




The crisis
is getting deeper.
Is society under threat?

READER



READER

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Distinguished guests,
Dear friends,

It is with great pleasure that I am here today to address you at the opening of the 24th European Students' Convention, taking place under the auspices of the Cypriot Presidency of the Council of the European Union. To all the participants who have come from abroad, I extend a very warm welcome to Cyprus.

The theme you have chosen to tackle is addressing a very important issue: The relation of the crisis with the functioning of our societies. I think that this convention will create a valuable forum for reflection and discussion on policies which can counter the negative effects of the crisis; policies which can have a positive impact on our societies by expanding the opportunities for the students and more generally the young people in Europe.

Dear Friends,

The Cypriot Presidency aims to work Towards a Better Europe; meaning a European Union more relevant to its citizens and to the world; a more effective Europe, contributing to sustainable growth, social cohesion and job creation through efficient and integrated policies; a European Union working on the basis of the underlying principle of solidarity, committing itself to a better future. All efforts will be directed to bequeath a better Europe to the younger generations.

At this particular socioeconomic context where Europe is faced with a serious economic and fiscal crisis young people has been negatively affected the most. We believe that all necessary reforms should be based on the fundamental principles, upon which Europe was founded. Solidarity is one of these main principles that should guide our choices and our actions: solidarity between the people of Europe, solidarity between the organs of the EU and the citizens, solidarity between the EU and its neighboring countries.

Dear friends,

On the 5th and 6th of October the Cypriot Presidency hosted the "Informal meeting of Education Ministers". In discussing the potentials of education to facilitate the exit from the crisis, a large consensus was reached about the fact that we should not let the economic crisis endanger the quality and accessibility of our education. On the contrary, investment in education should be considered as the growth friendly expenditure which will help Europe move forward. It can help reducing the long-term impact of the crisis and facilitate a more robust growth after that. It is evident that in this time of crisis, we need to have vision, creativity and determination. I am sure that students and their associations have a lot to contribute in this effort. Your voice should be heard and taken under account.

I wish you have a successful convention.

George Demosthenous
Minister of Education and Culture

Dear friend,

It is a pleasure to welcome you to Cyprus, for the 24th European Students' Convention - "Crisis is getting deeper: Society under threat?"

You are probably wondering, why the usual keywords are missing in the title of our event. Have we already solved all the problems within the European higher education area, so now target at economic crisis and society at large? And why to speak about threats, once we have ESU's 30-years Anniversary Celebration just around the corner?

Here is an explanation – education and higher education in particular, is no longer a basis for technical discussion. It is increasingly seen as a highly political topic. Societal demands for higher education are growing, with describing so-called employability (also ability to generate higher level of income after graduation) as its core purpose.

The current economic crisis however suggests a contra-argument to the famous statement about private returns of education – diploma itself simply doesn't guarantee better life. What education can and should do, is creating opportunities for everyone to seize its benefits, get better equipped to meet the challenges of tomorrow, therefore must remain a public responsibility. Failing to recognize that, left thousands of young people with personal debts, unclear job perspectives due to general slowdown in economic activity, lacking trust that the societies can do better.

This is why this event is important, we are sending a strong message to the public – it is enough, current ways of dealing with crisis don't work, they make situation worse. Simply because there is no strategic orientation, vision for what kind of societies we want to live in or even political leadership to seek for alternatives.


And I believe, that the European Students' Union is here to **show this (generally lacking) leadership**. Relying on solid experience of 30 years, strong organizational establishment to offer our vision:

Equal educational and social opportunities in an open and democratic Europe where students shape a sustainable future.

On the ending note, I would like to thank POFEN for inspiring an important discussion for the whole European Students' movement. I hope, that by confronting the challenges, we could understand better the need for stronger and united ESU. Our team has also prepared a series of exercises to gain deeper understanding about European policy context in relation to higher education – it will help to facilitate later discussions on strategic priorities of ESU and contribute one of its main research projects, SAGE (Students' Advancement of Graduate Employability). And finally, we'll take a moment to celebrate well the 30th Anniversary of the European Students' Union!

With kind regards,

Karina Ufert
Chairperson ESU



Dear friends,

First of all, I would like to welcome everyone to Cyprus and to the 24th European Student's Convention. It is a great honor for Cyprus, one of the smallest countries in the European Union and ESU as well, to host such a convention.

I must admit, that the preparations for the convention have been ongoing for several months and I hope that the time and "strength" spent to organize it, will prove worthy of everyone's expectations!

It is a fact, that the convention is taking place during a period, on which the economic crisis and the fierce methods of austerity measures threaten our rights, our lives and our future. It is our role as the new generation of the European Union, to form our common aspect and proposal out of this crisis. The idea that the austerity measures are not the way out of the crisis is shared among the new generation. So what is the proper way out of the economic crisis? This is up to us to find out...

Unfortunately, the policies implemented by the Union are aiming towards the acquisitions and rights of workers, students and the society as a whole. In a period that the Eurozone is deteriorating, the nations are realizing that the rights and acquisitions are being brushed away in the name of the economic crisis.

The future that the new generation deserves will never take place if young people themselves stay passive spectators. The future that the new generation deserves will be born through collective assertion and mass participation. It will be born through the creativity, the vision and the energy of young people themselves who believe that the new generation should not be a lost generation.

To sum up, I am sure that the convention will eventually lead to interesting aspects regarding the crisis and the austerity measures and will contribute to the exchange of knowledge and experiences among our unions.

Once more, I would like to welcome you all to Cyprus and wish you a pleasant and creative stay!

Marios Siammas
President of POFEN

The Convention

Aims of the event:

The ESC24 aims to examine the impact of the implementation of austerity measures on the society and provide the participants with a basic understanding in relation to the topic. Additionally, the event aims at stressing the importance of higher education within the crisis and the role it can play both socially and economically in leading the way out of the crisis. Academic staff, students, governments and other stakeholders in the field of higher education will address the main challenges and give recommendations on the way forward. Under the Student Advancement of Graduates Employability (SAGE) project, students will be consulted to gather input for the project as drivers of change, proving the need for nurturing higher education as a public good and public responsibility, today more than ever.

SAGE is a pan-European project, which aims at exploring the impact of European higher education reforms enhancing both academic quality and relevance of education for the needs of society and labour market. On the other hand, SAGE is designed to strengthen the capacity of student representatives to take part in influencing European, national and local policy agenda on improving the employability prospects for graduates. The Convention will look into the work that is done on the different levels by the national unions of students and explore the current discussions on the national level on the topic of employability.

SAGE project falls into the footsteps of several other ESU-led projects looking at various aspects of educational policy and practice – empowering student representatives as competent and constructive partners with regard to governance aspect of higher education; strengthening students' participation in quality assurance and enhancement processes; widening access to education for all groups of learners; inspiring paradigm shift from teaching to learning.

Purpose of the event:

- Examine the impact of austerity measures on the society and to provide the participants a basic understanding in relation to the topic.
- Discuss the role of higher education in the current economic situation and defining recommendations to higher education stakeholders.
- Mapping the employment strategies of the EHEA members states and how the crisis has impacted them.
- Exploring the current discussions on employability around Europe and how the national student unions are working on the topic.
- Defining smart employability and the role of student centred learning in development of the knowledge society.

Participants will be able to:

- Gain a basic understanding and develop critical thinking on the up-to-date implementation of austerity measures and their impact on the society.

- Define recommendations for higher education stakeholders.
- Map national policies and strategies on employability.
- Understand the impact the crisis has had on the employability strategies.
- Make a link between the EU-level policies and their impact on the policy making on national level.
- Understand the impact the crisis has had on youth and the society.
- Develop critical thinking on the concept of smart employability and importance of the student-centred learning for the further employability development.
- Learn best practices on influencing the different levels of work on enhancing graduates' employability from national unions' of students.
- Give input on the foreseen survey on employability.



Agenda

Wednesday, 17th October 2012

13:00 - 17:30

Optional Tour to Kourion Archaeological Site

17:30 - 19:00

Participants' Registration

19:00 - 19:30

Welcome Speeches

- Chairperson of POFEN, Marios Siammas
- Chairperson of ESU, Karina Ufert
- Mayor of Limassol, Andreas Christou
- Rector of the Cyprus University of Technology, Elpida Keravnou Papailiou
- Minister of Education and Culture, George Demosthenous

19:30 - 20:30

Key Note Speech

- Christos Christofides, Director of the Office of the President and Deputy Government Spokesman

20:30 - 22:00

Dinner

22:00

Social Activities

Thursday, 18th October 2012

09:45 - 10:00

Introducing the Convention


10:00 - 12:00

Panel Discussion - The Crisis is Getting Deeper: The Impact of Austerity Measures.

- Nicholas Papadopoulos, Chairman of the House Standing Committee on Financial and Budgetary Affairs, Cyprus.
- Pedro Delgado Alves, Member of the House Standing Committee on Education, Science and Culture, Portugal.
- Michalis Attalides, Rector of the University of Nicosia.
- Leonidas Vatikiotis, Journalist.

12:15 - 13:45

Lunch



14:00 - 16:30

Parallel Workshops - The Crisis is Getting Deeper: The impact of the crisis on the civil society, democracy, social and human rights.

- Youth VS Austerity
- Public Disorientation and Social Unrest
- Democracy under Threat
- The Limits of Austerity
- Policy Issues and the Role of the State

16:30 - 16:45

Break

16:45 - 17:30

Presentations of the Workshop Outcomes

17:30 - 19:00

Key Note Presentation:

Higher education in times of austerity and high unemployment

- Vangelis Tsiligiris, College Principal of MBS College in Crete, PhD candidate at Birmingham City University

Responses:

- Bartek Banaszak, Ombudsman for Graduate Affairs, Ministry of Science and Higher Education of Poland
- Alexandre Fleuret, Student Elected Representative, UNEF

19:00 - 20:30

Optional Session

BFUG Plan of Work 2012-15

Karina Ufert, Chairperson of ESU, Co-Chair Social Dimension WG

20:30 - 22:30

Dinner

22:30

Social Event

Friday, 19th October 2012

09:45 - 11:15

Consultation: Gathering input for the employability survey: how can SAGE benefit the NUSes work on the topic of employability?

11:15 - 11:30

Break

11:30 - 13:00

Expert Input: How do EU-level policies answer to the expectations and needs that exist on national level?

- Anne Corbett, LSE and SAGE Advisory Board on Higher education in the EU policy context, EU2020 and relation with ET2020.

13:00 - 14:15

Lunch

14:15 - 15:45

State of Art: What are the national strategies on employment like, what are the current discussions and what are the stakeholders saying?

15:45 - 16:00

Break

16:00 - 17:30

Panel discussion: Challenges from around Europe. What are the national students' unions faced with currently?

17:30 - 17:45

Break

17:45 - 19:00

Gender Session

20:30

Gala Dinner

Saturday, 20th October 2012

10:30 - 12:30

Smart employability:

What is the key step towards the encouragement of individual students in developing critical thinking and skills contributing to graduates' employability? Case Study on Cyprus will provide the answer.

Panel discussion with:

- Dr Despina Martidou Forcier, Director of Higher Education, Ministry of Education and Culture,
- Panayiotis Theodossiou, Professor at Cyprus University of Technology,
- Ariana Kyriakou, Student, Tourism Management, Cyprus University of Technology,
- Cyprus Employers and Industrialists Federation,
- Nikos Koliandris, Cyprus Workers Confederation (SEK).

12:30 - 14:00

Lunch

14:00 - 16:00

Joint Session with ESU Alumni - Learning from the Past, Focusing on the Future

What were the challenges of our predecessors and to which extent has the political state of play changed by now? How has the purpose of higher education changed over the time? When did 'employability' become a central topic of discussions? Did students study in order to get jobs or to become responsible and pro-active citizens? How much has the purpose of higher education changed until today? The session will also draw attention to the main challenges of austerity measures and their long-term effects on higher education, from the alumni point of view.

16:00 - 16:30

Conclusions

17:30 - 18:30

Experiencing the Cyprus Culture - The Cyprus Problem

18:30 - 20:30

Free Time

20:30 - 22:30

Dinner

22:30

Social Event

Sunday, 21st October 2012

13:00 - 17:00

Optional Tour to Kourion Archaeological Site

Optional Tour to Kourion Archaeological Site

The tour is free of charge and it will be led by an english speaking guide. The tour will take place twice in order to address the problem with the arrival and departure times of the participants in an effort to enable the biggest possible number of participants to visit the archaeological site. The two options are:

- Wednesday, 17th of October, 14:00 – 18:00.
- Sunday, 21st of October, 10:00 – 14:00.

If you wish to attend the tour please contact the organisers at: tour@esc24.net

Panel Discussion: The Crisis is Getting Deeper: The Impact of Austerity Measures.

This panel is designed to examine the impact of austerity measures and to provide the participants with a basic understanding in relation to the topic. According to the proponents of austerity, confidence-inspiring policies will foster and not hamper economic recovery. On the other side, the opponents of austerity warned that, during an economic depression, austerity would only make that depression worse.

Nicholas Papadopoulos

Nicholas Papadopoulos was born in Nicosia in 1973. He studied Law (LLB) at University College London and he qualified as a Barrister-at-Law from Inner Temple, Inns of Court. He is working as a lawyer at Tassos Papadopoulos & Associates LLC. He speaks Greek and English.

He is a Member of the House of Representatives since May 2006, under the banner of Democratic Party in Nicosia Constituency. He is the Chairman of the House Standing Committee on Financial and Budgetary Affairs, and a Member of the House Standing Committee on Legal Affairs, Member of the House Standing Committee on Trade and Industry, and Member of the House Standing Committee on Crime and on the Fight Against Drugs and Addictive Substances.

He was president of the National Union of Cypriot Students in the United Kingdom and organizational secretary of the Nicosia District Committee of the Youth Organisation of Democratic Party. He is deputy president of DIKO since March 2009. Head of Finance Sector in DIKO's Studies groups and Coordinator, of production policy mechanism of the party.

Pedro Delgado Alves

Pedro Delgado Alves was born in Lisbon in 1980. He studied Law at the University of Lisbon and he is an Assistant Lecturer at the Law Faculty of the University of Lisbon and member of the coordinating team of the Socrates-Erasmus Office.

He is a Member of the Portuguese Parliament since 2011. He is a Member of the Standing Committee on Education, Science and Culture and he is an alternate member of the Standing Committee on Constitutional Affairs, Rights, Freedoms and Guarantees and an alternate member of the Standing Committee on Ethics, Citizenship and Communication. Since 2010, he is the Secretary General of the Portuguese Socialist Youth.

He was Advisor to the Secretary of State of the Presidency of the Council of Ministers and to the Minister for Parliamentary Affairs. He was Deputy Director of the Legal Centre of the Presidency of the Council of Ministers, Vice-President of ECOSY, member of several Faculty and University bodies between, member of the Advisory Council of the Commission for Citizenship and Gender Equality and an alternate of the Administrative Board of the European Gender Equality Institute.

Michalis Attalides

Professor Michalis Attalides is currently the Rector of the University of Nicosia and holder of the Jean Monnet Chair at the University of Nicosia. He has been a lecturer in Sociology at the University of Leicester, a counterpart to the UNESCO Expert at the Cyprus Social Research Center and a Guest Lecturer at the Free University of Berlin.

He has represented the Republic of Cyprus as its Ambassador in a number of capitals, including Paris, London, and the European Union in Brussels, before being appointed Permanent Secretary of the Ministry of Foreign Affairs. He has also represented the Cyprus government in the European Convention.

His books include Cyprus: Nationalism and International Politics, and Social Change and Urbanization in Cyprus. He has also published a number of articles about the European Union and on society and politics in Cyprus.

Leonidas Vatikiotis

Leonidas Vatikiotis was born in Piraeus in 1968. He studied Statistics at the University of Piraeus. His doctoral dissertation, at the Sociology Department of Panteion University (2008) considered the causes of the 1970s economic crisis. He speaks English and Spanish.

Since 1991, Leonidas is working as journalist specializing in foreign affairs and international economy. He has travelled to more than 15 countries as special correspondent for various media outlets.

He has translated to Greek the following books: Ian Gough, *The political Economy of the Welfare state* (Macmillan), John Martinussen, *Society, State and Market, A Guide to Competing Theories of Development* (Zed Books), *The Routledge Dictionary of Twentieth Century Political Thinkers*, ed. by Robert Benewick and Philip Green (Routledge).

In 2011 had the scientific supervision of the documentary *Debtocracy* (www.debtocracy.gr) of Aris Chatzistefanou and Katerina Kitidi which refers to the current sovereign debt crisis of Greece. The next year had the scientific supervision of the documentary *Catastroika* (www.catastroika.com) of the same journalists which refers to the on going privatization plan that has been imposed by Troika.

In 2011 participated to the group Research on Money and Finance of SOAS University of London. In this context took part into the writing of the report "Breaking up? A route out of the eurozone crisis" (November, 2011).

Since 2010 teaches Political Economy at Varna Free University of Cyprus. In December of 2011 completed an e-learning course at UN (UNITAR) about the audit of public debt. Leonidas was elected twice (2007, 2010) at the administration of the Economic Chamber of Greece.

Workshops

The Crisis is Getting Deeper: The impact of the crisis on the civil society, democracy, social and human rights.

Aims and Objectives

This workshop is designed to examine the impact of austerity measures on the society and to provide the participants a basic understanding in relation to the topic.

Content

The workshop will focus on the following five themes:

1. *The Limits of Austerity*

Austerity refers to policies that reduce the amount of money the government spends often via a reduction in the amount of benefits and public services provided. Austerity also means cuts on high-return social investments like infrastructure, health and education and training.

Questions for discussion:

- What is the social impact of austerity?
- Where does austerity stop?
- Who decides the limits of austerity?

2. *Austerity VS Youth*

Young people should be considered both, a key asset of an aging Europe and crucial actors for helping the society to overcome the crisis. However, the crisis and the austerity policies imposed, threaten the young generation's effective exercise of rights, affecting their autonomy, dignity and well-being by increasing economic and social inequalities. As a result, Europe risks producing a «lost generation» of disillusioned young people.

Questions for discussion:

- How do the austerity measures affect youth unemployment?
- How are the labour rights of young people affected by austerity?
- How do the cuts on public funding of education affect young people?
- Does austerity affect youth participation and active citizenship?
- What are the long term repercussions on the youth?

3. *Public Disorientation and Social Unrest*

The examination of various national situations reveals that social rights standards are severely compromised in some of the countries concerned, given that austerity measures are often applied to public social services and programmes and thus tend to affect the most vulnerable social groups.

Questions for discussion:

- Does fiscal consolidation lead to social unrest?
- What is the relation between austerity and riots?
- What methods are used to impose austerity policies?
- What is the importance of social dialogue?
- What are the long term effects on the society?

4. *Democracy Under Threat*

Austerity measures applied across Europe are viewed increasingly critically by international experts and organisations, because of the undermining of democratic rights. Very often, decisions are taken on the basis of very short-term considerations, alleged urgent necessities and by following urgent procedures.

Questions for discussion:

- Is the sovereignty of states and governments facing crisis situations diminished?
- Are the aspects of transparency and democratic processes neglected?
- Are the decisions taken much further away from the individual citizen?
- Is there any gap of democratic control and legitimisation?
- Did the decision making process change?

5. *Policy Issues and the Role of the State*

The role of the state in the contemporary world is an important issue within the context of the economic crisis. The state is a key player for the introduction of new policies which can boost the economy but for some, it is the core of the problem itself.

Questions for discussion:

- What is the role of the state?
- Is it essential to shrink the size of the state?
- Is the banking supervision system effective?

Methodology

- The participants will be divided into five small groups according to the theme they are interested.
- The facilitators of the workshop will give a short input and then the participants will express their initial ideas on the theme.
- The initial ideas will be further developed following a discussion and sharing of experiences and will be presented on the plenary session.

Key Note Presentation: Higher education in times of austerity and high unemployment

This session aims to explore the challenges of higher education emanating from the prolonged austerity measures and the restrictive economic policy. Additionally, it aims to examine the link between financial markets failures, reduction in public spending, increase in fees and private spending, and slow employment growth.

Vangelis Tsiligiris

Vangelis is a researcher in cross-border higher education and for the past ten years he has been engaged in higher education strategic management. His is a regular contributor in the public dialogue about the future of higher education with particular interest in the link between macroeconomic policy and higher education. His views have appeared in various media and publications such as the Guardian, Times Higher Education, University World News, and ScienceGuide. He curates the topic "Cross Border Higher Education". He is an economist with postgraduate studies in management and has recently completed his is PhD thesis in internationalization of higher education. As he says "technically I am still a PhD student, while at the same time I am a manager at a private higher education institution and an independent researcher. This allows me to have a wider and multiple context understanding of the current and future challenges of higher education".

Bartek Banaszak

Bartek Banaszak is an Ombudsman for Graduate Affairs is an advisory body to the Minister of Science and Higher Education, appointed by the Minister however organizationally connected to the General Council of Higher Education. Apart from that has second dossier for Bologna Process and represents Poland in the BFUG. He is also co-chairing on of key working groups at BFUG, namely "Structural" working group.

Alexandre Fleuret

Alexandre is a student of the second year of MA «Master Stratégies Territoriales et Urbaines» at the Institut d'Études Politiques de Paris (Sciences Po Paris). Alexandre is a member of the National Executive Board of the UNEF as an International Officer. He is dealing with training sessions, policy making processes and redaction of policy papers. In his past he was the Student Vice-president of the Direction Council of Sciences Po and Bologna Expert – 22f Agency, dealing with training sessions, Bologna Process related issues and expertise work. In his history of student activism he also was President of the UNEF Sciences Po. His current working experience, Alexandre is gaining as an intern in the Regional Council of Ile-de-France. He deals with revision of the main legal documents of spatial planning. Alexandre is special adviser of the president of the commission for housing and spatial planning. As an intern in this institution, he also deals with prospective survey about housing market, social housing and student housing. Alexandre is an active delegate of UNEF in the Board of the European Students' Union.



Workshop - Consultation: Gathering input on Students' Advancement of Graduates' Employability Survey: How can SAGE benefit the NUSes work on the topic of employability?

Aim of the Workshop

The aim of the workshop is to conduct consultation with national unions of students on the relevance of the SAGE project, content of the SAGE survey, inspecting the knowledge on employability that NUSes would like to gain through SAGE, and level of the topic relevance for the respective national contexts.

The workshop results will support and feed into the process of developing the SAGE Survey, which is to be kicked off in December 2012.

The Graduate's Employability Survey in Europe will be the main research component of SAGE that focuses on the topic of employability and the different processes and discussions that are linked to the topic. It will be based on secondary (desk) research and on the conclusions of the consultation seminar, previous publications, followed by interviews as well as on discussions with focus groups during study visits in the four partner union countries as well as the current discussions from around Europe. The result feed into building the Employability Study.

The survey will help get a clearer picture on employability policies and strategies Europe-wide, inspecting the purpose of higher education and levels of employability development.

Expert Input: How do EU-level policies answer to the expectations and needs that exist on national level?

Input from Anne Corbett, LSE and SAGE Advisory Board on Higher education in the EU policy context, EU2020 and relation with ET2020 Introducing ET2020 policy lines that impact HE reforms and how they affect the outcomes of higher education. The session will build on the outcomes of the first session of the day, with looking at the meta-level policies on reforming higher education. How do the EU-level policies answer to the actual needs and expectations of students?

Anne Corbett

Anne Corbett is a Visiting Fellow in the European Institute of the London School of Economics and Political Science. As a former journalist she has written widely on education and public policy in Britain and France, and French political and cultural life, and continues to contribute to the Guardian, Times Higher Education, Open Democracy and the online blog GlobalHigherEd. She has been an active member of the Franco-British Council, including a period as Deputy Chair of its British Section from 2002-2007. She was made an Officier de l'Ordre des Palmes Académiques in 2005.

Her main research interest as a political scientist is in the Europeanisation of higher education, including the creation of a European Higher Education Area, and the academic drive to get higher education recognised as a area of policy interest to European studies. This has led to invitations to share her research with universities and public bodies throughout Europe and in the US and to teach on European summer schools.

Recent books include *Universities and the Europe of Knowledge: ideas, Institutions and Policy Entrepreneurship in European Union Higher Education Policy, 1955-2005* (Palgrave Macmillan 2005).

Workshop - State of Art: What are the national strategies on employment like, what are the current discussions and what are the stakeholders saying?

Aim of the Workshop

Aim of the workshop is to investigate different legislations and strategies on graduate unemployment / employability that governments introduce throughout Europe, discussing the role of different stakeholders and the inclusion of students and their cooperation within those strategies. What the current discussions are with regards to employability, and how the different stakeholders are responding will be explored. Overall, what the current trends and how the crisis and EU-level policy making has affected the national strategies will be a point of focus as well.

Panel discussion: Challenges from around Europe. What are the national students' unions faced with currently?

The session will take a look at what the unions are currently engaged in and how the unions are responding and pushing for their goals. A regionally balanced group of NUSes, panelists, will share about the work and heated topics they are currently dealing with on the national level. The panelists will analyse the strategies and methods they are using to achieve their goals and how they have managed to gain political influence in the country. We will discuss failures and plans B, the importance of capacity building and student organizations in the national contexts.

Panel session: Smart employability

This panel aims at investigating what is the key step towards the encouragement of individual students to develop critical thinking and to develop skills that contribute to the graduates' employability. Focusing on the student-centred learning approach, this session will look into the importance of the paradigm shift for all higher education stakeholders. Through the case study on Cyprus we will try to get answers on what a truly implemented, supported and effective student-centred learning approach is and can look like.

Overview on the Policy Frameworks for Education from the European Union

Europe 2020 (EU2020)

Europe 2020, the EU's growth strategy for the coming decade, highlights higher education as a key policy area where collaboration between the EU and Member States can deliver positive results for jobs and economic development. There are 5 key objectives set within the strategy to be reached by 2020. They are on employment, innovation, education, social inclusion and climate/energy. More information on the EU2020 strategy can be found here:

http://ec.europa.eu/europe2020/index_en.htm

In the context of higher education, Member States agreed a target that 40% of young people (aged 30-34) should have a higher education qualification or equivalent by 2020. To support Member States' reforms and contribute to the goals of Europe 2020, the Commission published a new agenda for modernisation of Europe's higher education systems in September 2011, called the Modernisation Agenda. More information can be found here:

<http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=COM:2011:0567:FIN:EN:PDF>

Education and Training 2020 (ET 2020)

“Education and Training 2020” (ET 2020) is the strategic framework for European cooperation in education and training that builds on its predecessor, the “Education and Training 2010” (ET 2010) work programme. It provides common strategic objectives for Member States, including a set of principles for achieving these objectives, as well as common working methods with priority areas for each periodic work cycle.

This framework builds on the achievements of the “Education and Training 2010” (ET 2010) work programme, with a view to responding to the challenges that remain in creating a knowledge-based Europe and making lifelong learning a reality for all.

The main aim of the framework is to support Member States in further developing their educational and training systems. These systems should better provide the means for all citizens to realise their potentials, as well as ensure sustainable economic prosperity and employability. The framework should take into consideration the whole spectrum of education and training systems from a lifelong learning perspective, covering all levels and contexts (including non-formal and informal learning).

The conclusions set out four strategic objectives for the framework:

- *making lifelong learning and mobility a reality* – progress is needed in the implementation of lifelong learning strategies, the development of national qualifications frameworks linked to the European Qualifications Framework and more flexible learning pathways. Mobility should be expanded and the European Quality Charter for Mobility should be applied;
- *improving the quality and efficiency of education and training* – all citizens need to be able to acquire key competencies and all levels of education and training need to be made more attractive and efficient;

- *promoting equity, social cohesion and active citizenship* – education and training should enable all citizens to acquire and develop skills and competencies needed for their employability and foster further learning, active citizenship and intercultural dialogue. Educational disadvantage should be addressed through high quality inclusive and early education;
- *enhancing creativity and innovation, including entrepreneurship, at all levels of education and training* – the acquisition of transversal competences by all citizens should be promoted and the functioning of the knowledge triangle (education-research-innovation) should be ensured. Partnerships between enterprises and educational institutions as well as broader learning communities with civil society and other stakeholders should be promoted. More information can be found here:

http://europa.eu/legislation_summaries/education_training_youth/general_framework/ef0016_en.htm

EU2020 Review

EU Policy making as seen from the students' perspective

This autumn ESU has the unique opportunity of drafting a publication aimed directly at EU policymakers, which can also be used to lobby in the national contexts. The aim of the review is to explore to what extent, positively and negatively, the Modernisation Agenda has influenced the policy making on the national level. You can frame a message to the EU policymakers on what needs to be done and what is seen as the most important issue from the students' perspective!

Accommodation

24 European Students' Convention

Accommodation for the participants of 24th European Students' Convention will be offered at Navarria Hotel. The hotel is located next to the beach front and it is very close to the tourist area.

The Rooms

Each participant will share a Standard Twin Room with another participant.

Breakfast

Breakfast is available from 7:00 am until 10:00 am.

Check in – Check out hours

Check-in after 14:00 Check-out before 12:00

Hotel Contact Details

Address: Navarria Hotel, P.O Box 52045, Limassol, 4060, Cyprus

E-mail: info@navarriahotel.com

Tel: (+357) 25320855 Fax: (+357) 25320707

More Information about Navarria Hotel

<http://www.navarriahotelcy.com>

ESU Alumni Meeting

Accommodation for the participants of Alumni Meeting will be offered at Arsinoe Beach Hotel. The hotel is located next to the beach front and it is very close to the tourist area.

The Rooms

Each participant will share a Standard Twin Room with another participant.

Breakfast

Breakfast is available from 7:00 am until 10:00 am.

Check in – Check out hours

Check-in after 14:00 Check-out before 12:00

Hotel Contact Details

Address: Arsinoe Beach Hotel, P.O.Box 1389, Limassol, Cyprus

E-mail: arsinoe@logos.cy.net

Tel (+357) 25321444 Fax: (+357) 25329908

More Information about Arsinoe Beach Hotel

<http://www.arsinoe-hotel.com>

Additional Accommodation

If you require any additional accommodation, please do not hesitate to contact the organizers.

Additional nights for the ESC24 and the Alumni Meeting participants will be offered on the discounted convention rate. If you wish to arrange any additional accommodation by yourself, it might be useful to consider the following information provided by the Cyprus Tourism Organisation: <http://www.visitcyprus.com>

Transportation

From both Larnaca and Paphos airport there are regular bus lines to Limassol. The timetables are available at <http://esc24.net/practical-info/transportation>. When you arrive at the Limassol main bus station, the organisers will be waiting for you and take you to the hotel.

Additional Information for those arriving at Larnaca Airport

A volunteer of POFEN will be at the arrival hall of Larnaca Airport to assist all the participants arriving on the 17th and 18th of October. You should drop off the bus at Agios Athanasios Bus Station.

Additional Information for those arriving at Paphos Airport

In case you are flying to/from Paphos or Larnaca airport at a time that there is no regular bus route to/from Limassol, then your transportation will be arranged by the organizers. In such a case, you will receive an email couple of days before your flight with the details of the person that will pick you up from the airport. If you have not received the mail yet or if you have registered before you have booked your flights or you made any amendments, please contact the organizers at transportation@esc24.net to arrange your transportation from/to the Airport.

Social events

Gala dinner for (W)ESIB/ESU 30th Anniversary, (19th of October)

Gala dinner will be a formal event, but no tuxedos or ball gowns are required. During the evening we will remember the good things about this organization, its challenges and successes through speeches by ESU Alumni from different eras. But mostly, we'll lift our glasses to the health of ESU and that the next 30 years will be even better than the first. However, the Gala Dinner will also be a Celebration Party for ESU's 30th Anniversary, so get ready to dance, drink and be merry.

Dress code: Black tie.

Contact the Organizers

Yiangos Zenonos	(+357) 99530425	yangos_zenonos@hotmail.com
Marios Siammas	(+357) 99356651	msiammas@gmail.com
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General Information About Cyprus

The island of Cyprus is situated on the crossroad of three continents, Europe, Asia and Africa, in the eastern part of the Mediterranean Sea. Cyprus is the third largest island in the Mediterranean.

Famous for its copper in antiquity, many believe that Cyprus (Kypros in Greek) may have given its name from the Latin name of copper, cuprum. Cyprus is also called as the island of Aphrodite, the ancient Greek mythological goddess of love and beauty which, according to the myth, was flourished in Cyprus.

Throughout the centuries, Cyprus has been a meeting place of civilizations and cultures with a rich historical and archaeological heritage bearing witness to its long and diverse history. The first signs of civilization traced in archaeological excavations and research date back 9,000 years to the 7th millennium BC. This rich cultural landscape involves hundreds of archaeological sites scattered throughout the island, representing various historical periods in the island's evolution.

Cyprus has a services oriented market economy, accounting for around 75% of Gross Domestic Product. Through the years, Cyprus has emerged as one of the leading business and financial centers in the region with sectors like tourism, financial services, and shipping being significant parts of the economy.

Cyprus is endowed with golden beaches, boasting clear blue waters, pine-scented forests, rich mountain scenery and a superb climate. It is the sunniest country in Europe with an astonishing average of 326 sunshine days each year. The environment is one of the healthiest in the world according to the World Health Organization and is relatively unspoiled by industrialization.

Cypriots have been famous since antiquity for their hospitality and the warm and friendly welcome they extend to visitors.

Quick Facts about Cyprus

- Population: 800.000
- Capital City: Nicosia
- Official Languages: Greek, Turkish
- Area: 9 250 km²
- Time Zone: GMT + 2
- Currency: Euro (€)
- Year of EU entry: 2004
- Member of Schengen area: No

The Cyprus Problem

In 1974 Turkey invaded Cyprus and since then is occupying over 36% of the Republic of Cyprus territory, representing 70% of the economic potential. One third of the Greek Cypriots are refugees in their own country and till today are prevented from returning to their homes. In doing so Turkey continues to violate the human rights of all Cypriots and has thus run against judgment and opinion coming from the most authoritative international institutions. Also, since 1974, the fate of 1500 people remains unknown and they are still missing.


The Turkish Cypriots are also victims of the invasion and the imposed separation. More than 200,000 Turkish settlers have been transported to the occupied areas, in an attempt to change the demographic character of the island. These settlers, they are completely different culturally from the Turkish Cypriots whose culture is very similar to their Greek counterparts. The Turkish Cypriots are becoming a minority in the occupied areas and are migrating to other western countries.

The United Nations have in several resolutions of the General Assembly and the Security Council demanded respect for the independence, unity and territorial integrity of Cyprus, the return of refugees to their homes and the withdrawal of foreign troops from the island. All of these resolutions have been consistently ignored by Turkey. Negotiations for the solution of the Cyprus problem have been going on intermittently since 1975 under the auspices of the United Nations. The solution was to be based on the UN Security Council resolutions as well as the two high-level agreements of 1977 and 1979. The solution of the Cyprus problem must allow Greek and Turkish Cypriots alike, to fully enjoy the benefits and advantages of European Union membership. It has to be a settlement that will allow Cyprus to function effectively within the EU, ensure respect for the human rights and fundamental freedoms of all Cypriots, and provide for a peaceful, prosperous and secure future for all the citizens of the island.

General Information About Limassol

Limassol is the second-largest city in Cyprus, with a population of 228,000 (2008). It is the largest city in geographical size, and the biggest municipality on the island. The city is located on Akrotiri Bay, on the island's southern coast and it is the capital of Limassol District. Limassol was built between two ancient cities, Amathus and Kourion, and during the Byzantine rule it was known as Neapolis which means new town. Limassol has become one of the most important tourism, trade and service-providing centers in the area. Limassol is renowned for its long cultural tradition. A wide spectrum of activities and a number of museums and archaeological sites (Medieval Fort, Folk Art Museum, Kolossi Castle, Kourion Museum, Kourion, Amathus Ancient Site) are available to the interested visitor.

Since 2006, Limassol is home to the Cyprus University of Technology. The Cyprus University



of Technology welcomed its first students on September 2007. The University Master Plan envisages that until 2020 the number of students will steadily grow to 7000, with 5-7 Faculties and 21-28 departments. The Master Plan development aims to satisfy all the needs of the University. Student hostels are currently being set-up within walking distance from both areas planned to house the University.

Climate and Weather

The island of Cyprus enjoys a typical Mediterranean climate, with hot, dry summers from June to September and mild winters from November to March. Spring and autumn are short with varied and rapidly changing weather patterns in November and April. Storms and gales are rare, though snow does fall in the mountains. With almost year-round clear skies and sunshine, daylight length ranges from 9.8 hours in December to 14.5 hours in June.

Weather in October

Days are warm but the cooler evenings tell you that summer has already passed. The weather is a couple of degrees warmer than in the end of spring but overall rainfall is usually higher than in May at this time. On average there is one to four days of rain during October. Average maximum temperature for October is 27°C on the west coast and 28°C-29°C on the eastern-south coast and inland. On the mountains temperatures drop by four degrees in comparison with September and come to about 20°C at the daytime and 11°C at night. On the lowlands night temperatures are 16°C on the west coast and inland and 17°C-18°C on the eastern-south coast.

Sea Temperatures

The average sea temperature hovers above 22°C from June to November, climbing to 27°C in August. The sea is still comfortable for swimming during October, with an average sea temperature of 24 °C.

Activities in October

Swimming, sunbathing and other beach activities are still possible in October. The evenings though, especially towards the end of the month, get cooler making it a nice time to have a long walk, to explore countryside or visit archeological and historical places. In general, October is a good period for outdoor activities. There are also some major cultural events with the biggest one being the annual “Kypria” international festival of arts.

What to wear in October

Recommended clothes are light weight apparel for the day and a light jacket or woolen jumper and cardigan for the evenings.

Weather Forecast

<http://www.cyprus-weather.org>

Food and Drinks

Food and drink in Cyprus is well known for its rich variety. Breakfast is usually served between 07:00 and 10:00 in the morning. Lunch is served in restaurants between 12:00 and 15:00. Dinner is served from 19:00 till late in the evening.

Food

With emphasis on fresh local ingredients, a pungent mix of herbs and spices and a light spattering of olive oil, Cypriot food is essentially Mediterranean, similar to that of Greece and with a hint of the Middle East and Asia Minor.

Start your culinary adventure by ordering 'mezedes' at a restaurant where you will be faced with a lavish feast of all the local delicacies but make sure you pace yourself for the 20 or more dishes that will arrive.

Be sure to try Cyprus' famous 'halloumi' cheese made from sheep and goat's milk. You can have it in all kinds of different ways, from grilled to fried or on its own, and in the summer you must try it with watermelon, for an unusual combination of flavours.

Do as the locals do by dipping a slice of village bread into a bowl of cracked green olives with coriander seeds and don't try to say no to a wickedly sweet 'glyko', preserved fruit accompanied by a glass of cold water.

Dishes not to miss:

- Moussaka: layers of minced beef or lamb, sliced potatoes and eggplant, topped with a delicious white sauce.
- Tavas: veal, onions and herbs served in small earthenware dishes straight from the oven.
- Souvlakia: pork or chicken kebab cooked on a slow charcoal fire. It is eaten with salad in a pitta bread.
- Keftedes: spiced meat balls.
- Koupepia: vine leaves with rice and mince
- Kleftiko: lamb roasted in a traditional oven.
- Afelia: pork in a wine and coriander sauce.
- Trachana: dried bulgur in yogurt soup.
- Avgolemoni: egg and lemon soup.

Deserts

- Sousouko: a favorite at Cyprus festivals and fairs, it is made by dipping strings of nuts in heated grape juice until the confection solidifies
- Spoon Sweets: preserves of almond, date, apricot, cherry, quince or grapes, always served with a glass of cold water
- Loukoumades: similar to doughnuts with honey

Drinks

- Commandaria: is acknowledged to be one of the oldest named wines in the world, which according to legend, was originally made for Richard the Lionheart and the Crusaders.
- Zivania: Cyprus famous firewater, made from highly-distilled grape juice, is almost pure alcohol and packs a neat punch.
- Soumada: is a warm comforting almond drink served with hot water.
- Cyprus coffee: powdered roast coffee beans boiled in a pot always served with a glass of cold water.

Health and Safety

Medical treatment and assistance in Cyprus is offered free of charge to international tourists in cases of emergency at the Accident and Emergency Department of Government Hospitals and Health Institutions. EU citizens must produce an E111 form or a European Health Insurance Card (EHIC) issued by their country's health care authorities to obtain additional health care. Holiday makers can also use their health insurance towards their medical expenses, provided the policy covers the length of their stay on the island. More detailed information can be obtained from the Cyprus Ministry of Health.

Pharmacies, Medications and Vaccinations

Medicine can be purchased at pharmacies on presentation of a doctor's prescription. Almost all brands of medicine are available in Cyprus. Pharmacies are all marked with a green cross. Cyprus has no dangerous infectious diseases. Visitors do not require any vaccinations to travel to Cyprus.

Safety in Cyprus

Cyprus has an excellent reputation for being a safe and friendly place. You can help us keep it that way. A few basic precautions can be enough to protect your belongings.

Power Plugs and Voltage

The supply in Cyprus is 240 volts, a.c. 50Hz. Sockets are square pin usually (same with UK) 13 amp. The hotels may provide adaptors upon request however we suggest you to bring your own adaptor.

In Case of Emergency

In case of emergency call 112 wherever you are on the island.



Greek Language Class

Hello / Goodbye	Y i`a sas (plural)	Γειά σας
Good morning	Kali`mera	Καλημέρα
Good night	Kali`nichta	Καληνύχτα
Thank you	Efchari`sto	Ευχαριστώ
Please	Paraka`lo	Παρακαλώ
You're welcome	Paraka`lo	Παρακαλώ
Excuse me?	Paraka`lo	Παρακαλώ
Yes	Nay	Ναι
No	`Ochi	Όχι
OK	En`tahxi	Εντάξει
Where is ...	Pu`eenay...	Πού είναι...
How are you?	Ti`kahnees	Τι κάνεις;
I don't know	Then`xero	Δεν ξέρω
Slower, please	Pyo si`gah, paraka`lo	Πιο σιγά, παρακαλώ
What time is it?	Tee`ora`eenay	Τι ώρα είναι;
Do you speak English?	Meela`tay angli`ka	Μιλάτε αγγλικά;
What is your name?	Pos se`lene	Πώς σε λένε;
My name is ...	Me`lene	Με λένε
I don't speak Greek	Then mi`laow elleeni`kah	Δε μιλάω ελληνικά
I don't understand	Then kahtahlah`vaeno	Δεν καταλαβαίνω
Today	`Seemera	Σήμερα
Tomorrow	`Avrio	Αύριο
Yesterday	Hthes	Χθες
Morning	Prow`ee	Πρωί
Midday	Mesee`mary	Μεσημέρι
Afternoon	`Apogevma	Απόγευμα
Evening	`Vradee	Βράδυ
Night	`Nichta	Νύχτα
Midnight	Me`sahnichta	Μεσάνυχτα
Airport	Aero`dromeew	Αεροδρόμιο
Bus Station	Stahth`mos Layowfo`reeon	Σταθμός Λεωφορείων
Bus Stop	`Stasee Layowfo`reeon	Στάση Λεωφορείων
Ship	`Pleeh	Πλοίο
Airplane	Aero`plahnw	Αεροπλάνο
Bus	Layowfo`reeo	Λεωφορείο
Taxi Station	Pee`ahtsa Ta`xi	Πιάτσα Ταξί
Ticket	Eesee`teereeow	Εισιτήριο
Bus Ticket	Eesee`teereeow Layowfo`reeon	Εισιτήριο Λεωφορείων
Hotel	Ksenowdow`cheew	Ξενοδοχείο
Room	Dow`mahteeow	Δωμάτιο
Bank	`Trah pe zah	Τράπεζα

Hospital	Nowsowko`meow	Νοσοκομείο
Pharmacy	Pharma`keeow	Φαρμακείο
Doctor	Yia`tros	Γιατρός
First Aid	‘Prowtes Vo ‘eethies	Πρώτες Βοήθειες
Help	Vo ‘eetheeah	Βοήθεια
Toilet	Tooah`letah	Τουαλέτα
Restaurant	Essteeah`toreew	Εσπιατόριο
Tavern	Ta ‘vernah	Ταβέρνα
Museum	Moo`seeow	Μουσείο
Beach	Para `leeah	Παραλία
Sea	‘Thahlahsah	Θάλασσα
Sites & Attractions	Axeeow`theatah	Αξιοθέατα
Newspaper	Efeeme`reedah	Εφημερίδα
Magazine	Pereewdee`kow	Περιοδικό
Coffee	Ka`fes	Καφές
Coffee with milk	Ka`fes me ‘gala	Καφές με γάλα
Sweet	Glee`kows	Γλυκός
Medium Sweetness	`Mehmtreeows	Μέτριος
No sugar	‘Sketos	Σκέτος
Tea	Tsaey	Τσάι
Tea with milk	Tsaey me ‘gala	Τσάι με γάλα
Tea with lemon	Tsaey me le ‘moni	Τσάι με λεμόνι
Squeezed juice	Physee `kows Chee ‘mows	Φυσιικός Χυμός
Wine	Krah`see	Κρασί
Water	Neh`row	Νερό
Beer	`Beerah	Μπίρα
Ouzo	‘Oozow	Ούζο
Breakfast	Prowee `know	Πρωινό
Lunch	Meseemereea `know	Μεσημεριανό
Dinner	Vradee `know	Βραδινό
Food	Fahgee `tow	Φαγητό
Omelet	Ome `letah	Ομελέτα
Meat	‘Krayahs	Κρέας
Fish	‘Psahree	Ψάρι
Chicken	Kow `towpulow	Κοτόπουλο
Salad	Sah `lahatah	Σαλάτα
Greek Salad	Choree `ahteekee Sah `lahatah	Χωριάτικη Σαλάτα
What is this?	Tee `eenay af `toe	Τι είναι αυτό;
I want this	`Thelo aftoe	Θέλω αυτό
I want to ...	`Thelo na	Θέλω να ...
How much is this?	`Poso `kanee af `toe	Πόσο κάνει αυτό;
I want to go ...	`Thelo na paow	Θέλω να παω...
How can I get to ...	Pos na paow	Πώς να παω...

Pancyprrian Federation of Student Unions

The establishment of POFNE as an appeal body for students gave new impetus to the student movement in Cyprus. Since 1973 POFNE and now POFEN, are pioneers in the struggle for consolidation of student rights and to solve the problems faced by students. The POFEN is now recognized as an equal social partner in all decision-makers related directly or indirectly to students and young people (Cyprus Youth Organization, Ministry of Education, etc). This was the result of a hard and durable struggle.

The POFEN plays a multifaceted role in international affairs. The organization participates actively and develops close ties with the European Students' Union, ESU, where we are a full member.

A main tactic of the Federation is to work closely with all Student Unions under our umbrella which will be an instrumental way in achieving the unity of action and further massification of the Cypriot student movement. The POFEN, true to its history, will continue to fight vigorously to solve all problems of the students, for full state student care, for a better education, for a better tomorrow for all of the student movements and for a just and viable solution of the Cyprus Problem

Higher Education in Cyprus

The higher education system in Cyprus is shaped by the European Higher Education Area as outlined by the Bologna Process. Although higher education in Cyprus is only twenty one years old the Government policy as regards to higher education aims to fulfil the local needs for higher education and to establish Cyprus as a regional educational and research centre. During the past 21 years a series of measures have been promoted which aim at the expansion of Higher Education especially at University level.

The establishment and operation of the University of Cyprus in 1992 contributed in upgrading higher education and laid the foundations for the involvement of the University in the social and economic life of Cyprus. The efforts continued and were intensified in the following years with the improvement of the graduate and postgraduate programmes of studies of the University of Cyprus as well as the establishment of two more state universities, The Open University of Cyprus (2001) and Cyprus University of Technology (2004), and the establishment of four private Universities (2007 – 2010).

Despite the development of higher education in Cyprus in recent years, Cyprus still cannot fulfill the local needs of higher education, as Cyprus ranks first on the exportation of students, since more than 50% of Cypriot students are studying abroad.

The main goals and challenges of Higher Education in Cyprus are:

- Enhance quality assurance in HE through keeping up with the Bologna Process,
- Active involvement in Bologna Process and its implementation in Cyprus Education,
- Develop Cyprus into a regional centre for education and research,
- Increase the number of people attending HE in Cyprus,
- Increase the number of students attending programmes related to science, technology and communication,
- Promote the knowledge triangle (education, research and innovation) and excellence in research, technology and innovation in Higher Education,
- Make Cyprus' HE more attractive and accessible to international students,
- Enhance the governance and funding of the HE Institutions,
- Promote mobility of students and staff.

Ethical Guidelines and Code of Conduct of the European Students' Union

The Ethical Guidelines consist of a full set of the basic standards expected of the European Students' Union (ESU) which are to be respected by all the elected representatives and members, during any event ESU organizes, co-organizes, supports or otherwise lends its name to. This code also applies to internal ESU events as well as social events during the said events.

Basic principles ESU adheres to are: Equality, Accessibility and Respect. We believe that ESU must be an arena open to all students in Europe, a safe space where argumentation and debates are carried out with all participants both being actively engaged in discussions and being able to comfortably express opinions and challenge ideas. Being an European wide organization, ESU is the arena of different cultures, religions, political stands, backgrounds, beliefs and contexts. To make the best out of our differences and diversity, promote cultural understanding and intercultural dialogue certain standards need to be respected.

An underlying thought of these guidelines is that every participant in ESU's events is aware and responsible towards the principles mentioned. As students' representatives, we have the responsibility to act towards them.

Based on the principles of equality, accessibility and respect, ESU representatives and participants on internal and external events are expected to adhere to the following points:

1. Treat everyone equally irrespective of socio-economic background, ethnicity, gender, age, sexual orientation, religious beliefs, political views, reduced mobility, gender expression, disabilities or any other basis of discrimination, abstaining from any direct or indirect discrimination as well from any form of harassment.
2. Make no inappropriate jokes or remarks, based on any discriminative grounds that cause people to feel uncomfortable or discriminated against.
3. Behave and react towards the colleagues with respect.
4. Actively engage in the organized activities during seminars, panel sessions and discussions as well attending all the organized sessions, meetings, discussions and debates.
5. Respect the different multicultural backgrounds of the colleagues.
6. Proactively create an inclusive welcoming atmosphere for all of the participants, during both formal and informal parts of the event.
7. Use no demeaning or abusive language towards other participants.
8. Respect the timeframes given by the organizers of the event.
9. Respect the event's facilities and any rules associated with such use.
10. Respect the environment and take care about their surroundings.

We are emphasizing herein that this list is not exhaustive and that the violations of the Ethical Guidelines might happen outside of the frames given by this Code of Conduct.

Organised by:



Under the auspices of:



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