

38th State of the Network

Based on the results from the 38th State of the Network Inquiry conducted before the
87th ICM Malta 2025.



The European Law Students' Association

Foreword

Dear Network,

We are pleased to present you the 38th State of the Network.

We would like to thank all the National Groups who filled out the inquiry, as well as the Secretary General of the International Board, Mie Tveit, for always being there when we had questions and uncertainties.

We hope that this report helps the International Board of ELSA as well as the entire Network in shaping the future of our Association.

Best regards,

Anna Szulc

Assistant for Internal Management of ELSA International 2024/2025

&

Eila Karlsson

Director for Administration of ELSA International 2024/2025



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Abbreviations

- NG – National Group
- LG – Local Group
- IFP – International Focus Programm
- SotN – State of the Network
- HR – Human Resources
- OYOP – One Year Operational Plan
- NTP – National Trainers' Pool
- SG – Strategic Goals
- CI – Corporate Identity
- EDF – ELSA Development Foundation



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Information about the Report

Number of National Groups represented: 36



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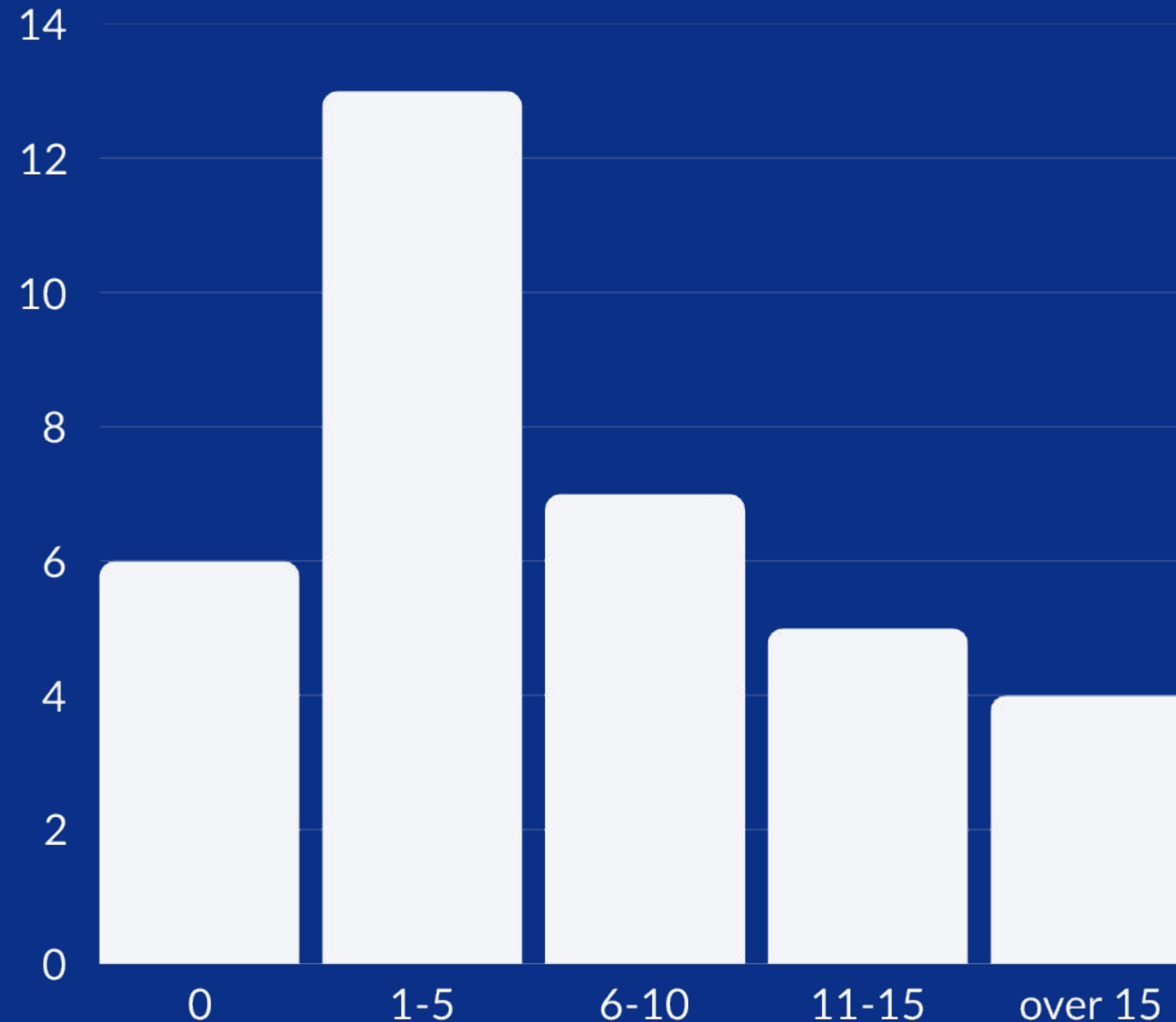
General

Information



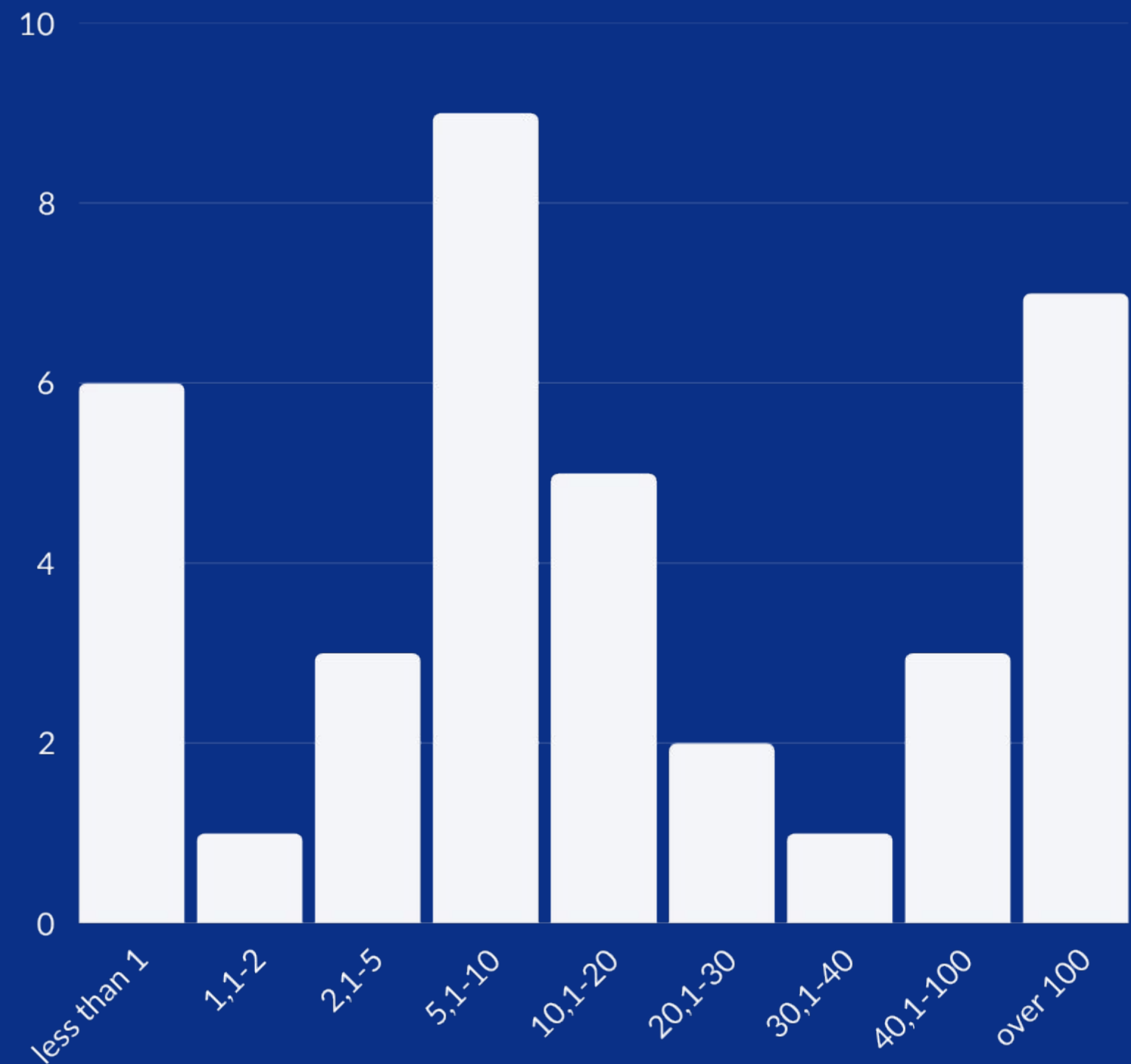
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1. How many Local Groups do you have within your National Group (including both Member and Observer Local Groups)?



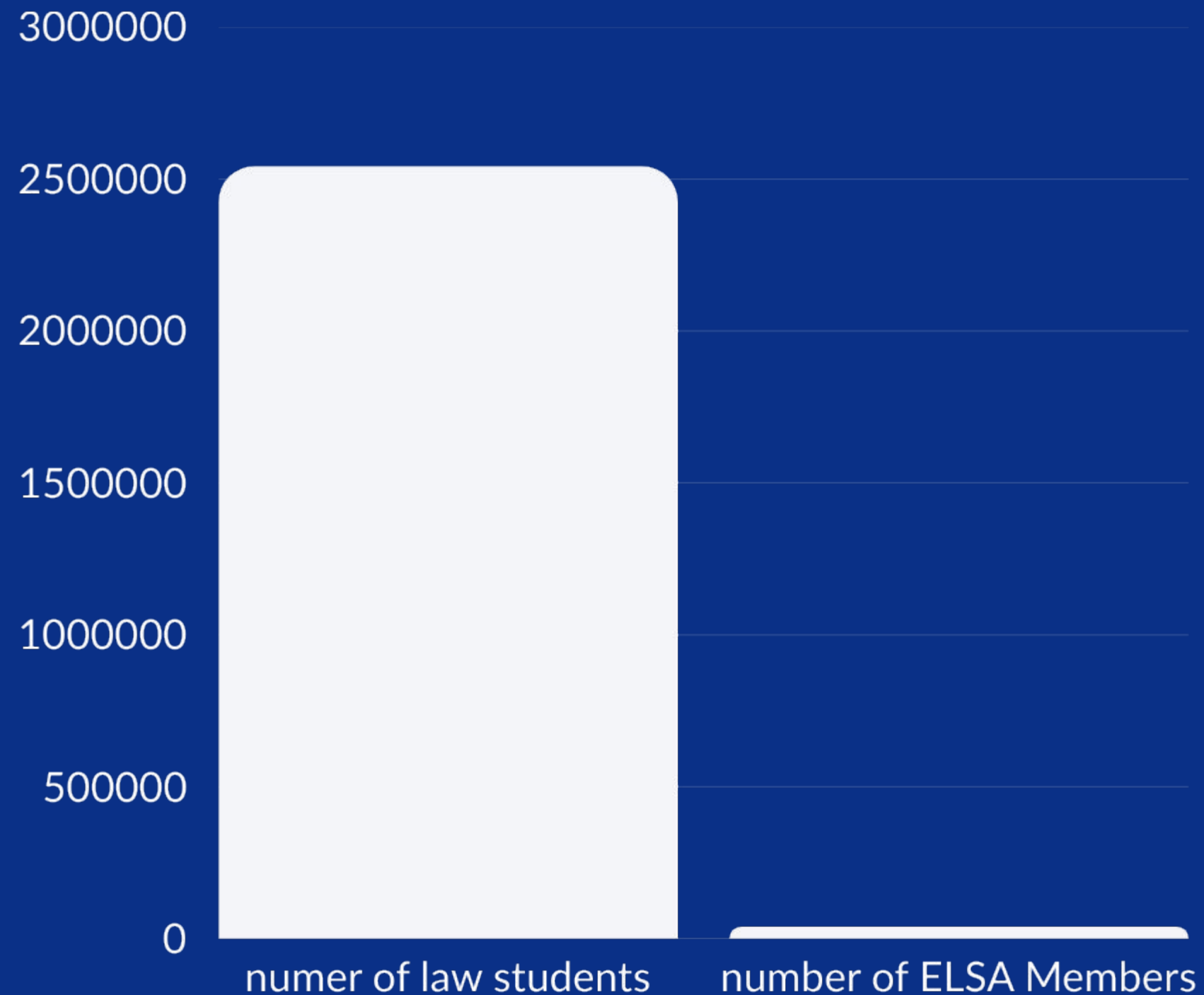
2. Number of Law Students.

in thousands



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Number of Law Students & Number of ELSA Members



37th SotN:

Number of law students: 1 588 591

Number of ELSA Members: 86 545

38th SotN:

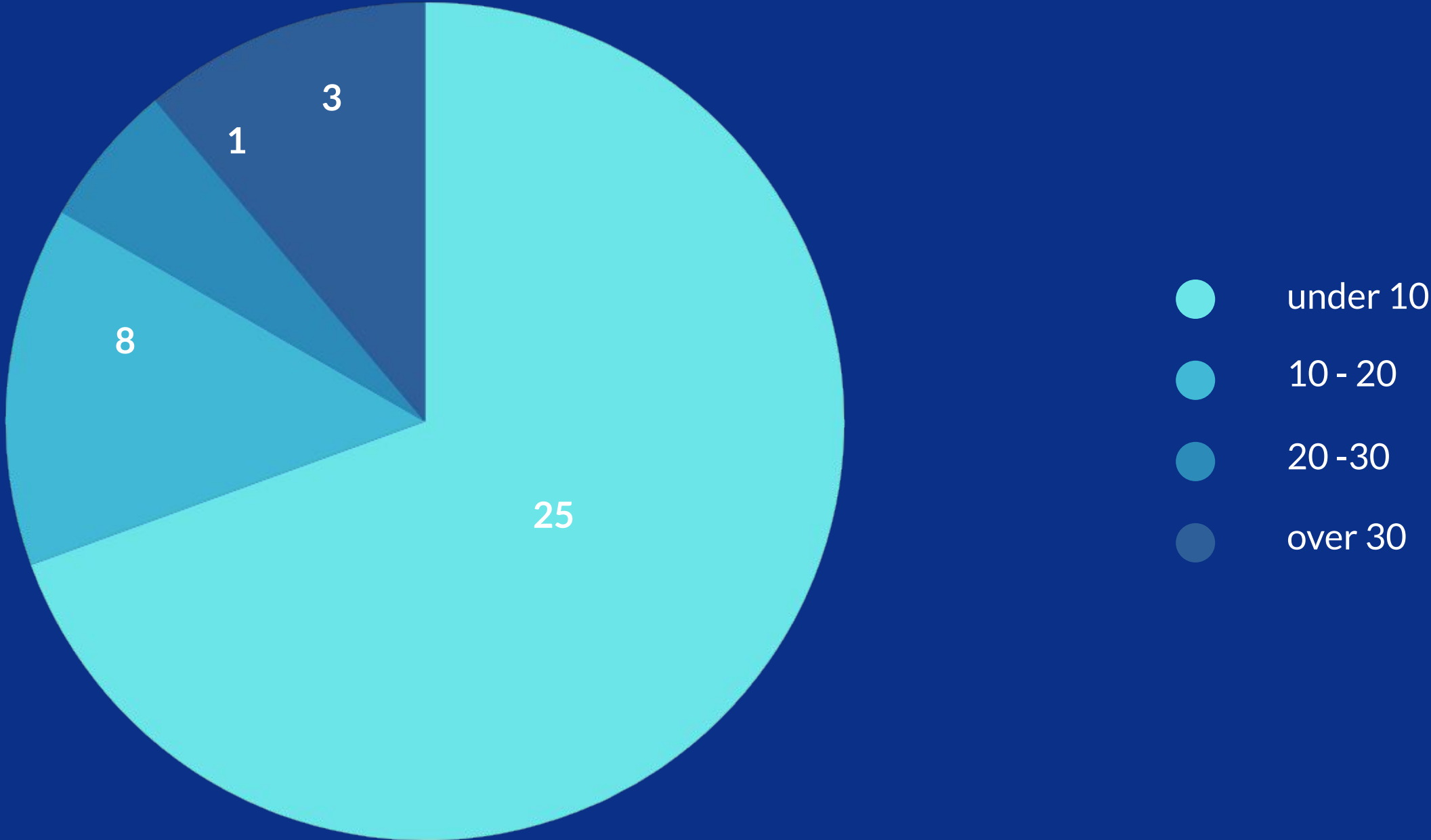
Number of law students: 2 543 573

Number of ELSA Members: 40 911

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4. How many law faculties does your National Group cover?

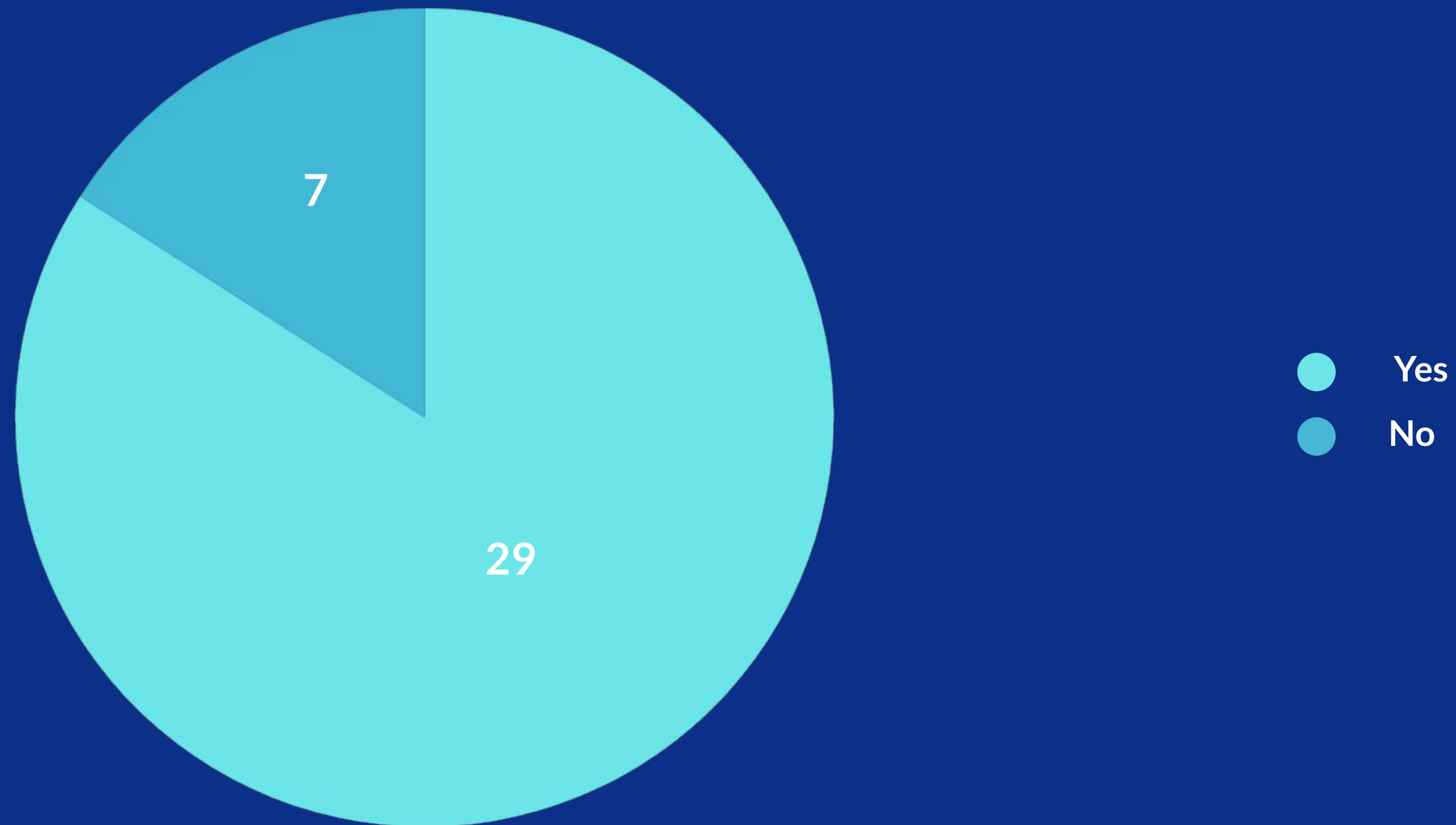


Board Management, External Relations and Expansion



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5. The External Relations Database is up to date



6. In terms of the implementation of the 2023-2028 Strategic Plan, what in your view should be the priorities of ELSA International for the upcoming term in office?

- Raise fees for ICMs
- The ELSA 2023-2028 Strategic Plan sets a strong foundation for growth, and the priority for the upcoming term should be strengthening human resources. Ensuring smooth transitions, improving officer training, and recognizing contributions will create a more motivated and efficient team.
- Activation of non active NG and better cooperation between closer NG. Also, higher financial support for groups that do not frequently attend IIMs for financial reasons.
- Board Reform: Finalizing the implementation of the separation of AA and C. Human Rights: Continue raising awareness. Advocacy: Continue developing the strategy and procedures regarding Advocacy and especially reactive advocacy
- All three strategic goals, accessibility, structure and direction, should receive fair and balanced consideration. Ideally, we should strive for the gradual and simultaneous achievement of all three goals by 2028, rather than prioritising one while neglecting the others without concrete justification.
- So, even when priorities are set, they should be carefully evaluated and adjusted as needed in response to practical challenges along the way. For example, during the 2024 to 2025 term, several issues arose regarding ELSA's websites. These platforms, particularly the Officers' Portal, are essential to the network, serving, inter alia, as primary resources for Local Groups' learning. In the upcoming term, ELSA International should place special emphasis on embracing technological innovations to prevent similar issues from arising in the future.
- Finally, when setting priorities, ELSA International should focus on maximising impact by addressing multiple goals with a single action, where possible. A clear example of this is the issue with the websites mentioned above. Addressing it shall be a priority since it will not be solely a matter of "Structure"; it also relates to "access to knowledge management," which falls under another goal - "Accessibility."
- In my own view, I think the upcoming board should focus on implementing the plan as it was thought out at first, but staying in touch with the realities and changes that may occur due to the evolution of the society as a whole.



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An open question

- Raising the ICM fees. The formula that calculates the annual increase in ICM fees can be changed as well, only €1 raise everytime is not close to the financial realities.
- we think it would be nice to foster more partnership with european instituitons
- Access to knowledge management (Accessibility), Human Resources (Structure) and Advocacy (Direction).
- The upcoming board of ELSA International should focus on some of the main points of the 2023-2028 Strategic Plan, that we have noticed the previous years that they need more of our attention. One of those points is definitely financial accessibility that can be expressed through acquainting more members' benefits and making sure that the Network is aware of them. Moreover, I believe in the improvement of knowledge accessibility, encouraging officers to use even more the Officers Portal and all the materials provided. But the most important to address is the subject of Advocacy; it is finally time to create an Advocacy Strategy and invest in the already existing knowledge with fresh ideas and viewpoints. In the same wavelength, it is really important to focus on the AHRC, raising awareness around Human Rights in general and responding to modern needs and conditions.
- Financial Accessibility
- Strengthening partnerships with academic institutions, law firms, and international organizations to create more opportunities for its members.
- I think that one of the most important things is financial accessibility, since e.g, for us in Estonia, the main reason for not joining the ICM as a full board is the financial situation. I also think that knowledge management is very important and that it would help if e.g. the Officer's Portal were more easily accessible and more multifunctional.
- access to knowledge management, advocacy
- Standardize knowledge transfer processes to ensure smooth transitions between boards.
- In light of the attacks on ELSA website, EI shall focus on updating the technical infrastructure.
- ELSA International should prioritize expanding accessibility and inclusivity to ensure that law students from diverse backgrounds have equal opportunities to engage in its programs. Strengthening partnerships with universities, law firms, and international organizations will enhance the quality of legal education and career prospects for members. Additionally, focusing on digital transformation will improve communication, streamline event management, and create more opportunities for online learning, making ELSA's resources more accessible to a global audience.
- Access to knowledge management, human resources and public relations
- Goal 2 (structure) especially regarding the officers portal. Particularly splitting AA and C, Goal 3,3 (legal education)
- HR Strategies that also could help national and local groups as well as financial effectiveness and host attraction for IIMs
- Financial accessibility, Transition frameworks (for EIT), Human Resources, Advocacy
- ELSA International should prioritize the development of underprivileged countries between 2023 and 2028. It could establish a financial grant system that member countries can apply for, enabling them to implement programs at the local level.



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An open question

- Actively working with external relations and attracting new sponsors/partners who are willing to give monetary support. It is very important to strengthen the finances of ELSA IB.
- Enhance collaboration within the network, and financial accessibility
- We are a bit late on Accessibility (goal 1), esp. the financial one (1.1). Human Resources (2.4), PR (2.6) and Advocacy (3.1) are also important things that we have to keep working on.
- 1. Financial Accessibility 2. Data Protection Compliance 3. Advocacy
- (financial) inclusivity and accessibility
- In my view, it would be a matter of providing more support to the national offices, particularly as they make the transition.
- The strategic goals for 2023/2028 are relevant and interesting. We believe it is necessary to implement all of them. We consider the goal of developing advocacy and creating an Advocacy strategy and developing a Human Rights Campaign, to be especially relevant.
- Advocacy
- they should focus on the correct development of the network on different member states
- Partnership with international contacts that facilitate individual members, scholarships for ELSA Delegations, implementation work in human resources.
- 1.1 Financial Stability, especially 1.1.a. Cost of participation and quality of events



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An open question

7. What measures are taken in your National Group as preventative measures against breaches of the External Relations Regulations?

- None
- In our National Group, we take several preventative measures to ensure compliance with the External Relations Regulations and protect the integrity of ELSA. We have created and maintain a National External Relations Database, where we record the contacts of our partners, lecturers, and supporters of the ELSA mission. This helps us manage relationships effectively and avoid conflicts. Also, before establishing new partnerships, we conduct thorough research on potential partners to ensure they align with ELSA's values and reputation. We also check if a potential partner is already affiliated with ELSA International or other National/Local Groups to prevent conflicts. Additionally, we follow a strict approval process for new partnerships, ensuring transparency and alignment with our strategic goals. Regular training sessions are conducted for our External Relations Directors to keep them informed about regulations and best practices in partnership management.
- Frequent calls and communication between NG and LGs
- Regular communication with the presidents about the procedures and their intents of contacting Externals; we are updating our own ER regulations and raising more awareness about them.
- We have adopted our National Decision Book to the standards of the International Decision Book. We do hold trainings with our Local Groups at National Training Meetings and National Council Meetings. In the UK, we have also created an Internal External Relations Database to, inter alia, monitor the CAFs and CEFs submitted (or to be submitted).
- The preventive measures we're talking about would be explaining the regulations regarding External Relations in meetings with the BEE and Fundraising officers of the Local Groups, and reinforcing that knowledge with exercises and games during the NCM workshops.
- We implemented similar regulations in our national standing orders that are compatible with the external relations regulations.
- As we are only a few people, no measure is needed in that regard
- All External Relations go through the President.



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An open question

- In ELSA Greece we take the prevention of breaches of the External Relations Regulations very seriously. Our prevention strategy begins at transition, where the entire system of External Relations Database is once again explained to the new National President. Once the term starts, the National President hosts a thorough presentation for all local Presidents to make sure that they are acquainted with the procedure and all regulations in place, working by the book of our Decision Book's guidelines. Throughout the year, we use a shared archive of new contacts each President wants to make to make sure that no other Presidents have already started communications with those particular contacts aiming for a partnership, so as to prevent a breach. Communication between Presidents is the key, and any conflicts are solved with the help of the National President.
- In the past we have established clear internal guidelines which every officer must be familiarised with before working with partners,... If they are not complying with those guidelines, it means they are breaching ELSA Slovenia's Code of Conduct and there will be sanctions.
- Ongoing monitoring and oversight of external relations activities are conducted to ensure all actions align with the regulations. This may involve regular audits and reviews of any partnerships, agreements, or collaborations with external organizations.
- We do not use External Relations Regulations in our National Group, since we don't have any Locals who we would have to use preventative measures for.
- we have a procedure where the local officers have to ask us before contacting somebody that is not a local company, even national companies
- We have gone through internal guidelines, structured approval processes and let our officers know the process to ensure compliance with ELSA International's policies.
- At the beginning of the term we educate the local groups on how the ERR works. We have also a national ERR and "sanctions" in case of breach of the ERR.
- Regular check-up and division of competences.
- To further prevent breaches, we enforce a structured approval process for all external collaborations, requiring oversight from the board or a designated officer before any agreements are finalized.
- No measures are existing right now
- Implementing internal structures for requesting and reporting on contact with externals. Holding open calls and workshops on External Relations and the Contact Approval Form (CAF).
- Currently, with annual sponsorship arrangements, it purely relies on the contracts entered into with partners. The substance of these contracts dictate our arrangements. We centralise this administratively, with awareness of all groups on what firms, and partners are in operation, with information regarding exclusivity, and possibilities of event sponsorship availability.
- Centralised control by the national president, every international request has to be in cooperation with the national president, teaching at the beginning of the year, workshop at the National officers Meeting, Workshop for BEE and key areas at the first NCM - "sanctions" in our decision book (translated): (1) In the event of violations of the External Relations Rules, the General Assembly may, at the the General Assembly may, at the request of the aggrieved faculty group or the National sanctions as required. (2) The National Board shall submit a report at each General Assembly on all gross violations of these known gross violations of this regulation.
- We have our own SOTN shared with the Local Groups, in which there is a question regarding the External Relations Database of ELSA Hungary. It is mandatory to have it filled out, if not then the LG won't be able to vote on the next NCM.



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An open question

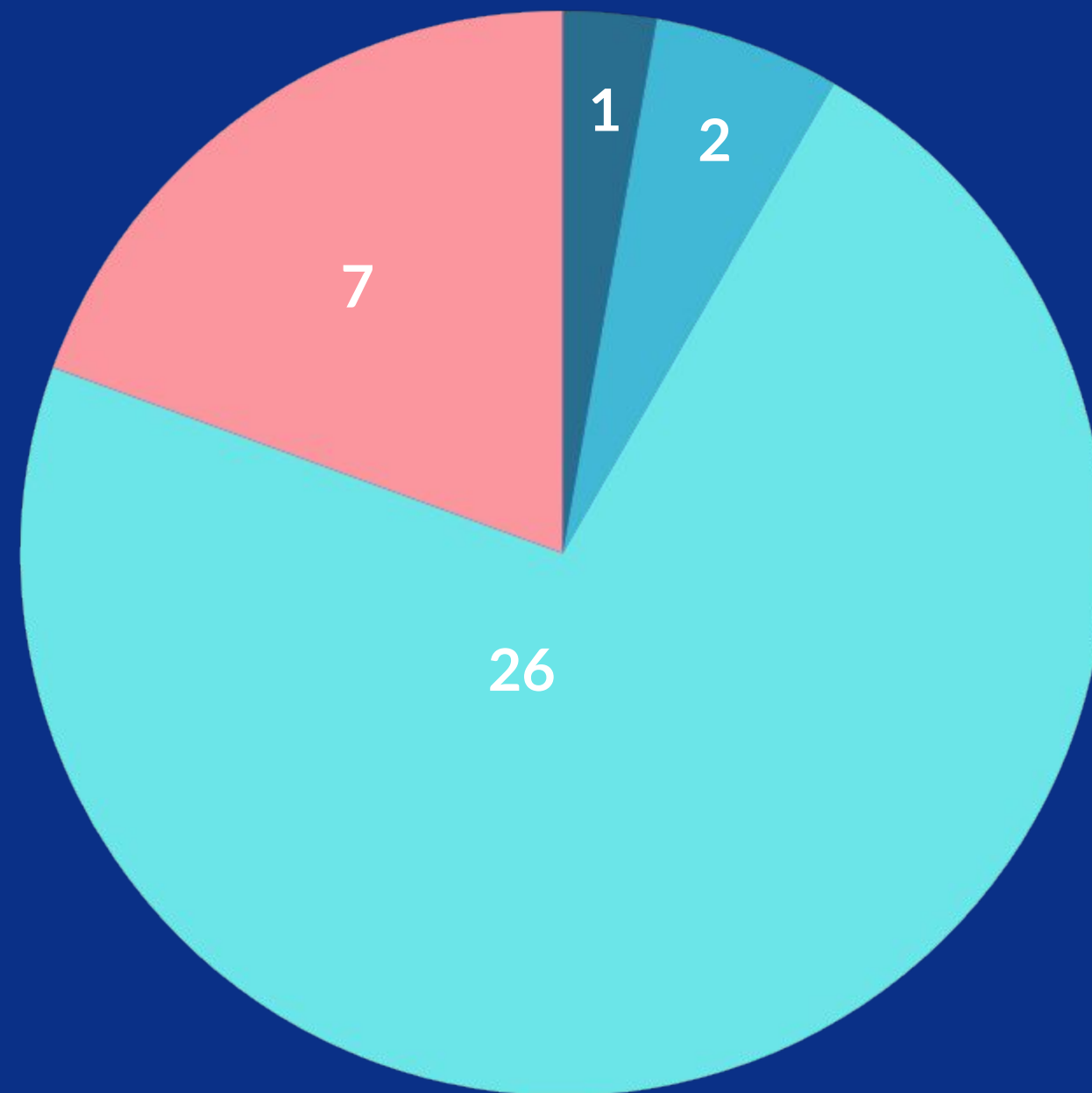
- The main method of prevention is education and training. We train the Local Groups on the ERR especially in the beginning of the term: during transition, area meetings and NCM workshops. The Local Groups have access to materials that help them understand the regulations. In addition, the contacting procedure is centralised in our National Group. The LGs can give permits to local contacts, but national and international contacts require the National Board's approval. Lastly, we have possibility to give sanctions for breaches of the national Decision Book (not just for ERR but for any violations). We also make sure that the Local Groups and officers know about the international sanctioning system.
- Webinar about CAF in the beginning of the year. Workshops during NCM and discussions about the CAF during open calls. Lots of education and teaching them about the purposes of why it needs to be followed.
- We have our own national NCAF system, which everyone follows, works well for us and no one breaches it
- We discussed them during a workshop during our NTM, and several messages have been sent in the Chat with Local Presidents to make sure they would remember. Lastly, every NB member reminded them in the introduction call with their coaching group.
- Meetings and non-stop communication are conducted to give them information about External Relations Regulations.
- We have a national ERR and all CAF requests go through the National Board
- We organise a large number of training sessions, in particular by the President of ELSA France, who ensures that these rules are respected.
- Regular reminders about the importance of following the approval procedure; Regular calls with engagement and discussion with Presidents; Shared chat for communication and approval between Presidents*
- Lack of consent to contact
- We have meetings and constant communication with the BEE's of local groups
- Verbal/written warning or, at most, a fine of 50€
- A lot of education (In this year BEE Academy during August, one call only for ERR and national ERR (§ 10 VO)), Report on violations at our NCMs



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An open question

8. Are the BEE Open Calls useful and happen at an appropriate frequency?



- No, I don't find them useful and I don't see the need for them.
- No, I don't find them useful, but with different content their frequency would be appropriate.
- Yes, I find them useful and their frequency is appropriate.
- Yes, I find them useful, but they happen too frequently.

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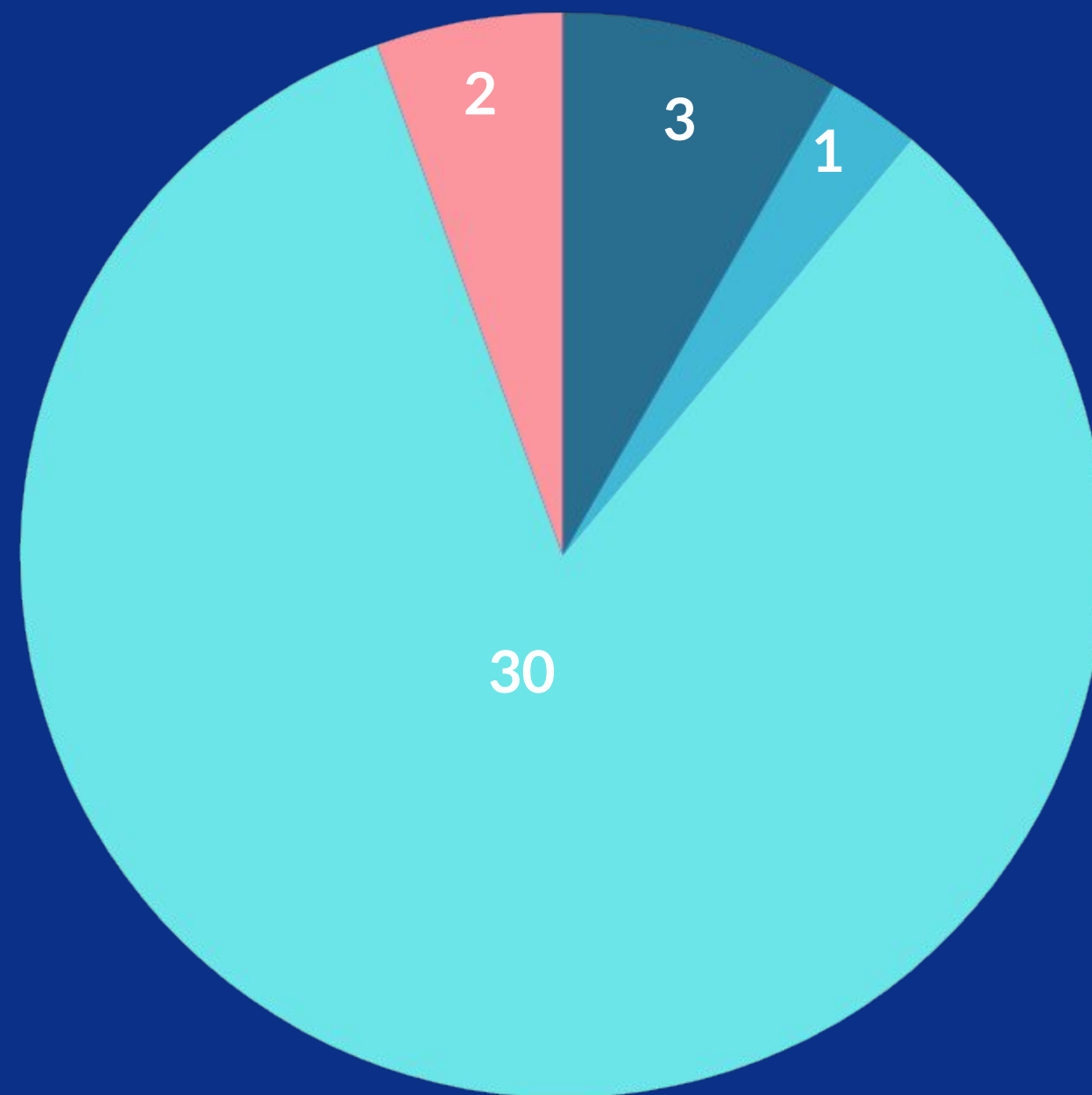
0 responses for - Yes, I find them useful, but they happen too frequently.

Internal --- Management



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9. Are the IM Open Calls useful and happening at an appropriate frequency?



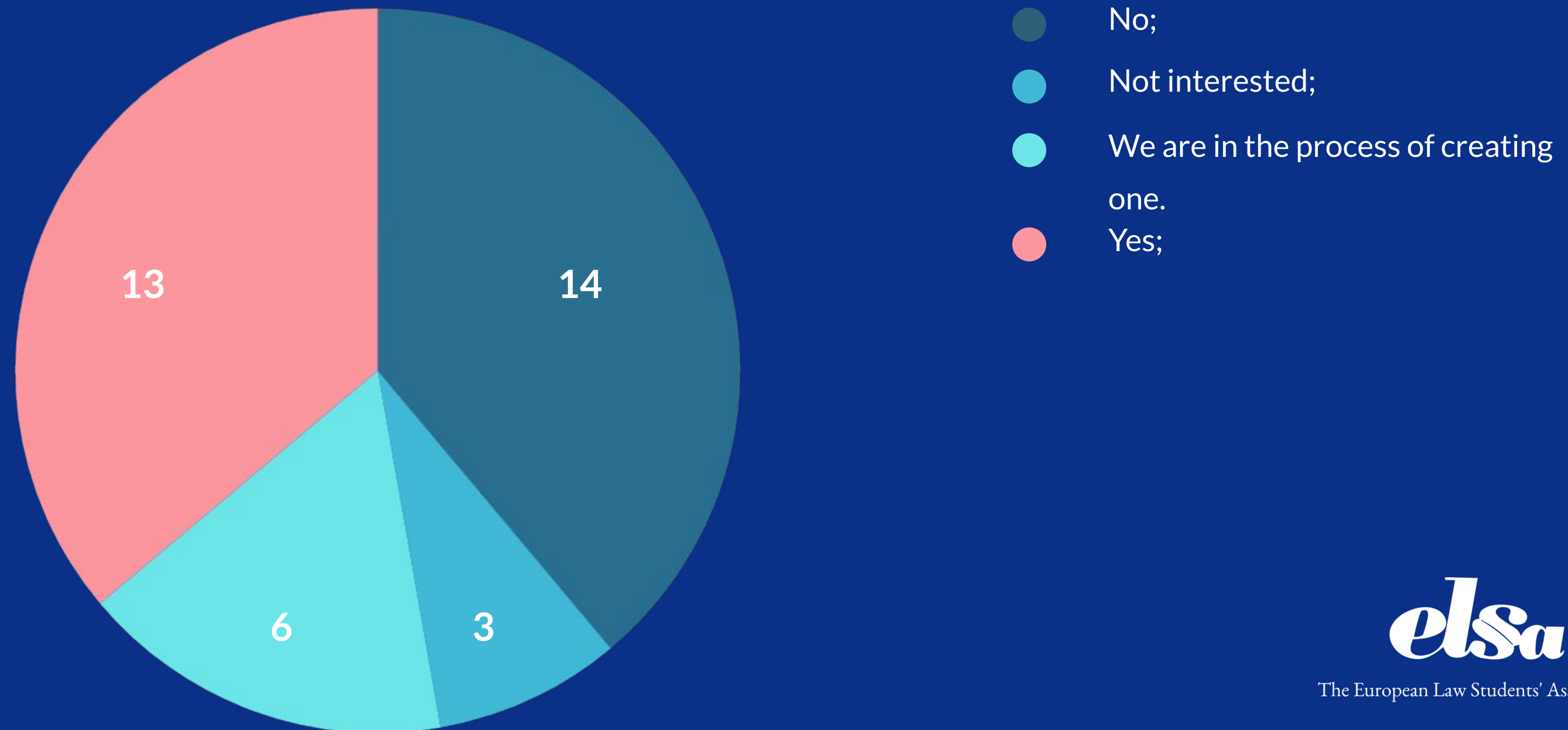
- No, I do not find them useful and I do not see the need for them.
- No, I do not find them useful, but with different content their frequency would be appropriate;
- Yes, I find them useful and their frequency is appropriate.
- Yes, I find them useful, but they happen too frequently;

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0 responses for - Yes, I find them useful, but they should be held more frequently;

10. Does your National Group have a Human Resources Strategy?

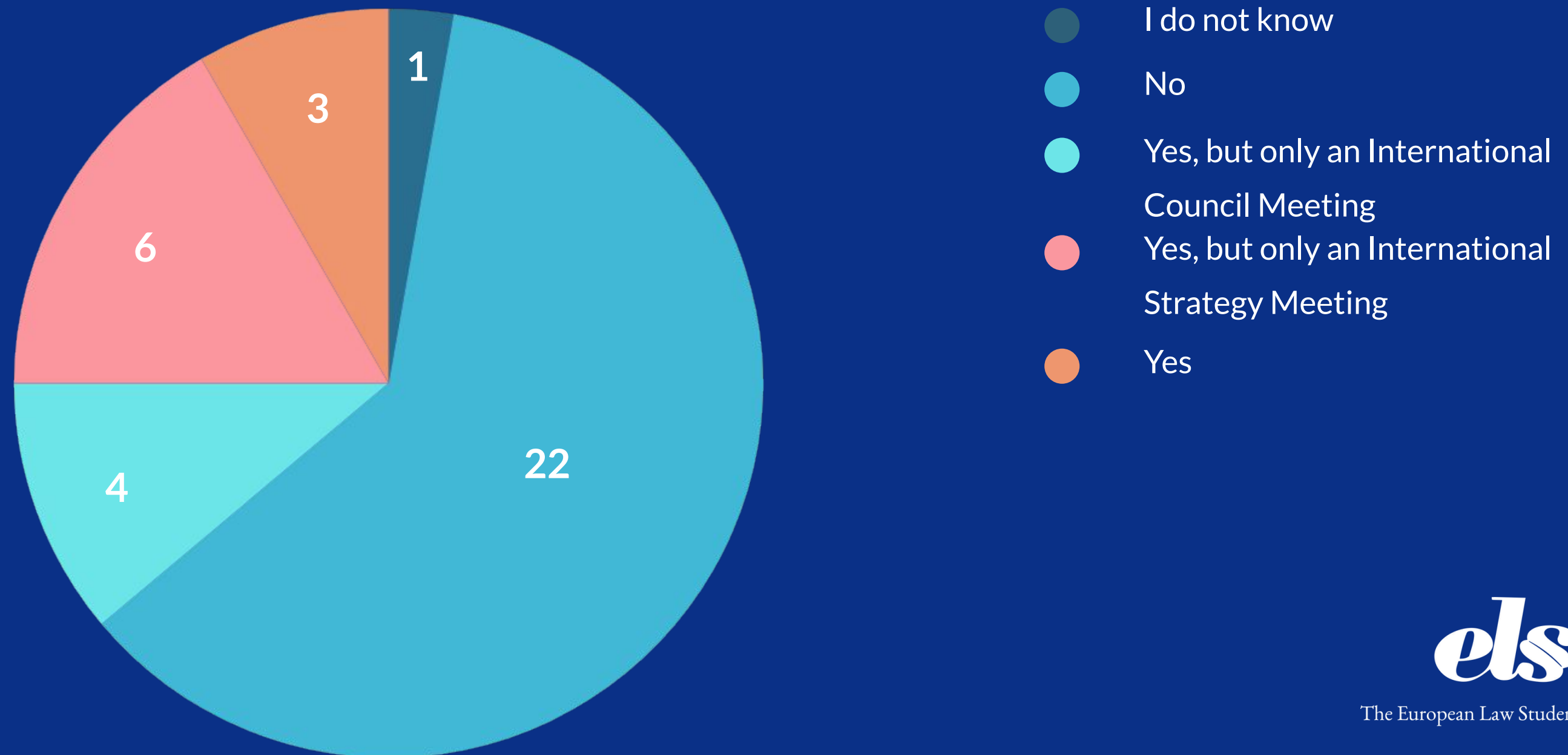


0 responses for - I do not know;

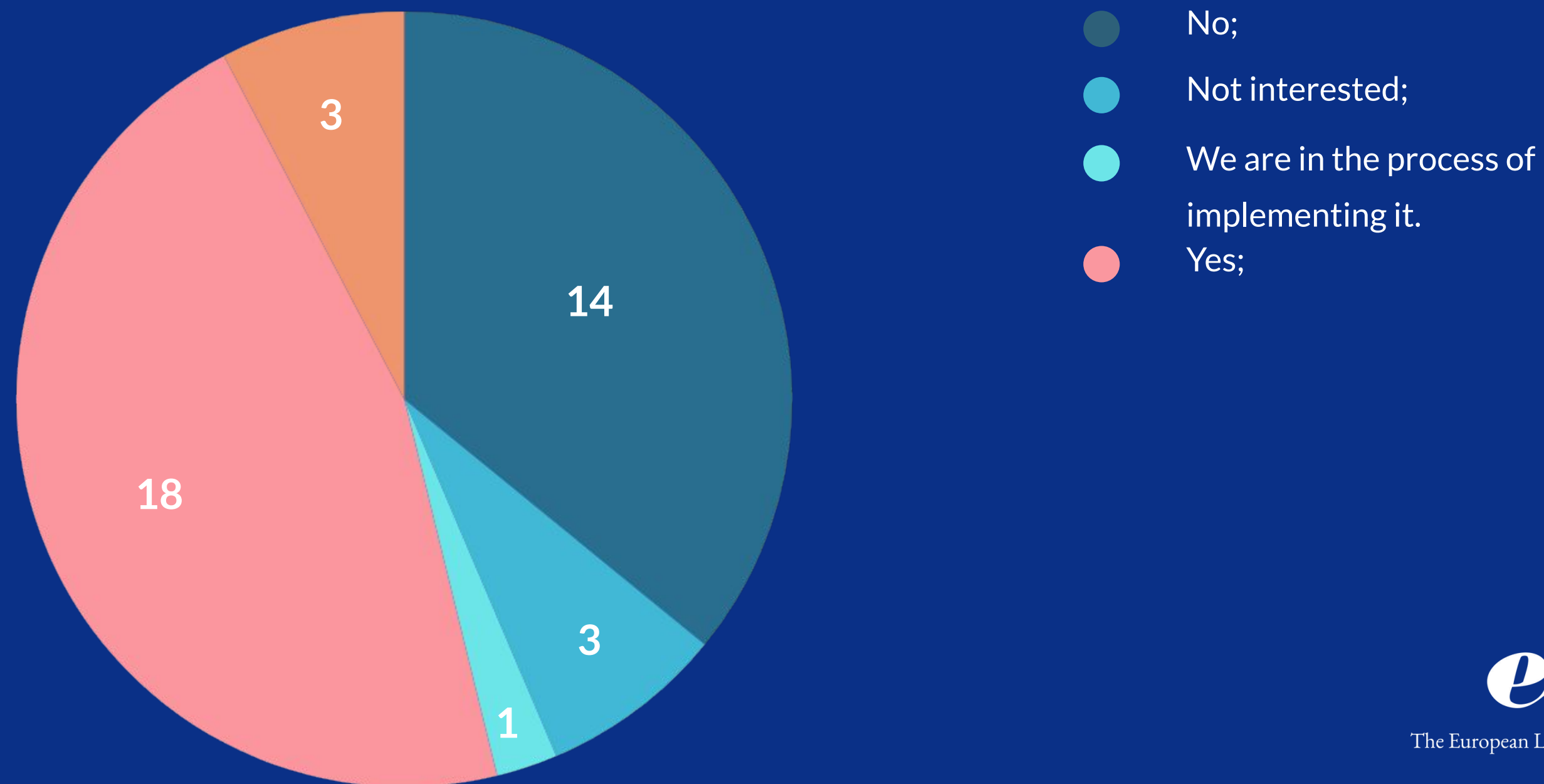
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11. Have your National Group or any of your Local Groups considered hosting an International Internal Meeting in the next couple of years?



12. Does your National Group have internal area mailing lists?

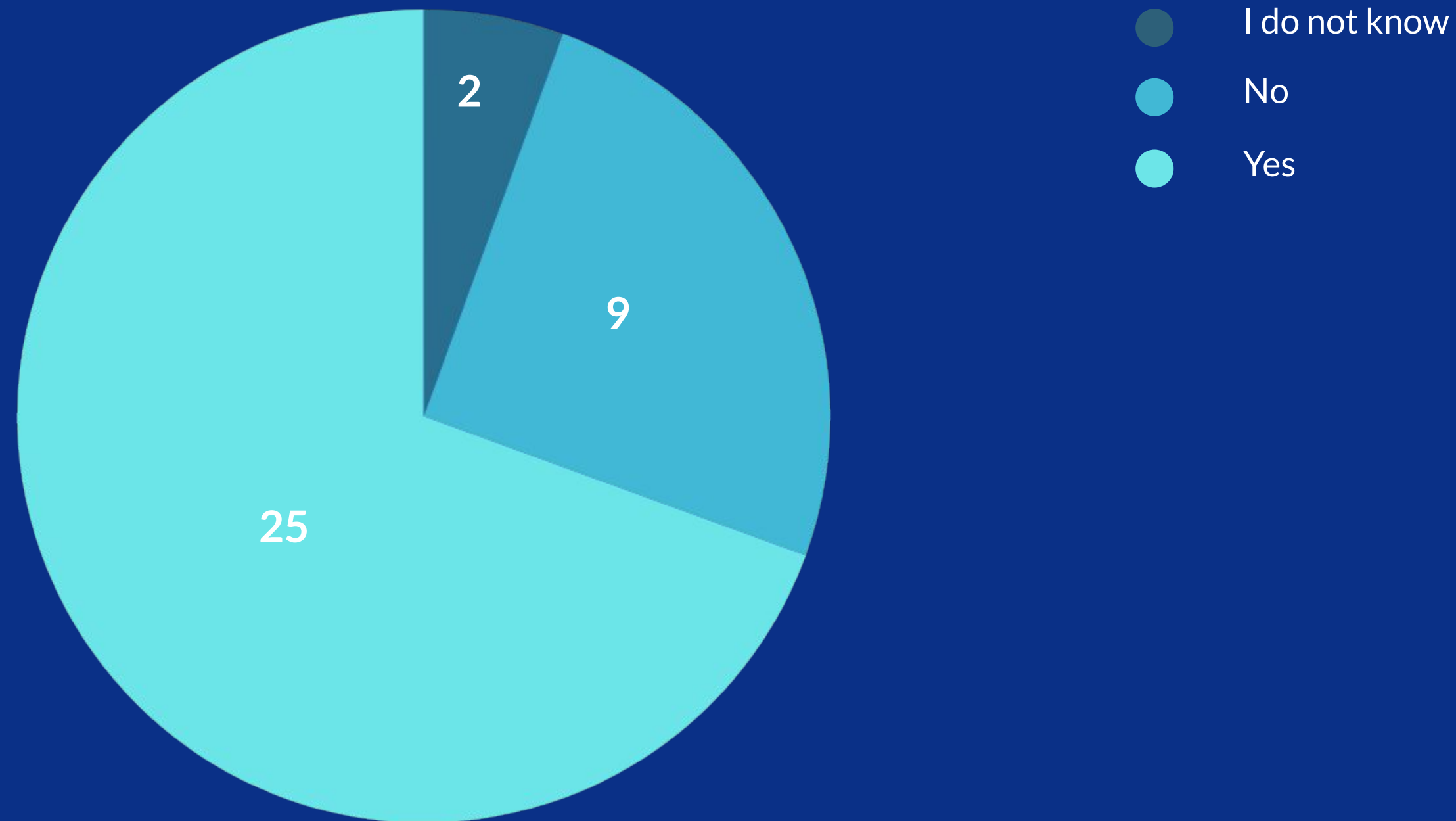


0 responses for - I do not know;

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13. Is your National Group taking any steps to promote Diversity & Inclusion within your national Network?



0 responses for - I do not know;

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14. If the answer to the previous questions is yes, which measures are you taking? If the answer is no, how could this be improved?

For both, how could ELSA International support you in the process of highlighting Diversity & Inclusion?

- We haven't consider it yet, but we'll put it on our next internal meeting agenda
- Small gestures for people with disabilities like accessible and reachable venues for everyone, subtitles to our videos/reels on social media, a friendly and accesible to all website might be helpful. Moreover, participating in events which promote diversity and inclusion and are open to different groups of people or collaborating with such organisations could be a good idea as well. Regarding ELSA International, the bias campaign is an excellent start for highlighting this topic. Of course, probably a handbook with relevant ideas and suggestions or similar supporting material would really help us.
- We could promote Diversity & Inclusion on our social media platforms and organise events to raise awareness about it. However, we currently don't see a clear need for this in our Network. ELSA International could support us by developing comprehensive guidelines on how to effectively promote Diversity & Inclusion, as well as offering workshops on the topic.
- With holding calls
- We believe our national group's current status is diverse and inclusive enough.
- We are glad that we can be involved in the Bias Campaign organised by ELSA International, however we are not currently thinking of doing anything simillar in Czech Republic.
- Throughout the meetings that are held in our network, is shared information about the initiatives that are offered from ELSA International, in this case about Bias Campaign from Diversity & Inclusion and so on. We think the idea behind Diversity & Inclusion is clear and network has a support from each other.



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An open question

- Our National Group focuses on the main ideas and ideals of ELSA, including the main vision of "A just world in which there is respect for human dignity and cultural diversity". Following this vision, the National Group tends to include any and all students, as well as young lawyers, notwithstanding their nationality, identity, sex, etc. Our members have equal rights and opportunities, and acceptance to higher positions (such as becoming a Member of the Board, director, etc.) is based on the member's achievements and qualifications, rather than on subjective qualities (nationality, religion, identity, and so forth). The National Group also strives to include members who do not speak the national Lithuanian language into the national and regional (local) activities, such as social meetings, academic activities, etc.
- We don't have a strategy or recurring actions. However, we do have a code of conduct which strongly emphasizes this aspect. We also focus on equality and equity in workshops and meetings. I don't think we have problems with social inclusion, but always as a national board we have highlighted its importance and behaved appropriately, which has helped a lot.
- We are trying to get together as much as possible. I try to organise a gathering once a month with our directors together with the board for everyone to bond and see each other face to face. I also encourage other members of the board to do meet ups with their directors separately as well.
- We try to make all law schools in Latvia understand that we are accessible to all and everyone can become a member of ELSA Latvia.
- Maybe we could get in contact with national groups which has already implemented a HR-strategy. We have some ideas but it is definitely necessary to work on them again. EI might shows us a best practice examples of a HR-strategy.
- Open calls and workshops during the NCM on the topic. Including it in the development of our new HR handbook.
- We recently made a change in our status to have ELSA open to any student with a strong interest in law ; especially because in Luxembourg it is particularly hard to have people joining us.
- Yes, our National Group is actively taking steps to promote Diversity & Inclusion within our national network. We have implemented several initiatives aimed at fostering an inclusive and equitable environment. Firstly, we ensure that our events, activities, and initiatives are accessible to all students, regardless of their background. We also actively collaborate with student groups representing underrepresented communities to make sure their voices and needs are heard and addressed. ELSA International could support our efforts by offering guidelines, best practices, and templates for D&I initiatives, as well as providing training sessions for officers at the national and local levels.
- We have a welfare officer for our events, we have workshops at our NCM about the subject and we try to be as accessible and respectful towards all of our members as possible.
- We are, for example, thinking about how to make events more inclusive (both in-person and online) to facilitate participation for everyone. For example, by providing guidelines on how to make participation in the Network and Boards more inclusive for all members.
- We engaged with ELSA International in the Bias Campaign in February, which received very positive reviews. What is more, we are implementing bi-monthly informal meetings for all our members, stressing the importance of welfare of the members and inviting all our members. The Bias Campaign was a very good example for defying stereotypes and it would be great to see a similar initiative.
- We are creating an HR strategy that also promotes diversity and inclusion. Regardless, we are an international NG so we do not have many problems w regards to this point.
- Creation & Implementation of a Code of Conduct
- For example we have our own code of conduct that we follow strictly

An open question is implementing a Code of Conduct



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- We provide the relevant knowledge with topic-based trainings and workshops. We run a campaign on Diversity & Inclusion, called “Human Rights Faces Campaign”, where these topics are widely discussed.
- Yes, ELSA UK has been promoting diversity and inclusion throughout the term. Although for most of the term we did not have a Secretary General responsible for specific initiatives in this area, we actively fostered inclusivity by organising a range of events that attracted participants from diverse minority groups. Additionally, we supported and promoted ELSA International’s events focused on diversity and inclusion. We also participated in the Annual Human Rights Campaign, with our contribution focusing on the rights of women in UK prisons. Furthermore, we expanded our team by onboarding directors from different backgrounds and nationalities, ensuring greater diversity within our Human Resources as well.
- For the first time, we have taken part in the AHRC as a National Group, while ensuring that this opportunity is spread across our network, and encouraging the participation of our Local Groups in the overall participation and organization of conferences regarding these important topics of human rights and inclusion. Additionally, we’ve also implemented an updated Code of Conduct, modified per the ELSA International standards, and ensuring that our members are upholding the highest standards.
- we participate in ELSA International's Diversity & Inclusion Programme, which has a direct effect on our network
- We treat all members equally and make sure that everyone feels welcome and has the same opportunities to participate, regardless of their background. We do not have specific projects labeled under “Diversity & Inclusion” - diversity and inclusion is embedded in the way we operate. We do not see what kind of additional measures from ELSA International that could or would be necessary.
- Even though it is primarily at the local level, the real effects of diversity and inclusion can be seen in individual law students, whereas we on the national board focus more on connecting the local groups with each other. Law students in general long for community to balance the solitary nature of their studies, and for the most part, diversity and inclusion are not major concerns, as ELSA itself serves as a solution to this. However, on a national level in PD, we had ideas about collaborating with other law associations to promote diversity in the legal profession. This idea was never realized due to a shift in priorities, as a new law faculty was established. PD instead worked on ways to introduce the ELSA name to new students, hoping to create a potential new local group. In the future, we will most likely organize events of that nature, as we generally want to host events that are exclusively ELSA Denmark’s.
- Recruitment campaigns are broadcast as widely as possible and we encourage interviews for all candidates to promote inclusion. In addition, every year we welcome ELSA members on Erasmus in France to the National Office.
- Providing templates or examples of Diversity & Inclusion initiatives used by other ELSA National Groups, along with offering training on welfare, conflict management, and promoting diversity and inclusion more broadly. This can be enhanced by sharing best practices from other National or Local Groups on welfare-related issues. Additionally, facilitating workshops or webinars to educate members on their rights and responsibilities under such a code would further strengthen understanding and implementation. We are in the process of updating our National Code of Conduct to establish clearer expectations of behaviour for all ELSA members in Ireland. This would promote a respectful, inclusive, and professional environment. The code could include policies on harassment, discrimination, and conflict resolution, tailored to the needs of specific chapters. We will look into finding guidance; ELSA International might already have one as a framework, or we could model it on similar student or legal organisations.



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An open question

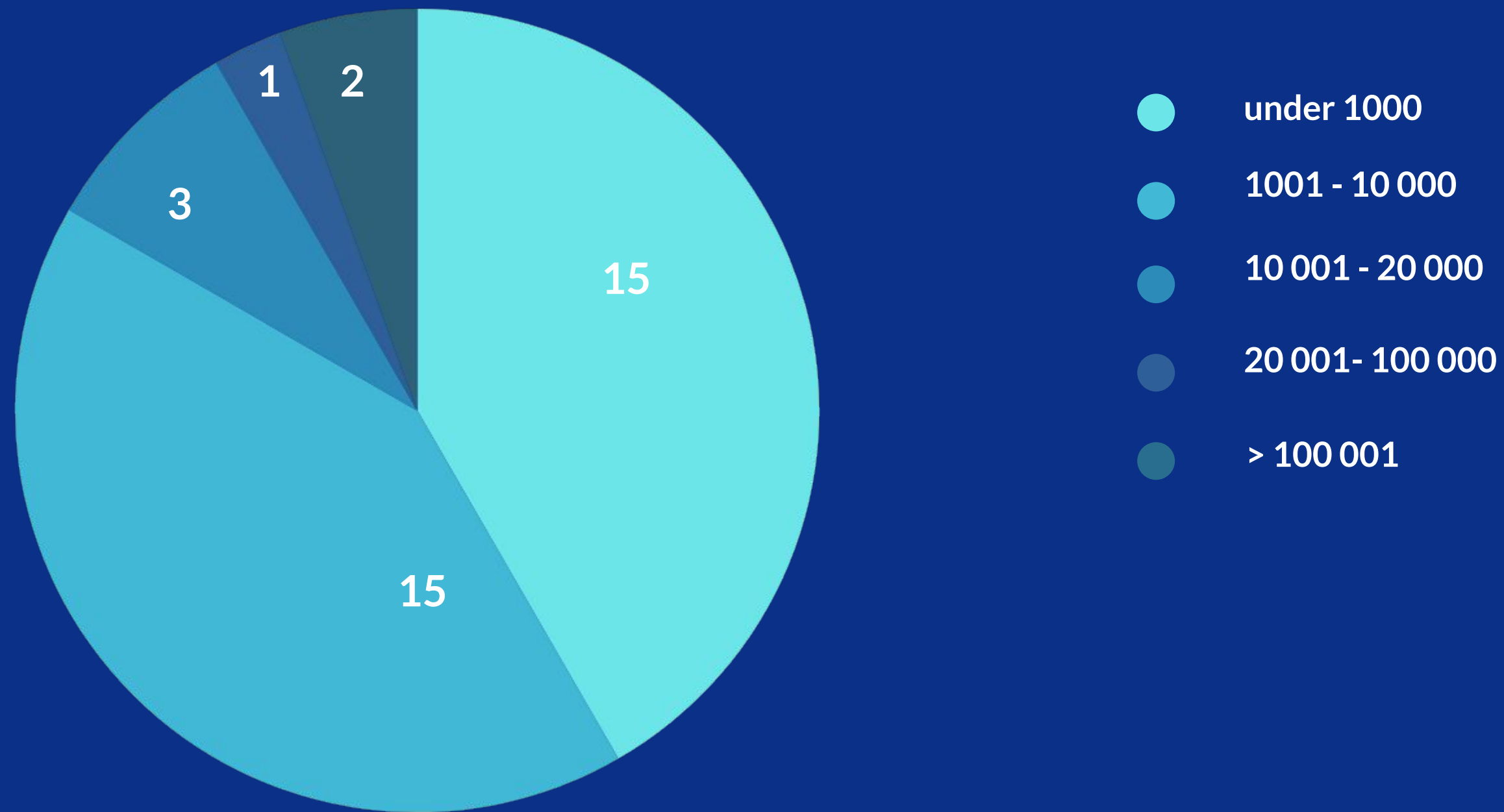
Financial

Management

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15. How much is the Annual General Income of your National Group gathered in the immediate previous financial year expressed in EURO?



16. What are your Strategic Goals for FM at the national level in the next year?

- ELSA Azerbaijan's strategic goal for FM for the next year is the successful implementation of Grant projects and the preparation of strategic plans for increasing the budget. We will also carry out budget planning for the successful implementation of SELS Baku.
- SWOT analysis of ELSA Estonia, financial strategy for short and long term, partnership agreements, more board member benefits as in right to waive the membership fee and increase transportation to national events expense allowance to 100% from 70%.
- Consolidation of finances and finding more partnerships
- Conquer more financial partnerships, increase the representation expenses for the NB members.
- We plan to focus on diversifying fundraising sources, exploring new grant opportunities, and strengthening partnerships with potential donors to enhance financial stability. We will provide training and development for staff involved in financial management to ensure they are equipped with the latest skills and knowledge to manage finances effectively. Overall, our goal is the evolution and enhancement of the FM. We aim to maintain existing partnerships and sponsors and establish new ones. For this reason, we consider it important to provide proper training on financial management techniques and methods, as well as on how to identify and engage with new partners. Finally, it would be beneficial to place more emphasis on grants.
- Allocating our financial resources as good as possible so that ELSA members get the most out of it
- Implementing an annual sponsorship system
- Increase the financial stability in the network.
- Our strategic goals for FM at the national level in the next year are to focus on ensuring long-term sustainability and to identify more new funding sources (grants).
- Create ELSA UK's 2025-2028 Financial Strategy, ensure sustainability of economic resources, increase sources of income



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An open question

- ELSA Ukraine's primary financial goals for the next year center on ensuring organizational stability and resilience through diversified funding and transparent management, while prioritizing the alignment of financial resources with the organization's mission in the challenging current environment. Essentially we will focus on financial survival, and responsible use of funds.
- Our strategic goals for the next year are: increasing the amount of funding for grants provided to Local Groups applying to organize national events, extending the 3.5% Campaign at both local and national levels, upgrading the Grants Database and providing each Local Group with a list of institutions offering grants, and, last but not least, improving the capacity to manage the financial resources received from the Director of Fundraising.
- Better organisation of bookkeeping and establishing new partnerships.
- Ensure the local treasurers are supported: Update knowledge database with new materials ; Implement ESG policy
- Financial growth.
- Our strategic goals for financial management at the national level in the next year focus on sustainability, transparency, and growth. One key priority is diversifying revenue streams by securing long-term sponsorships, applying for grants, and expanding participation in ELSA's international initiatives that offer financial support. Strengthening financial sustainability also involves optimizing membership fees and event participation costs to ensure accessibility while maintaining financial stability.
- Apply for more grants to be able to carry out larger-scale projects
- get more partnerships that give us financial support
- We do not have them written out but in general, to find new funds for our projects and other expenses and to prepare financial documents for the governmental obligations.
- Guidance on how to attain sustained sponsorships and financial aid from external sources in the next year.
- Consolidate SELS Budapest for future generations, further fundraising.
- Attracting new strategic sponsors
- Revise our bank and make it easier for the upcoming years to change the people who have access to it. , Create a budget with more money that could go to the key areas., More diversification of our sources of income.
- Build up a larger reserve to ensure a healthy financial situation for the national group on the long term
- Continuing to allocate funds progressively throughout the board term to ensure that financial resources are distributed in a way that supports all planned activities, while maintaining oversight of where there is a higher or lower need for funding. Seek external funding opportunities to strengthen our financial foundation and enable our projects. Working towards establishing a long-term partnership, with the aim of improving financial predictability and supporting board members' participation in key national and international activities.



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An open question

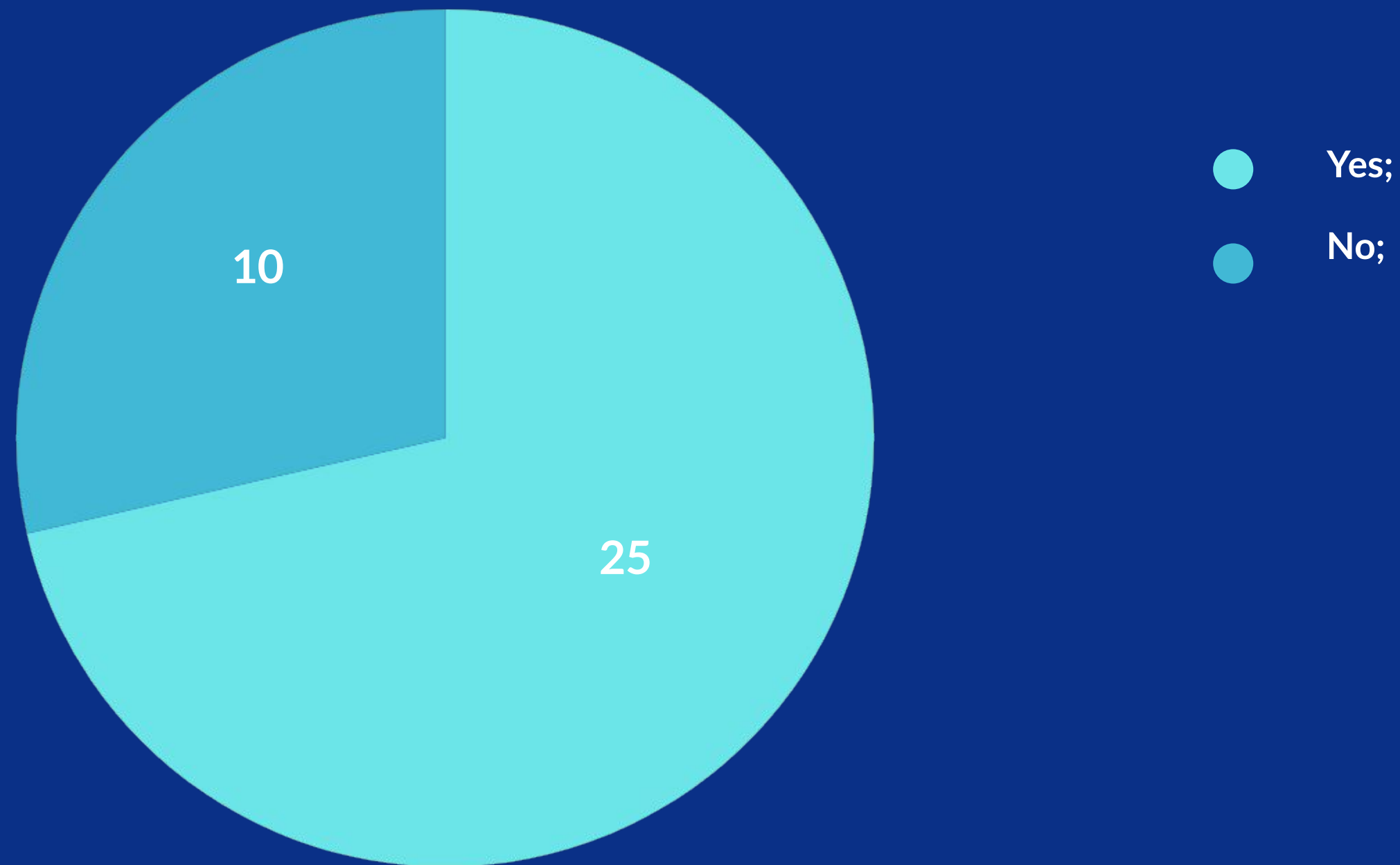
- The strategic goals for FM is to continue following our financial strategy for the period 2024-2027. ELSA Sweden shall continue to fund our national development fund to provide financial assistance to struggling local groups. ELSA Sweden shall continue to minimize personal costs for both national and local board members. This will be achieved by minimizing participation fees for NCM and BSX, striving for full reimbursement of personal travel costs, and striving to minimize personal costs related to ICM and ISM participation fees. ELSA Sweden shall continue the work of retaining the MUCF grant from the Swedish authorities which is the Swedish ELSA networks main source of income. To improve the current situation and help secure the reliability of the fund ELSA Sweden shall work to improve compliance within the network. Bookkeeping routines shall be improved on a local level and more standardised to improve the transparency within the network and to increase potential knowledge sharing between local treasurers.
- Improving fundraising strategies and optimising resource allocation
- Obtaining at least 10% income from grants; maintaining operational expenses below 40% of total expenses; using the advice of professional entities
- To have a Treasurer
- to expand sponsors
- The goal for FM is to maintain the financial health of ELSA Switzerland and keep the reserves left by past boards intact.
- The goals are to further strengthen our financial resources, to start a new wave of applications to grants and other instruments of external financial fundings via the restructurations of our events to make them eligible for financing, and to lower the costs related to the participation in internal events such as the NCMs, in order to allow more officers and members to participate actively in the life of the association.
- At the national level, we will restructure internal finances and work towards a crisis-proof budget. To this end, we are also taking measures to support and relieve the financial burden on our local groups.
- Improve the accountability methods used by both the national group and its local groups



The European Law Students' Association

An open question

17. Has your National Group ever applied for a grant?



18. If the answer to the previous question was yes, please name which grant(s) your National Group applied for and if it was a general or project grant.

- N/A
- No
- We have not
- “Enriching the literature base in the field of Anticorruption” It is a project grant. This grant project has been announced by the Anti-Corruption Commission of the Republic of Azerbaijan.
- EDF (this year)
- EDF - project (ICM) grant; University of Tartu Student Union Student Organisations Development Fund - project grant
- IPDJ (Portuguese Institute of Sports and Youth);
- Project grant by the Austrian Students’ Union
- Travel Grant from The Student Council of University of Iceland.
- It was a project grant.
- To the University of Luxembourg one, which is given in general to any association
- ELSA Romania applied for the EDF Grant for Internal Support, meaning financial assistance for National Board Members’ participation in International Council Meetings of ELSA.
- Ensure the local treasurers are supported: Update knowledge database with new materials; Implement ESG policy
- ELSA Finland has applied for a project grant for BSX (Baltic Sea Exchange which is a project between ELSA Finland and ELSA Sweden to enhance cooperation between countries) at the terms 2022-2023 and 2024-2025. ELSA Finland has also applied EDF for financial assistance for National Board Members participating in the ICM.



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An open question

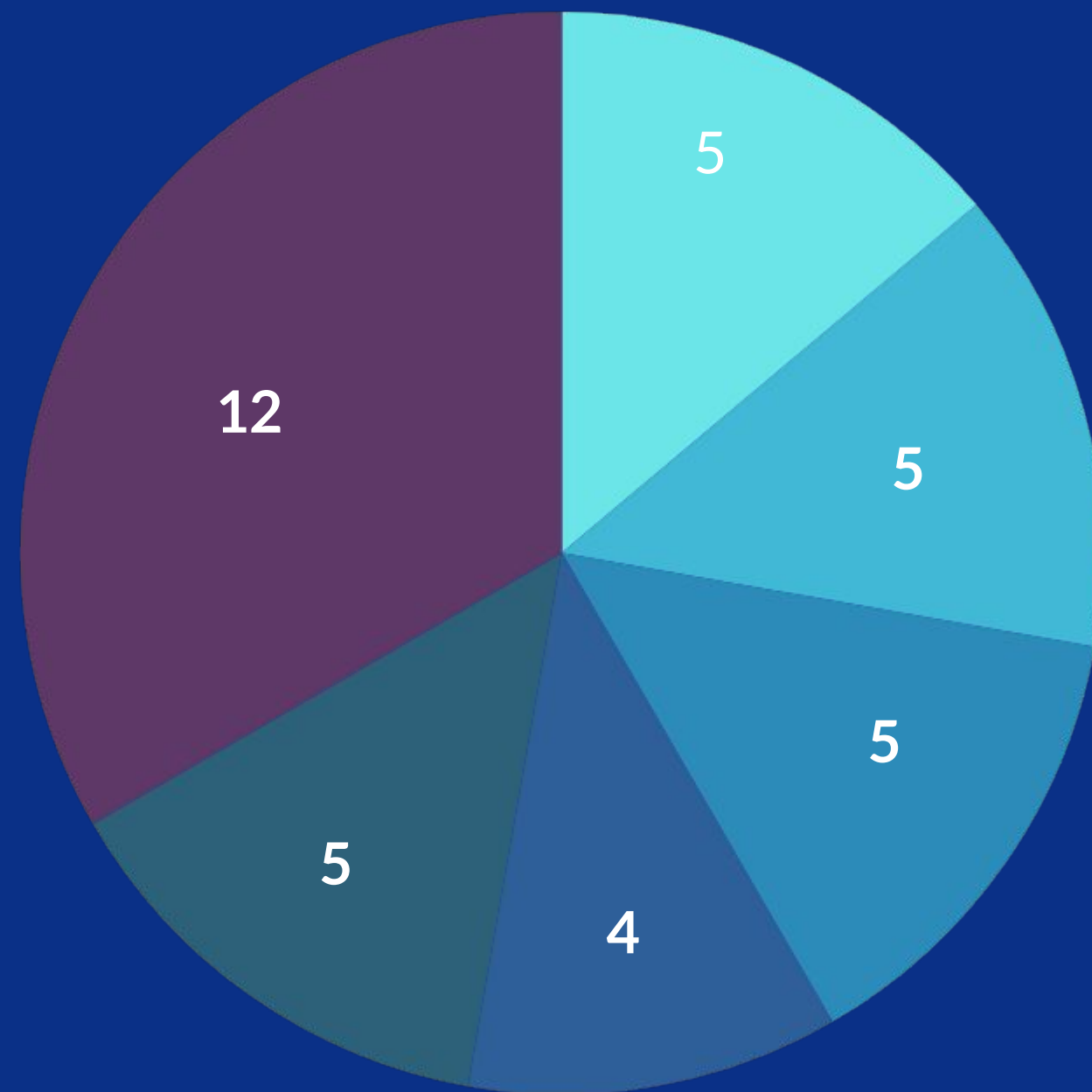
- Resilient Balkans Fund Sub-Granting Scheme implemented by Partners Albania for Change and Development. It was a project grant.
- General grant
- The Erasmus+ Solidarity Fund. This has been done in conjunction with ELSA Ireland VP of Academic Activities to aid funding for our activities for th Annual Human Rights Campaign.
- EDF Grant for ICM Thessaloniki, EDF for ICM Malta, a Hungarian grant for the legal education of hungarian youth living abroad.
- Federation wallonie - bruxelles
- Moot court competition - Project grant
- Yes, we have applied for funding from Equinor (general grant), and we are planning to apply for support from the Bar Association (project grant, depending on the criteria). Additionally, we have applied for support from the ELSA Development Foundation (Internal support).
- MUCF (restricted structural grant from the Swedish authorities); Kulturfonden (project related grant for BSX); Prins Carl Gustafs Stiftelse (project related grant for BSX and ISM)
- Project grant - grantowo.pl
- Local grants
- Jeter des ponts - grant directed at projects that “throw bridges” between different linguistic regions of Switzerland. We used it to get financial support for our NCMs.
- It was a city-administration backed grant, for the financial support of our NCM in Trento (thus project-based).
- Funding from the German Federal Ministry of Education and Research (BMBF)
- EDF



The European Law Students' Association

An open question

19. Which FM-topics would you like to see new and/or updated knowledge management materials on?



- Accounting/Bookkeeping;
- Financial Management in Projects;
- Fundraising;
- General Financial Management;
- Grant
- How to apply for EDF support;

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0 responses for - other.

Marketin

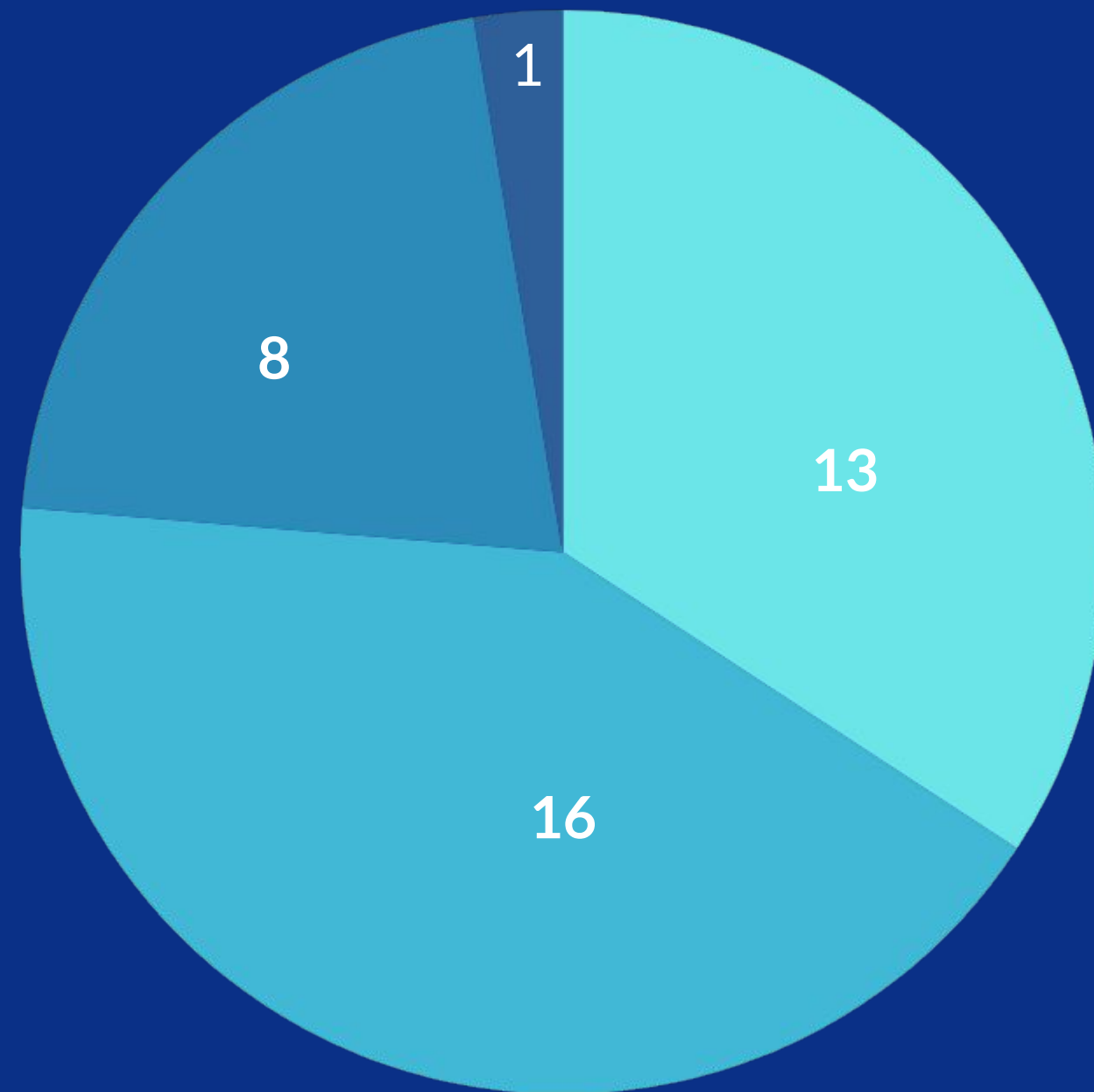
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20. In your opinion and from your observations, what is the status of ELSA Groups respecting Corporate Identity?

A multiple choice.



- Corporate Identity is very well respected in the Network and violations happen rarely; I sometimes notice Corporate Identity when scrolling through my feed, but I do not consider it a widespread issue;
- Corporate Identity in the Network is very often not respected and I do consider it a big issue;
- I notice Corporate Identity violations almost every time I open my feed and I think ELSA International should pay better attention to them;

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21. Should a system incentivising ELSA Groups to respect Corporate Identity be put in place (such as a clause in the Decision Book regarding the consequences of non-observation of Corporate Identity by an ELSA Group)?

- I don't think that would be effective. In my opinion we need to control and educate all national groups.
- I think, that there should be either a clause in the decision book, that for examples stipulates as a consequence that when there are systematic violations of the CI, the ELSA Group can be made to take down there posts. This can be also added to the Brandbook
- yes maybe
- Yes, definitely. Especially because of the lack of consequences/ sanctions, they are more carefree. This is one of the violations in ELSA Network that is immediately visible and unlike other Areas violations doesn't have a sanction.
- Yes, there should be a system incentivizing ELSA Groups, but in our opinion, it is not about the restrictions made in the Decision Book. Rather, there should be more specific materials about CI, because for us, the biggest problem is that our officers do not understand the CI policies within the Brand Book—they need them to be more simplified or just to have some examples.
- Absolutely. I think that, at least in Spain, there are major problems in complying rigorously with ELSA's corporate identity, so introducing a penalty clause (or some other type of sanction for non-compliance) seems to me to be the right thing to do.
- I mean
- Yes
- Perhaps.
- no



The European Law Students' Association

An open question

- I think it would be a shame, if there are "heavy consequences" for not respecting the corporate identity. I think it should be respected and followed all through out the network, but if some groups don't follow it, it could be due to misunderstanding or obliviousness to the rules. Therefore we should encourage a corporate identity but make sure the consequences are only for those who don't follow it by intention, and those who made a mistake should get help understanding the brandbook.
- It could be foreseen but I would avoid it being too rigid, otherwise no.
- The case of implementing a system incentivizing ELSA Groups to respect Corporate Identity is not entirely clear, and we cannot simply say "yes" without further consideration.
- Yes, I think that would be helpful.
- Yes, implementing a system that incentivizes ELSA Groups to respect Corporate Identity could be beneficial for maintaining consistency and strengthening the association's brand. A clear framework in the Decision Book outlining both incentives for compliance and consequences for non-observance would help ensure that all groups align with ELSA's identity, fostering a more unified and professional image. Incentives could include additional support, visibility, or funding opportunities for compliant groups, while consequences for repeated violations might involve restrictions on certain benefits or official recognition.
- There could be but would depend what consequences are added to the decision book
- Can be discussed for NG, clearly not for Local Groups - consequences are always bad; simpler explanation of the basic rules for everyone would be preferable.
- We don't see a real need of this.
- Yes. This term ELSA Portugal Local Groups received more than one workshop about Corporate Identity, specially, BrandBook Policy and it's still an ongoing problem every month. I have been thinking about some kind of sanction or something that could be done to solve more than alert but haven't reached any solution. If ELSA International could find some kind of answer to this issue and add it to the Decision Book, I feel that Local Groups, and no complicit Nation Groups would be more torn to comply with it.
- In the future yes, but it might be too strict right now so training the marketeers in the topic would be better right now.
- No, I don't think a system with strict consequences is necessary. While corporate identity is important, most groups generally adhere to it, and minor deviations can easily be remedied through guidance and support rather than enforcement/penalties.
- No, a system incentivizing ELSA Groups to respect Corporate Identity through a clause in the Decision Book should not be put in place. Implementing such a measure could create unnecessary bureaucracy and a punitive atmosphere, potentially discouraging engagement from local and national groups. Instead, fostering a culture of positive reinforcement, education, and support would be more effective in ensuring adherence to Corporate Identity guidelines without imposing rigid consequences.



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An open question

22. Have you already used the new ROLE brand? If yes, how do you find working with it? Are there any improvements needed?

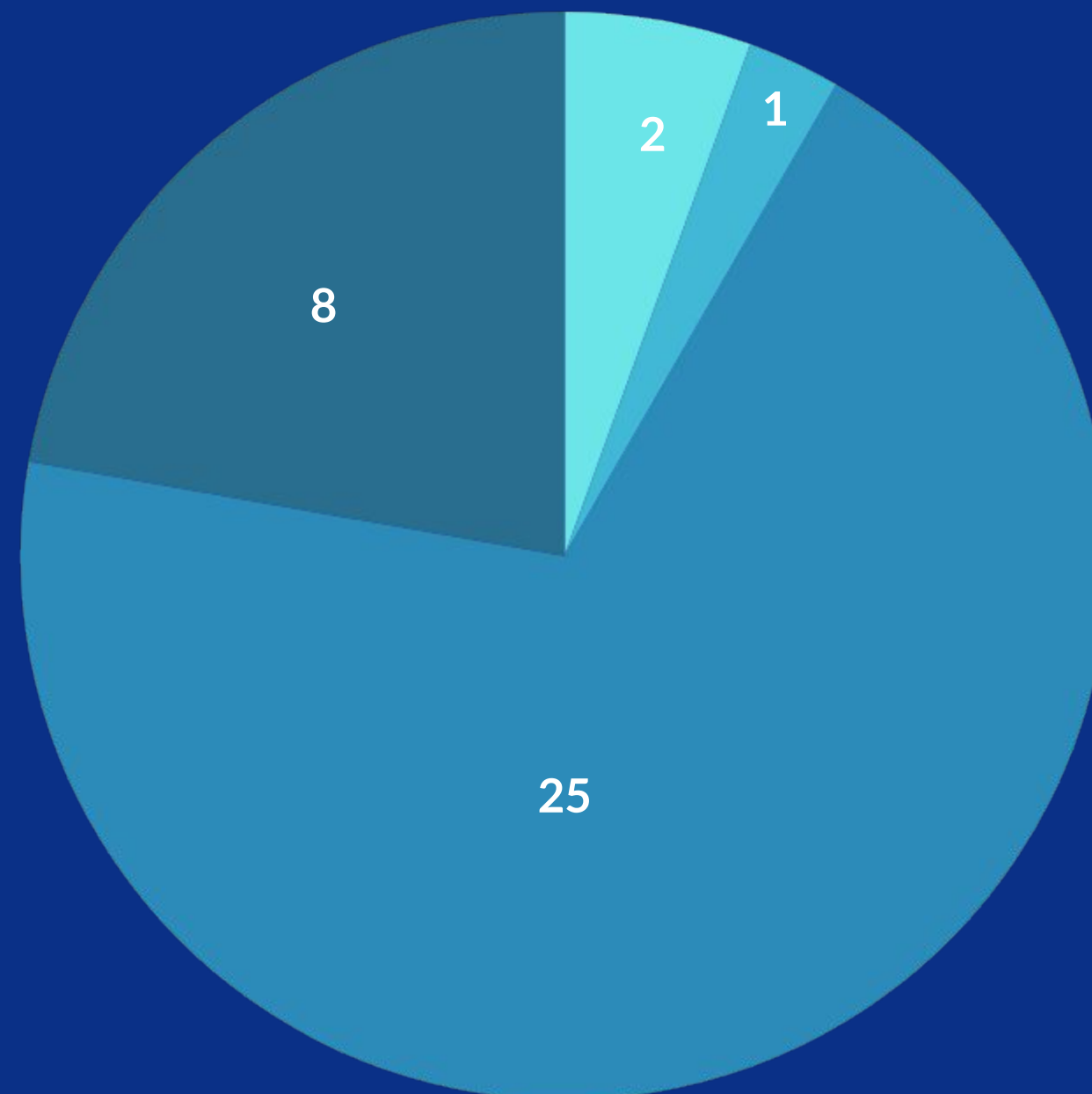
- Yes, I have used the new ROLE brand, and I find it easy to work with
- -
- At NG level we didn't use it, but some of the LGs used it. Their opinion is that brand is very well elaborated and that it is very easy to operate with.
- love it
- no
- So far very easy and most modern brand to work with.
- Used it in one post and found it very refreshing, creative and easy to adapt.
- We have yet to use the ROLE brand in ELSA Denmark
- We don't use it
- Yes
- Yes we used it. We would like a template for presentations and certificates.
- Yes we have used it. We like to work with it.
- Yes, and working with the new brand is great.
- Yes, it is perfect!
- Yes, we have started editing posts with the new ROLE brand.
- Yes. I really like the colors and enjoy using the ROLE brand.



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An open question

23. Are the Marketing Open Calls useful for you and have an appropriate frequency?



- No, I don't find them useful and don't see the need for them.
- No, I don't find them useful, but with different content, their frequency would be appropriate;
- Yes, I find them useful and they happen frequently enough;
- Yes, I find them useful, but they happen too frequently;

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0 responses for - No, I don't find them useful and don't see the need for them.

24. Have you considered sending an article to the Synergy Blog? If you did write and send an article, what was your experience? If you did not, what prevented you from sending in an article?

- No, we have never discussed this with the board.
- Never considered it, for no reason in particular.
- Yes
- Yes, we have already sent an article to the Synergy Blog. The experience was extremely interesting and enjoyable. It was a great opportunity to share insights and engage with a broader audience.
- I have not sent an article to the Synergy Blog. My focus has been on promoting ELSA UK's events and ensuring effective outreach through our marketing efforts. However, ELSA UK has submitted and published an article in cooperation with ELSA Malta "Moot courts as ELSA's core activity: a spotlight on ELSA Malta and ELSA UK".
- No I have not. I think because I don't know much about it and the workload between school and ELSA has been a lot during the year already.
- Yes, as ELSA Greece we consider sending an article to Synergy Blog and we will probably do it by the end of our term.
- I haven't send an article, but it's worth considering
- I did not, but AA did about an event we had in February
- no
- I did consider it, but other, more urgent matters came inbetween me finishing my article, but one day I will send it.
- We have not yet sent an article to the Synergy Blog, primarily due to time constraints and competing priorities within our National Group. However, we see great potential in contributing to the Synergy Blog in the future, as it provides an excellent platform to showcase our initiatives, share best practices, and engage with the wider ELSA community.
- We have not written an article. The previous Board considered but they ran out of time so therefore the article was not written. The current Board has not reconsidered this because we feel we don't have a suitable topic to write about.



The European Law Students' Association

An open question

- We were supposed to send an article about ICM Antalya but we haven't been able to look into it yet.
- I have considered it yes. The promotion of the blog this year is quit strong. I'm palnning on wrinting and sending maybe three article until the end of the terms, especially when we have completed ICE and SELS.
- No capacity; overall very few publications, but those focused on external presence
- No due to busyness.
- No, we didn't
- I haven't. We have our own blog and magazine, which I'm trying to get off the ground, so synergy isn't a priority for me right now.
- no, i dont have time
- I have not submitted an article to the Blog. There are no specific reasons
- While it's a cool chance for publicity, the time needed to write a good blog article is a lot and would probably not profit us in a way so it's a justified time-expense.
- We have not thought about it but it could be a possibility.
- No, I haven't really thought about that being an opportunity.
- I have considered it, I think it is a great initiative, however, I have not had the time to write an article that is up to the standards of the institution.
- Our National Group is currently focused on our ongoing projects and does not see a significant benefit in participating.
- No not this term. We are still trying to establish big projects in Denmark, and I therefore didn't feel like I had a topic to write the article about for now
- We are planning to send an article.
- Not yet. Lack of time is preventing me to write an article.
- Not yet, we will try to promote it more in the future
- No, have not considered sending in an article to the synergy blog- maybe it could benefit from better advertising the perks of sending in an article to the network because I'm unsure of what they are besides a small amount of visibility



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An open question

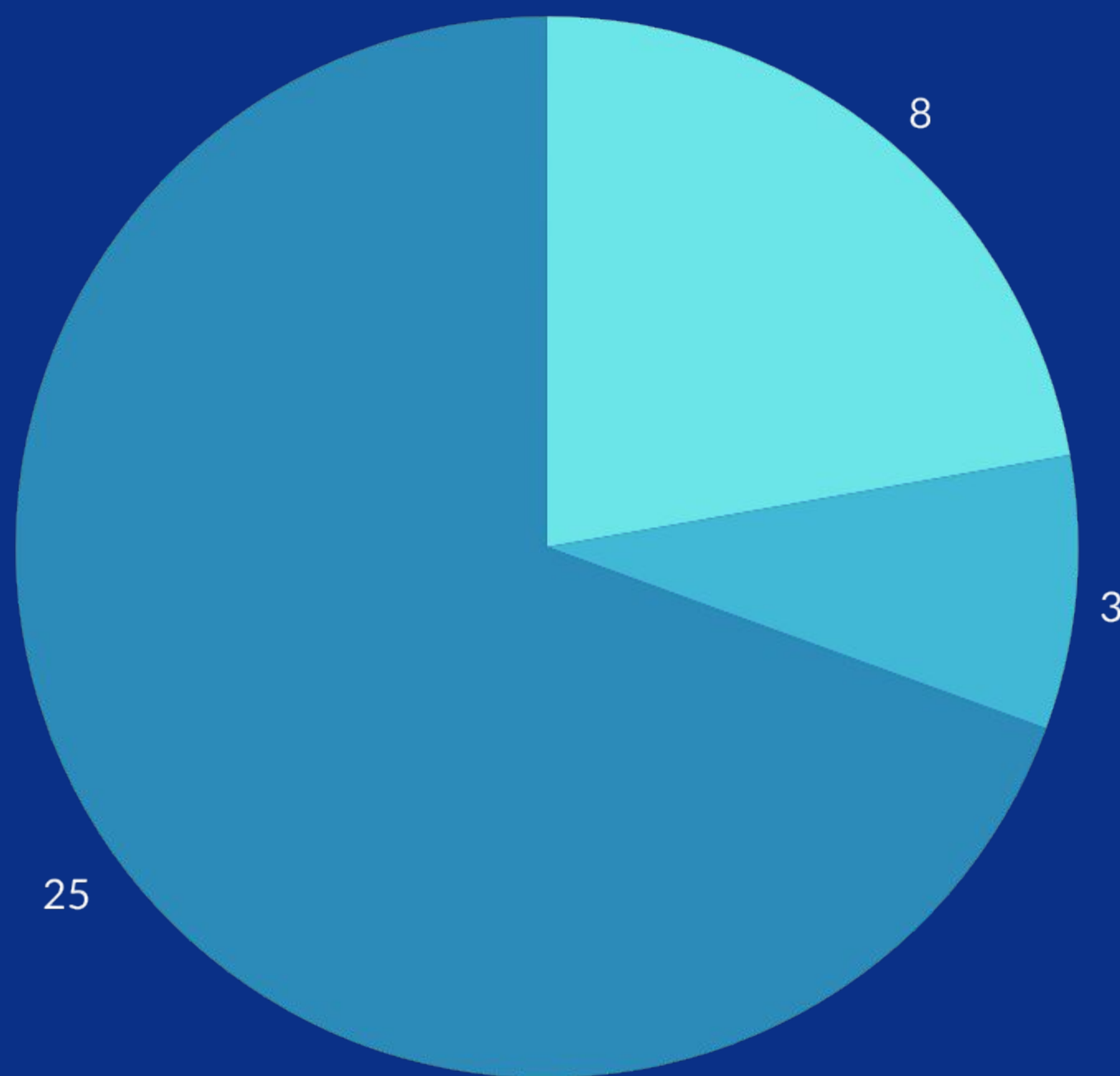
Academic

Activities



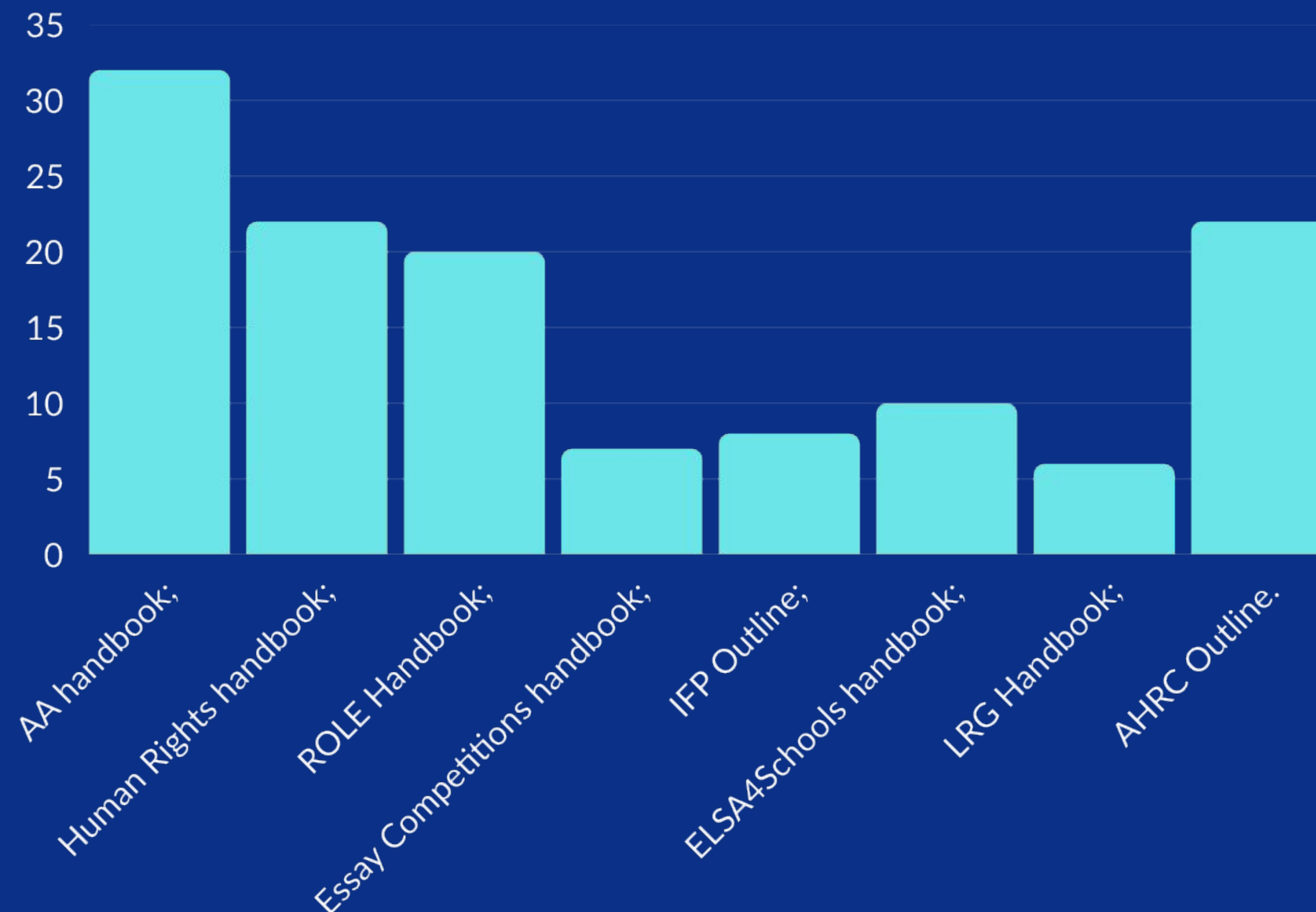
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25. Have you added your AHRC events to the AHRC webpage map ?

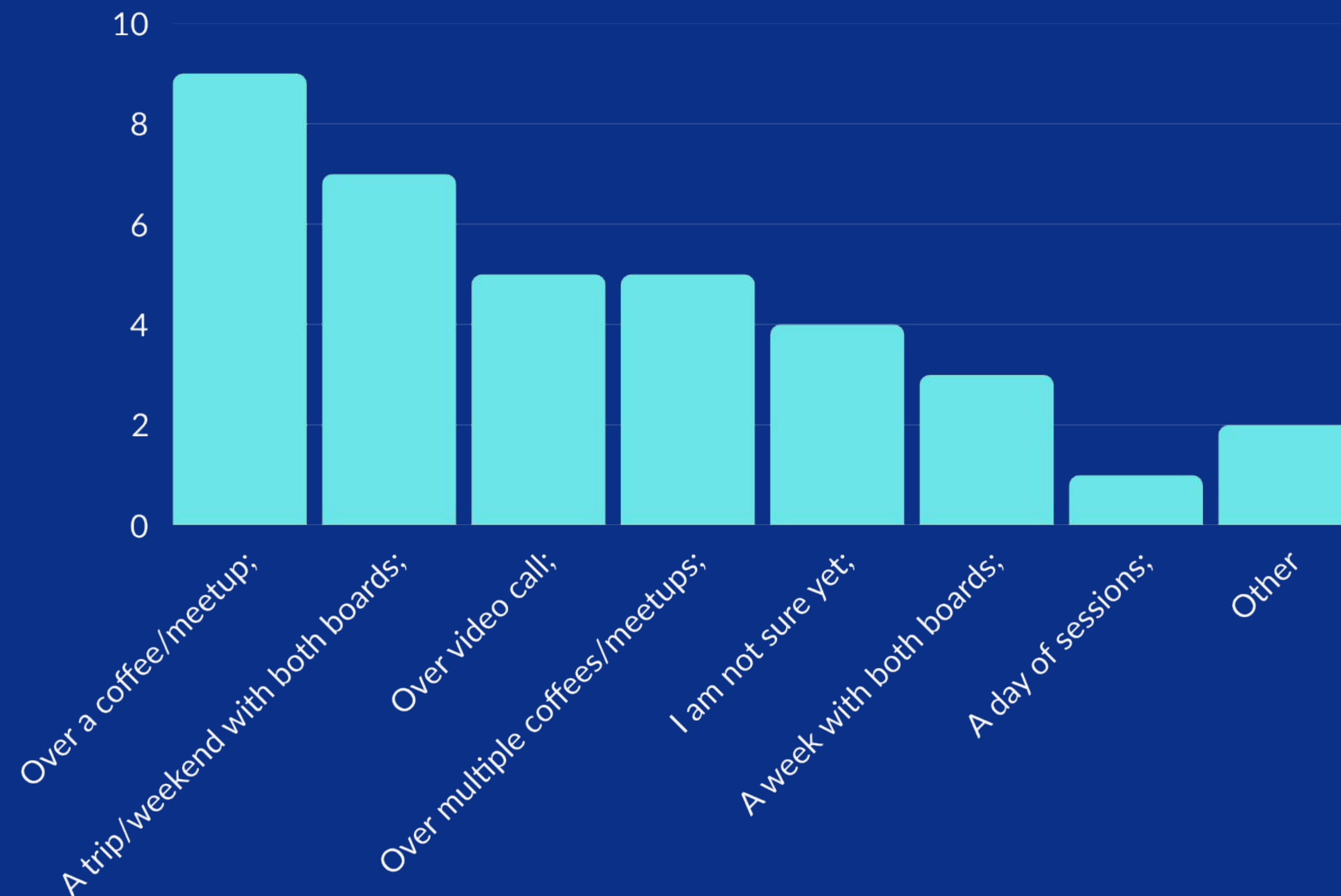


- No, but I accessed the site before;
- Yes;
- What is that?

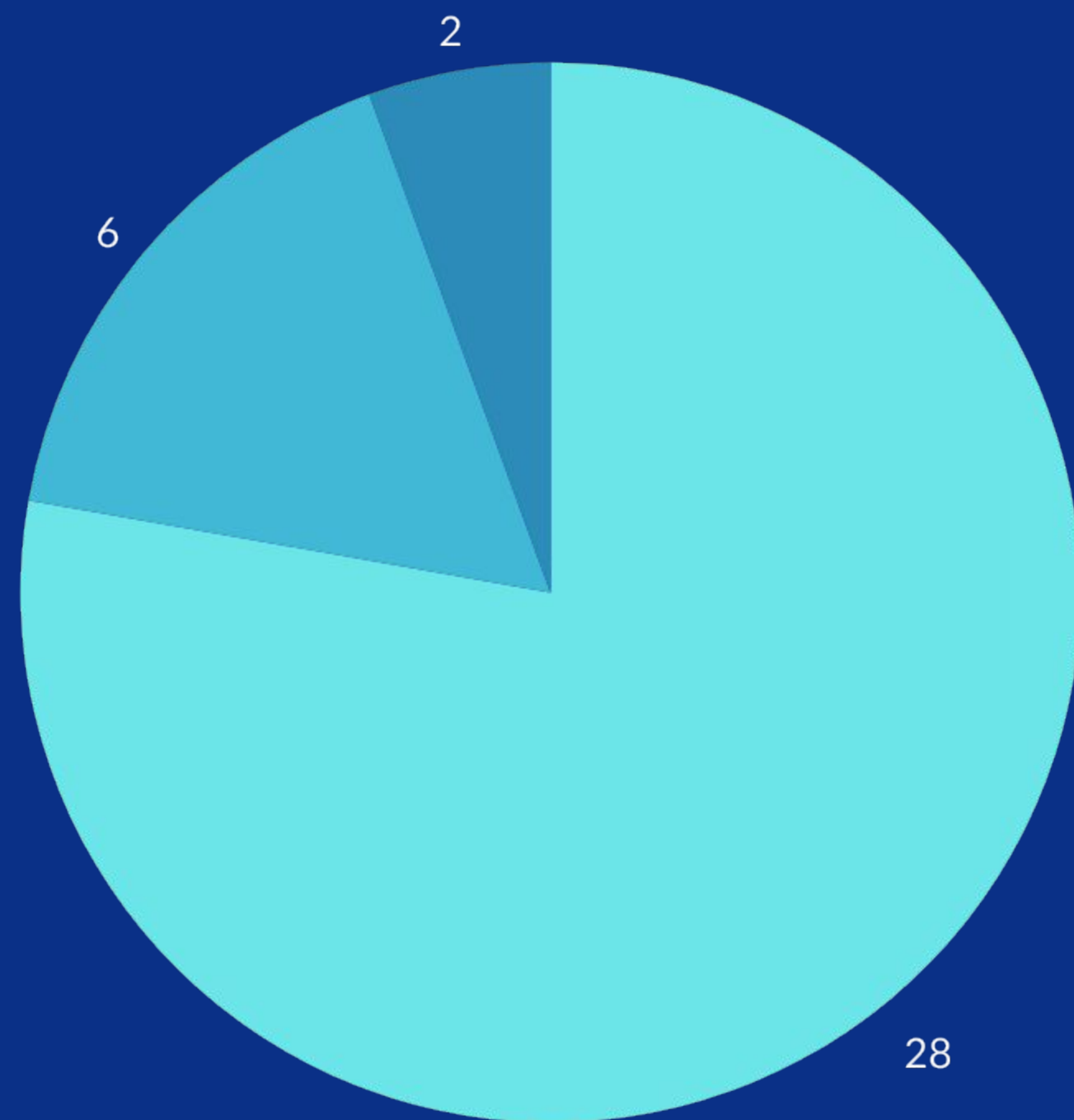
26. Please tick all of the AA handbooks/outlines that you have used in this term so far.



27. What best describes your way of conducting transition?

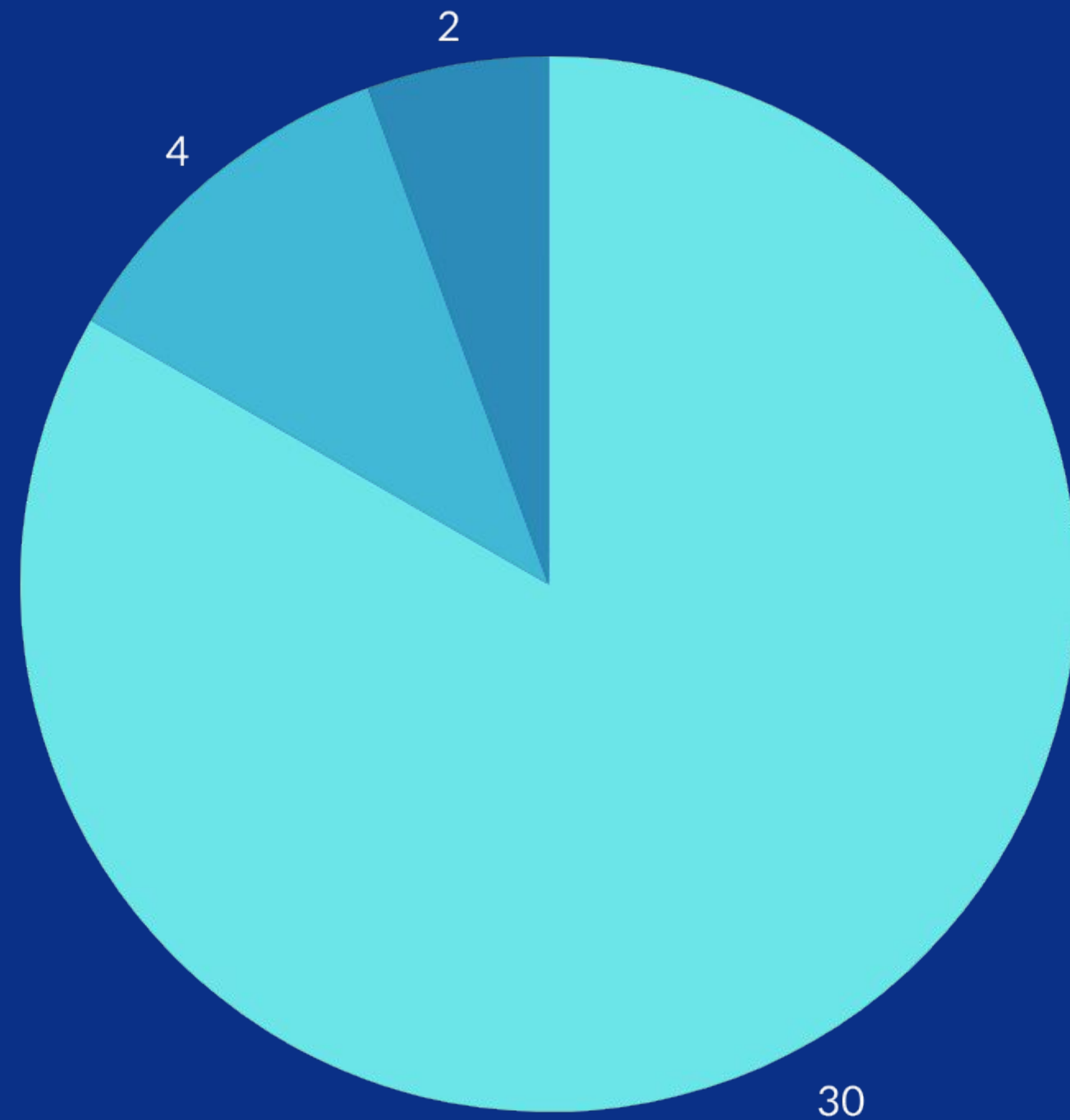


28. What do you feel like the AA area is mostly about?



- Promoting positive change in society;
- Producing academic papers;
- Organising Academic Competitions (ENC/WIC/CIC/ELD...).

28. What do you feel like the AA area is mostly about?



- Yes, the types of events I'm in charge of are easily explainable to an external and my role on the board is clearly outlined
- I don't understand the question
- No, my area isn't really clear and it is often up to me/us to define it more clearly

30. Please elaborate on your answer in the last question

- My answer to question number 29 - the Board reform was implemented a few years ago in our NG, therefore it is very clear what the AAer should do and focus on, also we have AA flagship projects that have been organised for a while now, so we also lean on our Alumni experience.
- I have a clear understanding of the role of Academic Activities within ELSA Georgia right now. I know exactly what my responsibilities are and what types of projects I need to organize or coordinate. Attending open calls also helps me grow my skills and knowledge in this area.
- At the same time, both the National Board of ELSA Georgia and the Local Groups value the role of the Vice-President for Academic Activities. From my perspective, it's incredibly important for the Local Groups to have someone who can offer guidance, share knowledge, and provide information in this field.
- The AA events are specifically designed to enhance academic skills and foster social responsibility and advocacy. In our local board, the goal is to implement and sustain initiatives like ROLE and AHRC while also organising academic enrichment activities such as legal research groups, law reviews, and similar events. This is the core of AA role.
- As Elsa Luxembourg is small, our AA helped us with the organisation of the ICE and with the implementation of the shared drive at uni
- The responsibility is unclear as the IB does not provide sufficient support for the diffraction in the positions in the different NBs
- I firmly believe that an AAer holds a well-defined role on the board, serving as the key coordinator for academically driven and advocacy - related initiatives. This includes planning and overseeing the AHRC, managing legal writing competitions and organizing debates, workshops, and academic panels, that align with the organization's mission, while having the discretion to choose among the above, according to the time-management needs. The AAer is also responsible for promoting social responsibility through educational outreach and community engagement projects. Overall, their duties are understandable to external stakeholders, as they center around fostering awareness, critical thinking and active participation in human rights.
- At the beginning of the term there was a division of topics based on EI rules adapted to Austrian needs (different division of AA and MCC)
- The core idea of AA is clear to me: encouraging academic growth and promoting human rights topics. However, the implementation of AA is sometimes rather difficult at the national level, and it has made me question the identity of Academic Activities. To clarify my answer to the question above, it's not that I don't feel confident about what I represent as an AAer, but more that I'm not entirely sure HOW to fully convey what AA represents through events.
- Everyone on the board have their role clearly outlined so there is no confusion what anyone's role is
- Yes, I feel confident in my role as a Academic Activities officer on the board, as I have a clear understanding of my responsibilities and the impact of AA initiatives within ELSA.
- I feel proud of the work I do and I feel I am making a positive difference in my community. The main focus in my area is E4S and participating in different panels and academic discussions.

An open question

- The areas and their boundaries are clear in our national regulations.
- I have been part of AA since my first day in ELSA Bulgaria and I have organised essay competition and the Human Rights Academy.
- AA here is basically Competitions
- I am in charge of panel discussions happening, my competencies mainly include finding speakers for these type of events.
- I feel like I fulfill AA vision with my work
- i dont know ho to elaborate
- We promoted human rights by organising multiple panel discussions (S&C), highlighted issues on international days (MKT), and hosted a national human rights moot court (Comps) and a Model UN (S&C) this year. These activities helped us better engage in these key areas within the AHRC as a whole. The main reason we did not organise ROLE this year was because we needed to secure partner schools, obtain funding, and improve relationships with our local branches. This year, our focus was on organising more AA projects (like essay competition/AHRC lectures/Model of UN) and sharing knowledge with our local groups, so that next year we can all focus on ROLE.
- After the separation of the Competitions area, the role of the VP AA on the board has become clearer. On one hand, they should focus on legal writing, developing and implementing formats and activities related to this field. On the other, they have the opportunity to work alongside the presidency to shape the Association's public image through social responsibility and advocacy initiatives. By combining these two aspects, they can explore legal areas that other sections rarely touch, such as the workings of legislative assemblies and their broader context.
- I feel like I am trying my best in order to represent AA projects based on our National feasibility. The AA position in our Decision book has not been drafted yet and I look forward to changing that at our next NCM!
- Events are easy to explain internally, as we exchange information in real time with many other countries whenever we have any doubts, or with the international office.
- The board and my predecessors have always had a clear vision, regarding the role of AA, it has been clear through my whole tenure as AAer what the main projects are (ELSA4Schools, Helga Law Journal) and what future projects could be (ROLE) which is currently in it's implentation phase, easy access to former board members on what they define AA as, the knowledge of the current board and speaking to fellow AAers on ISM's and ICM's have also helped me in understanding what is to be expected of me on the board.
- The specific AA-projects of ELSA are well-defined.
- The Human Rights campaign has been a great ordeal to plan
- It is the first year we separated AA and C and the AA have a lot of space to fill in and I think it is a great opportunity to look into the ELSA International projects and propose more international events from the ELSA programmes (AHRC, IFP). So, this year I looked into all the ways how we can fill all the free space in AA and make events that fill the vision of ELSA. Doing this research I really learned what AA is try to keep up with the ELSA values doing it.

An open question

- I actually do get the questions, but none of the answers suited how I actually feel about it. The area on itself it is clear, but it got messier due to the board reform (thanks IB 2020/2021 for that) and also from some not so successful attempts to implement it. So my role is divided between what I do at a national level (which is mostly Legal Writing and Social Responsibility), and the supervision at a local level which is mostly Academic Competitions.
- The AA-Projects as ROLE and AHRC are clearly defined, which makes it easier to explain to an external.
- We usually conduct academic competitions in our national group. It is easy explainable to an external
- I see AA as three pillars:
 - Legal writing
 - Legal education (ELSA4Schools & ROLE)
 - Human Rights Advocacy
- The AA board is qualified for the tasks, we progress well together.
- In ELSA the Netherlands the main focus of the AA is ROLE and AHRC. Furthermore, the national coordinator of AHRC is usually connected with the VPAA role, thus the tasks are clearly separated and explained since we have a separate officer for C.

An open question

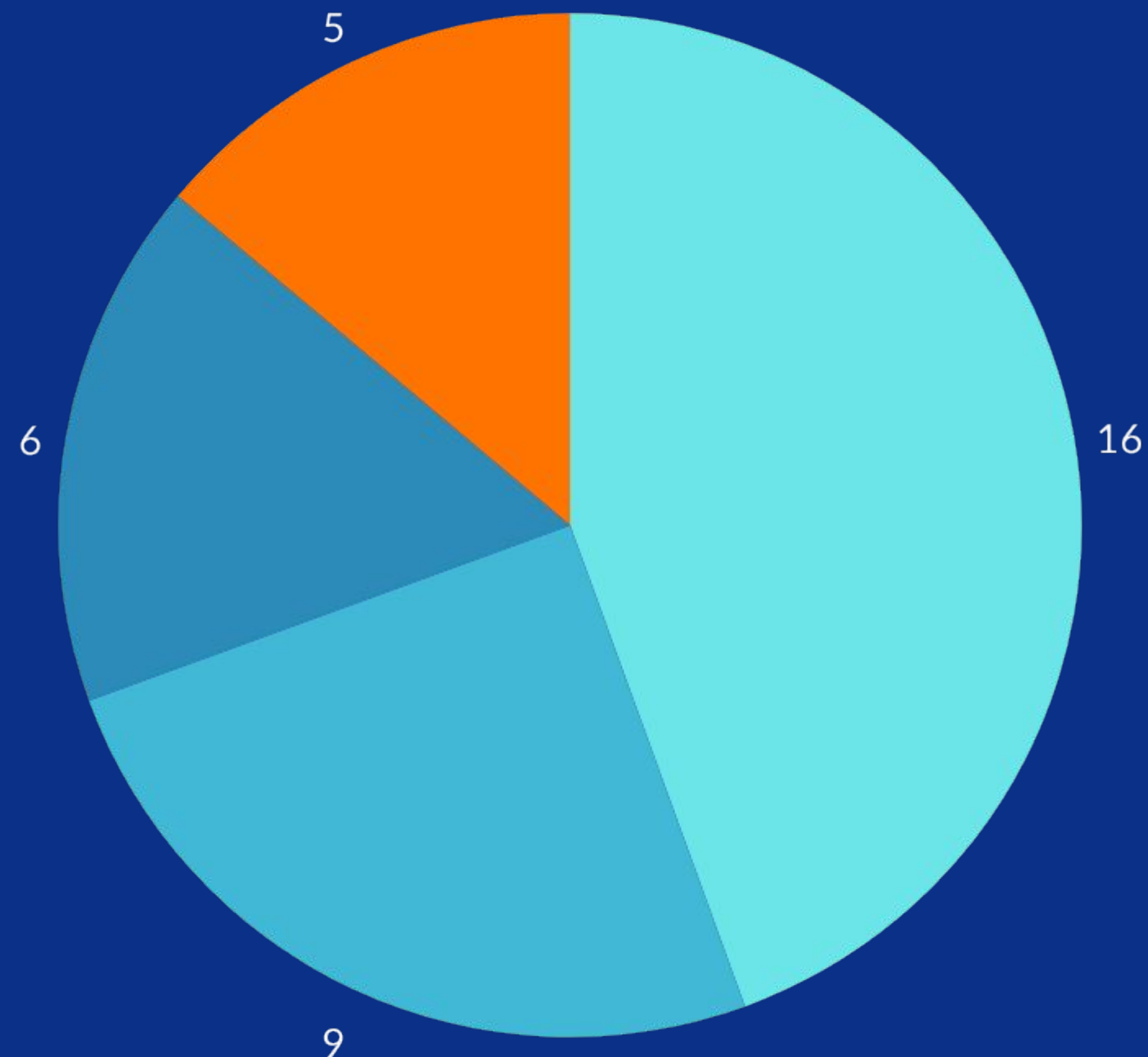
Competition

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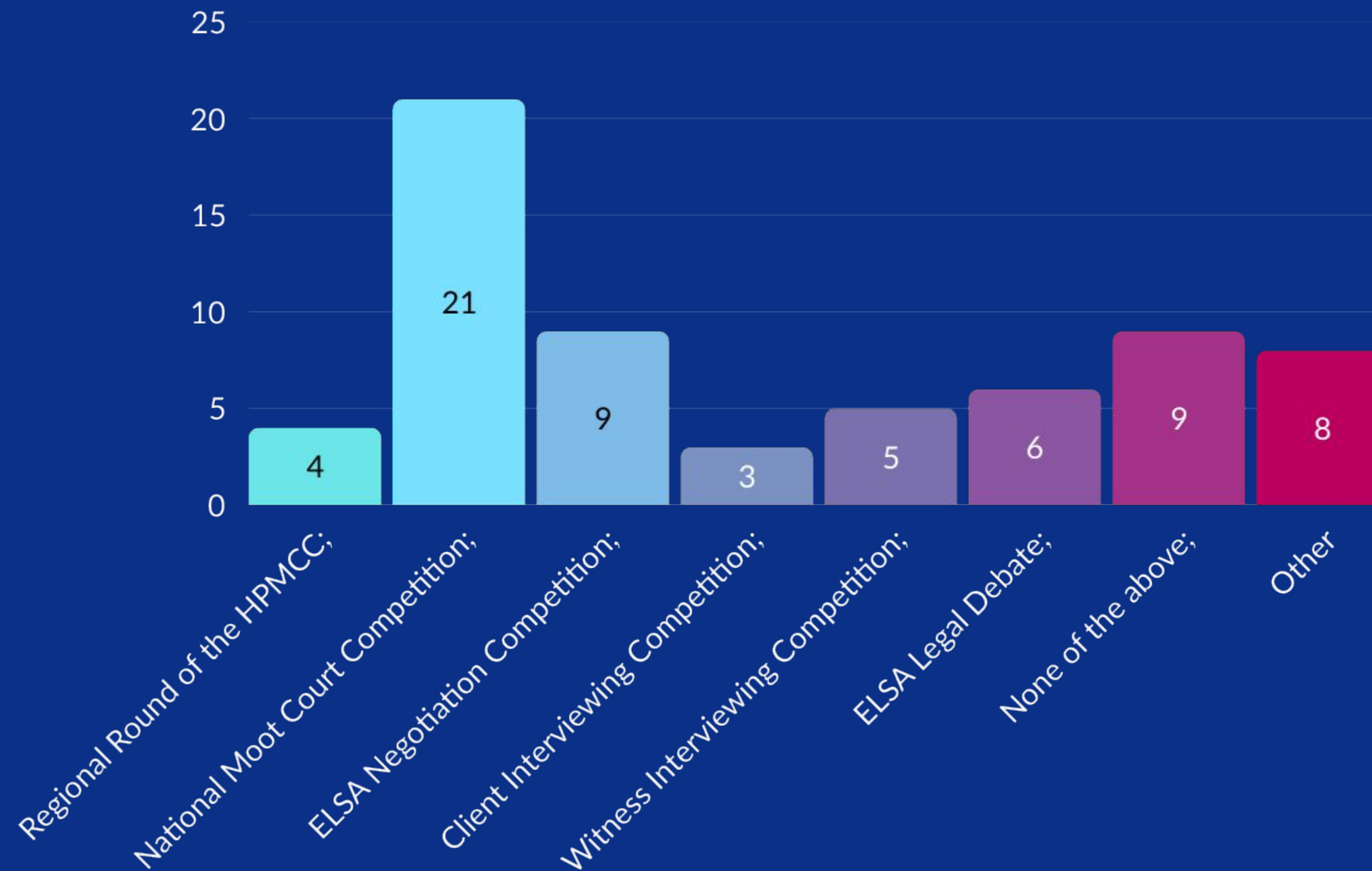
The European Law Students' Association

31. Has your National Group or one of your Local Groups thought about becoming the Host of a Regional Round of the HPMCC or the JHJMCC?

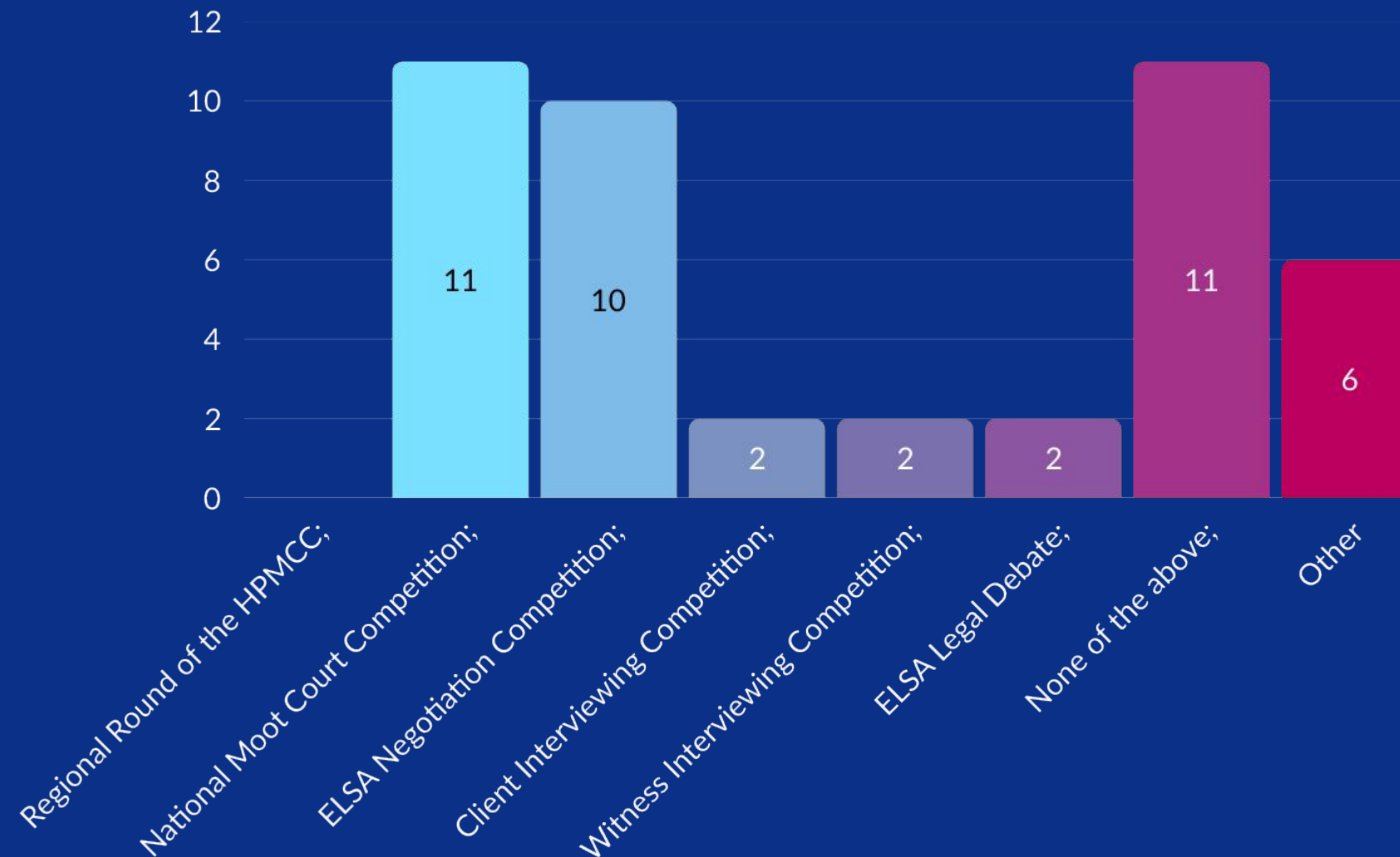


- No, my National Group has not thought about and is not interested in becoming a Host of a Regional Round.
- Yes, my National Group has thought about it and we are interested in becoming a Host of a Regional Round;
- Yes, my National Group even organised a Regional Round and we are interested in doing it again;
- Yes, my National Group has thought about it but came to the conclusion that we are not interested in becoming a Host of a Regional Round;

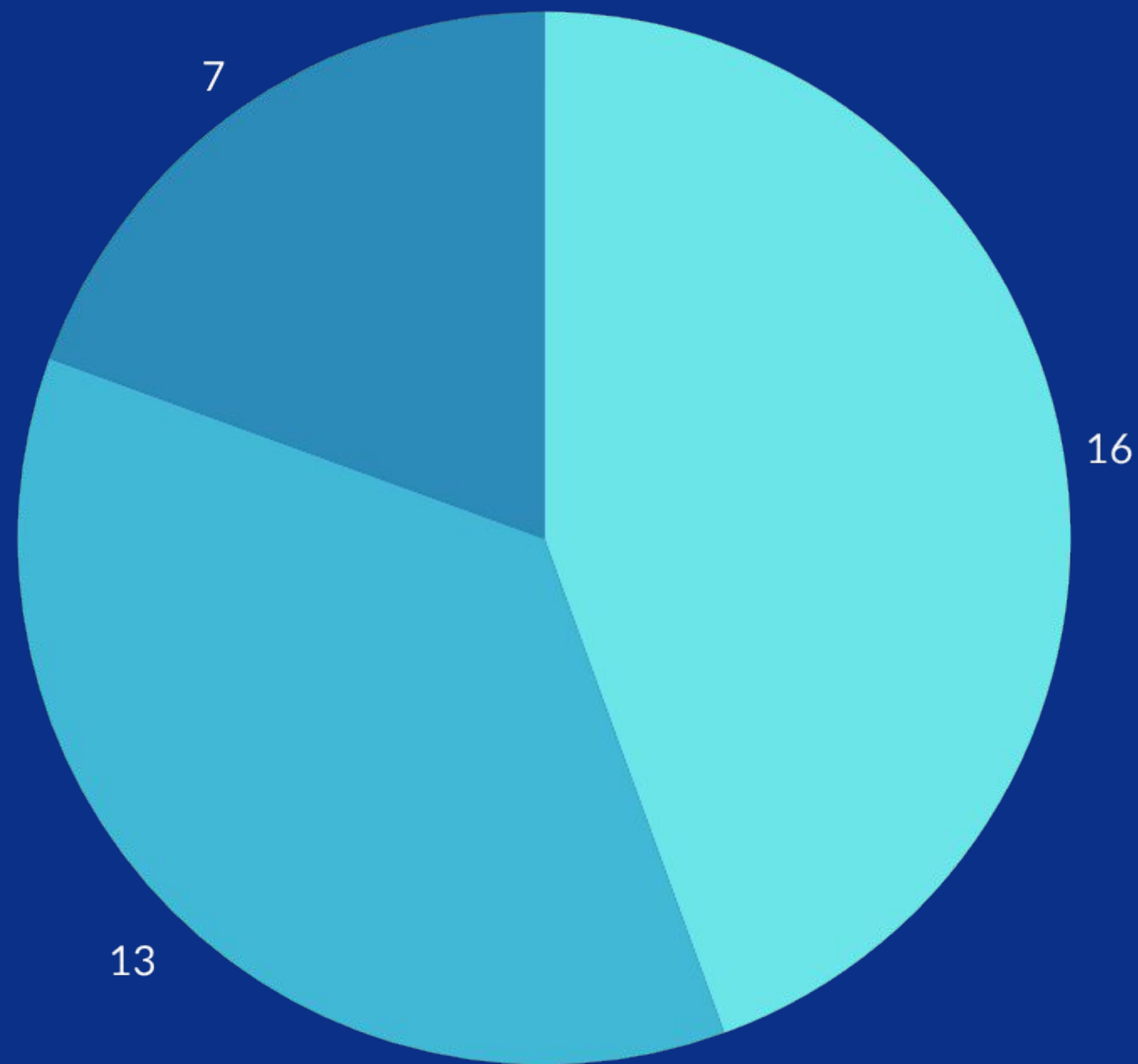
32. Which competitions has your National Group organised/will your National Group organise before the 87th ICM Malta?



33. Which competitions will your National Group organise after the 87th ICM Malta until the end of your term?

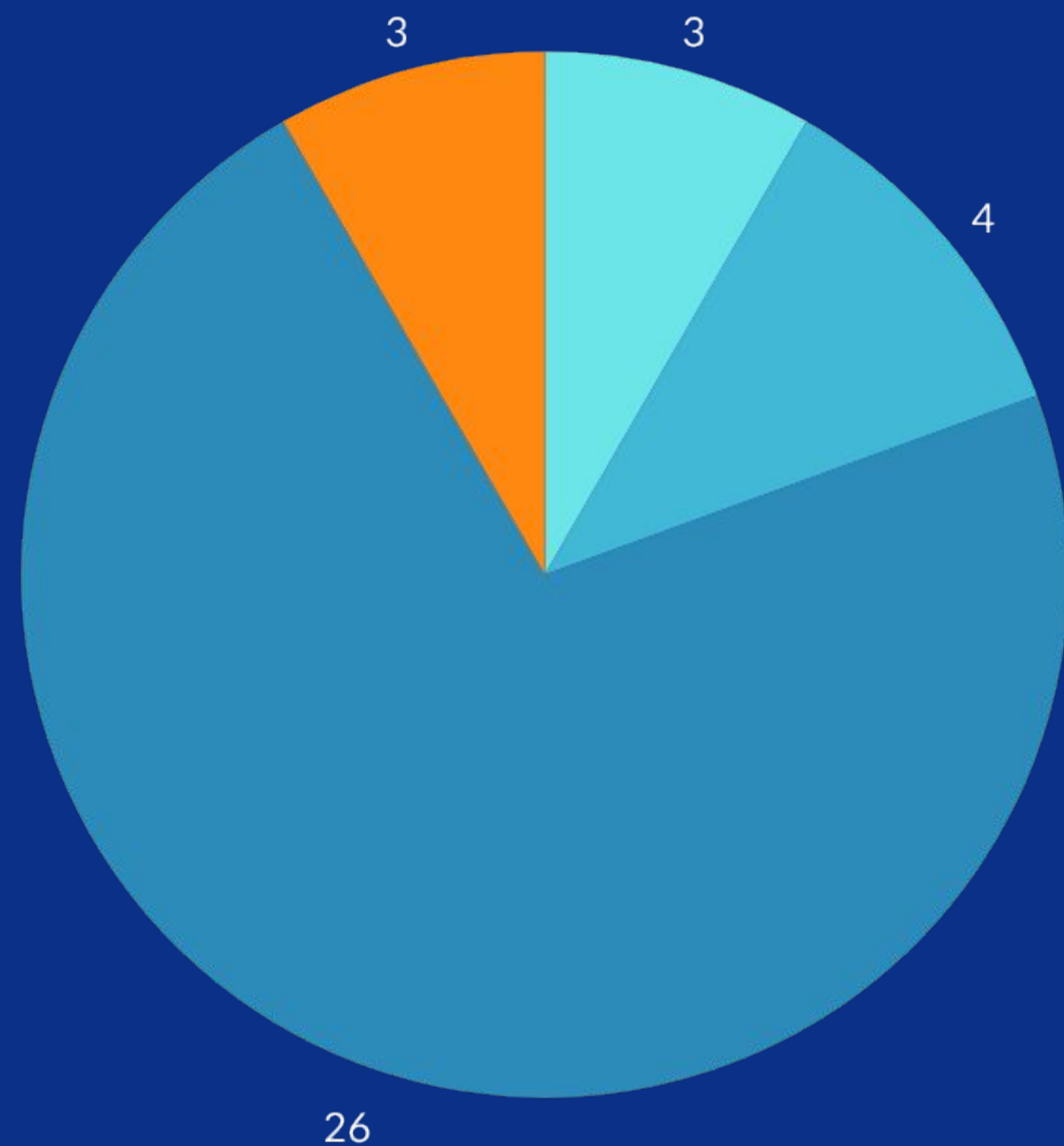


34. Are any teams from your country participating in the HPMCC or the JHJMCC this year?



- Yes, in the HPMCC;
- No, in neither of them.
- Yes, both in the HPMCC and the JHJMCC;

35. Are the Competitions Open Calls useful and happen at an appropriate frequency?



- No, I don't find them useful and don't see the need for them.
- No, I don't find them useful, but with different content, their frequency would be appropriate;
- Yes, I find them useful and their frequency is appropriate;
- Yes, I find them useful, but they happen too frequently;

Professional

Development



The European Law Students' Association

36. What kind of support, if any, would you need regarding the organisation of on-site or virtual career fairs? Think about personalised support (such as coaching and individual calls), but also general Network support (such as handbooks and other materials)?

- None
- There is no need for further support.
- We don't need any support
- None
- I am satisfied with the current level of support.
- In ELSA Romania, there has been a project for many years that handles the organization of career fairs, so I don't feel the need for help or a handbook.
- Handbooks and sharing some international network and connections would be helpful.
- WE do not have a PD
- We would require coaching calls and handbooks would be useful as well.
- Handbooks would be useful, as also permission to reach out to ELSA International Partners.
- We have an established practice of organisation of similar events, so at the moment we do not need support in that area.
- practice sharing, financial support
- Personal support would be great. Especially maybe two calls per academic year. So one call for one semester.
- handbooks
- It could be nice to have a handbook. We got good experience in Denmark that we share, but it would be nice if there were an official handbook. Otherwise I don't think there is a big need for any support
- None



The European Law Students' Association

An open question

- I believe everything is great and no additional support is necessary.
- To successfully organize on-site or virtual career fairs, a combination of personalized and general Network support would be highly beneficial. Personalised support, such as coaching sessions or individual calls with experienced ELSA officers or professionals, would help in refining strategies for approaching potential partners, structuring the event, and ensuring a smooth execution. Guidance on effective communication with law firms, institutions, and sponsors would also be valuable in securing meaningful collaborations.
- /
- Would like to receive coaching for career fairs for a national group that does not organize them frequently.
- A network-wide inquiry of which National Groups are having or are intending to implement Career Fairs. Coaching system between National Groups with Career Fairs and those that wish to implement them. Promotion Materials or Marketing Strategies, as well as Open Calls discussing the Career Fairs are also good supplements.
- Better SOS portal; more user friendly. If this is not possible, then a training to the network on how to use the SOS portal properly.
- Remove STEP from everything and replace it with ELSA Traineeships (ex, change the STEP Online System Portal name, STEP tutorial under 'ELSA Traineeships' on the Officer portal). When learning PD, this was extremely confusing. Especially that PD was dormant in ELSA Ireland after 2019 with no information handover whatsoever. I only have handbooks, followed all the instructions under 10.2 Lack of Transition of the ELSA Traineeship handbook and read through application documents to get an idea of how the process works.
- Though I had theoretical information on 'ELSA Traineeships', the practical information of setting up Traineeships are few and far between with little convention. To put into perspective, there are NBs in the network that still call ELSA Traineeships mistakenly STEP.
- Encouragement of online procurements of ELSA Traineeships.
- A complaint about the process I've received from someone that applied to STEP (as it was called at the time) is the lay out of forms. For example, there would be a form that would require CV/Motivation Letter listed at the bottom of the form instead of the top for a questionnaire form. As we are likely very familiar, these CV/Motivational documents can take hours to days for completion, and it would be more beneficial to have documents that take time to complete be known at the beginning of required forms for the ELSA Traineeship process
- Training for SOS portal would be more than beneficial due to its lack of user-friendly nature, encouragement of hybrid/online internships would be beneficial to keep ELSA Traineeships intact within ELSA, and more convention about what is being referred to (changing STEP to ELSA Traineeships, and making sure all legal language matches presently used documents)
- Within this term, I recognised struggles PD may be experiencing but it did not discourage me. I have strived to bring Professional Development to a more literal sense to the Irish network. This includes a Grand Social for the beginning of the year with networking in mind, I created ELSA Ireland Ambassadors to not only provide an opportunity to individuals to become Ambassador but to also add to the CV. I procured a stall for ELSA Ireland at the Legal Cheek In-Person Law Fair in Dublin to create visibility and emphasise networking
- Coaching calls or individual calls would be great.
- Workshop, maybe an open coaching call?
- I do not need so much support, but a Handbook would be nice.



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An open question

- Career Fairs are not established in Sweden as it might be in other countries. Therefore, the support for such projects could look more like general open calls, providing information about the event and how to kick-start it. There might also be other national groups or organizations that haven't established career fairs yet but would be interested in doing so (maybe combine these..?).
- I believe sufficient guidance has been provided.
- Create a coaching position within the EIT especially for career fairs, WS on how to set up a fair (project management skills, funding, and EER considerations). WS within ITM/ICMs-> lessons learned.
- A more catered handbook, marketing kit (if we all want to keep the same colour palette).
- Guidance from experienced ELSA alumni on how to approach law firms and other partners would be nice with the people who are responsible for communication with potential partners.
- ELSA Belgium's local groups do not organise career fairs, as most law faculties in Belgium already take the lead when it comes to this initiative, and organising our own fair would not be the most relevant use of our resources, as we would not be able to attract the same number of participants as the universities do. Additionally, many law faculties in Belgium would not appreciate it if ELSA Belgium's local groups started hosting career fairs because this is seen as competing with their own well-established initiatives. Given this context, I believe ELSA Belgium does not require specific support for the organisation of career fairs, but rather for events that complement existing opportunities and that could fill gaps in traditional career development opportunities.
- Economic support and visibility with international law firms to establish our image.
- I would be grateful to receive a guide to better understand the concept of virtual career fairs.
- Individual calls and trainings would be the most beneficial way to improve the quality of local career fairs due to different, local problems. It would be great to seek an individual approach in career fairs improvement.
- It would be good to conduct coaching calls to gain more insight into how the event works and be able to respond more efficiently to partners, as we currently have very little information.
- Maybe support in organizing career fairs, both on-site and virtual. Personalized guidance, such as coaching and individual calls, would be valuable. Additionally, access to handbooks and materials for general event management would help streamline the process.
- No support required



The European Law Students' Association

An open question

37. Besides ELSA Traineeships, what are the main events and activities of the Professional Development Area in your National Group?

- Events regarding the masters if advocacy course in Malta and the warrant exam
- Main events: Lawyers at work events, legal fairs, professional development workshops
- ELSA Career day
- PEN (National Traineeships Program)
- Legal tandem stands out as one of the more prominent events. Broader personal development based events are also becoming more common such as: cv workshops, legal pathways after graduation, LinkedIn master classes and career fairs.
- In our national group we organise Legal Tandem, Lawyers @ Work, Legal Prospects, Postuniversitaria (national traineeship program), JobFest (career fair), Open Day, and Special Practice.
- Lawyers at Work events are organized jointly by AA and PD.
- WE do not have a PD
- N/A
- National Traineeship Programme (LinC), Job Fair(s), Career Day(s), Lawyers at Work
- We do not necessarily do career fairs, but rather organise meetings with different legal offices, courts,... where students can get a grasp of what their career there might look like. We strive to organise those meetings with offices,... who are in search of new employees.
- Workshops on hard and soft skills (Legal Writing); visits to companies (Lawyers@Work); career talks (Career Breakfast); career fair
- ELSA Traineeships introducing events, soft skills events, social events and collaborations with other student organisations, Legal Tandems.
- We always have one local group that organises job fair
- As a national group we don't have any events, but currently we are working on a career fair at a new university, which don't have a local group yet
- ELSA JobFair, Lawyers&work, Open days
- Lawyers@work events.
- In addition to traineeships,, we regularly host workshops and seminars focused on practical legal skills such as CV writing, interview preparation, public speaking, and legal research. These events are designed to help students hone the skills necessary to succeed in the legal profession.



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An open question

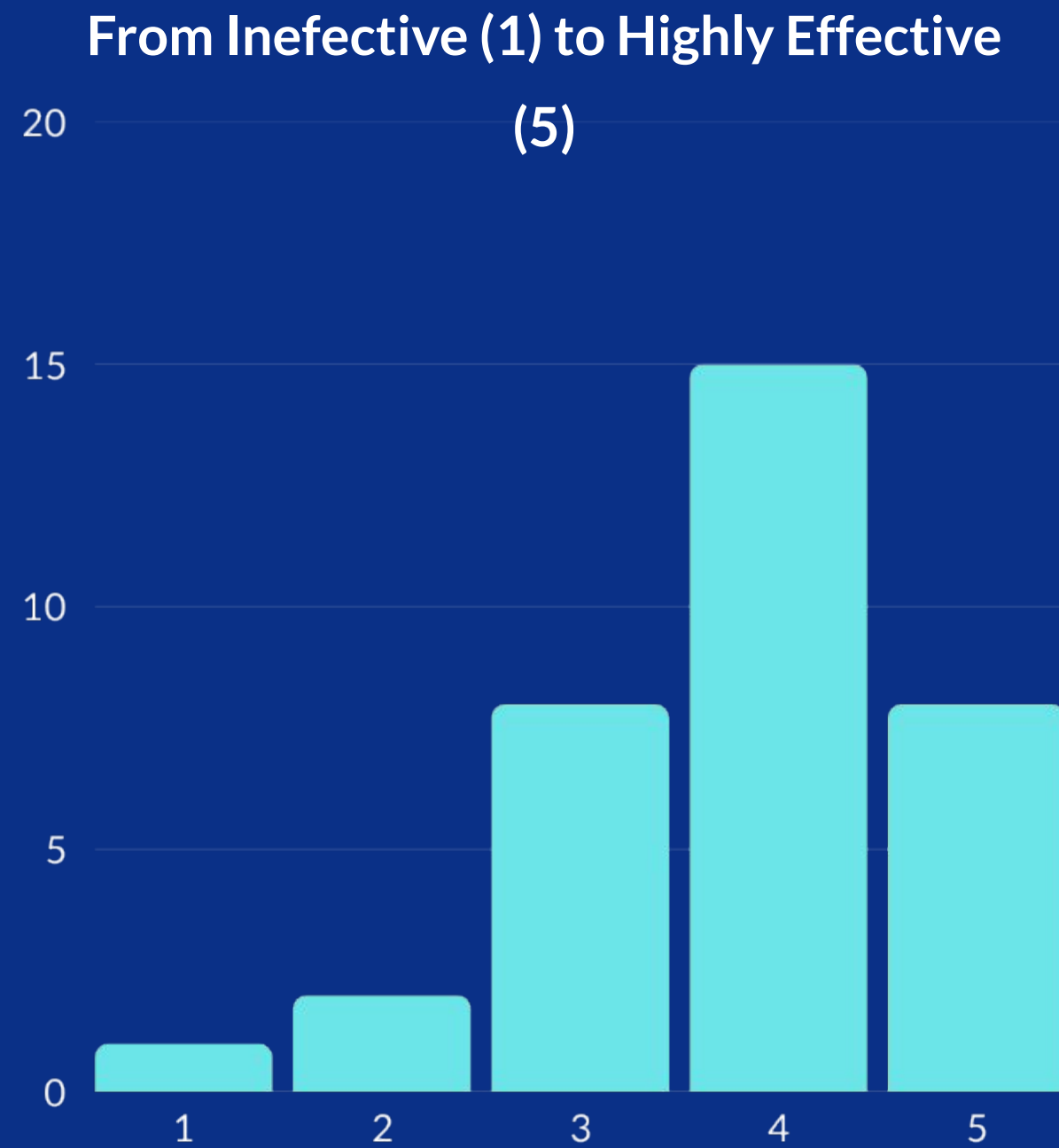
- PD workshops on various topics
- Lawyers at Work event (L@W) / Legal Tandem / Career Fair and Job Fair
- In our network, the Career Fairs are a particularly strong part of the Professional Development area. Furthermore all the local groups have a yearly Professional Development Workshop focused on a Legal English course for the students. During the next semester we will also launch our National Traineeships Programme and a new project called Lawyers Connect.
- We have hosted multiple career fairs around the different universities across the island of Ireland throughout the past year (e.g., in Trinity College Dublin, Dublin City University, Maynooth University, University College Cork, SETU, etc), which have thankfully been very well received by our members and has allowed us to significantly increase our membership.
- Breakfast@Law, Get to know the Work of Lawyers/Judges, Legal Tandems
- Lawyers@Work -events
- Legal Tandem
- CV workshops
- Legal Speed Dating with the alumni
- ELSA Hungary National Traineeships Programme, ELSA Hungary Career Fair,
- International Week about the international opportunities of ELSA
- The only projects held during PD in Sweden are Legal Courses, such as Legal English (LE) and Legal Rhetoric (LR)
- Besides the ELSA Traineeship programme, our national group organises a variety of PD webinars. These are usually online sessions or panel discussions on topics such as careers in law and what it entails to be an EU-qualified lawyer. Additionally, our local group organises larger-scale PD events, such as Lawyers of Tomorrow – a weekend-long event full of webinars, comparable to Career Launch.
- Lawyers at Work events, Soft skills on CV/ML/how to dress
- Except Traineeships, in our network Legal Tandem is in the center of attention with our local groups, because of the setting communication and relationship with other county's local group, plus Lawyers at work event, as it provides students with a perfect opportunity to gain practical knowledge of how certain law firms or other organizations work in the legal field.
- The main project I have been working on in the PD area is a national traineeship programme. The local groups at ELSA Belgium have shown great interest in this initiative, but the programme has not yet come to fruition. In addition, I've been also working on implementing a “mentorship programme”, an initiative that would pair law students with a coach who would guide them through solving complex cases in a specific legal area over multiple sessions, while also giving them insights into the day-to-day life of the profession. While not a full-time traineeship, it would involve an application process and provide a structured learning experience.
- Workshops to prepare for job applications, interviews and sending and preparing applications.
- I would highlight the events we organize because they are diverse, and each local group has its own traditional event.
- The most famous PD project in Poland is ODPP which can be translated to “Nationwide legal career days”. It's a three day cycle of trainings and meetings with lawyers in all 14 Local Groups. Local career fairs are also quite popular.
- We're in the midst of creating a national internship program, but the groups are mostly engaged in activities on how to create the perfect CV.
- Career Fairs, PD Workshops, Job Fairs, i think in my NG we use a lot of PD formats.

An open question



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38. How would you rate the effectiveness of PD Open Calls?



39. Any other feedback on PD open calls?

- None
- I don't have any additional feedback
- None
- WE do not have a PD
- No.
- /
- N/A
- Often I can't attend, so it shouldn't always be on Tuesdays. Please do one week on Tuesday and another week on Thursday for example.
- no.
- I haven't attended any because I haven't got the time...
- None
- Unfortunately I have not been able to attend them.
- Another important activity is the organization of workshops and training sessions focused on practical legal skills, such as CV writing, interview techniques, and contract drafting. We collaborate with law firms and academic institutions to ensure these sessions are relevant and beneficial for participants.
- The information is easily understandable and well presented.
- The Open Calls suffer from a way too low attention rate. Attending the Open Calls should be incentivized further. The effective communication to the Network is small. There should be more room for open discussion between the Professional Development officers, and there should be more new or useful information for the officers that are more focused on the period going forwards, rather than statistics in retrospect.
- To know sooner when the PD falls will Happen. Announced only two days before i'm often Not possible to attend.
- No



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An open question

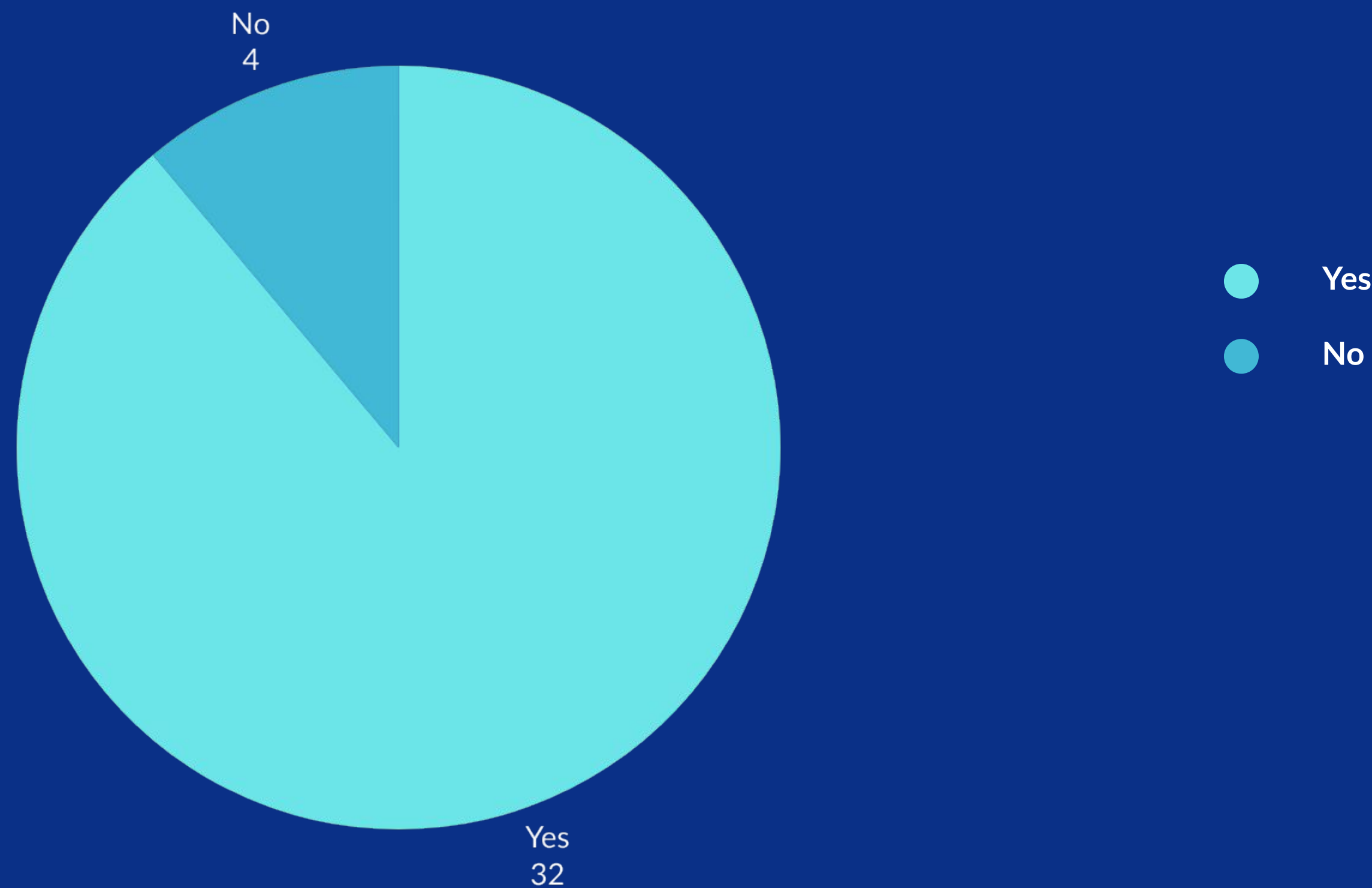
- I think that it would be important to convince more National Groups to attend them.
 - No.
 - Not at the moment
 - I thank Eçe wholeheartedly for conducting and carrying out most of the Open Calls even with all the technical difficulties that arose (meeting not opened to alias ELSA emails, connection issues etc.). She did her best to keep up the good work Mavi did with the coaching system, which can be seen in the overall attendance of our calls.
 - —
 - I believe we could make better use of the PD open calls by using them as a platform to discuss the pressing challenges and improvements for our area together, rather than just waiting to address them at ICMs. Additionally, we do not see many PD VPs attending these calls, which is a shame because we would greatly benefit from hearing more frequently about each other's initiatives, how they build teams of motivated people, how they engage with their locals, where they stand in the process of organising their projects etc.
 - No
 - -
-
- I would not advice to organise it any other way. It works well.
 - They are well structured
 - I think they are useful either to learn but also to get to know others PDers and share experiences
 - No.



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An open question

40. The Cost of Living database for my country is up to date.



Seminars & --- Conferences



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41. What are the biggest challenges you face when organising S&C events?

- attendance
- Sometimes finding a law firm/institution or just a lecturer to support us during the event – this process could take a lot of time; For the international events – reaching audience that's willing to participate;
- Financial support
- I don't face any particular issue.
- Communication with participants
- On a general basis, the biggest challenges that officers encounter in organising a S&C event are the following: finances, especially in terms of organising a national or international project, connecting with speakers and getting them on board S&C projects, because the majority of them have full schedules or are already involved in other non-ELSA projects.
- Financial burdens.
- C
- The lack of Human Resources
- Finding sponsorships.
- Attracting students to attend them.
- Most S&C projects are long-term events; therefore, we must be well-prepared for each day. Moreover, events like WELS require meeting the diverse needs of all participants, demanding strong coordination and careful attention.
- This requires adaptability, effective problem-solving, and meticulous planning, all of which require significant time and effort to ensure a smooth and successful event.
- The presence of another organisation in Estonia that also organises events for law students requires us to constantly organise more engaging and appealing events to attract students.
- Finding partners that would agree to participate and sponsor the events as well (especially for international events)



The European Law Students' Association

An open question

41. What are the biggest challenges you face when organising S&C events?

- Attendance / Attracting students to attend them / Making the event interesting enough to attract people
- Engaging the participants, a lot of people register, but only 30-40% actually attend the event and interact with speakers
- Financial support / Financial burdens / Finding sponsorships / Finding partners and sponsors (especially for international events) / Lack of sponsors
- Communication with participants
- The lack of Human Resources
- Competing organisations requires us to constantly organise more engaging and appealing events to attract students
- Finding speakers / Securing high-quality speakers and partners / To have high-level guests
- I don't face any particular issue
- Managing long-term events like ELSA requires strong coordination, adaptability, and detailed planning to meet diverse participant needs and ensure smooth execution
- Network engagement
- Time constraints when life outside of ELSA happens / Workload can get high when you organise multiple events simultaneously
- Dealing with cancellations
- Finding an appropriate date
- Getting the Local Groups involved in National Events, because the Local Groups are already very busy with their own events



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An open question

- network engagement
- The biggest challenge I face is getting the local groups involved in national events, because the local groups are already very busy with their own events. It would be great to find a way to have a better balance between national and local events, in order for the locals not to feel burdened with for example promotion of national events.
- I would say finding an appropriate date. With the events of other sections and everything else going on around faculties, it can be challenging to fit everything in short period of each semester.
-
- The greatest challenge when organizing S&C events at the national level is ensuring that the promotion and information about the project reach a broad enough audience of students. I often find that after a project has been completed, students ask what it was about and express disappointment that they missed it. Many say they would have participated if they had known about it.
-



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An open question

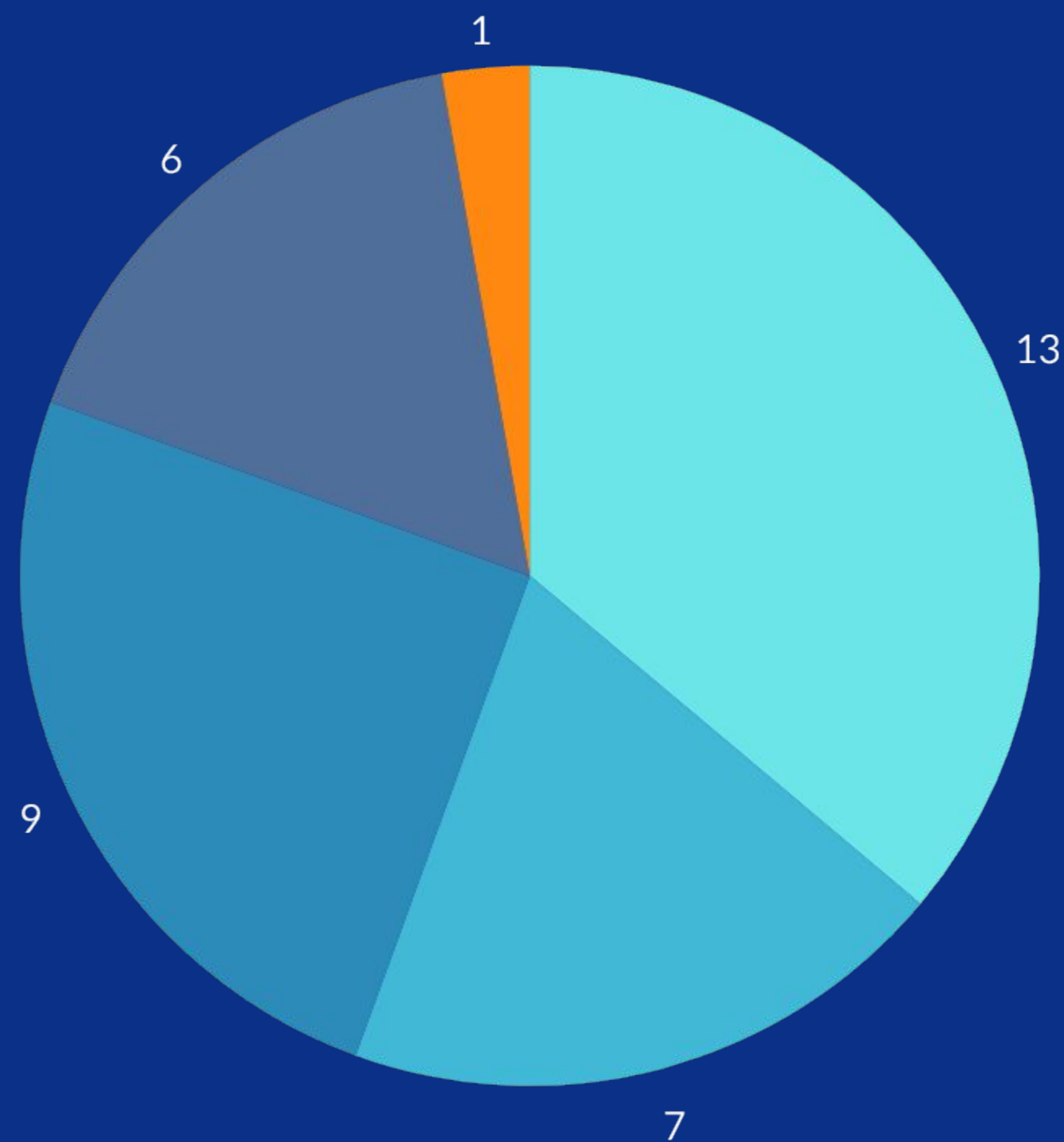
- One of the biggest challenges in organizing S&C events is securing funding, especially for national and international projects like the International Conference of ELSA (ICE) and study visits. Local groups are interested in organizing study visits but often lack the necessary funds to do so. Additionally, I believe that study visits need to be further popularized at both the national and local levels to increase awareness and participation
- Our biggest challenge is finances - locations, catering etc is quite expensive and our budget does not always allow us to go above what is covered by the participants fees.
- Building partnerships
- For some Local Groups it's challenging to organise big-scale offline events due to safety challenges
- Engaging the participants, a lot of people register, but only 30-40% actually attend the event and interact with speakers
- We don't see any major challenges when organizing S&C events. However, if there is one, it would be that our audience consists mainly of Gen Z, who may find traditional lectures boring and require more engaging content and also expect to gain more tangible benefits from the events.
- The biggest challenge I faced was the organization with the local groups
- To have high-level guests.
- Lack of capacity on a National Level, AA/C is prioritized



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An open question

42. How would you rate the participation level at your S&C events?



- Very High (more than 50 people);
- High (30-50 people)
- Moderate (20-30 people);
- Low (10-20 people);
- Very Low (less than 10 people).

elsa

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43. What strategies have you found most effective for increasing student engagement and attendance?

- /
- Interesting and hot topics, famous lecturers, good promotion, always having discussions or Q&A during/at the end of the event / We choose recent and relevant topics that are not covered in university curricula
- Co-operating with professors at the Universities, who encourage students to come and maybe even incorporate our event in their curriculum
- Good marketing and promotion, successful social program
- Updated marketing strategies / In-person advertisement / Active advertising and cooperation with other student association's / Social media promotion is the most effective way but we also use advertisements / When the event is up we also share the FB event link to different group chats for students
- Interactive events such as panels instead of mundane seminars with no real section for questions
- We've gathered that the attendance and engagement don't lie on the S&C event alone, but rather on the promotion of it and its visibility amongst the target audience. On this premises, we've started the organisation of a project sooner than in the past, so that the PR and Marketing team has time to prepare materials and go live with a sustained and continued promotion. In this regard, we've brainstormed the idea of coming up with popular themes and hot topic that students are interested in, so they have a better engagement with the target audience
- FREE FOOD. THE ONLY ONE WORKING
-
- To increase student engagement and attendance, we organise various events such as lectures, quizzes, panel discussions, study visits, and conferences. We also collaborate with different partners from both the public and private sectors.
-



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- Talking one-on-one with members / When the local groups organise information desks and information meetings I notice that participation and engagement increases / Posting on various social media platforms and contacting potential participants directly
- Marketing that is "aggressive" enough Enough time for promotion Focusing on platforms that are widely used, e.g. Instagram instead of Facebook For national events, having local groups promote as well, Low prices, Food and drinks, Topics that students find interesting
- Information flow through university channels, collaboration with other student organizations, and responding specifically to their needs
-
- Lots of marketing and promoting networking with partners, and of course free things in various forms. Free or cheap events.
- Posting many reminders on our stories and sending events in university group chats
- Developing marketing strategies and keeping fees as low as possible.
- Sending mandatory confirmation emails, if people who signed up don't reply before a deadline, we move on to the waitlist.
- To increase student engagement and attendance, the first step is to create a strong promotion and marketing plan with the Marketing team. Then, share the event with your network, starting with emails through Secretary Generals. You can also share it with friends, local/national group to help spread the word.
- Another good strategy is to ask professors and lecturers to share the event with their students. You can also use the student portal at your university and ask faculty to promote it.



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- It's helpful to mention the event during other projects or even give a short presentation to get people interested. If possible, share it during Local Council Meetings (LCMs) or National Council Meetings (NCMs). Finally, holding informational meetings about the event will give people a chance to learn more and get involved.
- Talking to people in person is the most effective, on social media things get lost easily.
- Building partnerships
- Our social media accounts are working very effectively
- Apart from that, we use chats of all ELSA Ukraine members
- The most effective strategies we use to increase student engagement and attendance at ELSA events focus on making them interactive, relevant, and well-promoted. Instead of traditional lectures, we organize dynamic workshops, panel discussions that keep participants involved. We listen to our members and regularly collect feedback to ensure that our topics match their interests and current trends. Strong promotion is key - we actively use social media, especially via Facebook and Instagram Stories to reach a wider audience. To make events even more engaging, we introduce challenges, quizzes, and small rewards that encourage participation. We also emphasize networking opportunities, allowing participants to connect with professionals and other students, making the event experience even more valuable.
- Announced in advance, remind people and try to hear what people want
- Good guests, great program, certificate of participation.
- Promotion



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An open question

44. Have you collaborated with other National Groups or external organisations for your S&C events? If yes, please describe the collaboration.

- No
- We are currently planning a Study visit with one NG
- Yes. We divided the organisational tasks between us, such as finding speakers, etc
- Academic Partners for ELSA Law Schools
- Yes, at the moment ELSA Estonia and ELSA Latvia are organising a two day long event LatEst. Students will visit each other's countries where they will visit various institutions such as law firms and ministries. The same event was done last year (2023/2024) with ELSA Finland
- Nordic Officer's Meeting and Nordic Webinars Series
- EFTA Study Visit to Brussels
- Collaboration regarding the promotion of ELSA Delegations. For the first two calls, we did online information events for people interested in participating in ELSA Delegations
 - Baltic Sea Exchange as a collaboration between ELSA Finland and ELSA Sweden
 - Benelux Conference, a 3-day ICE in Brussels
 - We actively collaborate with other National Groups for our S&C events, especially international webinars and Study Visits.



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An open question

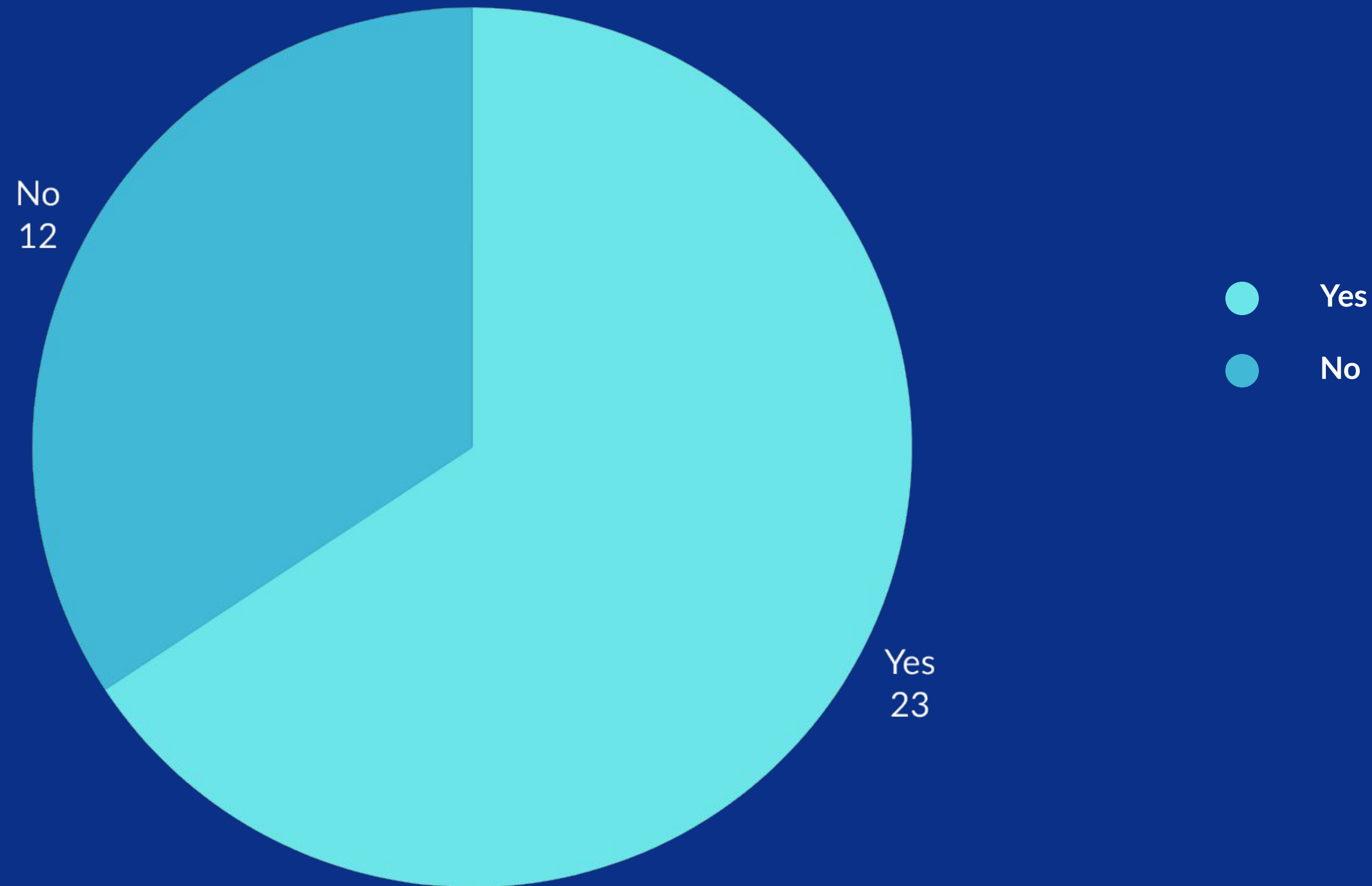
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- We have collaborated with ELSA Norway & ELSA Iceland to organise the EFTA study visit to Brussels; with ELSA Austria and ELSA Germany for an open call on Delegations; currently collaborating with ELSA Portugal on an AHRC Webinar.
- No
- Yes, we organized our annual BeNeLux Conference with ELSA The Netherlands and ELSA Luxembourg.
- No
- Yes, we collaborated with ELSA Latvia for online panel discussion & we're cooperating with ELSA Netherlands for online webinars organisation
- Yes, we actively collaborate with other National Groups for our S&C events, especially international webinars and Study Visits.
- Yes, we did an institution visit to the Hague (not exactly a collaboration) and as part of the AHRC we collaborated with Elsa Austria
- Webinar - ELSA the Netherlands. Good collab.
- No S&C events on the National level so far, but both of those planned



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An open question

45. Do you collect feedback from participants after an event?



46. If yes, please describe how.

- Face to Face interactions
- We collect feedback through a Google Forms / Via Google form
- I do collect feedback from participants and VPs regularly, not only after an event. For example, after each meeting I have with the VPs, I send out a feedback form in order to have their perspective on how the meeting was conducted and if the key points were met. When it comes to actual events, such as NCM, workshops and trainings, I have a dedicated a dedicated timeframe where we discuss feedback over the event itself, the interaction we had and also the materials prepared ahead. However, for everyone to be able to express as freely as possible, I send out, post-event, a feedback form that each participant can complete anonymously
- Our feedback mostly is made in person by talking with participants but we do not make surveys to collect feedback because the engagement of the survey is super low / In rather informal ways, mostly by talking to them directly. Experience showed, that this yields the most responses, which additionally are quite honest as well



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- Through anonymous Google Forms, our members are provided with the opportunity to discuss how we can improve our future events to make them more accessible and inclusive to them, alongside being more relevant to the type of events that they wish to see us hosting.
- In rather informal ways, mostly by talking to them directly. Experience showed, that this yields the most responses, which additionally are quite honest as well.
- Anonymous Google Forms
- google forms - we collect their feedback on how they liked the event, and what should be changed about it
- Through evaluation forms, as well as directly asking them during the event.
- Feedback form
- By sending evaluation forms and specifically checking how every part of the programme was appreciated.
- We collect feedback from participants after an event by creating a form for them to fill out. The form is completely anonymous, we share the feedback form via email and ask participants to fill it out. By the end of the project, We ask them to suggest improvements, share what they liked the most, and, if they're willing, share their overall experience with us.
- We send out a google form for them to fill in.
- Feedback is always collected via Google form
- Yes, we often collect feedback from participants after an event. We regularly conduct surveys to gather their opinions and suggestions for improvement. Additionally, we send out presentations and event materials to ensure that participants have access to key takeaways and can reflect on the content shared during the event.
- Google form



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An open question

47. What are your strategic goals for S&C at the national level in the next year?

- ATTENDANCE INCREASE
- We could expand our reach by hosting more seminars or even a national-level conference, allowing for larger events that dive deeper into topics participants care about
- Collaborating with other student organisations would also help us engage a broader audience and create more dynamic experiences
- Maintain the good quality of our Law Schools and increasing number of events organised by S&C
- Find a new S&C flagship project, WELS organised by the NG in the next 3-5 years
- Further organising a study visit, potentially increasing it to two
- Reviving old partnerships. Working closely with BEE to secure long term partnerships for our event
- Increase the number of seminars or Local institutional visits
- To maintain the quality of the three ELSA Law Schools, continue the National conferences and support the Local Groups
- To increase frequency of our events as well as attracting more attendees



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An open question

-
- Have more events
- Organize SV
- Creating more team-building events
- Be more international - by participating in the ELSA International events, making our projects more international
- Ensure thorough and effective knowledge transfer
- Guidance on how to attain sustained sponsorships and financial aid from external sources in the next year



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An open question

- Further implementing International Projects. Increase the knowledge of International Projects
- Increasing communication with local VPs and with other National groups, and increasing participation at S&C events
- Trying to stabilise and make our bigger projects more sustainable — already starting preparations for the next term now, involving our partners in this process
- Popularizing projects like Study Visits, ICE, ELSA Delegations, and ELSA Law Schools among our National Network is crucial
- Plan cycles of lectures: one in winter, one in summer, with at least one lecture every fortnight.
- Increasing our members' participation in international events of S&C area
- Promoting the organisation of ELSA Law Schools among Local Groups
- Encourage more international events. For this, I request greater presence from the international S&C team (EWA in particular)
- More international focus, better implementation of human rights work



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An open question