your projects in any way?



Those who measure their impact do so by:

- Online tools (without specification)
- Sustainability plans/policies
- KPIs in sustainability policy
- Compensating flights
- Self-assessment checklist, a Monitoring and Evaluation framework with clear indicators, developing a concept to calculate the CO2 emissions
- Getting certified
- Measuring CO2 in classrooms
- Predicting/calculating the approx. impact and suggesting specific actions: "donating to specific causes as compensation, changing organisation policy, structuring future projects differently etc"

Eco-friendly practices already in use

The **top 5 eco-friendly practices** already applied in educational youth activities are (based on 113 replies):

1. Reusing materials (74,3%)
2. Reducing use of plastic materials (70%)
3. Recycling materials (66,4%)
4. Responsible waste management (recycling, composting) (61%)
5. Provide with locally produced food/ Use seasonable products (60,2%)

This are followed by the use of public transportation for excursions/ using bikes or walking (55,8%), awareness raising activities (52,2%), creating meaningful contact with nature in activities (45,1%), mainly vegan/vegetarian meals (38,9%) and informing participants about eco-friendly practices (signs, instructions, etc.) (37,2%).

It is less common to choose venues with eco-friendly facilities/certificates (22,1%) and to work with suppliers who have a robust environmental policy (16,8%). Further, we can observe that little is done to reduce the problematic impact of flights: 29,2% responded they avoid flights and **only 10,6% compensate for flights**.

“Easy to implement” practices

In an open answer question, we asked survey participants to name a practice that they could easily implement with a significant impact. These answers were given multiple times:

- Awareness raising activities
- Clean-up days
- Have a warm sweater day
- Recycling
- Reducing use of plastic materials
- Reusing things
- Reduction of meat in meals / Vegetarian/vegan meals
- Provide with locally produced food/ Use seasonable products

“Most difficult to implement” practices

In a parallel open answer question aiming at the practices that are the most difficult to implement, participants repeatedly named the following practices:

- Avoiding flights (very often mentioned) - Because it's cheaper and faster, sometimes there are only bad or no options for public transportation
- Offering mainly vegetarian/vegan food - Because changing people's diet is difficult
- Buying ecological food/materials - Because it is more expensive
- Banishing single use plastic - Because it's easy, it's everywhere, also sanitary and hygienic reasons mentioned
- Finding eco-friendly facilities/suppliers - Because in some countries there are very few available
- Zero food waste - Because more food than needed is prepared; lack of awareness

Inspiring eco-friendly experiences

In this section, some participants (67 replies) shared an inspiring experience from a previous youth activity. The replies given range from very short descriptions and tag words to some more concrete practices. Topics mentioned were events taking place in ecovillages, local/ecological/vegan food, recycling and reusing materials, green travel, sustainability policies, nature activities like tree planting, gardening, or clean-up activities. Some examples are:

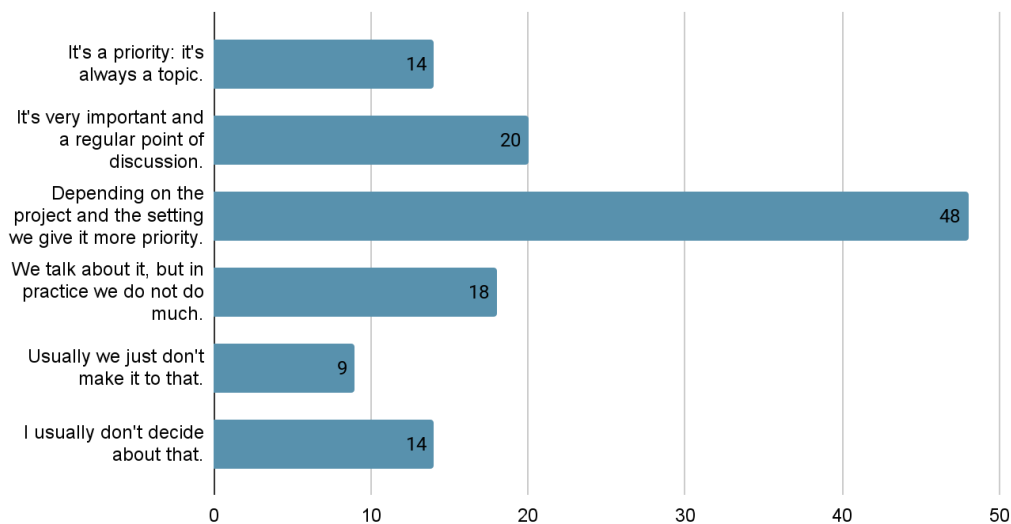
- “My previous youth organisation had a no-flight policy for our events. This was hard but inspiring.”

- “Bring your (new) own cup during international projects that tells something relevant about you (your country, passion, city, NGO...). The first night there is a raffle, and everyone gets one from another participant, keeps using it for the whole project and brings it home as a gift at the end :). This avoids the usage of plastic cups, and everyone is responsible for their own cleaning.”
- “Collecting scarce wood pieces and recycling them for re-use as wooden decorations for home or workplace.”
- “We print our prizes and medals on a 3D printer with material that resembles plastic, but in reality, it's based on corn starch and you can melt and print with it over and over again.”
- “One of the best eco-friendly experiences with the youth, has been a hike into the deepest mountainous areas, in order to explore, clean and promote the natural heritages of the area.”

Capacity spent on reducing environmental impact

How much reflection and capacity are spent on the environmental impact of a project, for many depends on the project; less often it is a priority or regular topic within organisations:

When planning projects, how much thought and capacity do you spend on reducing its environmental impact (carbon footprint, waste...)?



Decision-making on eco-friendly practices

The vast majority of survey participants responded that they take decisions on eco-friendly practices in their workplace, to different extents:

- for 11,3% decision-making on eco-friendly practices is fully part of their job
- 41,7% take decisions on eco-friendly practices within their reach
- 32,2% at least sometimes bring the topic up in meetings

Concretely, decision-making on eco-friendly practices was described as followed:

- Raising discussions on how to optimise the activities
- Using less paper
- Reusing materials
- Buying eco-friendly products
- Reducing use of plastics
- Invite participants to apply eco-practices
- Promoting the use of public transport

TRAINER'S PERSPECTIVE ON ECO-FRIENDLY PRACTICES

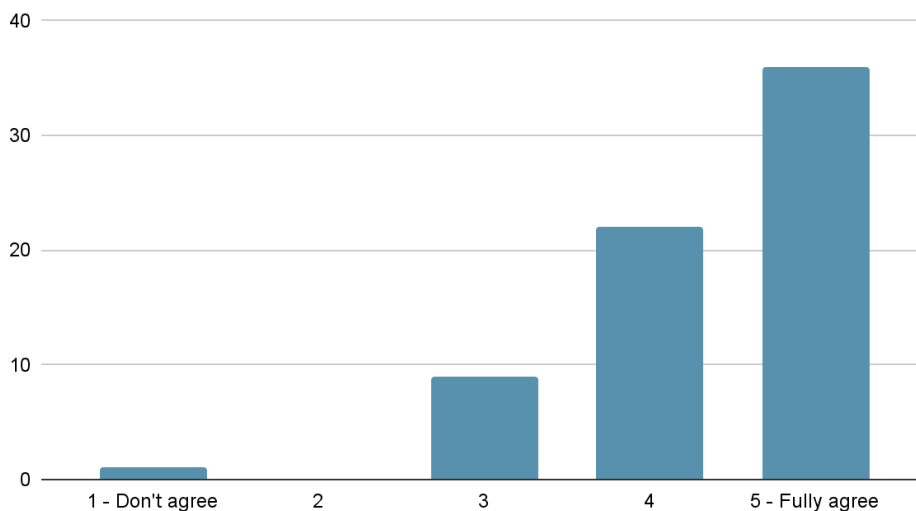
A special section was dedicated for those who are working as an educator or trainer in youth work.

According to their self-evaluations, **most educators feel comfortable addressing environmental issues** in their training sessions, mostly scoring between 4 (42,6%) and 5 (30,9%) out of 5 points. Only three people said that they don't feel comfortable at all to address this topic (1 or 2 points).

More than half of the participants rated themselves between 3 and 5 in the question "How often do you **discuss environmental practices and policy with the organiser/host** of an educational youth activity that you are leading?", indicating that they do raise the topic at least sometimes. The **majority of educators** agreed with the statement that **teaching eco-friendly behaviour is their task**: 44,8% fully agreed (5 points), 28,4% agreed to a large extent (4 points). Only three people disagreed with this statement (1 or 2 points).

It came also apparent, that **most educators feel responsibility for good eco-friendly practice** in their trainings:

As an educator I feel responsibility for good eco-friendly practice.



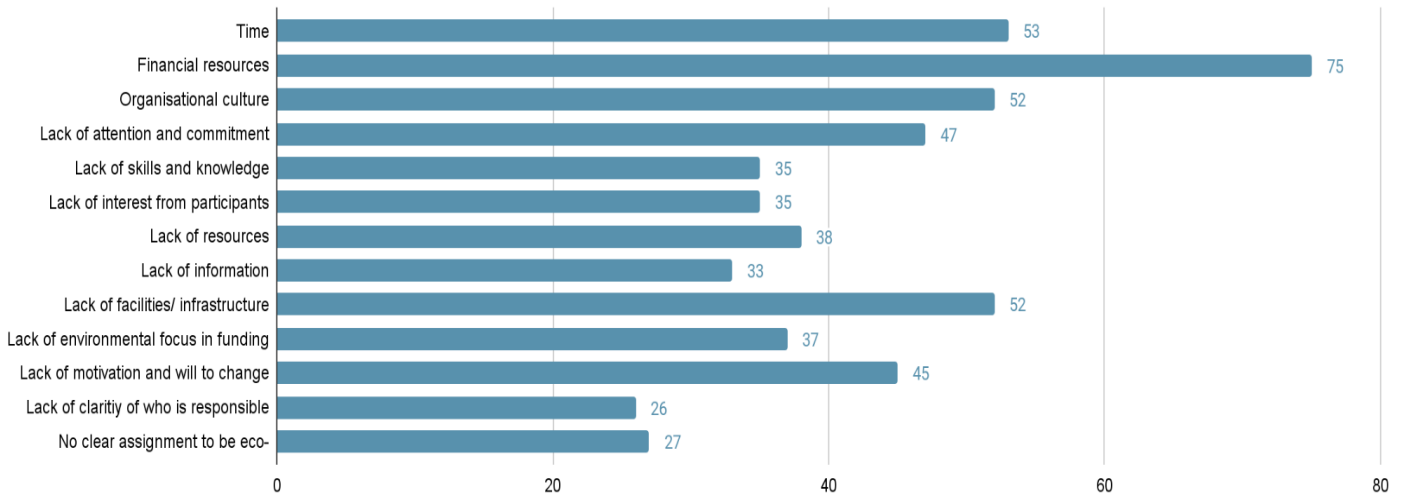
CHALLENGES, NEEDS AND APPLICABLE IDEAS

The last section of the survey explored the challenges that people perceive for applying eco-friendly practices, the needs they have for doing so, and collecting inspiring ideas of applicable and ready-to-use sustainable practices.

Challenges

We can observe that the **perceived challenges** to implement eco-friendly practices are both of **structural** as well as **cultural** nature. On the one hand, survey participants indicated that **financial resources** (the most voted one), **time and a lack of facilities and infrastructure** are an obstacle when it comes to organising activities in an eco-friendly way. On the other hand, also the **organisational culture, the lack of attention and commitment to the topic**, as well as a **lack of motivation and will to change habits** was mentioned by nearly half of the participants.

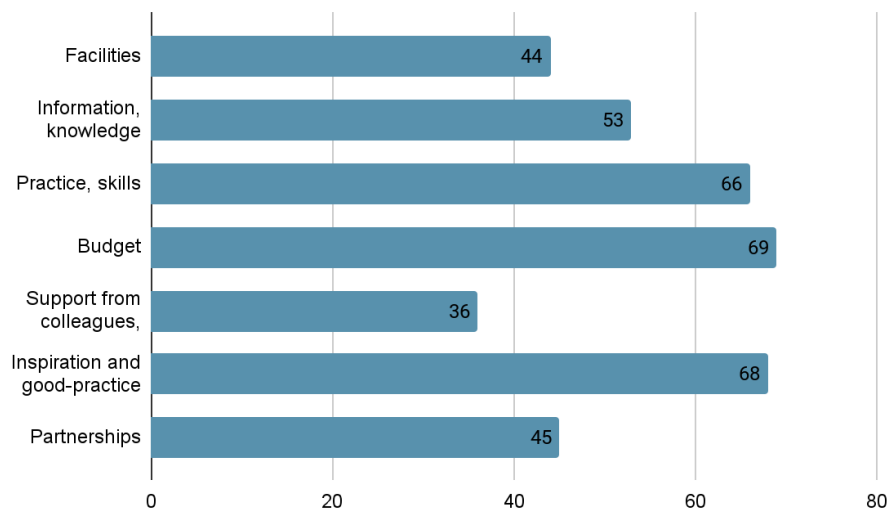
Biggest challenges to implement eco-friendly practices



Needs

In parallel to the perceived challenges, the **budget** was identified as **one of the main needs** of survey participants to make youth activities eco-friendlier. Apart from that, we can see that **inspirations and good-practice examples, practice and skills**, as well as **information and knowledge** are highly needed.

Needs to make youth activities eco-friendlier (115 replies)



Ideas

The questionnaire ended with an open-answer question to collect ideas for implementing eco-friendly practices by giving the following scenario: “**If you received an extra grant of 5000€** to implement eco-friendly practices in your educational youth activities - what would you do with it?” We received 95 replies, including both general and very specific ideas. Some examples are:

- Catering with all organic food

- Install energy efficient devices, such as lights, solar panels (photovoltaic), etc.
- Buying eco-friendly materials, e.g., reusable cups, bottles, paper, etc.
- Include environmental awareness raising activities
- Support green transportation, e.g., trains, bicycles
- Improve waste management, e.g., buying recycling trash cans
- Networking
- Planting (a garden, trees, etc.)
- Develop an environmental policy

CONCLUSIONS OF THE STAKEHOLDER SURVEY

The survey gave an impression on how youth workers, educators, project managers and others working in the educational youth sector self-evaluate themselves and their work in regard to eco-friendly practices.

We can summarise that the majority has at least basic knowledge and is applying at least some practices, both in the office and in their educational activities. More than half of the participating organisations responded they run environmental projects and activities, in line with sustainability becoming a trending topic throughout the past years. Less than half of the participating organisations also have an environmental policy. However, very few measure the environmental impact of their activities. The most wide-spread practices are reusing, reducing and recycling – also considered as rather easy to implement practices.

Transportation and food are two of the main contributors to the environmental footprint, and thus important issues to tackle. Yet, to avoid flights and to offer organic, vegetarian food were considered difficult to implement and are much less common practice.

Often, structural factors were named as an obstacle, such as a lack of infrastructure (no public transport connections, insufficient waste management, etc.) in certain countries, as well as a lack of budget - showing also that many associate eco-friendly practices with higher costs (e.g., for organic food).

Next to financial and structural restraints, the survey also revealed that to a large extent the organisational culture, the lack of attention and commitment to the topic, as well as a lack of motivation and will to change habits represent a challenge. Apart from financial needs, the need for good practice examples, inspiration, practice, skills, as well as information and knowledge were expressed.

Based on the survey findings, these are some thoughts on how to move to a greener youth work sector:

- Provide organisers of educational youth activities with information, inspiration and good practice examples of eco-friendly activities – especially with a limited budget
- Provide tools to measure the environmental impact of youth activities
- Promote and push for an environmental focus on political agendas to improve local/regional/national infrastructures
- Advocate for an improved green transportation network within Europe (and beyond)
- Create incentives for organisations and individuals to choose for and to move on the eco-friendly path
- Make eco-friendly techniques, skills, behaviours and products more findable, reachable, applicable, fashionable and attractive
- Set the tone securing the topic of sustainability solidly in every project

INTERVIEWS

After the stakeholder survey, we reached the phase of interviews, and most were conducted in the months of November and December 2022. Various experts, stakeholders, organisers, trainers, facilitators, coordinators, entrepreneurs and participants were interviewed. We also reached out to more seasoned environmental and youth organisations with best-eco practices and policies both from within our survey respondents and beyond.

We have conducted a total of 39 interviews with a variety of subtopics. We agreed upon a basic grid of closed and half open interview-questions, but each interview had its own specific or unique element because of the interviewee. We listened to concrete issues, tips, various experiences, challenging thoughts, existing networks, and met people willing to go the path with us, most often very much wanting to receive the e-booklet on eco-practices.

In total **39 interviews** were conducted with interviewees from **20 countries** which were **Azerbaijan, Austria, Bulgaria, Cyprus, Czech Republic, France, Georgia, Germany, Hungary, Italy, Macedonia, Moldova, the Netherlands, Poland, Portugal, Romania, Spain, Switzerland, Sweden, and Turkey**. With 6 interviews, from the Netherlands were the most respondents. Also, there were more than one interviewee from Germany, Spain, Romania, Hungary, Czech Republic, Georgia and Poland.

From the 39 interviewees, 27 were working or clearly linked to NGO's, youth organisations or the like. A smaller group of 7 interviewees primarily identified as self-employed in the field of youth work and/or beyond. Two interviewees were connected to formal education institutions (secondary school, University), while three interviewees were in business and identified as social entrepreneurs.

The interviews helped, first of all, to understand the outcomes of the survey better. It gave clear insights, in the challenge of closing the sustainability gap between everyday eco-practice or lack of eco-practice in youth work, education, project-management and proposals for improvement, as well as ideals worth going for. Also, insights in the lives of the interviewees: the everyday challenges, the way of thinking of the individual as within the organisation, or the thoughts, deeds and procedures at the partners, suppliers and participants was mentioned.

Many tips and best practices were shared. Where one interviewee more analytically was reshaping the future in a philosophical way - how should we consume, produce and organise in the future - another simply offered us a very long row of household tips to save water, material, energy and more on the long run. Travel experts informed us on how to travel as green, affordable, and effective as possible, cooks shared tasty vegan recipes, project managers shared their tools, and educators provided insights into green workshops, energizer or exercise that can be conducted in nature.

On the importance of timely internal and external communication and finding the right partners, project managers could help us out. Another director of an NGO pointed out practicalities like asking people for their reduction cards for public transportation and involving people as soon as possible in the clear mission of doing things greener or not at all. A facilitator emphasised the difference in key performance indicators of trainers/educators and coordinators, while the other focuses on the timely delivery of reliable materials against an affordable cost.

The buying of slightly more expensive eco-friendly markers is a task that involves the whole organisation: from facilitator to coordinator, to budget makers, project managers, project writers and bookkeepers. Otherwise, the cheapest, not the best option will be purchased and things will continue to go the way they are.

Greening your event and your organisation is in the end a team effort. Board members explained why it is easier and above all, all too common, to invest in projects than to arrange and find funds for hardware, overhead and real estate, but they kept on dreaming of solar heating, photovoltaic systems, better isolated buildings and water or energy saving buttons, whilst most of the attention goes to the practical implementation of projects.

CONCLUSIONS AND OUTLOOK

Having had the input of 119 Survey respondents and 39 interviews, we had the opportunity to look a bit in the minds, step in the shoes or at least get a feel of our respondents' thoughts and endeavours in the field of educational youth activities and their challenges, attitudes and practices of making these activities more towards eco-friendly.

The research expanded our scope beyond our own partnerships and network and allowed us to get in touch with offices close by and overseas that we were not in touch with. The scope of time and means of the research are too small to come with bold, overarching and final conclusions, but we can undeniably state some findings.

Making European youth work greener is needed and regarded as important by youth stakeholders. The path – the how - to get there for many is not clear or not fully clear. Most respondents and interviewees state that our current eco-friendly behaviour is far from excellent, or very good. A big part of our respondents is not satisfied with the current state.

Almost all the interviewees and respondents reacted positively and eagerly to receive our handbook. But more is needed, like clearer travel policies, lists of green venues for accommodation, training of best practices and normalising the topic of sustainability/eco-friendliness in every project stage and in every level of the implementation, combined with an ever-going evaluation and improvement afterwards.

Simply measuring the own impact, use of materials, energy, kilometres travelled by green and non-green travel or setting meals vegan/vegetarian on default, offering meat only on demand could be those simple steps that materialise our thoughts and ideas into deeds and routine, from best practices to policies and standard operational procedures. Seeing our jobs as educators, organisers, fundraisers and board members different and more eco-including will have to come with that. Commitments, practices, and external communication on green ambitions are all part of our package for an eco-friendlier future of European youth work.

This research will feed into a handbook of eco-friendly and sustainable with practices and recommendations which we will share with our respondents, interviewees, within our network, and beyond.

However, at this moment, with the result findings at hand, we can already conclude the following: Conceptual planning and the choice of competent and committed partners are as important as the eco-materials we use, the educational methods we apply, and the venues and nourishment we opt for. Clear and transparent communication, internal and external, about our eco-friendly project are key to success as well. One cannot start soon enough. State not clear enough. Commit not strongly enough to this cause. The difference is made in meticulous eco-design and proper, achievable planning. A thing to sort out in every project is expectations and standards. What is defined as a fully green venue can be regarded very differently. When flying is a good idea for a certain event is not a thing everybody will be

agreeing on. Working plastic free is also a thing we have to find out, and communicate about. But even on raising awareness, guaranteeing the topic of ecological behaviour in every course (no matter the topic) and sharing tips, ideas, tools and techniques for improvement can already make a huge difference. One has to be clear about: the green journey starts with a single, first step.

A word of advice

First of all: keep up the good work. To our notion Green is the way to go for future youth work. So, we would wish everybody strength, good luck and fun on this great and interesting challenge. The good news is that we can help and support each other, work and learn together. For us as researchers, doing the research itself broadened our scope and enriched our network as much as it gave us insights into many applicable practices. Our respondents often reacted enthusiastically and were happy or pleasantly surprised that they were not alone in their quest. The first step of getting into the action mode is therefore not to be overestimated: let's connect and let's go!

Additionally, it would be of interest to find out how green policies are developed within organisations and projects and how the organisations individually *and* in their networks, learn, develop and thrive when it is about performing and endorsing eco-friendly behaviour and practices. Also, of interest would be to inventories the differences in successful approaches of putting eco-friendly behaviour where it belongs. In the heart of the projects.

Further on, for many organisations, eco-targets, learnings and best practices could be made more visible on organisational websites and social media posts.