



The European Law Students' Association

V INTERNATIONAL STRATEGY MEETING MINUTES

29th January - 2nd February 2025
Malmö, Sweden



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GROUP I WORKSHOP MINUTES

Thursday, 30th January 2025

10:00 – 12:00

Host Attraction

Participants' list:

Mie Tveit (MT)	International Board of ELSA
Aliena Trefny (AT)	International Board of ELSA
Lucie Nováková (Chair)	ELSA International Team
Ben Wolfers (Vice Chair)	ELSA Germany
Amina Bakhtaoui Van Deputte (Secretary)	ELSA Belgium
Jasmin Kalch (Secretary)	ELSA Austria
Christina Schimetta	ELSA Austria
Smaranda Tihenea	ELSA Belgium
Iva Pavletić	ELSA Croatia
Vojtěch Pešout	ELSA Czech Republic
Jiří Meister	ELSA Czech Republic
Emma Nurmilaukas	ELSA Finland
Siiri Klubb	ELSA Finland
Saliha Hille	ELSA Germany
Felix Jansen	ELSA Germany
Jenny Nordgård	ELSA Norway
Jakub Struzik	ELSA Poland
Eliah Flink	ELSA Sweden
Gabriel Marti	ELSA Switzerland

Chair opens the workshop at 10:06.

Chair passes the floor to ELSA International for their presentation.

MT and AT present.

Workshop proceeds to group work.

Chair opens the floor for the presentations.

Group 1, ELSA Austria: Concerning the main reason for fewer hosts, we talked about financial aspects, for example in Austria we could not find accommodation within the caps for the fees. Some people might also be afraid of hosting because they don't know what it takes. Former Hosts often mainly share the negative aspects about hosting so we think a lot about the image of the work that has to be done there. In our opinion, the main obstacles to hosting an IIM or a RR are on the financial side. We think that the first

step is hard, especially regarding HR and money, but once you start, it gets easier because you already have more knowledge. We also think that it depends on how the knowledge is given to the successors during the transition process. Furthermore, people want the quality standards, but also don't want to pay higher fees, so we think that the half and half model would be helpful. We think that displaying diversity is important and the whole network should be encouraged, but it depends primarily on the resources and the given support. We found the mentorship program very helpful. Instead of an open call, we think there should be workshops at the ISM and ICM where the organisers present not only the problems, but rather their experience. Some misconceptions that we talked about are that some people think that hosting might get you broke, although the organisers can be supported by grants, which makes the hosting doable and the losses lower. For example at the RR it might also be a big relief for the organisers that the participants take care of the accommodation themselves.

ELSA Czech Republic: It's good to have support from the previous hosts and to have calls with them about their experience (e.g. practical tips, tricky parts or what you should do differently).

Group 2, ELSA Switzerland: Our main point was money. Just for the story, last year we wanted to see how much it would cost to host an ICM in Switzerland and in vague estimations it would be half a million Swiss Francs. Aliena had a budget for her RR of 28 thousand. ELSA Germany and ELSA Finland had similar problems. Even to organise our NCMs is very expensive. ELSA Germany also pointed out the problem of HR resources. In Switzerland we also have the problem that our country is not that big and it's difficult to find places for hosting.

ELSA Germany: Just one point in relation to the misconceptions, quality standards look at how IIMs are organised, but the actual quality standards are lower than that. National Groups might be afraid to not live up to the expectations and the image that it could create for their NG.

ELSA Switzerland: We also discussed that it is difficult to lower the standards and to expect many people to come. I also forgot to talk about the RRs. For ELSA Germany the problem is that they also have a national competition, so it would be harder to organise for them. Last year, we had someone very motivated, otherwise it's also an HR problem. If we find someone very motivated, it's easier. For the RRs it's easier with the budget from the university, but we wouldn't get that for the IIMs.

ELSA Germany: To add on to the RRs, it is also pretty difficult to find people for this year's ENC. We would have to spread the people who are interested in the english competitions which would be difficult.

AT: Are you talking about organising or participating? For some competitions, we also struggle with finding participants. But for RRs people apply to ELSA International, so it wouldn't be a problem for the organisers.

Group 3, ELSA Germany: We talked about money, money, money. ELSA Finland and ELSA Belgium talked about high costs. We fight with finding national hosts for national meetings. Our NCMs are also very well visited by international visitors. Currently it's a better situation. Concerning finding support or removing obstacles, it would be good to have the handbook, it would be good to have access to a dedicated hosting team that could give information and support. Concerning the diversity question, it is part of our vision that we strive for cultural diversity.

ELSA Finland: We had Finland and Norway in the same group and it would be expensive to host and travel to our countries. Now we have the ISM in Sweden and we can see that we don't have a lot of participants, so maybe that has something to do with that.

Group 4, ELSA Sweden: I will not repeat what has already been said. We think it's important to have different countries hosting. ELSA Stands for diversity and we think everyone thinks it's nice to travel to different countries. Also about the question in regard to misconceptions, we and also in Czech Republic and in Croatia have found that we were surprised that we usually have more people that want to help than we need, so we actually had to refuse some of them, because we couldn't have an OC that big. We would like to have more details about practical things. We kind of went into it and things came up during the process, but it would be nice to know those things beforehand.

ELSA International Team: I very much agree with the diversity. And I can see it from the participant's side, because the past few ICMs have been in the same parts of Europe. But also from the organiser's side, because the last two ISMs have been in the Czech Republic.

ELSA Austria: What I want to add is that if you host an IIM or an RR, resources will be allocated differently during the year. However we have a lot of projects that we do every year. And those projects would also be affected by hosting IIMs or RRs. When we were hosting the RR, we were mainly focusing on this and less on the partnering projects.

Chair passes the floor to ELSA International for their presentation.

MT and AT present.

ELSA Germany: Do the judges and panellists pay for themselves?

AT: They are usually from a law firm or something like that so the firm can be paying. A lot of the judges and panellists also come from the countries where the RRs are organised, so they don't have much travel costs. So this can also make it more difficult to find judges and you have to reach out to a lot of people, but they usually don't ask a lot of questions about it.

Chair passes the floor to ELSA International for their presentation.

MT and AT present.

Workshop proceeds to group work.

Chair opens the floor to presentations.

Group 1, ELSA International Team: I personally wasn't surprised by the quality standards, because we had the workshop last year. But seeing the quality standards can be very surprising, because if you have been to some IIMs, you might think it would look very different, for example the possibility of having six people in one room, when we're used to sharing it with one or two people. Regarding how ELSA International is helping and could help in the future, we organised an ISM in Prague but it was two years ago and the board has changed now. For us, it would be better to hear from ELSA Sweden beforehand, because we don't really know how ELSA International is helping. I'm sure that Danny and Mie did a very good job, but it would be nice to have the host share their experience before answering this question. As for flexibility, we think there is not need for more, but we would appreciate it to be more practical, because when reading the quality standards there might be a lot of things where you don't know what to expect in practice and you need something to imagine under the written points.

Group 2, ELSA Switzerland: We were not surprised by the quality standards, they seem achievable and we don't see much room for flexibility, so we went back to talk about financial aspects. In our opinion, the quality standards aren't really a problem. But we thought about how the IB can assist and maybe they can pass knowledge about how to sell the ICMs to partners, so they know that it's not just a week of partying and that it's still an academic event where we learn a lot of things.

ELSA Germany: To get hosts we did more of a fun workshop at our National Officers' Meeting. There was one interested host from that workshop, so we thought that doing such a workshop in a very fun way and to do it more often might help to get future hosts.

Group 3, ELSA Finland: Each of us looked at the quality standards and then we proceeded to discuss them. At first we were surprised about how detailed they are, but they are also very well structured and would be good to implement them in the handbook. They aren't that strict, and seem achievable. There should be a balance of the expectations and what is achievable. We also discussed what support ELSA International can provide. As law students, we naturally want to aim high, which is good, but it should also be something that we are aware of. We think that they are already flexible and achievable.

Group 4, ELSA Sweden: It is difficult to meet the participants' expectations.. People are used to a certain kind of standard. If we would book a hostel in Sweden with rooms of six people, we wouldn't have private bathrooms. This could be common for other hosts as well. This could be a big difficulty, but it would help to lower the cost. Regarding the Gala Ball, in other countries it would be cheaper with alcohol, but not in Sweden. We simply can't afford to have alcohol at the Gala Ball. We are stressed about managing expectations, because we don't want people to think it's a bad Gala Ball. We talked a bit about article 3.6. in the Hosting Agreement for the ISM, which states that "the Organising Group shall comply with the Hosting Agreement and accept any interpretation given by ELSA". We think it's an unreasonable article, because when one of the parties can freely interpret an agreement, it kinda loses its value. Why would you then even have the agreement, so maybe the IB should revise this a little.

ELSA Finland: Rather than focusing on changing the quality standards we should focus on managing the expectations of the network.

AT: It's interesting to hear you say that. Our expectations are met, because you are talking about it. I definitely agree that the expectations that we have in the network and the quality standards aren't balanced at all, because the quality standards are way lower. So it's interesting that so many of you mentioned this.

ELSA Switzerland: It could also be good to have more transparency on the organisation, so we would also be aware of how it's going, and to be able to lower the expectations. I don't know how it could be done, maybe with instagram, or workshops. Because we don't realise all the work that goes on behind the scenes, because otherwise when we would see something was wrong, we would just discuss that.

Chair passes the floor to ELSA International for their presentation.

AT presents.

ELSA International Team: About the reputation your NG gets from hosting an IIM, I think it can also be negative, especially if you want to change the structure and lower the expectation a bit. So just don't worry about the image too much, because then no one would be up for organising IIMs. Someone always needs to make the change, but it can be a little scary or hard to be that person, because we know that

people like to complain even about the smallest things, so if you change the whole structure it might be scary.

MT presents.

ELSA Austria: An idea that came to my mind was that the workshop we have right now would be very suitable to have at the ICM. You had the workshop on hosting RRs at the ICM, so I think it would also be good to do the same with IIMs. I feel like now it only reaches people at this ISM, but it needs more audience and more people should know about this.

ELSA Finland: Last year we were also considering hosting the ISM, and it was really nice and we discussed all the practicalities. We found it really interesting that Danny thought we might host an ISM due to rumours and then he reached out to us. I would really recommend to be also very proactive in finding the hosts as the IB.

MT: To give a response, Aliena had a workshop about the RRs and I also had a workshop on organising IIMs, but mine was not as practically oriented so that's a really good idea.

Chair closes the Workshop at 12:03.

13:30 – 15:30

Annual Human Rights Campaign

Participants' list:

Niko Anzulović Mirošević (NAM)	International Board
Paula Bačić (PB)	International Board
Lucie Nováková (Chair)	ELSA International Team
Ben Wolfers (Vice Chair)	ELSA Germany
Amina Bakhtaoui Van Deputte (Secretary)	ELSA Belgium
Jasmin Kalch (Secretary)	ELSA Austria
Christina Schimetta	ELSA Austria
Smaranda Tihenea	ELSA Belgium
Iva Pavletić	ELSA Croatia
Vojtěch Pešout	ELSA Czech Republic
Jiří Meister	ELSA Czech Republic
Emma Nurmilaikas	ELSA Finland
Siiri Klubb	ELSA Finland
Saliha Hille	ELSA Germany
Felix Jansen	ELSA Germany
Jenny Nordgård	ELSA Norway
Jakub Struzik	ELSA Poland
Gabriel Marti	ELSA Switzerland

Vice Chair opens the workshop at 13:34.

Vice Chair passes the floor to ELSA International for their presentation.

NAM presents.

Vice Chair opens the floor for discussion.

ELSA Switzerland: Last year, we were very active in the AHRC. This year it was a bit harder. Our biggest struggle is always to motivate the local groups. In Switzerland, human rights aren't the focus for many right now. We as a National Group like the current structure and the flexibility of events and marketing campaigns etc. And especially we don't think there should be more strict rules, because in order to engage a lot of people it's better to keep it flexible. But maybe a bit more pressuring for marketing campaigns, the materials we got were helpful, but maybe others would be better. I don't know how feasible it would be to start next year's campaign right after the ICM. Especially with the problem of short deadlines, it would be easier to manage those. Even though the term starts in August, every attempt to contact the locals before Mid-September is really difficult, as university only starts by then. At that point there just isn't enough time left.

ELSA Finland: First of all, we engage in the AHRC. Our local groups mostly do it through ELSA Day, but in recent years the focus was more to establish it as an annual project. We agree with Switzerland that we are also happy with the current structure. We don't want to overregulate it or make it too strict. We feel like there is a good direction that makes it easier to organise. We want to keep it as accessible as possible. We didn't know ELSA Day was part of IFP before. We are in support of increasing the AHRC as a more well-established project, but we shouldn't forget the IFP.

ELSA Norway: Our National and Local Groups also engage in the AHRC. We did a workshop exclusively on the campaign at our first NCM to give the local officers the information and tell them about the supporting materials and map. We had a couple of events, but as ELSA Switzerland mentioned, the deadline is a problem for us as well. They often plan their events not that far in advance.

ELSA Austria: We also actively engage in the AHRC this year. We also had a lot of workshops on the importance of the project, especially during our internal meetings. I agree with Finland and Switzerland that the recent approach is good: We like the overall structure and the approach with lesser regulation, broader audience and the annual themes. But our problem is that the locals do not get the importance of the specification forms. For them it's just something that those 'up there' are doing. We also struggled with the amount of goodies and the delivery, because it was sent to us and we had to distribute it. We would wish to have more flexibility in case events get cancelled or are not feasible.

NAM: If the event is cancelled, you can select that as an option in the evaluation form and it will simply be disregarded so that you don't face any negative consequences for it.

ELSA Switzerland: I have a question, you said that your materials from the CoE could not be sent to locals, but if I remember correctly, last year the materials were sent to the locals.

NAM: Last year it was directly sent to the locals, but during the July meeting with the CoE we talked about it and decided to change it. They are now sent to the respective National Boards, especially in order to not collect an unnecessary amount of data from the locals and remain compliant with GDPR. This also enabled CoE to send us more stuff, since it was now more centralised with the national coordinator that could also get the Traineeship. Otherwise, if we had 60 events, we would have 60 deliveries, which

increases the risk of failed deliveries, and as such leads to less events receiving their merch on time. When the locals are the ones directly communicating with the CoE they may call them to ask where their materials are and when they finally will arrive, which can lead to “diplomatic” incidents. The measures are meant to prevent this.

ELSA Czech Republic: We have never actually had problems with the local groups in regard to the specification form, because they know it's for the materials. We feel like they are a bit demotivated. The purpose is obviously to receive them in time for ELSA Day, but a majority of them arrived late and only got there after the events.

ELSA Germany: We do at least partially engage in the AHRC, but primarily on a local level. On the national level, our event portfolio is already quite stuffed and not really coinciding with what the AHRC strives to do. What I have gathered from the locals is that the timing and the details asked for in the specification form are the major issue. Similarly to Switzerland, the deadlines fall together with the beginning of university, and the details that should be submitted aren't established yet at that time.

PB: The ones who had workshops at their NCMs, was it in AA Workshops or other areas or unidentified?

ELSA Czech Republic: We organise the AHRC workshops as a joint between AA S&C.

ELSA Austria: We introduced the AHRC in our opening workshop at our National Officers Meeting, but it continued in the AA Workshops, as our VP AA is our National Coordinator.

ELSA Germany: Locally some groups have VPs for Human Rights that can choose in which workshops they participate, but on a national level human rights is a part of S&C.

ELSA Switzerland: When we present during workshops, it's always with AA, but the actual events that fall within the AHRC are almost always S&C.

ELSA Norway: We also had local officers that were VP Human Rights and the competitions were part of AA, but after our board reform it was AA & C, with Human Rights being a part of AA. We currently don't have any AA on the NB, so I as VP S&C am the Coordinator and did a separate workshop with the AAers on it.

ELSA Finland: For us, AHRC and Human Rights are always in AA in all our workshops and other activities.

ELSA Belgium: Last year, I presented it during a joint workshop with BEE and AA as director for human rights under BEE and also because we didn't have a VP AA in the second semester. This year, we started implementing it more under AA and organised a joint workshop with S&C on the ELSA Day and with MKT on promoting human rights; but we would like to keep the focus of having the topic of human rights present in all areas.

ELSA Switzerland: I have a question for ELSA Finland, what type of Events do you organise and consider to be AA Events?

ELSA Finland: Mostly Events with Speakers or some type of Workshops. There is some overlap with S&C of course.

VC passes the floor back to ELSA International.

NAM presents.

Chair opens the floor for discussions.

On the topic of campaign identity:

ELSA Switzerland: We like the one-year format, because longer can be a bit boring or more difficult to still find topics. I personally identify with the topic, but I feel like that is not the case for the whole of ELSA Switzerland.

ELSA Finland: We are satisfied with the annual cycle of the AHRC. We are against overregulation. We don't want the regulations to be strict and to not be able to organise it practically. Forcing them to organise an ELSA Day event, killed all motivation to actually organise it. We would prefer to have freedom with it and let it be fun. We like that it's possible to organise the event and the AHRC. We haven't made up our mind yet whether we want to regulate the coordinator. We think it should be VP AA or a director for human rights. We feel like there isn't a need for much proof, since we aren't in court.

ELSA Germany: We would be against focussing on one single topic forever, that would be very unattractive for the project. I think mostly after five years, they can't find any engaging subtopic or it could be difficult.

ELSA Belgium: On the one hand, I understand what ELSA Germany just said, but on the other hand I do believe that there will always be topics on human rights to engage with.

ELSA Czech Republic: If you see the number of IFP events with AHRC, I think it's great that it changes annually. You just have one year which is better for you. There may be a limited amount of people that are experts on a topic and after some time you may run out of subtopics to cover.

ELSA Norway: I prefer the one year cycle. A topic that is hot now, may not be hot in three years. It may also create more pressure to create events within that year instead of pushing them to the next term.

ELSA Germany: I would also say that if you switch regularly, it is easier to catch on to relevant social issues and topics and that in turn makes it easier to get participants.

On the topic of events & people in charge:

ELSA Switzerland: I might be wrong but last year we could include topics that were not only about corruption.

NAM: AHRC is there to organise events on human rights, for the topic you have our supporting materials, and you have a lot of events that are more or less connected in title or tackle the topic. You can also do events that have nothing to do with the topic of the year, but events that tackle the topic are scored better.

ELSA Switzerland: I think that is a good thing, because an AHRC should include all human rights. It's important, because it can help to have a certain topic as a basis. About the person in charge, it's pretty good, because if we only leave it up to the locals it might become a mess.

ELSA Czech Republic: I think that strict regulations on the AHRC would kill the campaign. The local groups are actually organising the events. We would oppose telling them how to do it, because then they would probably not do it.

On the topic of efficiency of forms:

ELSA Switzerland: I would prefer to have a form that is always open instead of one with a second deadline. It should be also for the competition, for the evaluation form to be updated on the website and then in the end we should see who organised which events and the only deadline we keep is for the CoE.

ELSA Germany: Is the second deadline actually being used frequently or is it only for 1 or 2 groups?

NAM: Most groups submitted by the first deadline. However some substantial groups with more than 20 events, submitted by the second deadline. But the two deadlines are also very close to each other. Pushing it earlier, is also to have events up there as soon as possible. Compared to last year, there was less of a difference between the first and second deadline. Last year the campaign was open for less time, but now we had it one month earlier and not per se that it would make a great difference. This year more people filled out earlier.

No comments on National AHRC Structure.

On the topic of Impact:

ELSA Switzerland: I don't think that our members interact with the AHRC, only those active on the international level.

ELSA Austria: This year the AHRC is working very well. We are planning a huge gala event in February. We already have more than 70 participants only by promoting it as a human rights gala.

PB: What is a Human Rights Gala?

ELSA Austria: We present the edition of the ELSA Austria Law Review from last year and the new upcoming edition with keynote speakers presenting human rights related key notes.

PB: Who will be present then?

ELSA Austria: We invited some keynote speakers, we even could contact one from the ICC. So it will not only be participants, but also externals and interested people.

ELSA Germany: We are very careful with human rights in general, because all of them are political to some degree for us. Members and local groups are interested, but it is not always compatible with non-political status.

ELSA Finland: As the local groups mainly organise the events, the interaction by members depends on the local groups. We share the materials with the local groups.

EIT: I wanted to share from my side as a participant, I joined ELSA Spain's AHRC and it might be good to also share it with other national groups. It can also help with learning other languages.

ELSA Belgium: We are organising a women's rights conference. This time students can submit abstracts, and that also makes it very attractive for students.

Vice Chair gives the floor to ELSA International.

NAM presents the group task.

Vice Chair: We now begin with the presentations of the groups. We start with Group 1.

Group 1, ELSA Germany: We generally think the structure of the campaign is working very well. The main issue we talked about was the deadlines, both in regard to no events taking place after the Spring ICM and the timeline in the beginning of the term. Yes the topic is announced early, but if you have a bad transition or if you're not responsible for the area originally and have to acquire the knowledge after the start, then it is very difficult. We would agree that moving the deadline a bit later would be the best solution, but we were unsure how feasible that would be with the CoE. Alternatively we would suggest opening the specification form on an earlier date, so that the predecessors can think about it and so that they can make the successors aware of the specification form. Of course, it doesn't always work out to rely on your predecessors, especially for local groups, but it was at least the most feasible thing we came up with in regard to the deadline.

NAM: We can do a round of opinions.

Vice Chair: Any opinions on the results of Group 1?

ELSA Belgium: I think it is a good idea to open the specification form earlier.

Group 2, EIT: About the structure, we think it's good right now and more changes might be bad. We think that the time frame with one topic per year is good, two years should be the maximum. We have also discussed the date of the ELSA Day, because it's viewed as a tradition now, but if it's pushed further we might have more events, because two thirds of all the events take place before the ELSA Day. Most National Groups don't have events after the second ICM. It would be good to connect over the national groups, e.g. for the people of Czech Republic it would be more interesting to have it as an international event. We also focused a lot on the Website, especially we discussed the language: If you are a member of a different national group, it should display the language of that country.

Vice Chair: Any comments on the results?

ELSA Finland: I think it's a good idea to reconsider the timing of the ELSA Day.

ELSA Switzerland: I kind of agree on ELSA Day, but it's pretty new and it's been hard to establish traditions, so we might lose the meaning of it. My locals don't really know it now completely, they know that there is something at the end of November, so if we would change it again, they wouldn't understand anything anymore.

ELSA Germany: Without considering any outside factors I would also push the date as it is the most effective solution. Is there a historical meaning behind choosing the last wednesday of November?

NAM: No. Honestly, I don't know. If there was, I didn't find it.

PB: It is not too late or too early in the term and it's also possible to organise something by then.

Group 2, ELSA Germany: The ELSA Day, if it was in March, it could highlight the event of the whole campaign, so it might be a reason for moving it

Group 3, ELSA Finland: We had the overall feeling that we were satisfied with the overall structure and that it's good that the topic is already discussed and established at the Spring ICM; especially with the AHRC being already quite established. We think that the deadline is quite early, especially since many local groups start their new term in August, for them it is too early to think about international forms. So it might be feasible to push it a bit later. We think that knowledge management is important, and for example there could be a Training during the ITM from for example the CoE. We do think it would be good for new AAers and the whole network to have the information. Maybe we could establish a working group on reporting about human rights - like Amnesty International who do this kind of advocacy.

ELSA Germany: If I understood you correctly you don't mean Working group in the sense of working on establishing but as a continuous entity that presents current emerging topics?

ELSA Finland: Yes, maybe a working group is not the right word.

ELSA Belgium: I will just talk about the reporting and training part. First of all, we thought that it could be interesting to organise a training from the Council of Europe on campaign development in regard to human rights at the beginning of the term during the ITM, and not per se on the topic of the AHRC, since the guideline and the supporting materials already provide a lot of information. As we said before, campaign development can be tricky, and the Council of Europe also has a handbook on human rights education to younger people so they would be eligible to deliver this kind of training. Secondly, I see reporting as a way in which we as a network can report on human rights violations happening in the world through a working group, while possibly still linking it to the topic of the AHRC. This is different from the AHRC, as here we start from the topic 'criminal justice and human rights' and foster discussions on it.

Vice Chair: Any further comments?

NAM: It is an interesting idea to move ELSA Day. We have come to the point where it works really well. I would like to have some more opinions on moving the ELSA Day.

ELSA Switzerland: I think a fixed date isn't a good idea, because it might be a Sunday or Saturday. May would be a little too late, because ICM Spring is over, the competition is over, and the preparation for exams will start.

ELSA Finland: I agree with these points, but from our members' perspective it is confusing, when we have ELSA Day at the end of November and then again on 4th of May.

ELSA Germany: On moving the day overall, I don't want to hear what the MKT has to say about this, I might be afraid that they will kill us for ruining the brand identity. I don't feel well informed enough about

AHRC to really talk about it in depth, but if it helps the campaign, then the benefits would outweigh the MKT's downsides.

ELSA Germany: I think it will be confusing in the first point, but thinking of it in the long ride it's okay for the members to be confused. I think it would still be a good thing.

ELSA Finland: What I meant is that it's confusing that there are two ELSA Days, one in November and birthday in May.

ELSA Switzerland: I think that changing it isn't the priority, but I think it's easier to have the work on the AHRC already starting in the previous term. If we would change it, then I think the best time frame would be around the end of February or beginning of March. If we change it, it could mean that at some point we would have to change the whole agenda of all ELSA events, it could be a mess and maybe more difficult than the MKT issues that we talked about earlier.

ELSA Czech Republic: I don't know anyone who was confused about 4th of May and ELSA Day. I told the locals that it is the last wednesday, but they wanted to do it on Monday, so I thought a difference of 2 days won't be a huge problem. End of November seems for us to be the perfect time to organise ELSA Day.

Chair asks if there are any further remarks.

Chair closes the Workshop at 15:29.

16:00 – 18:00

Public Relations

Participants' list:

Nathalie Labar (NL)	International Board
Nikola Grochowska (NG)	International Board
Lucie Nováková (Chair)	ELSA International Team
Ben Wolfers (Vice Chair)	ELSA Germany
Amina Bakhtaoui Van Deputte (Secretary)	ELSA Belgium
Jasmin Kalch (Secretary)	ELSA Austria
Nadine Albers	ELSA International Team
Christina Schimetta	ELSA Austria
Smaranda Tihenea	ELSA Belgium
Iva Pavletić	ELSA Croatia
Vojtěch Pešout	ELSA Czech Republic
Jiří Meister	ELSA Czech Republic
Emma Nurmilaikas	ELSA Finland
Siiri Klubb	ELSA Finland
Sverrir Páll Einarsson	ELSA Iceland
Saliha Hille	ELSA Germany

Felix Jansen	ELSA Germany
Jenny Nordgård	ELSA Norway
Jakub Struzik	ELSA Poland
Elijah Flink	ELSA Sweden
Amanda Norbro	ELSA Sweden
Kristoffer Ohlin	ELSA Sweden
Gabriel Marti	ELSA Switzerland

Chair opens the workshop at 16:02.

Chair passes the floor to ELSA International for their presentation.

NL and NG present.

Workshop proceeds to group work.

Chair opens the floor to the presentation.

Group 1, ELSA Austria: We looked for PR materials on the Officers' Portal and we found some across the areas. In BEE, we found the materials on communication, how to be a salesman and the external relations manual in the external relations section. There are also ELSA Traineeships media cards in the PD section and ROLE, AHRC and ELR Marketing Kits in the AA section. In addition to that we would like to have templates for pitch decks, media cards, info sheets and a press release. The key areas require strong communication with their VP MKTs, so there should be a plan for Marketing and more projects should have media cards. We think that PR is also important for IM and FM, for example for grant applications or prize initiatives, you could use a pitch. When SecGens recruit people as new ELSA members, they could also send an infosheet about ELSA.

NG: That is why it is important for key areas to tell MKT officers all the important information about their events. Of course, MKT officers will always come up with something and they know who they are trying to reach and how they would like to promote it, and show what it is about, but it's better to have more information. In that way, we can brainstorm the platforms to use together.

Group 2, ELSA Germany: We have also discussed the already mentioned points, but additionally maybe the Law Review can also be some kind of PR, advocacy manual and the partner packages as well. Some things we would like to have are more reels and some tutorials on how to do it in a less time consuming way. We also talked about brochures and PowerPoint presentations on what ELSA is and how we can adjust it in our own way.

NG: We are actually working on the last point that you mentioned, we want to have presentations for flagship projects. We want to have a presentation for each project that can be used in info calls. It's also editable, so you can translate it to your own language. You might see that we are making templates with the branding.

ELSA Austria: Maybe those slides could be used for the pitch deck.

ELSA Germany: It's also very difficult to put the deepness of our organisation into any shorter material. It would help to have a workshop on how to sell these points.

Group 3, ELSA Switzerland: We had a similar idea, but more in the form of a 2 to 3 minute video, that we can show in classes or to partners, so that it might be more catchy to showcase the deepness of the organisation. In Switzerland we do a brochure each year, but it's 38 pages long and when I send it to partners, I know they probably don't read it, so a video would be better. Then, for the areas, maybe having more flyers. I know that ROLE has some, so if people are interested they can receive more information, but the flyer might already give some small facts. Then, it would be good to have a strategy on how to reach a broader audience. Some events can also be open to some people who aren't studying law and especially for human rights the target isn't law students, but more so people who aren't studying law or not studying at all. So maybe a workshop on how we can sell the importance of it. It can be hard for locals to get into it, so maybe some more reflection on this could help.

ELSA Austria: I think there was already a reel on something like this which just said "we are..." something and repeated that with different answers.

Group 3, ELSA Germany: We also discussed the format of the video and that it should also be gender-neutral. I recommend the format of the YouTube channel "In a Nutshell". It's a very good animation, so maybe you could take it into account to put it in a similar way. And then we also talked about a podcast.

Group 4, ELSA Finland: We had similar findings on the Officers' Portal so in BEE and then the PR and IM strategies. For background information we can also use the former IIM minutes. In AA, the AHRC is an interesting case to show our partnership with the Council of Europe. As for what could be added for key areas, it would be good to have some simple handbooks, since they are also corresponding with law firms for example. There could be a guide on what kind of projects could be promoted, to know what can be presented in traditional and non-traditional media, so we also direct it to the right audience. Key areas and MKT should collaborate to create visual materials for projects. For this, there could be a basic kit on how to approach partners. PD often works with companies or graduated lawyers. Our connection to the UN and other large entities, could also be used in promotion, since this would raise awareness of ELSA in general. There could be promotion of ELSA Law Schools, and going to schools, not only in regard to ELSA4Schools and ROLE.

Chair passes the floor to ELSA International.

NL and NG present.

ELSA Germany: Writing articles is very time consuming, would you say that it's still very important within PR or is it more of a social media thing?

NG: It is quite difficult to say as it depends on the audience we want to reach. There are still people who are reading blogs, so we don't only focus on short attention span videos, but the articles are also time consuming, so you would have to find a priority. You could use the information that you would put in the article in a different way. People see that you devoted time to it though. If you want to spark someone's interest, then definitely short videos are a good option.

NL: If you have a panel or an event, you can also invite a newsletter to write about it and you can then also have some reach on the external level. What we did have in Sweden a few years ago was a panel discussion which was put in the newspaper where they then also wrote about ELSA.

ELSA Austria: For our Law Review event, we asked our speakers and partners to promote it in their own circle, like putting it in the event calendar or sharing the post.

NG: Testimonials can also be a very useful way, you're just gathering testimonials from other people. So you should reach out and see if they are interested in writing something.

Chair passes the floor to ELSA International.

NL and NG present.

Workshop proceeds to group work.

Chair opens the floor to the presentation.

Group 1, ELSA Austria: Everyone picked different projects, so it's hard to summarise. But it's always a good idea to ask your partners to promote your events. But we also thought it would be nice to contact a social media page for law students, outside any associations. Often what we do is to contact an academic journal, so it might be interesting for you to promote it as well.

ELSA International Team: I think what we found during the group work was that you really can't use one PR strategy for every event, but it will depend mostly on the type of the event. So different media platforms will be used for different events, academic journals for competitions, NGOs for human rights and so on.

Group 2, ELSA Germany: We talked about differences between digital and printed media, such as instagram posts, publishing articles or getting some media partners or associations that are working on the same topics. The key point was to reach a lot of people. Corporations that are from different countries are an unique opportunity to come into different law systems. Maybe some people are motivated by other young motivated people. It's also prestigious to be linked with the Council of Europe.

Group 3, ELSA Switzerland: To be honest, we were confused on what to present, because we just presented our projects and we discussed our plans. Sverrir talked about NOM and how he would need more manpower to distribute fliers for example and then reach out to other student associations or other platforms to find people.

ELSA Iceland: Our biggest problem is getting people to help out. We are going to need a lot of help, we will promote it and invite other organisations to be present at the event. We need someone to promote the event with posters at the university and stuff like that.

ELSA Switzerland: What came up is that it's interesting to keep it simple. For example contacting people through a Facebook group. Instagram can make it easy because it's quick, but the algorithms, regulations and ownership can make it difficult or risky to become less professional or hurt our image.

NG: What ELSA Switzerland said about the changes we have with Instagram, we are pushing to also expand more horizontally and see what channels you can use. If Instagram didn't exist, what would you do? For example using traditional platforms or through the university. Concerning NOM, we haven't talked about it that much, but it is a little bit of a different process if you are in the LB or NB or just a member. That also ties to Human Resources to become more involved in the organisation.

Group 4, ELSA Czech Republic: We talked about which type of event to promote in which type of media. Regarding the human rights gala event, we talked about how it should be promoted to ELSA's academic partners and students, so we should think how they could be reached, such as through emails. For MCCs the focus should be on social media, which is the best type of media to promote something to students, publications in law magazines or other student associations, but if they are also a law students' associations, it might not be the best idea because they could steal the ideas for themselves and start organizing such events. We could promote events where law firms participate in law magazines that they subscribe to. In traditional media such as TV and radio, it could be good to promote the general awareness of ELSA and our connection to the Council of Europe or the UN.

NG: What you mentioned about competitive law students' organisations, it's a matter of thinking how you want to approach the situation. If they are open to it, it should be operated in a way to collaborate with them to also find new members. But if they aren't, it's also very important to keep it in a professional way, instead of competitive. In general try to look for partnerships which your association can align with. See where your associations align and how you could join together that could benefit both groups and audiences.

ELSA Austria: What has worked effectively for us, usually when people register for ELSA via our website, they get a link to a WhatsApp group within their verification email. With WhatsApp it feels more personal than on Instagram and it has worked great. Moreover, we are published in a magazine once a year - we get a dedicated page. It's not a partnership, but cooperation with a magazine where law firms get graded and they can have some employer branding, and we managed to have a page about ELSA and explain what we do. It's not for members, but partner wise. So if something exists in your area, make sure to try it out.

ELSA Czech Republic: We have Messenger groups in ELSA Prague. It has the biggest impact on getting the most people involved. I think it's one of the best ways to promote events to your members and it's working great for us.

ELSA Austria: We also created a national WhatsApp group chat for the ELSA Austria network and there are also some of our Alumni in it. Our groups visit each other more often through this, so this is also a way of strengthening our network's community.

Chair passes the floor to ELSA International for final remarks.

NG: If you have any questions or if you want more support to your national groups you can reach out to our Director for PR, Nadine or to me in case of any inquiries.

Chair closes the Workshop at 17:53.

Friday, 31st January 2025

11:00 – 13:00

HR in the IB

Participants' list:

Mie Tveit (MT)	International Board
Nikola Grochowska (NG)	International Board
Lucie Nováková (Chair)	ELSA International Team
Ben Wolfers (Vice Chair)	ELSA Germany
Amina Bakhtaoui Van Deputte (Secretary)	ELSA Belgium
Jasmin Kalch (Secretary)	ELSA Austria
Ben Gödde	ELSA International Team
Flavia Lehmann	ELSA International Team
Benita Steger	ELSA International Team
Christina Schimetta	ELSA Austria
Smaranda Tihenea	ELSA Belgium
Iva Pavletić	ELSA Croatia
Vojtěch Pešout	ELSA Czech Republic
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Siiri Klubb	ELSA Finland
Sverrir Páll Einarsson	ELSA Iceland
Saliha Hille	ELSA Germany
Felix Jansen	ELSA Germany
Hedin Indregård	ELSA Norway
Jakub Struzik	ELSA Poland
Sonja Doll	ELSA Sweden
Eila Karlsson	ELSA Sweden
Gabriel Marti	ELSA Switzerland

Vice Chair opens the workshop at 11:05.

Vice Chair passes the floor to ELSA International for their presentation.

Group work begins.

Vice Chair: We will now discuss your results, starting with Group 1.

Group 1, ELSA Germany: We briefly touched on the topic of Brussels and the ELSA House, of course you can't change Brussels, and in the FM workshop we'll also talk more about the ELSA House. What we spent a lot of time on was financing. It's composed of both not knowing what you need to cover from your living expenses, because you don't know how living is in Brussels. It is also not knowing what you get, because the regulation for the grant of relocation is a bit confusing. I personally also brought that up, that in the IB interest call that there is more than for us, but on the other hand not knowing what the

expenses are covered by ELSA and which ones aren't. On the topic of anxiety, if that is the case or being afraid of failure, it is a chance to overcome it. It's a hurdle that you will need to change, but it will also be a great change for personal development. Another worry was that you will not be able to continue your studies. About the fear of moving or leaving your friends, there isn't a solution, because remote work isn't feasible, and in that case it might not be something for you. Lack of knowledge in regard to the day to day work of the IB, so we could be a bit more informed about that, and not only about the ELSA knowledge. Lastly the topic of transition colliding with the national transition that one would have to give themselves.

Vice Chair: Any additions or questions? I see none.

Group 2, EIT: We first talked about the financial problems. We also talked about the Erasmus+ traineeships which a lot of people don't know about, so we just said that you should check with your university if you can apply for it. About the ELSA House issues, the EIT can really help with that. It is not as bad as everyone tells you. And then we talked about the two terms after each other: Joining the EIT would be the perfect solution as a year in between. Then we talked about the day-to-day-work, that you don't really know what to expect, but the EIT can also help with that, because you are spending some time with the IB in the ELSA House, working on your areas and working with the IB. It makes your experience more of a day in the IB. For the people who said that they are scared of running, we thought it might be mostly about the fear of the unknown. More transparency about the day to day-work would be good for that.

Chair: Thank you very much. Anyone from Group 2 who wants to add something?

Group 2, ELSA Finland: This isn't really something that came up in the discussion, but if there is like a low level showcase, such as the personal instagram account, it makes it look less intimidating.

Chair: Questions on the results of Group 2? I see none.

Group 3, ELSA Switzerland: I don't think there are many new things to be said. We said that there could just be a bit more transparency, we also talked about the housing conditions and the money problems.

Chair: Thank you very much. If there is nothing else, we can go on to Group 4.

ELSA Germany: I have a question. Did we talk about open calls?

Chair: No.

ELSA Germany: Maybe doing more open calls with the alumni of the International Board might be helpful for giving possible candidates a look into the life of the International Board. There could also be workshops at the Autumn ICM to do the open call kind of in person.

Chair: Then we go on to Group 4.

Group 4, ELSA Austria: We came up with the idea of an IB handbook with compact knowledge because we would include information about what the IB does besides the area work. It could include what an IB year costs you and also what is paid in each position and what you need to cover yourself and what grant possibilities exist. We also came up with the idea of an administrative checklist about what you need to move abroad, especially because it's Brussels and to prevent the fear of the unknown. We also talked

about personal reasons like anxiety and problems with leaving friends and family, but we think that they are not clearly solvable. Our last point was about work life balance: It would be great to have some information about what the IB does besides ELSA, e.g. can you go home to see your friend, is it a 9 to 8 or 9 to 4 am job, is it maybe possible to finish your thesis? In addition to that we think that Niko's cat was actually an HR action, because it solved the problem with the rats.

MT: We gathered four main points: Finances, knowledge, house and day-to-day-work. So house-wise, I would agree that it's not as bad as it rumour to be. I never was in the house before the transition in July. Yes, it's an old house, it's not the most aesthetic house, it does have very nice glass paintings, but the point is that in the beginning it can be "oh, is this where i will be living?". I think also the vision of the rooms is also an experience, some are bigger, some smaller, I have a smaller one. I also have a boiler in the corner, which is fantastically unaesthetic but it keeps you warm. I am super happy with my room, I often switch between working from my room and the office. We have Niko's cat, but even before the cat arrived, we had never seen mice or rats.

NG: Seeing the house physically helps. If you haven't been there yet, it's hard to imagine what it looks like. If you have been to the house in study visits or so you see it's not in the best, but also not in the worst condition. Having this fear can be debunked by visiting us and coming to see it for yourself if you would be able to live there.

MT: You adapt to living there. It's not where I imagined I would live for a year, but I am thriving. In terms of finances, we have the grant of relocation, which is 350 euros per month.

NG: Including the month of July.

MT: Yes, you get the grant of relocation for 13 months, so for the month where you get until where you give transition. A lot of us have the Erasmus grant, because ELSA work can be classified as a traineeship. As with all applications, it's quite an extensive process, so when I joined the board I wasn't sure where to start, so I asked Nikola to see previous applications and find help. The most important thing is to research when the deadline for the application is. Nathalie's deadline was in February, mine was in June. That, and also the tricky part about the financial aspect is that it varies from year to year. The budget always varies from year to year, it is hard to say in advance how much costs get covered. We do get covered travels and accommodations for all the IIMs. This year so far we have also covered gala and social programmes. For merch and sightseeing, you cover yourself. We also usually have 100 euros each, to go to our coaching groups' NCMs. Depending on how much you want to travel, you have to cover more costs outside the IIMs yourself. This is depending on what you can attend and what you want to, but you're not obliged to.

NG: We also don't pay rent.

MT: I would recommend maybe 500 euros additionally a month, it depends on what level of comfort you want. We are a board that cooks together a lot. Our predecessors ordered a lot, so this will also impact the spending.

ELSA Germany: A question regarding the Erasmus grant: Do you have any experience if that has any effect on Belgian officers because they are not going abroad?

NG: The IB experience is treated as a traineeship. It's more about going abroad, and the grant supports you in the move, so you can pay rent and so on with that. We might have to look into how it works for Belgian students, because if you're already based in Brussels it might be different.

MT: I would move on to the day-to-day-life. It varies, but it is a special situation with living and working together. You live together like in any other collective housing, you see each other for breakfast in the kitchen, and then some go to the office or the rooms to work. You are very much in charge of your own schedule. We have set board meeting days, sometimes we go out for brunch, you can go workout or go out during the day and then work again in the evening.

NG: It's dependent on you, so you're really in charge of your own schedule and in charge of your own deadlines. It's a blessing and a curse, as Mie said you are in charge and you have to see how to manage it. You have to be motivated and disciplined to your plans, you are in charge. It depends on the board but also yourself and your position. If you manage, think about how you would design it as if you were any other officer, think about how you would do it if you wouldn't have anything besides the ELSA work.

MT: We also have a section for Q&A at the end, if you have any questions you want to ask.

Chair: I will pass the floor back to ELSA International for the second group work.

NG presents the second group task.

Chair: We will continue with the presentations.

Group 1, ELSA Sweden: We talked about that the IB can be transparent about what the day-to-day-work can be like. But maybe also getting the interest from the ELSA Alumni, and that the whole network can be nice, especially if not the whole board is full. National Boards can try to keep the locals motivated to keep the whole network motivated. It's not too late this year, you can still keep going. It's good to start earlier though, and have the transparency thing as a year-long thing.

Group 1, ELSA Germany: I have one addition about the support from the fellow NB members. It could also be helpful regarding the topic of transition because they are still there. They probably don't have the whole knowledge, but they can help with scheduling-wise of the transitions and such.

Group 2, EIT: I think we talked very similarly to what has been said. The network as a whole could be more supportive because it can be hostile towards candidates. I must say we are still students who are willing to sacrifice our lives for one year, you should not pursue looking for the perfect diamond, the perfect candidate. Put more trust into people, don't try to find someone who is perfect. As for the IB, also continue with the transparency and maybe more focus on their own initiative and ask if the candidate needs something. Asking if the candidates need any help can make a difference. About what the National Board members can do, Felix from ELSA Germany said that in their National Group there is more focus on the HR for ELSA Germany and they can't really focus on the IB. I think that for the individual officers, they should not be afraid to talk. Maybe just ask the people casually, rather than it being a big thing or commitment.

Group 3, ELSA Germany: For the IB, they could search for another grant for financial problems. Maybe a fund made by the Alumni would be an option, because we see difficulties when there are big differences between the IB members' financial situations. Some can travel a lot, others cannot. And especially starting the recruitment earlier, even at the autumn ICM to get people ready for the spring ICM. The IB could

show more insights from daily work in a chilled way on social media. In ELSA Germany, we did a room tour three years ago on YouTube. Maybe the IB could also show some other insights, we also thought the IB might talk about the responsibility they have to carry. For NBs, we discussed that they could also push the locals to come to IIMs and open calls. About the network as a whole we talked about the culture, it should be a little less toxic. To be a little less toxic when it comes to elections and that it's a fair process. Don't take things too personal. Ask realistic questions for candidates, that would be great.

Group 4, ELSA Austria: We focused on the NB part mostly. We raised the idea before, namely the info sheet. We would recommend having a contact database from the old IB members to know who you can contact when you're running for a certain position. Maybe having testimonials would be good to see, that ELSA made a big impact on people's lives. We mentioned that Linnea made contacts during the Regional Rounds and is now working in Singapore. We agree with Group 3 concerning the network, there should be guidelines for the candidacy process. We came up with the idea to have a shared drive on how to conduct interviews, how to be HoD, how NB Members can support their running candidate etc. Maybe there could be a person responsible for just knowing how to support the candidates.

MT: Just to give some feedback on the input. Thank you, it was very valuable. In the spirit of transparency and knowledge, we just wanted to come of the things that are already done. E.g. Starting recruitment earlier, we think it's a good idea. I think it's a good idea to have a workshop at the Autumn ICM, but we recruit early. We do recruit early, because the tendency is that we have the open call a couple of weeks earlier. The race starts, everyone is wondering who is running, we do start recruitment earlier but we have a different approach, so that's it. It will not add more pressure to those who consider running. But definitely a good idea to have a workshop at the Autumn ICM.

NG: I think it's also a different type of recruitment. The IB is meant to stay neutral, it's not about us reaching out, however it also depends on the network and on how experienced the network is. It depends on how many officers at the autumn ICM have been to ICMs before and how many years of experience they have. It depends and may vary, the start of the recruitment process depends on the specific year.

ELSA Germany: Maybe it would be an option to have a workshop with all participants on how it's like to be in the IB. Then there is no specific pressure on the candidates, because no one can be pointed out.

MT: Another thing that Group 4 mentioned is the contact database. So we do have a registry of all previous IBs on the website, but otherwise we have a database. It doesn't list contact information, but with the names you could find them quite easily on LinkedIn for example. There is not a contact database per se, but you have the possibility to search people. In terms of HR on a national or international level, I get that on the national level it's a lot of work and you already have a lot going on. That means that the national groups have issues with retention, people might leave instead of going to the next level, so it is all connected in a sense.

NG: I think in this regard it's important to raise awareness about the possibilities beyond the national level. We do have the EIT as an experience; it is more like an education to the officers. It's more about what they can do after their work, not so much focusing on the NB, more as a side thing, because it's quite a lot.

Chair: You want transparency, you get it, so we continue with the Q&A. I would open the floor on any questions about work-life.

ELSA Germany: You said that you travel a lot. How is your daily work and how does travelling affect your daily work?

NG: In ELSA, the events that we travel to usually happen over weekends. Usually, when we have somewhere to go it's on the weekend, so we try to get the work done during the Monday to Friday working hours, and we keep it in mind when scheduling the working hours. So you know beforehand when you have to travel. You can try to schedule. During travelling we also sometimes have work on the train, plane, etc. Then we just adjust to that, it's a matter of personal preference. But I would say that's how we do it.

MT: I also always have the plan, that I do this during the weekend and this when I am flying. If it's an IIM, it's very difficult to get anything to do during the IIM, because you also have some preparations, such as the Daily Debrief. I always set out to do stuff before I travel. Either something else comes up, or it takes more time than planned. So you get used to working on offline documents or when you're traveling. You can work on planes. You get used to working on the go. I used to struggle a lot with working in public places, but with noise-cancelling headphones it now works much better.

ELSA Germany: Your EIT is pretty big, so how does it look to outsourcing some of your tasks and which are easier.

NG: Do you mean the vacant positions or in general?

ELSA Germany: In general.

NG: It still depends on the area. It depends on how you manage the team, but from personal experience, the EIT in MKT from last year was in charge of fewer things. It is a matter of personal responsibility. It depends on what you're able to do as an individual. The director can also be managing the assistants. We do consult the EIT on a lot of matters and then we make them in charge of projects that can run without our day-to-day control. So for example for bigger projects or for updating materials, it's definitely something that the EIT can do. We don't have a lot of independent teams. We have very experienced officers, so outsourcing things makes it much easier, but it depends on the area.

MT: Just to add to that or maybe describe. I have one of the biggest teams, probably me and AA. For me, I have the team working differently. I have an administration team, they produce all of the templates for minutes etc. I outsource all the documents, such as the working materials, and so on, and then I go through it. They have more tasks back to back, where I go through afterwards. I have other teams, e.g. ELSA Training team, where there are less daily and more urgent tasks. We're working on a training strategy, so this is lighter work and more about checking what the progress has been.

EIT: I have a quick question: How is your landlord with animals in general, and how is the landlord in general, was it hard with the cat? Does he understand the concept of yearly other people moving in?

NG: The landlord understands the system perfectly. Usually we have a specific person from the board that is in contact with the landlord. He is a very nice guy. There was a tradition in the past years that the landlord had one dinner with the former IBs, maybe we will do it again this year. The landlord is okay with having cats, we do have a backyard, which is quite important for the animal aspect. It was just about getting used to living with an animal. Niko made sure that we are all okay with living with a cat in the house. That's why it was a joint decision to do so, it took some adjustment to get used to it but I think I can say on behalf of all of us, we really like it. I feel like it really impacts our work because you can just

take a break from reality. You just see a cat wandering around, you can pet or grab her, and the mood lightens up. It really impacts the way we all work.

MT: Just to add on that, lunchtime entertainment is giving her treats. It lifts the mood really.

Chair: I think that's a very good argument for the IB.

Chair: We are finished just in time for lunch, if there are no further questions.

Chair closes the Workshop at 13:00.

14:30 – 16:30

Advocacy

Participants' list:

Nathalie Labar (NL)	International Board
Niko Anzulović Mirošević (NAM)	International Board
Lucie Nováková (Chair)	ELSA International Team
Ben Wolfers (Vice Chair)	ELSA Germany
Amina Bakhtaoui Van Deputte (Secretary)	ELSA Belgium
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Saliha Hille	ELSA Germany
Felix Jansen	ELSA Germany
Hedin Indregård	ELSA Norway
Jenny Nordgård	ELSA Norway
Jakub Struzik	ELSA Poland
Gabriel Marti	ELSA Switzerland

Chair opens the workshop at 14:32.

Chair passes the floor to ELSA International for their presentation.

NL and NAM present.

Workshop proceeds to group work.

Chair opens the floor to the presentation of the group work's results.

Group 1, ELSA Austria: Not surprisingly, I picked our Gala event again. It's our biggest project of the year and probably of my ELSA career. It's about criminal justice & human rights. The topic picking was very easy, because it's the topic of the AHRC. We have speakers from international and national criminal law. We are also cooperating with Amnesty International Austria, their CEO will be one of our speakers. Our VP AA is also planning a project about holocaust linked to remembrance, so it's kind of an S&C thing with AA. Our ELSA Austria Law Review is also themed with criminal justice and human rights this year. A lot of people come to the gala event just because of the topic.

Group 2, ELSA Switzerland: The discussions were interesting, because someone suggested that advocacy could be done with traineeships. No one agreed with my suggestion. My idea was at first the launch, something about slavery, maybe labour law if we don't want our partners to think that we talk about slavery. For example, having the possibility to give an online workshop for the people who applied in order to give them some skills, and what kind of skills they can have from the traineeship. We had no time to further discuss this topic.

Group 2, ELSA Belgium: The traineeship itself can also be a platform for advocacy, especially if the traineeships providers are related to human rights fields. For example, I did an ELSA traineeship in Greece on international humanitarian law and human rights.

Group 2, ELSA Norway: We have been close to getting the Norwegian Academy of International Law as a traineeship provider. But they keep getting away from us. We have been keeping it in mind.

Group 3, ELSA Finland: So in our group we had a high amount of nordic representation, so we took the nordic webinar series that will be organised in March as an advocacy example. It will be about the rights of indigenous people, the rights of people with disabilities and consumerism law. All of these topics are under the IFP, but there will be three separate webinars. They're still three connected topics. The first two topics are already connected to advocacy, it could be connected to cultural appropriation. We also discussed whether there could be one meta topic as social responsibility, or if we should do different topics. There could be a post about Social Sustainability in a way that all the webinars could be connected to each other. We could also do advocacy in a more direct manner. I believe that in advocacy you should be aware of the audience and what you would like to say. We thought that advocacy is like using your voice for those who don't have a voice.

Chair passes the floor back to ELSA International.

Chair opens the floor for discussion.

Group 1, ELSA Poland: In our statutes it is regulated that our legal committee is a part of the NB, it has people who are writing statements, something kind of a newspaper. That involved changes in Polish law, with our personal opinion. We posted it on our instagram. You can search ELSA Poland on instagram and also follow us. There you will see 'Student Legal Alarm', with monthly postings, monitoring and analysing social development. If I have your request I can send it to our committee. For example, the last statement was 11 days ago, I will share the photo and the link in our Whatsapp Group. It was about the request of the President of Poland to the prime minister for protection and the Prime minister of Israel. Last Monday, there was a post on remembrance of Auschwitz Camp. There was also a post about the prime minister of Israel, that he can stay in Poland. The ICJ wants to arrest him, and we wanted to

approach it very unpolitical. We don't want to be involved in a political situation. The law said we should arrest him. So we gave a resume of the article, so if you're interested you can read it. Also before we post something we have a declaration from other NGOs who check what we are writing, so that we don't write something that's incorrect. So it's also checked by lawyers who we have collaborations with.

Group 3, ELSA Finland: I already presented advocacy plans at ITM so I will keep this short. We currently don't have advocacy regulated and we experiment this term in a more structured manner. We are planning to make a handbook as well as add it into our regulations. We are doing it in a very predefined manner, we defined it in the previous term, to kind of make it as an own campaign, and we want to do it in a more structured way. We haven't been doing it for so long so we haven't been involved with many organizations.. We had a project about animal rights in fall. We are planning partnerships with human rights organisations.

Group 2, ELSA Switzerland: We have no regulations about this and it's a bit hard to do some stuff regarding it. We have a weird culture in regard to political neutrality, but it's also important to be part of a political party, but once you get elected you are not allowed to say what you think. It's something that I have in mind to look a bit further in, we did a workshop but no one showed up, so a little failure, but in my opinion I understand what you said about not reinventing the wheel. But I think we should try to be more bold. In regard to yesterday's PR Workshop: We shouldn't have just a post about terrorist attacks or so, but for example an informational post on what is the ICC and what it means. I think that in a sense the idea of advocacy is not for us. We are older students and educated on these topics. We have this chance to be in law schools and to know all that. It's good for us to give back this change. Especially, if most of our projects are mainly for us, for example traineeships, delegations. They are for us law students, mostly European, it would be great if we can go a bit broader than that, not just in a way to 'mansplain'. I just think for me, that's how I would reinvent a wheel, not that much, but I think it's a good way to give back to society.

Chair: We now move on to the next exercise and give the floor back to ELSA International.

NAM presents the Group Task.

Chair opens the floor for the discussion of results.

Group 1, ELSA Poland: Most of the time, we talked about ELSA Poland and our projects in our current political situation. It is very important that we as an association should have our voices heard in this situation. Writing as fast as possible and how it matters and how it's not proper. For research, it is probably about dividing the work into groups. It's also about how it's structured and who is responsible for what. In Poland we have proofreaders and people who make it into a whole thing. Regarding the visuals, we made it in a simple graphic with a simple explanation text and short message, with a link where you can find more information. It's not just on facebook or another platform, so we try to keep it serene in the way it's published.

Group 1, ELSA Austria: We recommend expanding the advocacy team. We think that the IB doesn't have the resources to fully cover what is needed, maybe it would be better to have a bigger advocacy team.

Group 2, ELSA Switzerland: We discussed that we could take some topics that were in the news. But going a bit on the side of them, instead of going in the enlarging element. E.g. Trump going back in office, the paris agreement or the white house organisation. Why is the Paris agreement important and

what critics do we have, while always keeping it legal, as well for the research. The obvious thing is the advocacy team. We thought that it could be interesting to collaborate with partners, for example with some knowledgeable people who could give some input. We also discussed the visuals, they should have their own brand. They should be kept pretty simple, because the important thing is the text and not the design. They should be cool to read, not everything obviously. First we weren't convinced about having a specific brand, but then it could be easy to know that it's an advocacy post. I think that's pretty much everything.

Group 1, ELSA Austria: In our group it also came up that we could work on criteria for the selection of topics. We can't advocate for everything, so maybe there could be some guidelines. We did not elaborate on the implementation of them

Group 2, EIT: Our group was rather not so in favour of a specific branding, because advocacy goes beyond different projects.

Group 3, ELSA Finland: Concerning the topic or issue selection, we thought to keep it decentralized so that each NG can advocate for what they feel like. There could be a model where ELSA International facilitates for. We talked about having an advocacy group with people from different groups, we thought that it might be difficult to plan in advance. We also discussed that we should make it possible for National Groups to suggest topics to ELSA International. In terms of managing research, we thought the IB could make a database where sources could be saved, and we could also suggest the NBs to do this as well with coordination from the international level. For managing statements we could have guidelines. Quality assurance network wide is very important. For the visuals, Flavia already mentioned it, but we didn't feel the need for it to be regulated in the brand book but there could be some suggestions or tips and tricks.

Chair: Thank you, anyone from Group 3 or a different group wants to add anything? No. ELSA International want to add anything?

NAM: You're giving very good suggestions, I really like the direction you're thinking in, it's appreciated.

Group 2, ELSA Switzerland: I think what Emma said about keeping it decentralized is good. I still think that it's interesting for the IB to have broader aspects, a forum or something. Our group seems to think of it as a good idea. It could be a way to see what the interest of the network could be, the groups could get inspired and propose topics. Having ideas on structure would be good for us. In Switzerland we only have a small structure, so I would appreciate some more suggestions or structure. I don't really know where to start.

Group 2, ELSA Norway: We did discuss a decentralized approach, but we kind of think that the nature of advocacy can be difficult for the national group, it can be a little bit clumsy, we shouldn't limit the autonomy of the NGs. More local issues would be created and it would be difficult for ELSA International to catch all these changes.

Group 1, ELSA Austria: I agree with Hedin on the problems with the decentralized approach. I believe that if we had some approved criteria to have the decentralised approach, you could do some kind of self-assessment.

Group 2, ELSA Switzerland: I agree with what you said, my point was more: Not having a centralized or decentralized approach, but more being able to have it both at the same time; those materials could help for local approaches, but still having a global approach.

Group 1, ELSA Poland: I think that social campaigns are also very interesting.. These days, they touch upon topics that are very general, but also very alive. They are not per se hot topics, but very relevant and this is a part of advocacy. We divide into three topics: family law, patient law and employee law. It's about a pause with some information about how law works and what can be helpful. For example, when it's about a problem with family members, we post about who you can call if you need help. It's not part of hot topics to discuss, but it's very helpful.

ELSA Belgium: I really like the idea of a working group, and even the group itself can be an advocacy portal. The predefined approach is very important, but then in the group we could use this approach to keep on refining it as well with representatives of the national groups taking part in the sessions. I really support the idea of a self assessment mechanism, so that possible doubts regarding the nonpolitical aspect can be resolved.

ELSA Switzerland: I don't know how far I'm going away from the organisational topic, Bora thought that it could also be interesting to include it in IIMs to discuss certain topics, and what we do with advocacy. To keep it interactive, in IIM it makes more sense. Maybe we could discuss it in between workshops, online, when we have time..

ELSA Austria: A kind of discussion forum. A room where different countries discuss.

ELSA Switzerland: Yes.

NAM: ELSA Alumni does that at their annual meetings that they have a general part of the IIM discussion, for example a one-hour discussion about positioning lawyers in some urgent fields.

ELSA Belgium: I think it could be interesting to really keep this discussion going, since it's so important. It could be similar to the concept of a working group on the ROLE proposal, but then a kind of working group to structure advocacy more and keep thinking about it.

Chair closes the Workshop at 16:28.

17:00 – 19:00

National/Personal Strategy & OYOP

Participants' list:

Aliena Trefny (AT)

Paula Bačić (PB)

Lucie Nováková (Chair)

Ben Wolfers (Vice Chair)

International Board

International Board

ELSA International Team

ELSA Germany

Amina Bakhtaoui Van Deputte (Secretary)	ELSA Belgium
Jasmin Kalch (Secretary)	ELSA Austria
Ben Gödde	ELSA International Team
Flavia Lehmann	ELSA International Team
Christina Schimetta	ELSA Austria
Smaranda Tihenea	ELSA Belgium
Vojtěch Pešout	ELSA Czech Republic
Emma Nurmilaukas	ELSA Finland
Siiri Klubb	ELSA Finland
Saliha Hille	ELSA Germany
Felix Jansen	ELSA Germany
Sverrir Páll Einarsson	ELSA Iceland
Hedin Indregård	ELSA Norway
Jenny Nordgård	ELSA Norway
Jakub Struzik	ELSA Poland
Gabriel Marti	ELSA Switzerland

Vice Chair opens the workshop at 17:07.

Vice Chair passes the floor to ELSA International for their presentation.

Group work begins.

Vice Chair: We start with discussing the results of Group 1.

Group 1, ELSA Switzerland: Ben said that he didn't like an OYOP. We don't know if the OYOP influences us or if we influence the OYOP. Ben said that he does not look at the OYOP regularly during his day-to-day-work. I have done things, because it's what I wanted to do. We were not really influenced in our work by ELSA International's OYOP, but by our own one. In Switzerland we are drafting our strategic plan for the first time so we are looking at the one of ELSA International. The Mid-OYOP is received as less formal than the first one. I gave the example that it was difficult to reach out to the locals, so it's difficult to implement their projects because they aren't very receptive.

Group 1, ELSA Germany: We had a long discussion about how to react to goals, or each goal and how to engage when they aren't reached. The locals have given no feedback at all, or at least not a lot.

Group 2, ELSA Germany: We all have an OYOP and strategic plan. Some are more detailed, there are also some similarities. We are recruiting for the national board, and had some goals in regard to human resources, and for some it was also human rights and advocacy. We didn't do a SMART analysis in specific. We would say our goals are SMART. We all have achieved some goals and taken specific actions to achieve them. We didn't face any big challenges until now.

Group 3, ELSA Austria: We said that our strategic plan and OYOP are inspired by the equivalents on the international level. We all started by looking at the international ones and then doing our national ones. It's our starting point. But we don't look into the OYOP every day or regularly. In connection with the common goals, we all have knowledge management, transparency and communication. Only Finland does a Mid-OYOP, I would also do it in our next board meeting. So for the priority areas, this is very

national-specific, but all of us are taking action to resolve those problems. In Austria we already achieved some goals, and we are working towards achieving the other ones.

Group 4, EIT: We had the difficulty that half of the group is in the EIT now and does not have an OYOP. We said that the strategic plan of ELSA International and/or of the national group influences a bit, but not on a day-to-day basis, because that depends on the area. There are some parts with bigger things that align with the OYOP of ELSA International. We found out that there were some alignments, because in some national groups there are similar things arising. Concerning the mid-year OYOP, it was mixed, some had it, some didn't. We said that the Mid-OYOP can be useful to keep track of the progress and to see if there are some changes to be made.

Chair passes the floor to ELSA International.

Chair opens the floor for discussion.

ELSA Iceland: ELSA Experience has helped me a lot to identify problems, make plans, and how to fix them. I use it when I'm working and also in general, but it has helped me a lot to look at the problems of my organisation and trying to find concrete solutions.

EIT: Especially when it comes to time and stress management, ELSA has helped a lot. You do see a lot of stressful things more chilled. Having to structure your day for a whole year has helped me a lot to face struggles and know how much time you invest in what. When it came to the decision, how to choose an area, I didn't have any. I didn't have any specific future career plans or skills in FM, but the decision to run for Treasurer has helped to maybe find new career paths in the future as well..

ELSA Germany: I started in IM, which was a big regret. I'm just not good in that area. When I joined BEE, the first thing I really appreciated was board management. I was a local president for two years and now I can deal with many different people and positions. The VPs were everything from competent people to alcoholics. I think this is a good thing within BEE and to negotiate with. Also to negotiate with really big law firms, that's also a great thing to already experience now, and not only when I will work there. Also in stressful times, it is another level of teamwork that you learn to work in.

ELSA Austria: For me, the biggest part was the community. It helped me to see what I can actually manage, and to exceed your own levels. I also come from IM, but I did not regret it. Running for the national position was a big step, so it was also personal growth to become more confident. When you negotiate with big law firms, you kind of lose the fear by just doing it. We have a German saying "Everybody's just cooking with water." ELSA has shown me that I am just interested in working internationally.

ELSA Czech Republic: One of the greatest things that ELSA gave me is that now I know that we are capable of doing great things and organising really big events, in our free time for free. It opened new doors for me, it's like that we are capable of it and we don't have to be afraid of it. If you want to achieve something, you can really do it and you just have to try without being afraid of it.

ELSA Switzerland: I think ELSA gave me two things. Firstly, this feeling of belonging to something. Even if you don't know anyone at an event. I kind of always feel like home which is very cool. The second thing would be more confidence, for example I wasn't really secure speaking in English or speaking in front of people. Now I can also do that in other moments of my life. Also, because I feel like I'm very

disorganized in my life, but when I look at how I manage ELSA, it shows me that I can do it, so maybe I can also do it in other aspects of my life.

ELSA Germany: When it comes to new situations, I learned small talk. It is new to me, because I hate small talk. I learned to talk with anyone at any occasion.

EIT: A lot of things have already been said, crisis as well as time management, public speaking, but most importantly team work. It's always working in a team, e.g. in a board or an OC. It's so great in ELSA, it shows you how far you can get with your team.

EIT: In addition to working in a team, it is also working with different types of personalities. Not everyone is in BEE, not everyone is in IM. Everyone has different styles in the way they are working or communicating, and learning to work together also helps a lot.

Chair: I was about to say that we have some time left, if there is nothing else I will pass the floor to ELSA International.

PB: Looking at this slide, I would like to hear some ideas about career paths that came to your mind now after saying all these thoughts about ELSA.

ELSA Austria: I feel like through ELSA what people often don't know when they start their law studies, is the international aspects. I feel like in connection with diplomacy it becomes more interesting. Especially if you have been on a delegation, so shout out to S&C.

EIT: I think the most obvious one is project management because we organise a lot of events and projects. So it seems like this also seems like an obvious career choice.

ELSA Czech Republic: I will stay in the classical legal field, but mainly the presidents have the opportunity to communicate with high law firms and communicate with the higher ranks and maybe even with the client, also in regard to getting new partnerships.

ELSA Switzerland: Just working in a company in general because we learned how to fit into structures. We learned how to be a lawyer and so on but we also learned how to work in bigger companies.

PB: We will proceed with the final task of the day.

PB: We have some guiding questions for your paired task: What did you find? Is your partner interested in these jobs? Was it difficult for you to find something?

ELSA Norway: For us it was short and easy, we are both interested in international law, and would like to work at the EU or other international companies.

ELSA Switzerland: It was very easy, because we discussed what we wanted and then we asked chat gpt. We both liked international law settings and travelling, so we found her a job as customs and trade specialist in a Spanish speaking country.

Chair: Any other group that wants to share?

PB: Did you just google or use a specific platform to search for jobs?

ELSA Iceland: It's hard to find jobs in Switzerland when the listing is in German. I was searching through LinkedIn. It was hard. We found a law firm specialized in arbitration and regulatory in Iceland or Denmark.

EIT: We did not need to search that much because we knew that these possibilities exist. Some law firms offered internships in specific fields that we are interested in, so we didn't have to search it up.

ELSA Finland: It was quite easy because we already know each other, but I think this was nice because we usually don't discuss career things. Rather than looking for any places, we discussed and found solutions together. For me, the judges training would be nice. For her, I thought that she has a good chance of getting advanced at her current job, which is unfortunately not well-paid.

AT: You all tried to find jobs for each other, but some didn't know each other yet, but what is really nice and what I am grateful for is that I graduated before this term. Yuri, the president from two years ago, keeps sending me jobs that I could apply to. You're probably not going to look into job offers in countries where you're not going to work, but if you stumble over a job offer that is not interesting to you, but maybe for someone else you should send it to that person. Because it's very easy and nice to receive support from your environment.

Chair gives the floor for the ELSA International for final marks.

PB: If there is nothing else that you want to share, we just want to encourage you to add each other on LinkedIn, endorse and support each other's activities. There are a lot of international institutions and companies that you don't know yet and can find through this.

ELSA Austria: Do you know the job you're looking for?

AT: No. It is a very short answer, I do have the fields of law that I am interested in. I most likely will not go back to Switzerland, I don't have a specific country in mind. I would love to find work in legal and project management.

PB: I still have to graduate and then it depends, at least in Croatia it's very normal to go to bar exam regardless of what you want to do. It's just something that everyone does. I'm thinking about it a lot, because I don't know if I necessarily want to be a judge or lawyer, and those are the fields where I need the bar exam. I start to feel that it's a waste of time, but as soon as you have done a bar exam, you have it. One of our professors asked what I wanted to do, and I didn't feel like doing any international organisations, but look now. ELSA Delegations also contributed to that.

ELSA Switzerland: I was not expecting at all that this workshop would turn out like this. I really liked what the other people said. It was very cool, so thank you very much.

AT: We are very happy that you liked it. Thank you very much.

Chair closes the Workshop at 19:01.

GROUP II WORKSHOP MINUTES

Thursday, 30th January 2025

10:00 – 12:00

Public Relations

Participants' list:

Nathalie Labar (NL)	International Board
Nikola Grochowska (NG)	International Board
Arya Gerda Haager (Vice Chair)	ELSA Austria
Aníta Lind Hlynisdóttir (Secretary)	ELSA Iceland
Mari-Marte Anddal (Secretary)	ELSA Norway
Philipp Straßer	ELSA Austria
Harold van Klaveren	ELSA Belgium
Leda Mlikota	ELSA Croatia
Lucija Ćurić	ELSA Croatia
Jan Brůžek	ELSA Czech Republic
Michal Sekanina	ELSA Czech Republic
Marianne Merjovaara	ELSA Finland
Pihla-Maaria Holmlund	ELSA Finland
André Lederle	ELSA Germany
Linus Tietze	ELSA Germany
Szymon Karkoszka	ELSA Poland
Ana Lira	ELSA Portugal
Mira Woelfert	ELSA Switzerland

Vice Chair opens the Workshop at 10:01

NL and NG start the presentation about Public Relations.

Vice Chair divides the group into four groups.

Workshop proceeds to group work.

Each group presents the results of their group work.

Group 1, ELSA Finland: We took a look at the Officers Portal for Marketing and PR materials. Some use it more than others, and some have information that is more specific to their country. We concluded that National Groups should implement their materials or information on their websites or Google Suites so everyone is using the same materials. There is a lot of material for social media, but there could be more material for printed documents with basic information. We also discussed Canva templates and a handbook about how to make a good relationship with media outlets, such as newspapers, TV, etc. The

handbook could include information on how to discuss with media outlets and how to get their attention. We are all using social media, but how to get in contact with firms is something different. To have materials on this in the Officers Portal would be nice, such as email templates. We have materials in the Officers Portal on how to contact the stakeholders, but not the media.

Group 2, ELSA Switzerland: We had a look at the Officers Portal as well. Besides the marketing materials in the Officers Portal, we have all the relevant kits for the key areas. We identified the materials that could help in every section. We also talked about a PR strategy for contacting various forms of media and having more of a database on news media to be mindful about having good PR. We came to the conclusion that it is always a joint effort between the marketing and the concrete key area.

Group 3, ELSA Czech Republic: We checked the Officers Portal, and we looked at the Marketing handbook and the PR strategy strategy. When it comes to developing new documents, we thought it would be nice to implement a document with some tips on implementation both in Local and National Groups in general, and a no-go list of things you should not do in PR and that could damage the reputation. We thought that would be good to have. That goes to developing new documents. When it comes to including other areas, first, we talked about including all the key areas, but regarding PR, it is important that everyone promotes ELSA in a good manner and spreads our message. It would be good to have a basic document on how officers should act when being approached by the media.

Group 4, ELSA Portugal: In terms of materials, we found a lot of materials in the Marketing section and BEE section, but we also talked about other non-traditional materials that could also help with PR, like statistics. In terms of other areas, we talked about guidelines on how to contact different firms, etc. We also talked about having materials specific to different projects and how they should be easily accessible. We also talked about PR strategies for different audiences, specifically for students and press releases and templates for traditional media. For other areas, it would be nice to have information on the number of participants and members for PR, which is connected to the IM area. In terms of other documents, we talked about the importance of easy access. For FM, it would help with information about the costs.

NG: Most of the groups mentioned collaboration between the key areas and the Marketing. The key areas know the project the best. It is important to reflect on the information and the channel that will benefit you the most.

NL: I also think this applies to the presidents. Some information is more effective on, for instance, LinkedIn.

NG: Yes, it is very important to choose the correct channel.

Vice Chair passes the floor to ELSA International to conclude their presentation.

NL and NG continue the presentation.

Workshop proceeds to group work.

Group 1, ELSA Poland: We wanted to promote a local moot court on civil law. The external media we talked about is a local TV channel, we wanted to give them an interesting topic that is professional and on a high level. We would also reach out to local newspapers and show them what we are doing, young and ambitious people who are making something great and professional. We would want to promote to partners to get a winner, and offer a winner, to give partners trainees, for instance. In return, we could

give them space to promote themselves. When selling an idea to someone, you need to know the audience in a certain matter. The promotion to externals is different from the one for students.

Group 2, ELSA Finland: We put on our Marketing hats and tried to think from a marketing perspective. As mentioned, when you are selling an idea to someone, you have to think about who they are, what they are promoting, and how they present themselves to each partner.

Group 2, ELSA Switzerland: We had a variety of different projects. We were quite similar in choosing an external media, more specifically a neutral local or a national newspaper, maybe even business-based. In Switzerland, we are hosting an ICE on Arbitration in March. The newspaper I chose is professional and business-based. As mentioned previously, the project must be sold differently to different audiences, then you get the best of the best. Like with WELS, it is important to focus on the cultural aspect as well. With ICE, it is more professional.

Group 3, ELSA Czech Republic: We talked about many upcoming projects, like the negotiation competition in Belgium, the Nordic version as well, our moot court competition, and WELS in Croatia. We came to the conclusion that, first and foremost, we would focus on local or national newspapers that would report on what the ELSA group is achieving. If it is a joint project, it could be effective to promote it across the areas. It is also good to let the PR run by itself. We talked about PR on social media, like LinkedIn, because on there, the Participants are trying to present themselves. They post pictures, share our posts, and mention that they attended this specific event, and that is the best PR we have. We should let Participants promote the project for us through, for instance, LinkedIn after participating in our projects. However, regarding the PR, it depends on what you are promoting. If it is academic, you could try to approach universities for the promotion of events. The approach must be changed if it is a different type of event.

Group 3, ELSA Belgium: Maybe it would also be nice to provide templates for the promotion, good pictures, etc., so that we ensure good promotion.

Group 4, ELSA Germany: Each Participant from each country took one project. In Germany, we are organising a moot court competition on civil law. In determining the media, we have to assess what audience we want to reach, for example, universities. Newspapers, websites, LinkedIn or social media groups could be used. For key points, it is a big project, one of the biggest moot court competitions in Germany. There is a local, national, and grand final, with about 76 local rounds at 19 faculties and real judges, and you can participate while being a student.

Group 4, ELSA Portugal: We are hosting the Helga Porto Regional Round in a week and a half. I thought about the target audience when promoting the event, for example, the sponsors and future partners for the association in general but also students who would like to get involved in other projects. I chose the websites of the firms, maybe even national TV, since it is a part of a big international event and it could work. For the sponsors, they are on the project, so they will be able to promote themselves. For the sponsors' websites or newsletters, I believe they would be interested since they will be selling themselves as an entity that not only supports students and young professionals but also align themselves with such a big event and be able to showcase themselves to new public or possible candidates. For national TV, I would say it would be an opportunity to share with the public the incredible initiatives our young people are organising since, nowadays, people love to say that our national students are such proactive and good professionals. On another note, it would be an opportunity for them to have feel-good news, because I do not know about your national TVs but I feel like in mine it's always bad news, so some good ones would be nice. Also, they could be interested in sharing that we are hosting

many international students from all over Europe and beyond, which is something countries and public media love, at least in Portugal, people love to be seen as a country for the young, for the students and for the international community so I think that could be interesting for them.

Group 4, ELSA Finland: I chose the Nordic Webinar Series. It is a joint project between the Nordic groups. There are going to be three webinars with speakers from the Nordic countries. Our target audience is students, and the external media could be newspapers and other student associations. The key point is that it is an international event, and the international aspect is something. That is what ELSA can bring that other student associations usually cannot, the international aspect. The webinar covers easy topics, and it is easy to participate in since it is online.

Group 4, ELSA Austria: On the 18th of February, there will be a Gala event in Vienna, celebrating the 10th Anniversary of our Law Review. Since it is a symposium and a big event, we had to step up with Marketing. We reached out to newspapers to increase the visibility of ELSA across various media, but also the speakers themselves. We also wrote a press release to promote it a bit. We will contact academic journals, law school newsletters, and legal magazines to feature articles or interviews about the event. The focus will be on the event's academic importance, distinguished speakers, and ELSA Austria Law Review's decade-long impact on young legal scholarship. Mainstream newspapers and specialized legal publications will be approached to publish articles on the event. Additionally, we will reach out to law job websites that frequently feature industry events and resources for legal professionals, increasing visibility among those seeking career development opportunities. A targeted social media campaign will run on LinkedIn, Instagram, and Twitter, featuring event teasers, speaker announcements, and interactive content. A unique hashtag will centralize online engagement and help attendees share their experiences. Collaboration with legal student groups, professional legal associations, and human rights advocacy networks will amplify event promotion. They will be encouraged to share information within their networks to increase participation. We will submit event information to community calendars, legal event platforms, and academic networks to broaden the reach. To encourage media engagement and secure coverage of the event, we offer complimentary attendance as a benefit. Journalists and legal media representatives will receive free entry to the gala event, including access to the networking session and buffet.

NL: I want to circle back to the competition that you mentioned. How many teams do you engage in the moot court competitions?

ELSA Germany: There will be 19 teams for now in the National Final and 76 teams in the local rounds. It is from the 16th to the 18th of May in Hamburg.

NL: I don't know if we'll be able to visit, but we will definitely keep our eyes out for it.

ELSA Germany: It is a big project and important for ELSA Germany, and we also need an OC.

NG: A lot of you talked about the planning of the project but also promotion after. When doing this, it is good to also include information about ELSA, more generally, especially when writing press releases. Possible partners could already be hooked by reading the press releases, and then they'll proceed to see what other things you could do.

Vice Chair gives the floor to ELSA International.

NL and NG continue their presentation.

Final remarks from ELSA International.

Vice Chair opens the floor for final questions or remarks.

Vice Chair closes the Workshop at 11:53.

13:30 – 15:30

Host Attraction

Participants' list:

Mie Tveit (MT)

Aliena Triefny (AT)

Arya Gerda Haager (Vice Chair)

Aníta Lind Hlynisdóttir (Secretary)

Mari-Marte Anddal (Secretary)

Roksana Inga Rybicka

Philipp Straßer

Harold van Klaveren

Leda Mlikota

Lucija Ćurić

Jan Brůžek

Michal Sekanina

Marianne Merjovaara

Pihla-Maaria Holmlund

André Lederle

Linus Tietze

Sverrir Páll Einarsson

Szymon Karkoszka

Ana Lira

Amanda Norbro

Frida Nygren Björk

Mira Woelfert

International Board

International Board

ELSA Austria

ELSA Iceland

ELSA Norway

ELSA International Team

ELSA Austria

ELSA Belgium

ELSA Croatia

ELSA Croatia

ELSA Czech Republic

ELSA Czech Republic

ELSA Finland

ELSA Finland

ELSA Germany

ELSA Germany

ELSA Iceland

ELSA Poland

ELSA Portugal

ELSA Sweden

ELSA Sweden

ELSA Switzerland

Vice Chair opens the Workshop at 13:34.

Vice Chair gives the floor to ELSA International.

MT and AT start the presentation about Host Attraction.

AT divides the group into four groups.

Workshop proceeds to group work.

Group 1, ELSA Sweden: In general, we talked about how money is the most important reason why it is hard to host an IIM. Partnerships for the event can also be hard to find. Getting payments upfront before

receiving the fees and having to reallocate the money within the Local/National Group is something we did not think much about before hosting this ISM. We also talked about having diversity and cultural diversity, which is important for the ELSA Spirit. Availability for participants is a challenge as well, it is harder for certain countries to attend. For getting more hosts, having a grants list would be important for hosts and potential hosts to have, where you could find suggestions on what type of companies you could reach out to and who we think could be interested. Also, having testimonials from previous hosts would be nice.

Vice Chair: Thank you. I am moving over to Group 2.

Group 2, ELSA Poland: The reason is mainly money. It is hard to find partners that want to sponsor the projects. We also talked about how the expectations for these events are high. The Quality Standards may be a bit too high. We understand that some people would like to go somewhere nice and warm, to a good quality five-star hotel. But there are different standards in different countries. Also, there is a lack of human resources or awareness of countries that are hosting or could host, but they do not know what to do in these situations. Also, there are differences in how to reach the IIMs from many countries, which is connected to the problem of high expectations.

Group 2, ELSA Switzerland: The Quality Standards are not that high, but we get that no one wants to be the first group to broaden the standards or lower the standards. You want to welcome your guests in a certain way. Maybe an anti-myth document about expectations would be good?

Group 3, ELSA Iceland: We discussed the main reasons why there have been a few hosts in recent years. As it was mentioned before, there are HR problems, as well as the lack of manpower. You can organise an IIM with a limited number of people, but when it comes to the event itself, you need people to work on the event. When we talked about obstacles, we talked a lot about the half-and-half system and distances to the Workshops. For instance, we had to walk for 10 minutes to get to this hotel, and that is fine. Correct me if I am wrong, but according to the Hosting Agreement for ICMs, the hosting group needs to provide transportation if the Workshops are not in the hotel. If we were more inclined to open up for half-and-half systems, it would open up a lot of doors. If you want the Workshops at the hotel, you are locked to four or five-star hotels. It is a problem that no one wants to be the first one to do it differently, but we are doing it right now, and it is going well. If the same countries are always hosting IIMs, we may reduce the amount of sponsors and them thinking that they are not getting a lot in return.

Group 3, ELSA Czech Republic: One of the main troubles with financial problems is that there has been a decline in sponsors. They are no longer interested. Our NCMs are happening frequently, and they have declined interest. They do not feel like they get anything back. As the years come, you have fewer and fewer potential sponsors to approach. Hotels are also getting more expensive, especially after COVID.

Group 3, ELSA Finland: One of the other points that was made is the geographical location challenges, especially in the Nordic countries. The Nordics are very long countries instead of wide. In Finland, for example, we have four law schools that are all across the country. It is hard to organise it down to one place, as the countries are so widespread. It is also hard to find people who want to take on that task.

Group 4, ELSA Germany: We do see several equal problems. We see the problem with the money and the expectation for the accommodation. Five-star hotels often provide a two-person bedroom, but it does not have to be a two-person room; a four-person bedroom would be sufficient. A lot of groups do not find hosts and rather prioritise other projects instead of looking at international projects. A lot of the local

groups also have lost touch with the international network and do not see the point in organising these events. A lack of time is also affecting this a lot, and people are prioritising their studies instead. There is a lack of the ELSA spirit. It is also important to have diversity in hosting groups. It is nice to visit different places and to get to know the different cultures. In Germany, we have a hosting fund for our NCMs. It would be nice if ELSA International would have that as well. The expectations have to be lowered, it is great to go to a five-star hotel, but there is no reason.

Vice Chair: Thank you. Are there any other comments?

MT: About the half-and-half model, with the accommodation and the Workshops taking place in different places. The Hosting Agreements for the ICMs and ISMs are different. What the ICM standards say is that if the programme takes place outside the venue of the accommodation, the Organising Group shall provide transportation. It does not say that the half-and-half model is not possible. However, if you do the half-and-half model, you would have to do transportation.

ELSA Iceland: So theoretically, if the ICM would be held here, we would have to be driven here from the hotel?

AT: It says transportation, that does not exclude public transportation. When we go to Lund, we will get train tickets, for example, and that is sufficient enough according to the Agreement. There is always room for interpretation of the Hosting Agreement. I can mostly speak for the Regional Rounds, but there is flexibility. Just because we are used to having private transportation, it does not mean we cannot use public transportation.

MT: I would not insist on transportation for this event, for example. If this was an ICM, I would also be flexible, and we would not have driven here from the accommodation. But it depends on the organising parties. To ensure accessibility, you could provide alternative transportation.

ELSA Portugal: Maybe this is a misconception. Some Quality Standards are flexible. Maybe it should be clarified in the hosting materials.

ELSA Finland: I think Anita mentioned that we are getting a handbook. Maybe in the handbook, we could clarify how much flexibility there is. It would be good if we could have something in writing to clarify these things and depend on them, taking into consideration that we live in different cities.

ELSA Iceland: When I read over the Hosting Agreement, I fully understood that we would have needed transportation for a ten-minute walk. We know that this is not needed. It is good to have clarification for this.

ELSA Sweden: Regarding the flexibility, it was something we noticed when we were organising this ISM that we needed to interpret the Hosting Agreement in a certain way. Right now, it is very reasonable to interpret it this easily, but in the future, we may not know how to do it, for example, regarding transportation, and that could end up as a problem. The exclusive right to interpret the Agreement can result in problems. You are fine with walking, but in the future, that may not be the case. I think that is good to have in mind while writing the handbook, and it is nice to put it in writing so that we have it for the future.

AT and MT present a Menti Quiz.

ELSA Iceland: In practice, do the Participants in the Regional Rounds always book the accommodation by themselves?

AT: The organisers need to send a participation booklet with recommendations and provide information about the accommodation. If they can do group bookings with discounts, they can. This is something we inform the organisers about, but they have a lot of flexibility.

Vice Chair passes the floor to MT and AT for the second part of the presentation.

Workshop proceeds to group work in the same groups.

Group presentations.

Group 1, ELSA Portugal: Regarding the Quality Standards, we mentioned that the Regional Rounds have less requirements for the Participants and fewer standards than expected. It should be easier to organise the Regional Rounds than we thought. Differences between the events and the similarities might make it easier for organising more of these events. If you organise one event, you might be more comfortable organising a bigger event or other international events. Regarding the surprises, I personally was surprised about the participation fee for ICM. We did not think about the auditors. We thought about the Chairs, and that made more sense. Regarding the achievability, we said that it depends on the group, but it can be done and worked around. The Regional Rounds are achievable. ELSA International already helps a lot when the hosts are already elected or appointed. In our case, we had more than enough help when hosting the Regional Rounds. We suggested having an Open Call during the application period and after an ICM as well when people are more excited about it. After an IIM, one could inform, and like here, explain where you can have flexibility, and people would be more aware of the Quality Standards.

Group 2, ELSA Switzerland: After seeing the Quality Standards, we do not have a different opinion on them and don't really look at organising the IIMs. We still think money is an issue. What surprised us the most was the duration of the application period, that it opens 60 days prior to the ICM. The standards can be achievable depending on the country and the budget. Regarding what ELSA International can better assist with, we talked about the grants and funding opportunities. Maybe a letter from ELSA International could help the hosting group. We already think the standards are flexible as they are, but they should be explored and used. Transportation from accommodation to Workshops could be clarified. Groups have different standards, some are comfortable walking 20 minutes. For those who cannot do that, the organising group should adapt to them.

Group 3, ELSA Czech Republic: We talked a lot about transportation and limits for when it should and should not be provided. We came to the conclusion that we could set a limit for when transportation is not needed. We could also make it possible for Participants to voice their concerns regarding distances and accessibility. Certain Quality Standards need to be promoted and clarified in some kind of handbook. We also thought it would be helpful with tips and tricks from one hosting group to the next. This could help with information.

Group 3, ELSA Finland: To add to that, we would like a database to be passed on from one hosting group to the next. There would be information about what kind of accommodation was used and about the academic programme. Do all of the spots get filled? It would be good to see how the previous hosting group did the organising. We also discussed sponsors. We have certain law firms that are in multiple countries. We already have a database on sponsorships, but this could be good generally.

Group 4, ELSA Germany: Money is a problem, and there is still an HR problem. The problem with the money is that some National Groups will be losing all of their money and not everything will be covered. Everyone will need money. We were surprised about the standards. ELSA International could provide more information and awareness about the standards. More flexibility is not really needed, but clarification on the standards.

Group 1, ELSA Portugal: I wanted to add something regarding the assistance from ELSA International. It would be good to approach groups directly. One of the main reasons why we are organising the Regional Round is because ELSA International approached us and explained that we could be organising these events, and we decided to try it. ELSA International reaching out is motivating.

Vice Chair gives the floor to AT and MT to finish the presentation.

AT and MT continue the presentation.

ELSA Portugal: If it is well planned, hosting an IIM can also be a good team-building exercise. The organisers have to work well together and trust each other. The sense of realisation afterwards, when you release what you are capable of is nice. I think you covered it.

AT: That is very nice. I did not think about it from that perspective. It pulls you in, and is very rewarding.

AT and MT open the floor for questions.

Vice Chair closes the Workshop at 15:31.

16:00 – 18:00

Annual Human Rights Campaign

Participants' list:

Niko Anzulović Mirošević (NAM)

Paula Bačić (PB)

Viktoria Farkas (Chair)

Arya Gerda Haager (Vice Chair)

Aníta Lind Hlynisdóttir (Secretary)

Mari-Marte Andal (Secretary)

Roksana Inga Rybicka

Philipp Straßer

Harold van Klaveren

Leda Mlikota

Lucija Ćurić

Jan Brůžek

Michal Sekanina

Marianne Merjovaara

Pihla-Maaria Holmlund

André Lederle

International Board

International Board

ELSA Belgium

ELSA Austria

ELSA Iceland

ELSA Norway

ELSA International Team

ELSA Austria

ELSA Belgium

ELSA Croatia

ELSA Croatia

ELSA Czech Republic

ELSA Czech Republic

ELSA Finland

ELSA Finland

ELSA Germany

Linus Tietze
Szymon Karkoszka
Ana Lira
Mira Woelfert

ELSA Germany
ELSA Poland
ELSA Portugal
ELSA Switzerland

Chair opens the Workshop at 16:01.

NAM and PB welcome the Participants and start the presentation about the Annual Human Rights Campaign.

Chair opens the floor for discussion.

ELSA Switzerland: Our National Group and Local Groups are very engaged in the Annual Human Rights Campaign. Last year we had the honour of being mentioned. This year, it is not going so well. We like it as it is right now, and we do not think it needs a big change. We also think that flexibility is key, it should not be regulated too much, as it could refrain groups from participating. It may be just a Swiss thing, but it would not be effective to impose restrictions. As an AA-er turned PD-er, it just made me think about the lesser projects after ELSA Day. On ELSA Day, we do something big, and the Local Groups do not seem to understand that they can do it for longer.

ELSA Portugal: As a former AA-er, I am happy that our group is engaged in the Annual Human Rights Campaign, as our group won last year. Last year, I did a lot to get people engaged in the Campaign. I agree that it should not be regulated, as it offers nice flexibility as it is and various projects. It was nice learning about the price, as I was not aware of it.

ELSA Austria: Our biggest struggle is to get the Local Groups engaged in the project and making it bigger than just ELSA Day. It worked well to have a national competition. We have national prices. It is necessary for the Locals to know that they have to organise a lecture on some specific topic. You just have to give them ideas. As national officers, you have the role of being the middleman between ELSA International and the local officers. As a national officer, you can only do so much. You need your Locals to support on that. I have no specific thoughts on the structure of the Campaign. This is more of a question for Niko. For like the Law Review, do you have to do it over the year?

NAM: We do not have an official stand on this because this is regulated. Events that take place between the 1st of October and two weeks before the second ICM, so within this scope, I could say that the main events take place before the deadline. The bulk of the event takes place before this deadline. For Law Review, the bulk of the project is published later. Publishing is a big part of the project, and internationally. However, there is still room for these projects to be submitted for evaluation later. I do not have an official stance, but preferably before the deadline. There are quite a number of groups that have events taking place before the term. Until the end of the term, we will overview how many of these events are included, depending on their scales, and maybe an honourable mention to other groups that still have a considerable amount of time before the deadline, according to the Decision Book.

ELSA Austria: I think that for the next term, we could have more guidelines for events like the Law Review. In Austria, it takes a long time to get the Law Review reviewed by the publisher and to get the texts finished before the deadline. For instance, we will publish our Law Review in June this year. It is a big document with the biggest publisher in Austria. It is the same with ICE. We have to find speakers, and it takes time. We have the motivation to do these events, but a lot of the events can not be included if they

do not fit into the timeline. I kind of feel bad for my S&C-er, as he is working overtime, but if we do not manage to hold the event during the timeline, we will not be mentioned.

ELSA Finland: My group does engage, and Finland is quite active in the Annual Human Rights Campaign. All of our Local Groups managed to organise at least one event in the last three years for the AHRC. The Local Groups are not aware that they can brand events as Annual Human Rights Campaign throughout the whole timeline. At this point, the current structure seems to work. One should focus on broadening the Campaign to other areas. In my work, I try to get Traineeships that align with the Annual Human Rights Campaign.

ELSA Portugal: To clarify, will we be discussing changes later?

Chair: Yes, we will discuss that later. Is there anyone else that would like to add to the discussion? Then, I will pass the floor to ELSA International.

NAM and PB continue their presentation on the Annual Human Rights Campaign.

Chair opens the floor for discussion.

ELSA Finland: I think it still is a good idea to have a yearly topic, it brings a lot more flexibility. For the Local Groups, they can visualise their own projects. The groups have very different cultures on how they like to organise events. There are so many important things happening, and the world is changing constantly. As ELSA, we have to keep up with the current issues.

ELSA Switzerland: I agree with ELSA Finland. A yearly swap is also good. If not, people will lose interest.

NAM and PB continue their presentation.

Chair opens the floor for discussion.

ELSA Austria: Commenting on the people in charge, traditionally the VP AA, I personally think it should not be regulated as much as it is right now. The possibility of delegating this to someone else should remain, in my opinion, as Local Groups could have different compositions. It is better to delegate it to someone who is capable. Every group has different topics that they focus on, and you can delegate them to someone else with extra capabilities.

ELSA Portugal: Going further on the type of events, I would be strongly against it. This flexibility is what makes the Campaign diverse. As an AA-er, I always tried to motivate them not to do it as a marketing campaign but to diversify it, for example, like a video or an interview. I think it is the best approach to have the Campaign not too regulated. Regarding the people in charge, even though I think it should be an AA-er, there are groups that are still implementing the board reform. I think that it should remain as it is now. From my personal experience, it works really well when we collaborate. When I was an AA-er, I had a project that fell within the S&C area, and I did it with my S&C-er, and it went really well.

ELSA Finland: I also agree that we should not regulate it too much. I was happy when we got a map on the website to see what other groups are doing for the Campaign. It also works as a database. Niko, what do you mean by we should implement the Code of Conduct?

NAM: S&C events are organised by National Groups of ELSA and coordinated by ELSA International, so the Code of Conduct applies. Especially with this large scope of events, by definition it has to apply. We are working on it. There is the question of whether we should impose other requirements and the question of Quality Standards. All of this applies.

ELSA Finland: Thank you.

Chair: Is there anyone else who would like to add something to the discussion?

ELSA Austria: Maybe directly related to what we are talking about, I think certain Quality Standards should be met, but one has to be careful about overregulation. It can easily lead to the point that some groups do not want to participate and focus rather on other projects. It is already hard enough for some to motivate their network to organise projects.

ELSA Switzerland: Regarding the regulation of events or Quality Standards, if you want to participate and become the best of the best, it is in your personal interest to have good projects. Nothing bad would win. I do not see the necessity of overregulation, and now, with the “traineeship”, you would not try to get it if you do not want it. Also, the “traineeship”, from the standpoint of the National Groups, who does it apply for?

NAM: Internal responsibilities are divided, and the decision is taken by the board or the president.

ELSA Switzerland: That is why I think we should keep it as is.

Chair passes the floor to NAM and PB.

NAM and PB continue their presentation.

Chair opens the floor for discussion.

ELSA Portugal: Regarding the two deadlines, I do think they are useful and practical for the groups that do not want to participate in the competition. Regarding the two forms, I think people could complain about more work since they are nearly for the same purposes. I do feel like they fulfill different purposes though. It could be an option to study if the groups have the same form or not. The evaluation is quite broad. This is why we have an internal competition that is not specifically for the Annual Human Rights Campaign. How does one evaluate? How to fill it in is subject to what the one filling it in thinks or what they would like to write. I remember that it was a pain to answer all of the questions when I was an AA-er. Maybe we could have a small form but with a bit more flexibility on how to write the evaluations, like how you write the sentences, how the event went, how the conclusion should be, etc. But I do see the struggle in deciding what should be the proof of this.

Chair passes the floor to NAM and PB.

NAM and PB continue their presentation.

Chair opens the floor for discussion.

ELSA Portugal: I would not regulate, so there still is flexibility. However, I think it would be useful to have guidelines or templates for National Groups to have some structure and get inspiration. They could see a certain example, get inspired, and want to use it. Maybe have someone from the EIT personally help groups to build their structures. It would be good to have someone with experience helping you build a structure. Groups have different needs, and to have someone helping you would be a big plus.

Chair passes the floor to NAM and PB.

NAM and PB continue their presentation.

Chair opens the floor for discussion.

ELSA Austria: I do not want to speak for Arya, but I think the biggest barrier is that it is extra work, especially for the Local Groups. I think it is good that there is not much regulation for the events. Even if a Local Group is not able to do a big event, they still can participate. It is always a struggle to motivate them and make more, especially if it comes from a National Group that is telling them to do more work. Maybe doing it as a National Group together would work. It is nice motivation, and there is something to win.

ELSA Finland: I think the main problem with the participation of members is due to the fact that it is a PR problem. It is hard to get people excited about things. A lot of other student unions organise events in November, so when ELSA Day comes, the schedule is already packed, and this affects the participation as well. I have also heard some confusion with the Locals about what falls within the IFP and AHRC.

ELSA Portugal: Regarding the interaction, I do feel like our Local Groups have participated more. Our participants do not understand that they are participating in an event that is a part of the Campaign. Presenting the Campaign as a whole can help get people to know the Campaign. Also, the ELSA Day date is at the beginning of the exam season. This may affect the participation. We have one Local Group that has an event on that day, and it is harder to get participation. If they get to understand how AA works and how the Campaign works, this may help. If they do not understand how ELSA and the Campaign work, it is harder for them to participate in it. My suggestion for all areas is to make Locals understand that we are a network and we have to work as one. We have to create the spirit of the network and get them engaged. We have to collaborate. It is our job as Nationals to promote work. Again a suggestion, and as a former AHRC organiser, the most important thing is to be a good leader of the Campaign, that you really want to participate. You have to inspire your Locals to participate and they will get excited if you mention the Campaign.

ELSA Finland: To add to that point exactly, it is a good idea to have some reward for the coordinator of the project.

Chair passes the floor to NAM and PB.

The group proceeds to group work.

Presentation of the group work.

Group 1, ELSA Finland: Our verdict is that we like the structure, but we have some improvements. Maybe moving the deadline would be a good idea. ELSA Day is a part of the busiest time of the year for us. Moving the deadline could incentivise more participation. Some solutions include that the IB should

come with an official stance on the evaluation criteria, a stamp card for participation in Campaign events from the IB or Council of Europe to put on the CV, and a nice little certificate for participation. Maybe reconsider the timeline to make it fit better within the academic calendar. Also, restructure the timeline. You have to have an idea early enough and have the transition period in mind. When we change the board, it is just before the deadline for applying. Therefore, the new Local and National Boards need to have an idea of an event before the deadline.

Group 2, ELSA Austria: Concerning the certificate, we are doing that with the webinar series. By attending six out of eight webinars, you will get the certificate signed. We also support ELSA Day change. Concerning shipments, I understand they have to go to one national officer but I would appreciate getting informed on how large the shipment is. What is possible is that there could be a handbook on the AHRC itself, not on the topic, but more of a content-wise, like how you can structure it on a national level. Having more information about this would be nice. As we know, not all national coordinators are national officers, it would be nice having meetings about this. There could be a meeting every two months where the groups update on what they are doing. There should be more time for submitting projects, and they would still be considered for points. Also, for ELSA International, it would be nice to have a list of sponsors or academic partners, that is not the Council of Europe, that we can contact for speakers for events.

NAM: Clarification on the last part regarding the list?

ELSA Austria: A list of academic partners that we could contact regarding AHRC events, like big organisations. This could lead to more speakers at events and motivating people more.

ELSA Portugal: A direct comment on this, our Local Groups do have difficulty in finding speakers. Having such a list would help.

Group 3, ELSA Portugal: We agreed that the latest changes have been good and well structured as of now. We think the flexibility is good, as it allows for a more diverse campaign. Having the Campaign for over one year is also good, rather than just one ELSA Day. It makes sense for us to focus on a certain topic for a certain period of time. Regarding changes, it could be an idea to introduce a coaching or mentoring system to help national coordinators with questions or help if there are any challenges. Former coordinators or AA-ers could be mentors for National Groups. Having direct contact with someone who has already done this before could be very helpful. We also agree with certain points regarding the evaluation criteria for the Campaign, so that we know what is good and what we should focus more on and what not. Also, it would be good to clarify when the marketing kit for AHRC should be used and if it should be used for all human rights events or only for AHRC events. In our group, we concluded that the marketing kit should only be used for the AHRC topic.

NAM: As we have more time, we can discuss the date change for ELSA Day and events that are not within the timeline for the evaluation of the events. This ties into the acknowledgement of events. This is a longstanding tradition. Traditions should not be a tradition, just to be a tradition. If you have any general comments about the timeline change, please share.

Chair opens the floor for discussion.

ELSA Portugal: Regarding the date change, as you said, traditions do not have to be there if they do not make sense anymore. I think it is a good thing, not only for the logistical aspects, but also because we see

a decrease in events planned and concluded after ELSA Day. If we have the deadline later, it would not decrease as much as it does now.

ELSA Switzerland: I never thought of the date, but it does not fall within the best time. But I cannot give you better months. Exams are taking place in the following months. Timing is hard. For the timeline, our officers are only getting into office in the middle of August and September, and some people are not logged into their email accounts until mid-September. There is not much we can do but rather have it later than sooner.

ELSA Austria: I would suggest the beginning of March for the date, because officers have had enough time to get into office and get used to their positions. Also, there are holidays before March, and I think ELSA Day could be the height of the Campaign rather than the beginning. May would be too late, because it is too late for the evaluation.

ELSA Finland: I do think it would be better for Locals if it was in the spring. From my own experience, it can take a bit of time for them to get into things. ELSA Day is a wonderful thing, and it should be celebrated, so when it comes so fast, pushing the event would maybe give higher participation and less work for the national coordinators in the beginning. There could be more anticipation from the Locals for the ELSA Day, and National Groups would not be hounding the Locals right at the beginning of the term. That could also be very stressful for them.

ELSA Portugal: Agreeing with the suggestions, I have two possibilities. Having it in the middle of the term. The other suggestion would be to have it at the end of the competition, ending on a high with the ELSA Day. Delaying the ELSA Day could be good to do something bigger and stimulate activity and cooperation across National and Local Groups. One of my Local Groups wanted to collaborate with another Local group, so I made them contact each other. This was a great success.

ELSA Switzerland: I just want to raise the concern about March being too late for the evaluation. It could be a lot of work for officers.

PB: Niko, do you know how many events happened on ELSA Day last year?

NAM: About 100.

PB: The majority of the events are happening on ELSA Day. Is the issue that we want more events on this day, or do we want to make it the highlight of the campaign? Would changing the date change the events?

NAM: Changing ELSA Day just for ELSA Day impacts the whole timeline. Is it better to change ELSA Day or other dates for the evaluation? How can we improve the overall experience of ELSA Day?

ELSA Austria: For Niko's clarification, the question was what we want to change. This is affecting the Local Groups. Yes, they are being pressured into doing a human rights event on ELSA Day, but they would be pressured to do so either way. If you need them to prepare appropriately in time, they have to start at the latest in September. That is quite early for someone who cannot even access their email account. Moving it to a later day could increase the quality of the event, and the participation will increase. The day could be emphasised as either the highlight, end, or start of the Campaign. There would probably always be an issue with exams, but changing the date could be useful.

ELSA Finland: The motivation to change the date is that local officers will have more time to prepare for the events, but also have more participants and more quality events.

ELSA Switzerland: I was also thinking about a later ELSA Day, due to the fact that 70% less events are being organised after ELSA Day.

Chair closes the Workshop at 18:03.

Friday, 31st January 2025

11:00 – 13:00

National/Personal Strategy & OYOP

Participants' list:

Aliena Triefny (AT)	International Board
Paula Bačić (PB)	International Board
Victoria Farkas (Chair)	ELSA Belgium
Arya Gerda Haager (Vice Chair)	ELSA Austria
Aníta Lind Hlynsdóttir (Secretary)	ELSA Iceland
Mari-Marte Andal (Secretary)	ELSA Norway
Roksana Inga Rybicka	ELSA International Team
Philipp Straßer	ELSA Austria
Leda Mlikota	ELSA Croatia
Lucija Ćurić	ELSA Croatia
Jan Brůžek	ELSA Czech Republic
Michal Sekanina	ELSA Czech Republic
Marianne Merjovaara	ELSA Finland
Pihla-Maaria Holmlund	ELSA Finland
André Lederle	ELSA Germany
Linus Tietze	ELSA Germany
Szymon Karkoszka	ELSA Poland
Ana Lira	ELSA Portugal
Mira Woelfert	ELSA Switzerland

Vice Chair opens the Workshop at 11:00.

AT and PB start their presentation on National/Personal Strategy and OYOP.

Vice Chair divides the group into four groups.

Workshop proceeds to group work.

Each group presents the results of their group work.

Group 1, ELSA Switzerland: We talked about the Strategic Plan and that all our National Groups looked at the Strategic Plan of the IB. For almost all of us, the Strategic Plan influenced our strategic plans. It is easier to start with something that has already been written. Common things in our strategic plans are communication and knowledge management - all those big cornerstones. We also have mid-OYOPs. Some of us did, some of us did not. It is a good feeling to tick off the goals that have been finished. Our challenges were mainly things we could not control, like how the Local Groups are behaving. You can not control the Local Groups. This is something that is happening in Switzerland with the French and German-speaking groups.

Group 1, ELSA Finland: The main problem with the OYOP is regarding our Local Groups. Our association laws oblige all groups to make a similar sort of document, so the Local Groups do not really see the point in also making an OYOP. We encourage them to do personal OYOPs and think about their personal goals for the term.

Group 2, ELSA Portugal: We started talking about other things that might be useful. First, we discussed that all our officers have an OYOP, which is mandatory, and that is important. It is useful that everyone has one so the other areas know what the others are doing and that they can tell us what to do. It is also nice for Marketers to have some information and know in advance about upcoming projects. Some of us prefer to have more practical and on-the-go goals rather than a specific written plan. We also shared that we have achieved some goals. This is where we got lost. We talked about board meeting frequency. Some have every second week. Others have every week. In the Local Groups, it could be once every month. We agreed that it is important to have meetings so the whole team knows what we are doing and for the strategic planning overall. We discussed the importance of team-building and HR. We also talked about coaching, if we have coaching for our own Locals and most of us do. This is most useful when the Locals actually want to be coached. We also talked about how we want to finish our demanding and most important projects, like Law Review, upcoming WELS, registration of ELSA-related trademarks, IM Handbook, and updating data protection regulations. I also plan to establish a national BEE Academy. All in all, we understand that to prioritise projects and especially multilateral projects, where others rely on us.

AT: I want to comment on what you said about the coaching and frequency of meetings. The frequency of the coaching fits well in the discussion. You have been working for half a year in this way. It is smart now to evaluate if this has been useful and possibly change the frequency. If you see that this has been working and is efficient, it can be nice to ask the Local Groups how the communication has been and if they want to change some things. I think this was good. This Workshop is very floaty.

Group 3, ELSA Czech Republic: We mainly consisted of Locals. We had a diverse approach to the OYOPs. We tried to compare our OYOPs. We mostly had financial goals or goals regarding financing projects as common goals. We also talked about how the board should be structured and expansions. We also talked about the mid-OYOP, that this is a good idea, and that this is something we want to do. It is a good potential we are not using because sometimes, it feels like certain goals are still not fulfilled or you are not fulfilling them correctly, and be more mindful about the process. By doing this, we can ensure that we are on the correct path and actually fulfill the goals. We talked about the SMART method. For me I saw that the goals could be more concrete regarding the timeline. If not, this can cause a tendency to procrastinate. We also had a good discussion about the main challenges. Mainly communication, not being time-bounded enough, and connecting to that losing motivation. Also, a lack of knowledge. If someone sets a goal and is not aware of the procedure or what the goal really is, they do not have the necessary knowledge to evaluate the difficulty. We also talked about if a goal fades away, it is mostly financially related. Then, you have to change the goal.

Group 4, ELSA Germany: For how the Strategic Plan influences our work, we concluded that it does not. It is quite interesting. We also do our OYOPs before ELSA International publishes theirs. We had quite a lot in common. Transparency and knowledge management are a part of every national OYOP. All of us are planning a mid-OYOP, and everyone has goals based on the SMART goals. They are all concept-based, and we have taken specific actions. It is still a whole process to do that. Knowledge management never comes to an end. In Germany, we needed an entry to the bank account, which relied on external factors, but we finally got it today. But still, the process is still underway, though some goals have already been reached. Regarding challenges, yes, there is a lack of challenges; you do not know everything so you need to identify them. When you gain more information, then you change your goals

and identify one or two priority areas to focus on. Everyone had different goals. For me, this regards the FM and AA areas. Speaking for myself, it was restructuring FM, gaining more financial stability, and focusing on more income. For AA, we have fewer teams for the competition. I think it is because some of them are afraid to speak English in that regard. Then we were running out of time. About the goals that changed or became irrelevant, it was mostly an adaptation of that.

Vice Chair gives the floor back to ELSA International.

AT: We received a lot of different points. It is nice to hear you have a lot of things in common.

AT and PB continue the presentation.

Vice Chair opens the floor for discussion on how ELSA has contributed to personal and professional growth.

ELSA Switzerland: It has contributed to a lot in everything that I have been involved in, like speaking skills, time management, speaking on a whim, defending your own opinions, and producing materials in a high-level English language. You also get to see so much of Europe if you participate in the IIMs and NCMs. You get to network a lot, which has come in handy already. I would have to say that I think I would be at this point if not for the ELSA experience. I have been to every area, I started as an FM, and now I am in PD. I have so many interests as well. I have to say that after my time on the National Board, I have gotten an HR job out of it, as I can look at applications and rate them well.

ELSA Austria: I can definitely second everything that Mira has already said, especially with the travelling and free speaking improvements. A very personal development for me is that I was notoriously late and bad at organising my life. ELSA really helped me focus on project organising and creating a space for creativity. It is still a new concept for me, so I still stick to a certain stuff. When you are on the National Board, you are in a position where you organise projects and tasks and manage directors and local officers. You learn how to work with other people, delegate tasks, and how to keep people in the loop. This has contributed a lot for me.

ELSA Belgium: I also agree with all of the options that have been mentioned. What was important to me was overcoming the imposter syndrome and dealing with confidence. I remember seeing the Local Board at my first ELSA event and thinking they were so professional and impressive. Once you get on the Local Board and the National Board, you overcome this feeling, and you reach this huge boost in confidence. This feeling applies to all aspects of life, not just ELSA development.

ELSA Czech Republic: I agree as well. Honestly, there is just so much one can gain from ELSA. There is so much stuff that I am able to do nowadays thanks to this amazing organisation. You get so much understanding from ELSA. It is not just management and communication, it is also the ability to manage stress. I feel like I am completely stone-faced. I have always seen worse. When it comes to professional growth, I would say that it is easier to get a job. We have valuable connections and know a lot of people who are hard-working, communicative, and friendly. We also know a lot of law firms. The connections that we have are great, both for personal and professional life. The ELSA experience is really great.

ELSA Austria: I can absolutely agree. For every job interview I had, they asked me about ELSA and valued my leadership and organisational skills. I worked in Frankfurt through an ELSA Traineeship. They have asked me about it, and been impressed by the skills I have. Now, the focus of my studies is human rights law, thanks to being an AA Officer. I have so much love to give to ELSA.

ELSA Portugal: Professionally, time management and public speaking were major reasons for sure, as well as knowing how to defend my opinions and formal communication. A lot of people value it a lot. Being in ELSA has made me so much more confident in my work, now and in the future. You have experience with time management, leadership, and overall, dealing with different working methods. Personally, I would say growth in empathy and emotional intelligence as well. I am growing every step of the way in personal relationships. It helps with having better relationships. Like what Victoria said, I have gained more confidence and started to acknowledge that I have my skills and what I have been able to achieve in ELSA. What I have been achieving while succeeding academically, doing all of this, I realised that the bad moments will pass and I will live through them. Regarding the area I chose, I have been in three areas. I started in HR and thought it was something I was interested in. After a friend of mine in ELSA explained all of the areas, I fell in love with the AA area, as I am interested in human rights. Now, as president, for BEE it is nice to be able to lead others and inspire people. Regarding my future career plans, I am still exploring, but I know what I can do in ELSA, and I can do similar things professionally.

PB: Thank you for sharing. It is very nice to see that regardless of area, we all have very similar experiences. Very fast before the task, I would like to hear five examples of potential career paths based on the skills mentioned.

ELSA Austria: One example is that since we are already engaged in voting procedures, writing statements and amendments, and acting as a European organisation, something diplomatic comes to mind, or in the area of parliament.

ELSA Belgium: I would say that as lawyers, we can defend our interests and we can speak publicly. This comes in handy when standing in front of a court.

ELSA Austria: I also think being a good problem solver is a benefit of an ELSA career. This is critical.

ELSA Germany: I think problem-solving has become quite normal. I do not want a smooth nine-to-five job with no problems at this point. I cannot do anything smooth. There must be many problems to solve and something new everyday, something exciting.

ELSA Poland: Since we all have this know-how, it is nice to go on our own and have our own company.

PB: I would like to add HR, which was mentioned here as well.

Workshop proceeds to group work in pairs.

Vice Chair opens the floor for discussion.

AT: Were there any difficulties in finding jobs, or was it quite easy?

ELSA Austria: We said that the plan for Viktoria is to do competition law in Brussels as a trainee lawyer. I found a paralegal position. I sent you the links. You would be perfect in English, or at the EFTA Surveillance Authority.

ELSA Switzerland: Thanks! Mari is into EEA law. As an EFTA member, she might have gotten the point at the EFTA Surveillance Authority.

ELSA Belgium: I was looking for jobs in Vienna in either space law or HR law. I found positions in program management that I thought would fit well because you have a lot of experience in management and organisation. I also found a job training opportunity at the European Space Agency. It is not necessarily legal but can be an entryway into the organisation.

ELSA Portugal: We did not have the time for the research, but we talked about possibilities in guiding our interests. So, I do not have a certain job position, but I have a suggestion. Maybe the prosecution part. You are in ELSA, so that you can do it well. If you want it, you can do it.

Vice Chair: Thank you for the pep talk. I hope you all get offered your jobs. I pass the floor to ELSA International for final remarks.

PB: Do you have any questions?

AT: Or do you have any remarks about anything discussed?

PB: This is first for you, but I think this is a good supplement for the HR workshop.

ELSA Austria: I think the way you presented this was very good. I think everyone should know this when presenting ELSA because they see what's in it for them. The most common question is why we are doing this. We are not getting paid, and we are always traveling. But it is not just about meeting up and partying. This is actually something you develop, how you grow, and what you bring to the table when you are done with ELSA and get a job. We can use this list in marketing to introduce ELSA to the people.

ELSA Czech Republic: This is true because I do not think I have ever discussed personal growth in Workshops. We do not talk about it often, and we suffer a lot. It is very undervalued. I really appreciated this.

PB: I would like to use the opportunity since we are here and know each other. We realise we have similar experiences and interests, I encourage you to use this event as a networking opportunity, maybe adding each other on LinkedIn. That is how we make our network bigger and find jobs and opportunities.

AT: If you suddenly find a job offer on LinkedIn, send it to your partner in the Workshop.

PB: We have been exercising this in the Board. When something catches your eye, do not think only about yourself. Remember this exercise and your partner. Think to yourself, maybe this person might find this interesting.

Vice Chair: Are there any other last remarks?

Vice Chair closes the Workshop at 13:00.

14:30 – 16:30

HR in the IB

Participants' list:

Mie Tveit (MT)	International Board
Nikola Grochowska (NG)	International Board
Victoria Farkas (Chair)	ELSA Belgium
Arya Gerda Haager (Vice Chair)	ELSA Austria
Aníta Lind Hlynisdóttir (Secretary)	ELSA Iceland
Mari-Marte Anddal (Secretary)	ELSA Norway
Benita Steger	ELSA International Team
Roksana Inga Rybicka	ELSA International Team
Philipp Straßer	ELSA Austria
Leda Mlikota	ELSA Croatia
Lucija Ćurić	ELSA Croatia
Jan Brůžek	ELSA Czech Republic
Michal Sekanina	ELSA Czech Republic
Kristýna Strásáková	ELSA Czech Republic
Klára Jílková	ELSA Czech Republic
Jiří Meister	ELSA Czech Republic
Marianne Merjovaara	ELSA Finland
Pihla-Maaria Holmlund	ELSA Finland
André Lederle	ELSA Germany
Linus Tietze	ELSA Germany
Szymon Karkoszka	ELSA Poland
Ana Lira	ELSA Portugal
Amanda Norbro	ELSA Sweden
Frida Nygren Björk	ELSA Sweden
Mira Woelfert	ELSA Switzerland

Chair opens the Workshop at 14:35.

NG and MT start the presentation about Human Resources in the International Board.

NG and MT open Mentimeter for identifying challenges.

Chair divides the group into four groups.

Workshop proceeds to group work.

Each group presents the results of their group work.

Group 1, ELSA Portugal: First, we identified three obstacles: stopping studies or work, financial concerns, and not knowing the whole board. Regarding stopping studies or work, we discussed that ELSA people are usually quite ambitious. Pausing studies for another year could be intimidating, especially for good career opportunities. Some countries do not value the ELSA experience as much as other countries. In some countries, it takes a long time to finish the degrees. It is common, even in the National Boards, that you do not know who will be there. In the National Boards, you can step aside if something happens, but when you are living with your fellow board members, it can be harder to deal with. If you live and work with the others for a whole year, it can be a bit scary. They can have different opinions or ways of living and working. We also mentioned that the ELSA House is not in the best state. If conditions would be better, maybe more people would consider running for the IB. We also discussed

workload. Some officers are not in contact with the international projects. Not knowing this may stop them from running. Lastly, we talked about candidacy, the process, and expectations for the candidates and the network. The candidates are expected to know the whole area. We love our network, but when it comes to the candidacy process, some can be mean when they should not. The network should be more understanding and understand that the candidates are also people. We also discussed that some countries have hesitations about candidates going to the IB from their country. They can have judgment, face certain problems, and do not see it as a good thing. Other groups see it as a big opportunity and are proud of their members that go to the IB.

Group 2, ELSA Switzerland: We mainly identified the same points. It is quite obvious. We also talked about how this is the first time that this has happened. It has been quite a change of generations. Some of my fellow group members agreed. There are new officers and new Freshers. Some big names hinted that they maybe wanted to run, and then others did not want to run, as they felt discouraged. By then, it was too late for the others to run, and they had made other plans after all. If you say you want to run, you may hinder someone else from running.

Group 2, ELSA Czech Republic: I would like to specify the workload. We mainly came to the conclusion that it is not the workload in itself. It is moving to Brussels and other things. You do not know what you are getting yourself into when moving to a different country. There may be certain expectations that will not be met. Everything adds up. Not only time but also we are getting older.

Group 3, ELSA Finland: We mostly complained. No, we talked about similar stuff that has already been mentioned. It is scary financially, and we have heard numbers from previous board members. It would have to be planned well in advance. It is nothing you can start doing on a whim. We also talked about the expectations of the network. The IB has been very good with giving information to those who want it and having open calls, but when one attends, the rumours start circulating about them running. Some of the questions that are asked during the candidacy interviews are quite personal. They are there to be a candidate for ELSA, not as a private citizen. There should be questions about the position. We also discussed the FM problem. It is a good thing that the Strategic Plan includes outsourcing the accounting, that could be one major thing when someone is considering running for Treasurer. That could be a good solution to find money to outsource and solve some issues. That was pretty much it.

Group 4, ELSA Germany: One thing is that you have the idea to run for the IB but have already used a gap year. There are also financial issues, like not having enough money to live and travel. It could be that you will pay for things by yourselves. You only get 250€ per month, and the travel budget is not that big.

MT: We will comment on the recurring things a bit later, for example, the financing.

Group 4, ELSA Germany: Moving to Brussels can also be intimidating. Your own timetable is crucial. If you are sick and cannot change appointments easily, you still have to go there if you are still sick. We also discussed the living conditions and state of the ELSA House. You all have to live together, but there could still be cultural differences. Everyone speaks English, but there could be difficulties in understanding each other in some aspects. The IB period is not just a year, and you start the process early. It is the year in the IB, but you also have to prepare earlier with the candidacy interviews and then be in touch with the successors afterward. It takes rather two years in general. It could also be a problem to restart studies, give up your apartment, and then find a new place could be difficult. You are not as flexible, like going home if something happens. There could also be problems with long-distance relationships. What do you consider life? If you are applying for positions, it is not for certain that you will get the position.

ELSA Poland: There is no practically guaranteed success. You can not get this well-paid job later. You can make a mistake, and your job will not be appreciated.

ELSA Czech Republic: Is this not a problem for all aspects of life?

ELSA Finland: This is a question for the IB. I would like to ask about the living conditions. Is it in the rules that you have to live in the ELSA House? Could someone rent their own private housing, commute, and work at the ELSA House?

MT: I would not say it is in the rules, and we do not have rules for this, but you would miss out on a lot. You would miss out on the fun part if you do not live in the house. The key takeaways are the house, the candidacy process, and financial problems. We will comment on that later.

NG: As mentioned by Mie, it is not said that you have to stay in the ELSA House. It is not only up to you. It is entailed and discussed with the entire International Board what would and would not work. It would make the collaboration harder. This is why the International Board is living together. It makes things a lot easier, especially for decision-making and board meetings in the office. You also have designated areas to work in. I do not know how many of you have been in the ELSA House before, but it is not as bad as it seems. The living conditions are not dire. We are not really freezing. It is not the worst possible scenario.

MT: It has been done that someone has not lived in the house, like in the pandemic. Last year, one of the board members joined half-way on. It does happen, it is not a hard no, and that you have to come and live in the house, it is what you agree as a board. To tackle the house, there are a lot of stories. It is an old house, not the most modern Scandinavian living conditions. We have four floors and a basement. It was mentioned that it can be challenging to live together with your board. Sometimes, it can take half a day for me to see someone. You have a lot of space, you are not living on top of each other. The room division is an experience. I have a smaller room. There is a boiler in my room, it is fantastically unaesthetically pleasing, but it keeps me warm. You decorate the room and make it your own.

NG: Please also consider that you live in a proper house in a European capital. You are not paying rent, and you have a gym a street away. The center of Brussels is 20 minutes away. You win some, and you lose some. There is no perfect place to live in, of course. The location sometimes can really compensate for the living conditions.

MT: Nobody mentioned it, so I do not know if I should say it. I do not want to contribute to the rumours. There has been a lot of talk about mice in the ELSA House. We have a cat, but we never saw anything, even before we arrived. It was not a problem prior to the cat moving in. Regarding financial matters, you get 350€ for 13 months. You get it in July before you come into office. You are expected to be in Brussels the whole time. It is a bit difficult to determine how much it will cost you and what ELSA covers because it depends on the budget each year. All the events you are expected to attend, ELSA covers. We get 100€ to visit our coaching groups. If you want to travel a lot, like for NCMs, you will have to pay for that. Also, there is a possibility of an Erasmus grant. The position on the board is considered an internship. I was appointed on the 1st of May and I moved on the 1st of July. In that span of time, I managed to arrange everything with my studies and the Erasmus application. If you do not get the Erasmus grant, you will maybe have more job on the financial side and save up. I did not think that I would be able to pause my studies and afford it, but it turned out good. Some mentioned in the task that

they do not know if and how they will get grants. If you are interested, you should research them. We do recommend that you have 500€ additionally each month to cover costs.

NG: It is not that you are alone in this either. People have been there before you. When you are elected, the IB helps you with registering in Brussels. There could also be people from your country who have gone through this and will support you as well. It is more that you are able to contact people. You can also research it beforehand. There is time to research these things. As a task, it may seem daunting. When you break it down into small tasks, it becomes easier, and everything will flow with many milestones. The candidacy itself, candidacy materials, interviews, and the Candidacy Workshop. As a whole thing, it is big. When you reach certain milestones, you will be relieved.

MT: Some final words on the moving process. When we moved, our predecessors met us at the airport or the train station. You get a booklet on practical information. When you arrive, it can be scary, the whole process of moving to a different country, but you are taken care of. They help you register and maintain a work-life balance. It is what you make out of it. You are not alone in this. It is also important to take breaks. We sometimes have movie nights. Sometimes, we take our work to a café. In terms of candidacy, it can be a scary process, but you take public speaking training. Someone mentioned that when attending an open call, everyone will know. The race evidently starts in early January. There is also the possibility to schedule one-on-one calls. You can talk to us if you are interested.

NG: We talked about challenges, and now we would like to brainstorm solutions.

Chair divides the group into the same four groups.

Workshop proceeds to group work.

Each group presents the results of their group work.

Group 4, ELSA Germany: I think by the International Board, you could give more information upfront, for instance, about the financial aspects and the opportunities you have. As a whole, being more open about information. Debunking rumours, and start motivating the candidates more themselves. Some people are really afraid of the candidacy process. It is crucial for the network to be supportive. For the network, if you want to go for the IB, just do it. There is nothing you cannot reach anything in life if you just do it. If you do not feel prepared, you never fully will. Like in the National Board, there is a transition. You will get everything you need. Do not be afraid, and just do it. It is crucial to support the candidates. For National Groups, it is talking about it. Start giving information on an individual basis, support, and keep motivating the people who want to apply. It is all about support and staying with them. Just do it.

Group 3, ELSA Finland: We had some similar ideas. One thing that we did discuss more in length is that the IB can be more proactive during the socials or when shooting a message. If you feel like you are not qualified enough or if it is too much of a workload, it is motivating to hear that you are actually capable of doing it from someone who is in the position. You feel more confident. It is the imposter syndrome. This could broaden the horizon. There could be an open call already in the fall, even before the first ICM, so that people who are also interested will be informed from the get-go. This will give them the time to dwell on it, think about it, and see it through. It is also good for rumor control. If it is in the fall, people would be more open to attending it, listening to what it is about, and asking questions. I also think there could be an open call later in the term, as there is now. Then, there is constant encouragement in the network. On a national level, it is always everyone's responsibility to take the pressure from the candidates and to be kind towards them. The ones who are candidating for the IB are the most

hard-working people in ELSA, and they are very serious about it. No one goes through the candidacy process just for the hell of it. The network needs to be kinder to the candidates in the candidacy process, and ask relevant questions. Even if you do not like the candidate you do not have to be rude.

Group 4, ELSA Germany: I think it is also something about not only asking knowledge questions but also getting to know the motivation so that the groups get the information they need. If the person is motivated enough, they will usually do everything that the position requires and will get the knowledge that they need.

Group 2, ELSA Czech Republic: We came to a similar conclusion. Starting with the IB, it would be great to have handbooks or databases for grants and what can be used for financial support. Maybe it would be great to be open to potential successors about what they are getting into. For the network, they have to be mindful not to bully the candidate into saying that it is not worth the time. Try to be respectful and motivate them. The National Board members should support other board members who are thinking about running for the IB. Be respectful, and try to show them the positive reasons why it is a good idea to run for the IB.

ELSA International Team: A quick thing to add here to the discussion is that, in general, we have heard a lot about the open calls. I attended the open call for my own interest. It is not that people are hunting you down and pressuring you about running or not if you attend. Some people are interested. It is not like submitting candidacy materials. If you want to attend, please do.

ELSA Switzerland: I sadly had another experience. Maybe it is just this year's open call. For the network as a whole, be very mindful that you are saying you are going to run. That has an impact. Do not say it during socials, you should be more mindful of others.

Group 1, ELSA Portugal: Regarding the IB, we mentioned having an introductory call at the beginning and having people think about it. They could also reach out to candidates, but be careful about it since the IB has to be impartial. This motivation can take other terms. It can be more subtle, like telling them that they like their ideas and that they should share what they think or comments like that. We also discussed putting more information online. Some people cannot attend or feel uncomfortable. Having some information about the experience, financial concerns, testimonials, addressing common questions, also maybe as you are doing now, giving information about when you are elected. Asking prior members to share information about their experience after the IB, how they are doing now, and how their ELSA experience has helped them in life. For the network, be nicer to the candidates. We also mentioned starting with the Locals, showing them what they can do through ELSA. Share information and motivate each other and see if they want to run.

Chair gives the floor back to ELSA International.

MT: Thank you for all your input. First of all, I have a comment on the rumours about the people running. I agree that you should not throw it around, but do not be hesitant to do it. It goes both ways. People have run for ELSA for 44 years, so do not be discouraged just because you have a counter-candidate or that the process might be difficult. For example, in the candidacy process, we do have public speaking training, and the International Board offers support throughout the process. I really like what I am hearing about being more mindful to the candidates. There is no point in being mindful in the candidacy, but not being mindful during the term.

NG: The candidacy prepares you for the IB. The things you learn during the candidacy process you will be able to use across the year. They are important later on as well, like with stress management, working under pressure, presenting yourself, and speaking about the things you are passionate about. Interact with the other candidates and see how they are dealing with the process. Second of all, you are not alone in the process. There are other candidates running, maybe not for the same position as you, but they are a support system throughout the process. There are former IB members that you should reach out to and talk to them. This is a really safe environment. I felt very supported during the candidacy process.

MT: On a final note, it is not possible to have a framework for us for how the interviews are conducted. During the Q&A in the plenaries, the Chairs are instructed to sensor the questions to a certain extent if they are too personal or inappropriate. You have support from multiple corners. I think there were also a lot of good points about sharing knowledge online about previous experiences, like testimonials. A proactive approach is a bit difficult due to the fact that the IB has to be neutral. Other than that, you have a lot of flexibility. You can work in the morning in a café, you can go to the gym afterwards and so on. You are in charge of your own schedule. Maybe for the last time before entering professional life. You have support in the Board. We also have a cat. There have been S&C hamsters. I would also recommend getting an animal, it lifts the spirit during lunch.

Chair: Are there any other questions? We have about two minutes left.

Chair opens the floor for questions.

ELSA Sweden: When it comes to doing other stuff than ELSA, how does it work with free time and trips?

NG: It is up to you and your board. There are different approaches to travel and free time. For us, it is very flexible. If you want to travel somewhere, you can do that. You are in charge of your own work, and if you finish tasks before deadlines, that is fine. If you want to do different things, it is very flexible. Some of our board members pass exams. It is largely dependent on you. You can define your own schedule. It is definitely possible. If it does not hinder any other plans, it is fine.

ELSA Finland: Thank you for the Workshop. It has been very enlightening. I think it is good to discuss these things. We got a lot of information and feedback, and it cleared up a lot of questions.

Chair closes the Workshop at 16:31.

17:00 – 19:00

Advocacy

Participants' list:

Nathalie Labar (NL)

Niko Anzulović Mirošević (NAM)

Viktoria Farkas (Chair)

Arya Gerda Haager (Vice Chair)

Aníta Lind Hlynsdóttir (Secretary)

Mari-Marte Andal (Secretary)

International Board

International Board

ELSA Belgium

ELSA Austria

ELSA Iceland

ELSA Norway

Roksana Inga Rybicka
 Philipp Straßer
 Jan Brůžek
 Marianne Merjovaara
 Pihla-Maaria Holmlund
 André Lederle
 Linus Tietze
 Szymon Karkoszka
 Ana Lira
 Mira Woelfert

ELSA International Team
 ELSA Austria
 ELSA Czech Republic
 ELSA Finland
 ELSA Finland
 ELSA Germany
 ELSA Germany
 ELSA Poland
 ELSA Portugal
 ELSA Switzerland

Chair opens the workshop at 17:05.

Chair passes the floor to NL and NAM.

NL and NAM start the presentation about Advocacy.

Chair divides the group into four groups.

Workshop proceeds to group work.

Group 1, ELSA Portugal: We picked a negotiation competition that would focus on the creation of a treaty for environmental protection and pollution prevention. Regarding the specific topic to advocate for, since it covers multiple topics, we talked about being more specific. We talked about human rights and fast fashion and the different things they relate to. Apart from the social media campaign or promotion, we talked about having a seminar or an informational event focusing on the topic we would have a competition on. By the end of the campaign, there would be an event that focuses on the best points that were shared, the most interesting discussions, etc. There would be multiple events of the campaign. Then, we think this would empower advocacy through the competition. It would, of course, benefit the project because it is a big project. It would attract a lot of people since it is a hot topic that is being talked about.

Group 2, ELSA Austria: The topic we picked is the Austrian Law Review Gala and a Keynote speakers session. We decided it would be a good opportunity to raise awareness on advocacy based on the Annual Human Rights Campaign topic. To celebrate that, we have five experts in the field who will give speeches on different aspects of the topic, two professors on the national level, Amnesty International representatives, and ICC prosecutors. The event is interesting and engaging, and not only students are welcome to the event. A whole range of partners are attending the event, as well as professors and people who randomly saw our ad beyond the ELSA Network. We chose to promote the event through newsletters and social media info posts beyond just the project.

Group 3, ELSA Switzerland: We also talked about a moot court. We took the German one on security and production lines, aligned with the IFP and the AHRC for that year. There is room for educational purposes to see how production lines work. We would get professors involved with Keynote speeches and get in the university newsletter. Get it out there, not only to law students but all the other students who have something to do with production lines, like engineering students could be reached. We could also do podcasts. We also thought about having a simulation moot court that is interactive and engaging for the participants. There would not only be law students as participants in the moot court, everyone can get a

role, for instance, as a witness, so it gets very engaged and detailed. The main thing we talked about was reaching students other than law students.

Chair passes the floor to NL and NAM.

NL and NAM continue the presentation on Advocacy.

Chair opens the floor for discussion.

Chair: Is there anyone who would like to share ideas or opinions?

ELSA Finland: We are currently implementing an advocacy programme. We have picked specific topics, such as Indigenous rights, women's rights, and animal law, and we are advocating around those topics. It is not reactive, we have been looking to the IB a lot in respect to that regard. If we talk about reactive advocacy, like with the Gaza situation or Ukraine, we should always look to the IB first and the rest if we will follow, especially regarding polarizing topics. We have to have a united front.

ELSA Switzerland: Thank you for raising the topic of polarizing issues. I think that we are mostly scared because we do not want to do anything wrong. That is why we wait, we have to have some kind of a structure. It is beneficial to know how to do it right and not overstep. Switzerland is not the best country to do that on polarizing topics. Our neutrality does not say much about that.

ELSA Austria: We try to orient ourselves on the UN days. We have a calendar for each of the UN days that are relevant to Austria. We connect the UN days to advocacy. For example, on Women's Rights Day, we do a deepdive into women's rights in Austria and what could be improved. Finding topics and news that are relevant in Austria. I am also active in the Linz group for Amnesty International. We try to work with them a lot for a good informative basis. It is a bit difficult to find facts from your own country. We have been trying to focus on the UN and bigger organizations that have more research capabilities than we do.

ELSA Poland: I will say a few words about our advocating programme. It has a separate structure provided by our regulations, a specific way of establishing advocacy, and to increase awareness of legal events. It means low commity. It increases awareness about things happening in the legal world. We create articles and then send them to our social media and mailing lists. We have writers who correct text, and we create statements about things happening in Ukraine and Gaza, the political situation in Poland on a daily basis and everyday legal topics.

Chair passes the floor to NL and NAM.

Workshop proceeds to group work.

Chair opens the floor for discussion.

Group 3, ELSA Switzerland: We talked about maybe having something similar to the Polish system but including the already existing team of Advocacy in the EIT team of Advocacy that mainly elects the topics or issues. It should be the international events specifically. If something very local happens, the respective National Group is much more credible for reactive advocacy. Regarding how we should manage research, we can mainly use the structure that exists. The team can assist with writing statements and posts. If something happens in one country of the ELSA groups, it is feasible to include them. Otherwise, keep it

broad. Same for the visuals. For the last point, I will refer to something similar to the Polish advocacy system.

Group 2, ELSA Czech Republic: First of all, we thought it would be important to have a certain committee that would only focus on advocacy. When it comes to the involvement of the network, we discussed having an open forum or a certain platform where officers can put in input but also reach out to the International Board to reflect on something or raise the issue. Connecting to this, we thought it would be interesting to have a connection to regional advocacy topics. If there is something happening in Europe, the committee would reach out to the Local Groups or the National Groups to get their statements or local input. It should work both ways. If something is happening elsewhere, the groups should be able to reach out to the IB committee and say that they want to take part, and the opposite way around. For branding and visuals, it should be connected to the actual branding we have right now. We thought that maybe there is a space for a new brand dedicated to Advocacy. Maybe we should think about this?

Group 1, ELSA Portugal: Regarding regional-specific issues, we also talked about them. It makes sense that IB should ask the countries from that region and give them a platform to share their vision with the network. The IB should talk to the people in the region before taking a stance. For the more general topics, we thought that when the National Groups wanted it, they would choose one representative to reach out to the IB and they would have a say in how the topic should be approached. The IB could either reject or approve the topic. If they were not so sure, to save time, they could do a poll on the general thoughts in the network. If there are a lot of different opinions, we would suggest that the IB would set up an open call. If the decision is yes, then we go over it. If there is a close vote, then the National Groups vote on how the topic should be tackled by ELSA. For the regional-specific topics, the International Board should contact the National Groups in the countries and hear them out. We talked about relying on organisations that are specialized in these topics for the global perspective. They could advise on how a statement should be made. We discussed that the post coming out reflects the different perspectives in the network. We also talked about National Groups relying on basic ELSA principles and the vision. If there was a guideline, that could fix the problem. We talked about setting some boundaries and having or setting some advocating standards.

Group 1, ELSA Belgium: We were also thinking that the IB could still do some guidelines if a National Group would still like to report on it, specifically if it is a political situation.

Chair passes the floor to NL and NAM.

NL: Is there anything that anyone would like to add? Thank you for your input. It was very interesting to listen to different groups and ideas about things we could take out or implement.

Chair closes the Workshop at 18:45.

GROUP III WORKSHOP MINUTES

Thursday, 30th January 2025

10:00 – 12:00

Annual Human Rights Campaign

Participants' list:

Niko Anzulović Mirošević (NAM)	ELSA International
Paula Bačić (PB)	ELSA International
Anna Schlee (Chair)	ELSA Germany
Elisabeth Rapp (Vice Chair)	ELSA Norway
Florian Steinkamp (Secretary)	ELSA Germany
Clara Décotterd (Secretary)	ELSA Switzerland
Théo Deswaef	ELSA Belgium
Klára Jílková	ELSA Czech Republic
Kristýna Štrasáková	ELSA Czech Republic
Michal Sekanina	ELSA Czech Republic
Tharanika Ragunathan	ELSA Denmark
Linda Silinš	ELSA Finland
Patricia Chira	ELSA Germany
Einar Valur Karlsson	ELSA Iceland
Thor Hinriksson	ELSA Iceland
Ieva Sinevičiūtė	ELSA Lithuania
Hedin Indregård	ELSA Norway
Zuzanna Trybus	ELSA Poland
Beatriz Franco	ELSA Portugal
Barbara Majewska	ELSA the Netherlands

Chair opens the workshop at 10:01.

Workshop does a round of introductions.

Chair explains the workshop rules.

Chair passes the floor to ELSA International.

NAM presents.

Chair opens the floor for a discussion.

ELSA Belgium: Is all this stuff on the Officers Portal? I didn't know about all these deadlines and I think it is pretty important.

NAM: The calendar was just to visualise, but all the dates and deadlines are on the Officers Portal.

ELSA Norway: We have this calendar for the PD area, so I recommend that you also give it for AA.

ELSA Iceland: In Iceland we don't officially participate in the AHRC, because of human resources issues. Our AA focus has been on ROLE implementation. Hopefully we will be able to implement the AHRC soon, and it is in our long term strategic plan. Your introduction regarding the timeline was very useful. I think it is pretty good, especially with the map. It is a really nice visualisation of the network working. I did learn something today. I did not know that we have the supporting materials, I thought it was only at the beginning of the year.

Approval about the map from ELSA Norway.

ELSA Lithuania: Our group engaged with the project, but one of our projects will finish later. We also really feel that we have a huge problem with human resources. We are only 5 on the board. We are really supporting this programme. I think the structure is amazing, I really like it and I like how it is done. I don't know so much about this, but I have heard about all those steps. Maybe AAers are not sticking to the deadlines because of the human resources problems.

ELSA Norway: I would like to build on the statement of ELSA Lithuania. We don't have a VP AA, so we lack the technical knowledge in the National Board. While the Local Groups have been good at organising AHRC events, we have lacked the technicalities, but we are working on that as well.

ELSA Belgium: When I searched the map, I saw that there is a specification between more important events and less important events. Could you explain? Our National Board was also wondering, human rights are often linked to political conflicts, how can we approach the problem without being too political?

NAM: The general pointer is to focus on legal opinions. You can start with looking into the supporting materials. The AHRC is not political, but of course every topic is more or less political, so keep the legal approach in mind. Regarding the specification: one part of the events is already specified, the other part is not specified yet. That's why they are not to be found on the map.

ELSA Norway: Is it the document for the next cycle?

NAM: It is for right now. Each National Group has its own sheet and we score them at the end.

ELSA Czech Republic: We do quite a lot of AHRC events in the Czech Republic. A lot of them are organised by our Local Groups. How it works is that the officers come up with events that somehow fit in the topic. They know what the topic is, and they try to think of an event that fits in it. We know what the topic is around the ICM, which is good, because the new officers can prepare for it before their term starts, so I don't see why it is only open in August for the people who were not at the ICM?

NAM: I agree. But the official announcement is still in August.

Chair passes the floor back to ELSA International.

NAM presents.

ELSA Norway: Can you explain what you mean by “identify with the AHRC”?

NAM: Yes. The question that you need to ask yourself is can you say that AHRC is really how we stand behind human rights?

Chair opens the floor for a discussion.

ELSA Norway: Should we answer the questions in order?

NAM: Just bring up what stood out for you.

ELSA Lithuania: Maybe it would be better to go slide by slide.

General approval of the workshop.

ELSA Iceland: As a disclaimer, my knowledge in the AHRC is almost nonexistent. I’ve been thinking about the timeframe of the campaign, maybe we could start the campaign right after the spring ICM and end it at the next spring ICM.

PB: The people who organise the events need to know the topic to be able to organise beforehand. The spring ICM would be too late.

ELSA Norway: Personally, I felt that we don’t have enough time to focus on the topic if it is just for one year. Maybe it would be better to have it bi-annually.

ELSA Belgium: I don't totally agree with you. We could have a main topic and then subtopics each year, because sometimes the topic is too large or too specific. One topic for one year seems to be ok for me. People could then engage more on the subtopic.

ELSA Czech Republic: I also don’t agree with Norway. What I like about the AHRC is that it keeps moving. There is a lot happening and it’s not too long, so it doesn’t get boring. That's the big advantage of AHRC in contrast to IFP. Maybe you could promote the existence of supporting materials more, because I think that not many people know about this. It's a shame when a local officer wants to organise a local event. They try to put it in the campaign. The promotion is separated from the topic itself. The topic could be a suggestion of what we should organise mainly, but not only.

ELSA Iceland: How would a single topic look like? Very general?

NAM: That would be up to you.

ELSA Lithuania: Unfortunately our Local Groups don’t identify with the AHRC, but personally I’m happy with it. It is really hard to talk about human rights when you are in your day to day activities, not focusing on human rights. I think it is a really good project.

ELSA Norway: Could we have a reminder on the finger rules and also explain what KISS means, because some people don’t know about it.

Chair explains the finger rules and KISS.

ELSA Iceland: I think we should set certain requirements for the events, for example Instagram posts are not applicable to be part of the competition. It should be an event where you have participation, because advocacy and AHRC events are different. Instagram posts fit in advocacy, but not in AHRC.

ELSA the Netherlands: For example we have a podcast, and sometimes it fits in the AHRC, so I think it would be difficult to set requirements.

ELSA Iceland: Regarding the podcast, do you introduce the AHRC to the listeners and who do you invite?

ELSA the Netherlands: We have two different types of events. One of them is recording events with speakers.

ELSA Denmark: I feel like in Denmark, we do human rights campaigns during ELSA day. The Local Groups like the idea of being able to choose what they want to do for an event. I don't think we should limit the events. The more we promote AHRC, the better it is.

ELSA Iceland: For an Instagram post, you shouldn't have to specify.

ELSA Germany: I feel that it is really important that the events can be wide, because it is a topic that can be implemented in many different ways. It is really important to keep it open to reflect the diversity of the network. On the other hand, I understand that for the competition there could be certain requirements, but not for the campaign.

ELSA Lithuania: I think we shouldn't regulate more. This term we have a VP AA, but maybe we won't have one for the next term, so I think it would be better to not regulate more.

ELSA Finland: I agree that we should not regulate the project more, because it would be a barrier for some groups.

ELSA Germany: For us, AA has absolutely nothing to do with human rights, in Germany it is part of S&C. It can be its own area, but it is never part of AA. Forcing AA to be in charge of AHRC would not make sense in our network. The boards are all very different and diverse, so forcing it to be the AAer would not be the best solution. As it is right now, it is a good solution.

ELSA the Netherlands: Some of the Local Groups started working, but the transition was in September so lots of them couldn't specify the events. Closing the specification form in September was quite early for some local officers.

ELSA Iceland: About the deadline, could we shift the AHRC so that we don't have to do it during the transition part? Like maybe starting the AHRC in January and deciding the topic at the autumn ICM?

ELSA Norway: While it could solve some issues, it also creates new issues, because we would have to take over from someone else in the middle of the project.

ELSA Lithuania: Maybe ELSA International could suggest the structure, but it could be down to the National Groups to decide, because of human resources problems, etc.

ELSA Czech Republic: About this campaign, it is really nice that there is a diversity and the National Groups can do it how they want. A recommendation from ELSA International might be useful, but it is not necessary to make one structure for everybody.

Chair passes the floor back to ELSA International.

Workshop proceeds to group work.

Group 1: We mainly discussed the deadline of the form and of the topic release. The main theme of the AHRC could be released a bit before, so we can plan well ahead. A lot of local officers are not prepared for the specification form. We agreed on the fact that it would be easier for all of us to submit the form a bit later. We like the vagueness of the theme. The supporting materials can be released in August. We were also discussing if the topic should be changed every two years or not, but with the IFP it is good as it is now.

Group 2: We agreed that we like the structure of the events as it is now. We like that there is a big topic and subtopics in the materials, but it is a shame that not many people know about the supporting materials. Regarding changes, we asked ourselves if it is really necessary to have two different deadlines for the specification form. The marketing kit of ELSA Day should be a bit different but similar, so it does not blend into everything else regarding the AHRC.

Group 3: We discussed how it is now in each country. Most of us thought that the structure now is good. Sometimes there were problems with planning the ELSA Day. The marketing campaign should be pushed a little bit more by ELSA International to reach outside the field of law. We talked about how we need to increase the AHRC reach within the countries (e.g. an open call). It would be good if there was an international coordinator for AHRC. For some countries, it is a mainly S&C project and for some countries, it is a mainly AA project, so maybe we could open the doors a bit more for the campaign between these areas.

PB: Could you repeat what you said about marketing?

ELSA Iceland: The marketing campaign could be used to reach more people outside of the field of law.

PB: Is it a good or a bad thing that the marketing kit is only used for the ELSA Day?

ELSA Iceland: We could encourage people to use it also outside of the ELSA Day for all AHRC events.

ELSA Belgium: I just want to emphasise that AHRC is too much focused on AA, and it is a sad thing, because I had the feeling that it was only AAers work, but it's not. It's a network thing and not just an AA thing.

ELSA Norway: How we implement human rights has been a hot topic in Norway. For one year we had a VP Human Rights in our Board. We figured out that we wanted to implement it throughout all the areas. Human rights is related to ELSA, and not only to AA.

ELSA Belgium: So you had a director in each area to support the VP in terms of human rights?

ELSA Norway: No we don't have a director in each area.

ELSA Germany: We just implemented it that human rights is a topic above. We really try to encourage our local officers that they can use the whole events portfolio, because you can implement human rights everywhere. They have plenty of options to implement human rights. You can really implement it well in S&C events. We encourage them to think beyond S&C and how they could implement it besides S&C. It is not stuck to one area. but it is cross functional.

ELSA Iceland: To get back to what ELSA Belgium said, the international coordinator could be similar to the one that we have for the IFP.

NAM: I like these discussions about implementing it more in the key areas. It is one of the main issues that came across. There was the idea of having an international coordinator. We have multiple EIT members working on the AHRC. Do you think that the national coordinator system is efficient? Would it be good to have one person in each National Group that is in charge of AHRC, but not area specific?

Approved by thumbs up.

NAM: Who feels that their national coordinator is equipped and able to help other officers to organise AHRC events?

ELSA Iceland: You mean the current situation?

NAM: Yes.

Yes to mixed thumbs up.

NAM: How can we equip this national coordinator?

ELSA the Netherlands: We have technically a director for human rights, but we included this position last year. Right now, I am the coordinator, but I don't feel equipped enough. It is difficult for the groups who don't have enough people. We want to keep it separated from the board.

ELSA Iceland: One of the things that could help with the national coordinator being able to work within the different fields, is actually having a coordinator working within the different fields. We need someone comfortable working between the different areas, so preferably not a board member of a national group member, but a director only in charge of this.

PB: Do you mean a board member of a National Group?

ELSA Iceland: Yes, coordinating different people can be difficult if it is a national board member.

ELSA Lithuania: It is my second term, so I've faced different situations. I think that sometimes people from specific areas do not interfere enough with the other areas. Presidents could step in here. During my last term, we put the person in charge of S&C as coordinator, but this person was not interested so nothing was happening. One coordinator does not always work.

Chair closes the workshop at 11:59.

13:30 – 15:30

Public Relations

Participants' list:

Natalie Labar (NL)

Nikola Grochowska (NG)

Anna Schlee (Chair)

Elisabeth Rapp (Vice Chair)

Florian Steinkamp (Secretary)

Clara Décotterd (Secretary)

Nadine Albers

Nives Edler

Théo Deswaef

Klára Jílková

Kristýna Stráskáková

Michal Sekanina

Tharanika Ragunathan

Linda Silinš

Patricia Chira

Einar Valur Karlsson

Thor Hinriksson

Ieva Sinevičiūtė

Hedin Indregård

Zuzanna Trybus

Beatriz Franco

Barbara Majewska

International Board

International Board

ELSA Germany

ELSA Norway

ELSA Germany

ELSA Switzerland

ELSA International Team

ELSA International Team

ELSA Belgium

ELSA Czech Republic

ELSA Czech Republic

ELSA Czech Republic

ELSA Denmark

ELSA Finland

ELSA Germany

ELSA Iceland

ELSA Iceland

ELSA Lithuania

ELSA Norway

ELSA Poland

ELSA Portugal

ELSA the Netherlands

Chair opens the workshop at 13:32.

Workshop does a round of introductions.

Chair passes the floor to ELSA International.

NL and NG present.

Workshop proceeds to group work.

Group 2, ELSA Finland: We were talking about templates and how to step by step approach the newspapers for example. We were also talking about when we are presenting ELSA; we shouldn't focus on one area specifically, but give them an overall view of ELSA and present all the projects that we do. They should see the whole image of what we do. Then we were discussing about using Alumnis and their connections, because they are in the worklife and can use their connections to promote ELSA.

Group 3, ELSA Norway: We talked mostly about how to include other areas than BEE and MKT. We talked about transition, and how to include other areas. You could tell everyone to check the MKT portal. Also in agreements there might be specific parts of how to promote it. For other materials that can be

developed, we talked a bit about how often under each document there is a section about how you can document and promote within your area. It is the final work of the MKT to put it into practice.

Group 4, ELSA Czech Republic: We agreed on very similar things as the two groups before us. It is a shame that in the PR strategy there is nothing about press and newspapers. It would be great if materials, as kits for PD and Marketing, would be available in other areas. It is easier to promote specific projects than ELSA itself.

ELSA Germany: We also talked about how we try to collect as many testimonials and little articles from participants as possible. Sometimes we don't use it, but at least we have it for the next years. They might publish it or not, but it is worth collecting it.

Group 1, ELSA Iceland: Media training is the first thing that came into mind. We talked about which tools could be useful: an email template on how to approach media, a template for a press release, etc. It would also be helpful if ELSA International would partner with an international news organisation or channel, for example the European Broadcasting Union. We talked about having pre-made templates about our flagship projects. AHRC is a cross key area project and templates could help us implement PR in key areas. It would be kind to have special information about the history of the project, etc. prewritten for press releases. We would expect that all of this would be published in English, but National Groups could then do a translation for their community.

NG: It is important to showcase the credibility of the project through numbers, and tell how many people participate in Europe, to show that it is an european wide project. Definitely we can look into how we can implement it.

Chair passes the floor back to ELSA International.

NL and NG present.

ELSA Norway: Where does the gap stand between traditional and non-traditional media?

NG: That is a difficult question, because it changes. Traditional media is media as we know it and as our parents know it (television, newspaper, etc.). Right now we are moving to an age where traditional media is social media (Instagram, TikTok, etc.). More and more people in general get their information from those channels. Newsletters are not the obvious choice, that's why we are speaking of it as non-traditional media. It is not usual to promote through a newsletter, that is not the first thing you think about. Usually when you think promotion it is not a newsletter, more on social media or print media. But the categories are not strict, it is not something set and stone. It's constantly changing.

Workshop proceeds to group work.

Group 2, ELSA Finland: We were talking about different projects, mainly about ROLE and moot court projects. For ROLE, we could approach high schools and officers attending. We could possibly write to local newspapers and other traditional media. It depends on the country, but there are sometimes human rights centers in certain countries, and they could promote ROLE. Another way is to use TikTok or Instagram reels, but TikTok doesn't look very professional. For the national moot court competitions, when contacting the partners, it is important to be aligned with their marketing people. We're not just aiming for sponsorship, but to get as many people interested as possible. The key point that we highlight for the moot court competition is that they get the first contact with the participants and can find a

trainee for the future. Local or national law papers can also be used. Also use business cards and invite the partners to the events.

Group 3, ELSA Lithuania: I presented the legal education programme for law students. Law students attend lectures and if they attend at least 5 lectures, they can pass the test and then there is a moot court. We go to schools and we promote the project there, also on social media. We asked for other associations to repost this and share within their association. We are also planning to ask other associations to add slides somewhere with a QR code to see our programme. We are also having Law Influencers on Instagram. It is practising lawyers who are promoting their activities, so we ask them to share our projects on their social media and they are up to it for free. Also we are planning to promote it in the newspaper of the television. We are also hanging the posters at schools we cannot attend. We use Facebook, because it is very popular in Lithuania, and share it there. We have partnerships with ministries, so we ask them to share our information. The key point that we emphasise is the structure. It's easier to promote, because we did this project for 20 years and won a price for the best youth initiative in our country.

Group 4, ELSA Poland: We chose a national conference to talk about. The main external media that could promote it is the university. They can share information about the conference via newsletter. They also offer extra points for the exams for participating in this event. The points we can emphasise are showing the information about the previous editions (number of participants, partners, etc.). They share information about our event, and we share information about them.

Group 1, ELSA Iceland: We chose the HPMCC. We could use university media (newsletter, TV and socials), national and possibly local media to promote the competition. Our goals: Increase general knowledge of the project to possibly gain sponsorships and educate other students outside the ELSA network about the possibility of participating in HPMCC and giving CoE a bigger platform. To catch the interest of the media we want to show the national media the international impact HPMCC has, and because its biggest partner is CoE it is a reputable event. We can gain interest from university media by selling them that HPMCC can make them more reputable for students considering applying and increase their credibility nationwide and in the international network.

Chair passes the floor back to ELSA International.

NL and NG present.

Chair closes the workshop at 15:19.

16:00 – 18:00

Host Attraction

Participants' list:

Aliena Trefny (AT)

Mie Tveit (MT)

Anna Schlee (Chair)

Elisabeth Rapp (Vice Chair)

Florian Steinkamp (Secretary)

International Board

International Board

ELSA Germany

ELSA Norway

ELSA Germany

Clara Décotterd (Secretary)

Nives Edler

Théo Deswaef

Klára Jílková

Kristýna Štrásáková

Michal Sekanina

Tharanika Ragunathan

Linda Silinš

Patricia Chira

Einar Valur Karlsson

Thor Hinriksson

Ieva Sinevičiūtė

Hedin Indregård

Zuzanna Trybus

Beatriz Franco

Eila Karlsson

Barbara Majewska

ELSA Switzerland

ELSA International Team

ELSA Belgium

ELSA Czech Republic

ELSA Czech Republic

ELSA Czech Republic

ELSA Denmark

ELSA Finland

ELSA Germany

ELSA Iceland

ELSA Iceland

ELSA Lithuania

ELSA Norway

ELSA Poland

ELSA Portugal

ELSA Sweden

ELSA the Netherlands

Chair opens the workshop at 16:01.

Chair passes the floor to ELSA International.

AT and MT present.

Workshop proceeds to group work.

Group 1, ELSA Sweden: We think the main reason why there are fewer hosts is because it is quite expensive to host. It is also hard when it comes to human resources. Knowing that the standards are quite high from the network can also be daunting. We also said that some groups already have quite big NCMs, so it's not possible to organise another big meeting throughout the year. It's very important to have a more diverse pool of hosts, so that it is more accessible for National Groups to attend. To get more groups, we talked about raising awareness about the quality standards and maybe get a former host to talk about what it is like to host. It would be good to give all OCs a training in hosting management.

Group 4, ELSA Iceland: It is hard to manage finances because of inflation. There is a lack of human resources and a lack of experience and knowledge that got lost through time, especially through Covid. It is hard to find accommodation and conference areas and there is also a lack of partner support. The main obstacles to hosting a IIM or RR is the lack of finances, knowledge, time, accommodation and human resources. It is important to have diversity in the hosts of a IIM for accessible and diverse IIMs, it is essential that the responsibility of hosting doesn't just lay on the shoulders of a few groups. It would be great to have handbooks for hosting, and added financial support, because it's hard to host when you are hosting another large event.

Group 3, ELSA Belgium: We didn't really answer the questions, but we had an open discussion about the RR of the HPMCC that ELSA Lithuania is hosting. I asked her a lot of questions about her knowledge of what it includes to host these events. The main obstacle to host an IIM is money. It is important to have diversity in the hosting groups, so that everybody is represented and feels included. Personally, I thought the discussion we just had was really helpful and knowing about personal

experiences from people who organised IIMs and RR can be useful. There might be economical misconceptions and misconceptions about the amount of workload.

Group 2, ELSA Norway: I think most of the points have already been covered. Limited funding or financial resources are the biggest problems because of increased inflation and costs. It is also difficult to find a motivated OC and the logistical complexity (finding accommodation for example) is another difficulty. There is also a potential lack of expertise in organising large-scale events, so most of the groups show it away without really thinking about it. The expectations are extremely high for hosting such events. When it comes to diversity, it's more accessible for national groups to attend if the IIMs are localised in different places. It also split the cost of hosting, because if it is always the same group hosting, it will cost a lot of money for this group. There is also the cultural exchange and cultural experience aspect of different groups hosting. What could be useful is to help the Local Groups and National Groups to get more financially stable. Not get funding for the specific regional group, but to search for a partner that funds the specific IIM or RR. Increasing the participation fee could also help.

AT and MT present the Menti.

Chair passes the floor to ELSA International for the second part of their presentation.

AT and MT present.

Workshop proceeds to group work.

Group 4, ELSA Iceland: The quality standards are good, but we just need to fix the expectations of the network. The lack of expectation for the RR was surprising. The quality standards for IIMs were surprising for the lack of standards in them. Because of how the last IIMs have been, we thought the quality standards were higher. The quality standards are not hard to achieve, but the expectations of the network are hard to achieve. The IB can assist potential hosts with handbooks (in the works) or providing National Groups with the final accounts of IIMs. More flexibility is not needed regarding the quality standards, but in the expectations of the network.

ELSA Norway: About the point regarding hostels, even if we would include them, Norway for example has very few hostels.

ELSA Iceland: We also talked about how it is also hard to find a hostel that takes that many people. For us in our conversation, hostels were also not really a possibility.

ELSA Denmark: To add to that, for ISM there are less people than for ICM, so maybe it is possible to find a hostel for an ISM.

Group 3, ELSA Lithuania: We agree with what Thor just presented. We think that to organise a regional round is feasible for almost everyone, but it is really difficult to organise an ICM because of the requirements regarding the rooms, etc. that need to fit 300 people. ISM is quite in the middle, it's much more affordable, but maybe National Groups or Local Groups want to organise an ICM or nothing because of the prestige. We think that the standards that are in the regulations are achievable. It is easier to say which assistance would be needed after having organised an event. Also we talked about how the regulations are based, so maybe it would be good for RR to have examples of the costs that will occur, so that people who are thinking about organising a RR can have a look at it. More people could be willing to organise it if they already know about this.

ELSA Belgium: I saw that you put an Annex of what it involves. It is in the material, but you need to have a look at the Annex. It would be good to put a non-exhaustive list next to point 6. I want to know what it involves. For example, I didn't know that we didn't have to provide accommodation for a RR. Might be a lack of research on my part.

AT: I would like to respond to this because this is exactly why we are starting to talk about host attraction earlier, because not enough people in the network know what is required. It is a topic for a workshop that I decided to do at the first ICM. I want to include these things in the info session. We do have all the materials and the information that you need, but I also agree that you need to know where to find it. A template of a budget could be great. Those materials are there, but I really appreciate your feedback on making them more accessible. That is very helpful.

Group 2, ELSA Norway: Most of the things have already been mentioned. When it comes to surprises regarding the requirements, there was a bit of mixed knowledge about the requirements. The obstacles to host are just as present as before. Eventhough the official requirements are lower, the expected requirements from the network are higher. For many of us, the requirements were new. We were thinking of better advertisement and information about requirements. Even if this is my second term, this is my first time hearing it myself. We didn't really have any good examples on how to be more flexible. We talked about food costs, you can cover breakfast and lunch, and then the participants can have the cultural experience of eating at a restaurant by themselves for dinner.

ELSA the Netherlands: We are also thinking that it could be an idea to shorten the ISM.

MT: I would like to comment on this. We had very different inputs from the different groups. One of the things that was recurring is the expectations of the network, which is the biggest obstacle. We have a collective responsibility to be ok with a lower standard.

General approval from the group by thumbs up.

ELSA Germany: I personally wanted to add to what Hedin said that there could be many benefits to not providing dinner, we could discover other things and restaurants.

ELSA Lithuania: There is a counter question to this, because the participation fees are quite high and some people cannot afford going to the IIM, a lot of national groups are paying from their own pocket. Would they be paying the same and having less? If the price is staying the same but the participants are getting less, it's not good for the ability to go to the IIM for people of National Groups that don't have that much money.

ELSA Germany: The German standing and the standing of the German board on that is that we are not in favour of excluding accommodation or food or any kind of that, because it makes it less accessible than it is now. IIM are already expensive and not covering everything is not an option if we want to encourage the network to engage in IIMs, which is important for diversity. In Germany we are lucky enough to have a financial support system for that, but that is not the case in every National Group and it is vital that IIMs are accessible for all National Groups.

ELSA Iceland: I agree that we should not cut dinner, especially after experiencing Workshops going over time. It would be hectic. There is no requirement about the length of an ISM, right? I just know that the length of an ICM was shortened not that long ago.

MT: For ICM it is correct that the autumn ICM was shortened. For ISM, I would have to look it up.

Group 1, ELSA Finland: RR is surprisingly manageable and it does not require as much as for other IIMs. We also talked about the hosting agreement, but maybe Eila can explain this better.

ELSA Sweden: In the hosting agreements for the IIMs, it says that if there are some kind of conflicts, the IB has to say how to interpret the agreement. This IB has been very reasonable regarding how they interpret the agreement, but it can be frightening depending how the IB is going to be in future.

ELSA Finland: Furthermore, instead of waiting for the host application, the IB could approach the National Groups. It can also give a boost to the National Groups, they can start believing more in themselves and be more confident about being hosts. Being approached by the IB gives more faith in organising the event. It would be good to strip down the expectations especially about the hotels and the food. The university places also work for the workshops, so it reduces the cost. When choosing a host, maybe the IB should give more training to the host. After the host was first elected, they were not given proper training about time management for example.

MT: To answer ELSA Iceland, the length of ISM is regulated in the International Council Decision Book Chapter 5 Article 2. The International Strategy Meeting shall take place from Wednesday to the following Sunday, starting no earlier than the third Wednesday of January and ending no later than the third Sunday of February.

Chair passes the floor back to ELSA International.

MT and AT present.

Chair closes the workshop at 18:02.

Friday, 31st January 2025

11:00 – 13:00

Advocacy

Participants' list:

Nathalie Labar (NL)

Niko Anzulović Mirošević (NAM)

Anna Schlee (Chair)

Elisabeth Rapp (Vice Chair)

Florian Steinkamp (Secretary)

Clara Décotterd (Secretary)

Nives Edler

Théo Deswaef

Jiří Mesiter

Klára Jílková

Kristýna Strásáková

Michal Sekanina

Tharanika Ragunathan

Patricia Chira

Einar Valur Karlsson

Thor Hinriksson

Ieva Sinevičiūtė

Zuzanna Trybus

Beatriz Franco

Eila Karlsson

Eliah Flink

Frida Nygren Björk

Barbara Majewska

International Board

International Board

ELSA Germany

ELSA Norway

ELSA Germany

ELSA Switzerland

ELSA International Team

ELSA Belgium

ELSA Czech Republic

ELSA Czech Republic

ELSA Czech Republic

ELSA Czech Republic

ELSA Denmark

ELSA Germany

ELSA Iceland

ELSA Iceland

ELSA Lithuania

ELSA Poland

ELSA Portugal

ELSA Sweden

ELSA Sweden

ELSA Sweden

ELSA the Netherlands

Chair opens the workshop at 11:02.

Chair passes the floor to ELSA International.

NL and NAM present.

Workshop proceeds to group work.

Group 3, ELSA International Team: We did a little bit of research and found out that our subject is quite broad. We thought it would be good to start off with a little social media campaign, and then go further with a web-seminar (hybrid), inviting different stakeholders, lawyers, NGOs, etc. Then we thought that with that we would have very good knowledge to do an ICE. After that, another idea we had is to go with more in depth research and go further into what that means for us lawyers (LRG). We were further thinking about concluding the research with what we found out.

Group 2, ELSA Sweden: Maybe we could integrate it into an existing project, such as an NCM. We could invite someone who has knowledge about it. First of all we could start with a social media campaign. Then during the NCM, for the opening, we could invite someone who knows a lot about corruption, for example an institute.

ELSA Czech Republic: How would you do this thing on your NCM?

ELSA Sweden: For this NCM that we had during the fall, we actually tried inviting people from clowns without borders, but they cancelled. We thought it would be important to include something about advocacy, and a good way to do it when they don't expect it.

Group 1, ELSA Belgium: Since the topics are broad, we thought about a webinar-series and implementing it in already existing tools such as the AHRC to broaden it through the whole year. We could specify with a concrete example for each country and bring a different country each month. We could invite people and National Groups that specify freedom of the press and open it to the international network. To keep it online and continue the promotion, we would upload this webinar online as a podcast. To promote again this podcast, we could do a reel.

Chair gives the floor back to ELSA International.

NL and NAM present.

Chair opens the floor for a discussion.

ELSA Poland: For us in Poland, every key area needs to do a minimum of one project implementing the IFP. Is that what you want to talk about?

NL: I was at the polish NCM and it seems like you have a group that helps you with advocacy, studentwise.

ELSA Poland: They are sending us emails about problems we have in Poland. It is a group of people that have calls every week, and they are thinking about what is important to say to our whole country.

NL: So it is not focusing on classic advocacy, which is very external, but it focuses more on Poland.

ELSA Poland: For example in Poland we had problems with flats. That was one topic in which the group helped us regarding advocacy.

ELSA Iceland: Is this organ within ELSA or is it an outside thing?

ELSA Poland: It is outside of the board, but we invite them for calls. But yes it is an ELSA organ, and the board chose the coordinator.

NL: I have one more question about it. You said that they raise discussion about a topic. Do they also arrange an event or do they just give a topic and you create the advocacy yourself?

ELSA Poland: No, they create the advocacy and spread it. And this year we started ROLE and now we are going to spread the knowledge for younger people, in highschoools.

ELSA Czech Republic: We are not as advanced as Poland, but we started during our last spring NCM with a workshop. Czech people don't know what advocacy is and we would like to approach it in a legal kind of way. Last year we had big discussions about rape and the penal code, because a lot of people were discussing it in public. People were not happy about the definition of rape and the penal code, so there was an amendment of the code. This is something we would like to focus on and we are trying to write a handbook about advocacy for the future if we have the time to do it, it is something that is in our strategic plan.

ELSA Germany: We discussed in our board about what we could do about any emerging situation as there is so much going on around the world. If we start with that, it is like opening a Pandora box. We can't cover everything, we don't have the resources to do good research and have a solid point of view that we can present, so we decided to not do it at all. It's kind of already a statement if you choose to not advocate something. Also there are associations that are already focusing on that, such as Amnesty International, so we decided to leave it up to them, because they have the resources to do it, and we don't.

NAM: In response to Germany: If you pick out something that you happen to have time for, then not speaking about another topic is a statement in itself. This is why we are having this discussion. Not having time for it can result in bad quality and wrong statements.

ELSA Iceland: I can remember having a discussion about advocacy before. There was a lot of pressure last year on the IB regarding the Gaza conflicts. National Groups had to prepare social media posts. It was on the verge of not following ELSA's nonpolitical stand. The reason why we wait for the IB to post something is that we need to watch out that the stuff we post is not against the nonpolitical stand of ELSA or could effect ELSAs standing with current or future partners, etc. I think it is kind of important that ELSA International is aware that the posts or at least some discussions about advocacy regarding conflicts for example in the Ukraine, is important for National Groups. We would really like to have the resources to do some research ourselves in Iceland, but we don't have, and ELSA International could provide something about this.

ELSA Germany: The problem that we see with that is that "nonpolitical" is different in every country, and we are a very diverse network. I am not sure that ELSA International can cover it all, because the legal system is a little different everywhere.

ELSA Lithuania: I agree, it really depends on the country. ELSA International should still be the one stating a position. I remember when the war in Ukraine started and there was no decision what to do, I was getting a lot of harsh messages. It was about why ELSA has no statements about the topic yet. There is a lot of pressure on the officers. When we are talking about the Gaza situation, our government supported Israel. In Lithuania we needed to be really strong and brave to post something that goes against the political situation of our government.

ELSA the Netherlands: I was just thinking about how the first part of the presentation fits into the second part, about the topics that are emerging? Sometimes it is very difficult to put any kind of event in AHRC.

NAM: It can fit, it depends on the topic, but generally it doesn't. The network has expressed a strong wish to be reactive and that the IB is reactive as well. There are two sides of advocacy: one side is to be proactive and the other side is the reaction to emerging situations.

Chair passes the floor back to ELSA International.

NAM presents.

Workshop proceeds to group work.

Group 1, ELSA the Netherlands: It was difficult to find a common ground, but we managed to. We decided that it would be good if there was a coordinator or a director who would be responsible for coordinating the Local Groups. It would be good if this person had access to other directors from the National Groups, EIT and IB. There should be an open discussion with national coordinators about proposing ideas and how to use our social media. The EIT coordinator would help to prepare the information that is safe for the National Groups to post and that is signed by ELSA International. It would be easier if there would be some type of resources proposed by the EIT coordinator that the National Groups can use. It should be more an open ended discussion on the groups about the most emerging topics that we want to advocate for.

Group 2, ELSA Sweden: We think that you should involve the network, depending on the kind of situation. For example the conflict in Ukraine is a big deal and a very sensitive topic, so you should involve the network. However less sensitive topics are maybe not needed to involve the network, because that would be too much work for everyone. It should be up to the International Board of ELSA to decide when a topic is sensitive enough. The International Board could for example ask the network about the topics when needed, via email. Regarding research you could ask for help from the EIT or ask countries involved or neighboring countries about the topic. To write the statements it also would be great to get help from EIT and countries that have insights. And for visuals we thought about softer topics that are not that sensitive you can maybe prepare interviews with people or short videos for social media. For example, Poland is doing that this year when they are having the Presidential election, they are asking people why they are going to vote and what's important for them. As said earlier this type of format is more fit for softer topics that are not so sensitive.

ELSA Poland: It is for encouraging people to go and vote.

ELSA Sweden: For more serious topics, info about the situation and the law. Maybe more serious types of visuals and serious colours.

Group 3, ELSA Iceland: We thought about having a team or person to collect the idea that should be an international topic that international law could be applicable to. You shouldn't take up topics that are within countries that have an active ELSA group without them approaching first or by approaching the group first. The network should have an input, but the decision should not be made by the IB alone or a „coordinator“. They can set up a committee (Advisors for Advocacy) that goes over the possible topics and has a discussion before advising the IB about the approach to the topic. The Advisors should be representative of the different cultures within ELSA, for example a Nordic representative, a Baltic representative, and so forth. Research should be handled by the Advisors, but the IB/EIT can have input or assist as needed. The IB should create the statement themselves and use data collected by the Advisers to work into the statement and the chosen path for advocacy. They could always request input or comments from the Advisers. The IB should decide on visuals, especially since the visuals depend on the topic at hand. The IB should request input from the advisors if needed. We could use the Marketing kits we already have and work with the topic in our current programs.

Chair closes the workshop at 12:53.

14:30 – 16:30

National/Personal Strategy & OYOP

Participants' list:

Aliena Trefny (AT)

Paula Bačić (PB)

Elisabeth Rapp (Vice Chair)

Florian Steinkamp (Secretary)

Clara Décotterd (Secretary)

Théo Deswaef

Tharanika Ragunathan

Patricia Chira

Einar Valur Karlsson

Thor Hinriksson

Ieva Sinevičiūtė

Zuzanna Trybus

Beatriz Franco

Ebba Syrtén

International Board

International Board

ELSA Norway

ELSA Germany

ELSA Switzerland

ELSA Belgium

ELSA Denmark

ELSA Germany

ELSA Iceland

ELSA Iceland

ELSA Lithuania

ELSA Poland

ELSA Portugal

ELSA Sweden

Vice Chair opens the workshop at 14:35.

Vice Chair passes the floor to ELSA International.

AT presents.

Participants fill in Slido, ELSA International gives comments.

AT and PB present.

Workshop proceeds to group work.

Group 2, ELSA Belgium: We went through all the questions and we found out that we have a lot of differences, but at the same time we have a lot in common. For the first question, it does not really influence our work on a national level, but more for the locals. We don't really have goals in common, but the structure of our OYOPs and Strategic Plans is a bit the same (for example Poland and Switzerland have the same structure, but not the same substance). For some of us the OYOP is really based on events, but for Belgium for example it is more large and not concrete. We want to continually achieve our goals and not check them once they are done. ELSA Lithuania is formally doing a mid-OYOP. In Belgium it is more on the initiative of the President. We made a distinction between the word "smart" and the acronym "SMART", and came to the conclusion that an OYOP that is SMART is also smart. We achieved some goals, but I don't remember in detail. In the end it was more of an open discussion about our respective OYOPs.

Group 1, ELSA Denmark: For the first question, we all kind of agreed that the Strategic Plan of ELSA International does not influence our work explicitly, but subconsciously. Apparently all of us have expansion in mind as a common goal. None of us was thinking of having a mid-OYOP, but after this discussion, we might decide to have one, but because we are all busy it might be difficult to work on a

mid-OYOP. For the remainder of the term, all of us were thinking about financial aspects (for example applying for grants).

Group 3, ELSA Iceland: We had an open discussion. We found that the Strategic Plan of ELSA International did not influence our day to day work, but it kind of does influence us in general. We do have some goals in common, at least OYOP goals, but we did not really talk about the Strategic Plan that much. Our common goals are expansion and network engagement. We were not planning to have a mid-OYOP, but we might change our mind after today. There wasn't a lot of discussion about whether the OYOP were SMART or not. We all came to the conclusion that our OYOPs are SMART. Some goals have been achieved already, but not fully. We have been taking specific action to achieve them, but we did milestones. Challenges are mostly based on network engagement, and with the Brand identity of ELSA, as ELSA sometimes is known as the “boring” group at their faculties. We did not talk about the last part.

PB: I have a general question for all of you. Are there any goals that you think have become irrelevant by now? Or not feasible?

ELSA Denmark: I would not say it is useless now, but we were thinking about expansion and making a new local group, because a new law faculty opened in Denmark. We have been thinking that it might not be feasible, because it is recent (2 years) and they don't have many students yet. We could make ourselves more visible there instead of creating a new local group.

ELSA Belgium: Regarding my personal OYOP, I figured that it is not that useful for me as I realised that it wasn't feasible in one year. During transition, I will give this goal to my next board.

Vice Chair gives the floor back to ELSA International.

AT and PB present.

Workshop proceeds to open discussion.

ELSA Lithuania: I always share this with new ELSA members, because I find it quite inspiring. I got my first legal practice in a law firm thanks to ELSA. They were not searching for people to work with, but back then I was VP AA in my local group and the attorney did a lecture for us. I thanked her and I asked her if I could get a legal practice, and she was very happy to have me on her team. I also had another internship at the Ministry of Foreign Affairs, and on the same call, I got a partnership for ELSA and an internship for myself.

ELSA Denmark: I started S&C three years ago in my Local Group and now I am VP MKT. I think my ELSA experience has contributed a lot to my personality (being more social, meeting new people, etc.). Also as an S&C you have to plan big events, budget, write to law firms, learn how to lead a team of directors and how to solve potential conflicts in the team, etc. All of this has given me a lot of tools I can use for the future. Marketing also comes with skills you can implement in different things. I can use my skills for any side hobby, social media, etc. I am really happy that you can gain a lot with ELSA.

ELSA Belgium: It's exactly the same for me. I've gained a lot of soft and social skills, but also corporate skills, such as writing an email, etc. You feel like you are a part of something big and impactful. ELSA provided me the opportunity to have an impact on something important. I'm not sure if I want to be a lawyer, but it's a new challenge for me and you never reach a final, you can always do something new. You always have a new objective and that's what I like in ELSA.

ELSA Poland: I want to say that I agree with all of you. It's a funny thing, because when I was VP S&C and we were talking about law careers, we thought about becoming wedding planners.

AT: Small anecdote: with my predecessor Maciej, we both didn't know what we wanted to do in our lives after ELSA, and our plan B was becoming wedding planners as well.

ELSA Poland: My treasurer from our Local Group made a budget for his wedding on the ELSA budget.

ELSA Iceland: My ELSA experience has contributed a lot to my soft skills (socialisation, contact with partners, speakers, planning events, etc.). All of this has led to my growth personally and professionally. I learned to contact people in a foreign language. It gives me so many different perspectives and understanding. Of course you make great connections and LinkedIn growth due to ELSA. What has affected my decision to choose my area was the growth potential I saw within ELSA Iceland. I always want to go back to S&C where I started my career in ELSA. Project planning really interests me. I can see how project planning can really be helpful for future career plans. But being President can give me more skills on an academic basis, such as being in court, etc.

ELSA Belgium: Thor just made me think about public speaking. I was very bad at English before, and I improved a lot. ELSA is the only way I'm learning English. You improve speaking another language, because you need to communicate.

ELSA Portugal: When I first entered ELSA, I thought I was not a really creative person, but being in a National Board as Treasurer, I found out that I was creative, and you have to be creative in a supporting area as well. You need to find new solutions, believe in your team, believe in the people that are working with you, and encourage them. Personally, I feel like I was not expecting my future life to be related to money, but now I think I will be more in the financial part of law as I am very interested in finances now. Also I thought I was not good at maths, but I figured as I worked as Treasurer that I am not too bad.

ELSA Iceland: Coming from a small island of the world, you get used to being in a box. When I came to ELSA, I appreciated meeting new people. I am really grateful for having met new people. It was also fun to see other law students, and it has made me more passionate about my studies. It helped me rethink my life. There are great people here.

Vice Chair passes the floor back to ELSA International.

PB: What are 5 potential career paths that you can think of?

The group mentions wedding planner, accountant, marketer, HR, and lawyer.

Workshop proceeds to group task.

Vice Chair opens the floor for a discussion about the group task.

ELSA Iceland: I did find some jobs, and I would say Einar was interested in the job that we found. I would not say that it was difficult, but you have to go deeper into the world of the other person to know what their skills are, and what they are interested in. For example you want to work in the field of criminal law, but do you want to work in prosecution, or in an organisation that deals with criminal law, etc.? In my case I was lucky and I found something that interested Einar. It was in the correct direction that he likes.

Finding one specific job for me was pretty easy, because I know what it is, where it is, which institution it is. I've already done that research myself and I found out what I wanted to do. But I think it is quite hard to search for a job when you are looking for international jobs, because there are so many platforms to look on.

ELSA Portugal: I did not know Theo before ISM, and I think it is interesting that we have so much in common. What I find interesting is that Theo said beforehand what he needs in ELSA, he said that he wanted to make an impact, and that is also what he wants to do in the future. I found two internships in human rights. I met a side of Theo that even though he's funny, he really wants to do this mission of making an impact and leaving something for future generations.

ELSA Belgium: It's the same for me. Beatriz told me about her interest in economics and the financial part of law. She would like to do something in law, but related to finances. I think you don't have to search a lot to find a lot of work possibilities.

AT: Actually speaking of LinkedIn, this is something that can actually be very nice, because we had training on personal development and personal strategies. It's a really nice idea, but now we started sending each other jobs on LinkedIn. Yuri (president from two years ago) also sent me some job opportunities. If you see some job opportunities on LinkedIn, and you know someone is looking for a job, just send it to this person. It's a cute thing, because it shows that you are thinking about the person.

ELSA Lithuania: I totally agree. In Lithuania we have some Alumnis, and sometimes people write to me and I reply to the Alumnis, and I had successful moments where I was able to connect people in order to find jobs for them, and then both were happy.

AT and PB give final remarks.

Vice Chair closes the workshop at 16:31.

17:00 – 19:00

HR in the IB

Participants' list:

Mie Tveit (MT)

Nikola Grochowska (NG)

Elisabeth Rapp (Vice Chair)

Florian Steinkamp (Secretary)

Clara Décotterd (Secretary)

Benita Steger

Théo Deswaef

Tharanika Ragunathan

Patricia Chira

Einar Valur Karlsson

Thor Hinriksson

Zuzanna Trybus

International Board

International Board

ELSA Norway

ELSA Germany

ELSA Switzerland

ELSA International Team

ELSA Belgium

ELSA Denmark

ELSA Germany

ELSA Iceland

ELSA Iceland

ELSA Poland

Beatriz Franco
Jens Forslin
Barbara Majewska

ELSA Portugal
ELSA Sweden
ELSA the Netherlands

Vice Chair opens the workshop at 17:03.

Vice Chair passes the floor to ELSA International to give their presentation.

MT and NG present.

Vice Chair passes the floor to ELSA International to present the first task.

MT and NG present the Menti.

ELSA Belgium: I feel like one day, I want to apply for IB. But I am overwhelmed by seeing how much you know about ELSA. You will never have enough knowledge about all you need to know. How do you remember so many things? You already knew before going to the IB, or did you learn along the way?

NG: I think candidacy prepares you a lot for IB, because you actually study for your candidacy. You also talk to other people, and the main point of the candidacy is to speak to previous IB members. You will be able to gather knowledge about the area before, but not how the IB works, regarding technical or logistical information. This is sometimes what you learn on the job.

MT: For me as a SecGen with all the regulations, it's around 700 pages, and it's not possible to remember everything. For me it's important to know where I can find what is regulated and where. Candidacy prepares you, but you also learn throughout the year.

Workshop proceeds to group work.

Group 1, ELSA Iceland: We had a quite long discussion about challenges. We also discussed possible solutions for some challenges that the network might not know about.

MT: We will be discussing the solutions later during the second group work.

ELSA Iceland: The biggest challenges we thought about were the financial burden of moving to Brussels, and the fact that you are moving away from your family and friends. It can be more difficult to move to a new country than to move to a new city. You will also be living with people you don't know for a year. You might not have known them beforehand, and you don't know if you will get along well with them regarding the living arrangement, as you have to work and live together. From what I have seen, it has not been a problem for the IB so far. In most cases I think it is something that you can get through quite easily. There is also a potential for burnout, as it might feel overwhelming to work in the IB. It sometimes looks like there is so much to do for the IB, and you might feel that there is a chance to burn out very easily. The IB always seems to be tired at the IIMs, so getting a daily insight into IB's life might help in this regard.

Group 2, ELSA the Netherlands: We discussed a few challenges. The first one was the candidacy and how it is hard to run for IB, then how hard it is to be in IB and the workload itself. We have also been talking about the fact that the IB is seen as a sacred position, we stopped treating it as a natural step after the National Board. We also talked about traveling, and we can see it in both ways as good and bad.

ELSA Iceland: What was your first point?

ELSA the Netherlands: Network stigma and how hard it is to run for IB.

ELSA Iceland: I would like to build up on that point. When running for IB, you can feel on a hot seat, where your past actions are being looked up. You have to keep more in mind than just your ELSA life, because all aspects of your life can impact your ELSA work.

Vice Chair passes the floor to ELSA International to comment on the obstacles.

MT: We get 350€ monthly, and a lot of us have the ERASMUS+ traineeship grant. People don't know where to start with this process, but if you google ERASMUS+ scholarship grant, then you know, it is a very good opportunity. Not everyone in the board was able to get it, sadly, and keep in mind that it has to be approved by your university, etc. so the deadline to apply for the grant varies a lot depending on the country. For me it was in June, but for some others it was already in April.

ELSA the Netherlands: Is this ERASMUS traineeship part of your university as well? Do you still need to be a student at your university?

MT: You get the grant through your university, and you still need to be registered as a student. It can be a bit tricky as you are not able to write any exams at that time, but people have been doing this for many years, so it is definitely possible. You have to describe the position and the work, etc. but you don't have to figure it out on your own.

NG: I am sure that when you do some proper research on your national level, you might find other sources of fundings. ELSA is recognised in Europe, and if you mention that you are in contact with a lot of institutions, you are very interesting for organisations to sponsor you. For example Niko has been to a panel discussion hosted by the Croatian Representation to the European Commission, it is not connected to ELSA, but because of the work he is doing, he was able to provide insights outside of ELSA.

MT: I think the main obstacles are finances and taking a break from your studies. When I applied in May to join the board, I did not know if it was possible for me to take a break from my studies and if my financial situations would allow it, but it worked out. You just need time and faith. It takes a lot of time, but I was able to do both adjust my study plan and apply for the grant knowing that I moved in one and a half months. You get the grant for 13 months, as it includes transition, around 500 euros in addition every month. How much ELSA covers varies on the budget each year. For us, ELSA covers all the mandatory travels to IIMs, except that for ISM it is only for 3 board members (we share the budget then). We also have 100 euros to go to the NCMs. It depends on how much you travel, so if you want to travel a lot you would have to finance that by yourself. Moving to Brussels can be scary. It depends on where you're from. I came with two suitcases. One of the most difficult parts about moving in general is finding a place, but this you don't have to worry about because you are moving to the ELSA house. You get an information booklet about which bus to take from the airport, etc. There is a high level of support regarding Brussels.

NG: That's why we have elections at the second ICM and transition starts in July, because from the moment you know that you are elected, you are able to arrange your life. I graduated during this time and sorted things out. You are already preparing yourself and your closest people before being elected to the fact that you might move, but then you figure it out later. It is really manageable and 44 IBs have done it before.

MT: I am going to talk a bit about the candidacy process. I think particularly the previous group was quite vocal about the fact that we need to be more mindful when it comes to the candidates and to be more respectful in a sense. There is a reason why we have a candidacy process, because we want to select the person we think is the best suited for the job, but we can maintain a kind and supportive environment. When it comes to candidating, we provide public speaking training for the candidates, we have a group chat with the candidates, etc. You are not alone, you are together. I was not in those groups, as I became a candidate later, but you have a support system throughout the process, from the IB, that remains neutral. During the Q&A at ICM, the plenary chairs have the power to stop inappropriate questions and moderate the discussion.

NG: So as a final remark: Candidacy prepares you for IB life. It makes you learn a lot about yourself and how you react to some situations under stress and under pressure. It is a huge process, but as it is for moving, if you break it into milestones (sending candidacy, interviews, candidacy workshop, etc.), after that you feel relieved that you have moved past some of them. It makes you feel so more trusted in your elected position.

Workshop proceeds to group work.

Group 2, ELSA Belgium: We came to the conclusion that it was not an IB problem, but more a network problem. We think that IB is doing great. The pressure that someone can feel when applying to the IB is not good, so we should try to be more supportive. Another idea brought by ELSA Denmark is to emphasise the existing EIT, because it can be a very useful step between IB and NB, and sometimes people don't even know about it, which is a shame. Approaching the officers also gives you support, if the IB approaches you it gives you more confidence to apply, and we could have more candidates. People seem to be interested but don't apply, maybe because they lack confidence.

ELSA the Netherlands: It is so sad that there are so many officers in EIT, who see what you do, that don't go next for IB, because they think you have to go through the whole ladder before IB.

MT: I think we can jump in on that. A lot of people go through the whole system, for example Paula has been in ELSA for 6 years. The two of us haven't. Personally, I was a director for Study Visits in my Local Group of ELSA Bergen, and then I was national SecGen, and then IB. That is quite shorter. It all depends on how much you study, how much you learn, etc. You don't have to go through all of the steps.

NG: There have been cases in previous IBs where a person had just been elected for National Board, and then directly went to IB instead because there was a vacant position. Speaking of my experience, I have been one year in the Local Board, then one year in the National Board, and I was also in the EIT but not in my area. You don't need that much local and national experience, there is no set in stone requirements.

ELSA the Netherlands: It would be great if there would be more possibilities to show the network that it's possible to get into IB without going through the typical "ladder", because in my head you have to be in ELSA for 15 years before going IB.

Group 1, ELSA Iceland: We discussed a bit. We would appreciate seeing more into the daily life of ELSA International to figure the real workload, how time management in the IB works, and how they assist each other. That could be really helpful for the network. We came to the similar conclusion that we need to see more into the life of the IB. That is a problem of the 44 IBs before, because we did not know about their life either. There is this stigma within the network that you need to have gone through the

steps, but we have got the opinion that there is nothing preventing a local board officer from running for IB, because this person can have a lot of enthusiasm and strength to give to the network as well. In ELSA Germany going NB and then IB is almost impossible for them. We could encourage their local officers to go directly to IB. We also talked about hosting open calls about life in the ELSA house, possibly by previous IB members. What I thought when you were talking about the 44 IBs before is that there have been many IBs, they have been going through hard times, and they have some experience that we are never going to know about. Going to the IB should not be as much of a challenge as people think. We also talked about more transparency, so that locals get more connection to ELSA International and the International Board. At last it is getting down to going around this strict hierarchy and informing the network about life in general in Brussels.

ELSA Norway: We also talked about the outreach to overrepresented groups to embrace diversity. It is easier to reach out if you know someone from your group that went to IB. Starting to promote the position earlier in the term could also be an idea.

ELSA Iceland: Regarding the promotion earlier in the term, we talked about having these open calls with former IBs to introduce how their life was, because the current IB may be busy enough in September or October. One topic of those open calls should be how they experienced transitioning back in their “normal life”.

MT: Just to give some responses to the inputs brought forward: In terms of daily insights, we have a behind the scenes account. We have a big house, so sometimes it can be half a day before I see anyone, we have a lot of space. It is very normal. You wake up, go to the bathroom to get ready, greet the cat, etc. We have a division of tasks. We have breakfast together. We try to have dinner together and every Friday we do board dinner. We cook a lot (our predecessors ordered a lot). It is very convenient, you can resolve things quickly, sometimes we go out for brunch, etc. It is not uneventful, but it is like any other person going about their day to work, except we work into the house.

NG: It's easy to describe IB as a sacred position. We saw the IB like this as well before joining it ourselves, as it is doing a lot of work that people do not see what they do.

ELSA International Team: I think from the vibes I'm getting here, IB is seen as a supernatural position. You are growing into the role, but it is not as extra as you might perceive it from the outside. I have calls with Mie regularly and you can see that there are very normal people and doing day to day tasks as well. If you are interested, I have never met an IB member that was not speaking about how the IB life is, so you can always reach out and have an informal conversation about it. But also, it is not that complicated even though it might be seen like this, but over the course of transition, etc. it is not as complex. Don't break it down, you should see it as an advantage you can tell your grandchildren about. If you want to have a story that you went on the craziest adventure of your life, just do it, everything will fall into place and even if not, there will always be support and guidance. There will always be someone by your side, not only in your board, but through the coaching system that we have. If you are interested in the international level, join the EIT. Go visit the ELSA house, you will understand so much more. It seems a bit abstract now, but if you are in the house, you can imagine it. Do it. That is something you can tell your future children about.

ELSA Iceland: I wanted to ask Mie how it is living in the ELSA house. Is there a work-life balance? It looks like you are always working until 8pm so it would be great to have some feedback about this. We get very little examples of you having dinner together on the behind the scenes account. IMers need a flexible working environment, it could be good for it to have more day-to-day work insights on the account.

MT: The work-life balance is very individual depending on the board members. We have someone on the board that is better at it than others. There will always be work, we could always do more. It is about saying “this is good enough for today, I have done enough”, and taking some time off. The people on the board that are better at this drag the others along. Everyone has a meeting on Tuesday, and everyone comes down and we put on some music, talk, etc. It varies a lot. We all have desks. I work a lot from my room. If we are all in the office, we put on some music. We have a nice balcony, we can drink coffee, and watch the cat. I highly recommend getting a pet in the house. It is good and bad that you are in charge of your own schedule. You can wake up when you want, go to the gym in the middle of the day, etc. It's up to you, as long as you get the work done. There are lots of responsibilities, but it also gives you a lot of freedom.

ELSA International Team: I was president of ELSA Germany two years ago. In my time the office was not just a regular workplace, it is also the place where you see your board members. You get a bond that is very unique and also very close. I remember in my time I was often in the office not working, but just enjoying each other's company. The office is not only a cell, it is a place where you meet your friends. It is also a place where you just vibe with each other. One of the things I enjoyed the most was that I am not a morning person, so it was very nice to wake up when I wanted. I don't know when you guys wake up?

MT: I usually wake up at 8am, but it varies.

NG: I usually wake up around 9am. To conclude, you can always approach us if you have any questions.

Vice Chair closes the workshop at 18:58.

AREA SPECIFIC WORKSHOP MINUTES

Saturday, 1st February 2025

10:30 – 12:30

External Relations Regulation

Participants' list:

Nathalie Labar (NL)

Flavia Lehmann (Chair)

Christina Schimetta (Secretary)

Mari-Marte Olsen Anddal (Secretary)

Christina Schimetta

Smaranda Tihenea

Théo Deswaef

Viktoria Farkas

Jan Brůžek

Klára Jílková

Kristýna Strásáková

Vojtěch Pešout

Emma Nurmilaukas

André Lederle

Ben Wolfers

Saliha Hille

Felix Jansen

Thor Hinriksson

Ieva Sinevičiūtė

Jakub Struzik

Ana Lira

Eliah Flink

Gabriel Marti

International Board

ELSA International Team

ELSA Austria

ELSA Norway

ELSA Austria

ELSA Belgium

ELSA Belgium

ELSA Belgium

ELSA Czech Republic

ELSA Czech Republic

ELSA Czech Republic

ELSA Czech Republic

ELSA Finland

ELSA Germany

ELSA Germany

ELSA Germany

ELSA Germany

ELSA Iceland

ELSA Lithuania

ELSA Poland

ELSA Portugal

ELSA Sweden

ELSA Switzerland

Chair opens the workshop at 10:30.

Chair: I am passing the floor to ELSA International to begin the Workshop with a short introduction on the revision of the External Relations Regulation.

NL presents.

Chair: We can now start with the first draft Proposal regarding the aim of the External Relations Regulation. I am passing the floor to ELSA International to present the Proposal.

NL presents.

Chair: I am opening the speakers' list for comments and questions on the new Article 1.1 of the External Relations Regulation about the aim of the Regulation.

ELSA Germany: In our opinion, to have such an Article is very good, we had very good experiences implementing the aim in our own regulation. We are totally fine with it and appreciate it.

ELSA Portugal: Just to add something, we also appreciate this inclusion into the Regulation, as it is important for us as a National Group to be able to show our Local Groups the importance of the Regulation and why they have to observe these rules.

Thumbs up from the workshop.

ELSA Iceland: Maybe I am reading it wrong, but is e) referring to the contact of a possible partner or what are you contacting?

NL: Yes, what we are trying to target is that any contact with a third party is according to the philosophy statement. Both our work and the externals themselves should be in accordance with the philosophy statement.

Chair: Are there any further comments or questions on Article 1.1? I see none. So we will continue with the second draft Proposal regarding definitions. I am passing the floor to ELSA International to present the Proposal.

NL presents.

Chair: I am opening the speakers' list for comments and questions about Article 1.4 of the External Relations Regulation regarding definitions.

ELSA Iceland: Just to make sure why we use ELSA International in some places and ELSA in others - in the first Article 1.1 a) we refer to ELSA and then in c) we talk about ELSA International, National Groups and Local Groups, is there a reason for this differentiation?

NL: That's a really good question. When it comes to this Article it should make sure people understand the reasons for denying the request. It is needed, as it helps to clarify the Regulation. The definition of just "ELSA" means that it includes everything - ELSA International, National Groups and Local Groups. The different use of language raised questions whether it should be applied differently. If people think it is easier to understand, we can change it to ELSA International, National Groups and Local Groups. We can see it differently but I think it makes it clearer.

ELSA Czech Republic: I just wanted to make a statement that I am happy about the proposal, it is clearer than before. So personally, I would be happy this way.

ELSA Germany: I think it's better. ELSA refers to the entirety of the Network and in the cases where we use ELSA, like e.g. regarding the philosophy statement, it always relates to all of ELSA. In the cases where we differentiate between ELSA International, National Groups and Local Groups, it can relate to all of them, but not at once. In individual cases it's always only going to relate to one of them.

NL: I really like the explanation given by ELSA Germany.

ELSA Switzerland: I am sorry, this is another question, but I am not sure why this Article is under definitions? It is not clear to me why, because this is procedural.

NL: That's a good point. We can move the Article, if the workshop wants to. It is defining the reasons for denying a contact request. It is nice to end the definitions with the reasons for denying, but you can also see it as a step of the procedure to contact.

ELSA Germany: We would prefer to have it in the procedural part.

Thumbs up from the workshop.

ELSA Poland: This is more of a technical issue - our Regulations must be coherent, so I suggest we also modify Part 3 Chapter 8 Article 1.2 of the Decision Book for coherence.

ELSA Belgium: Part 3 is about IM and Chapter 8 concerns our websites, so this does not make any sense.

ELSA Poland: We suggest changing the name, it should state that "ELSA" includes everyone.

ELSA Germany: Maybe in addition to this one, we could check and modify the naming of ELSA, ELSA International, National Groups and/or Local Groups in each section, if we already change it in the External Relations Regulation.

NL: You will have to correct me if this actually is not the case, but when our website was down, a lot of National Groups' websites were down as well, because they are connected to ours. It might be difficult to change that on the website. ELSA International has quite some influence on websites, so if we should change our provider, it would require the National Groups to change their provider as well, it is a lot of work and discussions.

ELSA Germany: It was not about a technical change in connection with the website. It is about the Article in the Decision Book, when it refers to "website of ELSA", it should be "website of ELSA International". But then you would have to redo the whole Decision Book, because there are many inconsistencies.

NL: Just a clarification. Usually when we talk about ELSA we talk about the whole Network. When we talk about ELSA International we talk about the International Board of ELSA and the ELSA International Team. These are the lenses we read the Regulations with. I talked with an Alumni and they had already been working on this during their term to clear our Regulations and make them coherent. They were shocked that it is still not coherent everywhere, as they thought that they had gone through everything. I do agree it can be confusing, so now with that External Relations Regulations part we try to clarify most of the inconsistencies, but we are not going through the entire Decision Book to adapt it everywhere.

Chair: Can we have a thumbs up/thumbs down from the workshop for moving this Article from Article 1 "Definitions" to Article 2 "Procedure to Contact"?

Thumbs up from the workshop.

Chair: Thank you. Are there any additional comments or questions about Article 1.4? I see none. We will continue with the third draft Proposal regarding abbreviations in the Procedure to Contact. I am passing the floor to ELSA International to present the Proposal.

NL presents.

Chair: I am opening the speakers' list for comments and questions regarding the proposed Article 2.3 of the External Relations Regulation.

ELSA Poland: I have a question about Article 2.3 c). It would be easier to change "International Council Meeting, an International Strategy Meeting" into "International Internal Meetings".

ELSA Portugal: I just have a question because the International Training Meeting is not listed. The only thing left out is the ITM. Maybe that was on purpose, because this IIM is organised by ELSA International, so it would not make sense for ELSA International to have to approve their own contacts?

Thumbs up from the workshop.

Chair: Are there any further comments on the suggestion made by ELSA Poland?

ELSA Poland denies.

Chair: I see none. Are there any other comments or questions about Article 2.3? I see none. In this case, we can continue with the fourth draft Proposal concerning the exceptions from the Procedure to Contact as well as the External Relations Database, both modifications aiming to introduce a new exception for national institutional contacts. I am passing the floor to ELSA International to present the first part of the Proposal, the revised Article 2.5. Then we can discuss this Article 2.5 before moving to the presentation of the second part of the Proposal regarding the amendments to Article 4 about the External Relations Database.

NL presents.

Chair: I am now opening the speakers' list for comments and questions concerning the first part of this Proposal, the revised Article 2.5 of the External Relations Regulation about exceptions from the Procedure to Contact.

ELSA Portugal: Regarding point a) about materials or products intended for promotion or free of charge I would start with a disclaimer, that these are just suggestions. I am just bringing some points to think about and I appreciate the work that has been put in so far. I don't know how it works in other countries, but in Portugal, it would be concerning, because we sometimes expect firms to give us materials for our events. Having another ELSA Group ask for it could affect our National Group, because the firm could then divide the material between ELSA Groups. Maybe we can think about the effects on other ELSA Groups. Is there any other National Group that feels like this?

ELSA Germany: But this contact could be entered into the External Relations Database, so it is a safety net. What would you like to see more here?

ELSA Portugal: This is just a question if a) applies to this case?

NL: I wouldn't say it applies in this case. If you have a partner, this exception does not apply, because your partners that are entered into the External Relations Database are protected. Simply state these firms as a partner if they give you materials for your events, then this exception does not apply. I would maybe see it through that.

ELSA Germany: I would agree that this case does not apply as an exception to Article 2.5 a). Because Article 2.5 a) is already an exception from the Procedure to Contact for fundraising and the other one relates to public visits. I don't see the need to create a new exception from the exception. It would be an additional exception. We see a reason though to have an exception from the exception stated in Article 2.5 c).

NL: How I understand it, we are talking about a potential issue rather than a current issue. This exception in Article 2.5 a) mostly refers to e.g. Red Bull providing drinks free of charge for ELSA events. You don't have to reach out to ELSA International to reach out to Red Bull or Coca Cola to obtain free drinks for your events. If it is an issue today, maybe we can add something to our Regulations. If not, it is okay as it is now. But I do see for National Groups that if this happens due to other ELSA Groups, we can change it in the Regulation.

ELSA Switzerland: I want to clarify something; it is like with the institutions, we would have to add institutions that we want to be protected to the External Relations Database.

NL: No, because that is still an international contact and international contacts would fall under the responsibility of ELSA International.

ELSA Belgium: I actually had the same concern, it is not very clear in Article 4. There is an obligation for National Groups to update the External Relations Database. I understand what you mean, but isn't it the responsibility of ELSA International to update international contacts? It is not clearly expressed in the written version.

NL: Could you please repeat your question?

ELSA Belgium: I understand that ELSA International will provide data for international contacts. But Article 4.4 of the Decision Book will not be revised and states that National Groups shall update ELSA International with the necessary and accurate information to update the External Relations Database. So technically, ELSA Belgium could be obliged to provide data regarding international institutions.

NL: With regards to institutional contacts, we also talked quite a lot about the External Relations Database in the Working Group. This was raised by National Groups that already know they have specific restrictions with regards to otherwise public visits. But a National Group cannot put international contacts into the External Relations Database, because ELSA International needs to give their approval with regards to international institutions. So the only Group who can add international contacts to the External Relations Database and thus exclude them is ELSA International. I want to clarify this, because this was discussed quite a lot within the Working Group. This will not create an obligation to go through all the institutions and their offer of public visits by the end of the year that will affect the National Groups negatively. I am not really seeing why we would need a clarification that National Groups are not obligated to provide data.

Thumbs up from the workshop.

ELSA Germany: The way I understood you, the problem originally stems from the unchanged Article 4.4 and the fact that ELSA International is not required to update the External Relations Database. This would also be a problem without an update. No one questions if ELSA International has updated the

database or not. I don't see how one would come to the conclusion, that they don't have to provide the necessary data.

ELSA Belgium: We changed the sense of the External Relations Database, but the Articles are not updated.

NL: I am struggling a bit to see it, I might need another explanation. How I see Article 4.4, when it comes to the entire Article 4, we state that ELSA Groups need a reason to exclude a contact from the procedure in the revised Article 2.5. So National Groups have the responsibility to provide accurate information. I was really shocked to hear that in some countries, public visits were restricted for a certain number of ELSA visits. If they find out that a change has been made, they have to report this and update the External Relations Database.

Chair: Maybe we can have a look at the second part of the Proposal regarding Article 4, which is tied to the modification of the exceptions in Article 2.5, as our discussions started to focus solely on the External Relations Database. I am passing the floor to ELSA International to present the second part of the Proposal.

NL presents.

Chair: I am opening the speakers' list for comments and questions about the entire Proposal, Article 2.5 and Article 4 of the External Relations Regulation regarding the extended exceptions from the Procedure to Contact and the modifications to the External Relations Database.

ELSA Portugal: I just want to ask if this applies to the previous point. If these restrictions are included in the External Relations Database by a National Group, will they be freely introduced by the National Group or will they be reviewed before they are enforced? So will they simply be put into the database when the National Group thinks that they should be added or is there some sort of control over what will be added?

NL: It is the same as currently with partners. As it is now, we all trust each other that we put in the correct information. We are not checking contracts to verify that ELSA Groups really have partnership agreements with their alleged partners. We are agreeing that we trust each other. I personally do not think that it is necessary to verify the information put in by National Groups.

ELSA Switzerland: I also think that if you add an institution to the External Relations Database, people will have to make CAFs and ask for your approval every time they want to contact them. So you are just adding a bigger workload for yourself.

ELSA Germany: I have a question about Article 4.2 a) regarding the "monetary support". What do you count as monetary support? Is it only monetary support if the amount is really available to the ELSA Group, so the money is received by the ELSA Group, or already if the money goes directly to the project?

NL: Seeking for a clarification - is it more like partnerships that they pay for the venue?

ELSA Germany: They fund the project for example with 1,000 euros, but this money is just for the participants and the venue.

NL: To me this is still monetary support. You can get financial means even if they don't go through you, because you don't need to take this money from elsewhere to organise your venue.

ELSA Germany: For us it would be great to have a definition of what monetary support means, for example in a factsheet or a handbook.

NL: I usually like to keep regulations as concise as possible. So I wouldn't add more explanations to the text of the regulations, but clarify questions and interpretations in a factsheet or a handbook. I really wanted to do this this term, but as we decided to revise the entire External Relations Regulation, I have to wait for the final version. I also wanted to have an explanatory Open Call. I agree that it can be defined and clarified, but not in the Regulation itself. And it will not be done until after the ICM Malta.

ELSA Iceland: I was wondering about Article 4.2 b) regarding the name of the contacts, are we talking about the direct contact or what name? Because I would suggest using "institutions" rather than "institutional contacts". Isn't "institution" enough? Does it have to be "contact"?

NL: Before there was an Article 4.2 c), so we used the same phrasing. But if we change the wording here, it will need to be changed in Article 4.1 and Article 2.5 as well.

ELSA Switzerland: I think that it isn't a good idea to change it. Sure it is not clear enough. But with only "institutional contacts", it would be even messier.

NL: I understood that it is the word "contact" that may be rephrased.

ELSA Germany: We are using the term "contact" throughout the entire Regulation, so it has always been clear that the entire entity is meant by "institutional contact" and not an individual person.

Thumbs up from the workshop.

ELSA Iceland: I apologise. This was probably a wrong understanding on my part.

Chair: Thank you all for your comments and inputs, it is really great and important that you are looking at the Proposals very critically and raising all the points you see, so that we can come up with a Proposal that stands for the next ICM. Are there any further comments about Article 2.5 and Article 4? I see none, so we will continue with the next draft Proposal, which is about the Procedure to Report, regulated in Article 3. I am once again passing the floor to ELSA International to present the Proposal.

NL presents.

Chair: I am opening the speakers' list for comments and questions about Article 3 of the External Relations Regulation regarding the Procedure to Report.

ELSA Poland: I was just wondering if there is a reason why the National Group comes before the International Board of ELSA. In the previous Articles we have a different order. I was wondering if there is a reason for that.

NL: I actually reacted to this as well. What I realised is that we don't have to specify that the requesting party has to report to the "requested" International Board of ELSA. But the order does not make any difference. I can switch it so that it is more coherent.

ELSA Switzerland: Yes, we are very happy about the changes and would welcome simplifying the Regulations.

Thumbs up from the workshop.

Chair: Are there any additional comments regarding the Procedure to Report? I see none. In this case, we will continue with the last draft Proposal concerning sanctions. I am passing the floor to ELSA International to present the proposed revision of Article 5.

NL presents.

Chair: As this Proposal is very long, would you like to start the discussion on this first part of the Proposal that has just been presented by ELSA International or do you prefer to first hear the presentation about the entire Proposal and only afterwards have a discussion about the entire Proposal at once? Can you give me a thumbs up for moving on from part to part and a thumbs down for discussing the Proposal in a whole?

A majority of thumbs up from the workshop.

Chair: In this case, I am opening the speakers' list for comments and questions about this first part of Article 5 of the External Relations Regulation regarding sanctions that ELSA International just has presented.

ELSA Finland: In Article 5.4 b) ii), shouldn't it be "the two years preceding the moment of infringement" instead of "the two years following the moment of infringement"? Because we cannot see into the future that will happen after the infringement.

NL: This is actually how it is currently phrased. It is not always the case that the amounts received in the past correlate with the prospective future amounts. Maybe the agreement will not end in one year, maybe it could increase with inflation. But this could be a great idea to have a look at it at a later point.

ELSA Finland: So it is on purpose that it refers to the amounts potentially received in the future? It is not supposed to refer to the two years before the infringement?

NL: Yes.

ELSA Iceland: I wanted to make the same point as ELSA Finland. We are talking about two years following the moment of infringement, but we usually have one year contracts. I am wondering if you have had a longer contract in the past 5 years. Shouldn't it be in both directions then, so that you cover different instances? Wouldn't it make sense to consider both past and future revenue?

NL: I think this is an interesting point, it could be added, so that we have to look at the specific situation. If you have a contract that is renewed every year, it's like a long term contract. But it could be more open, it could be adapted to the circumstances in each individual case.

ELSA Iceland: As a clarification, I meant longer term contracts at the end of their process, where a new contract might not have started yet.

NL: Could you please repeat your clarification?

ELSA Iceland: I named the one year contracts as an example, but I am also talking about long term contracts that you have to renew. You contact your partner but the relationship is broken up due to another ELSA Group who contacted them. Now you won't receive what you would have received for the next five years. So you had a partner contract for five years and you had not started to discuss a renewal yet, but then the interference of another ELSA Group prevented your renewal of the five years contract. In this case, would it be an option to look two years back to evaluate the potential loss?

ELSA Austria: We had a previous discussion regarding this point. You can define a long term contract, this sort of is up to the negotiation. I don't really get your point.

ELSA Iceland: You have a contract for the past five years, you have not started to renew the contract with said partner yet, then another ELSA Group contacts them and that affects the renewal of the contract. It prevents you from renewing your contract.

NL: At that stage, it would be hard to know how the negotiations would have gone without the other ELSA Group interfering. It is quite uncertain. Maybe nothing will happen. It does not necessarily have anything to do with another ELSA Group contacting said partner that they refuse a renewal. It is uncertain if this will actually result in a financial loss.

Thumbs up from the workshop.

ELSA Iceland: I am talking about partnerships or contracts that have been in force for a longer period of time. I have already seen this happening in a different organisation. The partners thought that they were contacted by the same entity when they were not. I have seen this happen before. That is why I am raising concerns, because I see that partnerships can break because of an external interference that prevents the partnership from continuing.

ELSA Finland: My problem is that the amount received is in the past and we don't know what amount potentially would be received in the future. But currently we refer to this amount in the future, so we should adapt this.

ELSA Germany: The entire topic is something we have a big issue with. It is very difficult to prove monetary damages, because how can you prove that the contact by another ELSA Group is the reason? The second problem is the amount of the loss: Maybe the partner would have renewed the contract for one year instead of five years. So how can we evaluate the suffered damage? We are always referring to a theoretical renewal, so it is never clear why they want to cut the partnership, we don't know what the actual reason is. Because you need to prove that there is a correlation between the contact made by another ELSA Group and the actual loss. We think that this refers to all situations, because there is never a clear statement of what the actual reason is.

Thumbs up from the workshop.

ELSA Switzerland: About what ELSA Germany has been saying, to be very honest, regarding the whole sanctions part, we are not sure if it makes sense and we think it might affect the relationships between ELSA Groups negatively. We don't want to create a negative climate between the National Groups.

ELSA Iceland: With regards to what ELSA Germany just said; the renewal does not matter. If you renew the contract for one year, but you would have gotten 100 years, you would still get the two year amount here. We are talking about up to two years. If it is a 100 year contract, you still only get two years as loss and not 100 years. I agree that it is hard to prove. But in the instances that I am talking about it was easy to prove, because the partner explicitly said that they could not renew the contract because they had another partner now. So the partner clearly stated the reason.

ELSA Germany: For us, this is the best proof. Actually, if you can get the partner to explicitly state the reason for termination of the partnership, that's the only proof that we would accept. And not simply because of a suggestion why the partner terminated the partnership. That would be the only acceptable option for us and the damage can only be the amount of money that was actually paid to the ELSA Group. With regards to project partnerships and payments for specific events, we cannot know what the other ELSA Group would have received if it had pitched another project. So we would only accept it, if the partner told themselves why they are not renewing the contract, not because we are drawing conclusions, and we would only accept the amount of money that was paid. If, for example, ELSA Austria gets money from their partner for their Gala, it has to create real damage to start this war over sanctions.

NL: I would like to see the conversation move a bit. How do we clarify everything discussed in the Regulation? Do you want a sanctioning system at all? Does it make sense to have it? After these discussions I got a bit confused about where we are at? Do we even want a sanctioning system? Should it be strictly financial, or could alternative measures be considered?

Chair: Does anyone want to share arguments in favour or against a sanctioning system?

ELSA Switzerland: We don't want a sanctioning system. We need to have proof that the other National Group received the money, this creates tensions and is unenforceable. This is just unnecessary bureaucracy. We are against a sanctioning system.

NL: Just to clarify, are you against the entire sanctioning system or do you simply don't want financial sanctions?

ELSA Switzerland: I am mostly against any sanctions. I am not convinced by the proposed educational measures, I am very confused by the measure. But I would also not mind if they stayed there.

ELSA Austria: I agree with ELSA Switzerland and ELSA Germany, that we can sanction when we have proof. I would like to raise the concern that if sanctions are not regulated it will maybe raise more tension between ELSA Groups.

ELSA Iceland: Regarding that the only acceptable proof would be that the partner explicitly says it, I don't really see where this would be applicable. If someone jumps in while you are renewing the contract, that's the only point where this could be happening, if there is an amount expected to be received. A solution that would be applicable is that we add "the amount expected" or "the amount to be received", so that you can determine the damage from the two years prior or following the infringement. So I would add in Article 5.4 b) ii) "exceed the amount received or to be received from the contact during the two years prior to or following the moment of infringement by the affected National or Local Group, or ELSA International".

NL: I like an open discussion, but we only have limited time left and we are far from any agreement. Would you prefer to have 10 minutes of group work and then come back?

A majority of thumbs up from the workshop.

Chair: Let's take 10 minutes to discuss the entire sanctioning system in group work. You can try to clarify issues raised within your respective group, because there are a lot of different points being raised.

ELSA Germany: Will we only have 15 minutes left for an open discussion after the group work?

NL: If it is fine for everyone, we can extend the Workshop.

A majority of thumbs up in the workshop.

ELSA Germany: We actually have reporting time during lunch, so it would be a bit difficult for us to do it this way.

Chair: We will proceed with the group work and during this time, we will think of a solution how we could extend the discussions on the External Relations Regulation without compromising the rest of the schedule.

ELSA Germany: Can we choose our groups for the group work?

NL: I actually would like the groups to be mixed, so that everyone gets involved and is on the same page. The conversation should spread a bit, otherwise some National Groups could get excluded.

Workshop proceeds to group work.

NL: During the group work, we discussed different solutions and we have found a possible option. Due to the structure of the ISM with its three area mixed groups we cannot restructure the whole agenda, as we cannot simply take some people out of their planned Workshops. We have talked to the OC and discussed whether it is possible to rent the debrief room for one big workshop on Financial Strategy with everyone, instead of two separate ones in groups. Afterwards, we'll have the planned IFP Workshop at the same time as we have another two hour session of the ERR Workshop. So the ones who want to take part in the ERR Workshop, won't take part in the IFP Workshop. But all of this depends on the approval of the IB and the OC, we are still waiting for a response. Paula will check in with the OC, so in the meantime I propose to present the discussions of the group work. Is it okay if we pull out our lunch for 10 minutes, so that we can have the presentations first and fix the schedule for this afternoon before leaving this room?

Thumbs up from the workshop.

Chair: Thank you everyone for participating! In this case, we will now start with the presentation of your group discussions. Does anyone from group 1 want to present your findings?

Group 1, ELSA Germany: We discussed a lot about how to prove the damage. We also discussed if the existing Regulation is needed and if it is feasible for our Local Groups. We raised the question of what the interests of the Local Groups are, because for Local Groups, having to pay 20 percent is way too much. Maybe we could only introduce a system of arbitration if something comes up and you have proof of it. We also discussed the sanctioning system, maybe the auditors would have a system to propose.

NL: If you have any notes or bullet points of your discussions, can you please send them to me or to the Secretaries?

ELSA Iceland: To add on what we discussed in group 1, for a minute we also talked about the year thing. To trace the damage back and forth could be fine and the 20 percent could be lowered to 10 percent. Maybe it should be lowered.

ELSA Portugal: Also adding to the discussions of group 1, ELSA Germany mentioned that we could have a mediation process instead of sanctions. I would maybe suggest a joint system, in which the primary option would be negotiation or mediation and only afterwards we would impose a sanction, thus combining the two. This would be more doable, especially for our Local Groups.

Chair: Thank you very much. Has anyone something to add for group 1? No? In this case, we can move on to group 2. Is there anyone who would like to present the findings of group 2?

Group 2, ELSA Germany: The two points on which we agreed were, first, that the topic of proof is a major issue and, second, there was sort of a consensus that some kind of sanctions are required, because why would we have a Regulation without any sanctions? It should not be an issue to pay back everything you received. We also discussed what should happen if you receive it at a later point. We also raised the question of what should happen if the amount is lower than expected. What happens in cases where the amount is received, but then you cut the contract to reduce the amount. Finally, we discussed what should happen if you receive monetary support but not actual money, because you receive the support through providing money to third parties in your interest.

ELSA Czech Republic: To continue what has already been said, it would be productive to set up a timeline or a deadline when the money needs to be given back, in order to have sort of a guarantee.

NL: Actually, we never got through the rest of the Proposal, because we do have a regulation in Article 5.6 stating that "The involved parties shall agree on suitable measures within six months of becoming aware of the violation". So we do have a timeline with the deadline of six months.

ELSA Belgium: In group 2, we also discussed a two steps procedure with an open door to mediation and sanctions followed. If you choose to enter the door of mediation, the timeline can change. I thus suggest adding to Article 5.6 that we have an option to extend the timeline. I think you referred to a more specific timeline, if no decision is made. I just wanted to suggest making a link between the two, mediation first and then a possible sanction.

ELSA Portugal: when you show, the new partnership - what happens if the money is not received, if now money was received is there - interpretation of working group

ELSA Belgium: Entering into mediation does not mean you will not receive any compensation.

ELSA Portugal: I was answering ELSA Germany and not the mediation part. When you were talking about a new partnership offering other support than money; if no money is received you don't have any sanction.

Chair: Does anyone want to add something with regards to group 2 or any of the points raised so far? No? Then, we can move on to group 3. Does anyone want to share your discussions?

Group 3, ELSA Switzerland: We agreed that no sanctions should be imposed at all. Someone pointed out the fact that it is stupid to have regulations if we don't have any sanctions, but having sanctions goes against us as a Network. We want to keep it like this and not have the sanctions. We discussed mediation as well, but concluded that it would not solve the problem. It could also make one group feel deceived. And who is the mediator? Is the IB the mediator? And what if there is no agreement? We don't think going in front of the International Council to discuss a concrete issue would be beneficial, this will create some kind of shaming situation. We are a Network and we are respecting the Regulations. This goes against the scope of our association. We think that with sanctions we will have problems in discussions.

ELSA Czech Republic: I apologise if I misunderstood. I am in favour of sanctions, otherwise it would be counterproductive. Diplomacy should be preferred, but what happens if you are not communicative? In this case, diplomacy is not possible, so we should have a backup plan.

ELSA Austria: I have two points. First regarding ELSA Switzerland's point about mediation: That's why group 1 said that we should not rely on the IB, but e.g. the auditors, as a witness but not the mediator. Second a question to ELSA Czech Republic: Would you be in favour of the two-step plan?

ELSA Czech Republic: Yes, the two steps with mediation and sanctions would be okay for us. I am definitely in favour of sanctions, because it would be counterproductive to not have anything regulated in the ERR.

NL: I am very sorry, but I am struggling to listen to the conversation, when I am also trying to come up with solutions on how we should continue this workshop for being more effective and working around this afternoon's schedule. I am trying to contact the OC and my Board to get their opinion on our presented plan for this afternoon. I think a break would be nice, so that we can get out of the room a little bit.

Chair: Thank you everyone for your active contribution and the fruitful discussions. Enjoy your short lunch break. When we will gather back for the discussions, I will still have the National Groups on the speakers list that didn't have the opportunity yet to raise their new topics and I will reopen the speakers list for anyone who wants to be added.

Chair pauses the Workshop at 12:44.

Chair opens the workshop again at 15:59.

Chair: Before we can start with the discussions, I wanted to remind everyone that we have until 17:45. We really have to leave the building and cannot extend the Workshop, so please always keep it short and simple. We will be strict with the speakers' list and we won't refrain from using the KISS sign. We already have some National Groups on the speakers' list from the Workshop before lunch. If you want to be added, just use the finger signs.

NL summarizes the discussions held in the first workshop before lunch.

Chair: The first National Group on the remaining speakers' list was ELSA Switzerland.

ELSA Switzerland: To be honest, I am not sure where to start. Maybe to summarize my point - where we almost all agreed - the sanctioning system especially with its financial sanctions poses a risk to the

Network. We feel like the sanctioning system goes against the aim of the Network and the Network in general. These sanctions can be passed on from one Board to another. There will always be people who disagree and question the proof, so there won't be an agreement reached. What are we doing with the Group that doesn't pay? I genuinely think it is unfair, it brings a lot of issues. Until now the sanctioning system has not proven to be efficient. And there are a lot of questions remaining regarding mediation; if we stop after six months of mediation and no agreement has been reached, what was the point? What happens next? If the issue is brought to the International Council, we are afraid of shaming National Groups. After all, these kinds of measures are not working and proving damages won't be possible. But Regulations should improve the Network, not harm it. It should not be a problem to have those Regulations without the sanctions. It is sufficient to simply keep the Regulations. When the ERR is not respected, this does not only harm ELSA Austria or ELSA Belgium, but the entire Network.

Chair: As we can see that it is quite hard to pick up the discussions where we left before lunch, we suggest that ELSA International quickly presents the rest of the Proposal that we haven't gone through yet. Then we will continue with the discussions.

NL presents the Proposal.

ELSA Germany: It's stated "Article 5.6" twice.

NL: Thank you for the remark, I will correct this mistake.

ELSA Poland: I like to be precise. In Article 5.4 c) and d) the three levels of ELSA are mixed up. It doesn't go from the local to the international level as it should.

NL: So, you mean the order should be adjusted to make it coherent; international, national and local?

ELSA Poland: Yes.

ELSA Iceland: My new topic is a suggestion for Article 5.4. b) ii). I have the change written down. I would suggest changing XY.

NL: I will try to structure the discussion a bit. I feel like we need to address certain points before getting into the concrete system of financial sanctions that we want to adopt. The main questions are: 1) Do we want financial sanctions? Or do we only want them for financial violations? 2) How should financial sanctions be regulated? Should the financial loss be determined by looking into the future or the past? 3) If not financial sanctions, do we want educational measures instead?

ELSA Lithuania: We would be in favour of financial sanctions, if there is clear proof, such as a partner confirming that the partnership was canceled due to this reason. However, if there is no such proof that another Group did not comply with the Regulations, there should be a mechanism to speak up on the issue. If we cancel this opportunity, keeping everything to yourself is worse than addressing it within the Network, so we should have a way to raise concerns. Not having that is not a good solution.

ELSA Germany: We do see a problem with liability. In Germany, it is the law that it's not the organisation that is paying, but it will be the responsible Officer, the person in charge who has to pay the sanction. So some Officers will be paying the fees even if it's ELSA Germany who gets sanctioned. So it's not ELSA, but the Officer. ELSA Austria might presumably have the same problem as ELSA Germany, it might also be the person who will be liable. I don't know if this is the intention of ELSA. I don't really

think this would be something good for Germany. I don't know if the Local Officers or the freshers will be very happy if they know that there could be something like this happening. Also it should be considered that 3.000 euros might be a little bit of a high amount to be paid by an individual, this is not affordable by a Local Officer. Please think if this is something that you want.

ELSA Germany: This might especially be a problem for the National Groups who are doing all the CAF's for all their Local Groups. We didn't recognize this issue before, we just found out about it. It is a bigger problem. I can imagine that multiple mistakes have already been made within the first months, but I can't imagine how much that will be. I personally don't want to take the risk of paying such a high amount of money in sanctions.

ELSA Iceland: Is this based on governmental sanctions or internal sanctions? Now we are talking about internal sanctions. In Iceland, it is different if it is something raised within an association.

ELSA Germany: There is no difference in that regard. This is due to liability law. If you have caused harm you are liable for the financial damage if you have been at least slightly negligent. It just matters if you were negligent and if there are internal regulations in place that you violate, there usually was negligence.

ELSA Switzerland: We share a similar view as ELSA Germany. Talks about money won't be good for the Network. If this results in breaches, there would be talks about money and in the worst case, these discussions will go up to the International Council Meeting. There will be National Groups taking sides. There will be nothing good from it. Only the effective Group is awarded, is the other Group giving back the money? And will the partner be willing to still conclude the project with the Group? Our image will be tarnished. We can't tell the other Group to not finish the project with the partner, because the partner would not care what the reason behind it is; they would see ELSA as a whole and that ELSA as a whole would not complete the project. This tarnishes the image of the entire Network, of ELSA as a whole. This would cause bigger problems.

ELSA Germany: We are talking a lot about stealing partners, but if you have a good partnership with them, they don't have a need to switch to another ELSA Group. I don't think it correlates that much. Also major international law firms that are e.g. spread in Germany and in Italy, I don't think that they stay in contact with each other regarding projects with student organisations. Also their budgets are split, so the Italian budget does not affect the German one.

ELSA Germany: I am not really sure that it ever happened that someone stole a partner from another ELSA Group. From a financial perspective, the big companies like Baker McKenzie etc. have one company per country, so it is like a holding company and this holding company has several companies in different countries. Thus, the budgets of these companies are split and the money is paid out at the local office. So I am not sure that this "stealing a partner" could even happen. I can't imagine this happening. The only thing that could happen is that e.g. ELSA Austria comes to ELSA Germany to contact a firm or collaborate with one of our partners. Please think about the reality behind that.

ELSA Austria: I wanted to ask Nathalie if you know of an incident where this has already happened before?

Thumbs up from the workshop.

NL: When I have been preparing for this, I looked a bit at the history of the ERR. Hearing the discussions over the years, I think the sanctions came in as a protection, if you had someone go against the system and someone else suffered a financial loss. However, as we have seen, it has not been implemented. We have recently had a situation where the sanctioning system came up and the question was asked when you can use it. This situation showed that the sanctioning system is not really reliable and the ERR is not effective. With a system like this, I am not sure if it has ever been used. I am pretty sure that it has never been implemented once.

ELSA Finland: Bjarki told the Working Group in our first meeting that the sanctioning system has never been used.

ELSA Switzerland: Last year, when we were working on this issue with ELSA United Kingdom, we went back to the Minutes from 1995. In 2001, there was a sanction against ELSA France and at the next ICM, there was a statement that there should not be any symbolic sanctions according to the IB, who afterwards said that it should not have been used.

ELSA Germany: I just wanted to add to the discussion, I don't think we would ever get any transparency from the partners as to why they terminated a partnership or refused to renew a contract. It is even more questionable if we were to ask these questions.

ELSA Germany: Some other concern we have, is the enforceability of financial sanctions within associations, because I could not find Dutch Association Law. However, in German Association Law, financial sanctions can only be enforced if they are stated in the Statutes. But the External Relations Regulation is in the Decision Book, so actually, the ERR could not be enforced under German Association Law. So it is questionable if the financial sanctions can even be enforced, as they are not in the Statutes. That would be another potential issue.

NL: I think this is a good point. I am not an expert, but we do have a position in the ELSA International Team that is really good with this. We need to have a look into this potential issue.

ELSA Iceland: I think that I can hear from the Workshop that there is not a lot of support for having financial sanctions. But we need to understand that the sanctions are never meant to harm an individual or a Group. We should bear in mind that violating the ERR can harm the ELSA Group that is affected by the other Group and can harm their contracts with partners. We are always going to be talking about money when we talk about the ERR. So there will always be tensions in such a situation anyways, the lack of sanctions is not going to change that fact. But having some sort of sanctioning system is seriously something we have to look into. We need to have some consequences for not following the External Relations Regulation, for not following the system. If they lose their partner, there should be some consequences. Everything counts.

ELSA Switzerland: Regarding what ELSA Iceland just said, I agree that there will be tensions if someone feels like their partner has been stolen, but when children are fighting in kindergarten, we are not giving them a ring to fight. I feel like this is the same. This will be worse, they will spend a lot of time with this fight and it will even be passed from one Board to another. This can create a culture where this particular National Group and another one are not working together anymore. My idea is that we say it is a problem, let's not spend time and energy on that. It can stay within the Network, otherwise it creates dangerous sides. Losing partners hurts, trust me I know it, but it happens. There are a lot of reasons for stopping a partnership. It does not necessarily mean that an ELSA Group did something wrong. It is actually terrible but it is the world of partnership. It is normal that they change their minds, I don't see the

market in Iceland go against the one in Finland. Maybe they terminate a contract because it goes against their business plan. So it would be unfair to go against ELSA Iceland when it's actually not their fault. I don't see how the sanctions can solve this. This is just putting oil into the fire.

ELSA Poland: If there is an order or a prohibition to do something, then there must be a sanction associated with it, to keep everything running smoothly. The sanction is supposed to act as a precaution to warn - you need to be more careful when taking a particular action. The question is whether it should be a monetary sanction or if we should think about another form of sanctions - the question is how effective any other sanction would be. If it doesn't work and there is no need then we need to think about whether we should leave it as it is, as some kind of possibility to counteract in the future (unfortunately leaving it as a dead article), or completely remove it. I don't know if there is an option in the middle.

ELSA Iceland: I can see where ELSA Switzerland is coming from, that losing a partner is always hard, and that it can increase the tension. This tension can still be there, also without financial sanctions. The tensions can grow with or without regulations, it is always a personal thing and it can happen within the field of law, people sue each other because of the smallest things. Regarding the point that the partner might simply be prioritising its work elsewhere; the burden of proving financial loss is hard. The probability is rare, the burden of proof is high, there is not always a solution to prove that someone else was involved. There is almost just one solution and that is if the partner says it explicitly. If the partner doesn't do this, it is impossible to prove. But that will not happen unless you bring it in front of a court. So tensions will exist without monetary sanctions as well. I think financial sanctions are the most effective, but they are not effective if they go against a person. In this case, they hurt more than they help us. It would only hurt us as an association to hold people directly liable. But in general, the financial sanctions would be beneficial.

ELSA Finland: I think ELSA Finland mainly agrees with ELSA Iceland. I agree with the difficulty of proving a caused damage and with the point of not going against individuals. The sanctions should be a warning, because we can then tell our Locals that sanctions might be imposed. I am here to represent the Local Groups and I don't see Locals complying with the Regulation if they don't see a sanction when they don't do it right. They respect our Regulations more when they know that there will be sanctions. Regarding the tensions, they will be there anyways, like ELSA Iceland said. I would like to see the sanctioning system being centralised, through a regulated place that we already have in place. But I do agree with many of the other National Groups, that the proof is a big issue and that the sanctions should not be directed directly towards a Board Member.

ELSA Belgium: We are rather in favour of not having financial sanctions. But if we don't have financial sanctions, this does not mean that we simply want to ignore breaches. There should be an alternative measure instead of financial sanctions.

ELSA Germany: I don't know if everyone really realizes it, but when we talk about being a Network and especially knowing that our Freshers are not perfectly trained - how can we accept risking the private financial stability of our Local and National Board Members? At least two countries in this room have this problem and it is kind of simply ignored that we would have students here that could be obliged to pay several thousand euros due to their voluntary work. Do I really have to threaten my Local Groups with financial liability in order to abide by our rules and comply with our regulations? How can taking over a position as an ELSA Officer be attractive in such circumstances? I don't know if we are all realising this.

ELSA Switzerland: To come back to the points raised by ELSA Iceland and ELSA Finland, I agree with the centralisation of the system. We are not saying we should decentralise the system. We are saying that

we want a central point but no sanction. Because if we have a sanctioning system, we are putting oil into the fire. Often firms say that they don't have the budget, so you cannot prove that they terminated a contract because of another group. But if we impose a sanction without the proof, it will be unfair, the sanctioned Group might actually not have done anything against the other Group. People will feel like they have done nothing necessarily wrong. We should have effective sanctions, so regarding the effectiveness, I agree. I don't think the system is effective now. It is not working now, because there still are breaches. But in my experience, I do a CAF, because I don't want to hurt someone, you are my friends, not because of sanctions. I don't see how this system will work. I cannot see it being effective.

NL: I got a reminder that we will need to leave the building at 18:00, because they are closing the building at 18:00.

ELSA Germany: I am neither BEE nor IM, but I have a question. If there is a contract between a partner, we have that contract with Baker McKenzie Germany and not Baker McKenzie Switzerland, no? It is the same name, but it is not the same company. To get to the point of ELSA Finland, if there are sanctions imposed upon Local Groups, that should be regulated by the National Group and not by ELSA International.

ELSA Finland: If the issue is between some Local Groups within one country, it should be solved within said National Group, I am not sure if this is something for the International Council.

NL: I just wanted to pull back the conversations a bit, because right now it is very dramatic. We are talking about the punishment, but if you have a look at Article 5.4 a), this is not the purpose. I just wanted to point that out. If there is a financial loss, sanctions are not there to harm the sanctioned Group, but they are protecting the affected Group. I do agree with the fact that it is hard to prove that the financial loss is actually caused by the violation of the system. I am not stating an opinion, but I would like to put light on the fact that the aim is correcting a mistake rather than punishing someone.

ELSA Switzerland: For me, it is a punishment. If we cannot prove it, I would feel like I am being punished. It is clearly stated "caused by the violation".

NL: I agree that the partner will most likely not say that another ELSA Group reached out to them. This is hard to prove, but I also don't think that it is impossible to prove. It could come up during negotiations, it is possible that a partner mentions it. Then this is more a conversation about the proof, how can we agree on that. I also agree with the points raised regarding frictions between National Groups. I agree that a sanctioning system can cause such frictions and it is important that we take that into account. We need to foster our relationships, so that we come to the point where it won't create any tensions. I am open to cutting out the part regarding financial sanctions. For me it was very important that the sanctions were not too hard on Groups. I feel like the system is very complex and it is hard to understand. In the beginning of my ELSA career, the ERR was quite overwhelming to me, and I still make mistakes. But I still think we need to have effective sanctions. If we don't have any, this can also cause conflicts, if a partnership gets shaky and the affected Group does not feel protected. I think we can agree on this. But maybe we don't see an alternative effective measure to fix this issue. I agree with what ELSA Poland mentioned earlier. It would be difficult to end the discussion here, we need something to put into place. But I also feel like the conversation is going in circles. I think I need to sleep on this and talk with the people involved. We could try to find out what an effective sanction would be for you, either continuing this open discussion or going into group work. But what do you think about sanctions in general? Is a sanctioning system effective? Does it make sense?

Chair: Can you please quickly give a thumbs up or down if you want a sanctioning system?

Mixed reaction.

Workshop takes a short break.

ELSA Iceland: I kind of want to clarify ELSA Iceland's stance on this. For us it does not matter if there is a financial sanctioning system or not. But with two countries having a legal situation, where a monetary sanction is not something that would work, we do not support the Proposal as it is now. This is not feasible if at least two countries will have this problematic legal situation. But we need a sanctioning system. Regarding the point raised by ELSA Switzerland before that this is adding fuel to the fire, I rather think it is stabilizing. But I think that it should be changed and we should take out the financial part, because we do not want to harm a Member. Being a student can already be financially draining.

ELSA Lithuania: Financial sanctions are not working for some of us, but we need a sanctioning system. A regulation like that can only work with an enforcing mechanism. In my opinion, there will be way more tension without such a system. We need to have alternative sanctions. A regulation could not work without any sanction. Thus, it should be clearly stated what to do in a certain situation. If there are no sanctions at all it may encourage Groups to not follow the system. Like ELSA Finland said, there might be Local Groups who might think this is a platform to find partners. Local Groups especially do not care about the External Relations Regulation. If nobody can prove it, I can do it anyway. Therefore, we really need some sanction alternatives.

EIT: I just wanted to quickly get back to and talk about the one time when a financial sanction has been implemented. As ELSA Switzerland has already mentioned, last year when there was the issue between ELSA Switzerland and ELSA United Kingdom, we looked up all the ICM Minutes to trace back the origin and the aim of the sanctioning system. The Minutes are very bad and not always understandable, but you can all have a look at the Minutes yourselves. At the ICM Warsaw in 2000, the sanctioning system has been adopted for the first time. Then at the ICM Öresund in 2000 and at the ICM Vienna in 2001, there were some discussions on its implementation due to an ERR breach by ELSA France. There were important discussions about the aim of the newly adopted sanctioning system. ELSA France has breached the ERR, which was called differently at this point, and they wanted to impose a symbolic sanction, because there was just a breach without any financial loss. Therefore, there was a discussion at the International Council if ELSA France should be sanctioned or not.

ELSA Switzerland: In Warsaw, the sanctions were adopted, in Öresund, there were discussions on the sanction for ELSA France and in Vienna, the IB came back to it, but it has already been accepted by the International Council.

EIT: Yes, some time has passed now since we have been reading all these Minutes, but if I remember it correctly, in Warsaw, the sanctioning system has been adopted and then at the next ICM in Öresund it has been implemented for the first time with a sanction imposed on ELSA France. But really important discussions about the purpose of the sanctions etc. took place one ICM later in Vienna, when the Workshop discussed again what happened with ELSA France and the sitting President of the International Board, and I think also some National Groups, made a statement that sanctions should only be compensatory and not punitive. Thus, National Groups should not be able to impose symbolic sanctions. You can have a look at the ICM Minutes from the years 2000 and 2001 yourself, they are on the Officers Portal.

Chair: Now we have gone through the entire speakers' list. Is there anyone who has another comment, question or concern? We have 40 minutes left.

NL: I have some questions for you. If you want sanctions, but not financial ones, what is an effective sanction?

ELSA Iceland: Do you mean what form of sanction, what alternative to financial sanctions?

NL: No, I mean what do sanctions need to fulfill? Not how do they look, but instead which boxes do they need to tick?

ELSA Iceland: If I understand the question correctly, what I view as an effective sanction is that the violating Group preferably understands the importance of the ERR and gets the needed assistance and learnings on how to implement the ERR in their National Group and how to prevent a breach in the future, so that the knowledge continues to the future and the successor knows as well. They are left at something that the successor takes over.

ELSA Switzerland: Effective would be a sanction that stops breaches. If we have no breaches, we reach the aim.

ELSA Germany: A sanction should fix the problem of an ERR breach at its source.

ELSA Czech Republic: A sanction should motivate a potential violating Group not to breach the External Relations Regulation.

NL: If our aim is to stop breaches we will never find a solution. I think it is impossible to stop breaches, we are never finding a system. To me, effective sanctions are to build on this not to stop it, they are materials, teaching etc. The measures against breaches are there to prevent future breaches. We want to have it as a way that the regulations are respected and followed. To me it also means that both, the violating and the protected Group, feel seen and can agree on the procedure, so that we can find a way that the Group, which has suffered something, gets some kind of redemption. They need to feel that this has been noted and we acknowledge that there was a breach. Acknowledgement can mean a lot, it shows that the ERR has some depth to it, the ERR has a meaning and we are not simply dismissing a breach as "oh it happened, deal with it". That is also an effective sanction for me.

ELSA Switzerland: What I meant is that we should have the aim to reduce breaches as much as possible. I know that it's not possible to not have any breaches at all.

ELSA Iceland: You kind of came onto my point. All Groups want a solution. I was agreeing with ELSA Switzerland that having the issues tackled to prevent further breaches and increase the understanding of the ERR would be a good thing.

ELSA Switzerland: I mostly agree with what Nathalie said, but I feel uncomfortable with redemption. I understand that the affected Group wants its money back, I get it. But I think that we cannot prove that a financial loss is due to another Group. The aim of the sanction should not be redemption, it should not be to avenge the Group. I agree with education, but if they don't get their money back we cannot do something about it.

NL: Can you please repeat your statement?

ELSA Switzerland: I agree with most points said, but I think that the aim should be focused on the violating Group and we should forget the violated Group. We are not here to pay the money back to the violated Group, but we are trying to prevent future breaches, as long as we decide that we will have no financial sanctions.

NL: I want to clarify my previous statement. With redemption I don't mean that this has to mean getting financial support. We just want to signal them “yes, this is an issue and we will do our best to make sure that it won't happen again”. One of the main arguments is to not create any tension between National Groups. But there will also be tension if we do not have a system where both sides feel seen and both are taken into account. It needs to be in the regulation that financial sanctions or sanctions over all or not as a punishment and therefore financial sanctions should only be possible when a financial loss has occurred. I don't feel comfortable with a system based on revenge. You should help the Groups to learn more about the ERR, as it could be difficult for some of them to know what materials there are. The ISM has shown us that even though there is material out there, not all National Groups have the necessary information. There are other ways for the violated group that they can feel like their issue is seen and handled. We need to take both the violated and the violating Group into account because tension can come from both ways.

ELSA Lithuania: I totally disagree with ELSA Switzerland, I agree with Nathalie. If we are thinking about revenge, how for the one affected if nothing is being done and the issue is just ignored. It is for safety purposes. We are now thinking more about the violating groups rights and not the violated rights.

ELSA Switzerland: I was actually agreeing with Nathalie, I don't want a revenge system either.

ELSA Finland: I think if we talk about effective sanctions we need to look back at Article 1.1 regarding the aim of protecting the image and reputation of ELSA.

NL: I think that's a good point.

Chair: We have 25 minutes left. We can push the end of the Workshop five minutes back, so we have 30 minutes and can use 20 minutes for group work and the remaining 10 minutes for presenting your findings. You just need to pack your things and leave the building very quickly.

NL: I can keep our notes on the screen and your tasks will be on the screen. Please, draft a framework for a sanctioning system that you think will be a good solution to the points discussed. This will help me review the outcome of our Workshops today, so that I can then come with different suggestions before ICM Malta. Please write down your ideas in bullet points.

Chair: Let's split you up into four groups. You have 20 minutes to draft a framework. Please get back on time, so that we have 10 minutes for the presentation of your results.

Workshop proceeds to group work.

Group 1, ELSA Belgium: We don't believe in sanctions and therefore discussed preventative measures instead. For example to use national events, NCMs in the beginning of the term. National officers have to continuously have workshops on this regularly. About the compliance with the workshops, that the key areas have to continuously have to attend and give workshops on this especially if it is not the BEEs breaching.

Chair: Does anyone from group 1 want to add something? No? In this case, we can move on to group 2.

Group 2, ELSA Belgium: First we agreed we should create some kind of dialogue between the parties to figure out the solution. Who would facilitate this dialogue, we mentioned welfare officers. We agreed that this would be difficult in practice. A beginning of the term at ITM but that would be preventive. We can not force locals to attend this, but this would have to be put into the statutes, but not likely. First we agreed, we should create some sort of dialogue between parties maybe what the parties need and what the solution should be - first question who would facilitate the dialogue - EIT, welfare officers, ect. We also discussed educational sanctions, who would give this trainings? We can do a lecture at the ITM, but this would rather be prevention, throughout the year it would be difficult to give continues lecture, we can not force Local Groups to attend them.

Chair: Are there any comments or additions to what group 2 presented?

NL: I have a question. We had an Open Call in October, where I presented the entire External Relations Regulation in a more elaborate way. It was also open to Officers from other areas. Do you think this Open Call was helpful?

Thumbs up from the Workshop.

ELSA Czech Republic: I remember that after the Open Call, I wrote you an email to get the presentation and the materials, as I couldn't attend the call.

ELSA Austria: As far as I remember, the presentations are available online, no?

NL: After the Open Call, I sent out the presentation to the BEE mailing list.

ELSA Czech Republic: Maybe regarding this explanatory Open Call, would it be possible to record it and then have it available for all ELSA Officers? You could have it available online, like Aliena did it for the Regional Round of the Helga Pedersen Moot Court Competition, she holds joint presentations for participants, judges etc.

NL: Maybe there could be a GDPR problem, I have to check this.

ELSA Czech Republic: Except National Presidents, no one has access to the database.

NL: I have to look into it.

Chair: Does anyone want to add something regarding group 2? No? In this case, does anyone from group 3 want to present the results of your discussions?

Group 3, ELSA Switzerland: We astrated on sanctions and then we saw how to establish a structure, its probably not the best way, if there is a report to the IB, then having the EIT on ERR, then having different levels of the breach, so having different sanctions depending on the breach, if it is a local, national, international. It would for example take the level of damages, level of occurrences, and then like kind of giving points like ELSA Delegations, these system of sanctions, if it is a minor breach it will only be a warning but if it is a major breach it will maybe have to be to write a report. The next steps are a bit unsure, to propose losing some benefits, maybe to have a published list of breaches, and finally a suspension of voting rights or not being able to apply to EDF for a certain time.

ELSA Austria: Coming back to the discussion, if you want to eliminate the possibility of applying to the EDF for a certain time, this is a financial sanction, no? And you are not in favour of financial sanctions, no?

ELSA Switzerland: I would not necessarily want these solutions, these are just some examples.

ELSA Lithuania: Even if it was just an example, regarding the EDF sanction, not all National Groups are applying to the EDF, some National Groups cannot even apply to the EDF. But a sanction should be the same for all National Groups.

NL: Could everyone please send me your bullet points regarding the group work?

Chair: Thank you for your engagement and the very active participation. We have to call it a day and leave the room now, but we managed to have very fruitful discussions today. I am closing this Workshop and will then pass the floor to the International Board for some final remarks.

Chair closes the workshop at 17:47.

10:30 – 12:30

Legal Writing

Participants' list:

Niko Anzulović Mirošević (NAM)
 Nikola Grochowska (NG)
 Arya Gerda Haager (Secretary)
 Siiri Klubb (Secretary)
 Amina Bakhtaoui Van Deputte
 Barbara Majewska
 Jiří Meister
 Clara Décotterd
 Einar Valur Karlsson
 Linus Tietze
 Anna Schlee
 Patricia Chira
 Florian Steinkamp

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 ELSA Czech Republic
 ELSA Switzerland
 ELSA Iceland
 ELSA Germany
 ELSA Germany
 ELSA Germany
 ELSA Germany

NAM opens the Workshop at 10:32.

NAM: Welcome AA-ers and those who belong to the supporting areas. This is a smaller workshop without Chairs. Thank you for coming. Please scan the participant list. Set the stage within the Strategic Plan of ELSA and present the history of legal writing in ELSA, LRG, and LR and how the IBs worked on it, and the current challenges. We have open floors to comment on the current state. We have a strategic plan with the goals to strengthen legal writing. This year, I wanted to focus on the ELSA Law Review since it is a flagship project in AA. We did do some improvements on the LRG, but primarily the Law Review is in focus this year.

NAM starts the presentation on Legal Writing.

NAM starts the open floor for discussion.

ELSA Belgium: We will not engage in LRG but with LR. We have trouble with finding publishers, and a project structure. We were surprised by how much progress was made. We did not know about all the history of the projects. Thank you for taking the time. It changed my perception and made the project more tangible. We have articles ready from Local Groups, hoping to find a publisher.

ELSA Netherlands: The history of the legal writing projects is so extensive, there are a lot of things to take care of. The presentation shows how much work has to be done.

ELSA Germany: We have LRG every two years. We wrapped two up at the beginning of the term. Law Reviews are not interesting as many universities have their own law reviews. People can submit articles at their university. This would be too much work to take on additionally. We will see how it develops. The

topic was on the IFP, and therefore, it was possible to include human rights. Interest towards LRG is high.

ELSA Czech Republic: In the past, we tried doing the LRG, but it went bad. People are not really interested in doing more than the bare minimum. Same problem with law reviews. We have a magazine, “Prima lex” which partners and students are also interested in.

ELSA Netherlands: I discussed legal writing with my predecessor. There is not much interest towards legal writing in the Netherlands.

ELSA Switzerland: We do not engage much in legal writing, as it is expensive to find a publisher and difficult to find a common language in Switzerland.

ELSA Belgium: We have different languages, but our first idea was to do it in English. We decided it would be best to allow a possibility to submit articles in their own languages. There are tensions between the French and Dutch-speaking areas, and it would be nice to find a publication to combine both languages.

NAM continues with the presentation.

NAM opens the floor for discussion.

ELSA Czech Republic: Research things as a nice opportunity from students to students. It is part of AA for us.

ELSA Netherlands: I was wondering how it is with the workload. Is it possible to issue one volume per year?

NAM: Yes, it was changed in Thessaloniki.

ELSA Netherlands: Would it be possible to continue legal writing and extend the scope in the future?

NAM: If you have to be in charge of ELSA Traineeships, no. Extend no, but continue yes. I think if we decide that it provides value, we should keep it going,

ELSA Netherlands: It would be sad to remove legal writing. It is part of the core basis and has been going on for years. A lot of projects to choose from in the AA and it is interesting and very motivating to hear the opportunities.

ELSA Germany: It is hard to find people willing to submit articles and also to organise. There is interest towards legal writing, because it is in German. In English, it is too tricky to do legal writing, and there is no interest in publishing in English.

ELSA Iceland: What does it bring to the group? Value is a clear connection and a physical object to give prestige. Law Reviews focused on internal affairs of Icelandic systems. It would be beneficial to give law students the opportunity to participate.

ELSA Belgium: It is a great combination as a vessel for human rights, but not just that. There needs to be more on human rights and sustainability, but it is a helpful thing to a bigger part. The Human Rights

Campaign stands on its own. I would really be sad to see it disappear, we'll see how it goes. It is a flagship project and I love it.

NAM: I am not going to express my opinion, I want to hear your opinions on this. There are certain standards for the LRG that have not been fulfilled. Standards have to be held up according to the project. Classification as a flagship is not an argument for keeping it.

ELSA Belgium: In my opinion, it is nice to have a law review so students from all over Europe can publish articles. I have seen some law reviews from National Groups, they have been amazing and I was very impressed. In my opinion, ELSA International Law Review has merit and value on its own.

NAM: We have to step into action to do something about it and look at how it works and does not work. We have projects that have worked for tens of years.

NAM continues the presentation.

NAM presents the group task.

NAM divides the group into three groups.

Presentation of the findings by the group.

Group 1, ELSA Germany: We were talking about how the law reviews are set up in different countries. If the law review works well in different countries, it competes with the ELSA International one. Both cannot work together, people only care about the national projects. Doing big legal writing projects does not work on an international basis. One should focus on LRG and legal writing projects, as it does not take away participants.

NAM: Clarification, you think we should pursue integration?

ELSA Belgium: We were comparing the experiences in different countries. The national and international approach to the projects is very different, so it might be more useful to integrate them.

Group 2, ELSA Finland: We were talking about if ELSA International can collect the articles from the National Groups and then publish the best ones. There is a problem with translation.

NAM: We should work on integration?

ELSA Finland: Yes, at least to some extent.

Group 3, ELSA Netherlands: Considering two options: Integration as focus and transforming it into a more integrated system. ELSA International has a role as coach to national law reviews. It would be helpful if ELSA International could help with the publications produced by national and local groups. Second, we were thinking of making the ELSA International one the main one. Collection of articles from different countries or to combine the English submissions. There should be some type of integration, even though there are some obstacles. There should be a structure and more support.

NAM opens the floor for discussion.

ELSA Czech Republic: Integration is a great idea. We don't know why ELSA International would help if they were competitors. Rather work together than separate.

ELSA Netherlands: I think that integration would allow more outputs. We could use legal writing with AHRC and IFP and as a vessel for other projects.

ELSA Germany: This is my personal opinion. Integration is only viable if the workload for IB is reduced. Often double the work as there is the problem with publishing two articles competing against each other. Could ideas to publish the best national ones again on an international level.

ELSA Czech Republic: We tried to do legal writing in the Czech Republic. The topics are always in Czech. You would have to translate from Czech to English, specifically with the terms of Czech law.

ELSA Belgium: I have a question about the coaching system. How are you envisioning it?

ELSA Netherlands: I have no views on how it works, but what is the support from coaches like in ROLE? ELSA International could establish a coaching system to support regular calls. This is a big project with a lot of preparation, and it could be scary for boards. ELSA International needs to coach you and give steps to help with the projects.

ELSA Germany: This is my personal opinion. We talked about implementing in the long term a competition. Each National Group publishes one article and ELSA International publishes the best one.

ELSA Czech Republic: I may have changed my opinion. It would be very nice to have a compilation of the different articles on the web page. Publish all articles people are willing to translate. Have to fact-check the articles submitted.

ELSA Belgium: ELSA is here for cultural exchange and cultural differences.

Chair closes the Workshop at 12:30.

10:30 – 12:30

Grants

Participants' list:

Aliena Trefny (AT)

Mie Tveit (MT)

Lucie Nováková (Chair)

Hedin Indregård (Secretary)

Mira Woelfert (Secretary)

Jasmin Kalch

Philipp Straßer

Nives Edler

Roksana Inga Rybicka

International Board

International Board

ELSA International Team

ELSA Norway

ELSA Switzerland

ELSA Austria

ELSA Austria

ELSA International Team

ELSA International Team

Benita Stegler	ELSA International Team
Iva Pavletić	ELSA Croatia
Lucije Curic	ELSA Croatia
Leda Milkota	ELSA Croatia
Tharanika Ragunathan	ELSA Denmark
Pihla Holmlund	ELSA Finland
Marianne Merjovaara	ELSA Finland
André Lederle	ELSA Germany
Sverrir Páll Einarsson	ELSA Iceland
Aníta Lind Hlynsdóttir	ELSA Iceland
Elisabeth Rapp	ELSA Norway
Szymon Karkoszka	ELSA Poland
Zuzanna Trybus	ELSA Poland
Beatriz Franco	ELSA Portugal
Jens Forslin	ELSA Sweden
Amanda Norbro	ELSA Sweden

Chair opens the workshop at 10:33.

Chair passes the floor to AT and MT.

Presentation by ELSA International.

ELSA International presents the Group Work.

Presentation of the Group Work.

ELSA Germany: To the first question: we have a lack of Treasurers in our Group and lack of knowledge Management in general. ELSA Austria applied for a grant for the Law Review, Czech did it for ISM, Germany applied for several grants, for Moot Courts and several events. The problem there is that it is a very long process which takes 1,5-2 years. Obstacles are lack of knowledge management in our groups, especially of the requirements. Also there is the problem with the transition to the new board with a grant application. If the new board doesn't want to have this specific grant, then the old board worked for nothing. For tools and guidance, it would be very good to have an overview for deadlines and general rules on how to apply for grants, as a lot of grants do not fit ELSA. It would be necessary to have a really good database for grants. We search over websites for the general grants, for the more private ones it is really a researching effort.

ELSA International Team: So on behalf of the second group, generally there have been applications for grants for S&C projects, as well as the cooperation between national groups. Locals focused more on student organisation grants they can apply to or erasmus and Traineeships. And the most important thing is making it known and encouraging locals and NGs to apply for grants. It is not as used as it can be. Lawyers association in Norway also gives grants out. The biggest obstacles we saw is that there are not that many grants available to associations and most of the time they have very specific requirements. It is hard to get there. And most of the time at least for Switzerland it is mostly connected to doing something for the national students, but ELSA is in the grey zone between national and international. For assistants the most important thing is knowledge management. Spread the news and how to get them. We found some groups in ELSA that have found a grant database not just internationally but nationally. That is

something that could improve searching for grants. The support from ELSA International is maybe knowledge management. Helping groups get started.

ELSA Finland: All of our National Groups had applied for grants. These were mostly grants from the university or faculty. ELSA Finland and ELSA Sweden also apply annually for a project grant for our collaboration event, the Baltic Sea Exchange. We apply for it from the Finnish-Swedish Culture Fund which funds projects enhancing the relations between the two countries. Main reasons for not applying are mostly that people don't know where to start searching, even though they are happy to do the work. Information about grants is not easily accessible. There are actually a lot of opportunities but they are difficult to find. Some obstacles can be that researching grants takes a lot of time and effort. It would be good to have for example Directors for Fundraising helping out, but in some groups there has not been a lot of applicants for this position. So HR can also be a problem. What tools would help the process easier: for example ELSA Sweden has a plan to create a document for the Local Groups about possible grants, and have them write which grants they have applied for and for which project to collect the information. How ELSA International could support this, is by providing a document with a list of grants. Right now we have the Grant Database but it is not extensive. It could be revised and the network could help with providing the information needed. Having the data in one place would be useful.

ELSA Sweden: Very varied applications in the group. Most were content with what they had. Some have good income from sponsors and operations run smoothly as is. ELSA Sweden, ELSA Portugal and ELSA Iceland have applied for structural grants. So we have similar experiences. It means extra work for the FM. 50% or more of my work is dealing with compliance and making sure we benefit from grants and we do as we should. Which is also similar to the EYF proposal we had earlier. It ties into reasons why people are afraid of seeking grants. They don't know how to do it, and there are big processes for applying for grants. A treasurer that has to start the process feels it is a daunting task to take on. Also it ties into the obstacles. We also had in our discussions that we had difficulty in finding grants. Most grants are national. There is a lack of knowledge when it comes to international opportunities. Other larger grants the issue is the extra work and how to build the structure from the bottom up. Since we weren't structurally answering all the questions, it might be lacking. Everyone got a bit inspired from all the questions. How to work with grants, knowledge management, sharing information would help. Maybe the EIt can help create that connection. Unfortunately we did not discuss how to search for grant opportunities. Just help with knowledge sharing and help where to know to start applying.

Chair passes the floor to ELSA International.

ELSA International presents.

ELSA Sweden: When you apply for structural grants you need to plan your costs, because you have every national group that builds their own reserves and general income, so you plan the costs so the grant is integrated as good as possible, while you build a general reserve without stipulations.

ELSA International presents.

ELSA Germany: Just find more grants? There are not many and I know it is a lot of work to find new ones. The database is quite simple. It is an ABCDEFG. There aren't really many of them. Maybe there could be more. Maybe the next couple of years.

ELSA International Team: Very warm invitation to help us out and let us know about any grants that you'd like to have on the database.

ELSA International: As we all know we have some troubles with our websites, the contact forms do not work, so please contact me via email.

ELSA Finland: We browsed the international grants and one is called NGO monitor, and according to it, it is the leading source on political NGOs. It does not seem to list grants, and it seems political of nature. It seems to align against the interests of ELSA, so we think it should be deleted from the database. Why is it here and how often is the list in the database revised?

ELSA International: This is a very valid point. We should revise it more and this is why we are talking about the grant database more, especially since this database is welcomed by the groups. We should revise it more.

ELSA International: The fact that this is on the database, it shows that it is not updated enough. NGOs are not utilising it enough for it to be updated in the past. For the grants team this is something to work on.

ELSA Finland: In Finland within the delegation we discussed the fact especially with advocacy, how to respond to international events. There should be someone looking through the grants to make sure they align with ELSA's vision. Especially when it is visible information that can be accessed by anyone.

ELSA International: Could be also a good idea for a collaboration with Advocacy and the Grants Team.

Chair passes the floor back to ELSA International.

ELSA International presents the Group Work.

Presentation of the Group Work.

ELSA International: Just to go back to ELSA Finland and the NGO Monitor Website and as to why it ended up on our website. We looked at it and it is not directly political, but rather fact checks other political NGOs. This specific NGO is also in observatory status with the UN. The grants database has not really been utilised, but now we know it is a desired tool and makes us more confident in it. It is important to include it in the financial strategy, and it is a point of priority for the FM area.

ELSA Austria: We decided to use ELSA Passau's career fair, we found different grants. The first one we reached was the BMBF. A cooperation with DLR. We expect 20 - 30 000 Euros. You need to submit, draft budget, timelines etc. Another grant was the Central Office of Civil Education. You have to provide a financing plan, financial statements, previous financial reports, proof of authorisation, and yeah use the forms that are provided. It will be on the 15th of November 2025. After this we ran out of time.

ELSA International Team: We looked at grants for a SELS on diplomacy and law: generally it is difficult to find applicable grants for projects. Especially as NGOs it is important to dive into the special requirements of the country the project is organised in. As our SELS will be organised in Croatia Regional Grants for Croatia: in general: university grants, national lawyers association, and ministry of foreign affairs. The database is not helpful, as the European Commission for Human Rights has no actual information on how to apply to their grant.

ELSA Iceland: We were searching for candidates for NOM in Iceland. We were brainstorming what kind of grants were possible. We came up with the Nordic Council of Ministers, the Nordic Embassies in Iceland, the justice ministry, the Arctic Council, and the European Council. The ministry of Iceland, the Arctic Council, the European Council, those are what came to our minds when we were searching for grants.

ELSA Sweden: We mainly discussed the SELS, but not in Sweden because we wanted to discuss international possibilities. We discussed EVF a bit and found other grants that are a bit too political.

ELSA International Team: To clarify, the NGO Monitor does not promote single NGOs, its reason is for NGOs that are looking for funding, to research possible funders and take a look at their efforts in regards to human rights.

Chair asks for comment from ELSA Sweden and clears up finger rules

ELSA Sweden: It was not a clarification, I think we can move on and discuss this later.

ELSA Finland: This needs longer to discuss, we think not even how the NGO monitor is formed it is not really relevant to have it on the database.

ELSA International: Thank you for bringing it up. We will revise and come back to it, but I think we should move on as we do not have enough time.

Chair remarks on finger rules.

ELSA Sweden: We got lost a bit in the database, and we discussed the primary sources within our countries, like PCG. But you mainly have to be an organisation to educate the youth and it is not a complicated application process.

Chair passes the floor to ELSA International.

ELSA International concludes the WS.

Chair closes the Workshop at 12:35.

COMMON SESSIONS WORKSHOP MINUTES

Wednesday, 29th January 2025

16:30 - 19:00

Opening Workshop

Nadine Albers	ELSA International Team
Lucie Nováková	ELSA International Team
Jasmin Kalch	ELSA Austria
Arya Gerda Haager	ELSA Austria
Philipp Straßer	ELSA Austria
Amina Bakhtaoui Van Deputte	ELSA Belgium
Harold van Klaveren	ELSA Belgium
Smaranda Tihenea	ELSA Belgium
Théo Deswaef	ELSA Belgium
Iva Pavletić	ELSA Croatia
Lucija Ćurić	ELSA Croatia
Vojtěch Pešout	ELSA Czech Republic
Jiří Meister	ELSA Czech Republic
Klára Jílková	ELSA Czech Republic
Kristýna Štrasáková	ELSA Czech Republic
Michal Sekanina	ELSA Czech Republic
Michal Sekanina	ELSA Czech Republic
Jan Brůžek	ELSA Czech Republic
Tharanika Ragunathan	ELSA Denmark
Linda Silinš	ELSA Finland
Emma Nurmilaukas	ELSA Finland
Siiri Klubb	ELSA Finland
Marianne Merjovaara	ELSA Finland
Pihla-Maaria Holmlund	ELSA Finland
Ben Wolfers	ELSA Germany
Saliha Hille	ELSA Germany
Felix Jansen	ELSA Germany
Anna Schlee	ELSA Germany
Florian Steinkamp	ELSA Germany
Patricia Chira	ELSA Germany
André Lederle	ELSA Germany
Linus Tietze	ELSA Germany
Einar Valur Karlsson	ELSA Iceland
Thor Hinriksson	ELSA Iceland
Aníta Lind Hlynsdóttir	ELSA Iceland
Ieva Sinevičiūtė	ELSA Lithuania
Elisabeth Rapp	ELSA Norway

Hedin Indregård	ELSA Norway
Jenny Nordgård	ELSA Norway
Mari-Marte Anddal	ELSA Norway
Jakub Struzik	ELSA Poland
Zuzanna Trybus	ELSA Poland
Szymon Karkoszka	ELSA Poland
Ana Lira	ELSA Portugal
Beatriz Franco	ELSA Portugal
Eila Karlsson	ELSA Sweden
Eliah Flink	ELSA Sweden
Frida Nygren Björk	ELSA Sweden
Kristoffer Ohlin	ELSA Sweden
Amanda Norbro	ELSA Sweden
Ebba Syrtén	ELSA Sweden
Jens Forslin	ELSA Sweden
Clara Décotterd	ELSA Switzerland
Mira Woelfert	ELSA Switzerland
Barbara Majewska	ELSA the Netherlands

NL welcomes participants and opens the V ISM Malmö.

NL: I am opening the Opening Workshop and the IV ISM Malmö at 16:33. I would now like to pass the floor to the OC.

OC welcomes participants and gives practical info about the meeting.

MT presents the ISM Structure and Agenda.

MT explains the Workshop Participants Lists.

MT explains the finger rules.

MT explains the tasks of Workshop Officers.

MT: Are there any questions up to now?

MT: Before we start with the election of the Officers for each of the Groups, we need to count the votes in the room. I will go through the list of National Groups of ELSA. When you hear your National Group I will ask you to raise your hand and say **“ELSA X Present and Voting”**. I remind everyone that for this meeting there is only one vote per Group.

ELSA Albania	Not present
ELSA Armenia	Not present
ELSA Austria	Present & voting
ELSA Azerbaijan	Not present
ELSA Belarus	Not present
ELSA Belgium	Present & voting
ELSA Bosnia and Herzegovina	Not present

ELSA Bulgaria	Not present
ELSA Croatia	Present & voting
ELSA Cyprus	Not present
ELSA Czech Republic	Present & voting
ELSA Denmark	Present & voting
ELSA Estonia	Not present
ELSA Finland	Present & voting
ELSA France	Not present
ELSA Georgia	Not present
ELSA Germany	Present & voting
ELSA Greece	Not present
ELSA Hungary	Not present
ELSA Iceland	Present & voting
ELSA Ireland	Not present
ELSA Italy	Not present
ELSA Latvia	Not present
ELSA Lithuania	Present & voting
ELSA Luxembourg	Not present
ELSA Malta	Not present
ELSA Montenegro	Not present
ELSA the Netherlands	Present & voting
ELSA North Macedonia	Not present
ELSA Norway	Present & voting
ELSA Poland	Present & voting
ELSA Portugal	Present & voting
ELSA Republic of Moldova	Not present
ELSA Romania	Not present
ELSA Serbia	Not present
ELSA Slovak Republic	Not present
ELSA Slovenia	Not present
ELSA Spain	Not present
ELSA Sweden	Present & voting
ELSA Switzerland	Present & voting
ELSA Türkiye	Not present
ELSA Ukraine	Not present
ELSA United Kingdom	Not present

Total amount of Votes: 15

MT announces the number of votes in the room.

MT: Now, we will proceed with the election of the Chairs of the Workshops for each Group and Area Specific Workshop.

ELSA International would like to nominate:

Lucie Nováková from the EIT as Chair of the Workshop for Group 1

Viktoria Farkas from ELSA Belgium as Chair of the Workshop for Group 2

Anna Schlee from ELSA Germany as Chair of the Workshop for Group 3

Flavia Lehmann from the EIT as Chair of the BEE Workshop
Lucie Nováková from EIT as Chair of the FM Workshop

Are there any further nominations? I see none.

MT: Lucie, do you accept this nomination?

Lucie accepts the nomination.

MT: Any National Group seconding this nomination?

ELSA Lithuania seconds.

MT: Viktoria, do you accept this nomination?

Viktoria accepts the nomination.

MT: Any National Group seconding this nomination?

ELSA Germany seconds.

MT: Anna, do you accept this nomination?

Anna accepts the nomination.

MT: Any National Group seconding this nomination?

ELSA Austria seconds.

MT: Flavia, do you accept this nomination?

Flavia accepts the nomination.

MT: Any National Group seconding this nomination?

ELSA Portugal seconds.

We will proceed with the voting on Lucie Nováková, Viktoria Farkas, Anna Schlee as Chairs of the Workshops for their Groups during the V ISM Malmö. And voting on Flavia Lehmann and Lucie Nováková as Chairs of respectively the BEE and FM Workshop.

For this, we need a simple majority:

In favour: 15

Against: 0

Abstentions: 0

Total number of votes: 15

With 15 votes in favour, 0 votes against and 0 abstentions, Lucie, Viktoria and Anna have been elected as Chairs of the Workshops for their Groups, and Flavia and Lucie have been elected as Chairs of the BEE and FM Workshops during the V ISM Malmö.

MT: Now, we will proceed with the election of the Vice Chairs of the Workshops for each Group.

ELSA International would like to nominate:

Ben Wolfers from ELSA Germany as Vice Chair of the Workshop for Group 1
Arya Gerda Haager from ELSA Austria as Vice Chair of the Workshop for Group 2
Elisabeth Rapp from ELSA Norway as Vice Chair of the Workshop for Group 3

MT: Are there any further nominations? I see none.

MT: Ben, do you accept this nomination?

Ben accepts the nomination..

MT: Any National Group seconding this nomination?

ELSA Sweden seconds.

MT: Arya, do you accept this nomination?

Arya accepts the nomination..

MT: Any National Group seconding this nomination?

ELSA Finland seconds.

MT: Elisabeth, do you accept this nomination?

Elisabeth accepts the nomination.

MT: Any National Group seconding this nomination?

ELSA Germany seconds.

MT: We will proceed with the voting on Ben, Arya and Elisabeth as Vice Chairs of the Workshops for their Groups during the V ISM Malmö.

For this we need a simple majority:

In favour: 15

Against: 0

Abstentions: 0

Total number of votes: 15

MT: With 15 votes in favour, 0 votes against and 0 abstentions, Ben, Arya and Elisabeth have been elected as Vice Chairs of the Workshops for their Groups during the V ISM Malmö.

MT: Now, we will proceed with the election of the Secretaries of the Workshops for each Group and Area Specific Workshop.

MT: ELSA International would like to nominate Jasmin Kalch from ELSA Austria and Amina Baktaoui Van Deputte from ELSA Belgium as Secretaries of Group 1.

MT: Are there any further nominations? I see none.

MT: Jasmin, do you accept this nomination?

Jasmin accepts the nomination.

MT: Any National Group seconding this nomination?

ELSA Switzerland seconds.

MT: Amina, do you accept this nomination?

Amina accepts the nomination.

MT: Any National Group seconding this nomination?

ELSA Portugal seconds.

MT: We will proceed with the voting on Jasmin and Amina as Secretaries of the **Group 1 Workshops** during the V ISM Malmö.

Voting on Jasmin Kalch and Amina Baktaoui Van Deputte as Secretaries of the Workshops for Groups 1:

In favour: 15

Against: 0

Abstentions: 0

Total number of votes: 15.

MT: With 15 votes in favour, 0 votes against and 0 abstentions, Jasmin Kalch and Amina Baktaoui Van Deputte, have been elected as Secretaries of the Workshops for Group 1 during the V ISM Malmö.

MT: ELSA International would like to nominate Aníta Lind Hlynisdóttir from ELSA Iceland and Mari-Marte Andal from ELSA Norway as Secretaries of Group 2.

MT: Aníta Lind Hlynisdóttir do you accept this nomination?

Aníta accepts the nomination.

MT: Any National Group seconding this nomination?

ELSA Sweden seconds.

MT: Mari-Marte Andal, do you accept this nomination?

Mari-Marte accepts the nomination.

MT: Any National Group seconding this nomination?

ELSA Belgium seconds.

MT: We will proceed with the voting on Aníta and Mari as Secretaries of the **Group 2 Workshops** during the V ISM Malmö.

Voting on Aníta and Mari-Marte as Secretaries of the Workshops for Groups 2:

In favour: 15

Against: 0

Abstentions: 0

Total number of votes: 15.

With 15 votes in favour, 0 votes against and 0 abstentions, Aníta and Mari-Marte have been elected as Secretaries of the Workshops for Group 2 during the V ISM Malmö.

MT: I am asking for nominations for Secretaries for Group 3.

ELSA Germany would like to nominate Florian Steinkamp from ELSA Germany.

ELSA Switzerland would like to nominate Clara Décotterd from ELSA Switzerland.

MT: Are there any further nominations? I see none.

MT: Florian, do you accept this nomination?

Florian accepts the nomination.

MT: Any National Group seconding this nomination?

ELSA Belgium seconds.

MT: Clara, do you accept this nomination?

Clara accepts the nomination.

MT: Any National Group seconding this nomination?

ELSA Austria seconds.

MT: We will proceed with the voting on Florian and Clara as Secretaries of the group 3 Workshops during the V ISM Malmö.

Voting on Florian Steinkamp and Clara Décotterd as Secretaries of the Workshops for Groups 3:

In favour: 15

Against: 0

Abstentions: 0

Total number of votes: 15.

With 15 votes in favour, 0 votes against and 0 abstentions, Florian and Clara have been elected as Secretaries of the Workshops for Group 3 during the V ISM Malmö.

MT: ELSA International would like to nominate Christina Schimetta from ELSA Austria Secretary of the BEE WS.

MT: Christina, do you accept this nomination?

Christina accepts the nomination.

MT: Any National Group seconding this nomination?

ELSA Germany seconds.

MT: Are there any further nominations?

ELSA Norway would like to nominate Mari-Marte.

MT: Mari-Marte, do you accept this nomination?

Mari-Marte accepts the nomination.

MT: Any National Group seconding this nomination?

ELSA Belgium seconds.

MT: We will proceed with the voting on Christina and Mari-Marte as Secretary of the **BEE Workshop** during the V ISM Malmö.

Voting on Christina and Mari-Marte as Secretary of the BEE Workshop:

In favour: 15

Against: 0

Abstentions: 0

Total number of votes: 15.

With 15 votes in favour, 0 votes against and 0 abstentions, Christina and Mari have been elected as Secretaries of the BEE Workshop during the V ISM Malmö.

MT: ELSA International would like to nominate Arya Gerda Haager from ELSA Austria and Siri Klubb from ELSA Finland as Secretaries of the AA WS

MT: Arya, do you accept this nomination?

Arya accepts the nomination.

MT: Any National Group seconding this nomination?

ELSA Germany seconds.

MT: Siri, do you accept this nomination?

Siri accepts the nomination.

MT: Any National Group seconding this nomination?

ELSA Portugal seconds.

We will proceed with the voting on Arya Gerda Haager and Siri Klubb as Secretaries of the **AA Workshop** during the V ISM Malmö.

Voting on Arya Gerda Haager and Siri Klubb as Secretaries of the AA Workshop:

In favour: 15

Against: 0

Abstentions: 0

Total number of votes: 15.

With 15 votes in favour, 0 votes against and 0 abstentions, Arya and Siri have been elected as Secretaries of the AA Workshop during the V ISM Malmö.

MT: I am asking for nominations for Secretaries of the FM WS.

ELSA Norway would like to nominate Hedin from ELSA Norway.

ELSA Switzerland would like to nominate Mira from ELSA Switzerland.

MT: Are there any further nominations? I see none.

MT: Hedin, do you accept this nomination?

Hedin accepts the nomination.

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MT: Any National Group seconding this nomination?

ELSA Sweden seconds.

MT: Mira, do you accept this nomination?

Mira accepts the nomination.

MT: Any National Group seconding this nomination?

ELSA Austria seconds.

MT: We will proceed with the voting on Hedin and Mira as Secretaries of the **FM Workshop** during the V ISM Malmö.

Voting on Hedin and Mira as Secretaries of the FM Workshop:

In favour: 15

Against: 0

Abstentions: 0

Total number of votes: 15.

With 15 votes in favour, 0 votes against and 0 abstentions, Hedin and Mira have been elected as Secretaries of the FM Workshop during the V ISM Malmö.

Approval of the agenda.

MT: This is the Draft WS Agenda as set by ELSA International and as sent out to all of you beforehand. I am asking for amendments for the agenda. ELSA international has an amendment. To accommodate the closing times of the university in Lund, we would like to shorten the break on Saturday, in order to finish 15 minutes earlier and everyone has to be out of the building at 18:00 CET on Saturday.

MT: Any seconding group?

ELSA Sweden seconds.

Voting on the Amendment of the Agenda:

In favour: 15

Against: 0

Abstentions: 0

Total number of votes: 15.

With 15 votes in favour, 0 votes against and 0 abstentions the amendment has been accepted by the Workshop.

Voting on the Agenda of the V ISM Malmö as amended:

In favour: 15

Against: 0

Abstentions: 0

Total number of votes: 15.

With 15 votes in favour, 0 votes against and 0 abstentions, the draft agenda of the V ISM Malmö has been accepted as amended.

MT invites the Director for Welfare, Lucie, and the Assistant for Welfare, Emma, to the stage to present the CoC.

Director for Welfare, Lucie, and Assistant for Welfare, Emma present the Code of Conduct of ELSA.

NL gives a presentation on the Strategic Goals and the work of the IB.

NL: I am officially closing the Opening Workshop at 18:08.

Friday, 31st January 2025

10:00 - 11:00

Daily Debrief

Participants' list:

Nathalie Labar (NL)	International Board of ELSA
Mie Tveit (MT)	International Board of ELSA
Nikola Grochowska (NG)	International Board of ELSA
Niko Anzulović Mirošević (NAM)	International Board of ELSA
Aliena Trefny (AT)	International Board of ELSA
Paula Bačić (PB)	International Board of ELSA
Ben Gödde	ELSA International Team
Flavia Lehmann	ELSA International Team
Lucie Nováková	ELSA International Team
Nives Edler	ELSA International Team
Benita Steger	ELSA International Team
Roksanna Inga Rybicka	ELSA International Team
Nadine Albers	ELSA International Team
Christina Schimetta	ELSA Austria
Jasmin Kalch	ELSA Austria
Arya Gerda Haager	ELSA Austria
Philipp Straßer	ELSA Austria
Viktoria Farkas	ELSA Belgium
Amina Bakhtaoui Van Deputte	ELSA Belgium
Smaranda Tihenea	ELSA Belgium
Théo Deswaef	ELSA Belgium
Vojtěch Pešout	ELSA Czech Republic
Klára Jílková	ELSA Czech Republic
Kristýna Strásáková	ELSA Czech Republic
Michal Sekanina	ELSA Czech Republic
Jiří Mesiter	ELSA Czech Republic
Michal Sekanina	ELSA Czech Republic
Jan Brůžek	ELSA Czech Republic
Tharanika Ragunathan	ELSA Denmark
Emma Nurmilaukas	ELSA Finland
Siiri Klubb	ELSA Finland
Marianne Merjovaara	ELSA Finland
Pihla-Maaria Holmlund	ELSA Finland
André Lederle	ELSA Germany
Linus Tietze	ELSA Germany
Ben Wolfers	ELSA Germany
Saliha Hille	ELSA Germany
Felix Jansen	ELSA Germany
Anna Schlee	ELSA Germany

Florian Steinkamp	ELSA Germany
Patricia Chira	ELSA Germany
Einar Valur Karlsson	ELSA Iceland
Thor Hinriksson	ELSA Iceland
Aníta Lind Hlynsdóttir	ELSA Iceland
Ieva Sinevičiūtė	ELSA Lithuania
Barbara Majewska	ELSA the Netherlands
Elisabeth Rapp	ELSA Norway
Jenny Nordgård	ELSA Norway
Hedin Indregård	ELSA Norway
Mari-Marte Andal	ELSA Norway
Jakub Struzik	ELSA Poland
Zuzanna Trybus	ELSA Poland
Ana Lira	ELSA Portugal
Beatriz Franco	ELSA Portugal
Clara Décotterd	ELSA Switzerland
Gabriel Marti	ELSA Switzerland
Mira Woelfert	ELSA Switzerland

NL opens the workshop at 10:07.

MT and AT present the Daily Debrief of the Workshop “Host Attraction”.

Host Attraction Workshop

Main Obstacles to Hosting

- Financial constraints: fundraising, upfront payments, fee caps & high costs
- Lack of Human Resources
- Lack of awareness and knowledge of the Quality Standards
- Lack of knowledge and experience in hosting
- High expectations from the Network, despite relatively low Quality Standards

Misconceptions about Hosting

- Hosting will lead to financial loss → financial planning, fundraising and grants
- Quality Standards are too high and strict → surprisingly low and flexible, but need to manage the expectations from the Network
- Hosting is overly complex → support structures are available

Initiatives from ELSA International

- Training and mentorship programmes
- Hosting Handbook and other accessible knowledge management materials
- Raising awareness about what is actually required when hosting
- Guidance in fundraising strategies: “How to sell an IIM”
- Review Hosting Agreements
- Let previous hosts share their experience and tricks
- Proactive approach to attracting hosts

NL: I now open the floor for any questions. I see none. Therefore we can proceed to the next debrief.

NL and NG present the Daily Debrief of the Workshop “Public Relations”.

Public Relations Workshop

Create an ELSA Media package, that includes:

- A public relations strategy regarding researching, approaching, and working with traditional media
- How to approach different type of media
- A no-go list for public relations efforts
- Creating a Database for media channels
- Media Training for Officers
- Templates and trainings on how to sell ELSA and presentations (factsheet) about the Association and specific projects

Explore different ways of ‘selling’ projects to externals

- Focus on history of projects, statistics
- Using Alumni Networks

Revise PR efforts

- Making the content and materials shared with media/external stakeholders more engaging
- Including areas other than BEE and MKT when devising public relations strategic on national/local levels
- Provide media cards for more areas than Professional Development
- ELSA International partnering with an international news channel
 - E.g. European Broadcasting Union

NL: I now open the floor for any questions. I see none. Therefore we can proceed to the next debrief.

NAM and PB present the Daily Debrief of the Workshop “Annual Human Rights Campaign”

Annual Human Rights Campaign

- AHRC is well-received, with strong support for its one-year form, topic swapping, supporting materials and non-restrictive nature. The main barrier to engagement can be a lack of human resources, not project design.
- Calls For Official Interpretation/Regulation
 - Are events on human rights topics other than the current AHRC topic part of the Campaign?
 - Are comprehensive events that are ongoing but not finished before the evaluation deadline considered for the AHRC competition?
- Simple improvement suggestions
 - Emphasis on cross-functional cooperation between area
 - Clarity, promotion, visibility & supporting materials
 - Guidance & coaching
- Long-term improvement suggestions

- General agreement that AHRC timelines could be better, but no concrete solution
- Network is not attached to the date of the ELSA Day

NL: I now open the floor for any question, to this debrief or generally. I see none.

NL closes the workshop at 10:29.

Saturday, 1st February 2025

10:30 - 11:30

Daily Debrief

Participants' list:

Nathalie Labar (NL)	International Board of ELSA
Mie Tveit (MT)	International Board of ELSA
Nikola Grochowska (NG)	International Board of ELSA
Niko Anzulović Mirošević (NAM)	International Board of ELSA
Aliena Trefny (AT)	International Board of ELSA
Paula Bačić (PB)	International Board of ELSA
Ben Gödde	ELSA International Team
Flavia Lehmann	ELSA International Team
Lucie Nováková	ELSA International Team
Nives Edler	ELSA International Team
Benita Steger	ELSA International Team
Roksanna Inga Rybicka	ELSA International Team
Christina Schimetta	ELSA Austria
Jasmin Kalch	ELSA Austria
Arya Gerda Haager	ELSA Austria
Philipp Straßer	ELSA Austria
Viktoria Farkas	ELSA Belgium
Amina Bakhtaoui Van Deputte	ELSA Belgium
Smaranda Tihenea	ELSA Belgium
Théo Deswaef	ELSA Belgium
Iva Pavletić	ELSA Croatia
Lucija Ćurić	ELSA Croatia
Leda Mlikota	ELSA Croatia
Vojtěch Pešout	ELSA Czech Republic
Jiří Meister	ELSA Czech Republic
Klára Jílková	ELSA Czech Republic
Kristýna Štrasáková	ELSA Czech Republic
Michal Sekanina	ELSA Czech Republic
Jiří Mesiter	ELSA Czech Republic
Michal Sekanina	ELSA Czech Republic
Jan Brůžek	ELSA Czech Republic
Tharanika Ragunathan	ELSA Denmark
Emma Nurmilaukas	ELSA Finland
Siiri Klubb	ELSA Finland
Marianne Merjovaara	ELSA Finland
Pihla-Maaria Holmlund	ELSA Finland
André Lederle	ELSA Germany
Linus Tietze	ELSA Germany

Ben Wolfers	ELSA Germany
Saliha Hille	ELSA Germany
Felix Jansen	ELSA Germany
Anna Schlee	ELSA Germany
Florian Steinkamp	ELSA Germany
Patricia Chira	ELSA Germany
Sverrir Páll Einarsson	ELSA Iceland
Einar Valur Karlsson	ELSA Iceland
Thor Hinriksson	ELSA Iceland
Aníta Lind Hlynsdóttir	ELSA Iceland
Ieva Sinevičiūtė	ELSA Lithuania
Barbara Majewska	ELSA the Netherlands
Elisabeth Rapp	ELSA Norway
Hedin Indregård	ELSA Norway
Mari-Marte Andal	ELSA Norway
Jakub Struzik	ELSA Poland
Zuzanna Trybus	ELSA Poland
Ana Lira	ELSA Portugal
Beatriz Franco	ELSA Portugal
Clara Décotterd	ELSA Switzerland
Gabriel Marti	ELSA Switzerland
Mira Woelfert	ELSA Switzerland

NL opens the workshop at 09:30.

NL present the Daily Debrief of the Workshop “Human Resources & IB Workshop”.

Human Resources & IB Workshop

Main Obstacles to Running for the International Board of ELSA:

Financial Challenges

- Uncertainty about covered expenses (Grant of Relocation, daily costs, travels, International Internal Meetings);
- General financial constraints;
- Lack of awareness about different sources of financing during the IB year (possibility to apply for ERASMUS +, etc.).

Living Arrangements (ELSA House & Relocation)

- Uncertainty about housing conditions and quality;
- Moving away from support networks;
- Challenges of living with people you don't know.

Studies & Career Considerations

- Fear of pausing or prolonging studies;
- Some countries do not value ELSA experience for career progression;
- Using up a gap year.

Candidacy Process

- Fear of judgment and high expectations from the Network;
- Fear of harsh candidacy interviews.

Proposed solutions:**Transparency & Information Sharing**

- Providing more structured financial information (expenses, grant, funding options);
- Creating an IB Handbook and info sheets;
- Daily insights into the IB life (social media, open calls, testimonials);
- Reduce the potential misconceptions around IB life and candidacy.

Supportive Network Culture

- Encourage a supportive election process;
- Respect and motivate candidates rather than scrutinizing them;
- Emphasize that one does not need to follow a specific ELSA career path to apply.

Early Recruitment & Encouragement

- Start candidate outreach earlier (e.g., during the Autumn ICM).
- Encouraging Local and National Officers to support their potential candidates.
- Promote IB positions throughout the year, not just in the second half.

Alumni & Mentorship

- Establish stronger connections with past IB members;
- Use alumni for guidance on personal and professional struggles.

NL: I now open the floor for any questions. I see none. Therefore we can proceed to the next debrief.

NL and NAM present the Daily Debrief of the Workshop "Advocacy".

Advocacy Workshop**General**

- Network generally interested in advocacy
- Network generally interested in exploring new structures for advocacy
- Many NGs already experimenting with their own forms
- General understanding of implementing advocacy into existing projects
- General agreement that a special team/body (separate from the IB) should handle reactive advocacy on emerging situations
 - Different ideas on how to set up the EI system for reactive advocacy

Emerging Situations - Including National Groups

- Sensitive topic
- The point of advocacy affects them or is close to them
- Need to be kept in mind that it makes the process more time consuming
- Mechanisms like emergency online voting or discussions to decide on a topic

Emerging Situations - Different structures

- Expand the EIT to a committee with representatives from different countries
 - Handles research but IB and EIT assist if needed
 - IB's statements should be based on their work
- Collaborate with partners - might be externals experienced on the topic
- Monthly calls to discuss how to approach different topics
- Advocacy at IIMs

Emerging Situations - Other takeaways

- ELSA International and National Groups should be able to advocate for the topics they deem important
- ELSA International should keep to international major events
- Simple graphics and use the MKT materials we already have if possible

NL: I now open the floor for any questions.

ELSA Finland: Regarding the Decision Book obligation for IB to create a handbook on guidelines for advocacy. How are you doing with that?

NL: We mentioned during the last workshop at ITM and there we talked about giving advocacy more of a try this year and seeing how to set up a structure of our efforts. We will start to focus more on the creation of a Handbook by the end of our year and our hopes are to finish it still within our term. From the beginning of the year, we said that we would like to create a structure before going onto creating more concrete materials, since we feel like that was missing on the International level. Therefore, we are talking about how to talk about advocacy within the frameworks of our existing projects.

NL: Are there any further questions? I see none.

We can proceed to the next debrief.

AT and PB present the Daily Debrief of the Workshop "National/Personal Strategy & OYOP".

National/Personal Strategy & OYOP Workshop**Influence of Strategic Plan & OYOP**

- Influence is more subconscious rather than direct guidance in the day-to-day work
- Common goals: HR recruitment, human rights, transparency, knowledge management

Mid-OYOP

- Some National Groups already have a mid-OYOP evaluation and find it useful, others are inspired to implement it
- Most groups use the SMART method to determine their goals
- Some groups already achieved certain goals, in full or in part

ELSA Experience for Personal & Professional Growth

- Developed problem-solving, creativity & stress management skills
- Teamwork, adapt to different personality and work types

- Gain in confidence & personal growth
- Career development
- Event management & organisation
- More comfortable with networking, small talk, socialising & cultural exchange
- Improvement of English & communication skills
- Motivation, adaptability & improvisation
- Career opportunities, getting an idea of future professional field
- Empowerment, overcome fear of stepping out of comfort zone and take on a challenge

NL: I now open the floor for any question, to this debrief or generally. I see none.

NL closes the workshop at 09:53.

13:30 – 15:30

Financial Strategy

Participants' list:

Nathalie Labar (NL)
 Mie Tveit (MT)
 Aliena Trefny (AT)
 Niko Anzulović Mirošević (NAM)
 Nikola Grochowska (NG)
 Paula Bačić (PB)
 Lucie Nováková (Chair)
 Ben Wolfers (Vice Chair)
 Amina Bakhtaoui Van Deputte (Secretary)
 Jasmin Kalch (Secretary)
 Ben Gödde
 Flavia Lehmann
 Nadine Albers
 Nives Edler
 Arya Gerda Haager
 Philipp Straßer
 Christina Schimetta
 Smaranda Tihenea
 Théo Deswaef
 Viktoria Farkas
 Harold van Klaveren
 Lucija Ćurić
 Leda Mlikota
 Jan Brůžek
 Jiří Mesiter
 Klára Jílková
 Kristýna Strásáková
 Michal Sekanina
 Vojtěch Pešout
 Tharanika Ragunathan
 Emma Nurmilaukas
 Marianne Merjovaara
 Pihla-Maaria Holmlund
 Siiri Klubb
 André Lederle
 Linus Tietze
 Saliha Hille
 Felix Jansen
 Anna Schlee
 Florian Steinkamp
 Patricia Chira
 Einar Valur Karlsson
 Thor Hinriksson

International Board
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 ELSA Germany
 ELSA Iceland
 ELSA Iceland

Aníta Lind Hlynisdóttir	ELSA Iceland
Ieva Sinevičiūtė	ELSA Lithuania
Sverrir Páll Einarsson	ELSA Iceland
Elisabeth Rapp	ELSA Norway
Mari-Marte Anddal	ELSA Norway
Hedin Indregård	ELSA Norway
Jenny Nordgård	ELSA Norway
Jakub Struzik	ELSA Poland
Zuzanna Trybus	ELSA Poland
Ana Lira	ELSA Portugal
Beatriz Franco	ELSA Portugal
Clara Décotterd	ELSA Switzerland
Gabriel Marti	ELSA Switzerland
Mira Woelfert	ELSA Switzerland

Chair opens the workshop at 13:42.

Chair reminds the participants to check their attendance and to state their name and national group before replying.

Chair passes the floor to ELSA International for their presentation.

NL presents the group work.

Chair: We're going to go ahead with the presentation of the groups' results. We will start with Group 1.

Group 1, ELSA Germany: We derailed into discussion on the SOS portal first. We discussed the benefits of buying it, developing it further and what the potential costs of a new portal would be. We don't know the costs of development, so we don't know the outcome for sure. The next topic we talked about was the investments in Article 3. We talked about the potential risks involved if you don't have proper knowledge. If you have a competent FMer it would be manageable, but if you don't have one you'll have to see how the knowledge is passed on.

Also, we were not entirely sure, maybe we missed it during the presentation - we wanted to ask for clarification about what investments would be pursued.

Then we talked about Articles 7, 8 and 9. Those are sort of repetitive, basically Article 9 could be rephrased to contain the prioritising to then leave out 7.1 and 8. For 7 we did find it a bit weird in overall structure. We did not see the direct correlation to the reserves. The use of term-based accounts was criticised due to not being able to withdraw from those in case you actually need money for some type of emergency. Just on the strategy overall we noted a lack of specificity in our eyes At least compared to the last point, because we noticed a lack of use of numbers compared to the last financial strategy which contained specific fundraising targets. It was also mentioned that some points seemed to be contradictory, but I did not write down the specific points.

Group 1, ELSA Norway: The contradiction we found is that there seems to be an effort to spend more money, for example in relation to the platform, as well as saving more money at the same time. We did not find any specific numbers or figures. We thought that the general nature is potentially a bit conflicting.

Chair: If no one from Group 1 wants to add something, we can go to Group 2. Please refrain from repeating yourself.

Group 2, ELSA Austria: Concerning the Grants Database in Article 4, we would like to see the grants team to encourage countries to add their grants situation and in regards to the international grants it would be beneficial in our eyes to have more details than just the link - we specifically thought about having details if the grant was e.g. easy to access, if the granting takes a lot of time etc. Moreover, we found out that the form is not available currently.

Group 3, ELSA Iceland: We talked about Article 9 on living conditions. If the measures in the provision would fall under the things that the landlord should take up, we think the expenses should not be done by ELSA, at least regarding some of the things there. We also talked about the possibility to save on the renovations, for example by organising a work weekend where we can invite ELSA members to help, for example painting. We also talked about the SOS system, we mainly talked about the wording of Art 6.1.b “set up a collection system to be able to buy the SOS system” and that it might be confusing. We also talked about setting up a partnership team within the EIT, but I don’t know if there is one. We talked about it and about having a coordinator that could also work with the grants team, possibly researching new partnerships and expanding it. One of their tasks would also be going through existing partnership, e.g. to find out if we could increase the partnerships. We talked about investments, one point that we had was that setting investments can be quite restricting. When setting that up we have to keep that in mind. Also, I just wanted to state that of course a low risk investment usually yields a lower revenue. It should be one of the main focuses of the investments to have it outsourced. It could be through the bank that the IB uses as of now, mainly to show that the FMer doesn’t have to watch it as much. We weren’t sure about the insurance part. We know that there is house insurance on the ELSA house. We were wondering about the liability insurance, for what liability you would want to insure. Moreover, from our understanding, health insurance is usually provided by your employer. It was also one thing in Art 11, 11.1.c striving to more costs to utility expenses. In what way would you achieve that? The question would be: Is the only way to achieve that to reduce cost efficiency partners, or are there are other options.

Group 4, ELSA Germany: We talked about specific examples in Art 3. The FMers were quite certain about which investments are high-risk and which are low-risk. For example, state funds in Germany and Swiss would be safe, but state funds in Greece would not be safe. There should be a clarification on which investments are safe. There should also be a philosophy statement in which fields you could invest in. We thought investing in something like Shell, Nestlé or Rheinmetall wouldn’t be good for example in comparison with our vision. There should be a specification about what kind of investments can be done. If you only invest in state bunds, or something like a fund, there is not really a need for outsourcing and then you are just waiting for profit. If you invest in several different shares, there should maybe be someone who looks over it. So it’s not necessary if it’s only investing in a fund. We had a talk about Art 4. The specifications of the grants on the database should be updated, and there should be added more. We could think about a reporting system, for which NG applying for a grant could work out. But it shall be kept in mind that if you apply for a certain grant, it might be similar, but it might not be the same.

Group 5, ELSA Czech Republic: We unfortunately had no Treasurer in our group, so maybe some of the things weren’t exactly right, but we were comparing the Financial Strategies. We also spoke about the SOS System like Group 1. In general we think that it’s good that it’s mentioned in the financial strategy and that there are some steps to make the situation better. We were considering the option to have an investment team with a longer term of office, so there could be some consistency, but it would depend on the kind of investments. We found good that for the living conditions of the International Board in the ELSA House, the measures, which are focused on, are specified. In the past financial strategy it’s more general, and we think it’s better done in the new draft. We were also talking about the website. We think

that it might be a problem, that there is no article on IT in the draft. Now that for a few weeks it constantly wasn't working, there is definitely space for improvement. It would be great if there was an article on IT added to the financial strategy.

Chair: If no one from Group 5 has something to add, please someone from group 6.

Group 6, ELSA Finland: We discussed how specific the goal should be, it came up in relation to the heating of the ELSA House. At first we felt that the heating might not be a strategic goal, it is what implementation handbooks are for. The goal is very concrete, but it's nice to have something very specific when other goals are broader. Specific goals are easier to evaluate and to achieve. Our main sentiment about investments was to start small and to be cautious due to the possible risks and the responsibility that ELSA International has in relation to the whole network. The plan should be discussed with the whole network. Investment choices should align with the ethical standards and avoid conflicts with human rights principles, e.g. some investment funds link to industries like arms trading or manufacturing. There could be some ethical guidelines, either as a part of the strategy or within the Investment Statute. Then we discussed if ROLE should be included in 6.1.c. We often feel that PD projects are being abandoned or forgotten them. Focusing on them or not including ROLE would put more focus on them. The current list doesn't put priority over any project – this can be decided by the International Board or in the implementation handbook. ROLE could also be added as a separate point, as discussed in Antalya it needs money. We were satisfied with the regulation of reserves in Article 7. Concerning the outsourcing of accounting, we felt that it's expensive and we didn't understand why you want to outsource accounting if you cannot pay for heating. It's unreasonable that a law student should manage those massive amounts of money. ELSA Denmark proposed to not outsource it, but to create massive teams for the position. We are satisfied that the draft has less sub-strategies, in the old draft were a lot of sub-strategies. We discussed the problem that ELSA International is far from the local groups and their members or law students. Usually potential law firms for partnerships want future employees, so the members of the local groups are the unique selling point.

Chair: Anyone from Group 6 wants to add something? No. Then we continue with Group 7.

Group 7, ELSA Finland: Our group didn't have any current FMers, so we didn't have a lot of experience in financial decision making. We were talking about the ethical implications with investments that could arise if the investments were made without a mindful strategy. We would also like a guideline for that. We also talked about Article 6, on ROLE, Traineeships and Career Lunch. We felt that these were good additions and concrete goals for the next few years and maybe the projects that need more financial support. Regarding the insurances we were confused about the house insurances as other groups already have mentioned before. None of us were Belgian, but in Germany we have some responsibility to get house insurance. We were just wondering how the Belgian law system works here. However, we do agree that insurance for the ELSA house is good. In regard to the living conditions, we agree that it's currently a big HR problem for the IB, so it should be included in the new financial strategy.

Chair: If no one from Group 7 has anything to add, I would like to ask someone from the last group, Group 8.

Group 8, ELSA Poland: We did not have any treasurer in our team. The draft does not mention the Study Visit Program, but Article 6 mainly focuses on the SOS Portal, ROLE, Traineeships and Career Launch. The draft mentions the renewal of the grant database, but it doesn't mention when, how often and how. We were wondering if it should be more specific. Our group wondered about missing deadlines,

we didn't fully agree and we raised ideas to specify deadlines for specific works. If someone from my team wants to add something, please feel free.

NL: Could you please repeat the last part about advertising?

Group 8, ELSA Poland: We didn't see any information about advertising, but maybe we overlooked something.

NL: About the Study Visit Program, what are you referring to?

PB: The Council of Europe Traineeship. It's a study visit, they can't call it traineeship. When you are talking about the Study Visit Program, what are you referring to?

ELSA Germany: We talked about the Study Visit Portal.

Chair: Anyone wants to say anything that has not been said yet?

NL: We will make some clarifications. When it comes to the financial strategy, it's about fundraising and how we improve our financial situation, but it's also about us prioritising spending our money and where we should allocate our money. That's why we're talking about how we need more money, but also about where we are prioritising. That's why we need to talk about the income but also about the expenses. You all saw the budget in Antalya. It's also important for us to find money and where to go for fundraising. There were a lot of discussions about investments and what we should invest in. It will not be possible to start without regulations about that. We have also understood that in Dutch Law there are a lot of regulations for investments. What we're proposing is that we will firstly set up a system and regulations. I completely agree that it should be in accordance with our vision, we should go in this direction. It's the second stage where we need to focus on it and have to set up a framework. For Dutch law there are a lot of regulations, we're not ignoring it, but in our view it's the next step in progress.

MT: We are obliged by Dutch law to have a quite detailed framework and guidelines on what ELSA can invest in and what not according to Dutch law.

EIT: I want to give a bit more information about investments and give clarifications. According to Dutch law we are obliged to have these statutes. We had a lot of talks with Jeroen, the Assistant for Legal Compliance in the EIT, and touched on the point that it would be restricted a bit, but we should keep it at low risk. Even if it should be low risk, we want to still make it as clear as possible, with still giving opportunities. For example, for state bonds there is the credit score of the respective country. Touching upon what André said, it would aim on countries with a high credit score. It will give a maximum outline on which guidelines we should follow.

NL: One thing that was also mentioned is that we have less subgoals in the new draft. This comes from a conscious decision, when we looked through the last one we thought that it is very far-fetched but there is a lot in there. It was quite difficult to make progress on everything, we saw that goals were dropped out. We wanted to make it closer to reality. Please keep in mind that it's only for three years. We wanted to keep it achievable, with less subgoals. Also know that the heating of the house, maybe not we don't have the money to heat, but we really try to keep our costs down, so that at the end of the year there might be some kind of leftover money. We don't prioritise spending the money, because we want to spend it somewhere else. We shouldn't have to make this choice really, but it comes from the fact that we want to

make the budget look nicer. We want to emphasise that for the wellbeing of the IB it shouldn't be less prioritised, because it's a trend we want to turn it around a little.

MT: We chose the framing 'living conditions', because the 'infrastructure' is the responsibility of the landlord. We don't talk about buying new radiators but talking about the health of the budget.

NL: These were some clarifications, it was definitely nice input, we can already promise that you will see some changes in the draft.

MT: For example, the part on IT. In light of recent events and history of the websites including IT' would be a good idea.

EIT: A lot of groups mentioned insurance. To clear up the liability issue, when through negligence damage is caused to ELSA, the council can take IB members responsible for it. Having insurance would mean that you don't have to pay it out of your pockets, unless you would do it in bad faith. We have gotten a lot of feedback, which we appreciate. We will evaluate it in the following days, and discuss it in the Working Group. On the 17th of February we will publish the draft again. For 40 days, you will have the opportunity to comment on it. Depending on the comments that will be brought upon then, we will edit it again. That then will be the proposal that will be voted on at the ICM Malta, and hopefully we will then have a finalised financial strategy.

Chair closes the Workshop at 15:32.

13:30 – 15:30

International Focus Programme

Participants' list:

Aliena Trefny (AT)
 Niko Anzulović Mirošević (NAM)
 Nikola Grochowska (NG)
 Paula Bačić (PB)
 Lucie Nováková (Chair)
 Elisabeth Rapp (Vice Chair)
 Aníta Lind Hlynsdóttir (Secretary)
 Clara Décotterd (Secretary)
 Arya Gerda Haager
 Jasmin Kalch
 Philipp Straßer
 Amina Bakhtaoui Van Deputte
 Jiří Meister
 Klára Jílková
 Kristýna Štrasáková
 Michal Sekanina
 Tharanika Ragunathan
 Pihla Holmlund
 Marianne Merjovaara
 Siiri Klubb
 Ben Wolfers
 Saliha Hille
 Felix Jansen
 Anna Schlee
 Florian Steinkamp
 Linus Temmen
 Patricia Chira
 Einar Valur Karlsson
 Hedin Ragnfred Indregård
 Zuzanna Trybus
 Beatriz Franco
 Amanda Norbro
 Frida Nygren Björk
 Clara Décotterd
 Mira Woelfert
 Barbara Majewska

International Board
 International Board
 International Board
 International Board
 ELSA International Team
 ELSA Norway
 ELSA Iceland
 ELSA Switzerland
 ELSA Austria
 ELSA Austria
 ELSA Austria
 ELSA Belgium
 ELSA Czech Republic
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 ELSA Czech Republic
 ELSA Czech Republic
 ELSA Denmark
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 ELSA Germany
 ELSA Germany
 ELSA Iceland
 ELSA Norway
 ELSA Poland
 ELSA Portugal
 ELSA Sweden
 ELSA Sweden
 ELSA Switzerland
 ELSA Switzerland
 ELSA the Netherlands

Chair opens the Workshop at 15:48.

Chair passes the floor to ELSA International.

NAM and PB present the International Focus Programme.

Chair opens the floor for a discussion.

ELSA Germany: We do engage in the IFP. We have a structure in Germany and a substructure, and we do something called the Focus Month. We focus on a subtopic of the IFP every year, where we highlight it more, as it tends to be forgotten. What we did last year was an essay competition and a Legal Research group connected to the Focus Month, and during this Focus Month, the whole German Network shall focus on organising projects and events on the IFP.

ELSA Czech Republic: We want to abandon IFP forever, as we don't find it helpful. We would love to focus more on AHRC, ROLE and advocacy in general.

ELSA Austria: We used to have an IFP Programme as a social media campaign and do events, but since starting on the AHRC, we decided to focus on just one campaign because both are advocating projects, and we just chose to focus on the AHRC.

ELSA Germany: The advantage of the IFP, which can also be a disadvantage, is that it is so long that you have more time to organise it, which is often an issue for other projects, as it was noticed in the previous Workshop. You have more time for the IFP to organise projects, but because it is so long, it tends to get forgotten too. It is also a very vague structure. It can be an advantage and a disadvantage at the same time, so I get why people only focus on one programme.

ELSA Belgium: In Belgium, we focus on it through organising an ICE once a year (ICE Benelux). I agree, it's a bit more vague, and I get why people focus more on AHRC.

Chair passes the floor back to ELSA International.

NAM continues the presentation.

ELSA Finland: I am feeling unwell, so I am leaving the Workshop at 16:12.

NAM continues the presentation.

Chair opens the floor for a discussion.

ELSA Czech Republic: We can see that the discussion has been here for a long time. We have been discussing how to improve it, but it seems that we cannot find a solution because we are doing this again today. We could leave this project alone and focus on more important things. The point of that we should change the topic has been a suggestion for many years, even though it is changing every three years. The topic changes every three years, so the last three topics were bad for people. The AHRC and IFP are in competition. Organising an ICE, as it was mentioned before, can be done without IFP. You can do it whenever you want. For us, this project is just a waste of time, and there is no solution.

ELSA Austria: I agree, I think you should combine IFP and AHRC and take the best of both projects. There are issues on both of these events, so it would make sense to just have one thing, have the best out of the two projects, and have it a little bit longer. You can do all of the events as well, especially Law Review and ICE on one topic, it is more manageable. Two years would be great because one year is too short for the AHRC. ELSA groups could focus more on it if it's two years.

ELSA the Netherlands: This is the same discussion that we had during the AHRC Workshop. Combining those two projects could be good and make those two projects better and more tailored to our needs, and more appealing to our audience.

NAM: I like your ideas, but I just want to point out the differences. AHRC was presented at the ISM before IFP, because both were discussed, but AHRC is going well and works arguably more than any other ELSA project. We discussed it because it is mandated by the Strategic Plan, and we wanted to make sure that the project aligns with what the network wants. The project is so developed that we had the luxury to discuss it in detail, like the exact dates of multiple forms in the project. Here, on the other hand, for the IFP, we are discussing improvements, but it is not mandated by the Strategic Plan, but we saw that it is unsure, and we need to know which direction we want to take. It is a bit more like the legal writing, however, we do not have the luxury of discussing exact dates or the Quality Standards of the events. Without saying my opinion, here we are talking about the direction of the project that the network wants to take. These discussions, that is, legal writing and IFP, are both taking place today on purpose because they are similar and underlying issues that need to be tackled. Combining AHRC and IFP could be a good idea, but these discussions don't have similar goals and reasons.

ELSA Germany: I feel like the problem if we combine them is that we limit ourselves to human rights. What I really like about IFP is that it is not just about human rights. I agree that we should do it on a two-year basis because I feel like it is a really good time frame, but I am hesitant about only having human rights as a topic.

ELSA Czech Republic: As I understand advocacy, you can focus on whatever you want to, not just human rights. I just do not understand why you would have to limit yourself to human rights if we combine the projects.

PB: Clarification, I think there are people suggesting combining AHRC and IFP but only keeping human rights as a topic.

ELSA Austria: Clarification on my opinion, I was not focusing on the topic of AHRC but just merging both projects. It could be two years on human rights and then two years on another topic. Two campaigns at the same time is not effective.

ELSA Czech Republic: Not every event is focused on AHRC and IFP if we merge these projects. It does not mean that it will only be focused on human rights. It is not happening now, and it will not happen.

Chair gives the floor back to ELSA International.

NAM: Thank you for the discussion. We see some different opinions, so I encourage continuing the discussion.

NAM continues the presentation.

Chair opens the floor for a discussion.

ELSA Norway: I was wondering if you could explain a bit more in detail about how you envision the integration of the structure of the project.

NAM: We have an integrated structure in our AHRC, for example. I can take ELSA Traineeships as an example too. The main integrating factor in ELSA Traineeships is the applications. We have applications that come from the Local Groups. We get the traineeship providers and the trainees, but ELSA International provides the links in between, it serves to push from the bottom to the top and set certain standards. The SOS Portal has a strong integrating structure that other projects do not have. Cooperation between local, national and international officers, all the material, and the entire work process is there as an integrating structure to make sure that a trainee can apply to somewhere else to get input and output from somewhere else. It manages to connect students from all across the world.

Chair: Does anyone else want to add something?

Chair passes the floor back to ELSA International.

Chair divides the participants into four groups.

The Workshop proceeds to group work.

Presentation of the group work.

Group 1, ELSA Czech Republic: We didn't answer the questions because we agreed that IFP, as it is right now, has no values, no structure, and no benefits for the organisers. The only way for it to work is to connect it with another project, for example, the Law Review. The countries that are implementing IFP right now can still continue with their events even without the programme itself.

ELSA Germany: We talked about at the last second that maybe we can change it to be a legal writing project and not a topic that can be implemented in any project.

Group 2, ELSA Czech Republic: We have quite similar solutions as group 1 because we agreed that the IFP does not have any structure or something like that. We think that the events can still be made on some topic, but the only goal for us is that we have some similar topics through all National Groups and for some National Groups it is quite stressful, and there are conflicts about it. It is not as useful as it can be.

Group 3, ELSA Austria: We had two suggestions. On the one hand, the Groups that use the IFP could have a Focus Month, could choose one topic that fits the programme, and have events on it during a month or a marketing campaign. That makes it easier than a long-running campaign. On the other hand, merge it with AHRC and create a topic that matches both, make it two years, and then you can have a Law Review or SELS on sustainability alone or combine it with human rights, like we have it from the Campaign. Use the structure of the AHRC because, yes, it has its faults, but it is one of the best-running projects in AA of all time, or at least for this year. We have been discussing that the IFP does not work since 2017 and trying to reform it. The IFP does not work, and sometimes, you just have to let some things die. You might just use one project and give the IFP its time.

NAM: I just want to point out that killing something is not necessary. We have seen many projects come and go and back again. For context, the Law Review stopped working for 14 years and then started again.

Group 4, ELSA Austria: Our original thought was that the IFP seems to be a bit outdated. It is a tradition, but time changes over the years. ELSA sees a lot of people who bring in new projects and ideas, and if we keep every project just because it has been successful in the past, it is too much. Our Local

Groups are trying their best to make their own projects in line with the National Group's projects, like the AHRC, and the IFP would take a lot of resources away from the groups. Originally, we came to the conclusion that it would be best to focus less on the IFP and focus more on other things. We still tried to answer the questions in case you wanted to stick with the IFP. In this case, we should still separate the AHRC and the IFP because otherwise, it would be hard to reunite those two projects, and they would stand in each other's way. For the IFP, it should not only be human rights focused. We could choose a hot topic on a European scale that we want to push in Europe. The goal would be to unite on one thing that is interesting for a lot of students, so that we have something to get people more interested in ELSA and in the topic. To measure achievement, see how successful these events are on a local level and then on a national level. If five events are planned for this IFP, and three or four fail, then we know that there are some changes to do. If it works, we know that we can focus on that topic and achieve it by focusing on that project. We also talked about focusing on a shorter period of time. I think a month would be appropriate, especially for Local Groups to plan ahead some events in that month. Local Groups could also work together with the National Group or other Local Groups from different countries on this topic together to focus and still not take too much resources away. It is a concentrated effort and not something that lasts through the whole term and takes resources away.

ELSA Germany: There was this idea with this Focus Month to shorten it to one month but still give flexibility to the National Boards on deciding when to put this month during the year because we have different calendars, for example, regarding vacation, etc. In the end, the idea of the whole network discussing a topic for one year, we like that. There was this idea that the IB could hand out the topic for the year, and then the National Groups decide on the month.

NAM: What we are taking away from this discussion is that most of you think that this project should be backlogged. Most of you would understand that project being put to rest for a bit, at least how it is right now. If not, both solutions that we were provided were put in a second conundrum. As we have some time, I would like to elaborate a bit on that. The first point raised was the Focus Month. The IB could give a topic, a certain freedom of topic selection, and the network could engage. The second option was to integrate it with legal writing. That is a very interesting option, could you explain it a bit? How could this work? Do you have ideas?

ELSA the Netherlands: When it comes to the Focus Month and keeping IFP in a different structure, we used to, and technically still do, have the Dutch Focus Month, but it was not really successful. For the past years, it has been an existing interpretation of the IFP and Dutch law combined. It has not been released for some time. I think if we are planning on keeping the IFP, we could do it. There is a lot of pressure to do it in November, close to ELSA Day. There would be more motivation from the groups for certain months, maybe.

PB: I would like to share some of my thoughts about this and things that we already discussed during the transition and previous ICMs. If we decide that we want to keep IFP, first of all, one good example of why it is useful is that an Alumni organised one project on an IFP topic and put it on her CV and got an internship for a specific job because it was something that this company was interested in. That might be an opportunity for the network to show that we are focusing on something. It is an opportunity to put something additional on our CV and for ELSA, attract partners and new sponsorships. Also, a good thing that I can see about the IFP is that in most cases, if you take a look at topics of IFP, they are very different from the AHRC, and they are not necessarily focused on human rights at all, like on trade law, medical law, environmental law, technology, etc. Those are very different fields. It is not necessarily classical legal fields. It differentiates ELSA from other student associations. We tend to focus on human rights a lot, which is good, but there is still a big part of our network that would like to have corporate law

as a topic, for example. We could select topics from a different angle. Different length, definitely. It is something that we have already tried to speak about during ICM. When are we satisfied with the outcome? What do we want to achieve? I think it would be very good if we had a website or a report to see what has been done on IFP and send out a questionnaire. We wanted to decide what we find good and what not. If, in three years, all National Groups organise one project, do we find it good? If they organise a project each year, can we show it? That would be over 100 projects on this topic. Is it good numbers? We do not have very clear goals, and we do not know what we want. We are talking about it as a problem, but we do not know what our goals are. That is the first thing we have to decide. Even if we have one topic for three years and are more chill about it, every group can do that. Just one Local Group from one National Group has to do it, and then ELSA creates a report on the projects that have been organised. Is it something that we could find useful, or is it nonsense, and we do not need that? I personally like this idea, as it is not the IB who chooses the topic but the Council at an ICM. Before, it has been different with the voting. Sometimes, they had a working group. Groups who have them are good with them. It would be much easier if National Groups could show creativity and select a month on their own. It would encourage them to organise projects on it. How do we choose a topic? Do we choose it because we are interested in this topic as law students and we would like to work on this topic, or because it is a hot topic that could attract partners and it could be good to sell it? Or do we choose it because we understand that this topic should get more attention, even if we are not that interested in it? Is it forcing us to choose topics first and then do projects?

ELSA Czech Republic: Thank you for everything you said. I think it was a very nice Workshop to have. I just wanted to point out that for me, personally, the worst thing with IFP is that we will have the same discussion next year. We would just like to leave it alone and focus on something else. I do not see the point of having IFP if it is just to have one event in three years. What we have for the AHRC is better. It is clearly a campaign, which you can see with the marketing kits and it has this impact.

PB: It is my personal opinion, not the IB's one, but I do not think that leaving it is a good solution. We should decide on something, whether we should leave it completely or not.

ELSA Czech Republic: By leaving it, I mean kill it.

PB: If we decide to not talk about it now, it means we will have to talk about it later and have the same talks again. New officers could see the potential with this project. We should decide what we want to do with it, or decide to kill it completely so our successors don't try to save it.

Chair: Are there any last remarks?

NAM: I just want to add that submissions are opening very soon, it is a regulated procedure. We have to select a topic if we decide to recover the IFP. If we decide to kill the IFP, it should be done at the same ICM. If we don't decide to propose this or the network changes its mind, we have to select a topic. Keep an eye out for the submissions. They will be sent to the mailing lists. It will be an open-ended form, but you'll be encouraged to give out arguments for this topic, and then the Council will discuss it.

Chair closes the Workshop at 17:42.

Sunday, 2nd February 2025

13:00 - 15:30

Final Debrief and Closing Workshop

Nathalie Labar (NL)	International Board of ELSA
Mie Tveit (MT)	International Board of ELSA
Nikola Grochowska (NG)	International Board of ELSA
Niko Anzulović Mirošević (NAM)	International Board of ELSA
Aliena Trefny (AT)	International Board of ELSA
Paula Bačić (PB)	International Board of ELSA
Flavia Lehmann	ELSA International Team
Christina Schimetta	ELSA Austria
Jasmin Kalch	ELSA Austria
Arya Gerda Haager	ELSA Austria
Philipp Straßer	ELSA Austria
Amina Bakhtaoui Van Deputte	ELSA Belgium
Harold van Klaveren	ELSA Belgium
Vojtěch Pešout	ELSA Czech Republic
Kristýna Štrasáková	ELSA Czech Republic
Michal Sekanina	ELSA Czech Republic
Jiří Mesiter	ELSA Czech Republic
Michal Sekanina	ELSA Czech Republic
Jan Brůžek	ELSA Czech Republic
André Lederle	ELSA Germany
Linus Tietze	ELSA Germany
Ben Wolfers	ELSA Germany
Saliha Hille	ELSA Germany
Felix Jansen	ELSA Germany
Sverrir Páll Einarsson	ELSA Iceland
Einar Valur Karlsson	ELSA Iceland
Thor Hinriksson	ELSA Iceland
Aníta Lind Hlynsdóttir	ELSA Iceland
Barbara Majewska	ELSA the Netherlands
Elisabeth Rapp	ELSA Norway
Hedin Indregård	ELSA Norway
Mari-Marte Anddal	ELSA Norway
Ana Lira	ELSA Portugal
Beatriz Franco	ELSA Portugal
Gabriel Marti	ELSA Switzerland
Mira Woelfert	ELSA Switzerland

NL opens the workshop at 13:09.

NL presents conclusions of BEE Workshop.

External Relations Regulations Workshop

Aim, Abbreviations, Public visits and National institutions, Procedure to Report

- General agreement

Reasons for denying a request

- General agreement
- Move it to article 2 procedure to contact
- Double check that the phrasing the Philosophy Statement of ELSA is coherent with the rest of the regulations

Sanctions

- Do we want sanctions?
- Financial sanctions?
- The important thing is that the sanctions are effective
 - What are effective sanctions?
 - Everyone feel like the issues are being tackled - prevent tension within the Network
 - Prevent further breaches
 - Enforce the regulation
- Create a dialogue between the parties - someone that will moderate the discussion
- Take inspiration from the Code of Conduct system?
- Importance of preventative measures
- Training in the beginning of the year
- Supporting materials, tutorials etc.
- Encourage and support National Groups in teaching the system to their Network

NL: I now open the floor for any questions. I see none. Therefore we can proceed to the next debrief.

NAM presents the Daily Debrief of the Workshop "Legal Writing".

Legal Writing Workshop

Input from the Network

- Despite the challenges of Legal Writing on the international level, across the Network it is alive and diversified
- Some Groups organise Law Reviews, but LRGs and Essay Competitions are more easy to organise and thus more common
- The Network agrees that we need to improve organisational integration and make Legal Writing projects interact more dynamically between ELSA International and the Network

Proposals for improving organisational integration

- EI helping Groups more with their Legal Writing Projects

- International database of Law Reviews
 - In English
 - Multilingual to promote cultural diversity
- Competition for best Review/Issue/article
- Proactive coaching system

NL: I now open the floor for any questions. I see none. Therefore we can proceed to the next debrief.

AT and MT present the Daily Debrief of the Workshop “Grants”.

Grants Workshop

Grant Applications Experience

- Some National Groups (NGs) apply for project grants (e.g., ISM, Law Review, NCM, MCC). Structural grants are more rare, due to eligibility criteria and increased workload for Treasurers;
- Others hesitate to do so due to lack of knowledge or resources;
- Limited availability of grants for associations.

Challenges in Applying for Grants

- Long and complex application process;
- Requires budget submission and legal compliance, often extending beyond one board term;
- Many NGs don't know where to start or fear making mistakes;
- Eligibility criteria are often unclear.

Research for Grants

- EU Commission and government websites;
- Google and private sources;
- Some groups use national grants databases;
- Limited awareness of international grant opportunities.

Initiatives from ELSA International

- Raise awareness among NGs about available grants.
- Revive grants database with up-to-date opportunities, encourage NGs to input their grants;
- Step-by-step guidance for the application process;
- Knowledge-sharing among NGs on successful applications;
- Overview of deadlines and eligibility criteria.

NL: I now open the floor for any questions. I see none. Therefore we can proceed to the next debrief.

NL and MT present the conclusions of the Financial Strategy WS.

Financial Strategy Workshop

Grants

- Improvement of the grants database, encourage NGOs to add their own grants
- Reporting system for tracking grant applications and successes

Investments

- Need for an investment strategy with clear guidelines
- Ethical considerations (avoid high-risk or unethical investments)
- Potential to outsource investment management
- Debate on restrictive investment policies

Living Conditions & Renovations

- Question on landlord's role in maintenance
- Focus on heating of the House is very specific, but welcomed and an achievable goal

Financial Management & Accounting

- Discussion on outsourcing accounting (cost vs. necessity)
- Proposal for an accounting team within EIT
- Concerns about HR capacity for managing finances internally

Insurance & Risk Management

- Unclear responsibilities for house insurance in Belgium
- Need for liability and health insurance
- Discussion on financial risks and mitigation strategies

IT & Website Funding

- Lack of mention of IT
- Importance of a dedicated article for IT and website funding
- Study visit program and SOS portal need clarification

NL: I will now open the floor for any questions relating to the discussions of the day.

NAM presents the conclusions of the International Focus Programme Workshop.

International Focus Programme Workshop**Input from the Network**

- IFP is outdated, and other projects attract more interest
- Some groups still engage with IFP, while many have shifted their focus to AHRC or others completely
- Those with positive experiences usually participate by organising an IFP month, or another narrower time frame
- The current IFP lacks structure, identity and unique benefit, and does not make sense without being connected to another project, such as Legal Writing or AHRC
- Connecting with other projects should not negatively influence those projects or their areas

Proposed solution (all groups)

- The IFP should be retired as currently the primary viable step forward, even if only temporarily

Alternatives (some groups)

- Making it into just a “focus month”, flexible between National Groups
- Connecting it to other projects (Legal Writing, AHRC)

NL: I will now open the floor for any questions relating to the discussions of the day.

NL: I will now open the floor for any Feedback.

MT shares the V ISM Evaluation Form.

NL thanks all Workshop Officers.

NL thanks EIT.

NL thanks the OC.

NL thanks the IB.

NL thanks all the participants.

NL: I am officially closing the Workshop and the V ISM Malmö at 13:51.

#ActToImpact



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