

Youth Working Group Workplan

Theme 1: Develop a global Community of Practice for youth engaged in wetlands to share knowledge and raise visibility						
Resolution	Outcome/ Output	Tasks	Priority level (completion date)	Audiences	Co-Contributors	Finance (cost estimate & funding source)
<p>Resolution XIV: 12</p> <p>Align the youth activities of the Convention on Wetlands with the youth networks, programmes and consultative bodies and multilateral agreements, including youth-focused events as international meetings.</p> <p>Develop youth-focused messaging and programme materials for World Wetlands Day and other international days relevant to the Convention.</p>	<p>1.1: Online Community Platform: Create an online community platform for youth to engage in networking, information sharing and capacity-building; and curate insights for Contracting Parties (CPs).</p>	<p>1.1.1: Create an online community platform that is free to join and be accessed via phone or computer – need to decide on what platform host (eg., Mighty Networks or other)</p> <p>1.1.2: Allocate ongoing platform funding</p> <p>1.1.3: Set access requirements/ restrictions and other safety protocols</p> <p>1.1.4: Design the structure of the platform</p> <p>1.1.5: Assign the platform host/s and admins</p> <ul style="list-style-type: none"> Agree who will manage the Community of Practice and how this will happen on a rotating basis Create a role description to support this 	High (31/12/2023)	Global youth engaged in wetlands (ages 18-35)		Option 1: Mighty Networks - \$99/month (\$1,188/year) – source?
	<p>1.2: Create a Programme of Engagement: Engage youth globally and populate the online platform with content of value to support youth and policy-makers in their advocacy for and delivery of wetlands projects.</p>	<p>1.2.1: Create a plan for engaging youth to join the platform:</p> <ul style="list-style-type: none"> Existing YWG members, Ramsar Secretariat Junior Professionals, YEW core team and wider membership Social media campaign to promote the platform Existing members send personal invitations for youth engaged in wetlands to join Inviting CPs to nominate or invite youth to join <p>1.2.2: Develop content for the platform:</p> <ul style="list-style-type: none"> Decide what content will be developed by the platform hosts/admins and what can be posted by the platform’s community Create opportunities for experiential learning activities which raise youth voices from across the CPs (such as creating the opportunity for youth to present case studies and explore what is replicable in other spaces) 	Medium (30/6/2024 – ongoing)	Global youth engaged in wetlands (ages 18-35) Ramsar National Focal Points and Youth Focal Points		
	<p>1.3: Have inter-generational mentors: Identify and invite inter-generational mentors into the Community of Practice</p>	<p>1.3.1: Set up a mentorship scheme for young wetland professionals:</p> <ul style="list-style-type: none"> Write clear role description and expectation of levels of involvement for both mentors and mentees Write TOR for how the mentors will be managed to maintain relationships and ensure safeguarding compliance of the mentors 	Low (31/12/24)	Global youth engaged in wetlands (ages 18-35)		

	to support youth engagement as appropriate.	<ul style="list-style-type: none"> Assign the role of who will manage the mentorship scheme and ensure compliance 		Mid-late career wetland professionals		
	Outcome/ Output	Tasks	Priority level (completion date)	Audiences	Co-Contributors	Finance (cost estimate & funding source)
	<p>1.4: Build the interface with other Youth Organisations: Build processes and agreements that facilitate connectivity between youth organisations, to create a global movement of youth engagement, with clear entry points for CPs.</p>	<p>1.4.1: Create a stakeholder map of relevant youth organisations 1.4.2: Create a contact database with focal point contacts from each organisation 1.4.3: Organise meeting(s) with key youth organisations to understand each other’s objectives, interests and activities and where our work overlaps, opportunities for collaboration, gaps and avoiding duplication of work 1.4.4: Workshop and agree on dynamic processes for communicating and collaborating to not get swamped in bureaucracy</p> <ul style="list-style-type: none"> An example might be to have a representative from the other organisations join the YWG community platform (and vice versa) to liaise between organisations <p>1.4.5: Establish systems/ processes to make it is easy for CPs to know how to engage with the collective of youth organisations, to enable them to bring youth into spaces</p> <ul style="list-style-type: none"> An existing process is for each CP to appoint a Youth Focal Point – they can be the point of liaison and access to the YWG platform and other youth organisations The CP Youth Focal Point should also connect with other youth delegates in their government department, to connect in with other youth initiatives in their region 	Medium (30/6/2024 – ongoing)	<p>Global youth engaged in wetlands (ages 18-35)</p> <p>Other global youth organisations in the biodiversity/ climate/ water space</p>		
	Outcome/ Output	Tasks	Priority level (completion date)	Audiences	Co-Contributors	Finance (cost estimate & funding source)
	<p>1.5: Produce youth-focused messages via the platform: Curate insights from the online community platform to produce youth-focused messaging for World Wetlands Day, other relevant international days and international events.</p>	<p>1.5.1: Create dedicated channels in the online community platform for curating youth-focused messaging and communication materials</p> <ul style="list-style-type: none"> An example of this might include a channel inbedded within an event organising page, that focuses on youth brainstorming key messages and communication materials for that particular event Consider protocols around whether consent needs to be sort to use the wording and whether the author’s name needs to be included with the quote <p>1.5.2: When developing messaging, create variations of the message that appeal or cater to different target audiences:</p> <ul style="list-style-type: none"> Create messages which link back to the value proposition to youth about the value of their engagement, by addressing the problems that they are experiencing Create messages to CPs policy-makers which link to a value proposition about the value of youth engagement on wetlands, by addressing the problems that 	High-Medium (WWD-2/2/2024)-ongoing	<p>Global youth engaged in wetlands (ages 18-35)</p> <p>CP governments</p>		

		they are experiencing in youth unemployment, emissions targets, green/blue economy transition				
	Outcome/ Output	Tasks	Priority level (completion date)	Audiences	Co-Contributors	Finance (cost estimate & funding source)
	1.6: Curate strategic insights from the Community of Practice: Inform the new Strategic Plan (SP5) and future strategic planning with up-to-date insights from youth actively engaged in wetlands restoration around the world.	1.6.1: Explore with the Strategic Plan Working Group (SPWG) what insights are valuable for informing SP5 and curate these, in an agreed format, with relevant parties 1.6.2: Work with the SPWG in conducting engagement and consultation of SP5 with the youth stakeholder group: <ul style="list-style-type: none"> Plan out a range of engagement and consultation approaches such as social media campaigns, email newsletters, side events, word-of-mouth, etc, and create approaches that are both centralised (Secretariat YWG-led) and decentralised (led by different organisations and regions) Coordinate targeted engagement and consultation with different youth groups, such as regional representatives of the Secretariat JPO's and YEW tailoring their engagement to their region with, for example, language translation and different approaches or platforms for engagement 1.6.3: Ensure that the youth stakeholder group is consulted with at every stage of the development of the SP5 <ul style="list-style-type: none"> At a minimum, ensure that a YWG member is present in the SP5WG 	High (31/12/2023-COP15) - ongoing	Global youth engaged in wetlands (ages 18-35) SPWG		
Theme 2: Capacity-Building with Youth to enable their participation in negotiating and decision-making spaces, and in projects on the ground						
Resolution	Outcome/ Output	Tasks	Priority level (completion date)	Audiences	Co-Contributors	Finance (cost estimate & funding source)
Resolution XIV: 12 Identify capacity-building activities to assist Contracting Parties to implement strategies to engage youth. Report to the Standing Committee, including any recommendations about capacity-building and policy guidance for Contracting Parties.	2.1: Know <u>which</u> spaces to be in: Produce guidance on which negotiating and decision-making spaces to access, including the creation of a side-event at COP15.	2.1.1: YWG, in collaboration with the Secretariat, to produce guidance on which spaces to access (and why) and share with the Community of Practice over the next 2-3 years. Discuss and develop the guidance via the Community of Practice activities. <ul style="list-style-type: none"> create a value proposition to CPs which outlines the problems that they have in these spaces, which would benefit from youth engagement and perspectives as part of the solution provide clear guidance on the role of young people in the negotiation and decision-making process and what their meaningful contribution might look like, backed up with case studies and best practice examples from the Community of Practice provide clear guidance on what could be considered as “youth-washing” at an event, to enable CPs to avoid this work with the Secretariat to create checklists, process maps and role descriptions for CPs, to provide guidance on how to engage youth in spaces 2.1.2: Create a rolling calendar/s in the online community platform, listing strategic events for the YWG to participate, noting what sort of participation is suggested, the level of commitment/attendance/organisation required, etc	Medium (30/6/2024 – ongoing)	Global youth engaged in wetlands (ages 18-35) CP governments Event hosts/organisers		

Coordinate a youth-focused side event and enable youth participation at meetings of the Conference of the Contracting Parties, in cooperation with the host country of the COP.		2.1.3: Organise a youth-focused side event at the Ramsar COP15 with a specific strategy for engagement and impact required 2.1.4: Explore participation in additional side-events, or presence, at UN Secretary General's SDG Summit in September 2023 and Summit of the Future 2024				
	Outcome/ Output	Tasks	Priority level (completion date)	Audiences	Co-Contributors	Finance (cost estimate & funding source)
	2.2: Plan tactical and strategic engagement: Plan what to bring to the table in negotiating and decision-making spaces by learning from other events and activities, such as Stockholm50.	2.2.1: Undertake research to learn from other youth engagement activities, such as in Stockholm 50, about why, how and what to bring to the table to make impact 2.2.2: Develop specific materials in preparation for each event that the YWG participates in, and in doing this, create templates for future events	Low (31/12/24)	YWG and online youth community		
	Outcome/ Output	Tasks	Priority level (completion date)	Audiences	Co-Contributors	Finance (cost estimate & funding source)
	2.3: Empower youth to 'BE' in negotiating and decision-making spaces: Achieve this through a series of 'how to...' training events and resources which build their competencies to be a voice in these spaces. Additionally: ➤ Share the intersectional map ➤ Share the value proposition	2.3.1: Develop a series of 'how to...' capacity-building resources in collaboration with the Secretariat: <ul style="list-style-type: none"> Recognise the format, process and tactics Develop negotiating skills Develop stakeholder engagement skills Be able to 'pitch' wetlands as a nature-based solution Know how to create an MOU or Agreement with Government on wetlands Have a networking conversation 2.3.2: Create a channel/library in the online community platform to publish the 'how to' resources for members to read in their own time 2.3.3: Host webinar sessions presenting the resources and giving specific practice examples 2.3.4: Provide guidance and training to youth delegates including role play with inter-generational mentors 2.3.5: Create spaces to connect youth delegates attending the same event as well as post-event peer-to-peer learning to up-skill future youth delegates 2.3.6: Set targets to increase the number of youth delegates to Standing 2.3.7: Committees and Conferences of the Parties including with gender, regional and diversity considerations	Low (31/12/24)-ongoing	YWG and online youth community		
	Outcome/ Output	Tasks	Priority level (completion date)	Audiences	Co-Contributors	Finance (cost estimate & funding source)
2.4: Build technical and core competencies:	<u>2.4.1: Stakeholder engagement:</u> <ul style="list-style-type: none"> Consider creating a stakeholder engagement tool for identifying, mapping, prioritising and exploring benefits and limitations for stakeholders 	Low (31/12/24)-ongoing	YWG and online youth community			

	<p>Empower youth through building competencies essential for youth engagement, leadership and application in the workplace on wetlands conservation through training, toolkits and resources</p>	<ul style="list-style-type: none"> • Develop and conduct training to build stakeholder engagement competencies: <ul style="list-style-type: none"> ○ How to use an Empathy Map to clarify and validate problems (and their root causes) of specific stakeholders, as the foundation for generating ideas and developing solutions ○ How to use the different parts of the Stakeholder Engagement process ○ How to share insights to the Community of Practice <p><u>2.4.2: Engaging with government on government-owned wetlands:</u></p> <ul style="list-style-type: none"> • Consider creating a toolkit specifically for engaging with Government on government-owned wetlands. For example, the Rwanda Wetlands Restoration Youth Initiative. <ul style="list-style-type: none"> ○ Create templates on: <ul style="list-style-type: none"> ▪ Advocacy campaigns. ▪ MOUs and Agreements with government bodies. ▪ MOUs and Agreements with other partnering organisations. <p><u>2.4.3: Co-design with government on projects:</u></p> <ul style="list-style-type: none"> • Develop clear guidance for CPs on how to co-design wetlands projects with youth, bringing them in at the start of projects. • Give youth the tools to understand wetlands as a whole community solution. Give them the tools to express this to the community. • Consider creating an innovation toolkit based on design thinking that CPs and young people can use together. • Consider creating a 'co-design' clinic via the Community of Practice which enables CPs to bring their project for guidance from young people with expertise in wetlands conservation projects. • Explore specific examples of how youth can engage on Government-owned wetlands sites. <p><u>2.4.4: Leadership for today and the future:</u></p> <ul style="list-style-type: none"> • Consider creating a training to explore together what leadership in wetlands conservation looks like today as young people, in different roles, including: <ul style="list-style-type: none"> ○ A stakeholder engagement exercise in this context to help young people understand government/non-youth stakeholders' requirements and needs. ○ Connect leadership with trust-building between stakeholders. ○ Connect trust-building with recognition of each other's competencies. ○ Explore the future and what leadership roles will need to evolve into. 		<p>CP governments</p>		
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	Outcome/ Output	Tasks	Priority level (completion date)	Audiences	Co-Contributors	Finance (cost estimate & funding source)
	<p>2.5: Embed impact through training grounded in experiential learning and behavioural science: Build academic, life and workplace competencies via experiential learning in wetlands projects and ensure that behavioural science is embedded to ensure impact and behaviour changes. Use tools, where possible, which allow for monitoring and</p>	<p>2.5.1: Consider creating toolkits for experiential learning wetlands projects, for use in different educational spaces, for different ages, using case studies. 2.5.2: Embed behavioural science, using the work of Dr Anastasia Tikhonova, to increase behaviour change and impact. 2.5.3: To create buy-in from educators, ensure that these are clearly linked to curricula subjects and what competencies are being developed.</p> <ul style="list-style-type: none"> • Integration with 'Entrepreneurial Education' competencies frameworks, such as EntreComp would be beneficial. 	Low (31/12/24)-ongoing	YWG and online youth community CP education system		

	evaluation to encourage local customisation.					
	Outcome/ Output	Tasks	Priority level (completion date)	Audiences	Co-Contributors	Finance (cost estimate & funding source)
	<p>2.6: Create a Value Proposition TO youth and their families: Gain youth buy-in as problem-solvers for wetlands conservation, by focusing on their need to create livelihoods, stay within a community and not migrate for work and to build on their cultural heritage.</p>	<p>2.6.1: Engage youth in schools and communities on the value of their involvement in wetlands conservation and restoration, grounded in meeting their needs to generate income and create livelihoods.</p> <p>2.6.2: Consider creating descriptions of the broad range of roles associated with wetlands conservation to inspire youth, CPs and other stakeholders about the potential for livelihoods, based on the experiences of the young people in the community.</p>	Medium (30/6/2024)	<p>Global youth engaged in wetlands (ages 18-35)</p> <p>CP governments</p> <p>Other stakeholders</p>		
Theme 3: Capacity-Building with Contracting Parties (CPs)						
Mandate	Outcome/ Output	Tasks	Priority level (completion date)	Audiences	Co-Contributors	Finance (cost estimate & funding source)
<p>Resolution XIV:12</p> <p>Identify capacity-building activities to assist Contracting Parties to implement strategies to engage youth.</p> <p>Report to the Standing Committee, including any recommendations about capacity-building and policy guidance for Contracting Parties.</p>	<p>3.1: Involve Youth in Negotiating and Decision-Making Spaces: Provide guidance to CPs on how to involve youth in negotiating and decision-making spaces, via best practice checklists and process maps. This guidance should specify the role of young people in the negotiation and decision-making processes and what their meaningful contribution might look like, as well as how to avoid 'youth-washing' in these spaces.</p>	<p>3.1.1: As a mirror to the work suggested in Capacity-Building with Youth:</p> <ul style="list-style-type: none"> create a value proposition to CPs which outlines the problems that they have in these spaces, which would benefit from youth engagement and perspectives as part of the solution provide clear guidance on the role of young people in the negotiation and decision-making process and what their meaningful contribution might look like, backed up with case studies and best practice examples from the Community of Practice provide clear guidance on what could be considered as "youth-washing" at an event, to enable CPs to avoid this work with the Secretariat to create checklists, process maps and role descriptions for CPs, to provide guidance on how to engage youth in spaces <p>3.1.2: Develop a set of Youth Engagement Principles and examples</p>	Medium (30/6/2024) – ongoing	<p>CP governments</p> <p>Event hosts/organisers</p>		

Coordinate a youth-focused side event and enable youth participation at meetings of the Conference of the Contracting Parties, in cooperation with the host country of the COP.	Outcome/ Output	Tasks	Priority level (completion date)	Audiences	Co-Contributors	Finance (cost estimate & funding source)
	3.2: Share the Wetlands as a Nature-Based Solution Value Proposition: Consistently share the value proposition of wetlands as a nature-based solution with CPs, connecting back to the intersectional map and solutions provided across policy-silos to support systems-thinking in policy-making.	3.2.1: Consistently share the value proposition of wetlands as a nature-based solution (problem, who, job, pains, gains) for CPs, which is transversal across policy-silos. 3.2.2: Publish this value proposition as a toolkit/infographic on the Ramsar website.	Ongoing	CP governments		
	Outcome/ Output	Tasks	Priority level (completion date)	Audiences	Co-Contributors	Finance (cost estimate & funding source)
	3.3: Embed into Education Systems: Engage CPs in the discussion around embedding wetlands conservation and restoration into curricula and how to work with education stakeholders to achieve this.	3.3.1: Engage CPs in the discussion around embedding wetlands conservation and restoration into curricula with education stakeholders. 3.3.2: Make it easy for educators to integrate into lessons by providing experiential learning toolkits and resources aligned with curricula, with assessment criteria and competencies being developed.	Low (31/12/24)-ongoing	CP governments Education stakeholders		
Outcome/ Output	Tasks	Priority level (completion date)	Audiences	Co-Contributors	Finance (cost estimate & funding source)	
3.4: Embed into Youth Employment Strategies: Engage CPs in the discussion around recognising wetlands conservation and restoration roles as core to youth employment strategies.	3.4.1: Engage CPs in the discussion around recognising wetlands conservation and restoration roles as core to youth employment strategies. 3.4.2: Provide guidance on how this links to wellbeing economy indicators. 3.4.3: Provide guidance on how this opens up opportunities for paid employment and green/digital green entrepreneurship opportunities.	Low (31/12/24)-ongoing	CP governments			

	Outcome/ Output	Tasks	Priority level (completion date)	Audiences	Co-Contributors	Finance (cost estimate & funding source)
	<p>3.5: Co-Design Projects with Youth: Provide clear guidance for CPs on how to co-design wetlands projects with youth, bringing them in at the start of projects. An innovation training/toolkit, centred on design-thinking, would support this.</p>	<p>3.5.1: As a mirror to the work suggested in the “Capacity-Building with Youth” theme:</p> <ul style="list-style-type: none"> • Develop clear guidance for CPs on how to co-design wetlands projects with youth, bringing them in at the start of projects. • Give youth the tools to understand wetlands as a whole community solution. Give them the tools to express this to the community. • Consider creating an innovation toolkit based on design thinking that CPs and young people can use together. • Consider creating a ‘co-design’ clinic via the Community of Practice which enables CPs to bring their project for guidance from young people with expertise in wetlands conservation projects. • Explore specific examples of how youth can engage on Government-owned wetlands sites. 				
	Outcome/ Output	Tasks	Priority level (completion date)	Audiences	Co-Contributors	Finance (cost estimate & funding source)
	<p>3.6: Design Projects for Livelihoods: Provide clear guidance for CPs on how to design wetlands projects with associated financial resources, to ensure youth employment and livelihoods.</p>	<p>3.6.1: Produce clear guidance for CPs on how to design wetlands projects with associated financial resources, for youth employment and livelihoods. 3.6.2: Explore how creating livelihoods also enables young people to remain in their communities and not migrate to find work. 3.6.3: Integrate this approach into the ‘co-design’ guidance, toolkit and clinic suggested above.</p>	Low (31/12/24)-ongoing	CP governments		
	Outcome/ Output	Tasks	Priority level (completion date)	Audiences	Co-Contributors	Finance (cost estimate & funding source)
	<p>3.7: Inform with examples and insights shared by youth: Curate insights from the Community of Practice to share with CPs about best practice examples and case studies of wetlands conservation and</p>	<p>3.7.1: Curate insights from the Community of Practice to share with CPs about best practice examples and case studies of wetlands conservation and restoration via youth engagement.</p> <ul style="list-style-type: none"> • Develop a series of case studies of youth-led wetland projects <p>3.7.2: Create a standard format for these insights to provide evidence-based, easy-to-use data.</p> <p>3.7.3: Keep exploring with CPs what data they need to present in negotiating and decision-making spaces, to ensure the right data is being collected.</p>	Low (31/12/2024)-ongoing	CP governments		

	restoration via youth engagement.					
Theme 4: Formal Recommendations to COP 15						
Mandate	Outcome/ Output	Tasks	Priority level (completion date)	Audiences	Co-Contributors	Finance (cost estimate & funding source)
Report to the Standing Committee, including any recommendations about capacity-building and policy guidance for Contracting Parties.	4.1: Develop a resolution for COP 15 Provide solid recommendations to embed youth into Ramsar processes at international, regional, national and local levels	4.1.1: Draft a resolution to COP15 which includes: <ul style="list-style-type: none"> • Progress report of the YWG workplan • Identifying which Ramsar processes to embed youth into • Identifying methods for embedding youth into the processes 	Low (31/12/2024-COP15) - ongoing	CP governments		