

Anna Fazekas

**Examination of the youth service
environment in Hungary and Romania:
Service report, possibilities
of development, and directions
in the intersection of four countries**

EFOP-5.2.2-17-2017-00001

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Made by: Anna Fazekas

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Preface

The Hungarian Youth Profession is in a lucky situation due to the numbers of youth researches. There are not just European level thematic researches done about the youth, but also in Hungary there is frequent data collection and researches targeted on the age groups of 15–29. In addition, a number of studies on consumption patterns are primarily aimed at young people, as are researches with thematic focuses.

However it is a different question that young people's relations with service environment and their habits are not or hardly researched. If we take as basis the big sample, representative data collection wave (*Ifjúság 2000, Ifjúság 2004, Ifjúság 2008, Magyar Ifjúság 2012¹, Magyar Ifjúság 2016²*), we do

¹ Related to the 2012 data collection four studies were created:

- Székely, L. (szerk.) (2013): *Magyar Ifjúság 2012. Tanulmánykötet*. Budapest, Kutatópont.
- Nagy, Á., Székely, L. (szerk.) (2014): *Másodkézből – Magyar Ifjúság 2012*. Budapest. Kutatópont.
- Nagy, Á., Székely, L. (szerk.) (2015): *Harmadrészt – Magyar Ifjúság 2012. Regionális Helyzetelemzések*. Budapest. ISZT Alapítvány – UISZ Alapítvány – Excenter Kutatóközpont.
- Nagy, Á., Székely, L. (szerk.) (2016): *Negyedszázad - Magyar Ifjúság 2012*. Budapest, Iuvenis Ifjúság szakmai Műhely - ISZT Alapítvány - Excenter Kutatóközpont - Új Ifjúsági Szemle Alapítvány.

² The last national large sample youth research wave results can be found in two volumes:

- Székely, L. (szerk.) (2018): *Magyar fiatalok a Kárpát-medencében. Magyar Ifjúság Kutatás 2016*. Budapest, Kutatópont Kft. – Enigma 2001 Kiadó.
- Nagy, Á. (szerk.) (2018): *Margón kívül – magyar ifjúságkutatás 2016*. Budapest – Excenter Kutatóközpont.

not find any questions related to youth support, at the initial period.³ Its cause is complex. It is clearly visible, that forms of youth support in the classical sense are increasingly transforming. Partly they have lost their legitimacy, partly they have been moved to online space, or as part of the outreach work are less connected to physical space, community spaces and youth houses.

At the same time we can experience that activities related to former NGOs are increasingly transforming. Today we cannot expect strong attachments from a youngster, but rather service based relations exist⁴, that have made them (more or less) measureable. The already referenced big sample Hungarian studies do not research in depth this dimension (e.g. what activities do young people take part in? What services would they use online? What type of services would their communities use in youth community spaces?), and on European Union level it is also increasingly difficult to find the results of these type, focused youth researches.

If we are thinking about local, regional researches, then there is a greater emphasis on the attributes of young people's relations with youth communities, and NGOs located in spare time spaces. Being in many cases these local, county wide data collections give the basis of creating local concepts, thus, it is important to map local relations when creating these. Without a doubt, that these researches are much more capable of handling and exploring local specificities, than a national data collection.

Parallel to this we need to see, that these kinds of data collections are not created evidently and can be discovered everywhere. Despite of the good practices in complex conceptualization planning, unfortunately, the creation of youth strategies in Hungary is still in its infancy. This is partly due to the fact

³ Last time the following question were included in the Youth 2008 questionnaire:

– „q42. Do institutions, organizations organize close to you, public events for young people?”

– „q45. Have you ever been in a youth office?” és „k46 Why did you go there?”

In this regard, the data collection of 2008 was the most detailed, the *Magyar Ifjúság 2012* almost omitted the attitudes and habits related to youth service, then the *Magyar Ifjúság Kutatás 2016* returned to the 2008 question. Apart from the questions mentioned above, several questions were dedicated to youth services.

⁴ More details: Fazekas, A., Nagy, Á. (2015): *Fiatalok. De civilek? A táborok ifjúságától a fesztiválok ifjúságáig*. Civil Szemle, 2015/2., 25-37.p.

that the youth profession does not have any universal standards that have been accepted on a national level, since no youth law was passed.

There is a particularly large shortage of service environment description. Due to the fact that it is not a habit to interview youth workers, their operation and maintenance features are not known at all from large-scale data collection.

Through this research and project we tried, even though with a small 100 person sample, to make it possible to do a data collection. Where the sample is constituted by institutions, organizations, communities that provide youth services, thereby gaining insight into the structural and operational characteristics of a segment of the youth profession. All this to have an opportunity to explore the problems, development possibilities, which can be the first step of effective and efficient advocacy.

We hope that this research report with the descriptive disclosure and reception will make you think, gives ammunition to the profession and gets the attention of the decision-makers. If this vision comes true, then we were able to contribute, that the Hungarian youth work, youth profession is kept on the agenda and it is not outdated. That is to strengthen its territorial legitimacy and parallel to this its socialization to contribute to the strengthening of the profession and to raise its prestige.

The author

I. Methods of Data Collection

The main pillars of our project were the results of research data collections, which were channelled in different from and cycles through project events. The main aim of the data collection was to know the service systems, to exchange good practices, to measure efficiency and effectiveness and to map out the related deficiencies and mapping of development areas – on national and international level (among our partners and in the intersection of partner countries. At the same time the different research methods (questionnaire data collection, interviews, and focus group discussions) enabled the evaluation of the project and the enhancement of cooperation between partners and stakeholders to be completed.

The data collections on three levels and forms accompanied the project's twenty-four months of function cycle. The online survey, that launched on the beginning of the project aimed to measure the youth services national supply and the particularities of people working in this field. The data collection is closely linked to questionnaire asked in Romania. The data collected enables the comparison of the two countries, to map out partnership opportunities, and to widen the developmental directions of organizations both in Hungary and in Romania.

The detailed and thematic information collection about youth service and youth service providers was gathered through focus group conversations, which were held during the project's workshop events. On these occasions the professionals of all four countries (Romania, Serbia, Austria, and Hungary) were represented, thus helping in processing and internationally comparing a wide array of topics (e.g. volunteering, structural dialog, family and home creation). Together with the adaptation of the experiences of the Study Visits and the sharing of own impressions supported the projects' effectiveness and made it possible to give feedback and to evaluate.

The third element of the research was provided by the interviews, which were held during the whole phase of the project, (mainly) they were recorded during the Study Visits. These informal, less structured discussions were designed to allow experts from partner organizations (all three partner

countries: Romania, Serbia, Austria) to share their views on good practice, local or organizational specificities, and specific, exemplary ways of functioning. However these opportunities gave also space to learn about Hungarian Youth Work in a local perspective, and to explore good practices as well.

I.1. Online Data Collection

The design of the online questionnaire is linked to the start of the project, and with the testing phase it lasted more than 6 months, between January and August 2018. The analysis lasted from September to November 2018, and the results were presented in the form of a flash report⁵ in December 2018 (conference, training, yearly publication). The detailed analysis of the results of the data collection were made public in the second year of the project (Project summary, methodological publication)

The population of the questionnaire were those Hungarian and Romania organizations (100-100 samples), which also include in their activity youth services. With the involvement of the two countries, it was possible to get to know the local specificities and to compare two different youth service environments. The primary goal of the data collection was to gain an insight on the attributes, the difficulties and the development directions of the youth human service environment. The data collection related to specific population was based on the snowball-method because of the local knowledge. The filled out questionnaires collected through the recommendations made it possible to involve really active and decisive stakeholders in the youth work of the given county and region. When designing the two samples, we paid attention to territorial balance, thus ensuring the proportional involvement of county and regional stakeholders.

The questions primarily explored the youth professionals' fieldwork and youth services organizational/institutional experience. Through different

⁵ Fazekas, A. (2018): Kutatási gyorsjelentés. In: Dombóvári, G., Fazekas, A. (2018): Humánszolgáltatások fejlesztése az ifjúság szakmai szervezeteknél; a felkereső munka lehetőségei a fiatalok bevonására. Módszertani kézikönyv 2018. Nyíregyháza, Kulturális Életért Közhasznú Egyesület. 44-58.pp.

topics the youth service environment was presented in a broad range, which was broadened even more through the data collection of the two countries. The questions addressed the topic of organizational structure, partnership and cooperation, reach and involvement, areas of deficit és development, services and organizational activity, maintenance and functioning and communication.

1.2. Focus group conversations

Focus group conversations started at the Opening Conference and were ongoing during the whole project; the methodological frames of the data collection were clarified at the partner Kick-off meeting. The structured data collections were connected to the workshops, and were created in the form of joint discussions with youth professionals coming from project partners. The theme was drawn by the main direction of the meetings and workshops, and in parallel the experiences of the Study Visits provided the frame.

The included project participants were those leaders and professionals coming from Romanian, Serbian and Austrian partner organizations. The choice of the method was justified because the focus group conversation gave opportunity for a detailed and informal data collection, which were good additions to the questionnaire data collection. At the same time, through the guidelines, they provided a structured framework for getting to know the attitudes and opinions related to the processing of the given topic.

The topics of the discussions were diverse, partly in connection with the units of the questionnaire revealing the background of a cardinal theme, and partly adding new units to the results of the data collection. The topics covered were:

- Youth houses and community spaces
- Regional, national youth researches
- Youth strategy creation
- Volunteering
- Structured Dialog
- Active Citizenship

- Family and home making
- Career orientation, career choice
- Youth support
- Peer support
- Community development
- Youth service, counselling
- Major youth events
- Support system, youth profession
- Student rights

In total three conferences and 16 thematic workshops allowed the implementation of the focus group conversations. During this time about 80 hours of audio material was recorded from structured conversations specifically designed to provide a deeper understanding of different topics. In the course of these, forty experts from Hungary and those delegated by partner organizations (in varying proportions and numbers per conversation) shared their opinions, explored possible problem areas in more depth, and sought solutions to the shortcomings.

Following the analysis the results continued to support the implementation of the project, provided feedback and strengthened the cooperation between the partners. They were also part of the methodological publications related to the milestones and supported the evaluation of the project.

1.3. Interviews

The purpose of creating the interviews was to strengthen international cooperation, to measure the ability to exchange experiences and good practices, to receive direct feedback, and to strengthen the sustainability of the project. The start of the data collection was at the Opening Conference. At the same time as the project started the framework, conditions and objectives for the usage of the method was clarified.

The interview – as method of collecting data – was selected with the aim of providing the quantitative results with more nuanced and in some places

more in depth understanding. The interview, as a research tool for a direct and more thorough understanding, helped the organizations involved in the project to make an effective contribution in the processes. The interview subjects were Hungarian youth service institution and organization leaders and experts, and project partner experts contacted during project events.

During the Study Visits discussions were recorded with local youth stakeholders, which provided a deeper exploration of local specificities and possibilities for cooperation. The involvement of Hungarian organizations supported the wide dissemination of the results of the project related to service expansion, the exchange of experiences, as well as strengthened sustainability and long-term cooperation. As a result, the content of the interviews helped to gather the experiences of stakeholders beyond the partner organizations, which provided feedback to the organizers throughout the project.

The interviews were recorded during the three conferences as well as during the ten Study Visits. As a result, more than forty hours of audio and video footage provided the basis of processing. In this phase of the qualitative data collection more than eighty youth experts, youth supporters and volunteers working with youngsters were involved. The partial results were part of the milestone methodological publications, while their complex analysis was part of the final publications.

II. Result of the Questionnaire Data Collection

II.1. The sample's characteristics

In the case of Hungary and Romania 100-100 person sample was created. In Hungary the sample can be characterized with the following territorial composition:

- Southern Great Plain: 16%
- Northern Great Plain: 17%
- Northern Hungary: 17%
- Central Hungary: 5%
- Central Transdanubia: 15%
- Western Transdanubia: 15%
- Southern Transdanubia: 15%

In the case of Romania we focused primarily focused on the Transylvanian area⁶, where the territorial composition of the sample was the following:

- Central Romania: 37%
- North Western Romania: 41%
- West Romania: 18%
- North Eastern Romania: 4%

The respondents of the questionnaire in the case of Hungary have twice as long youth profession experience as in Romania. Among the professionals answering the questionnaire the former has an average of 13 years of

⁶ For the sake of easier analysis and more comprehensible clarity, we refer to the Romanian sample as Romanian organizations and as Romanian (also in the text and in the illustrative graphs and tables).

experience in the youth field, while the latter has an average of 7 years. Checking the average age group within Hungarian organizations we find that it is 38 years, while in the Romanian organizations it is 28 years, so the latter represents a substantially younger professional environment for comparing the two samples. The majority of Hungarian respondents were women (55%, men: 45%), while in the Romanian sample respondents were men (58%, women: 42%).

Based on the respondents' position in a given organization, we can say that four out of ten are leaders both in Hungarian and in Romanian organizations (1. Figure). However, while in the case of Hungary the proportion of employees is 21 percentage points higher than that of volunteers, in Romania these two rates are the same. In the Hungarian sample, the proportions of those with qualification in the youth field (49%) are broadly balanced, with those respondents without qualification (51%). At the same time, according to the Romanian sample, this type of professional qualification is almost non-existent among our respondents, only 7%.

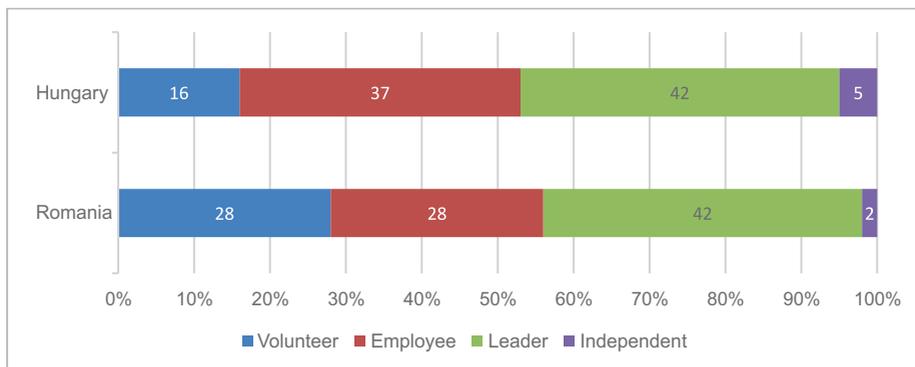


Figure 1: The respondents' position in a given organization
 („In what form do you do most of your youth work related activity?";
 percentage distribution, $N_{Hungary} = 100$, $N_{Romania} = 100$)

II.2. Organizational Profile

The average size of a given organizations' apparatus working in the youth field in Romanian organizations is 12 person, while among Hungarian organizations 9 persons, $\frac{3}{4}$ of the previous number. Organizational operations are greatly facilitated by the presence of volunteers. That is why we considered it an important aspect to find out to what extent the organization's human resources is volunteer work. Among Hungarian organizations the role of volunteers is extremely dominant in the organizations' operations: 80% of organizations have volunteers. The same proportion is 50% at Romanian organizations. Thus, only one in two of the interviewed Romanian organizations can facilitate the work of individuals or groups that add value through volunteering.

In both countries the NGOs predominance is clear, but the Romanian sample does not include any organization or institution maintained by a local government (Table 1) In Hungary, on the other hand, one-fifth of the organizations operate in this type of maintenance.

Table 1: The distribution of organizations by type of maintenance
 („In what type of organization/institution do you do most of your youth work?"; percentage distribution, $N_{\text{Hungary}} = 100$, $N_{\text{Romania}} = 100$)

	Hungary	Romania
Maintained by a local government	19	0
NGO	77	95
Mixed	2	2
Other	2	3

Considering the organizations profile the youth predominance is clear, but, especially in Romania, the spread of organizations and institutions of basically cultural background among youth service providers is visible (Table 2). In the case of Hungarian organizations it is 9 percent, while among Romanian is 25 percent. At the same time, looking at Hungary, we can see that institutions of public knowledge are also very widespread among youth service providers,

here their proportion is 17 percent, but this type of organization was not included in the sample from Romania.

Table 2: Distribution of organizational profiles
 („What is the main profile of the organization/institution?”;
 percentage distribution, $N_{\text{Hungary}} = 100$, $N_{\text{Romania}} = 100$)

	Hungary	Romania
Youth	67	72
Cultural	9	25
Public knowledge	17	0
Other	7	3

The organizations surveyed reflect well the presence of their youth profile, with adolescent age groups being a major target group for nine out of ten organizations in both countries, while simultaneously present and similar is the young adult age group, at the same time the addressing of young adults is present in similar proportion (Figure 2.). Children are an important target group for every second organization in both countries. According to this, the distribution of reaching and targeting of child and youth age groups is similar in the two countries’ surveyed organizations. There is a significant difference in the case of adults and the elderly: among Hungarian organizations the reaching of both age groups is more dominantly present. In other words, the surveyed uHunHasdHungarian organizations offer a higher proportion of events and services – also for the young – for other age groups than youth, than the Romanians do.

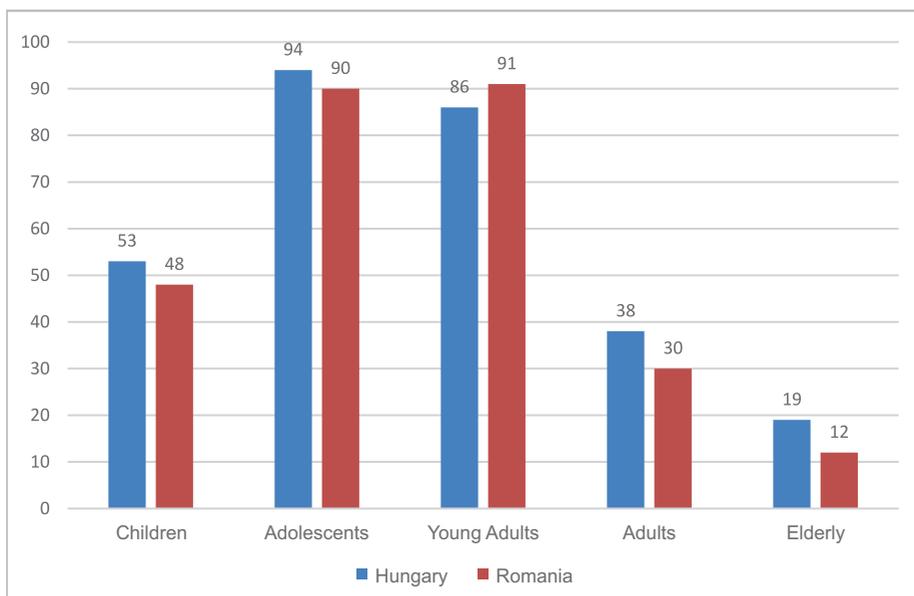


Figure 2: Distribution of the most important target groups you want to reach

*(„Which target group is most important to you to reach?”
percentage distribution, $N_{\text{Hungary}} = 100$, $N_{\text{Romania}} = 100$)*

An important aspect related to the core target group is the extent to which organizations’ function and service scope is taking part in the local, municipal youth tasks. 49% of Hungarian organizations carry out this kind of youth work.⁷ As a result of this the other half (51%) is not part of it. For Romanian organizations, the proportions are much different. Only one-tenth (11%) of the Romanian organizations included in the sample are involved in youth tasks at municipal level and its implementation. In contrast, the vast majority, nine-tenths (89%), are not related to local government work in this sense.

⁷ A 2011. évi CLXXXIX. törvény („Magyarország helyi önkormányzatairól”) it lists “sports, youth affairs” among the local public affairs and the local government tasks to be performed among the public tasks that can be provided locally (point 16).

II.3. Service offer

With regard to the scope of activities of the organizations, we asked about the service environment, which basically determines the activity related to reaching and involving young people. In Hungary, we find that community building and – development is in the lead, followed by cultural programs and the provision of information are the most widespread types of, which are used by organizations to address young people (Table 3). Cultural programs are in the forefront of our Romanian sample, and their spread is outstanding compared to the Hungarian data. This is followed by community work and then sports-related program opportunities, these lead the service ranking.

Table 3: Distribution of services
 („What kind of services do you offer to young people?”;
 percentage distribution, $N_{\text{Hungary}} = 100$, $N_{\text{Romania}} = 100$)

	Hungary	Romania
Providing Information	77	57
Counselling	62	21
Animation	30	14
Sport opportunities, sport programs	42	61
Prevention	43	21
Advocacy	32	31
Community building and development	83	70
Cultural events	79	93
Talent nurturing	50	47
Egyéb Other	6	2

In addition it is visible that among Romanian organizations the occurrence of several types of services are much lower – such as providing information, counselling, animation, prevention and community building and development. In contrast, among Hungarian organizations it can be said that the

majority have complex scope of services, because also the least popular activities (animation, advocacy) roughly occur in three out of ten organizations. At the same time, Romanian organizations are more active than Hungarians mainly in the field of sports opportunities, sports programs and cultural events.

With regard to the scope of services, we also asked the organizations about their own work. 11 percent of Hungarian organizations and 19 percent of Romanians did not find their services offered by their own organization or community as wide enough. At the same time, 55% of Hungarians and 37% of Romanians clearly feel that they have a wide range of services and activities. Based on this, we can conclude that in this respect, organizations in Hungary are more satisfied with the diversity of what their services provide than Romanians.

Among the services we felt that there are a lot of important points, which we need to ask specific questions about in order to get more in-depth information about that specific field. These included consultancy work, event organization, participation in activities and the main intervention point of our project, the outreach work.

An important measure of reaching young people is the existence and diversity of counselling activities. Our sample includes almost three times more Hungarian organizations, which do and provide counselling services to young people, than Romanian ones. In terms of counseling fields, career guidance assistance is more prominent than other fields among Hungarian organizations, and the same can be said about counselling work for Romanian organizations (Figure 3). In the case of Hungary, prevention and conflict management are the most widespread, but one third/ one quarters of organizations deal with the topics of learning difficulties, student rights, intimacy and psychology as well.

Looking at Romania the situation is different: after career choice, student rights are the main topic of counselling work. At the same time, dealing with learning difficulties is also part of the counseling activity of every second organization. Conflict management and prevention are less prevalent than in Hungarian organizations. Moreover amongst the Romanian organizations that

make up our sample intimacy and graphology are not at all part of the counselling work, and psychology appears at a very low rate in this ranking.

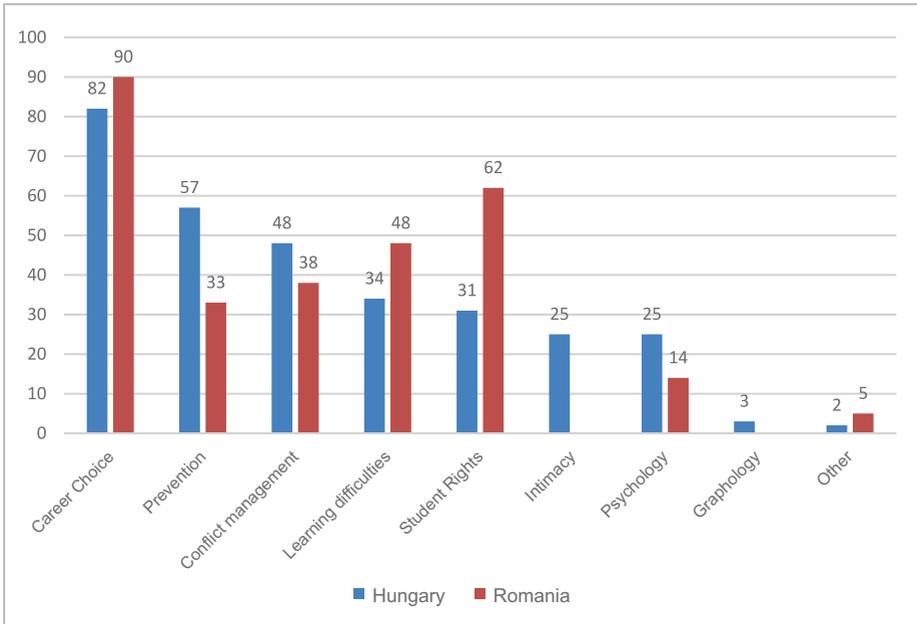


Figure 3: Distribution of counselling activity topics

*(„If you are doing counselling work: which field does this activity cover?“
percentage distribution; $N_{Hungary} = 61, N_{Romania} = 21$)*

Overall we can say that in Hungary the counselling is present in wide range of activities in most youth service providers. On the other hand in Romania the counselling youth work is not spread amongst services. However, where this activity occurs, it is usually related to career choices or student rights.

The offering of programs also enables to reach and involve young people, the target group, which is an important form of service especially nowadays. Due to the fact that young people’s public activity and NGO connection forms

have undergone significant changes in recent years and decades.⁸ Nowadays, services and event options attract youngsters, being a member of an organization is getting less popular among them, so their attachment is weaker and more casual.

Among Hungarian organizations organizing monthly more events is the most widespread, while in the case of Romanians it is less frequent, events being organized every month or two, with every second organization reporting this frequency (Figure 4). The occurrence of weekly events also shows that Hungarian organizations are more active in this field: one in four organization emphasizes that they have their own event at least once a week. In the case of Romania the proportion is only 4 percent. Every tenth organization in Hungary organizes a few times a year or more rarely an event, but in Romania every third organization.

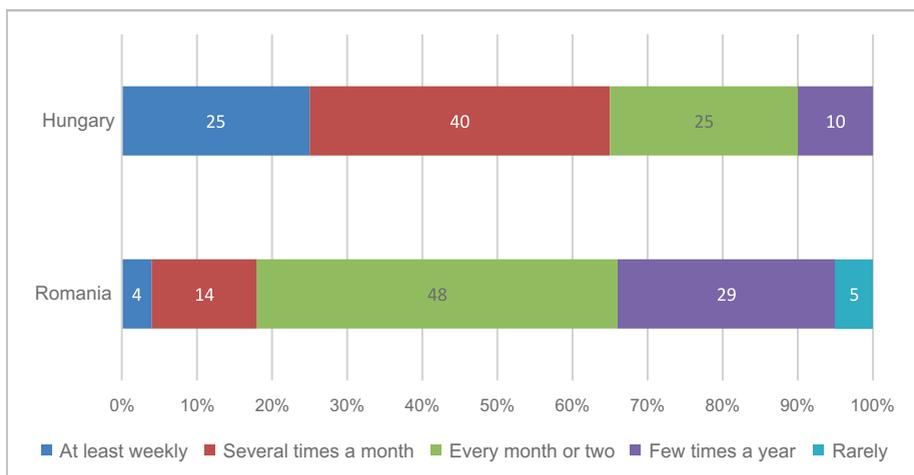


Figure 4: Distribution of the frequency of self-organized events
(How often do you have self-organized events?
percentage distribution; $N_{Hungary} = 98, N_{Romania} = 99$)

⁸ More information about the topic see: Fazekas, A., Nagy, Á. (2015): Fialatok. De civilek? A táborok ifjúságától a fesztiválok ifjúságáig. *Civil Szemle*, 2015/2., 25-37.p.

The institution of School Community Service in Hungary came into force on the 1st of January 2015, according to which the final exam requirement is 50 hours voluntary, community activity in institutions and NGOs.⁹ In Romania there is no similar form of organizing or executing a mandatory activity which includes volunteering. Based on the Hungarian experience, the initiative is fundamentally suited to strengthening the European values and community spirit, while at the same time promoting public activity, interest and solidarity among young people. However, in many case the implementation is unsuccessful and it is only a necessary evil to young people rather than as a basis for volunteering in later adult life.¹⁰

That is why it is an interesting data that a significant proportion of Hungarian organizations do not fall out of this form of “volunteer recruitment”. 78% of the organizations surveyed stated that their organizations and institutions provide an opportunity for young people to fulfill their School Community Service in connection with their activities. According to this, only one fifth of Hungarian organizations do not / cannot give students the opportunity to do so.

The diversity of the organizations is illustrated by the connection to various initiatives and activities, which is also one of the fields of outreach youth work, an indispensable element of doing stands. At the same time, social capital is also an important area for joining civil or professional networks, where the target group is not reached through youth work programs, but in an indirect way. Therefore in life of the organizations - not surprisingly – the connection with such actions is clearly visible (Figure 5). In the case of Hungary, social and charitable activities, as well as preventive and health-conscious activities, are the most attractive for organizations and institutions offering youth services. In the case of Romania the socio-charitable dimension also appears

⁹ More information: *2011. évi CX. törvény a nemzeti köznevelésről.*

¹⁰ The reasons for this are multifaceted: the lack of real community activities, unclear goals for the organizations and institutions involved, the circumvention of the certificates makes the existence of the School Community Service frivolous etc. Neither the questionnaire nor this analysis is suitable for a deeper examination, so detailed discussion of the topic will not take place.

to be decisive, but the topic of environmental protection is also mobilizing organizations to a very large extent.

Fundraising initiatives are the least popular, although this is field is also an option for every third organization in Hungary. Knowing that the majority of the organizations in the sample are non-governmental organizations, it is not surprising that activities related to public and social issues are addressed by 43% of organizations in Hungary and 49% in Romania. Preventive, health-conscious and fund-raising activities are mainly popular among Hungarian organizations, while joining environmental and sport-related activities are more common among Romanian organizations.

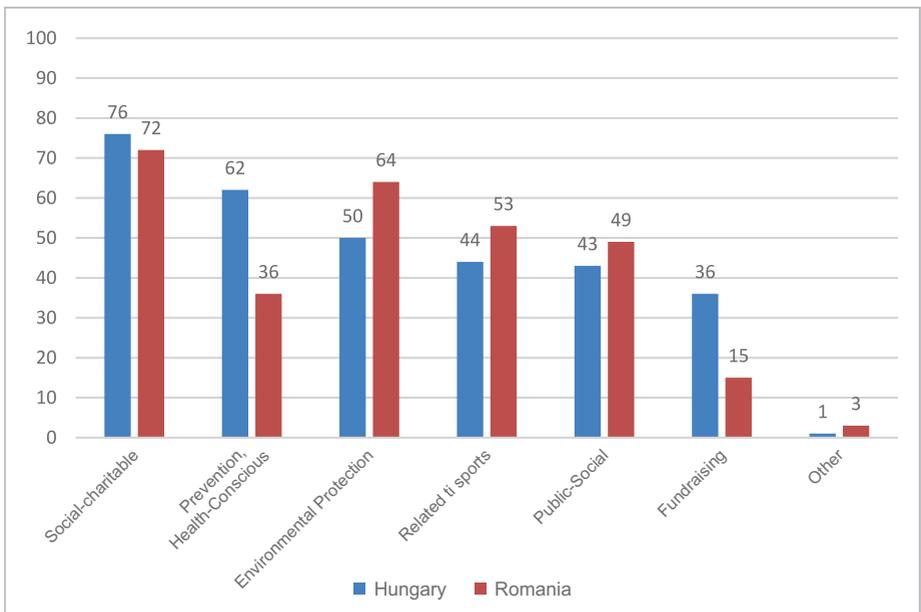


Figure 5: Distribution of connections to different activity topics
 („In what kind of activity/flashmob, donation, fundraising, awareness raising etc./ do you usually cooperate in between the following?; percentage distribution, $N_{Hungary} = 95$, $N_{Romania} = 94-95$)

II.4. Partnership

Due to the interdisciplinary and horizontal nature of the youth field, it relies heavily on joint cooperation with the educational, social and cultural spheres. Partnership with local actors, within every field where they work with or for youth is part of the local youth affairs, youth policy. On the grounds that in the life of many settlements, youth tasks do not appear as self-managed issues, it goes without saying that, cooperation and exchange of views with sports, public education, education, social classes are essential.

In term of organizational embeddedness it can be said that the prevalence of relations at both local and regional level is strong (Table 4). However, this no longer shows such a clear network of contacts at the national level, especially for Romanian organizations. A mixed picture is seen in the field of international relations, because seven out of ten organizations in Hungary, compared to Romania six out of ten organizations can say that more or less involved in international partnerships.

Table 4: Organizational embeddedness

(„In your opinion how intensive relations do you maintain with other youth communities/organizations?”; percentage distribution: who at least rarely have cooperation at the given levels, $N_{Hungary} = 100$, $N_{Romania} = 99-100$)

	Hungary	Romania
At local, municipal level	99	97
At county level	97	98
On a national level	92	88
On an international level	72	60

If we take a deeper look at the quality of partnerships, we can see that the broader or more distant the nature of a relationship, then its intensive, regular (almost daily) existence is less common (Figure 6). Continuity of local, settlement-level cooperation is much more common among Romanian

organizations (62%) than among Hungarians (49%), but the same is true at the county level (Hungary: 35%, Romania: 50%).

Thus, it seems that the Romanian organizations have much more embedded relations in the network of both municipal and county youth communities and organizations than the Hungarian. In the case of the latter, at the county and national level, partnerships that occur on a more or less regular basis are more common, while every second Hungarian organization maintains intensive, day-to-day relations with local partners. In the field of national relations, the organizations of the two examined countries show a broadly similar picture; only one-fifth maintains a continuous, almost permanent channel with other organizations and communities. On the other hand, the international scene is much more favorable for Hungarians. Two out of ten organizations (19%) also maintain intensive relations on the international front; the same proportion among Romanian organizations is only 8%.

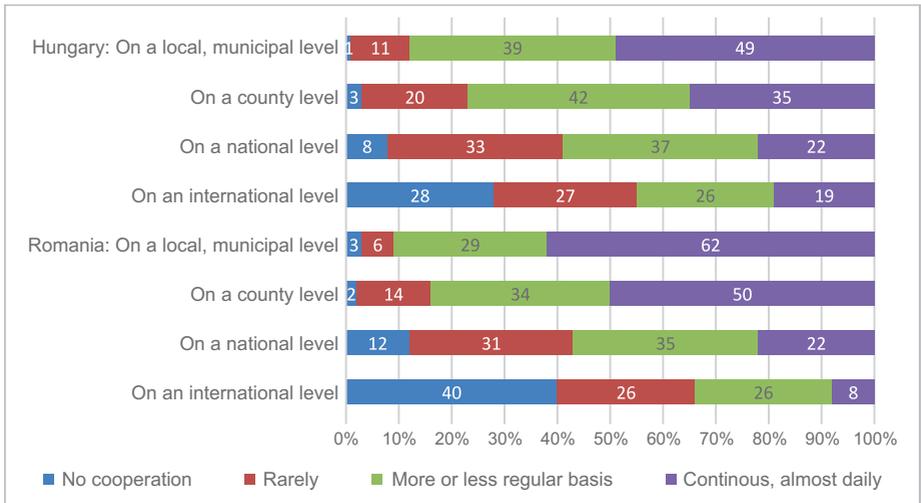


Figure 6: Distribution of the intensity of relations with other youth communities and organizations

(„In your opinion, how intensive relations do you have with other youth communities / organizations?”; percentage distribution;

$$N_{Hungary} = 100, N_{Romania} = 99-100)$$

Another important indicator of the local connection network is the extent to which the given organization contributes to the support of other communities and organizations – e.g. in case of needing a space. In Hungary, 21% of service providers do not have a room or physical space that they could lend it to others. The same proportion is three times higher among Romanian organizations, at 63 percent. Thus, for both countries – but particularly in terms of Romania – it is true that such partnerships are basically determined by the infrastructural capacity of the organizations (e.g. lack of space or lack of headquarter/site.). However, it is clear that the vast majority of organizations with infrastructural resources share these with other communities as well. In Romania, 35 percent of the surveyed organizations, while in Hungary, 76 percent provide space for the activities of other organizations and communities.

In addition to partnerships involving organizations and communities, the importance of the network of contacts with local youth policy actors is also unquestionable. Effective cooperation with local advocacy communities, decision makers and officials alike is a determinant of service providers' embeddedness. In the case of Hungary, we found that the most significant gap is in the partnership with local advocacy communities, while the lack of cooperation with decision-makers is the least typical (Table 5). In Romania, the service providing organizations have the lowest proportion of contact with officials, while at the level of local advocacy communities and decision-makers the situation is slightly more favorable. However, if we look at the overall effectiveness of the relationship between youth providers and some actors, we can see that more effective cooperation can be measured in Romania (based on the organizations' own responses) than in the case of Hungary. At the same time, it can be said that the organizations of both countries report, on average, a more effective partnership with all three measured youth policy actors.

Table 5: Distribution of the effectiveness of the relations with local youth policy-youth affairs actors

(„In your opinion, how effective is your joint work with youth policy-youth affairs actors?“; $N_{Hungary} = 99-100$, $N_{Romania} = 99$)

		No cooperation (percentage distribution)	Average¹¹
Hungary	Local advocacy communities	16	3,4
	Local decision-makers	5	3,8
	Official responsible for local youth affairs	11	3,8
Romania	Local advocacy communities	6	3,8
	Local decision-makers	6	4,1
	Official responsible for local youth affairs	9	3,8

Involvement in local youth strategic processes is another aspect of relation embeddedness. With regard to the creation of youth concepts and action plans, we do not see any difference in the involvement of organizations; however youth researches are reaching another circle (Figure 7). Roughly a third of Hungarian service providers are or have been involved in the preparation of the latest youth concept, the same proportion can be measured in the context of the action plan. In the case of Romania, these occurrences are much rarer: last time two out of ten organizations were involved in this type of strategy-making process. Participation in youth research in the case of Romanian organizations does not differ from the other field, last time one-fifth of the organizations were contacted with such a request. However, in terms of service providers in Hungary, we can find a higher proportion (26%), at the same time it lags behind the proportion of organizations involved in conceptual planning.

¹¹ On a five-point scale: 1 = no cooperation with the actor, 5 = fully effective cooperation.

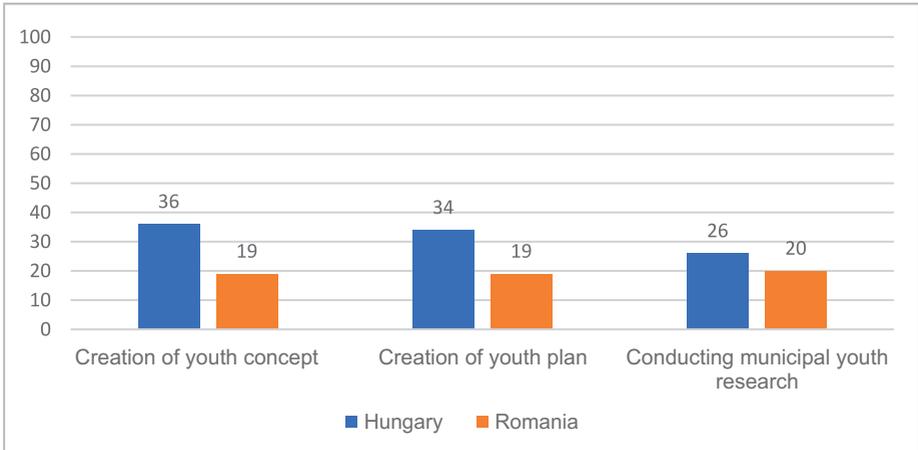


Figure 7: Distribution of involvement in the latest wave of local youth strategy-making processes

(„Did you participate in the latest wave of local youth strategy-creation/ planning process (even in an advisory role)?“; percentage distribution: who participated; N_{Hungary} = 99-100, N_{Romania} = 99-100)

II.5. Youth reach

Reaching and involving young people today is an increasing challenge for all youth organizations and institutions, so it was important for us to find out in which areas the interviewed organizations thrive the least and the most. The vast majority of the youth service providers surveyed in both Romania and Hungary are basically satisfied with their activities related to reaching and addressing the target group. In the case of Hungary, the proportion of those who consider their work to be successful is 73 percent, but in the case of Romania this proportion is slightly lower, 62 percent. Only 3% of Hungarian organizations, while 7% of Romanians proved to be clearly dissatisfied with their efficiency.

Examining the issue along the different forms of activity, it is clear that the use of digital tools and leisure and sports programs can be the easiest way to move the youth target group (Table 6).

Table 6: The effectiveness of youth reach

(„In your opinion, in the following areas how difficult is to reach/address/inform etc. the young age group?“ Averages: 1 = very difficult, 5 = very easy,

N_{Hungary} = 100, N_{Romania} = 94-100)

	Hungary	Romania
Information services	3,4	3,5
Guidance	3,0	2,9
Leisure, sports programs	3,9	4,4
Cultural programs	3,7	4,1
Use of digital tools	4,0	4,2
Prevention	3,0	2,7
Talent nurturing	3,1	3,2

In terms of data from both countries, the topics of guidance and prevention prove to be the least popular among young people, if based on the reach of the age group. However, somewhat weaker efficiency can be measured among Romanian organizations in these areas than among Hungarians. While the leading service areas in the field of reaching young people (leisure, sports and digital tools) represent more effective reach among Romanian organizations, as opposed to the opinion of Hungarian organizations.

In addition to reaching, involvement is also a cardinal issue in terms of activating the young age group. In this field, we can already talk about a more intensive, interventional process, where young people are not only participants in an event or activity, but can themselves form the framework and conditions for it. The organizations interviewed from the two countries seem to have a similar assessment of areas where young people can be easily mobilized (Table 7). Like reaching, leisure and sports programs prove to be the most attractive for young people when it comes to organizing. In addition,

cultural program organization is at the forefront of easy involvement, based on the opinions of both Romanian and Hungarian service providers.

At the same time, examining the other end of the spectrum, we can say that in the case of Hungary, the areas of youth project planning and advocacy function at the weakest efficiency. According to this, in connection with these two activities the most difficult is to involve and encourage young people in Hungary to take action. In Romania, the situation is partly different: advocacy is a “hard nut to crack” for service providers here as well, but it is also difficult to activate the Romanian youth target group in connection with the exploitation of international opportunities and project planning. Hungarian organizations are in a better position to activate in connection with the participation in international programs, but at the same time the listed areas of involvement pose a more significant challenge for them than for their Romanian colleagues. Among the latter service providers, it seems easier to involve young people in most activities.

Table 7: Effectiveness of youth involvement

(„In your opinion, in the following areas how difficult is to involve through participation in programs/community activities etc. the young age group?; Averages: 1 = very difficult, 5 = very easy, $N_{Hungary} = 100$, $N_{Romania} = 94-100$)

	Hungary	Romania
Organizing cultural programs	3,7	3,9
Advocacy	2,5	2,7
Community organization and development	3,4	3,5
Organizing leisure and sports programs	4,0	4,4
Volunteering	3,6	3,6
International opportunities, gaining experiences	3,1	2,6
Application writing, project planning	2,5	2,3

11.6. Outreach work

Youth outreach work in our project play a key role, which is of growing importance in the field of working together with young people (see that by the growing spread of online tools virtual youth work came to the fore). In Hungary 66 percent of the surveyed organizations carry out some form of outreach work (Figure 8). The same proportion is only 44 percent for the Romanian sample, so the majority of their activities do not cover outreach work. Hungarian service providers are more active in the field of regularity than Romanian ones, as the former 21, while only 7 percent of the latter perform at least monthly visits.

Regarding Hungary, the employment and delegation of a youth professional in the field of outreach work is more common. 55 percent of the surveyed Hungarian service providers – that is, more than half – do the outreach work with a professional. Among Romanian organizations, this proportion is much lower, at only 21 percent. According to this, in Romania the vast majority of the surveyed organizations do not ask the help of a professional in connection with these activities.

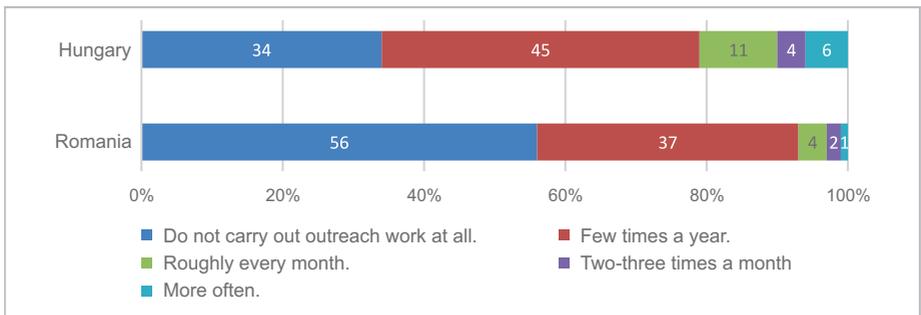


Figure 8: Frequency of outreach work
(“ How often do you carry out youth outreach work/when you are going to young people instead of them coming to you/?”;
percentage distribution, $N_{\text{Hungary}} = 97$, $N_{\text{Romania}} = 98$)

The organizations performing *outreach work do not evaluate* their own range of activities and services equally. 45% of Hungarian service providers believe that the range of *services offered during outreach work* is wide, while 9% believe the opposite, i.e. negatively. Of the *Romanian organizations*, 38 percent are satisfied with the diversity of their *outreach service offerings*, while 18 percent are more dissatisfied and consider it to be particularly *scant*.

Among the activities related to outreach services, the provision of information is the most widespread; at the same time community building and development are also very popular among service providers in both countries (Figure 9). The provision of digital tools is typical of only one-fifth, and the

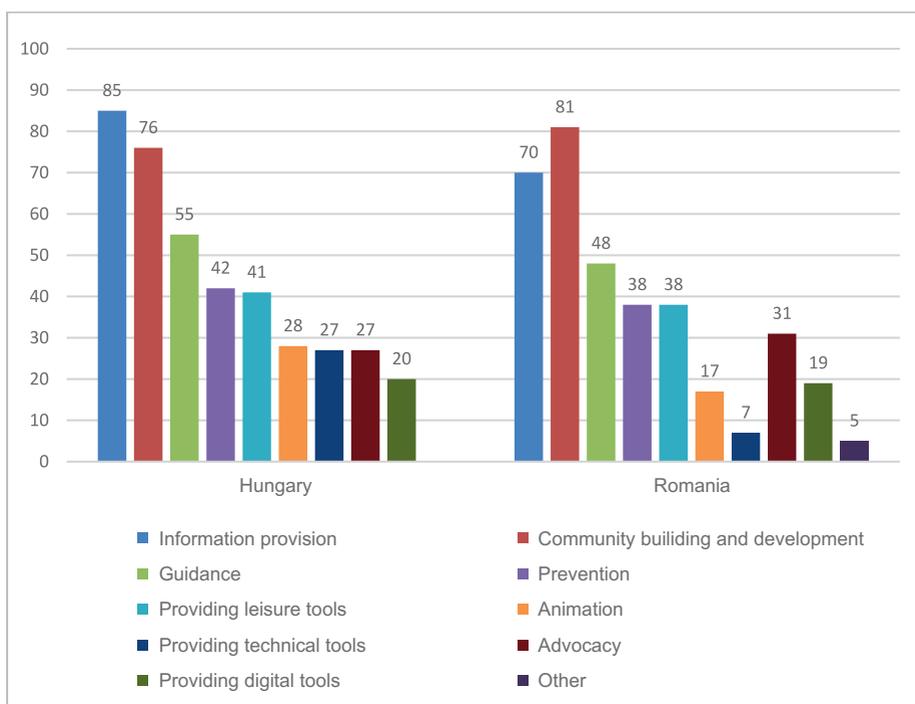


Figure 9: Service offers of outreach activities

(„If you are carrying out outreach work: what services do you typically provide to youngsters while doing outreach work?”; percentage distribution,

$$N_{\text{Hungary}} = 66, N_{\text{Romania}} = 42-43)$$

provision of prevention and leisure tools to four out of ten organizations. The animation and the “placement” of technical tools rather enrich the visiting activities of Hungarian service providers.

It is clear from the data that relations with educational institutions play a key role in carrying out outreach work – for organizations in both countries (Table 8). Nine out of ten organizations doing outreach services try to reach young people through educational institutions. In Hungary, outreach work as doing stands is the most widespread, as well as visits to other organizations and communities. The results of the Romanian sample suggests that other than visiting educational institutions and other organizations there is no other type of outreach work than in Hungary. Only one-tenth provides outreach services in public spaces and playgrounds, the same proportion among Hungarian organizations is 21 percent. But we can measure a significant difference in relation to doing stands: only four out of ten Romanians and seven out of ten Hungarians take part in this type of outreach involving young people.

Table 8: Locations of outreach work

(„If you are carrying out outreach work: what kind of locations do you typically visit?”; percentage distribution, $N_{\text{Hungary}} = 66$, $N_{\text{Romania}} = 42$)

	Hungary	Romania
Educational institutions	92	93
Public spaces, playgrounds	21	10
Shopping centers	6	0
Specific youth communities, organizations	64	59
Clubs	8	12
Programs of other institutions and organizations (doing stands)	73	41
Other	2	0

II.7. Development

In terms of their own service environment, organizations can rely heavily on the feedback of the target group as well as the experience of their own activities. They are also valuable feedbacks which help the long-term efficiency of the services' operations, and assure sustainability.

The vast majority of the Hungarian organizations surveyed, 83 percent, conduct needs assessments among the target group, so only 17 percent do not rely on similar feedback. Regarding the service providers in Romania, the use of needs assessment is not so widespread: 58 percent of them perform similar research and data collection, while 42 percent of them do not.

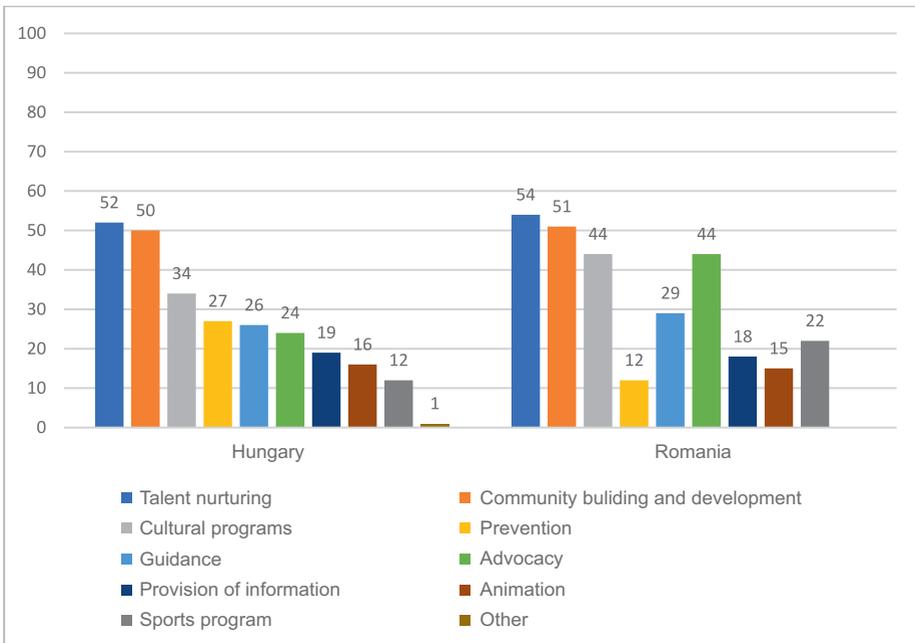


Figure 10: Deficit areas, planned developments in the field of low-intensity services

(„Which of the three areas of service you would like to address more intensively, because for the time being it is a deficit area or low intensity operation for you?"; percentage distribution, $N_{Hungary} = 98-99$, $N_{Romania} = 100$)

The organizations surveyed in both countries in terms of their own areas of activity mainly feel their deficiencies in talent nurturing and community building and development (Figure 10). This is the opinion of almost every second organization surveyed in both Romania and Hungary. In contrast, in Hungary, service providers feel the least lack of development in the supply of animation and sports activities. In Romania, on the other hand, we can see something similar in the areas of prevention and animation.

For some services, we can measure a significant difference by seeing the specifics of the range of services provided in the two countries. In the field of advocacy, cultural programs and sports Romanian organizations are clearly planning a larger proportion of developments. On the other hand, among Hungarian service providers, prevention seems to be clearly more important in this respect.

However, the question is: what are the main obstacles to development related to the deficit areas (Table 9). Among Hungarian organizations, the lack of human resources is the main deterrent: for 57% of them, this factor is the main obstacle to the elimination of deficit areas. In contrast, for Romanian organizations, the financial deficit is the most significant factor in this area: three-quarters of the organizations surveyed see the lack of funding as an obstacle for development.

Table 9: The most important factor hindering service development
 („What is the main reason for this difficulty/deficit/low intensity activity area?"; percentage distribution, $N_{Hungary} = 98$, $N_{Romania} = 100$)

	Hungary	Romania
Lack of financial resources	30	75
Lack of human capacity	57	17
Infrastructure deficit	9	7
Other	4	1

Thus, there are conditions based on several pillars for the development of the range of services, but the same can be said for professional and infra-

structural developments. Looking to the near future, the expansion of human capacity and the broadening and development of the range of services are at the forefront, mainly in terms of capacity and infrastructural developments - among both Romanian and Hungarian service providers (Figure 11). At the same time, asset acquisitions are also part of the near future developments for approximately every second organization. Among service providers in Hungary, every fifth organization plans to move (or is forced to do so), this proportion is only 7 percent for Romania. Reconstruction, for f t Taste of Hungarian organizations quarter of this while planning a fifth of Romanians in 1-2 years. A quarter of Hungarian organizations plan to rebuild and renovate, while a fifth of Romanians plan to do so within 1-2 years.

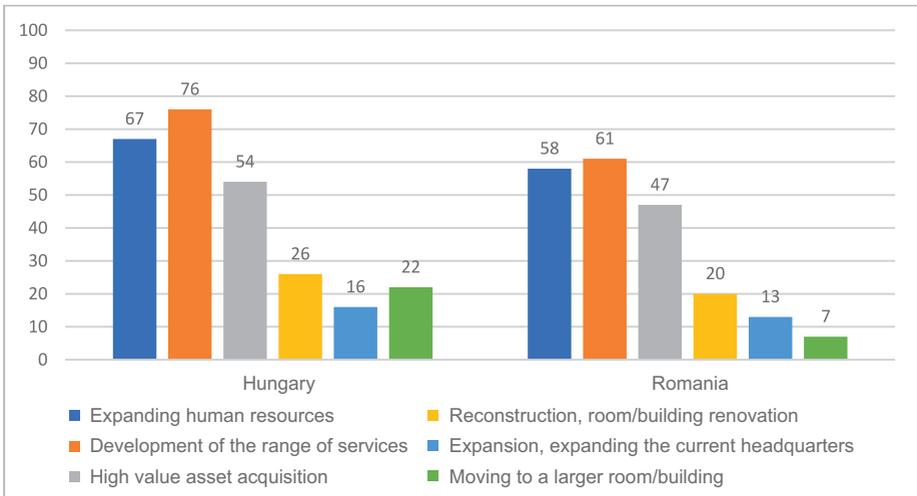


Figure 11: Planning of infrastructural and capacity developments in the near future

(„Are there any plans for development/expansion in the near future/ 1-2 years in the following areas?"; percentage distribution,

$$N_{Hungary} = 88-89, N_{Romania} = 83)$$

Intensive activity can also be measured in the field of professional development in the near future (Figure 12). Among the development plans of Hungarian organizations, community surveys stand out clearly, while youth research is most in the background. 43 percent are considering training professionals, and 48 percent – almost every second organization – are thinking of creating a new advocacy platform. Based on the answers of the Romanian service providers, we can form a different picture, different from the Hungarian one. The creation of advocacy platforms as a development goal is the most common: every second organization plans to do so. Only a quarter of them think in community surveys and in the training of professionals , only a third in initiating a strategy-making process and a quarter in conducting youth research.

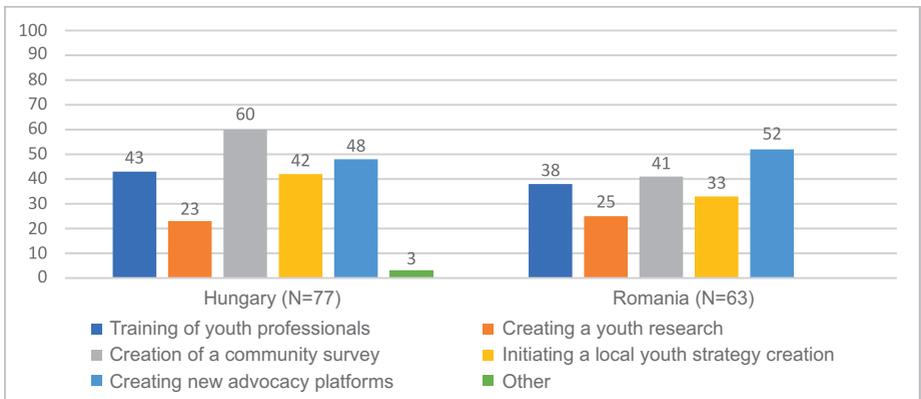


Figure 12: Professional development planning in the near future
 („Are you planning to implement in the near future / 1-2 years professional development processes related to youth activities?”; percentage distribution,
 $N_{Hungary} = 77, N_{Romania} = 63$)

II.8. Communication

The organizations' online activity is also closely linked to reaching young people, the efficiency of the service environment and outreach work. In Hungary 22 percent of the surveyed organizations do not have a website, while in Romania 43 percent (Figure 13). Only quarter of Hungarian organizations update their website with new content, while for Romanian this is a much smaller proportion (6%). Organizations that have their own website, both in Hungary and Romania, are most often characterized by more or less regular updates and uploading of new content.

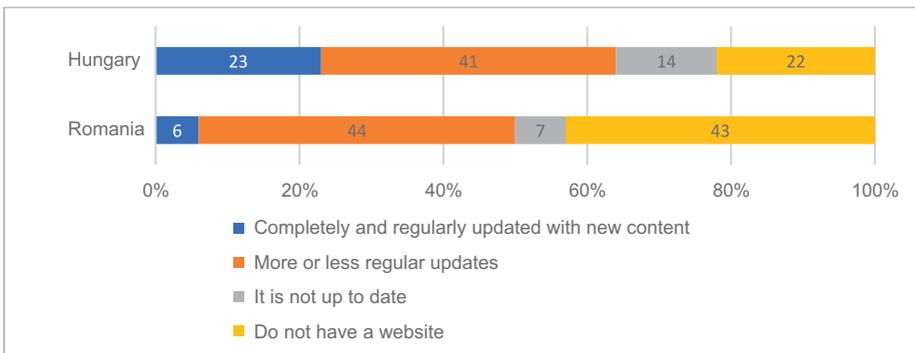


Figure 13: Frequency of updating own website
(„How up-to-date is your website?"; percentage distribution,
 $N_{Hungary} = 99, N_{Romania} = 100$)

Among social media interfaces, we put the emphasis on Facebook use (Figure 14.). In this area, too, different data can be measured between organizations in the two countries. 96% of organizations in Hungary have a Facebook page, while among Romanian organizations this proportion is 87%. At least once a week, half of the organizations in Hungary and only three tenths of the organizations in Romania post something new on their Facebook page. In this field, too, Hungarian service providers are proving to be more active, and while observing the online consumption of the target group, they are at the same time more up-to-date.

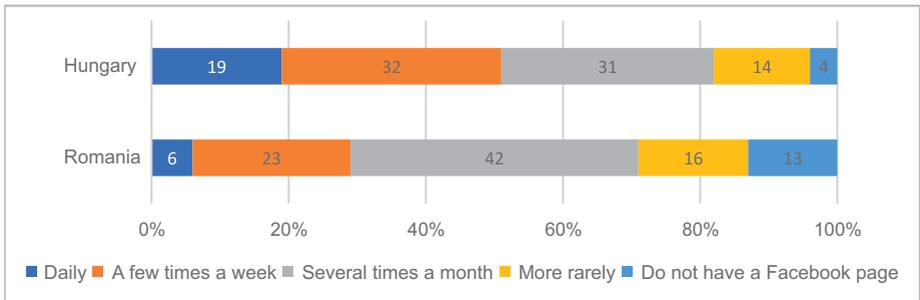


Figure 14: Frequency of updating own Facebook page
 („On average, how often do you post on your own Facebook page?";
 percentage distribution, $N_{Hungary} = 100$, $N_{Romania} = 99$)

Online presence cannot be assessed solely on the basis of its presence or absence, as the appearance of content elements (among other things) greatly determines the effectiveness of reaching the target group and the place of the given organization on the local, regional, regional and national youth map. That is why we were curious about how much organizations and service providers focus on presenting their own programs, or just how open they are to others, on topics that affect the youth age group at all. The promotion of own programs is clearly the most common for service providers in both countries (Figure 15). While Hungarian organizations are more open about the youth-relevant events of other organizations and communities, the proportion of organizations that share such content is somewhat lower in Romania. Issues affecting the age group in general, are no longer so widespread in terms of the social media activity of service providers, only every second organization carries out such activities on its own Facebook page. In this area, we find roughly the same proportions for service providers in both countries.

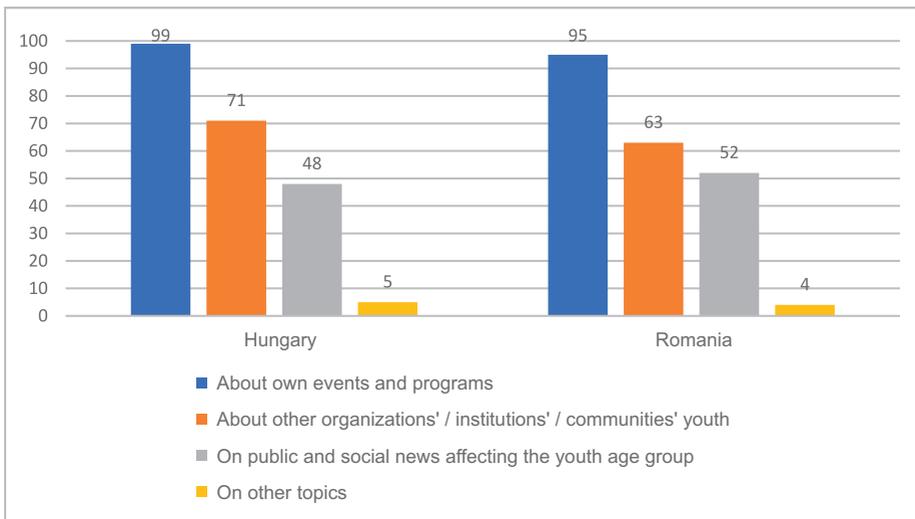


Figure 15: Types of content shared on own Facebook page

(„If you have your own Facebook pages: what are you giving news about on this interface?"; percentage distribution, $N_{\text{Hungary}} = 96$, $N_{\text{Romania}} = 82-86$)

II.9. Support background

The operation and maintenance of organizations and service providers can be greatly facilitated by various revenues and sources of support. This is also the case for subsidies provided at the local, municipal level, as well as for different types of market revenues. 29% of Hungarian organizations have fix allocated funds from the local budget, while 41% can only expect occasional support (Figure 16). If we look at Romanian organizations, only 7 percent can count on regular support, but 63 percent occasionally receive such funding. In the case of both countries, it can be said that three out of ten organizations do not receive any form of municipal/council funding.

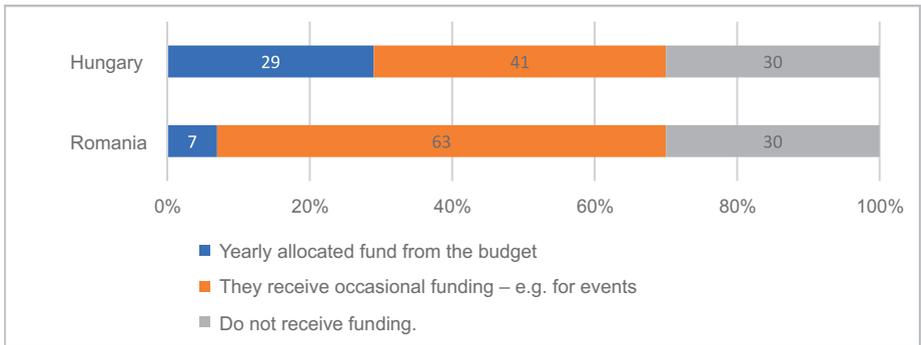


Figure 16: Distribution of the existing subsidies received from the local government/council

(„Does the organization/institution receive funding from the local council government for its operation?“; percentage distribution,

$$N_{\text{Hungary}} = 100, N_{\text{Romania}} = 100)$$

Among market – based revenues, the occurrence of amounts received from own economic activity is the most common among Hungarian service providers, however, the majority of organizations can calculate with the 1% of personal tax revenue that can be offered to organizations (Figure 17). In contrast, such revenues are much less present in the life of Romanian organizations. The 2% offered by individuals can be mainly considered in this form as a revenue base although this statement is only true for 37 percent of organizations. A significant difference between the service providers of the two countries is that the revenues generated from their own activities and services hardly prove to be typical among Romanian organizations, while they are the most common form of revenue increase among Hungarians.

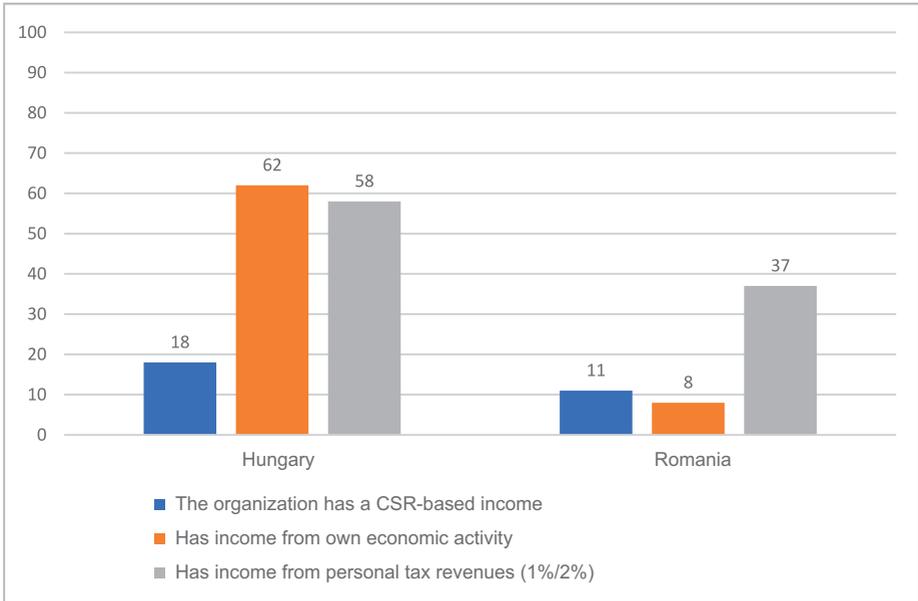


Figure 17: Occurrence of different sources of income
 („Does the organization/institution have income from the following sources?"; percentage distribution, $N_{Hungary} = 89-97$, $N_{Romania} = 99-100$)

II.10. Applying for projects

Writing applications are an important pillar of the operation of the organizations, despite the fact that most of them receive municipal support. In the case of Hungary, regularly writing applications are essential for the daily operation and maintenance of 29 percent of the organizations (Figure 18). The same proportion for Romanian organizations is 17 percent.

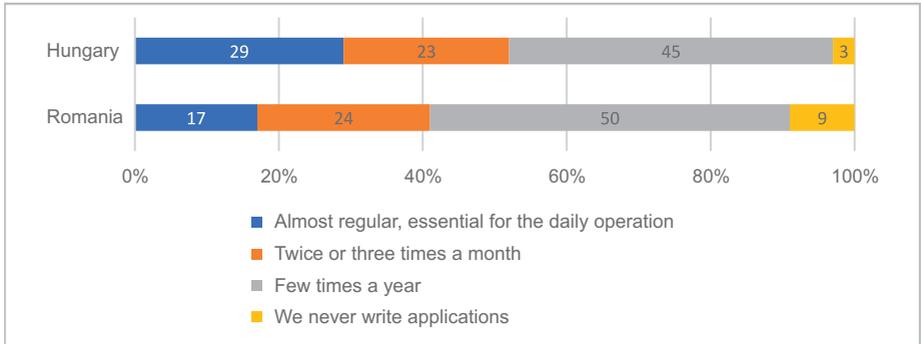


Figure 18: Frequency of writing applications

(„How often do you apply for projects?”; percentage distribution,

$$N_{\text{Hungary}} = 97, N_{\text{Romania}} = 95)$$

Among Romanian service providers, the most common form of applying for projects is independent, partner – free applications, while in Hungarian organizations mixed application, i.e. independent and partner applications are the most common (Table 10). The application, which is clearly a partnership only, affects only a fraction of the organizations, among service providers in both examined countries.

Table 10: Habits of applying for projects

(„If we look at habits of applying for projects, what are the most common characteristics for you, when applying? ”; percentage distribution,

$$N_{\text{Hungary}} = 96, N_{\text{Romania}} = 91)$$

	Hungary	Romania
Most of them apply independently, without a partner.	40	49
Roughly half of them apply individually or together with partners.	47	42
Mostly they apply together with other institutions/organizations.	13	9

During the application process, most of the organizations offering youth services do not use the help of an application specialist, they try to perform this task “in their own competence”. However, among Hungarian organizations, the proportion of people who use the help of a specialist in this field is much higher: 35 percent, while in Romania the same proportion is only 14 percent.

Regarding distribution of submitted national and international applications we can say that the applications of the given country are more popular among the service providers (Table 11). Among Romanian organizations, this ratio is shifting even more dominantly towards national applications, in the proportion of eight tenths/two tenths. This shift can also be explained by the fact that, according to the interviewed service providers, the winning potential is higher in national applications. In terms of number of written applications, the proportion of winning national applications is outstanding in both countries, and there is clearly a minority for international applications.

Table 11: Characteristics of national and international applications
 („How did the ratio of submitted/winning national and international applications in terms of their number or amount of support in 2016-2017 develop?”; percentage distribution, $N_{Hungary} = 68-80$, $N_{Romania} = 73-87$)

		National applications	International applications
Hungary	Submitted applications (based on quantity)	65	35
	Winning applications (based on quantity)	66	34
	Winning applications (based on the amount of funds received)	55	45

Romania	Submitted application (based on quantity)	81	19
	Winning applications (based on quantity)	79	21
	Winning applications (based on the amount of funds received)	74	26

However, if we compare the proportion of national and international applications on the basis of the amount of funds received, a slightly smaller difference can be measured between these two types of applications. Among Hungarian service providers, the proportion of fund amounts won by national applications is 55 percent, while that of international ones is 45 percent. However, among Romanian organizations, the distance between the two groups (the proportion of funds amounts won by national applications and international applications) is still very high: the rate of national application sources is 74 percent, while that of international applications is 26 percent.

III. Special Analysis of Questionnaire Data Collections

III.1. The role of local government support in the life of Hungarian youth service providers

Upkeep is an important area in the life of organizations and institutions, which includes local government support. As we have seen in previous analyzes, 29 percent of Hungarian organizations receive municipal support on a regular basis and 41 percent on an occasional basis, i.e. in connection with an event. However, three-tenths of them are completely excluded from this scope of funding.

Embeddedness in the local network and the existence of municipal subsidies show a significant correlation (Table 1). The local contact capital of organizations that do not receive such support is weaker and less effective. While organizations that regularly receive local support paint a more positive picture of the relationship between local decision-makers and local youth officials. Thus, municipal funding seems to have a positive effect on locally nurtured youth policy relations. Organizations that regularly receive support from municipal resources maintain a more effective working relationship with local youth actors (officials, decision-makers). Based on this context, we can also assume that local relations will become more valuable in terms of funding: organizations that are in the field of vision of the local government are more likely to receive grants.

Table 1: Correlation between the existence of local government support and the effectiveness of the relationship with local youth policy actors
(average values: 1 = no cooperation with the given actor, 5 = fully effective joint work; $p \leq 0,001$)

	<i>With local decision makers</i>	<i>With local youth officials</i>
<i>They have an annual financial support for their activities from the local budget (N = 29)</i>	4,3	4,3
<i>Occasionally, for example for the implementation of an event (program) activity they receive support from the local government.(N = 41)</i>	4,1	4,1
<i>They do not receive support from the local government. (N = 30)</i>	3,0	2,8
<i>Total sample (N = 100)</i>	3,8	3,8

Also in connection with the youth tasks significant effects can be experienced (Table 2). The vast majority of organizations (89%) that regularly receive municipal support also perform youth related tasks for the municipality. The same proportion among organizations receiving occasional support is only 29 percent, which is 20 percentage points lower than the overall sample average. At the same time, 37 percent of organizations that do not receive this type of support at all can say that in connection with their own activities they participate in the implementation of youth tasks within the competence of the local government.

Table 2: Correlation between the existence of municipal support and participation in local youth tasks
(percentage distribution; $p \leq 0,001$)

	<i>They perform a local youth task</i>	<i>They do not perform a local youth task</i>
<i>They have an annual financial support for their activities from the local budget (N = 29)</i>	89	11
<i>Occasionally, for example for the implementation of an event (program) activity they receive support from the local government. (N = 41)</i>	29	71
<i>They do not receive support from the local government. (N = 30)</i>	37	63
<i>Total sample (N = 100)</i>	49	51

Looking at the results, we can see that the receipt of local government support has a significant effect on the contact capital and the scope of activities and its recognition (recognition meaning the contract or agreement for the youth related tasks). In the best position are those organizations who regularly receive, i.e. they have an annual financial support from local government funds. After all, the existence of effective official and decision-making co-operation and the implementation of youth tasks are more likely to occur in their circle, as opposed to the situation and opportunities of occasional or non-supported organizations.

If we examine the correlations between subsidies and local strategy-making, we find another significant correlation. Both participating in the youth action plan¹² and in the preparation of the youth research increases the chance of municipal grants (Table 3). In this context, we can see that irregular,

¹² In connection with the creation of youth concepts, we did not find such a connection with the existence or lack of local government support.

occasional support also plays a big role in positioning. At the same time, it is also clear that dropping out of support significantly increases the risk of organizations missing out on such professional strategic processes.

We examined how participation in youth related tasks, which provides another important slice of local youth policy embeddedness, affects local contact capital as well as participation in development processes. However, we did not find a significant relationship between the factors in this area. According to this, the presence or absence of youth related tasks do not represent an advantage or disadvantage in the life of an organization in these areas, while the regularity of support is clearly a determining factor and predestines the framework for participation and cooperation.

Table 3: Correlation between the existence of local government support and participation in local youth strategy-making processes
(percentage distribution; $p \leq 0,05$)

	<i>Participation in the creation of a youth action plan</i>		<i>Participation in the preparation of youth research</i>	
	<i>Yes</i>	<i>No</i>	<i>Yes</i>	<i>No</i>
<i>They have an annual financial support for their activities from the local budget (N = 29)</i>	38	62	36	64
<i>Occasionally, for example for the implementation of an event/program/activity they receive support from the local government. (N = 41)</i>	44	56	32	68
<i>They do not receive support from the local government. (N = 30)</i>	17	83	10	90
<i>Total sample (N = 100)</i>	34	66	26	74

All in all, it can be said that the data of our sample reveal that the relationship with the local government the cooperation which provides one of the

slices related to financing, greatly facilitates the operation of the organizations. By this we mean not only the specific financial expenditure, the obtaining of the support, but also the relationship capital, which enables effective cooperation, and the professional-youth policy embeddedness, which is also mobilized in connection with the planning processes. While those organizations and institutions that do not receive support from the local government can have new disadvantages and this significantly reduces the chances of getting into the local youth policy perspective.

Thus, in the life of organizations active in the field of youth, it is crucial to benefit from municipal funds. Not only based on its material dimension, but also in terms of its long-term utilization, return, and, if you like, its capital conversion.

III.2. The operational efficiency criteria of organizations and institutions providing youth services in Hungary

We wanted to examine the range of youth organizations and institutions that provide our sample in Hungary on the basis of several aspects. This will answer the question of what the main operational profiles of these service providers are, how they can be described in the cross-section of several dimensions in terms of operational efficiency. To answer this we used cluster analysis¹³, as a result of which we can separate and draw out four groups from the answers. 92 percent of the sample was classified into groups, so we had the opportunity to summarize almost the entire sample.

Operational efficiency was measured in relation to several dimensions. It was like this:

- The regularity of applications
- Reaching the target group effectively

¹³ K-means cluster analysis using Listwise method was used. After seven iterations, 92 percent of the sample can be classified into one of the clusters.

- Frequency of own events
- Diversity of service offerings
- Frequency of outreach work
- The presence or absence of a needs assessment

Based on the following variables we have tested the formation of clusters:

*Table 1: The list of variables used in the cluster analysis
(formed by us, bivalent)*

Variable name	Description	Values
Applying	Do they apply at least every two months?	0 = no, 1 = yes
Target group	Do they consider their activities related to reaching the target group of young people to be effective?	0 = no, 1 = yes
Events	Do they organize own events at least several times a month?	0 = no, 1 = yes
Services	Do they consider their range of youth services to be wide?	0 = no, 1 = yes
Outreach	Do they do outreach work at least monthly?	0 = no, 1 = yes
Needs Assessment	Do they do needs assessments among the young people who come into contact with them?	0 = no, 1 = yes

The formed groups can be described by the following data:

Table 2: The centers of the formed clusters and the sample averages of the individual variables (N = 92)

	Hard Core	Sleep-walkers	Silent Partners	Emerging	Total sample (averages)
Applying	0,74	0,00	0,52	0,73	0,52
Target group	1,00	0,16	1,00	0,45	0,73
Events	0,97	0,32	0,30	1,00	0,65
Services	1,00	0,05	0,35	0,09	0,52
Outreach	0,26	0,00	0,09	0,82	0,22
Needs Assessment	0,95	0,58	0,91	0,91	0,83

Table 3: Deviations of the centers of the formed clusters from the sample averages of the individual variables (N = 92)

	Hard Core	Sleep-walkers	Silent Partners	Emerging	Total sample (averages)
Applying	0,22	-0,52	0,00	0,21	0,52
Target group	0,27	-0,57	0,27	-0,28	0,73
Events	0,32	-0,33	-0,35	0,35	0,65
Services	0,48	-0,47	-0,17	-0,43	0,52
Outreach	0,04	-0,22	-0,13	0,60	0,22
Needs Assessment	0,12	-0,25	0,08	0,08	0,83

Along the four trained groups, the Hungarian organizations in the sample can be divided as follows:

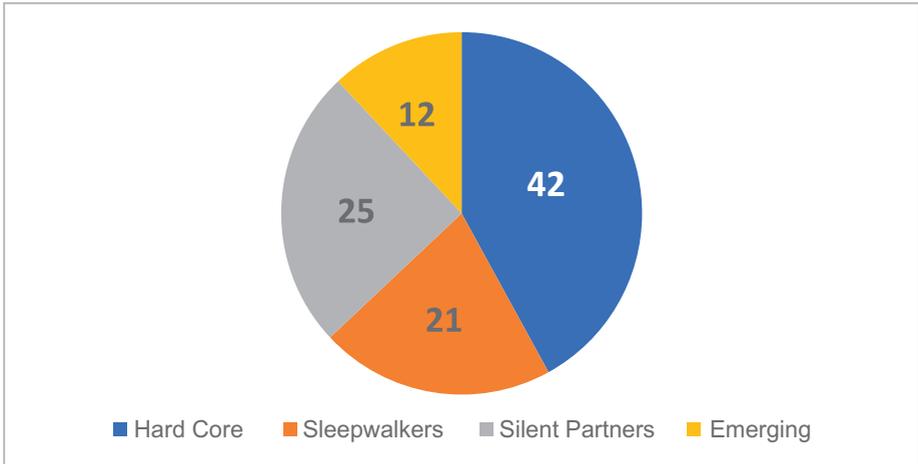


Figure 1: Clusters showing operational efficiency (percentage distribution; N = 92)

The largest group, with 42 percent, is made up of organizations that can be classified in the hard core group (Figure2). It can be said that the members of the group perform outstandingly in each of the examined operational dimensions. Among them the regular applicants are higher than the average, their target group achievement is considered to be uniformly effective, they are considered to be especially active in the field of their own event organization, their service offer is all widely appreciated, and the vast majority of them conduct needs assessments among the target group. Although they do not differ significantly from the sample average in terms of outreach work, somewhat more activity can be recorded in this area as well. But it is clear that the success of the day-to-day operations of these organizations is not primarily determined by their activity and efficiency in the field of outreach work.

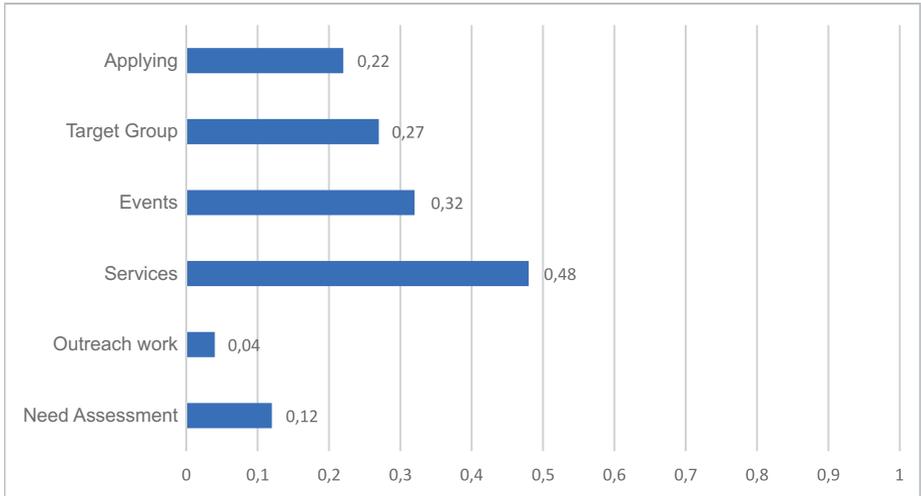


Figure 2 Deviation of the means of the group called „Hard core” from the means measured in the whole sample (N =92)

The second highest group in the sample is given by silent partners, with a share of 25 percent who are less efficient but still successful (Figure 3). In their case, we can record an average applying frequency; almost all of them conduct a needs assessment. In addition, we can say that they consider their activities to be very effective in reaching the target group of young people. However, overall, they rarely do outreach work, only a fraction of them on a regular basis. Few events are organized by them and they are less satisfied than the sample average with regard to the diversity of their own service offerings.

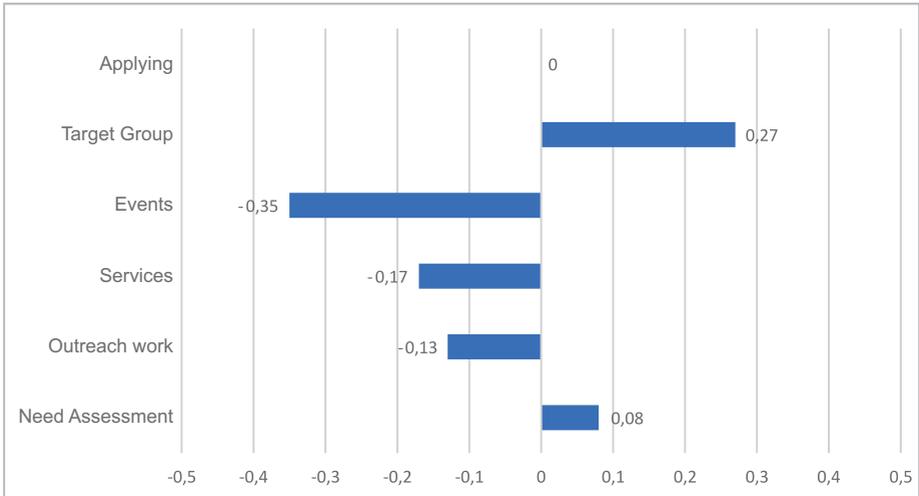


Figure 3: Deviation of the averages of the group called „Silent Partners” from the averages measured in the whole sample (N =92)

It is a sad fact that the third largest group, with 21 percent, is made up of organizations called “Sleepwalkers” (Figure 4). That is, every fifth organization in the sample can be classified in this category. In their case, the intensive passivity is fundamental; their operation can be characterized by very low efficiency. They do not apply regularly, they do not do outreach work, they consider their own service offer to be one- sided, they are not satisfied with it. Regularly, only a few of them organize events, and a fraction of them consider the effectiveness of reaching the target group to be successful. Although needs assessment it is more common, it also remains well below the sample average.

The fourth type includes organizations that are very active, but this is not measurable in terms of specific reach and scope of services, i.e. it is not directly visible (Figure 5). This group has been named “Emerging”, which also refers to the enthusiasm of start-up organizations working with the necessary ambition to get the fruits of their labor as soon as possible. This is the most active group in the field of applying, all of them offer regular events, and they are especially active in the field of outreach work. At the same time, only half

of them rate their own rate of reaching the target group positively and diagnose a shortcoming in their service offering almost unanimously. At the same time, the vast majority of them spend time assessing and getting to know the needs of the target group.

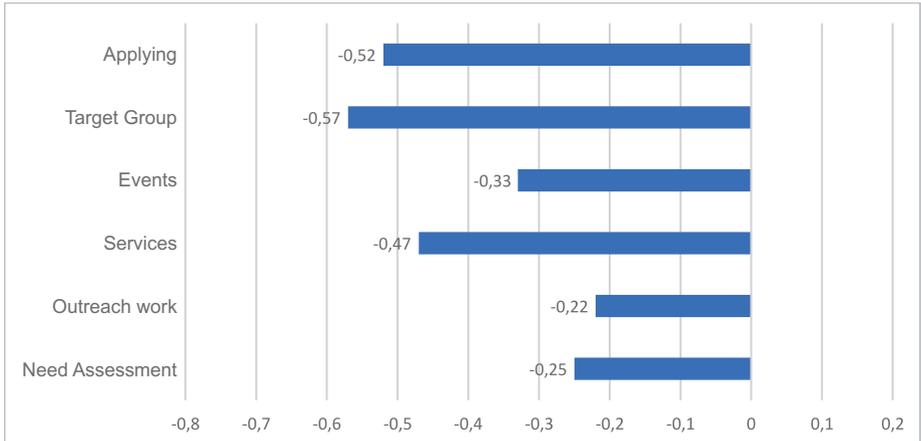


Figure 4: Deviation of the means of the group called „Sleepwalkers” from the means measured in the whole sample (N =92)

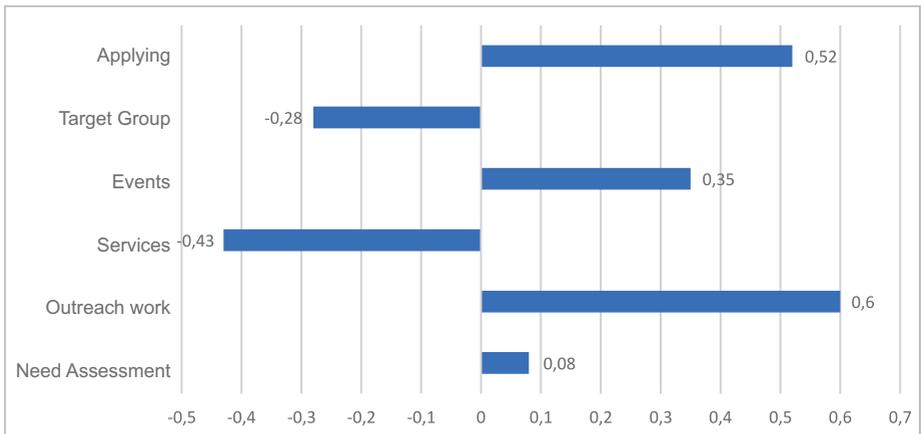


Figure 5: Deviation of the averages of the group named „Emerging” from the averages measured in the whole sample (N =92)

Thus, it seems that the operation of the sampled Hungarian organizations shows diversity, but most of them can be categorized in the form of groups. As a result, we can see that more than four-tenths of organizations are active and diversified. Although a further quarter of them do not boast such spectacular results, they are still their peers and active colleagues of people doing youth work. One-eighth of them live their daily lives very actively, but at the moment they are present on the youth service provider map with lower efficiency, softening their operational possibilities and trying their wings. At the same time, we must not forget a significant group of organizations, the sleepwalkers, who gave one-fifth of the sample. In their case, the apparent function is clear, without real content. However, it is another matter whether this is the result of a situation born of conscious planning or compulsion, in the latter case quasi-survival.

III.3. The local social capital criteria of organizations and institutions providing youth services in Hungary

As it became clear from the previous analysis of our sample, the relationship of Hungarian organizations with local youth actors has a significant impact on obtaining municipal subsidies. That is why we wanted to examine the Hungarian pattern not only in terms of their operational attributes, but also in terms of their role in local youth life and to check their participation capital. In creating the types we used cluster analysis¹⁴, as a result we can form five groups among the organizations in our sample. 95 percent of the sample can be described as a member of a group, so we had the opportunity to create such a typology for almost the entire sample.

The contact and participation effectiveness is measured in relation to several dimensions. It was like this:

¹⁴ K-means cluster analysis using Listwise method was used. After five iterations, 95 percent of the sample can be classified into one of the clusters.

- The regularity of applications
- Intensity of local contacts
- The effectiveness of the relationship with local decision-maker,
- Participation in local youth strategy-making
- Lack of financial resources
- The extent of the share from municipal support.

Following these, we examined the formation of clusters on the basis of the following variables:

*Table 1: The list of variables used in the cluster analysis
(formed by us, bivalent)*

Variable Name	Description	Values
Applying	<i>Do they apply at least every two months?</i>	<i>0 = no, 1 = yes</i>
Contacts	<i>Do they have at least more or less regular cooperation with other local youth organizations and communities?</i>	<i>0 = no, 1 = yes</i>
Decision maker	<i>Are their relationships with local decision makers effective?</i>	<i>0 = no, 1 = yes</i>
Participation	<i>Have they been involved in creating the youth concept and / or action plan (even as a reviewer)?</i>	<i>0 = no, 1 = yes</i>
Funding	<i>Is the lack of funding the main reason for the development of the organization?</i>	<i>0 = no, 1 = yes</i>
Support	<i>Do they receive regular municipal support?</i>	<i>0 = no, 1 = yes</i>

The formed groups can be described by the following data:

Table 2: The centers of the formed clusters and the sample averages of the individual variables (N = 95)

	Dichotomous	Lacking Conversion	Passive	Symbiotic	Survivor	Total sample (averages)
Applying	0,62	0,88	0,33	0,11	0,43	0,52
Contacts	0,96	1,00	0,56	0,89	0,86	0,88
Decision maker	0,92	1,00	0,06	0,56	0,29	0,66
Participation	0,00	0,73	0,22	1,00	0,00	0,43
Funding	0,08	0,62	0,00	0,11	1,00	0,30
Support	0,88	0,96	0,11	1,00	0,14	0,70

Table 3: Deviations of the centers of the formed clusters from the sample averages of the individual variables (N = 95)

	Dichotomous	Lacking Conversion	Passive	Symbiotic	Survivor	Total sample (averages)
Applying	0,10	0,36	-0,19	-0,41	-0,09	0,52
Contacts	0,08	0,12	-0,32	0,01	-0,02	0,88
Decision maker	0,26	0,34	-0,60	-0,10	-0,37	0,66
Participation	-0,43	0,30	-0,21	0,57	-0,43	0,43
Funding	-0,22	0,32	-0,30	-0,19	0,70	0,30
Support	0,18	0,26	-0,59	0,30	-0,56	0,70

The mentioned five clusters are divided in the sample prepared among Hungarian organizations as follows:

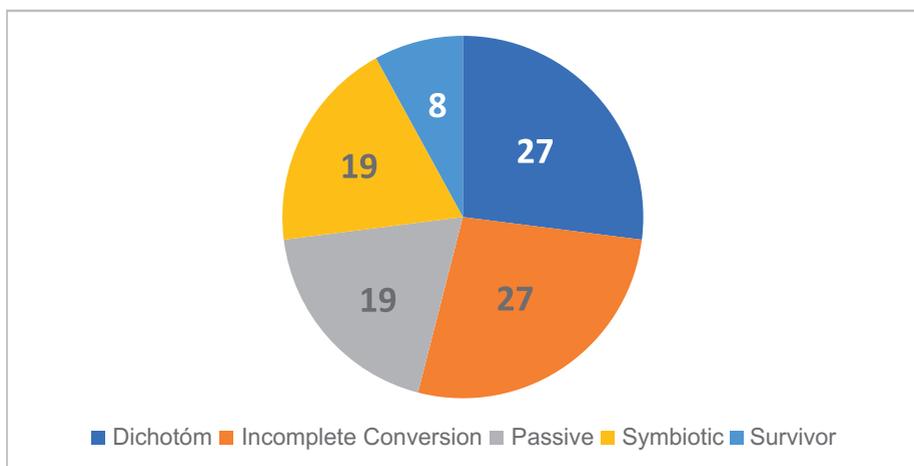


Figure 1: Clusters showing operational efficiency (percentage distribution; N = 95)

Both the Dichotomous and Lacking Conversion groups account for 27–27 percent, so members of these two groups cover more than half of the organizations in the sample. In the case of the dichotomous group a duality can be seen (Figure 2). They can record a good position and stability at local level, but at the same time there is a lack of participatory activity. Although the intensity of local relations is good, the working relationship with decision-makers is effective, regular municipal support is also widespread, and participation in youth strategic processes is not typical at all. Thanks to the application activity and presumably because of the support of the local municipality, the financial problems do not stand in the way of improvements in these organizations either. At the same time, they have a kind of outsider status, as their involvement and participation in youth policy processes is clearly lacking in their case.

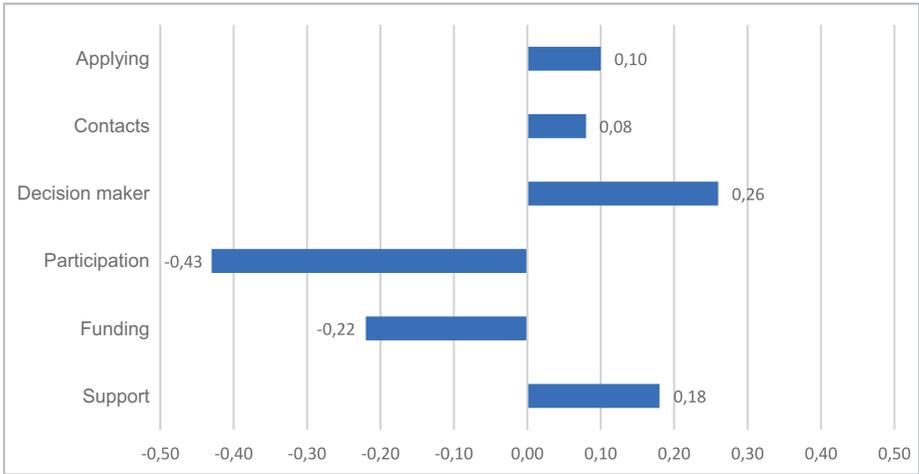


Figure 2: Deviation of the means of the group named „Dichotomous“ from the means measured in the whole sample

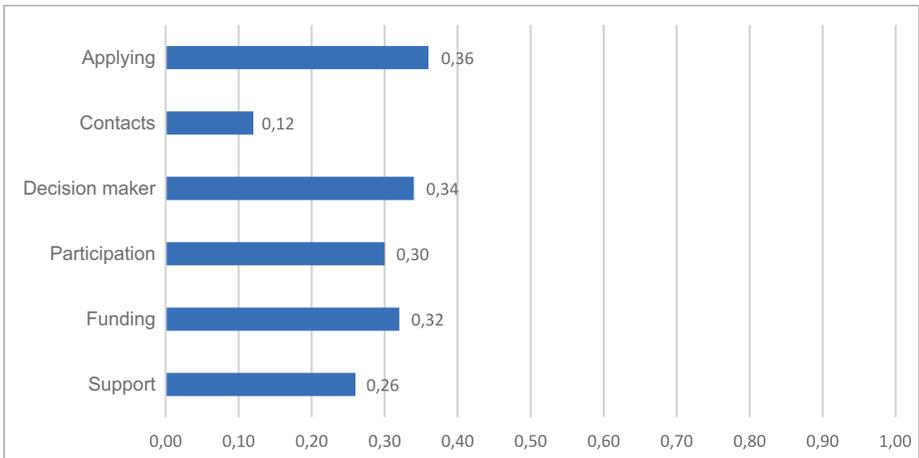


Figure 3: Deviation of the means of the group called „Lacking Conversion“ from the means measured in the whole sample

The other group, which is also populous, consists of organizations that can be characterized as lacking conversion¹⁵ (Figure 3). In their case we can talk about very well grounded local relations and decision-making communication. Almost all organizations receive a regular support and they are also regularly applying. In contrast to the members of the previous group, participation is clearly present here as well. At the same time, the lack of financial resources for most members of the group is clearly a barrier to development efforts. Thus, the members of the lacking conversion group are in a good position, have strong social capital, are also active in fundraising and strategy-making, but they are not or only weakly able to turn this into economic capital, so their financial background is not stable for development.

One-fifth (19%) of the organizations in the sample are members of the so-called passive group, who have weak social capital and also lag behind their colleagues in terms of fundraising (Figure 4). However, in the field of development, they do not feel the danger of this, as none of them mentioned financial difficulties as the primary barrier to developmental goals. In their case, the regularly applying is much lower than the average, and the proportion of those who regularly receive municipal support is negligible. Intensive contact with local actors is not typical, and effective cooperation with decision-makers is almost non-existent. Participation in youth strategic processes is also below average. As a result, we could rightly assume the existence of a lack of resources as the barrier for the planned developments, but this problem is not present at all in these organizations. Thus, it seems that the accumulation of social capital or its conversion is not important for the passive group, but from the point of view of sustainability it does not show a financial loss. However, the question is how meaningful and effective the operation of these organizations can be if they do not show activity in the field of fundraising either.

¹⁵ Part of *Pierre Bourdieu's* (1997) theory of capital is the so-called capital conversion, the essence of which is that different types of capital (e.g. cultural capital, social capital, economic capital) are interchangeable. For example, social capital can facilitate job search, which manifests itself as economic capital resulting income generation.

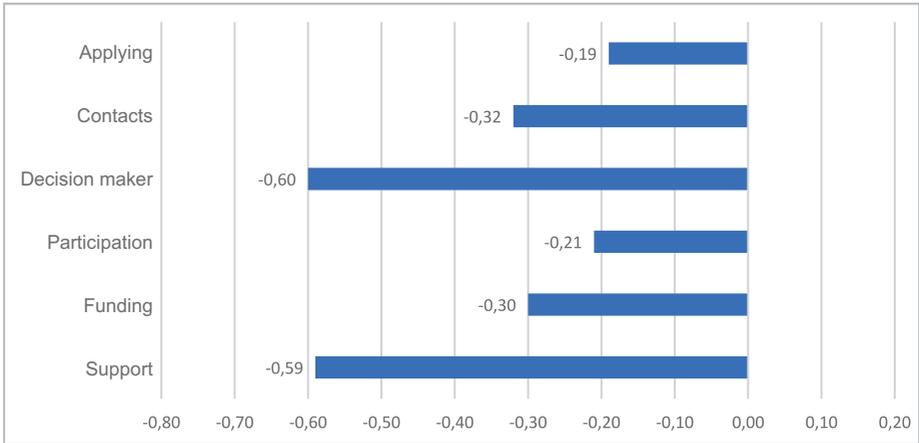


Figure 4: Deviation of the means of the group called „Passive” from the means measured in the whole sample

Organizations acting as so-called symbiotic can be detected in our sample in the same proportion as in the former group (Figure 5). It can be clearly stated that the relationship with the municipality and the benefits derived from it are of great importance in the life of these organizations. While the direct relationship with decision-makers does not appear to be particularly strong, a much more developed system can be seen in the case of local organizations. At the same time, the existence of regular municipal support is clear, as is the participation in the youth conceptual planning. They operate in a kind of symbiosis: they give and they receive. The role of municipal subsidies in sustaining the organizations is indisputable here, as in this group regular application writing is hardly typical, while the deficit of financial resources is much less typical than the average. Organizations that can be described as symbiotic are thus key players in local youth policy processes, stable members of such collaborations, while relying heavily on their social capital and local support to manage their own operation.

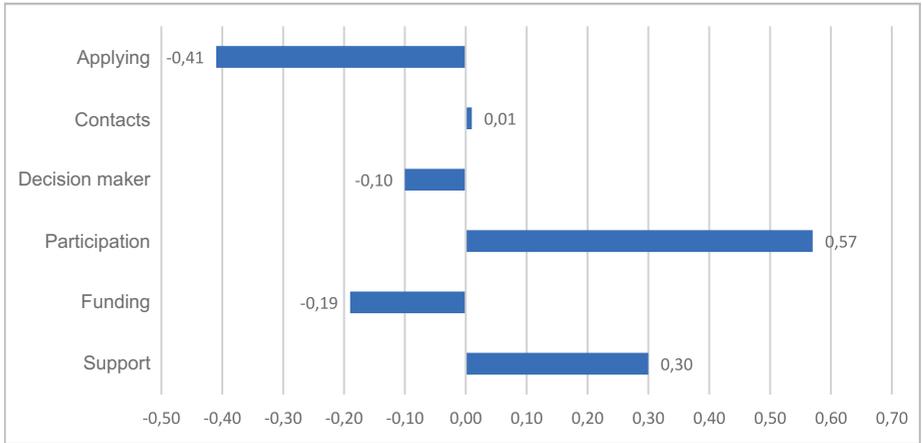


Figure 5: Deviation of the means of the group called “Symbiotic” from the means measured in the whole sample

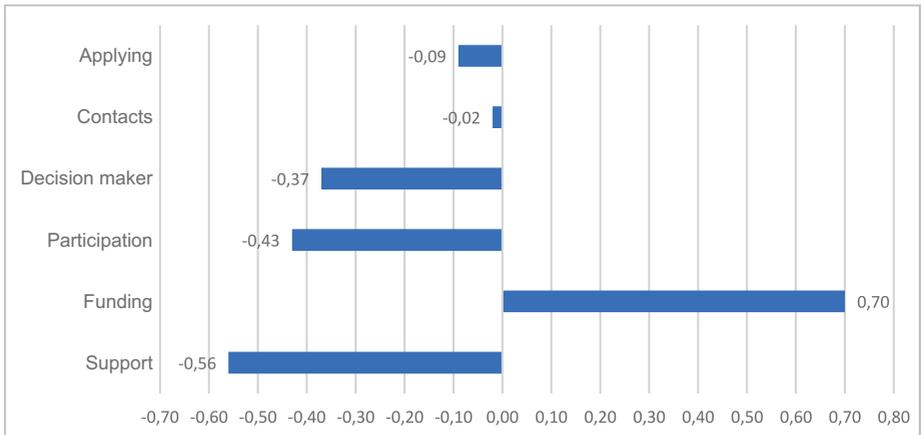


Figure 6: Deviation of the means of the group named „Survivor” from the means measured in the whole sample

In terms of our sample, the smallest group is made up of “survivors” who are clearly in the most difficult situation (Figure 6). In the field of applying, the average regularity is widespread among them, however, in terms of local

relations, there is no significant difference compared to the data measured in the sample as a whole. However, an intense relationship with decision-makers and participation in strategy-making processes is a conspicuous shortcoming. At the same time, the situation of the organizations is aggravated by the fact that only a few of them receive regularly municipal support. Based on these, it is not surprising that the lack of financial resources is a problem for all members of the group.

Examining the relationship between local embeddedness and operation, it became clear that the depth of social capital, the exploitation of opportunities for participation, and at the same time the possibilities and limitations of material resources play a decisive role in the life of organizations. It is important to see that good social capital does not always mean the possibility of participation, just as it does not involve financial negligence in terms of organizations' operation. It can be said for every fifth organization that in terms of its activities it does not strive to build a local network of contacts, to increase the local embeddedness of its own organization. At the same time, this is presumably not explained by isolation, but by operational weakness, as they do not show activity in the field of applying either.

III.4. The impact of the organizational profile on the youth service function in Romania

A quarter of the Romanian organizations that provide our sample basically have a cultural profile, so in their case, youth services are present as a complementary activity. As a result, we felt that the comparison along the two profiles (cultural and youth background) was of paramount importance. After all, this makes it possible to get to know the differences between the two types, to find the peculiarities, which enable a deeper understanding of the youth field in Romania.

To create an approximately complete picture, we performed a comparative analysis on the vast majority of the questions in the questionnaire. However - as we will refer to this as well - in many cases, no correlation was found, that is, there was no measurable impact of the profile of the given service

provider on the operation and structure of the organizations and communities in the youth dimension that we have measured.

A mixed picture can be seen regarding the age target group of the given service provider (Figure 1). While in the case of children and young adults there is no significant correlation with the main profile of the organizations, in the case of the other three age groups there is. While the adolescent age group is clearly an over-represented target group among organizations with a youth profile, the target group of adults and the elderly is more likely to occur among those who perform mainly cultural activities. This is not a surprising finding, as the range of cultural service providers is mainly libraries, cultural institutions, cultural communities, for whom the target audience is much more composed of adults or older.

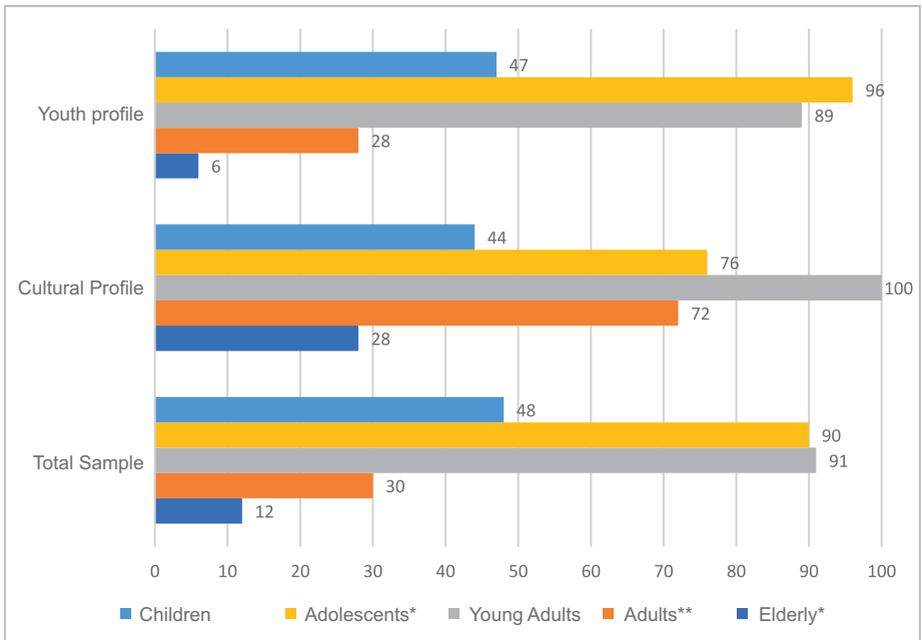


Figure 1: Correlation between organizational profile and target group composition

(percentage distribution; $N_{Youth} = 72$, $N_{Cultural} = 25$, $N_{Total\ sample} = 100$;
 $*p \leq 0,05$, $**p \leq 0,001$)

In terms of the human resources of the organizations, we did not find a significantly measurable relationship between the attributes and the service provider profile. The latter therefore seems to have no effect on youth workers or the presence of volunteers.

We did not find a significant relationship in terms of financial background either. The regularity of applications appears to be independent of the main profile of the organizations and institutions. At the same time, the receipt of municipal grants does not depend on whether the given organization is working in the cultural or youth field. As a third element, examining other sources of revenue, we came to the conclusion that no significant effect can be recorded in this area either. Neither the 2% tax, nor the CSR, nor the revenues from economic activities are more likely to occur among organizations of one profile or another.

Table 1: Correlation between the organizational profile and the source of applications and grants

(percentage distribution; $N_{Youth} = 54-65$, $N_{Cultural} = 18-22$, $N_{Total Sample} = 73-87$;
 $*p \leq 0,05$)

Proportion of submitted domestic and international applications (based on the number of units) *			
	Youth Profile	Cultural Profile	Total Sample
Domestic	84	72	81
International	16	28	19
Proportion of winning domestic and international applications (based on number of pieces) *			
	Youth Profile	Cultural Profile	Total Sample
Domestic	83	67	79
International	17	33	21
Proportion of winning domestic and international applications based on the amount of support *			
	Youth Profile	Cultural Profile	Total Sample
Domestic	77	64	74
International	23	36	26

At the same time, however, we could already note a significant relationship between the submitted applications and the distribution of the received grants (Table 1). As was the case for the entire Romanian sample, both the number of applications submitted, the number of applications won and the amounts won were characterized by the predominance of domestic application sources over international opportunities. At the same time, we found that international applications and resources are clearly more likely to occur among youth service providers from the cultural field than in the overall sample. In our sample this is especially true for the amount of grant received, where a large third of the resources came from international applications among the organizations with a cultural profile.

If we examine the range of services offered by organizations to young people, we find that there is a significant difference between cultural and youth profile providers in two areas (Table 2). This finding allows us to conclude that

Table 2: Correlation between organizational profile and service scope
*(percentage distribution; $N_{Youth} = 72$, $N_{Cultural} = 25$, $N_{Total\ Sample} = 100$; $*p \leq 0,05$)*

	Youth Profile	Cultural Profile	Total Sample
Providing information	53	64	57
Counseling*	26	4	21
Animation	18	4	14
Sport opportunities, sport programs	65	52	61
Prevention	25	12	21
Advocacy	33	20	31
Community building and development	73	56	70
Cultural events	92	96	93
Talent nurturing*	56	24	47
Other	3	0	2

in the case of the organizations included in our sample, there is no sharp difference in the sphere of activities; no particularly different supplies can be seen when comparing the two types. At the same time, it can also be stated that some of the services based on personal relationships are in the background in the case of organizations with a predominantly cultural profile. After all, counseling and talent nurturing providers are strongly underrepresented among cultural organizations, while they are overrepresented among youth profiles.

Basically, the advantage of organizations, communities and institutions with a youth profile can be grasped if we review the effectiveness of the relationship established with the youth target group or the range of services offered to them. After all, in these areas, an organization with a youth focus can be positioned in a clearly advantageous position, as opposed to an institution or organization with a cultural background. In terms of service provision, youth profile organizations are more successful (the average value is 3.46, while in the case of cultural profile the average value is 2.72)¹⁶, if we consider their own judgment. According to this, a significant relationship can be found between satisfaction related to the diversity of the range of services and the organizational profile. In terms of reaching the youth target group, organizations with a youth profile seem to be more successful ((the average value is 4.03, while in the case of cultural profile the average values is 3.24)¹⁷ based on their own judgment, so a significant correlation can be measured here as well.

Based on the regularity of self-organized events, we see that a measurable significant relationship can also be established between a given operational attribute and the organizational profile. Only 40 percent of cultural organizations organize their own programs and events at least every two to three months, the same proportion among youth profile organizations is 75 percent. Thus, service providers organizing their own program less often (up to 1-2 times a year) predominate in organizations with a cultural background; six out of ten such organizations were included in our sample. So we can see that youth-type organizations are in a better position in this field, as they can

¹⁶ Five-point scale for the provision of youth services: 1=not at all wide, 5=fully wide.

¹⁷ Five-point scale for activities related to reaching the target group of young people: 1=not at all effective, 5=fully effective.

reach and involve the youth target group several times a year through their own programs.

Outreach work is a significant slice of the youth field, it seems that the primary profile of the given service provider plays a decisive role in this field as well, as we found a significant relationship in terms of our sample. A quarter of the organizations mainly engaged in cultural activities carry out outreach work, while among youth organizations, every second service provider can be included here.

In the case of service gap areas, the organizational profile proves to be decisive in the provision of information (Table 3). Significant relationship exists: there is a more frequent lack of information provision among organizations mainly engaged in cultural activities than in the case of organizations and institutions with a youth profile. The other such area is community development, in which case youth-focused service providers record more deficits, than organizations with a cultural profile.

Table 3: Correlation between the organizational profile and the deficit or low intensity areas affecting the service circle
*(percentage distribution; $N_{Youth} = 72$, $N_{Cultural} = 25$, $N_{Total Sample} = 100$; $*p \leq 0,05$)*

	Youth Profile	Cultural Profile	Total Sample
Providing information*	13	36	18
Counseling	26	32	29
Animation	14	20	15
Sport opportunities, sport programs	22	20	22
Prevention	8	20	12
Advocacy	49	36	44
Community building and development*	57	32	51
Cultural events	43	48	44
Talent nurturing	57	48	54
Other	0	0	0

In the questionnaire, we also asked about the primary factor hindering development goals. In the case of Romanian organizations, this was clearly because of the financial situation (75%, lack of human capacity: 17%, lack of infrastructure: 7%, other: 1%). At the same time, we can see that in this field there is no different pattern between the two different service groups with different profile. That is, organizations with neither a youth profile nor a cultural profile are in a better position in this respect.

If we examine the online communication habits of organizations, we can also find significant correlations (Figure 2). A provider with a more or less regularly updated website is about twice as likely to be found among youth profile organizations as among cultural profile organizations. If we look at social media activity, we can still record a broadly similar proportional difference, in favor of youth profile organizations (Figure 3). Thus, it seems that the communities and organizations operating in the youth field are clearly in a better position in terms of reaching the target group of young people online, as opposed to their colleagues with a primarily cultural activity background.

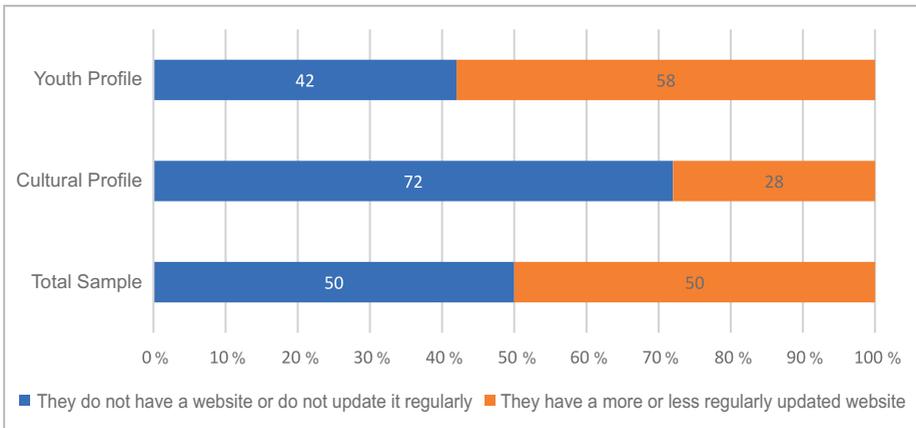


Figure 2: Correlation between the organizational profile and the activity related to one’s own website

(percentage distribution; $N_{Youth} = 72$, $N_{Cultural} = 25$, $N_{Total\ Sample} = 100$; $p \leq 0,001$)

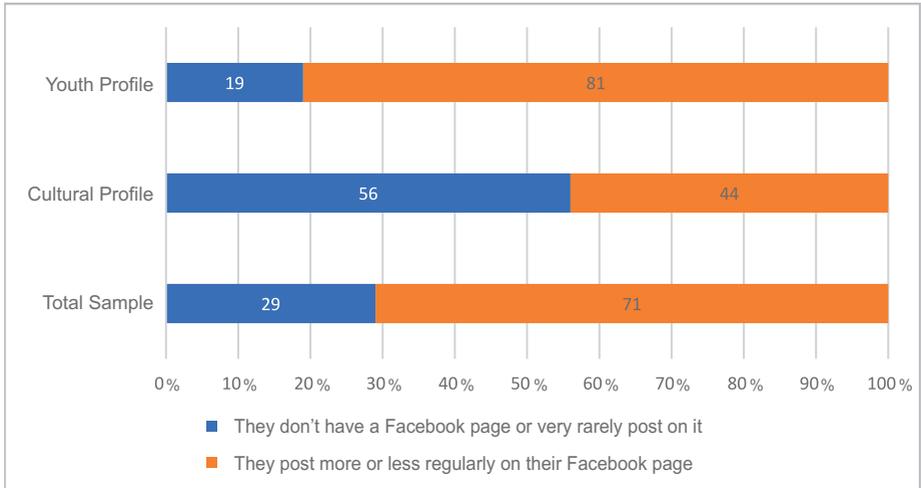


Figure 3: Correlation between the organizational profile and the activity related to the Facebook page

(percentage distribution; $N_{Youth} = 72$, $N_{Cultural} = 25$, $N_{Total\ sample} = 100$; $p \leq 0,05$)

We also found significant connection in terms of the relationship system. In the field of different territorial embeddedness, we can find on several levels that the youth profiles are in a more favorable position among the service providers included in our sample (Table 4). Whether we look at effective collaboration with other youth organizations and communities at the local, county, or national level, we can see that organizations with a cultural profile are in a much weaker position than organizations with a youth focus. The weak international embeddedness of the Romanian youth service providers included in our sample is supported by the fact that a significant connection in the field of organizational profile can no longer be captured at this level.

Table 4: Correlation between the organizational profile

and the relationship with other youth communities and organizations

(average values: 1 = no cooperation at this level, 5 = continuous and almost daily cooperation at this level; $N_{\text{Youth}} = 72$, $N_{\text{Cultural}} = 24-25$, $N_{\text{Total sample}} = 99-100$;
* $p \leq 0,05$, ** $p \leq 0,001$)

	Youth profile	Cultural profile	Total Sample
At local level**	3,7	3,1	3,5
At county level**	3,5	2,9	3,3
At national level*	2,8	2,3	2,7
On international level	2,0	2,0	2,0

The relationships established with various actors in decision-making also testify to the strength of its role in local youth matters (Table 5). Unsurprisingly, organizations with a cultural profile are at a disadvantage in this area as well (significant connection).

Working together with local decision-makers proves to be the most effective of the three for organizations with a cultural profile. The local youth advocacy co-created communities has been slightly weaker, while in the smallest extent relations established with officials on local youth issues can increase their social capital.

Table 5: Correlation between the organizational profile

and the relationship with local youth policy-youth actors

(average values: 1 = no cooperation with the given actor, 5 = fully effective cooperation with the given actor; $N_{\text{Youth}} = 71-72$, $N_{\text{Cultural}} = 24-25$,
 $N_{\text{Total sample}} = 99$; $p \leq 0,001$)

	Youth profile	Cultural profile	Total sample
Local youth advocacy communities	4,0	3,2	3,8
Local decision-makers	4,3	3,6	4,1
Local youth officials	4,2	2,8	3,8

Overall, we can say about our Romanian sample that organizations with a youth profile have a greater advantage in the field of youth services. They are more effective in reaching both the target group and in the direct involvement activities. This advantage is also proven in terms of local and professional embeddedness. In the case of cultural youth service providers, we can see that international funding plays a greater role. Online presence is less dominant for them, due in part to the fact that their target group is not exclusively and primarily the youth age group. At the same time, we must also state that there is no significant connection between the two organizations with different profiles in terms of service provision, funding background or human resources. Thus, it seems that we can talk about organizations with roughly the same structural background, but it is much more challenging for organizations with a cultural profile to reach a wide range of youth target groups than for organizations active in the youth field.

IV. Youth Service Situation – and Vision in Hungary

IV.1. Resources and background

During the twenty-six months of our project, a total of one hundred and twenty hours of audio and video material was created, which provided the basis for qualitative data analyzes. All these documentation materials were recorded during sixteen workshops, ten study visits, three conferences and two trainings. In the following, we include a structured analysis of the materials of interviews and focus group discussions that provide qualitative data collection.

During the implemented project priority was given to good practices involving disadvantaged groups, solidarity and acceptance focused communities, projects and initiatives that reach NEET youngsters, which places youth work in a strong position in relation to solving this issues. The value-type presentation and collection is included in a methodological publication prepared within the framework of the project¹⁸. In the present process, we refer only to the adaptability of the good practices learned during the focus group discussions, and the study visits so that the two publications can even be treated in parallel.

Following the topics of the workshops, we will touch on the following areas in order to draw a picture of the situation and formulate recommendations:

- Youth houses and community spaces
- Regional, national youth researches

¹⁸ Dombóvári, G. (2019): *Humánszolgáltatások fejlesztése az ifjúság szakmai szervezetknél. A felkereső munka lehetőségei a fiatalok bevonására (teljes projekt)*. Nyíregyháza, Kulturális Életért Közhasznú Egyesület.

- Youth strategy creation
- Volunteering
- Structured Dialog
- Active Citizenship
- Family and home making
- Career orientation, career choice
- Youth support
- Peer support
- Community development
- Youth service, counselling
- Major youth events
- Support system, youth profession
- Student rights

In addition to presenting the specifics of Hungary, we will also talk about the youth service provider map of the project partner countries. Thus, our goal is an international perspective that allows us to explore both intersections and national specificities.

IV.2. Characteristics of youth work in Hungary, Romania, Serbia and Austria

Hungary

In the case of Hungary, there is a significant search for professional identity in the youth field. This difficulty is mainly due to the fact that the youth profession does not have institutionalized forms and standards, as well as the related social recognition and visibility, in the creation of which the shortcomings of the governments throughout the years in this field have played a major role. Although there is a National Youth Strategy, there is no youth law, which, with its existence, would fundamentally contribute to the independence of the profession and the growth of its prestige. The effectiveness of resource creation, professional networks, training backgrounds and dialogue with

decision-makers could reach much higher level if the issue of institutionalization of the youth profession were not just an absolute commitment for the narrow professional community.

A In the context of youth advocacy, strategic planning is an important basis for structured dialogue. In this field, youth research, concepts and action plans are also being created in different settlements of the country. Looking at many good examples, the target group and the broad youth profession also play an important role. However, it should be noted that there are deficiencies in the area in terms of review and follow-up. Not only can it be seen in terms of territorial differences that these plans may have different effectiveness, but the feedback associated with them is also questionable. In this respect, too, the social recognition of youth matters and the youth profession would be of paramount importance, contributing to a stronger and more effective commitment to youth strategy-making.

In the field of research, only a few settlements collect such data before conceptual planning, as well as few refers to the results of national researches. In the latter case, barriers to data availability weaken their widespread use and legitimacy. In this area, too, it is essential for the youth profession to emerge as a partner and to reconcile the interests of the public and civil spheres.

The professional advocacy of the Hungarian youth field is carried out by several organizations. The *National Youth Council* acts as an umbrella organization for dialogue with decision-makers. The *Hungarian Association of Youth Service Providers* – also as an umbrella organization – specifically is for the cooperation of service providers. The *Ifjúságszakmai Társaság Alapítvány* mainly brings together professionals. The Eurodesk network represents the international dimension, training is provided in connection with youth programs. Every year, every two years, national professional programs are organized to exchange experiences, build relationships and expand knowledge. In addition, there are communities in the field of youth advocacy at the national and municipal level: Student unions, city and school student self-governments. Forums are also organized at the national and county levels, but they mainly express opinions on educational topics.

There are also public education, civic and youth round tables at the municipal level. At the same time, it is important to note that commonality is not present in this area either, which is why efficiency shows a strong dispersion at the national level. From the young people's point of view, it is clear that credibility and competence are the most important criteria for reconciling interests, as well as the fact that the decision-making community considers the given advocacy community as a partner.

In connection with youth work in Hungary, the lack of political socialization, which can be linked to active citizenship, is a great challenge. The need for social participation is clearly in its infancy, which is reinforced by political discourse. International youth programs are also implemented along these values and this mentality is also expected of partners. Thus, this is a confident field for Hungarian youth service providers, but the inexperience of the target group in this direction makes it difficult to validate the goals. Although there is a *National Volunteer Strategy*, volunteering is not part of the socialization of young people. The institution of school community service is not able to fulfill its indirect function (laying the foundations for commitment to volunteering). Once completed, young people are not committed to social participation and social sensitivity. No matter that a connection is established with youth organizations and communities, this form of community participation does not become part of their identity. Instead, only some cases attract the interest of young people, it is not reflected in consciousness, which is an integral part of active citizenship enter. Rather, there are only some issues that arouse the interest of young people, no awareness can be seen which should be an integral part of active citizenship.

Regarding Hungary, two national particularities can be observed in connection with community spaces, which basically determine the operation of the youth service circle in the physical space. On the one hand, we need to talk about the community points created during the *Új Nemzedék Program*, and later about the spaces that play a decisive role in the life of the county capitals. There are places where they are in symbiosis with other youth actors and communities of the given settlement, there are places where they operate in an isolated form and have a kind of suction power. The other such defining point is the establishment of the *Integrált Közösségi Szolgáltató Terek*,

which are a kind of multifunctional spaces in the life of villages and small settlements. However, in these cases, the youth dimension is less present; most of them are not even active in this field.

In addition, many organizations and service providers operate in a community space maintained by the municipality, incubator houses operate in quite a few places, including a wide range of organizations. At the same time, there are independent communities with absolute market operation, which finance their activities from applications or private grants, within which they maintain community spaces. In many cases, cultural houses and cultural institutions embody the defining youth profile in the life of a settlement. Underfunding affects the whole profession, and municipal organizations are in the best position in this area. However, a significant part of the service providers can only manage from decreased national application programs (*Nemzeti Együttműködési Alap, Gyermek és Ifjúsági Alapprogram*) and international application funds, but the competition is intensifying at both levels.

The local government relationship of organizations and communities proves to be a key factor in several respects in terms of Hungarian conditions. Not only is the established system of decision-making relations becoming more and more important in connection with local application and support sources, but it is also crucial in terms of visibility. In the context of local, regional conceptual planning, there is a clear preference for partners who are visible in the field of local or county governments.

Good relations with decision-making are therefore essential elements of youth service operation. So much so that an incomplete system of relations or possibly deteriorating cooperation in this field can even cause the operation of an organization to stall and stagnate in its development. On the other hand, it should also be noted that open city management and a well-functioning, continuous structured dialogue can make a significant contribution to young people's commitment to locality, especially in the field of advocacy.

As already mentioned, in the case of youth houses, the form of operation can be measured on a wide spectrum in Hungary, although there is no doubt that the efficiency of the spaces and the offer of service providers show an even more diverse picture. The former HAYICO system is already less followed, as the results of the questionnaire research shows; the advisory role

is less and less connected to community spaces and youth houses. Classical forms of involvement are increasingly losing their power; the emphasis is mainly on service-based connections. In this respect, addressing small communities and subcultures is becoming more and more widespread. Thanks to the transformation of free time activity habits, the community organizing force created by online tools or current cultural trends is becoming the main accomplice of youth community spaces and organizations.

At the same time, it should also be seen that there is a need to use community spaces as physical space, especially for disadvantaged young people. This basically brings to life the need for “only a place” where they are free to spend their time, in the company of their friends, casually. In connection with shopping malls, food yards are especially popular, but due to consumer compulsion or stricter rules, young people are more likely to stay there only temporarily. An undisturbed pastime is much more guaranteed by the bean bags offered by community spaces. At the same time, it is factual that there is no need for this type of community space function everywhere, especially in the vicinity of meeting places; this type of youth service becomes essential.

An increasingly topical question in connection with the transforming target group is how a community space or youth organization can define its own identity, with what functions, range of services and approach it forms its own character in the life of a settlement. Issues include: low threshold, wide range of services, addressing subcultures, encouraging activity (e.g. mentoring, support management, project planning), taking into account local, suburban needs.

The stimulus threshold for young people needs to be broken, which is increasingly challenging today. It is not enough to meet with them; you also have to look and for their motivation and give them motivation, which promotes longer-term involvement, i.e. sustainability. The greatest gentleman in the field of reaching is still experience and recommendation. Due to the shortcomings of the recognition and visibility of youth work in Hungary, the meaning of the range of available youth services is not even known to young people in most cases. This is especially true for disadvantaged and NEET youngsters, who are even less informed and in the worst position in terms of access.

It is important that sustainability plays a key role in involving communities, so instead of project-based thinking, activity-based, long-term planning pays off. It is an undoubted fact that the application exposure and underfunding of the sphere do not provide a favorable environment for this.

Schools are still the primary resource for youth communities and organizations. School outreach work is built around reaching a large number of young people, in many cases based on reciprocity. Organizations are given the space to address the target group, and schools are rewarded with information about opportunities, group sessions, possibly program organization or ensuring event equipment.

However, a network of contacts focusing on educational institutions is problematic in several respects. On the one hand (in most cases) students from higher education institutions are excluded, who, as young adults, are part of the youth target group. In Hungary, the forms of community spaces and forms of services connected to higher education institutions that would be related to youth organizations have not been developed. On the other hand, young people who are clearly disadvantaged in terms of access or NEET do not come into view, at most due to territorial specificities (e.g. around residential, in segregated neighborhoods). Thirdly, young people who are present in the labor market are not included in the scope of youth organizations - although they could get many opportunities in the field of family planning, self-education and counseling through service providers.

Nowadays, young people do not need the kind of information or counseling that they did at the time of setting up youth offices in Hungary. They are much more interested in clubs and thematic community experiences. In connection with new types of community organizing trends, they need new forms of meeting, which simultaneously provide the fulfillment of the need for socialization, as well as the field of self-realization. The competence-based approach, non-formal methods, and the emphasis on self-development all contribute to experiential learning, sensitization and the strengthening of social cooperation.

There are spectacular regional differences in the range of services, thanks to the fact that the needs of each settlement also fundamentally determine the needs of young people. The opportunities for youth work are therefore

territorially divided, and significant differences can be found between the different regions of the country. In the life of quite a few settlements, major youth events are decisive in local youth life, and sustainability is guaranteed by the power of creating tradition. Mobilizing young people for community purposes is not easy either, especially those related to environmental protection or charitable purposes are of interest.

In connection with the range of services, there is a significant demand for career-related activities in Hungary. Due to the fact that the state counseling offices are too busy, the demand for such sessions and information provision is increasing in youth organizations and communities. Especially nowadays, skills development, language learning, gaining experience abroad, strengthening social competencies, and awareness, and being up-to-date with digital tools are becoming increasingly important. These are precisely the areas that are becoming less and less important in the education system, thus causing an irreversible drawback for disadvantaged young people with learning difficulties, experiencing cultural segregation and social or material exposure. The consequences also affect plans and opportunities for further learning, as well as the chance of prosperity in the labor market.

Regarding the human resource composition of the Hungarian youth service environment, we can see that in addition to pedagogical, cultural, social and community organizing knowledge and experience, the skills acquired at NGOs are also becoming increasingly important. Not only in terms of local knowledge, but also in terms of social capital and resource creation, the experience and vision gained in the field of non-governmental organizations is essential.

In many places, we see evidence of how decisive a person is as a driving force in local youth affairs. The key to this is complex in most cases. Among other things, broad insight, good communication strategy, strong mediation ability, professional commitment, knowledge of the state and civil service providers are key attributes.

A strong personal background, a well-functioning structured dialogue, a diverse range of youth service providers, and an active youth life can make a major contribution to making young people fonder of staying at their municipality. In this field NGOs can be an effective partner for local municipalities. At

the same time, it can be seen that in some large cities, in addition to the benefits offered by local conditions (educational supply, infrastructure, economical aspects, labor market opportunities, etc.), there is not enough emphasis on youth conceptual planning. In their case, retaining young people is less of a challenge, so the pillars of strategy-making and/or structured dialogue in these settlements are neglected or not developed.

Romania

In the case of Romania, there is also ministry, municipal and Hungarian-run youth spaces. Underfunding is clearly common, but there are significant differences between different spaces. This is explained by the fact that the youth profession is completely rudimentary, quasi self-organized. What is a significant driving force, however, is the youth life associated with offices organized around political parties. There are youth clubs in many places, but these are mainly present in the vicinity of minority parties. There is no nationwide community space network at all, and no standards have been set for this. There is also a wide variation between local and county offices in terms of professionalism, infrastructure or scope of activities.

The self-definition of youth work in Romania is also burdened. Thanks to the sports and youth board structure, sports are the main focus. There are municipal youth funds, but they are mainly used for cultural activities. The local operation of Eurodesk is complex, and an international program can only be organized through the school inspectorates.

Due to the complete lack of youth work and youth profession, networking of youth houses does not exist or there is no training structure. There is no specific training opportunity in either the higher education or adult education system. Those working in the youth field are mostly psychologists, sociologists, philosophers who work with young people. However, in pedagogical circles, they try to disseminate non-formal tools, experiential pedagogical methods, but there is no real way to apply this. Although there is a youth law in Romania, the lack of a specific application methodology in this area and the underfunding fundamentally determines the area of operation and opportunities.

Youth life in Romania is mainly related to events, after which it is very difficult to keep young people together, they are typically scattered. Hungarian minority organizations are also leaders in the youth field, and their mobilizing power is much greater than that of Romanian organizations. This is partly explained by the stronger need for cohesion due to the minority life in the case of Hungarian organizations and Hungarian youth. All in all, a major disadvantage of the national youth field is that no form of institutionalization has taken root. Mostly young people with wide-ranging, international experience and community organizer ambitions carry out activities the youth, for its organization.

For Romanian youth service providers, sports or leisure programs are the most popular, due to their ease of organization and low budget. Outreach work is more occasional, there is no established, continuous relationship with educational institutions. Major youth events can be found in almost all counties, they are mainly organized around concerts, but most of them are initiated by Hungarians. Community development as a youth service is not defined. There are communities, but their development and mentoring are not goals, and the training background is incomplete in this area as well.

There is no established protocol for career choice, the class teacher and the school counselor are helpful in this area, but it is mainly the parents who give the young people their primary base in this matter. Further education decisions are hampered by the fact that Romanian higher education institutions have a rather low prestige, instead of skills development, the given career path and profitability are emphasized in career orientation, for many foreign educational institutions are more attractive (Hungary, but also Western Europe if they have more serious goals). Emigration affecting the under-35s is very significant in Romania, which is already a topical issue for young people in the context of further education.

Structured dialogue works well in municipalities where members of the decision-maker or city council have gained experience in a youth organization. In their case, the development of openness and youth dialogue is easier. Student councils and student governments operate at a national level, but neither forums nor reception days help to broaden the platforms for structured dialogue. There was an example on creating Student Parliament in the

country, but it does not have any tradition, thus, sustainability could not be achieved either. The role of NGO umbrella organizations is minimal, and there is no professional advocacy.

Developing an attitude to active citizenship is not part of socialization, and young people's public interest is low and declining. Initiative skills are not typical; they rather only join already operating activities and programs. Due to the lack of need to participate, the young people involved in volunteering often seek their own interest.

There is also a gap in youth research, there is no real demand, and mistrust of the data is strong. Primarily, data on employment and further education are collected as career trackers. If research is carried out that also probes young people, it also tends to affect young people only superficially and the conclusions are very incomplete. Youth strategy-making is clearly pushed into the background, there is no such commitment from decision-makers.

Austria

The aim of Austrian youth policy is protection, prevention, integration and support, the establishment of professional networks is also linked to this. There are several pillars at national level: youth law, youth committees, youth parliament, and youth officials. Youth strategy-making is primarily based on youth participation, aiming at long-term planning with strategic tools, the ministry only coordinates this. The framework for youth assistance is guaranteed by federal law, to which professional supervision, coordination and control are also linked. As a result, the profession has standards, an appropriate regulatory environment, and a training background.

Research related to the habits of the youth age group is organized by an institute with a state mandate background established for the study of youth culture. In addition, data collection from universities and other research institutes is also done with a youth target group. Exploration of intercultural customs and attitudes is given great emphasis in the data collection. At youth policy level, the importance of coordinating the structured dialogue, with an assigned funding background, was given. There are advocacy communities mainly in larger cities. The structured dialogue operates mainly under state

governance, with youth agencies supporting its maintenance as part of the provincial structure.

In the case of Austria, the cultural dimension is strong. By this we mean the range of cultural activities, and thus the communities organized around cultural institutions, as well as alternative groups. Religion, music and the arts give a dominant theme to major youth events.

A strong network operates among the youth centers of the country, with a significant low threshold. Transparency is an important criterion due to the fact that high quality standards are linked to the operation of youth spaces.

In terms of the range of services, counseling plays an important role, but its primary bastions are educational institutions, but in the case of individual or career counseling, youth organizations gain a larger slice. Great emphasis is placed on supporting counseling, especially in connection with career choices, and the training of professionals is also part of systematic thinking.

Volunteering takes many forms of community, but these are not ad hoc attachments. In Austria brass bands, scouts, firefighters and the *Red Cross* are the most popular communities. Young people are fundamentally interested in politics and public life, and are also active in community movements. The existence of student leaders is regulated by law, and the youth parliament helps to process a current issue.

Serbia

Looking at Serbia, we can talk about the worst situation in terms of youth work and services in relation to the four countries. Not only the lack of a youth profession, and thus youth assistance, has not spread in the country, but community spaces have not been created either. Especially not in the sense that can be experienced in the case of other EU countries, in a regulated form, it would be accompanied by the establishment of a service environment enabling youth access and involvement. As such, networking is not present either, and the scope of activities of cultural houses in the classical sense is not linked to a dedicated youth assistance or service offer.

The structural system of youth advocacy is also weak. There are school parliaments at school level, but there is an almost complete lack of

commitment to networking and structured dialogue. At the same time, active citizenship is not typical for young people either, there is no tradition of volunteering in Serbia.

We cannot talk about the institutionalization of the youth profession, neither the training structure nor the professional advocacy works. There are no branches of youth community organization related to youth work. The Serbian youth resources and grant opportunities are severely limited; by contrast, more specific opportunities are at international programs. Despite all this, there are well-functioning communities and organizations in several parts of the country that seek to reduce measurable deficits by incorporating international good practices.

IV.3. Possibilities of development and recommendations for youth work in Hungary

In the former, we had the opportunity to outline national situations across four countries. They are at once bore some advantages, disadvantages, presented development areas and shown efficient operational forms, habits and blind spots too. Just as the focus of our project was developing opportunities and the adoption of good practices, so the exploration of the situation would not be complete without formulating our recommendations.

In applying all three of our data collection methods, we sought to learn as many good examples and transferable practices as possible, either within the country or internationally through our partners. And their adaptation is not only useful and indispensable in terms of our own organizational functioning, but it can also provide a helping hand for the development of the entire youth work and youth profession.

The discussions revealed that the Hungarian youth assistance, youth work and the youth profession are not sufficiently institutionalized areas of the service system either. As a result, the social recognition and visibility of all this is very low. It is therefore important to take this starting point into account and keep it in mind at all times, while examining the possibilities of Hungarian youth service providers.

In the following, based on the experience of the Hungarian service environment, we created an analysis summarizing the development directions and focus points based on the triple unit. Accordingly, we need to focus on the **impact** on youth work, which shapes the existing environment, structures opportunities and gives room for maneuvering it. On the other hand, the **deficiencies** that can be diagnosed in the field, which frame the extent of the development potential, are a burden on professionals, helpers and youth service providers. Thirdly, the **vision** cannot be ignored either, which predicts the need to keep up and the need for long-term sustainability.

Impact

With the transformation of the free time activity habits of young people and the spread of online tools, the concept of community spaces has also gained a new interpretation. Today, a pub quiz or a festival is much more attractive than an information and counseling community space for young people. These new forms also involve the creation of new communities.

These spaces can add a new dimension to outreach work for civil and youth service providers. After all, the outreach service as a form of reaching out is becoming more and more relevant today. Due to the fact that young people visit youth house less and less, if they do, it is mainly related to one program, but even then smaller subcultures can be addressed primarily. Adaptation to new forms, doing stands related to new types of youth spaces can greatly contribute to the renewal of youth work.

With the proliferation of online tools, we know that not only do young people enjoy its benefits, but they also face its disadvantages. That is why it is important that online space as a communication channel is at the same time a platform for involvement.

A significant part of social contacts is now taking place in the online space, as a result of which the stimulus threshold of young people is rising higher and higher, it is a great challenge to address them with a printed poster. The question, then, is how physical spaces can adapt to online challenges. It can be a key moment to provide support offline to online organizing communities

- whether it's a meeting point, mentoring or helping with project planning. And when it comes to outreach work, using interactive tools to get or keep young people's attention (innovative presentation platforms, online quizzes, etc.) can help a lot during classes or doing stands.

The establishment of the School Community Service (IKSZ) could serve to strengthen the link between young people and the NGO youth sector. However, for young people, in many cases this is accomplished without a goal, it is a mandatory evil, without content, it is realized in the absence of a social participation attitude.

The institution of IKSZ could promote the democratic participation of young people and the learning of volunteering. It would therefore be important to monitor the conditions of performance, to provide young people with real training and to fill the voluntary activity with content that contributes to the participants' longer-term commitment to these forms of social participation. They can get to know organizations and communities, become more open, and become more sensitive to public issues and problems based on their experiences. Implementing a government measure is inconceivable without reviewing it. Professional consultations allow for the development of the necessary training for facilitators, the incorporation of feedback and the development of essential dialogue systems. Furthermore, the discourse concerning the provision of adequate resources is also essential, as coordination means a strong capacity commitment for a significant part of non-governmental organizations and youth service providers.

The state-maintained community spaces created during the Új Nemzedék Program basically determined the operation of youth houses in Hungary. Partly by expanding the range of youth service providers in each settlement, and partly by achieving a concentration of resources and target group, in some cases even having a strong impact on the operation of other spaces. Because of the current program closure period, the expected transformations will bring about further changes. More importantly, the framework for the long-term sustainability of the project, the specific project objectives and the

foundations of the quality assurance system that accompanies the operation are not visible.

A major challenge for current youth service providers is to find forms of cooperation with the ÚNP spaces. It is indisputable that continuous transformation is not conducive to stability and predictability. And for NGO members, it is a particularly big question to what extent a network of state-maintained community spaces can reflect local needs, to what extent it is able to channel the needs of young people, and how much flexibility we can talk about in these spaces. Of course, we can see many good examples within the network, but there is no doubt that this cannot be said about all offices. This fragmentation clearly makes it difficult to develop standards related to youth work, the possibility of creating professional conditions in a uniform way, which can still provide a kind of response to changing needs. Joining professional networks and involving professionals more widely in the future planning of the network can be a step forward, given the complexity of the range of stakeholders.

In terms of the existential well-being of the young age group, it can be characterized as strongly mobile. There is already a migration of young people in connection with their further education in secondary school, which is why it is a great challenge to attract them back. This is especially true for small rural settlements, as well as settlements that do not have higher education institutions or offer lower-level further education opportunities, as well as economically disadvantaged regions.

From the point of view of retaining young people, it is unavoidable to ensure financial opportunities and prosperity, but national research also highlights that prospects and livability are of much greater importance. As a result, local strategy-making can be a key element in reducing emigration, making a settlement more attractive in terms of settlement. A well-paying job is not enough, it is important that a young person can plan in the long run in the given settlement. Appropriate infrastructural conditions must be provided, while cultural and leisure opportunities are expected. The development of a livable cityscape and the implementation of conceptual planning based on youth involvement can certainly be a key factor in improving the situation of aging settlements caused by emigration.

Deficiency

The lack of self-definition, more precisely the progress in its enforcement, appears to be an unavoidable problem in the youth profession. The area does not have a fixed operational framework, institutional system, career image, specially dedicated operational and support funds. As a result, it does not have enough recognition backing it, either from the government or from society as a whole.

Professional networks and umbrella organizations play a significant role in strengthening the identity of youth work. It is important to develop an effective system of dialogue, not only with members and networks, but also with decision-makers. Thanks to this, the profession can gain legitimacy in its own form, which would fundamentally help to improve the financing situation, build a position in the education system, set professional standards, and increase prestige in the eyes of society. At the same time, the coordinating role and responsibility of the state must have a greater importance.

It is a great challenge for the profession to develop appropriate dialogue systems and maintain effective professional networks. However, the responsibility for effective advocacy burdens these networks.

A strong shortcoming of professional networks is that they do not create continuous and effective professional trainings and meeting opportunities, which could effectively contribute to the exchange of experiences of the members of the networks, as well as to the expansion of their contact and knowledge capital. As there is no institutionalized training structure, the development of the acquired university knowledge is not possible either. Thus, the key moment in this field is the way of outlining a unified career image, which, by integrating different levels of knowledge, is able to establish a predictable standard of youth professional training. Advocacy networks in the profession have a major role to play in achieving this.

A significant part of those working in the Hungarian youth profession have at least 10-20 years of experience. However, addressing the youth target group is an increasing challenge for them. Although the supply of young people has

been/is constantly coming, with the continuous transformation of the forms of education the professional knowledge base is incomplete, its compatibility and adaptability is questionable.

Youth work must involve young people, contemporaries who are able to understand the target group, speak their language and keep up with them. Although this is an increasing challenge for the younger ones as well, due to the age gap between the shrinking generations. The task of the training and further education system is to adequately prepare young people, in an increasingly difficult area, while at the same time facilitating the effective use of tools that make reaching the target group and to ensure that they gain effective practical experience. For this, long-term planning and the development of a sustainable career image are essential - by fixing the professional knowledge base that can be acquired at different levels of training.

The youth age group is captured in many ways by studies and researches. Both the lower and upper limits are quite flexible in terms of age. The upper age limit is particularly important given the period of prolonged independence (post adolescence).

An important issue for youth services is the twenty- and thirty-year-olds, who are increasingly difficult to reach, thanks to the fact that NEETs are the most likely to be found in this age group. Including, reaching out and involving young people in higher education or entering the labor market, as well as young people not in the care system, most of whom are disadvantaged, should be part of youth work. Effective co-operation at the local level can be a catalyst for involvement, as can the presence of outreach work at events targeting young adults.

Vision

In connection with the prolonged independence that appears in the lives of young people, we also have to reckon with the difficulties of family planning. The expansion of international experience opportunities and the diversity of educational offerings all contribute to the fact that existential stability

comes to a young person's life later on. This is why service providers also have a key role to play in career guidance and family planning.

Although counseling in the traditional sense is becoming less and less popular, the operation of psychological or life clubs (rather its community forms, than individual counseling), or even the establishment of related forums and exchanges, can provide an opportunity for young adults. This is particularly important for disadvantaged young people, for whom access to different fields is also declining. Outreach work in this regard may include the organization of clubs or activities in small settlements.

Traditional forms of community building are now increasingly disappearing from the lives and needs of the youth. Camps are more enjoyable for children; young people are more at home at festivals.

This kind of transformation of free time activity habits and forms of community building is another challenge, but catching up with it is essential. More and more festivals have an NGO village, inviting civil service providers, which contributes not only to the expansion of outreach work, but also to the expansion of access opportunities. Exploiting these opportunities is one of the keys to the sustainability of youth work.

Community-based organizations, which are becoming more common today, are one of the types of bottom-up initiatives. Not only do they create bastions of social participation by organizing along a noble cause, a charitable goal, or a local need, they also take their share of community organization.

For service providers, these communities, thanks to their innovative forms, primarily address and involve the younger age group. Thus, it is important for service providers to be able to connect with these communities, whether they provide them with a location or resource mentoring. Cooperation can be based on reciprocity, and its sustainability can be significantly promoted.

We can meet more and more often with non-governmental organizations and communities that operate in the form of social enterprise. Due to the underfunding of the youth field, application is an almost indispensable need for most active organizations. However, their predictability is low.

Building market-based sources of revenue can be one of the keys to the survival of youth workers. Whether it is room rental or the sale of various services on the market, it can greatly contribute to sustainable operation and long-term planning. It is through them that the exposure resulting from the lack of operational resources can be reduced.

Nowadays, it is not uncommon for private supporters to appear, who strengthen civic activity, while contributing greatly to the operation and maintenance of organizations and communities. In connection with social responsibility, many companies and institutions support functioning communities, but the appearance of individual supporters is also becoming more widespread.

It is a huge opportunity for non-governmental organizations, especially in the case of service providers operating in the youth field, to find and address such supporters. This form can alleviate the already mentioned dependence on application funding. Cooperation with companies can also mean reciprocity, during which program organization or even consulting can take place – e.g. family day, preparing young workers. While linking donations collected to a project to a charitable purpose also allows for the appearance of private donations.

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