

39th State of the Network

Based on the results from the 39th State of the Network Inquiry conducted before the
88th ICM Helsinki 2025.



The European Law Students' Association

Foreword

Dear Network,

We are pleased to present you the 39th 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, Lucie Nováková, 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



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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: 32



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General

Information

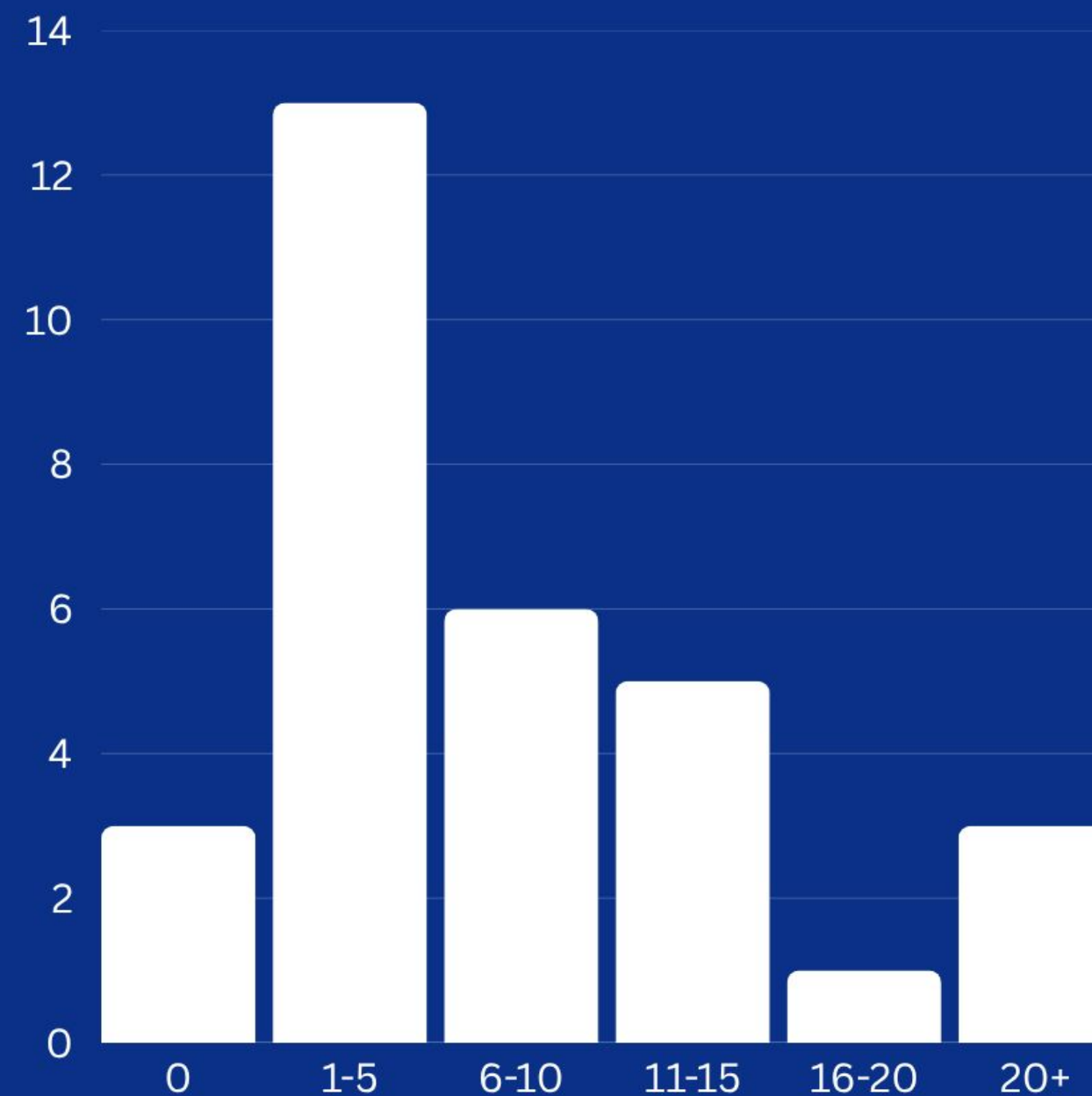


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1. How many Local Groups do you have within your National Group (including both Member and Observer Local Groups)

Mean: 8.375
Median: 5
Maximum: 43

Sum: 268



3x 0	1x 10
3x 1	4x 12
4x 3	1x 14
4x 4	1x 20
3x 5	1x 22
2x 6	1x 29
1x 7	1x 43
1x 8	
1x 9	

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2. How many law students are there in your country? (in thousands)

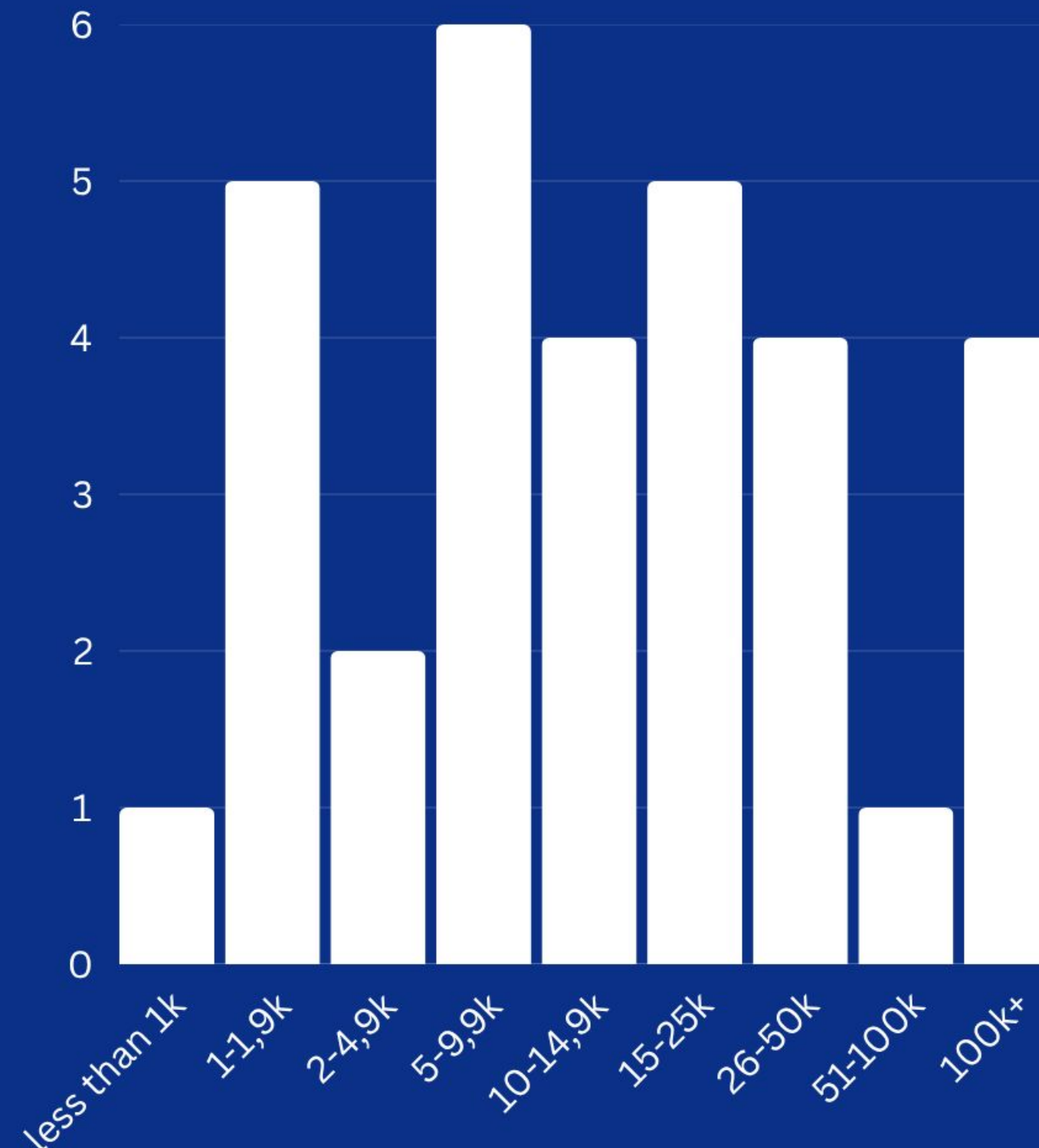
Mean: 30.46k

Median: 10.25k

Minimum: 0.4k

Maximum: 210k

Sum: 974.8k



3. How many individual members does your National Group

have?

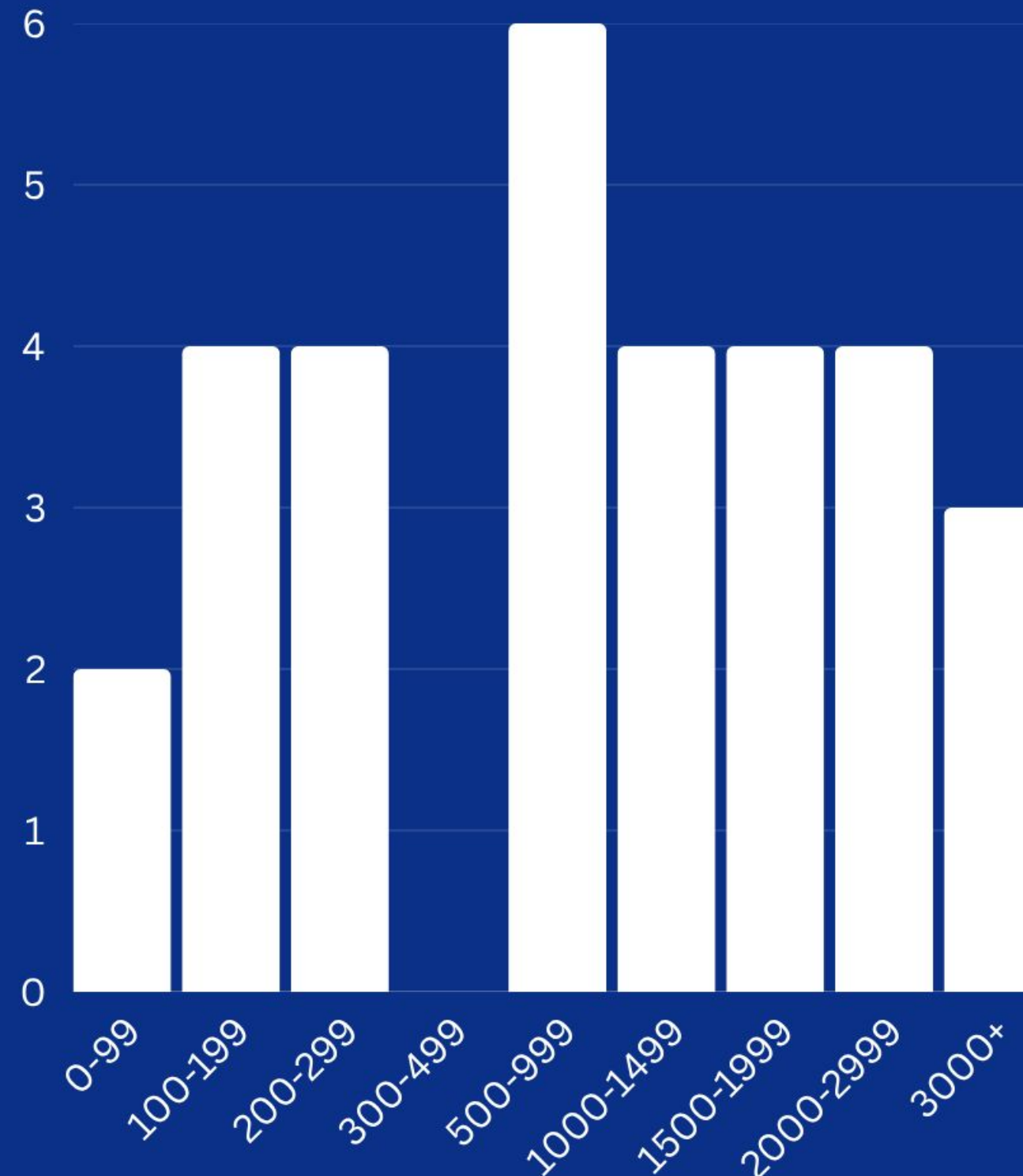
Mean: 1534,2

Median: 800

Minimum: 10

Maximum: 13500

Sum: 47561



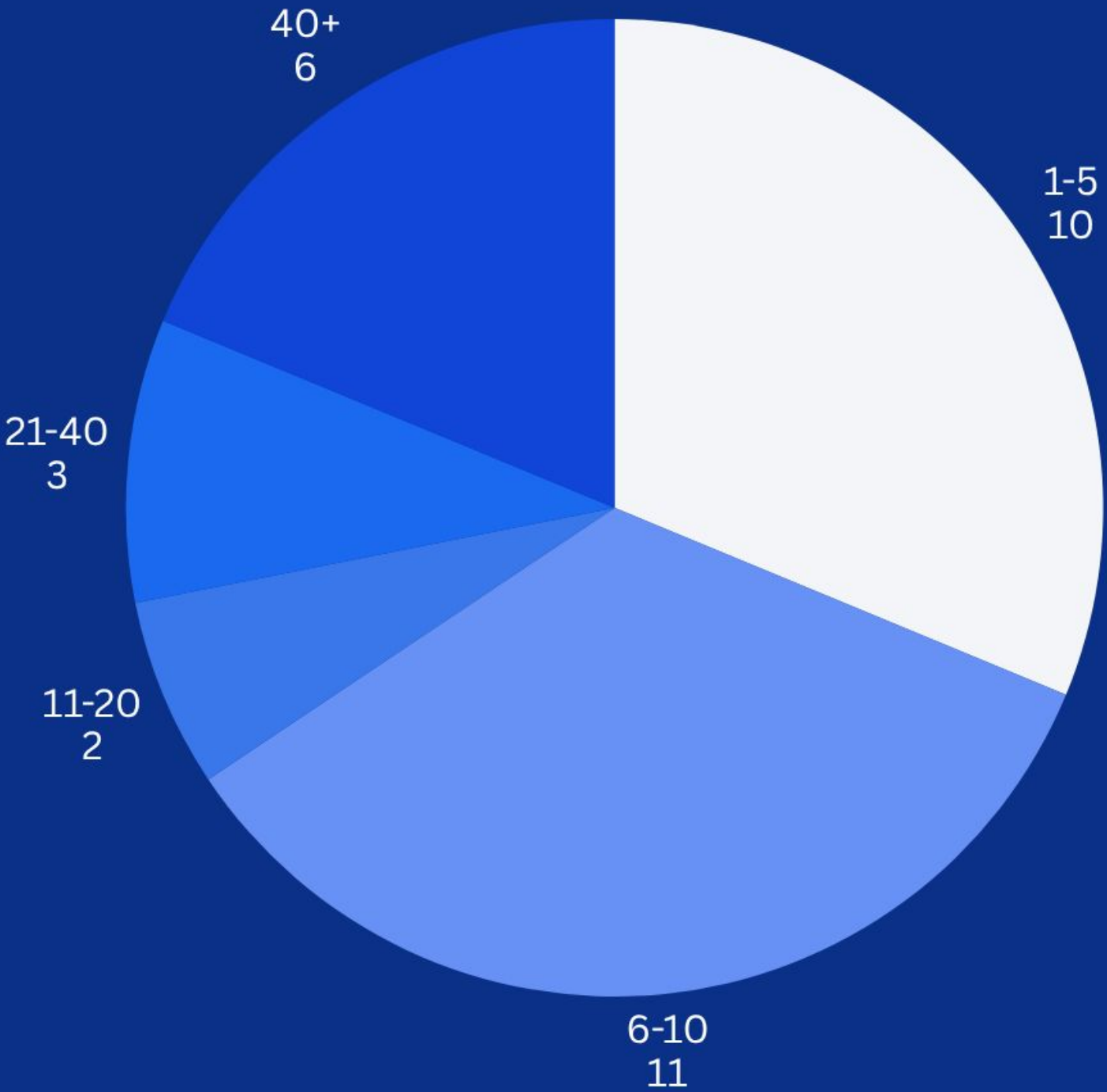
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4. How many law faculties does your National Group cover?

Mean: 19.9
Median: 8.5
Minimum: 1
Maximum: 112

Sum: 638



5. How would you rate the quality of communication between your National Group and the International Board? (1-5)

- 1-3: 0x
- 4: 15x
- 5: 17x



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What is the reason behind your score

- We have good communication with every IB member individually;
- The International Board is always reachable and responsive when we communicate through different platforms. They reply quickly, are helpful, and are open to meetings, which makes working with them very easy.
- We've had good communication with Gabriel and he has answered our inquiries well.
- Transparent communication and regular online meetings
- Great coach, good communication
- We don't chat with IB a lot, but if we do we get the necessary help and answers.
- The reason behind the score is our focus on our national opportunities and project for our members and law students.
- We contact the IB whenever we feel necessary and get satisfactory responses.
- Fast response time, good and helpful answers
- We are very happy with our communication. Many of us communicate with IB members frequently. Overall, we are very satisfied with the promptitude and efficiency of the IB.
- Open Calls are good way of communication. Number of e-mails appropriate. All the necessary info about obligations of NG is sent in time.
- Communication with the IB is clear and helpful. We've no problem about it



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What is the reason behind your score p.2

- We find it very easy to communicate via WhatsApp, and especially with our IB Coach. However, we do find it difficult to access contact info on the remaining of IB and the EIT - especially if we want to use mail and not WhatsApp.
- We would rate the quality of communication between our National Group and the International Board as 4 out of 5. Overall, the communication is clear, consistent, and supportive. The International Board is responsive and willing to assist whenever needed, which helps us feel connected and guided. However, there is still some room for improvement in terms of more frequent updates and clearer coordination on specific projects or deadlines. Strengthening these aspects would make the communication even more efficient and seamless.
- Thanks to Lucie who helped to create a new ELSA account for me, and thanks to our coach who prepared invitation letters to the ICM for us in a couple of days. In general, I have not heard of any negative feedback from our NB.
- The IB has always been there, especially two IB members who managed the problem we encountered.
- We are generally happy with the communication. We have been in frequent communication regarding the event which we were hosting, and the communication with the IB is working well, albeit sometimes with delays in receiving replies.
- Information has been received, from our side our late coaching session would be the reason of a lower grade as it was our responsibility to do it sooner
- Very fluent
- They are helpful! and respond quickly!



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What is the reason behind your score p.3

- Everything goes smoothly. Whenever our National Group has a question or vice versa, communication is quick and efficient.
- IB is quick to respond
- Since each member of the National Board maintains individual communication with their corresponding member of the International Board, it is natural that we do not all share the same impressions.
- Whenever we reach out communication proceeds smoothly, we just don't reach out very often.
- Our coach has always been in touch with us, eager to answer any questions we had. All the IB officers were quick to respond to our inquiries.
- Overall really good communication. And ready to support us.
- Any time we've needed to communicate its been a good timely response
- Communication has been very good but there's always areas to improve
- because all members of the National Board work towards results and the development of Local Groups
- since we have one local group communication is rather easy and therefore, efficiency is increased



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Suggestions for improving communication between NG's and the

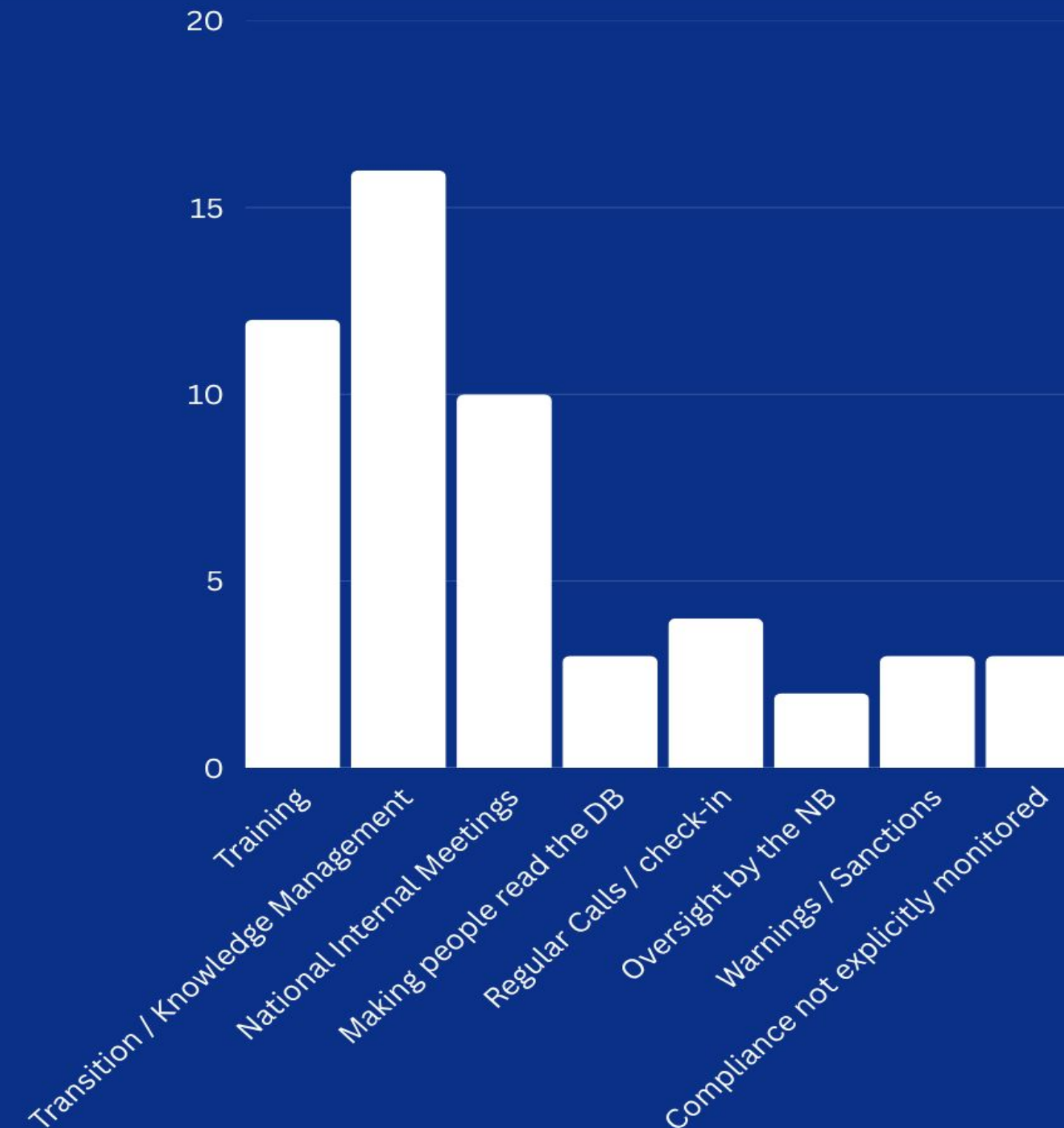
IB

- Clearer and more information on the ISM, its schedules and expectations
- Open Calls should be scheduled ahead of time and released at the beginning of each term
- Making the purpose of the coaching system clearer
- More informal interactions / communication
- More reminders on obligations etc. on WhatsApp / Better use of WhatsApp Groups
- Make EIT email addresses more accessible (e.g. website)
- Make communication with the EIT in regard to JHJMCC more coherent by having a single person responsible for it
- Longer deadlines for submissions such as SotN & Delegation Details
- More regular monthly check-ins to review progress and alignment
- Joint Open Calls
- Create easier ways to share feedback and ask questions both ways

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6. What kind of preventative measures are taken in your National Network in order to avoid breaches of the Decision Book?

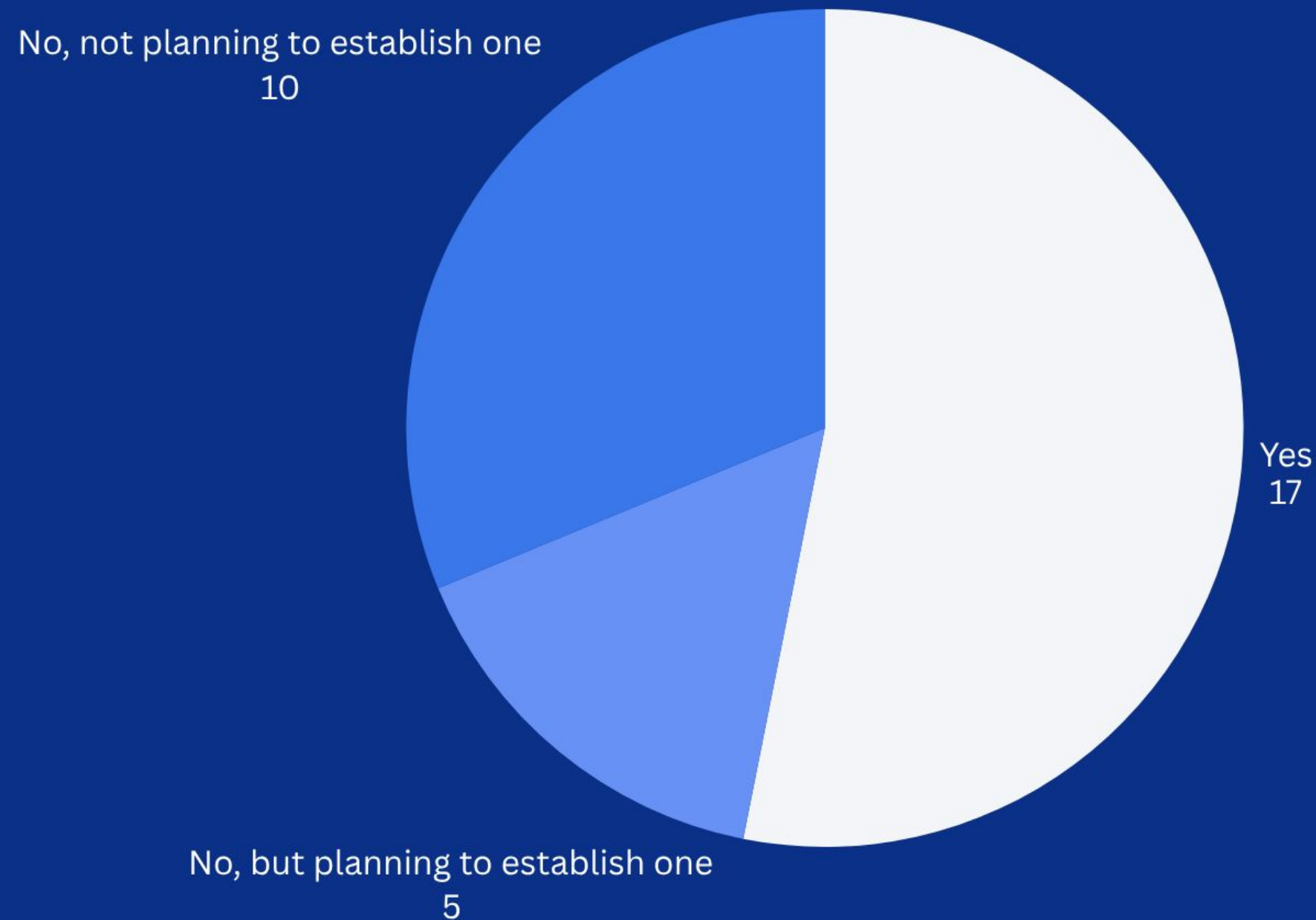


Board Management, External Relations and Expansion



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1. Do you have any regulations on the national level regarding the approach to external contacts?



Elaborate, if you have a national regulation for external contacts

(1/4)

- We do have regulations regarding the approach to external contacts, although they are not yet formalized on a documentation level. In practice, we follow a clear structure to ensure proper coordination and transparency. For example, if a local group wishes to contact a partner of another local group, they are required to inform and coordinate both with the National Group and the respective local group beforehand. We follow the general ELSA International guidelines and ensure that all communication with external partners aligns with the association's values. That being said, we recognize the importance of having a unified national approach, and we are planning to develop structured guidelines on the national level in the near future
- We have a sponsor document the national board and the local groups write their partnerships in order to avoid stealing each others partners. We also have a regulation in our decision book. However, we rarely have any issues, as we are quite transparent with each other. With regard to contacting other country's partners, then we have informed them about the Contact Approval Form.
- Yes, we have procedure similar to CAF, when the local group wants to contact partner/organization/institution which have location in 3 or more cities in Poland, they must fill the application form to contact them.
- We have CAF for local groups
- ELSA [...] has regulations regarding our approach to external contacts in line with the international regulations. We have appointed a Director that maintains the national system, for example by accepting, declining and referring CAFs within the network.
- Yes, we have national CAF, currently under improvement.



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Elaborate, if you have a national regulation for external contacts

(2/4)

- We do. At the moment, there is an article in the National Decision Book that regulates contacting international partners. This aspect is the competence of the National Board, which then proceeds with the CAF. The article in question refers to the specific regulations of the International Decision Book. We also plan to introduce some changes and make the article clearer and more approachable.
- Yes, we have national external relations regulation. In order to contact a partner of LG's or NG you need permission from the respective group. Furthermore, we have 14 regions in the Czech Republic and if you want to contact a subject which is seated in one of the regions where a LG is present you need an approval from the respective LG. For the rest of the regions, you need an approval from the NG. The LG's can also extend their coverage to up to two other regions for the duration of one term if all of the presidents approve it.
- Yes, we have national regulations regarding approach to external contacts. These are outlined in Chapter 11 of our Decision Book, "External Contact and Sponsors." The rules ensure that all cooperation with external parties respects ELSA's political neutrality, professional reputation, and overall vision. All partnerships must be approved by the National President before local groups make contact, and any approach to international sponsors requires the same approval. If a local group violates the rules and ELSA International imposes sanctions, the National Board may hold the local group responsible.



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Elaborate, if you have a national regulation for external contacts

(3/4)

- Yes, there are regulations at the national level regarding the approach to external contacts. According to the Decision Book of ELSA [...], an ELSA Group may not approach a monetary partner that is already cooperating with another Group, unless the partner initiates the contact first. In contrast, there are no restrictions concerning non-monetary partners, allowing Groups greater flexibility in establishing collaborations of this kind. Additionally, partnerships listed in the External Relations Database (ERD) of the Network are considered active for three years from the date of their last renewal. After this three-year period, the partnership is no longer deemed active, and therefore any Group may approach the partner without restriction.
- We have a few internal rules, but the system can be developed.
- Yes, ELSA [...] has a system in place for National Contact Approval Requests. The National Contact Approval Request System is the responsibility of the president. Its use is taught to Local Groups mainly during ELSA [...] transition to the Local Groups, which is held for all Local Groups together and/or as a segment in the Local Groups' own transitions. Additionally, more education on ELSA's ERR and ELSA [...] National ERR may be held during NCMs.
- Yes, the wording has undergone significant refinement over the course of the last term. At present, the most important focus of its development lies in enhancing the process by which local groups can access and receive the CAFs and CEFs. The aim is to make this procedure more straightforward, transparent, and efficient, thereby ensuring that the materials are more readily available and that local groups can engage with them without unnecessary administrative barriers.



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Elaborate, if you have a national regulation for external contacts

(4/4)

- Yes, it is regulated; on the one hand which Local Groups can reach out to which partners (geographically), which Partners can be contacted by the National Board and how the approach of others has to be done
- Yes, locals have to ask national group.
- Yes. We have contact and partnership clauses in our regulatory code that state when a contact and a partnership is permitted and previous approval is necessary
- Yes, national decision book.



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2. Do your current partners meet the needs of your National Group? (1/3)

- Yes x12
- No
- Our current partners generally meet the needs of the National Group, particularly in supporting our projects and events. Their cooperation has been valuable in maintaining the AP quality, professionalism, and visibility of our activities. However, we also recognize the need to further develop our partnerships, especially in the financial aspect.
- Yes they do, however we wish to have more partnerships for different events.
- Yes, we have project-based financing and a lot of speakers and traditional events with some companies, but we are trying to find more sustainable and all-year partners for stability.
- Yes, they do, however, we can do with more.
- Although we gained two partners last year, our needs are not met since our current partnerships do not guarantee an income for the coming years. This is a problem for us since our main funding comes from a structural grant that we need to apply for every year. It is therefore important to us to gain more financial partners to secure the future of our national group.
- At the moment, I would say that not all of our needs are met, therefore, we are actively looking to extend our partners list. This is especially important in regard to the financial security of our National Group, as this has become a pressing issue in the last few years.



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2. Do your current partners meet the needs of your National Group? (2/3)

- For the National Board, no. We currently only have one partner, who is a valuable resource in organising our Negotiation Competition, but do not provide monetary support. Three of our local groups have stable and good partnerships, while our two newest member groups (established in 2025) are still working on developing their own external partnerships.
- Yes, our current partners generally meet the needs of ELSA [...] and continue to provide valuable support to our activities and initiatives. The collaborations in place contribute both financially and substantively to our projects, while also offering meaningful opportunities to our members. However, we remain open to further diversifying our partnerships to address emerging needs and expand the range of opportunities available within the Network.
- For now ELSA [...] no longer has a partner
- Yes, although we have plans for the future that require the broadening of the current partner circle, as well as the support they provide.
- ELSA [...] has a rather small number of partnerships and they provide us with only a limited amount of funding.
- Mainly, yes. However, since some of our partners have terminated their partnership, it has become increasingly crucial for us to identify and secure new possibilities for partners who can support both our ongoing projects and our financial sustainability moving forward. Strengthening our network of partners is essential to ensuring our projects as such.
- Our current partners meet our needs in terms of academic support and providing traineeship opportunities. However, as we have recently launched new partnership packages, we would benefit from establishing more long-term partnerships in the future.



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2. Do your current partners meet the needs of your National Group? (3/3)

- To keep building ELSA [...] as including and engaging as possible, the current partners don't meet the need of our National Group.
- Partially. Our current partners provide valuable support, but we are working to secure more long-term and financially sustainable partnerships as we have almost no financial support.
- Sometimes.
- We currently have a partnership with [Law Firm] which provides event sponsorship for ELSA [...]. Additionally, we are in active negotiations with another organisation to offer exclusive benefits to members of ELSA [...], as well as discussions with another leading law firm regarding further event sponsorship opportunities.



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3. On which part of BEE are you putting the most focus this year, and on which part are you struggling the most this year? (1/5)

- Focusing on board management and international cooperation, struggling with external relations
- This year, our main focus within the area of BEE is on strengthening and expanding partnerships, as well as increasing the visibility of ELSA [...] among potential partners and institutions. The main challenge we are currently facing is related to the financial aspect, specifically, attracting stable sponsors and securing continuous financial support.
- I think both board management with regard to helping my own board, but also aiding the locals with their boards, as well as finding new partners for ELSA [...] and maintaining the good relations that we have already established. I think finding new partners can be a bit difficult, as some law firms can be hesitant to sponsor the national board.
- This year I am putting the most focus on external relations in case of struggling I think is that always is something to do.
- Board Management, struggles and partners
- Most of my focus goes to board management, since there is always a lot to do. I wanted to focus more on External Relations, but it is hard due to the lack of time. I would say this is something I struggle with. I also want to focus on completing the Strategic Plan.
- We are focusing on Advocacy and External Relations this term. We are focusing less on Strategic Planning.
- My focus this year is mainly external relations, since it is vital for the future of our national group to secure more financial partners. More specifically, I plan to secure a general partner to our NCMs. However, this is also the part that we are struggling with the most.
- This year, my main focus within BEE lies in maintaining and strengthening our external partnerships while ensuring greater transparency and support for our Local Groups. The biggest challenge remains the acquisition of new members.



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3. On which part of BEE are you putting the most focus this year, and on which part are you struggling the most this year? (2/5)

- Since Expansion has reached a halt for now, and we have just recently welcomed another Local Group (making a total of 12), I plan to focus on Board Management and External Relations. From a Board Management point of view, everything is going extremely well, and I do not expect problems in the near future within the National Board. As for External Relations, I plan to work closely with my colleagues, especially with the Director for Fundraising, in order to expand our list of partners and make sure that the needs of our National Group will be met long-term.
- This year I would like to focus on fundraising and restructuring our partnership packages. I'm struggling a bit with the network management, as in our network we have two really strong groups and two smaller groups which look small in comparison and non-active and they usually don't have anyone in the NB. We would also like to support them to be more active and be more involved in international events and support their members to run for the NB etc. However, this is a long-term problem, which has been here with us for many years.
- We are putting the main effort on External Relations (especially Member Benefits). The greatest struggle is how to adapt our External's approach to new Italian regulations
- The focus this year is mostly on External Relations and Expansion. One area we are still developing is our advocacy work, as it is a relatively unknown area for our local groups.
- This year, our main focus within BEE is on enhancing the extroversion and social footprint of ELSA [...], while continuing to strengthen our presence both nationally and internationally. We are also dedicating attention to the review of our Strategic Goals, ensuring they reflect the Network's growth and evolving direction. The main challenge so far has been balancing qualitative development with external expansion, but it remains a valuable opportunity for progress and cohesion within the Network.



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3. On which part of BEE are you putting the most focus this year, and on which part are you struggling the most this year? (3/5)

- Establishing external relations is the area I will focus on the most this year. Expansion, however, is the part that requires the most effort.
- We will try to develop the networks through partnerships that will benefit local groups and by promoting the expansion of the network.
- Board management will be in focus, as ELSA [...] has a completely new Board for the 2025/2027 period. The most struggles are expected on the area of Expansion.
- Board Management is the most important part of BEE this year, since the board of ELSA [...] is dealing with quite many large and challenging projects, thus making board management even more important this year than in previous years. We cannot expand to any more law faculties at the moment, since every law faculty in [...] already has an ELSA group attached to them, thus expansion in that sense is the least relevant part of BEE this year.
- Developing our first partnerships, increasing our visibility and getting new members, promoting different legal topics by organizing more events. Struggles are probably going to involve making partnerships, as that is a long process
- This year, we are focusing most of our efforts on external relations and expansion.
- I'm focussing most on keeping partnerships because we have a lot of partnerships, so I want to make sure they are happy. quality > quantity
- We have the biggest problem with fundraising therefore we are putting the most focus there.
- This year, my primary focus is on maintaining and strengthening the relationships and partnerships we already have, while also expanding our network by building new and meaningful collaborations. Equally important is the work of knowledge management and fundraising, both of which are essential to ensuring the continuity, growth, and long-term impact of our projects.



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3. On which part of BEE are you putting the most focus this year, and on which part are you struggling the most this year? (4/5)

- This year, my main focus is on expanding our partnership network and ensuring better coordination between the projects of the National Group and those of our Local Group. Our main challenge remains reaching students across the entire country, as we currently have only one Local Group.
- Keeping our Partners, establishing new partnerships and fixing important issues that have not been resolved for some time; difficult is keeping everyone motivated to play along with the big amount of deadlines we have
- Our main focus is on External Relations which is also the area we are struggling with most, specifically fundraising and securing consistent national-level sponsors.
- Network and external relations and Network and external relations
- This year, our main focus within the BEE areas has been on External Relations. We are prioritising the organisation and development of our external contacts, strengthening partnerships with [...] based organisations, and building a solid foundation for future collaborations. These efforts aim to ensure long-term sustainability and visibility for ELSA [...] at the national level. When it comes to Expansion, we are being realistic about our current capacity. While we recognise the importance of growing ELSA's presence across [...], our focus this year is on laying the groundwork rather than rapid expansion. This includes preparing the necessary structures, guidance, and support that will enable a successful launch of a new ELSA society in the future. At the beginning of the term, we faced challenges in securing a general partner due to internal issues during the Presidential handover period. As a result, we missed the window for inclusion in the annual budgeting cycles of major law firms, which affected our ability to secure large-scale sponsorship early in the year. However, since then, we have been steadily gaining traction through smaller sponsorship opportunities and collaborations for specific events. These partnerships have helped us rebuild momentum and strengthen our external relations. While it is still too early to determine whether we will continue to face difficulties in this area, the progress made so far is encouraging, and we remain optimistic about further growth and stability in our external partnerships moving forward.



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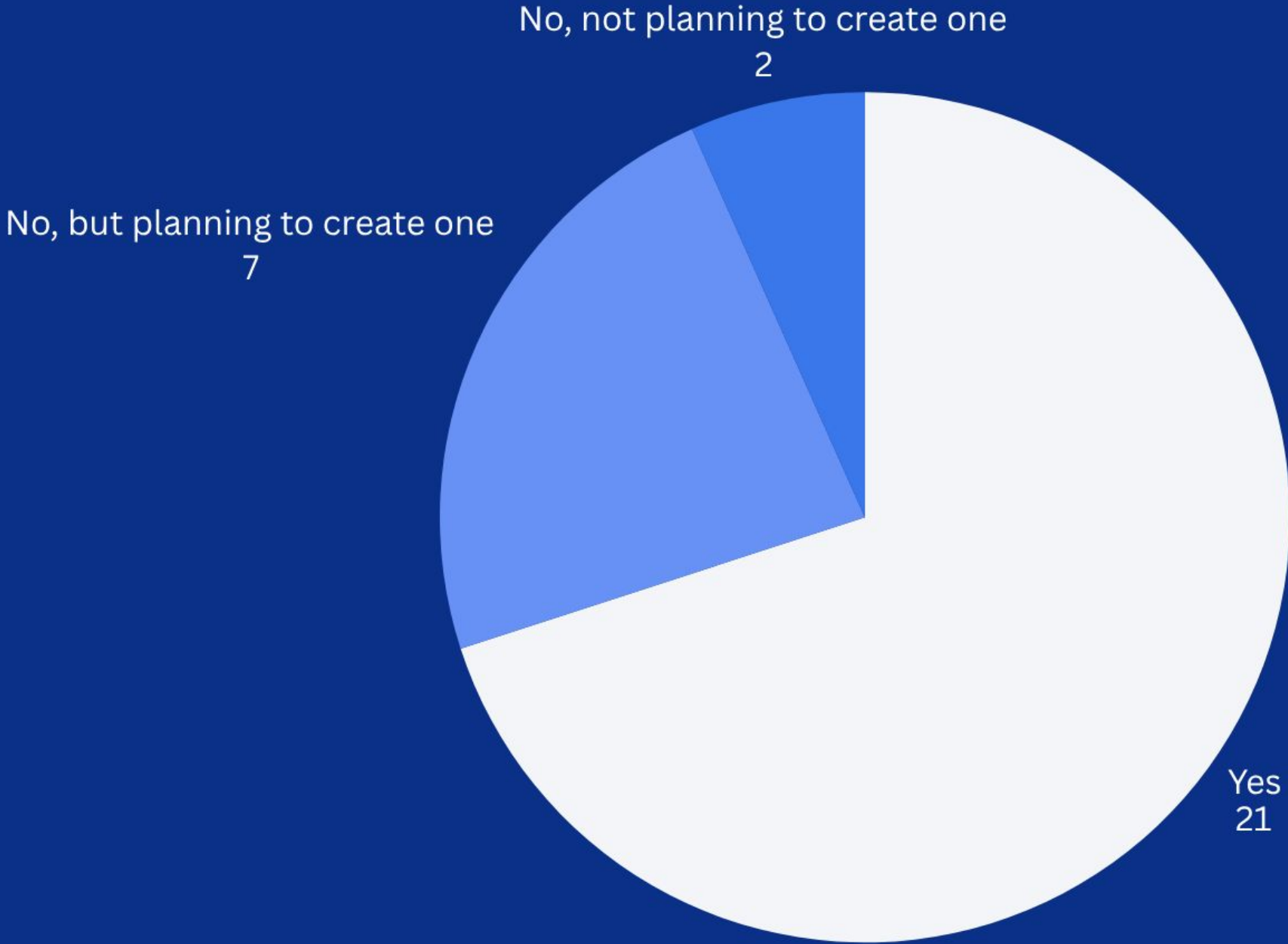
3. On which part of BEE are you putting the most focus this year, and on which part are you struggling the most this year? (5/5)

- Mostly network management and external relations. With Network management being the most challenging so far.
- Focus: Corporate Education. Struggling: Corporate Reform.
- The organization of the Board's work is most important to me. I will focus on maintaining and strengthening external relations rather than seeking new ones, as we already have many commitments. Expansion will receive the least attention, since in Lithuania there is not much room to expand geographically – instead, we will focus on growth through the number of members.
- helping out every other office and we are struggling with the workload



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4. Do you have a Strategic Plan?



If you have a strategic plan, what is its implementation period? (1/2)

- Yes, we have a Strategic Plan. its implementation period is ending this year. We are currently in the process of developing a new Strategic Plan that will reflect the updated priorities and long-term goals of ELSA [...]
- Yes, there is a strategic plan that has been implemented from 2023-2026.
- Yes we have Strategic Plan, implementation period lasts 3 years.
- We have a draft of a Strategic Plan for the period of 2023-2027
- Yes, ELSA [...] has a Strategic Plan. We just implemented a new one earlier this year and its implementation period is three years (2025-2028).
- Yes, we follow an annual Operational Plan aligned with the long-term strategy of ELSA International. Its implementation period covers the 2025/26 term, focusing on structural stability, partner relations, and the empowerment of Local Groups.
- Yes, I have elaborated a Strategic Plan that is meant to be implemented over the course of this term. Additionally, it also includes some long-term goals that will probably be achieved in the next few years.
- Yes, we have one, always for three years. A new one was approved during the spring NCM and its implementation period is 2025-2028.
- Yes, ELSA [...] has a Strategic Plan for the period 2024–2027, covering three years.
- During this term, ELSA [...] has been actively working on the review of its Strategic Goals in preparation for the conclusion of the current Strategic Plan, which is due at the Spring National Council Meeting. In cooperation with the Director of Strategic Planning, the National Board initiated a comprehensive evaluation process to ensure that ELSA [...] strategic objectives remain aligned with the Network's upward trajectory and evolving needs. As part of this process, an Open Call will be launched, inviting all members of the Extended Boards to participate in the Strategic Planning Review. Together with the Board of ELSA [...], these Working Groups will contribute in the drafting of the final text of the renewed Strategic Plan. The final document will be submitted for voting at the Spring NCM. This initiative reflects ELSA [...] continued commitment to strategic growth, transparency, and inclusive decision-making within the Network.



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If you have a strategic plan, what is its implementation period? (2/2)

- Our Strategic Plan is for the 2023/2025 period. We plan to create the next one, for a longer, 5-year period.
- Yes, 2024-2028
- Yes, we have almost finished our plan for our boards term of 2025/2026
- Yes, we have a Strategic Plan with six key points that we are implementing throughout this year.
- We have a Strategic Plan with implementation period of 1 year (it should be implemented until September 2026).
- We are currently pursuing three strategies, all of which are already in progress. However, as there were previously no handbooks or formal guidelines outlining their implementation, developing these documents has become one of my key tasks for this term, as their creation is mandatory. These strategies are planned to be fully implemented by 2028, ensuring a structured and coherent approach to achieving our long-term objectives.
- Yes, the implementation period started last term
- Yes, each 5 year, written in our national decision book.
- Yes. We have two types: one year implementation period and three year implementation plan (25-27)
- Yes. 3 years
- Yes, we have a Strategic Plan, and its implementation period is 2022-2026



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5. 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? (1/4)

- Accessibility
- For the upcoming term, we believe ELSA International should prioritize the sustainability and stability of the network. This includes focusing on strengthening communication and collaboration between International, National, and Local levels.
- I think that the focus of ELSA International should be financial accessibility - especially with regards to IIM's, as that is one of the issues that deters potential participants from our national group.
- I think that the most important goal is the Direction, especially the development of advocacy and legal education. This will strengthen ELSA position as an organisation that has a real impact on the reality around us and will additionally support the voice of the new generation.
- Financial Accessibility that respects participants and organisers.
- I think they should be Data Protection, Advocacy and Legal Education.
- In our opinion, ELSA International should prioritise Goal 1.3, Goal 2.1 and Goal 3.2.
- The three pillars in the Strategic Plan, Accessibility, Structure, Direction, are interconnected: without accessibility, there is no diversity; without structure, no sustainability; without direction, no impact. In my opinion, the main gap today is financial accessibility. Progress has been made, however EIT reimbursements and sustainable funding remain challenges. Furthermore, data protection and HR have advanced strongly, but IT infrastructure and knowledge management still need focused work.
- ELSA International should prioritise structural continuity, transparent communication, and knowledge management between generations of officers.



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5. 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? (2/4)

- I believe that the greatest priority should be centered around the financial accessibility to international events. This is justified by the fact that the financial situation across Europe has worsened over the last few years, especially for some particular countries. Consequently, the cost of attending the events has increased and it has become a burden to cover these costs. Hence, the participation at some events, such as the ICMs is more difficult. I think that some discussions around this subject should be held in the Network, in order to find alternatives and ways to reduce this discrepancy among National Groups.
- In my opinion ELSA International shall focus on improving the quality of IIMs, as the current situation is far from ideal and the lack of hosts makes lives of pretty much everyone in the network harder than it needs to be and next ELSA International shall focus on embracing technological innovations, since the websites and portal of ELSA International are older and older every year, they do not meet the standards of 21st century and cause more and more problems every year.
- ELSA as a Network could do more in promoting its activities as a complete offer to Externals. Generally Speaking, Member Benefits (especially in regard to transportation) should be broadened and more Academic Partners could be implemented.
- Article 1 Goal 1 on accessibility, focusing on 1.1 becoming a financially inclusive association and 1.3 improving knowledge management.
- In the context of implementing the 2023–2028 Strategic Plan, I believe one of the main priorities of ELSA International for the upcoming term should be to strengthen the Network's commitment to social responsibility, in line with ELSA's vision of a just world in which there is respect for human dignity and cultural diversity. ELSA International should continue to promote and expand socially responsible initiatives that address current global challenges and encourage meaningful engagement of members in areas such as human rights, legal awareness, and sustainability.



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5. 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? (3/4)

- Developing contact with international institutions ! The EU?
- Financial Accessibility. It is harder and harder to afford the participation in events, especially international ones.
- Ensuring financial accessibility of ELSA's international events (IIM, LS etc) while balancing the financing needs of organising groups (for example, LGs that organise LS, NGs that organise ICMs)
- Accessibility and structure
- ELSA International should prioritize strengthening communication and support for National Groups
- the sustainability of partnerships
- ELSA International's priority should be to continue working on accessibility. We are not saying ELSA is not accessible now, but with challenges we face everyday (from conflicts, inflation,...) ELSA International should not lose focus in this area.
- I believe that the greatest priority should be centered around the financial accessibility to international events. This is justified by the fact that the financial situation across Europe has worsened over the last few years, especially for some particular countries. Consequently, the cost of attending the events has increased and it has become a burden to cover these costs. Hence, the participation at some events, such as the ICMs is more difficult. I think that some discussions around this subject should be held in the Network, in order to find alternatives and ways to reduce this discrepancy among National Groups.
- Focusing more on informally communicating with local groups to build a personal relationship



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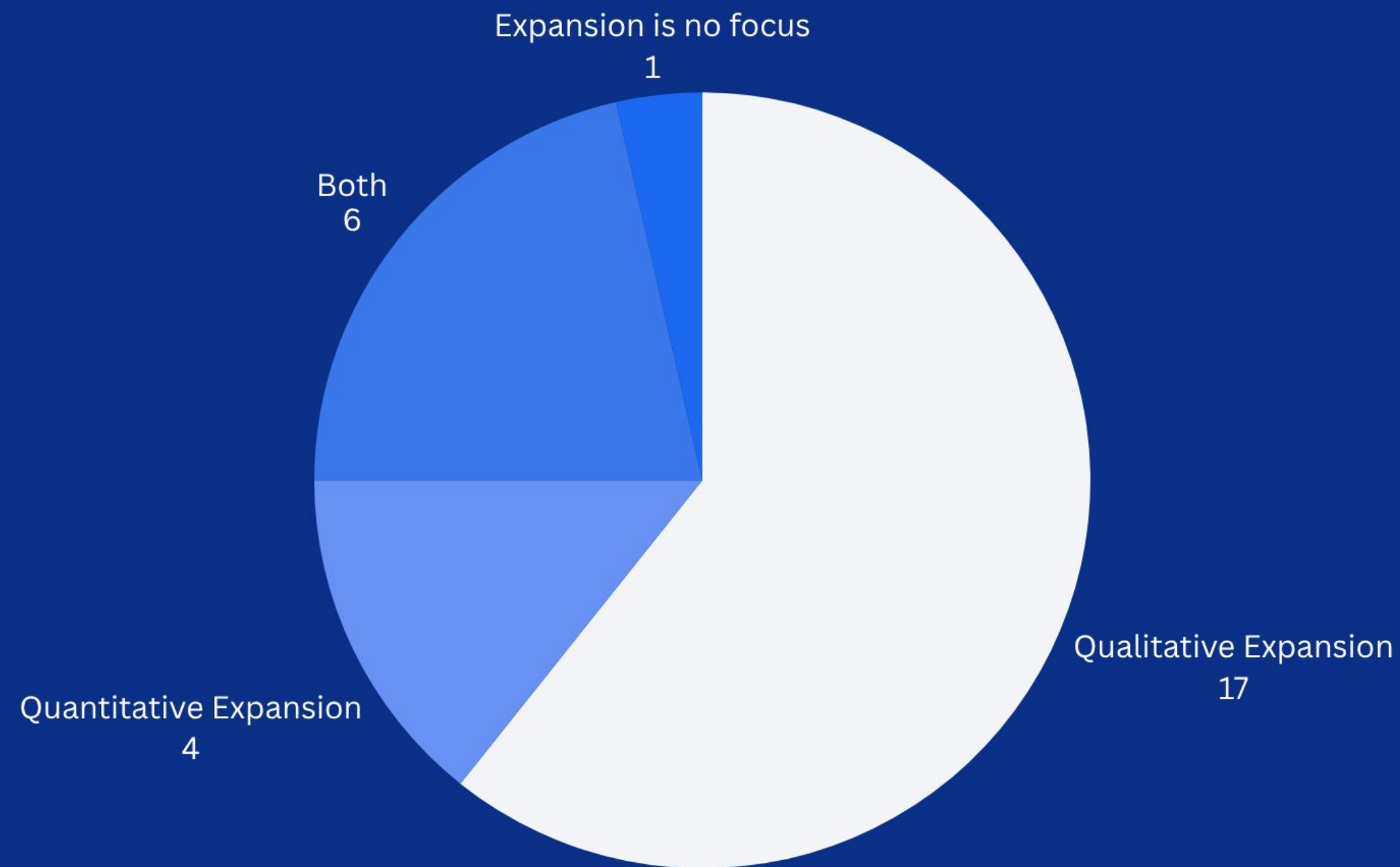
5. In terms of the implementation of the 2023-2028 Strategic Plan, what in your view should be the priorities of ELSA International for the upcoming term in office? (4/4)

- I believe it is important to once again place a strong emphasis on our academic projects, such as the LRG and other related initiatives. These projects not only contribute to our educational objectives but also provide valuable opportunities to advance our work in the areas of human rights and advocacy, reinforcing the core values and mission of our organization.
- Accessibility to international events for members from all countries. Additionally, developing a transition framework would be highly beneficial, as it would provide incoming Board Members with a better understanding of the organisation from the outset and reduce the risk of inadequate transitions.
- It might be important to put financial sustainability over accessibility in regard to ICMs etc. ELSA International should also push for technological innovations like using AI for meeting minutes etc, to increase efficiency and reduce the administrative burden for National Boards.
- Financial sustainability across the network and stronger support for national and local groups
- Keeping the costs of participation as low as possible while maintaining the quality of its events.
- In my view, Goal 1 is the most important and crucial priority for ELSA International. Ensuring that all groups can easily access financial guidance, support, and knowledge is essential for effective implementation and long-term sustainability across the network, in my opinion.
- Accessibility
- I genuinely don't know.
- In terms of the implementation of the 2023–2028 Strategic Plan, We believe that one of the key priorities of ELSA International for the upcoming term should be strengthening the network. This means focusing on ensuring smooth cooperation between national and local groups, maintaining strong external relations, and supporting members with the tools they need to grow.



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6. Are you focusing more on qualitative or quantitative expansion this term?



7. Could you please give feedback on your interactions with the President of the International Board, open calls, ITM, availability, and so on? What can be improved? (1/4)

- Good communication, interactive and innovative open calls
- My interactions with the President of the International Board have been positive and helpful, providing guidance and support. Maybe, to improve, follow-ups after calls and brief summaries of sessions would help ensure clarity and keep all groups aligned, especially those unable to attend calls.
- The contact has been great and Gabriel has answered what I have needed.
- Unfortunately, I was unable to attend ITM. I think that working with Gabriel is fine.
- He is always available when needed, no need to intensify open calls. No improvements needed.
- Overall I am happy with the calls, however I feel that the meetings are sometimes duplicated. I understand that not everyone can attend all meetings, but sometimes I feel I have already heard what is discussed (ITM in my opinion was the exact same as last year and the only new information for me was some of the BEE workshops).
- So far, the interactions with the President of the International Board have been pleasant. If I have any inquiries or need assistance, my requests have been promptly answered, which I really appreciate. The Open Calls have been useful as well, with topics of interest tackled and fruitful discussions.
- My interactions with the President have been very positive, and I feel like I can always ask him if I have any questions. The open calls have been interesting and informative.



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7. Could you please give feedback on your interactions with the President of the International Board, open calls, ITM, availability, and so on? What can be improved? (2/4)

- The communication with the President of the International Board has been constructive and supportive. The open calls and ITM formats are valuable; however, more consistent follow-ups and a clearer framework for ongoing projects would help maintain engagement and accountability across the network.
- I'd like to say that communication went smoothly so far, I have encountered no problems in regard to the President of the IB. The information was shared promptly and clearly, I have no complaints on this part! The activities proposed by the President were relevant and useful, and I hope they will continue to be developed over the course of this term. Good job, Gabriel!
- So far, the work of the President of the IB is pretty good in my opinion. I was content with the workshops during ITM (just maybe too much of ERR). The availability of the President is great, every time I need help with anything I get fast replies. I'm also content with the open calls.
- Communication with the current President of the IB could not go better.
- Gabriel has been approachable, supportive, and very much available for questions or discussions when needed. Although he often seems very busy, for example joining calls while travelling, he still manages to stay engaged and responsive, which I appreciate.
- The President of the International Board has been approachable, supportive, and consistently helpful. Communication has been smooth, and he has shown genuine availability and willingness to assist whenever needed, including during Open Calls, Individual Calls and BEE Academy Sessions. At this stage, I do not have any particular suggestions for improvement.
- I believe that the President of the International Board, as well as the tools used by them, have been a great support for the national groups.
- Gabriel has always been available in case of need and I thank him infinitely for it.



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7. Could you please give feedback on your interactions with the President of the International Board, open calls, ITM, availability, and so on? What can be improved? (3/4)

- We are totally delighted with the work of the President: the open calls have topics that are relevant (and we can always suggest topics for the next calls), the last ITM on BEE's part was excellent. We are more than happy to see that the President represents the Association on numerous platforms and events.
- Good in general, however responding to questions could happen faster. Especially in matters that are urgent or relating to ERR.
- Everything is good and understandable
- Everything has been great — the President makes everything very easy, always helps me with any questions I have, and it's always a pleasure to see them at an NCM or any ELSA [...] event.
- i have no feedback
- We have no suggestions for improvement since everything works for us right now.
- I would like to propose making the workshops and open calls more interactive, with a particular focus on engaging the BEEs in a way that encourages discussion, collaboration, and active participation. By fostering an environment where participants can exchange ideas and share experiences, we can enhance both the learning outcomes and the overall impact of these sessions.
- I have no suggestions for improvement at this time.
- Very positive, fast answers
- The President has been very approachable and supportive. Communication is consistent and he is usually quite responsive.
- President is really approachable, active and including everyone. Open call or workshops should be given more by him than his team sometimes.



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7. Could you please give feedback on your interactions with the President of the International Board, open calls, ITM, availability, and so on? What can be improved? (4/4)

- Everything has been delightful. The President of the International Board has been approachable, responsive, and supportive through any interaction I've had with him. Open calls, ITMs, and other interactions have been well-organised and informative, with timely communication and clear guidance.
- All the interactions have been positive and at the moment I don't have any notes.
- The President is a great guy. I cannot ask for more.
- We do not have any remarks, everything has been going well.
- I am eager to meet him.



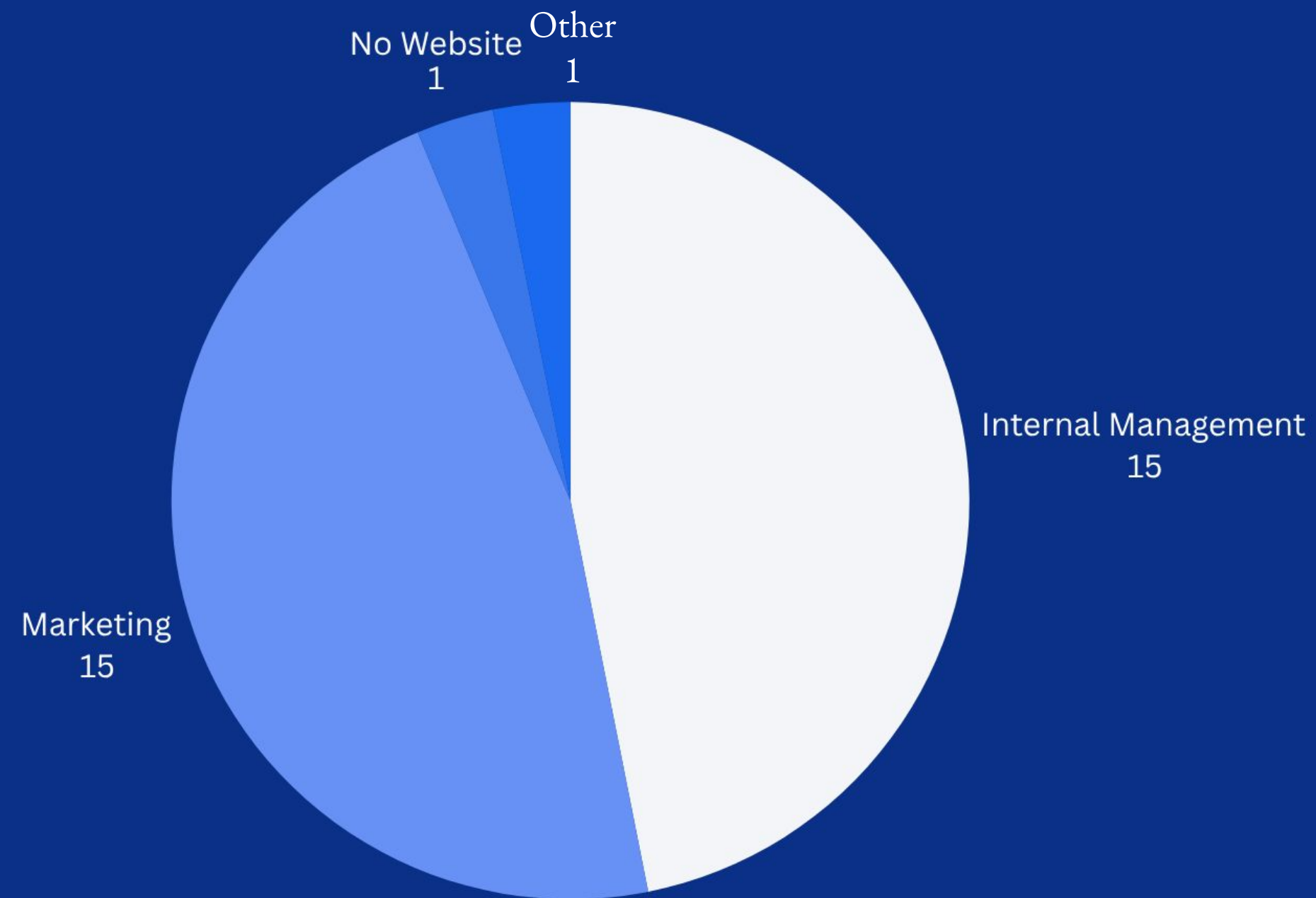
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Internal --- Management



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1. Which area is responsible for Website Management in your NG?



2. Where do you feel uncertain when working with Data Protection? (1/3)

- No uncertainty x7
- One area of uncertainty in relation to Data Protection arises when sharing data with project partners. It can be challenging to ensure that partners handle the information in full compliance with relevant regulations and legislation, as this aspect is sometimes beyond our direct control. While we consistently make efforts to be cautious and maintain high standards of data protection, we also take proactive measures by informing and reminding our partners about applicable data protection requirements when necessary. Although we have not encountered any specific issues to date, we recognize that maintaining oversight of partners' data-handling practices remains a complex and ongoing responsibility.
- Only information relevant to the organization's operations may be stored internally, on Google Drive, or in the general Secretary General email account, which is passed on during transitions. I initially encountered some challenges when sending informational emails to multiple recipients, as this involved using personal email addresses. The issue was resolved by using the BCC function, which ensures that recipients cannot see each other's contact details. Overall, there has been a strong focus on maintaining compliance with data protection regulations and ensuring responsible handling of personal information.
- I feel uncertain about archiving as we have a lot of data that needs to be archived and we haven't worked out specific guidelines, but the example in the handbook is a great starting point.
- At this moment, we have not encountered any specific challenges regarding Data Protection. We have just recently implemented a new Privacy Policy for the National Network.
- I feel especially uncertain when it comes to writing Privacy Policies which can be used by the local groups.
- I currently feel uncertain in the area of Data Protection because I do not have much practical experience with it yet. At the moment, our National Group does not have a fully developed internal system for handling data protection matters. Apart from a general awareness that data must be handled carefully and that emails containing personal data should be deleted at the latest by the end of the term, there are no clear procedures in place yet. I have not encountered major cases or difficulties so far, but I believe this is mainly due to the lack of a structured system rather than full compliance. Therefore, I plan to develop clearer internal guidelines and procedures for data protection next semester.



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2. Where do you feel uncertain when working with Data Protection? (2/3)

- I wouldn't say I encountered any special situations. Every situation I came across didn't involve a high level of difficulty, so everything went smoothly. However, I feel uncertain when it comes to national legislation. It tends to change quite often, so I would have to check it periodically. Also, there isn't one single law that provides data protection regulations, so it complicates things a bit.
- I feel confident in working with Privacy Policies and Consents and try to control the compliance in this area in ELSA [...] network. Area where I am uncertain is RoPA. I work with the RoPA model sheet that EI provided, but it is really complicated but I try my best to implement the RoPA in czech network (I am working on model sheets for various events such as IVs,SVs, Open Days..., and try to make the RoPA as easy to fill in as possible)
- Using joint controllership agreements, specifically how and when to use them. Also how to handle Data Breaches.
- As ELSA [...], we sometimes feel uncertain when dealing with Data Protection, particularly regarding the interpretation and application of the GDPR. The regulation can often feel quite complex and extensive, making it challenging to fully understand how to ensure compliance in every situation. We sometimes worry about unintentionally mishandling personal data or missing specific procedural requirements, especially when organizing events, collecting participants' information, or managing online registrations. The GDPR framework can seem chaotic at times, and despite our best efforts to follow the rules, we would appreciate clearer guidance and more practical examples to help us navigate it confidently.
- I was wondering how safe it would be to give my team access to the SecGen account, as it contains a lot of data from previous years. Therefore, I decided to create a new account for them, so they can work independently and without any concerns about security.
- We are not really aware about how to deal with data protection. We do not really have the time to fix it. Not enough members in our national team (4 people). But I know that regulation are available on the officers portal.
- I feel a bit uncertain about the whole thing because I haven't worked with data protection previously.
- I feel uncertain about ensuring that all officers in the key areas fully comply with Data Protection and about extending its proper implementation to all Local Groups in the network.
- in the NCM and storage
- I sometimes feel uncertain when interpreting the specific legal requirements when determining the correct legal basis for processing certain types of personal data, but so far, I have not encountered any specific difficulties in practice.

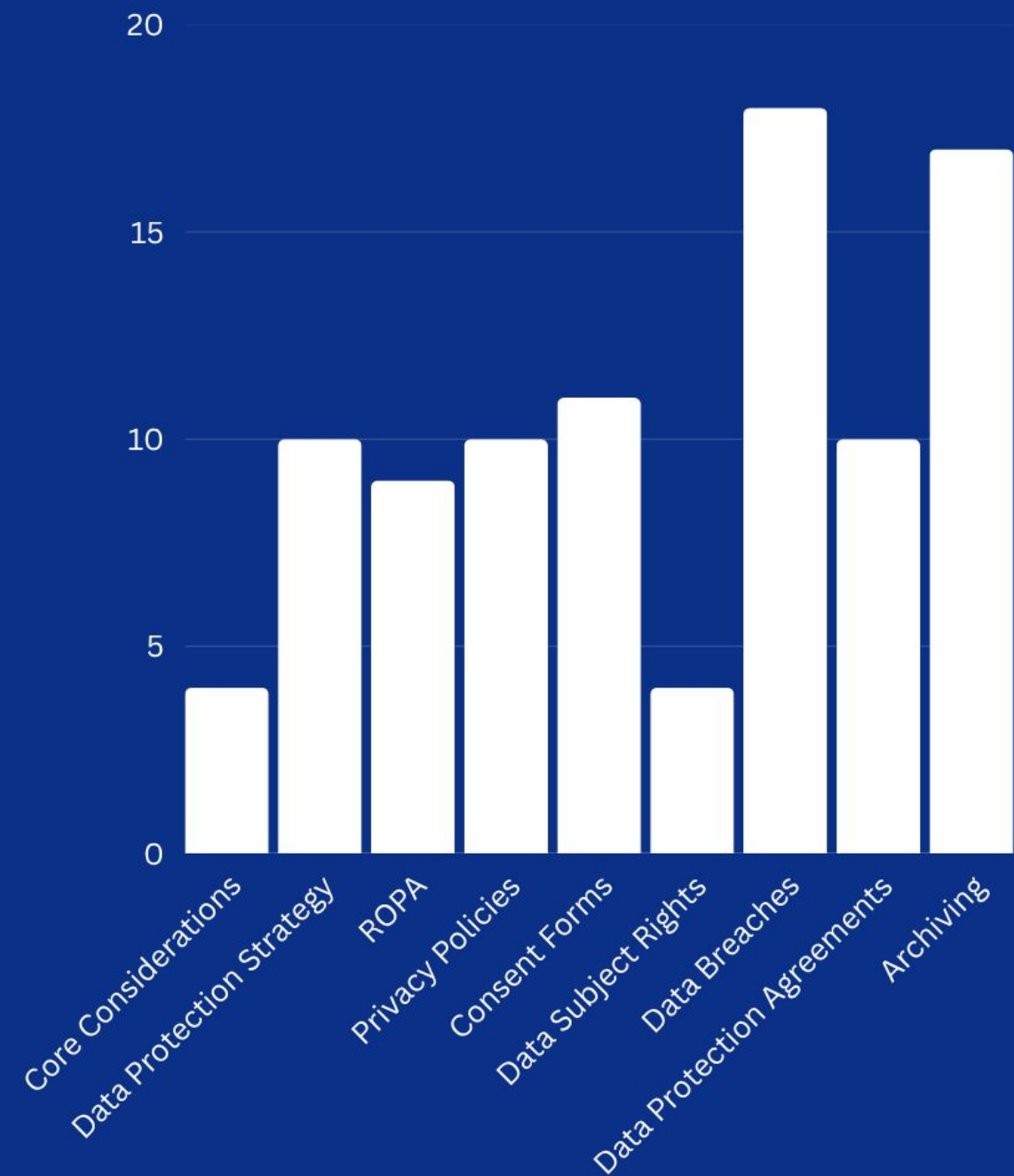


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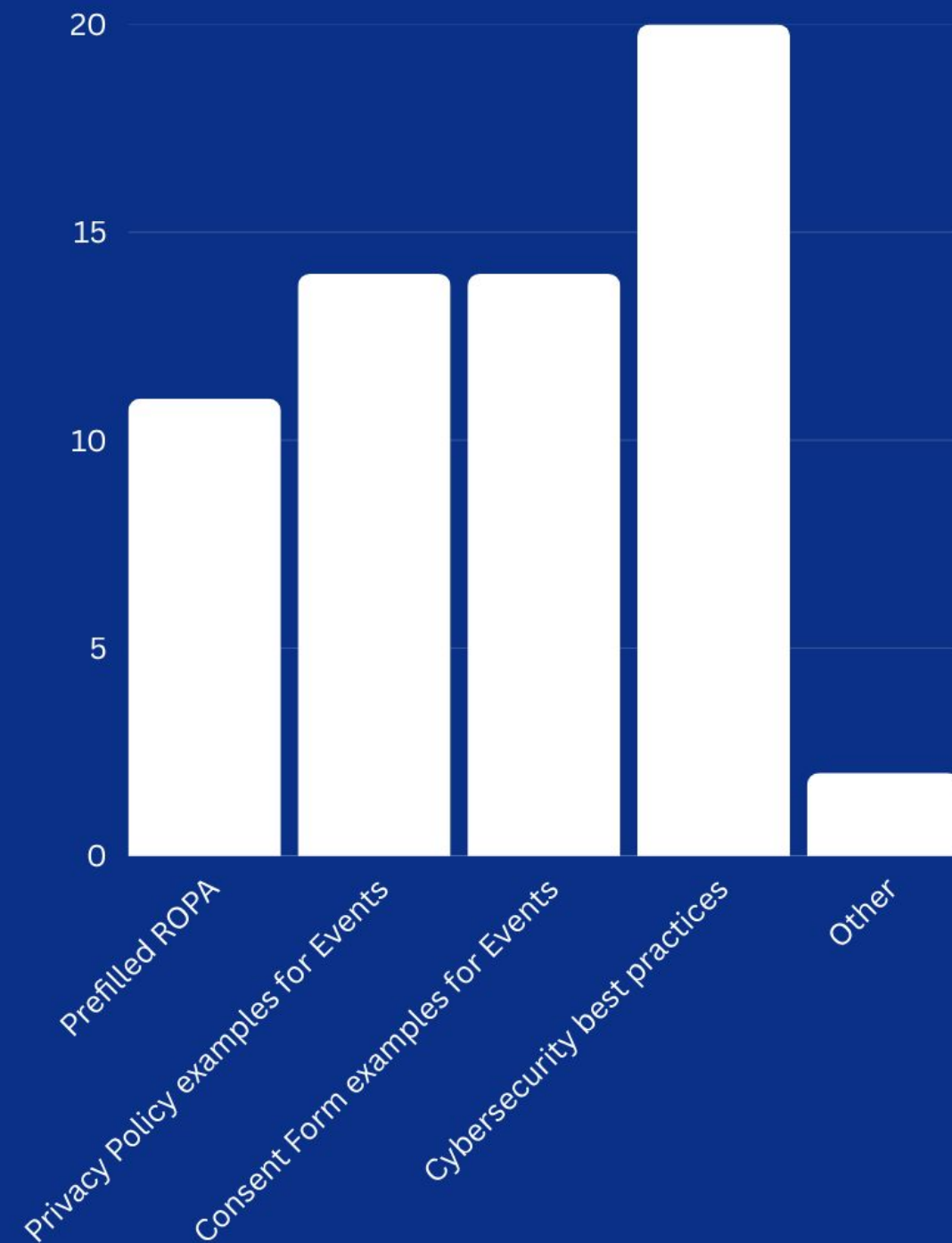
2. Where do you feel uncertain when working with Data Protection? (3/3)

- Enforcing GDPR compliance in a non-EU country, keeping track of all the forms our board needs and having access to all information which needs to be deleted. Going back into our archives and deleting sensitive data...
- When completing the ROPA. I believe we need more of a practical session with the Officer for the Data Protection (Nives).
- Ensuring members data is being held securely at all times
- In certain projects that need a bigger retention of data. We've been feeling difficulties regards of less knowledge.
- Sometimes we may feel uncertain when working with Data Protection, but since we always have someone to consult with, this does not cause any real problems. We have not experienced any specific difficulties or problematic situations.

3. ELSA already provides a handbook and the Europrivacy Courses. Which part of the handbook would you need more information about?



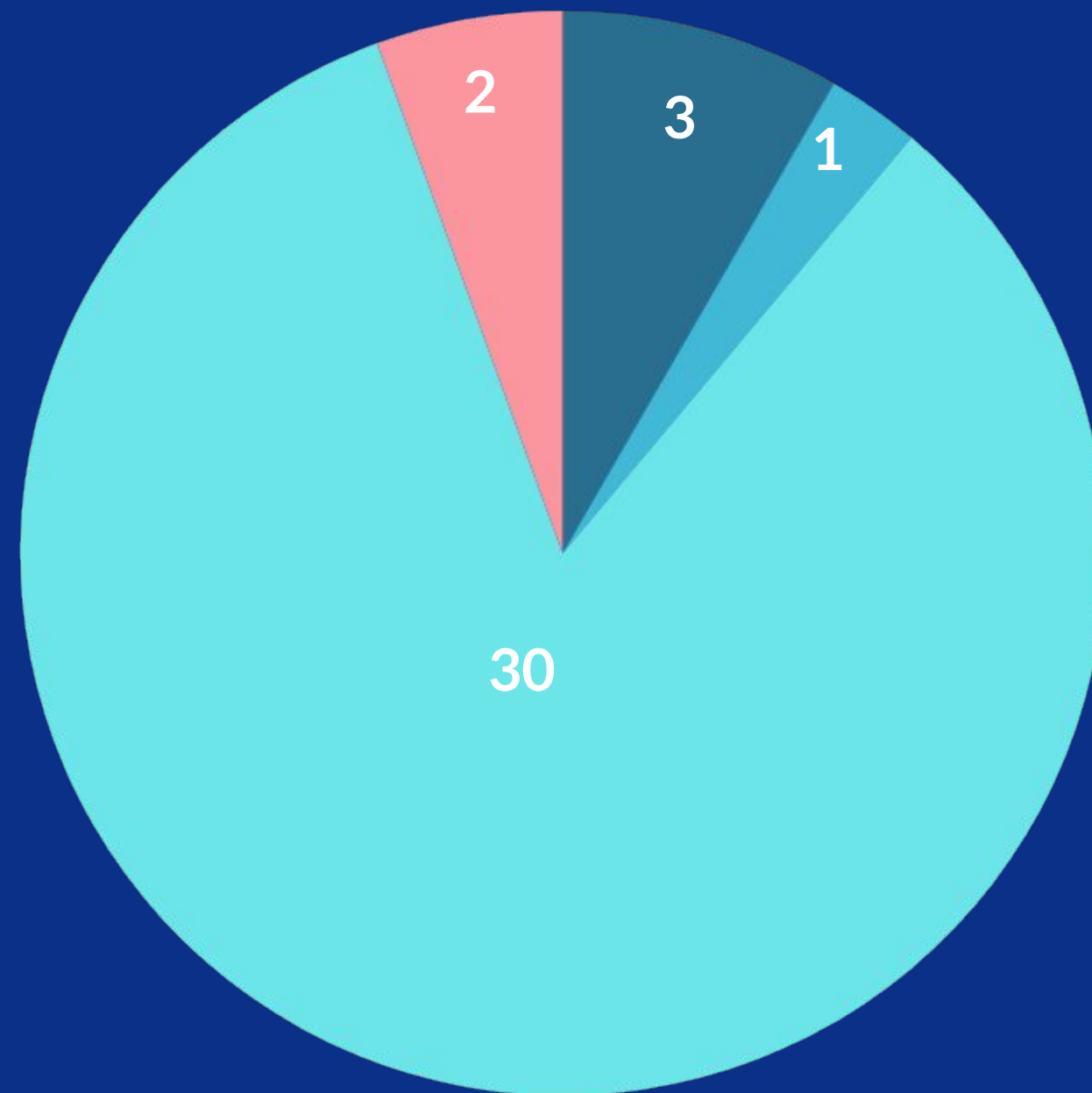
4. What resources would help to close these gaps?



Other:

- How to recognise a data breach.
- what to do when breaches happen (fact sheets, handbook) and how to properly and safely store information (maybe like a software etc.)

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



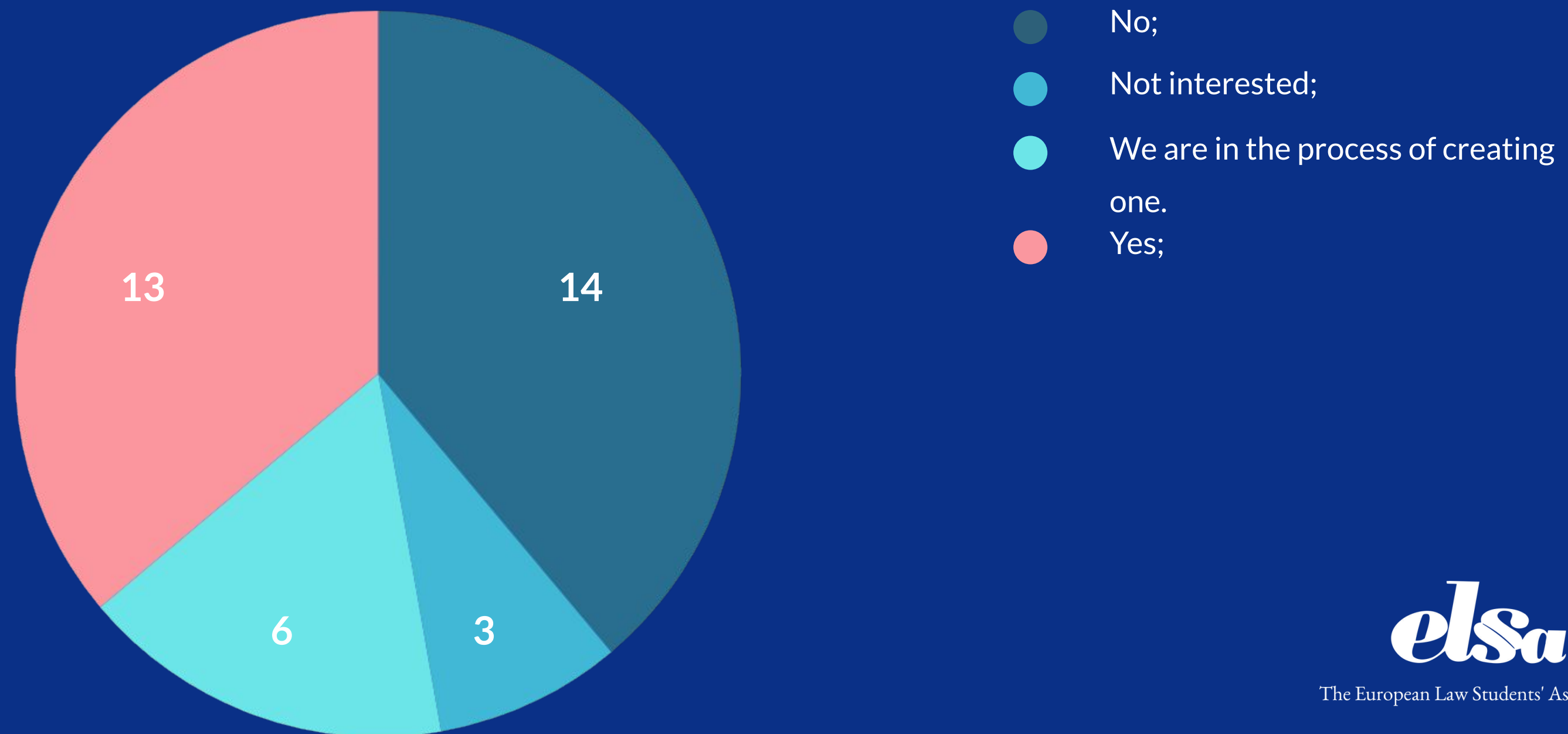
- No, I do not find them useful and I do not see the need for them.
- No, I do not find them useful, but with different content their frequency would be appropriate;
- Yes, I find them useful and their frequency is appropriate.
- Yes, I find them useful, but they happen too frequently;

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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?

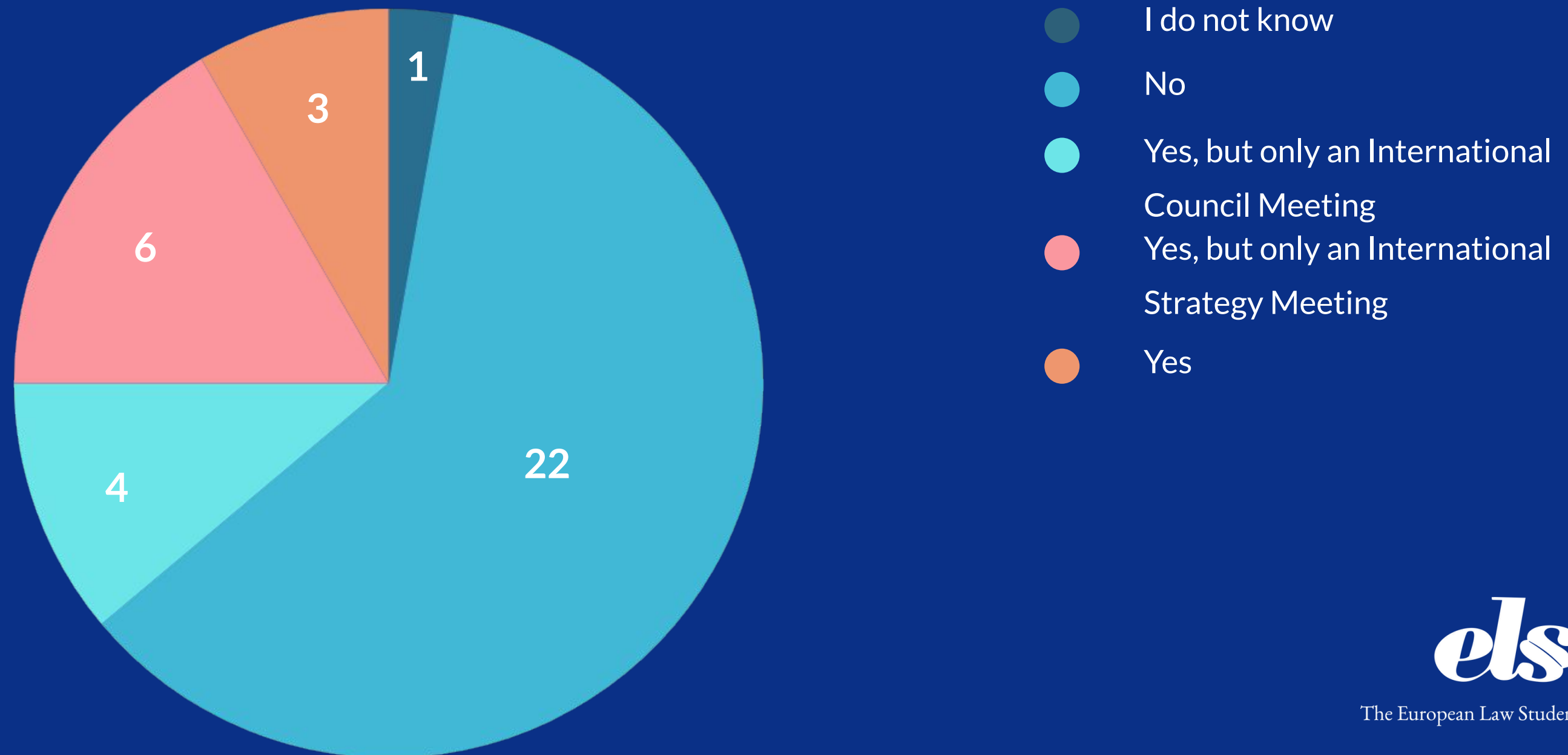


0 responses for - I do not know;

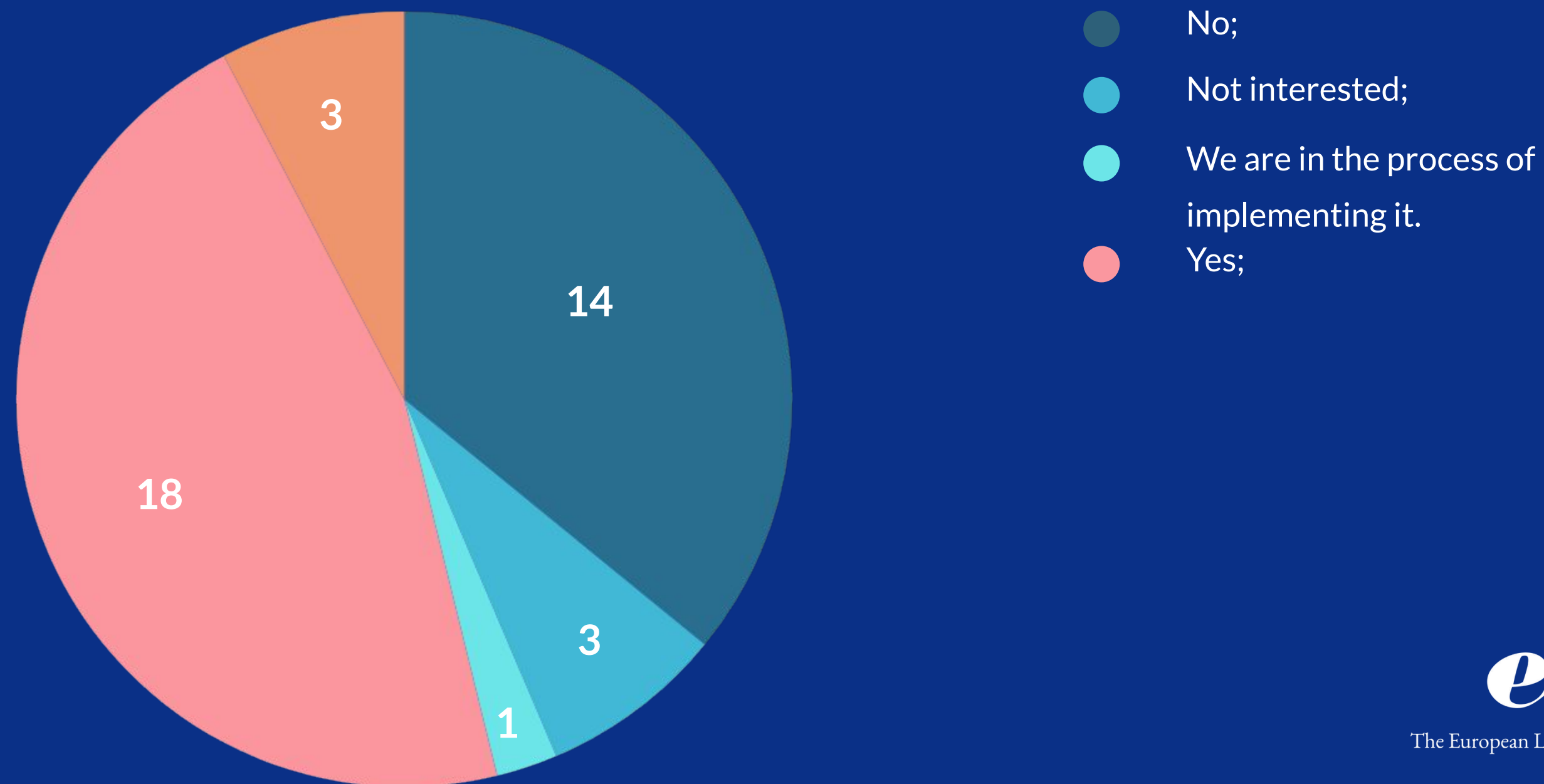
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11. Have your National Group or any of your Local Groups considered hosting an International Internal Meeting in the next couple of years?



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

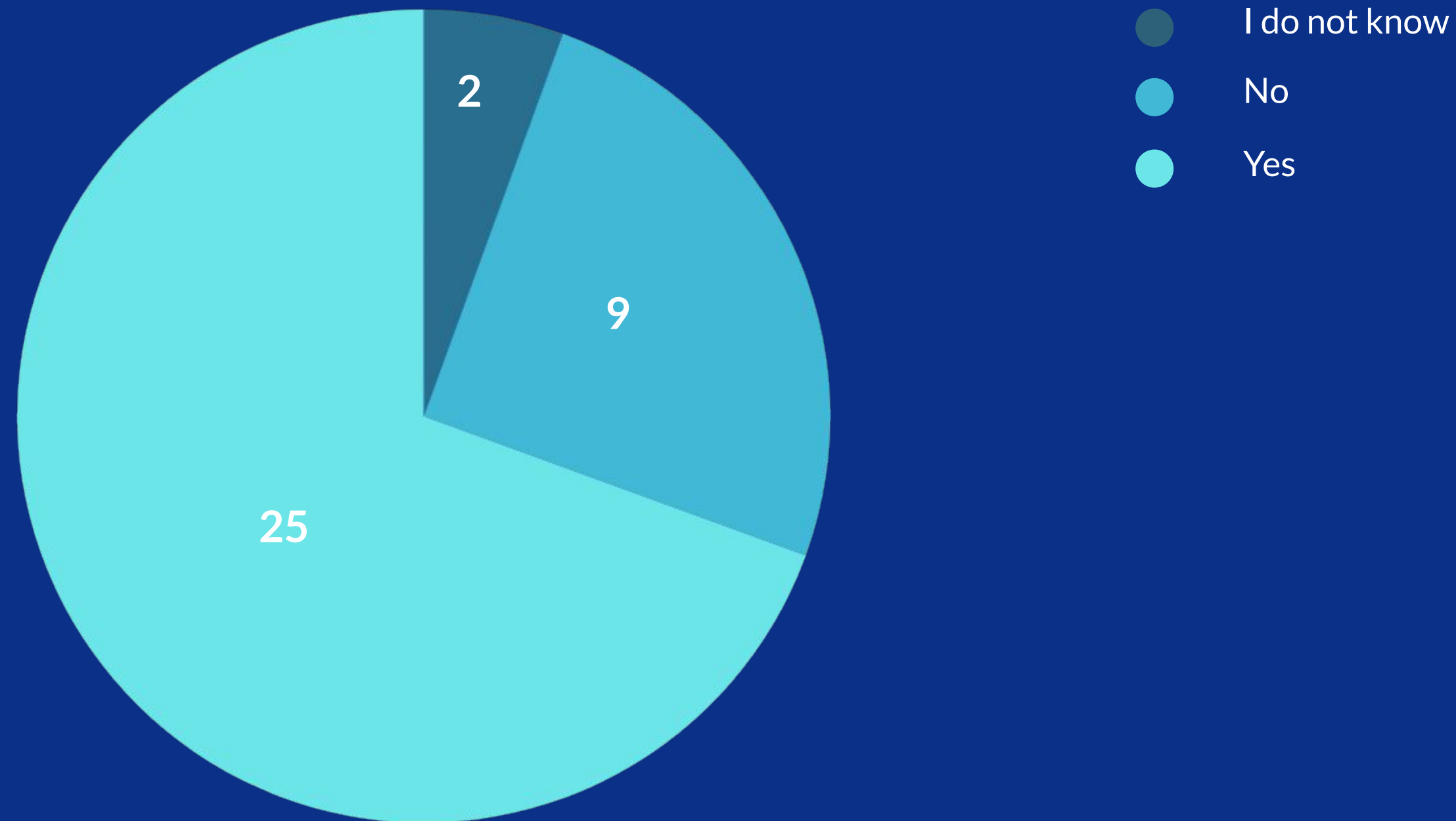


0 responses for - I do not know;

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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;

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.



The European Law Students' Association

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
- We are in the process of implementing a Code of Conduct



The European Law Students' Association

An open question

- 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 a general framework, or we could model it on similar student or legal organisations.



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An open question

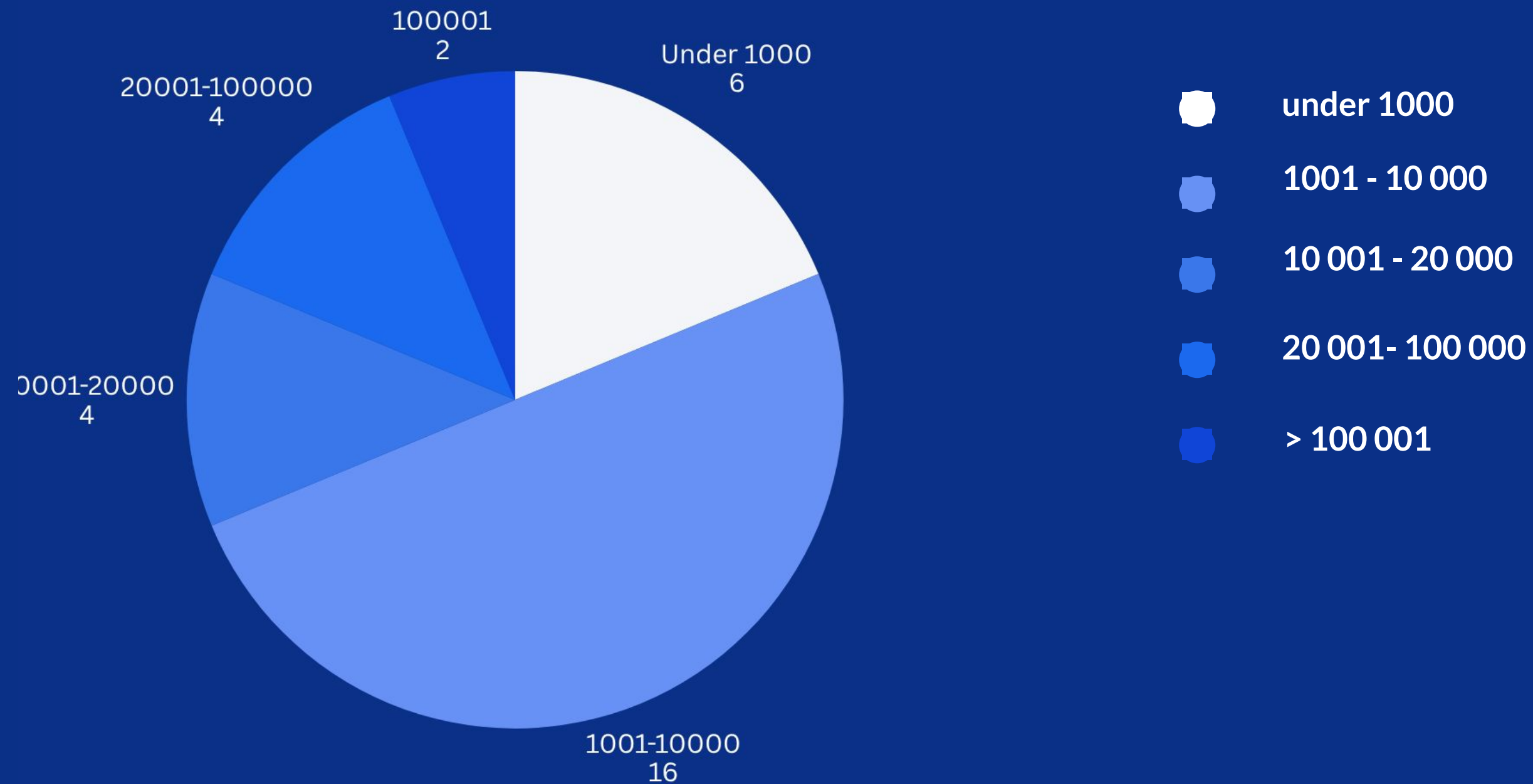
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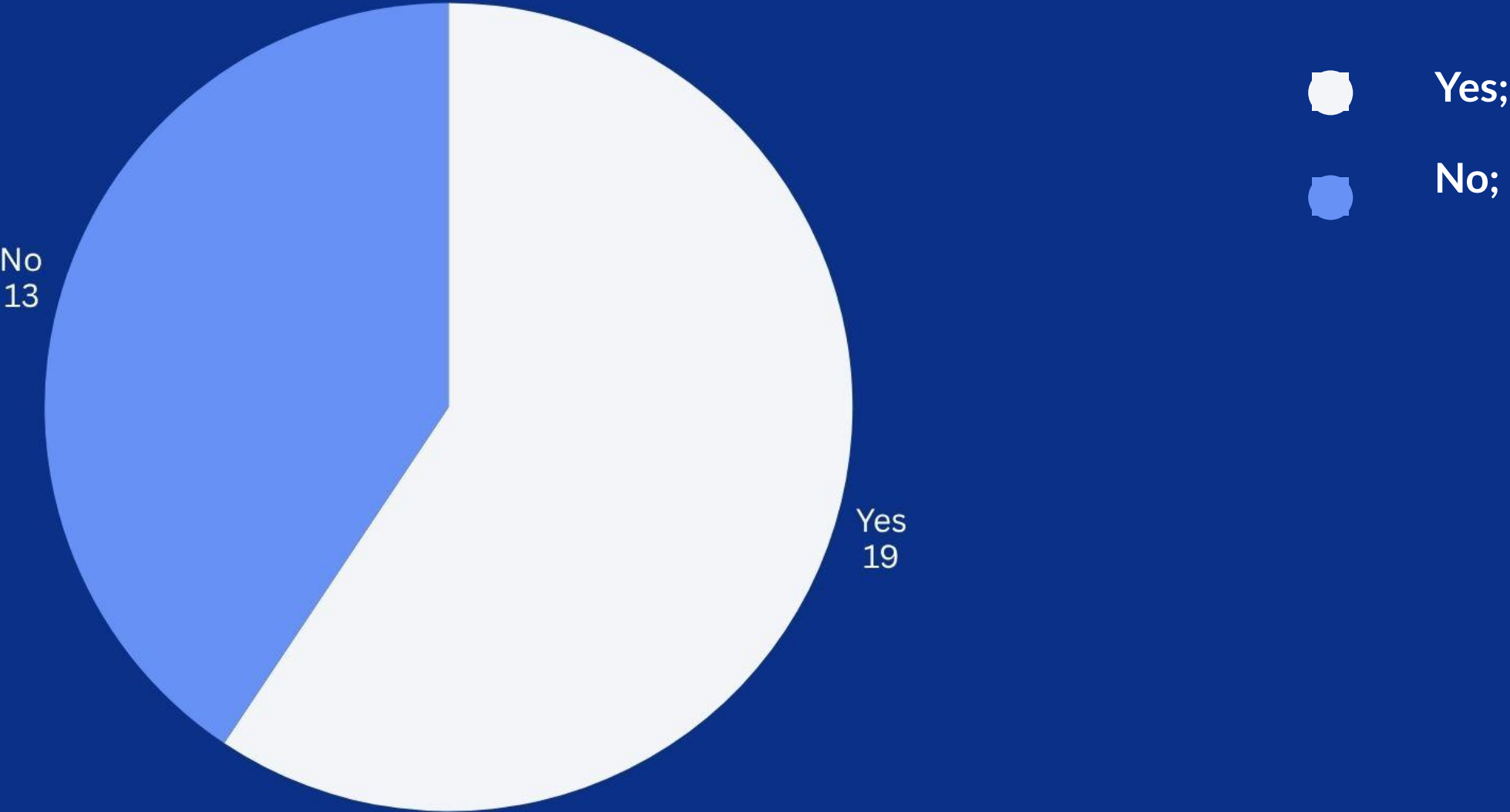
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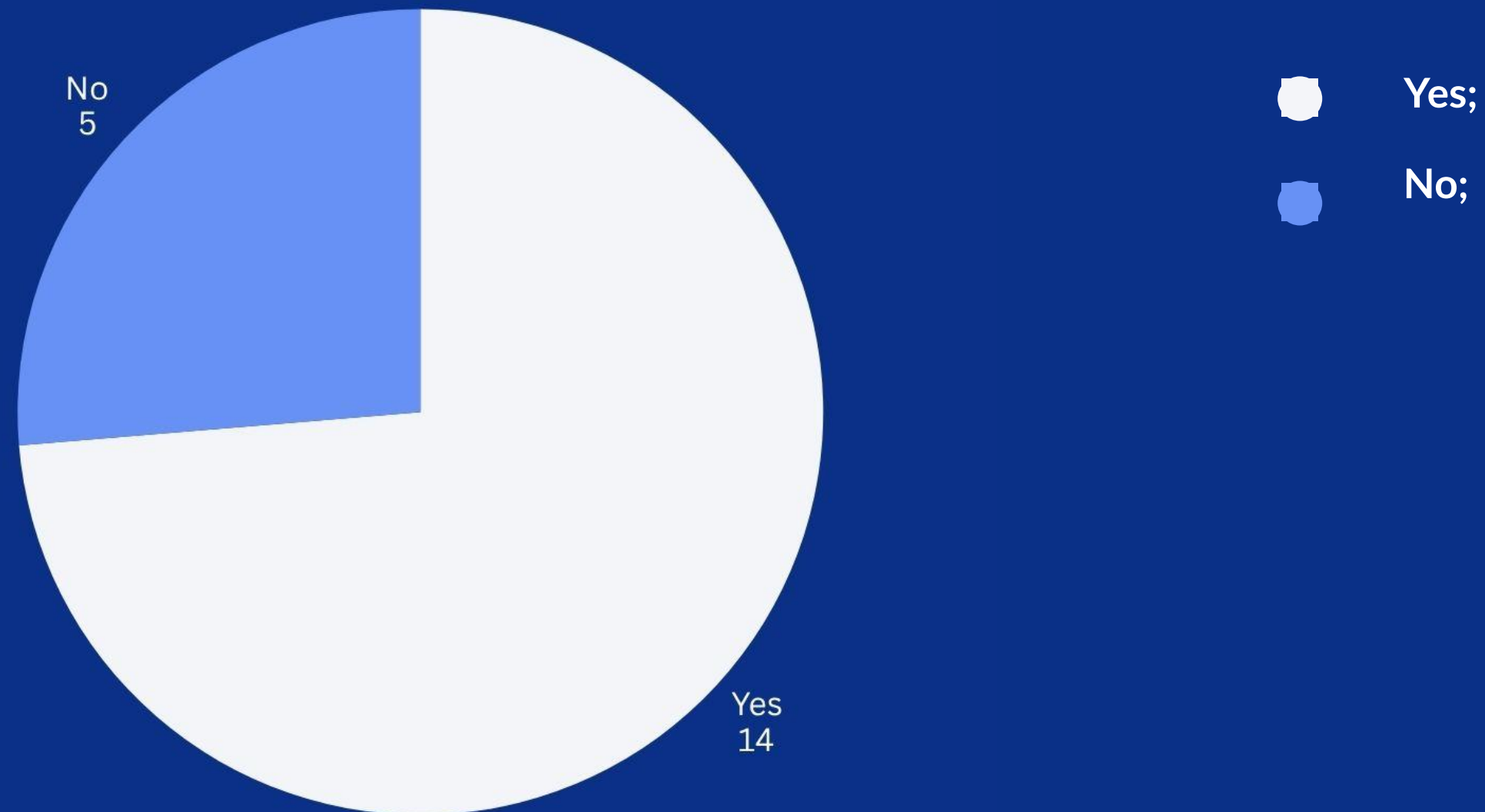
1. How much is the Annual General Income of your National Group gathered in the immediate previous financial year expressed in EURO?



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



3. If the answer to the previous question was yes, has your National Group ever received one?



4. 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.

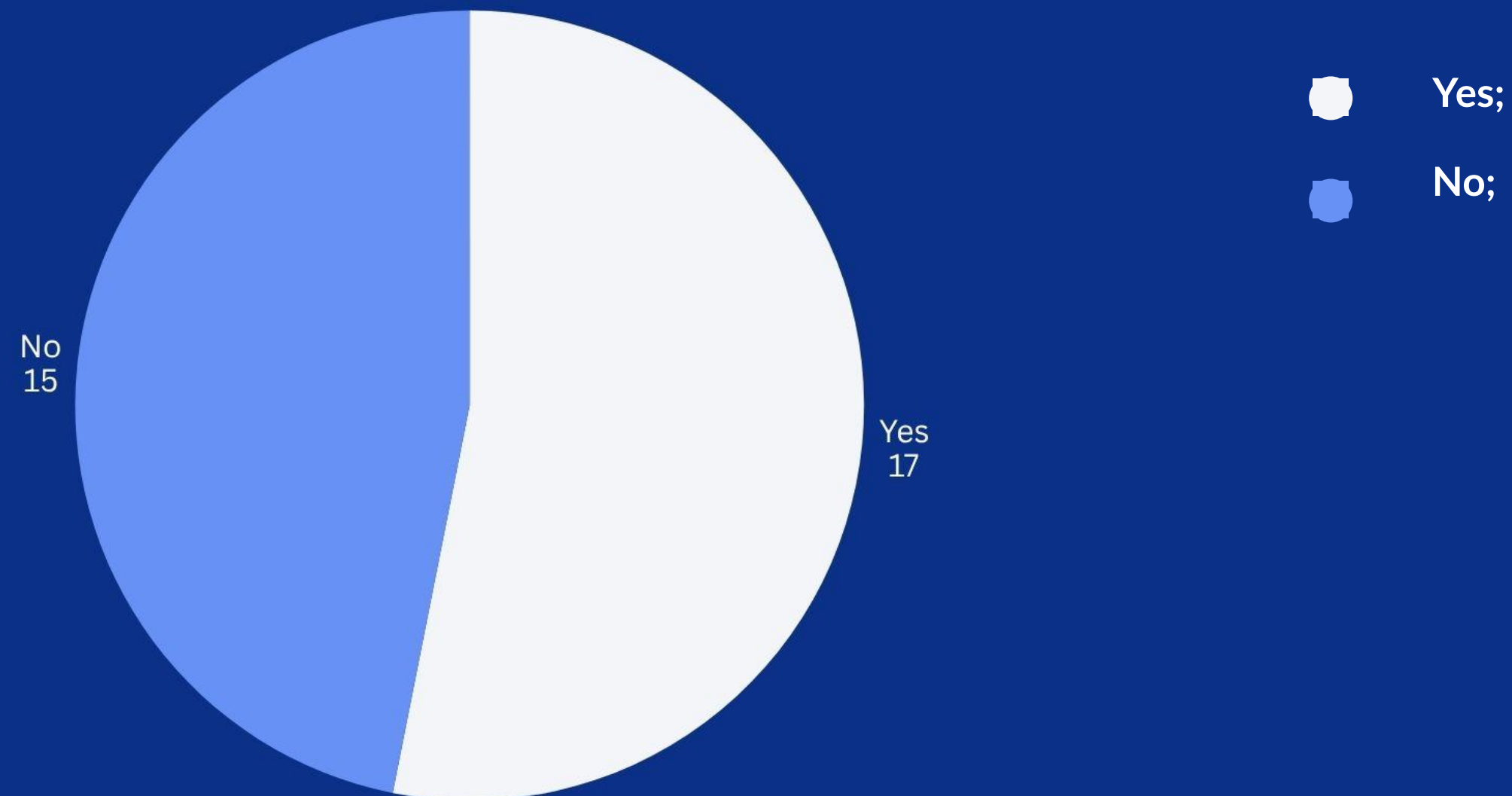
- We applied for a grant that was project based for our NCM that we hosted this autumn. We received 25.000 DKK = aprox. 3.346,10 EUR
- Ministry of Justice support - project grant for FinEst 2025; EDF - project grant for participating ICM
- The grants that we have applied for are both project grants. We applied for a grant from the Ministry of Culture, Innovation and Higher Education, which was successful, and a grant from the City Fund. We still have not received an answer regarding the latter grant.
- We apply yearly for a grant from a Swedish authority. It is a national general grant named after the authority: the MUCF-grant (Myndigheten för ungdoms- och civilsamhällesfrågor in swedish, which translates to Agency for Youth and Civil Society Affairs)
- The National Group applied for EDF in 2019. It was a general grant intended to cover transportation costs for the National Board to attend the ICM.
- Project grant from city of Brno for SELS Brno.
- EDF application - financial assistance for ICM
- Our response was YES because we considered as such the ROLE subgrant we applied for and were granted from ELSA International.
- A state grant apparently but no more information about this.
- 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). We have applied for the same grant every year for years now.
- the dutch DUO grant
- The grant is of the foundation Oertli dedicated to the organisation of our NCM that unite groups from different linguistic regions of Switzerland.
- Rule of Law Education Subgrant
- Project Grant from the gouvernement for our SELS from 2023 and 2022
- IPDJ - General Grant

An open question



The European Law Students' Association

5. Does your National Board cover the expenses of the delegates for International Internal Meetings?



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

- Financial accessibility
- As the National Treasurer, I have several plans and strategies: 1. Help local groups fully understand the Financial Management (FM) area and handle financial matters correctly; 2. Raise awareness about the FM area; 3. Maintain a stable budget; 4. Ensure accurate and transparent accounting; 5. Focus on developing and managing grant projects.
- Be better at applying for grants for the specific projects and IIMs Improve our finances overall - for both LGs and for us, the NB Hopefully I will be able to start up a savings account.
- I want to apply for grants on international level and learn something about international taxes so I can teach my Treasurers about that.
- My main goal is to ensure financial sustainability, transparency, and efficiency across ELSA Croatia. I started with creating a clear, realistic financial plan for the National Board. That will guide all spending and help us stay aligned with our strategic objectives. A big focus of mine is on supporting local treasurers. I plan to organise regular meetings, provide clear guidelines, and share practical tools like Excel templates for budgeting and tracking expenses. I want to make their work easier and more effective while building a strong, collaborative network. Another key goal is systematising our sponsor and donor outreach. I'll create a shared sponsor database to avoid overlapping contacts and ensure equal access to opportunities across local groups and the National Board. Ultimately, I want to build a financial management system that is organised, supportive, and transparent, one that strengthens both national and local work and helps ELSA Croatia grow sustainably.
- To get a general grant to cover more overall expenses and increase the fixed assets of ELSA Estonia. I would also like to organise an event for law students about investing skills.
- Our Strategic Goals for the FM Area are mainly concerned with increasing the financial stability of the National Group.



The European Law Students' Association

An open question

- Consolidation of our budget after losing three partners last year; critical evaluation of the general budget according to current needs; long-term financial viability of the national group and support of local groups; transparent cooperation between areas to avoid miscommunication of invoicing.
- The key goal is to strengthen ELSA Romania's financial resources with my colleagues, as our funds are still quite limited and this sometimes causes difficulties. Also, I want to bring more unity and consistency to how the FM area works across the Local Groups. I also want to make the Treasurer position more visible and appealing, as it's often seen as purely technical, which discourages people from occupying it.
- Improving legal compliance in accounting and solving the issue of financial unsustainability of the NCMs.
- During this term the strategic goals for the FM area are: first, establish clear and transparent rules for the financial organization of the events in order to be compliant with new national regulations related to non profit organizations and commercial activities; second, reorganize the already existing ELSA Italy's funds in favor of the Local Boards in order to make them more accessible and useful; third, bring out an overall revision of the handbooks and material provided to local treasurers.
- Increase income
- Our strategic goals focus on ensuring financial stability and transparency by maintaining detailed records and through constant communication with the network. I aim to develop and manage a strategic budget that prioritizes funding for key initiatives such as moot court competitions, conferences, and our delegations, while monitoring expenditures. Enhancing fundraising efforts through expanding our partnerships with law firms, legal institutions, and universities will be a priority, alongside organizing events that align with our mission. Additionally, I plan to improve financial literacy across ELSA Greece by offering workshops that create impactful discussions with the engagement of all officers. To ensure long-term sustainability, I will work towards exploring innovative funding sources, including grants by creating a Grants Team for the first time in the Greek Network. Finally, I will work alongside our Secretary General to maintain data security when it comes to financial data provided by members and sponsors.
- Merchandising strategy development, increase financial sustainability, minimising costs for events as much as possible (without damaging the quality of events)
- Establish financial management that respects the fundamental principles of good cash flow. Be a reliable support for local group treasurers. Regain access to bank accounts. Find grants.
- - Stabilize the budget, - diversification of the income sources.
- We are aiming to better educate our local FM officers and to gain more funding by better utilizing grants and by selling merchandise. We are also aiming to start investing.
- PotOur Strategic Goals for FM at the national level are to ensure full transparency, improve our banking system, and secure more funding from sponsors. entially decrease the membership fee to attract more members
-



The European Law Students' Association

An open question

- improving budget/reserves of the NB to be able to host an ICM at some point in the future (in 3-5 years). also to update and expand the handbook for treasurers. and vote on the ESG initiative next mcm
- To create a group of permanent partners and sponsors who will support us financially.
- maintain a good KM structure and help all the local groups to my best abilities, also trying to save more money
- To maintain our relationships with the partners we have and discover new ones.
- Maintain the accounts in order and budget to maintain the financial stability of ELSA Switzerland.
- • Increase profit margins on national ELSA events while maintaining affordability and accessibility for members. • Strengthen fundraising efforts by engaging external partners and encouraging local groups to implement creative fundraising initiatives. • Ensure full financial compliance through accurate bookkeeping, transparent reporting and adherence to ELSA's internal regulations. • Build a financial reserve to support long-term sustainability and provide a safety net for future projects. • Streamline expense approval and reimbursement processes to ensure efficiency and accountability. • Explore strategic partnerships and sponsorship opportunities to diversify and stabilise income sources.
- My main goal this year is to fix all the small mistakes made the previous years to ensure transparency and a good transition at the end of the year Exemple of mistakes to fix: change the name on the bank account because it's still the Treasurer from 2023
- Resolve longstanding banking and administrative issues Complete the current bank mandate process. Finalise the transition to a new account with Bank of Ireland (currently communicating with ELSA International over documentation requirements). Strengthen Sponsorship and Income Generation Design and implement a new sponsorship strategy in collaboration with the committee, with the goal of securing a primary sponsor for the 2026/2027 term. Diversify income sources through event sponsorship initiatives and membership campaigns. Enhance Financial Governance and Transparency Establish a consistent and transparent bookkeeping system to streamline financial reporting and oversight. Introduce accounting/digital bookkeeping software to improve record-keeping. Develop an internal Financial Policy Manual covering expense approvals, reconciliations, and reimbursements. Improve transparency with the National Board and Local Groups through regular financial summaries and reporting. Develop a grant tracking and compliance system to ensure accountability for funding received. Publish periodic financial summaries to members, the National Board, and ELSA International to strengthen accountability. Support Network Growth and Collaboration Assist in the creation and organisation of ELSA Ireland's first nationwide Model United Nations. Support the expansion of Local Groups into new universities and colleges, particularly within the Munster area. Collaborate with existing student societies to increase engagement and membership across the ELSA network. (Currently communicating with 2 Trinity Law Societies) Ensure Effective Knowledge Turnover and Continuity Develop comprehensive knowledge turnover materials to facilitate smooth transitions between boards. Plan formal transition and training programmes for future treasurers to maintain continuity, ease of Mandate and proper knowledge turnover.
- Financial Sustainability and Development of ELSA Portugal Foundation
- 1. Updating the database of budget and report templates. 2. Saving at least 70,000 hryvnias for the next National Board. 3. Attracting at least 1 grant for an event at the National level. 4. Continuing the monthly publication of available grant proposals for local branch Treasurers. 5.

Registration and opening of three separate branch accounts.

- Our strategic goals for FM at the national level are to ensure financial sustainability, maintain transparency, and strengthen cooperation with our partners.
- to reimburse a piece of the costs of international internal meetings

An open question



The European Law Students' Association

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

- It is well updated, so none
- For now, all the materials are sufficient for me to perform my duties as the National Treasurer.
- N/A. Only materials I wanted to see updated was EDF, which has been done now.
- Maybe grants or about ways of getting money from ELSA Development Foundation?
- EDF, grants, how to approach and achieve partnerships
- Fundraising
- The FM Handbook can be updated.
- I can't think of any special topic at the moment.
- More detailed information on membership fee and EDF contributions; use of funds.
- At the moment I am pleased with them as they are.
- Nothing particular after the update of EDF guidelines.
- Financial strategy and investments
- Solving economical problems when losing income.
- I would like to see updated or new knowledge management materials focused on financial management in projects, fundraising, and cash flow management. Specifically, practical guidance on planning, allocating, and monitoring project budgets would be highly valuable, as well as resources on managing funds from sponsorships and grants, including donor reporting and financial transparency. Additionally, tools and strategies for effective cash flow management tailored to the network's structure - where income can be irregular - would greatly support financial stability and long-term sustainability.
- New investment projects of ELSA, receive a guideline about this
- Help to find grants maybe ?



The European Law Students' Association

An open question

- Fundraising & Grants
- A guide on budgeting, especially for bigger events like IIMs might be helpful for the future organisers of those events.
- N/A
- We would like to see new or updated knowledge management materials on sponsorship acquisition, budgeting best practices, and financial transparency guidelines.
- N/A
- Grants and investments
- which grants and investments could help a group to get a bigger income and stabilize
- Finance and management behind merchandise.
- /
- Expense Management & Budgeting
- The principal one was EDF but you did it already!
- Securing Sponsorships/ Building ELSA Brand
- New template for budging and reporting
- I would like to see the materials for filling out the updated EDF application form.
- N/A
- N/A



The European Law Students' Association

An open question

8. Did you like the approach of FM open calls and of the Treasurer so far?

- Yes
- I always attend open calls and so far, I like the approach of the Treasurer.
- Yes
- Yes
- Yes, everything is perfect so far.
- I haven't had a chance to participate in them so far, but I really liked the ITM FM workshops.
- So far, the approach of the communication through emails is appreciated but I have not had the chance to participate in the Open Calls yet.
- I am satisfied with the open calls, the content and form of them
- Yes.
- Unfortunately, I have only managed to join one of the open calls so far, but I really enjoyed how it went. I really appreciate Tommaso's availability and the fact that he is always willing to really help us. His presence and involvement are clearly felt, especially compared to previous years when the position was vacant.
- Generally I like how open calls work, but it would be better if we get presentations or other materials before the call, so we can prepare for it.
- Yes
- Yes
- Yes, I've found the approach of FM's open calls and the Treasurer very effective. The calls encourage open dialogue and practical support, and the Treasurer has been clear, responsive, and committed to helping all of the Treasurers across the network.
- I liked the idea of the Treasurer focusing more on the human side of FM area this year to decrease the boring image of FM teams
- I couldn't join them yet. I was elected recently.



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An open question

- Since I am Treasurer only as of October 7th, I've only participated as a Director for FM on the open calls so far. As a Director I've found it very informative, and helpful for ELSA Hungary's FM team.
- I (the Treasurer of ELSA Finland) have only attended one of the open calls, but I liked it. No complaints so far.
- Yes
- Yes, I did. The FM open calls and the Treasurer's approach have been very clear, helpful, and well-organized.
- yes
- Yes
- it's okay but I think it would be better if more people would talk and the calls would be more like a discussion and not a listening
- Yes
- Yes. The approach of open discussion and transparency is one that I appreciate and fosters a good environment for FM.
- Yes 😊
- Yes I feel like he humanised well the FM aera. I'm excited to see at the ICM.
- Yes
- Yes
- Yes, everything is fine, the IB Treasurer is doing his job well.
- Yes
- satisfied



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An open question

9. Is there a specific topic you'd like to address or discuss in the next calls or meetings?

- /
- For now, there are no specific topics that I would like to discuss.
- N/A
- No, thank you.
- Nothing in particular
- Nothing in particular. I'm in my first year in FM, so I'm happy with everything so far.
- Grant applications.
- Nothing that I can think of right now.
- I would like to explore the topic of long-term sustainability — specifically how we can balance partner income with diversified funding sources, including grants and donations, to create a more resilient financial foundation.
- No.
- No
- No
- No
- At the moment, there's no specific topic I'd like to address. I'm happy with the current structure and content of the calls.
- No specific ideas



The European Law Students' Association

An open question

- Coaching for National Groups more generally.
- I do not have anything specific at the moment.
- No
- N/A
- Yes, I'd like to discuss strategies for improving sponsorship acquisition and financial sustainability.
- no
- No
- no
- No
- Not really
- No
- Nothing special at the international level. The thing I'm struggling with right now is concerning the legal obligations the local groups have.
- No
- N/A
- no
- N/A
- N/A



The European Law Students' Association

An open question

10. Do you need any help with something in particular?

- /
- For now, I don't need any help, as I know that the Treasurer of ELSA International and his team are always ready to help.
- Currently awaiting Tommasos answer regarding our membership fee. That will take place at the ICM.
- I would be glad if I have received an answer for my mail from the Treasurer of ELSA International about our Membership Payment.
- No
- Not at the moment.
- No, not at the moment.
- Nothing that I can think of right now.
- At this stage, targeted support in developing unified templates and simplified financial reporting systems across Local Groups would be very valuable. A joint approach to grant acquisition and expense tracking would also enhance efficiency and transparency.
- At the moment, I don't need any particular help, as everything is going smoothly within my National Group in this area. However, I am planning to apply for the EDF for the upcoming Spring ICM, and when that time comes, I will probably need some guidance and support to make sure the application is done correctly.
- No
- No
- Not at the moment
- Yes, support with the financial strategy would be very helpful, especially since we plan to revise our financial strategy this year. Guidance on setting long-term financial goals, aligning them with our fundraising efforts and project planning, and ensuring sustainability beyond the academic year would be particularly valuable.
- No
- No Thanks, my next job will be to check all the documents provided on the officers portal.
- I appreciate your willingness to help, but everything is under control for now.
- No
- N/A



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An open question

- N/A
- no
- No
- not really
- No
- Not really, thank you
- No
- Not yet thank you!
- I have reached out to Tomasso on our current issue
- N/A
- no
- NO
- N/A



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An open question

Marketin

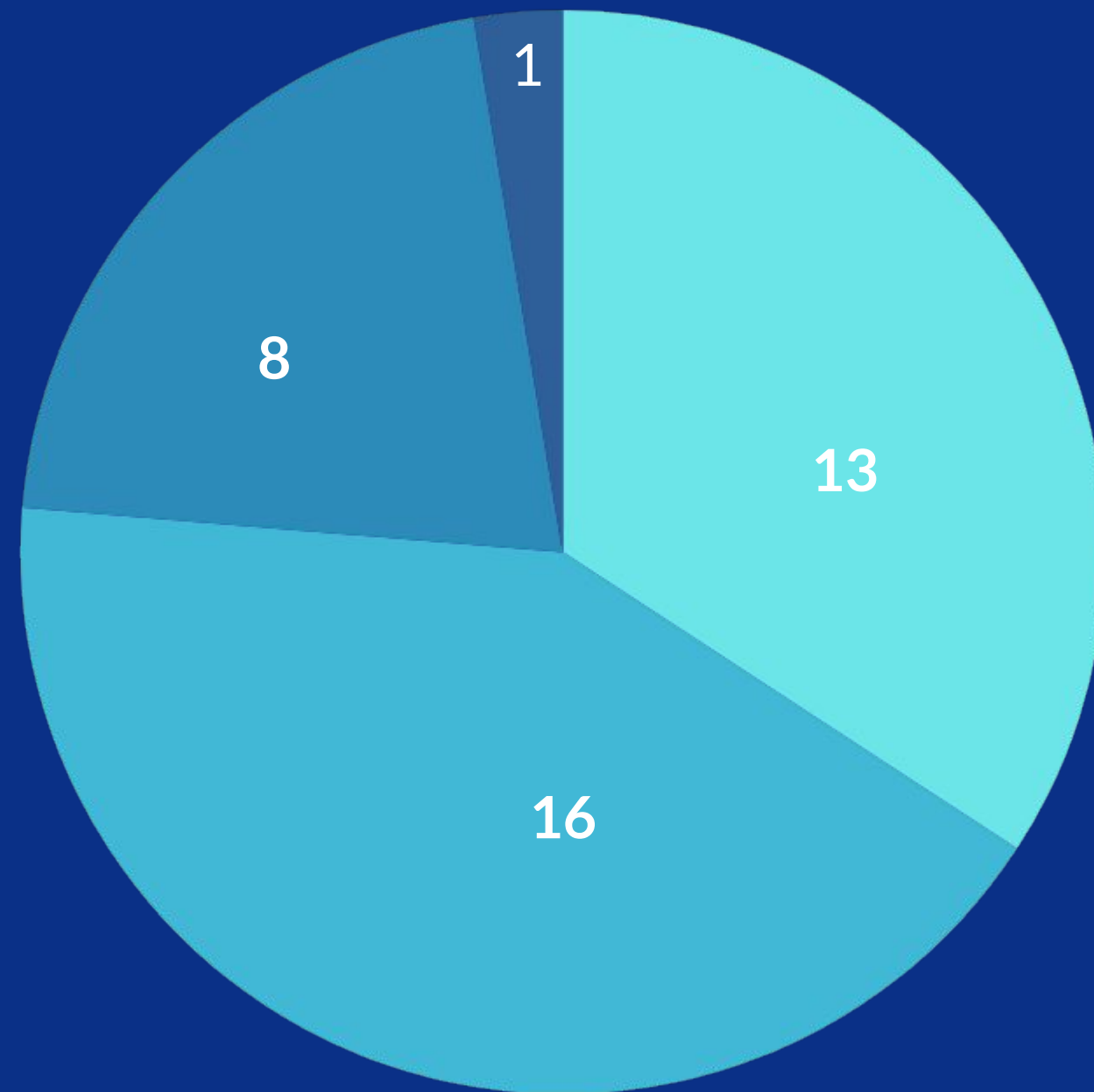
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20. In your opinion and from your observations, what is the status of ELSA Groups respecting Corporate Identity?

A multiple choice.



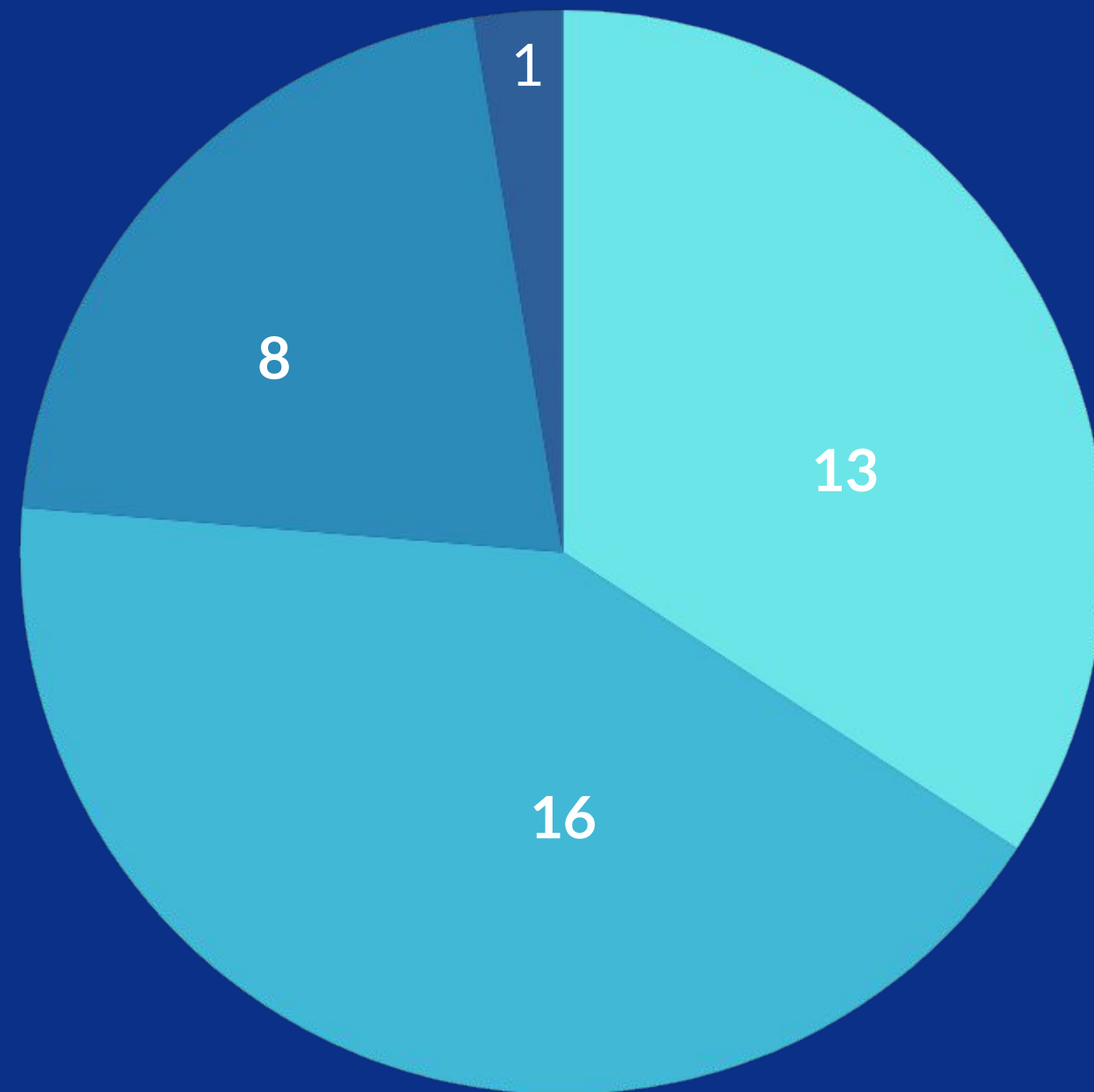
- Corporate Identity is very well respected in the Network and violations happen rarely; I sometimes notice Corporate Identity when scrolling through my feed, but I do not consider it a widespread issue;
- Corporate Identity in the Network is very often not respected and I do consider it a big issue;
- 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?

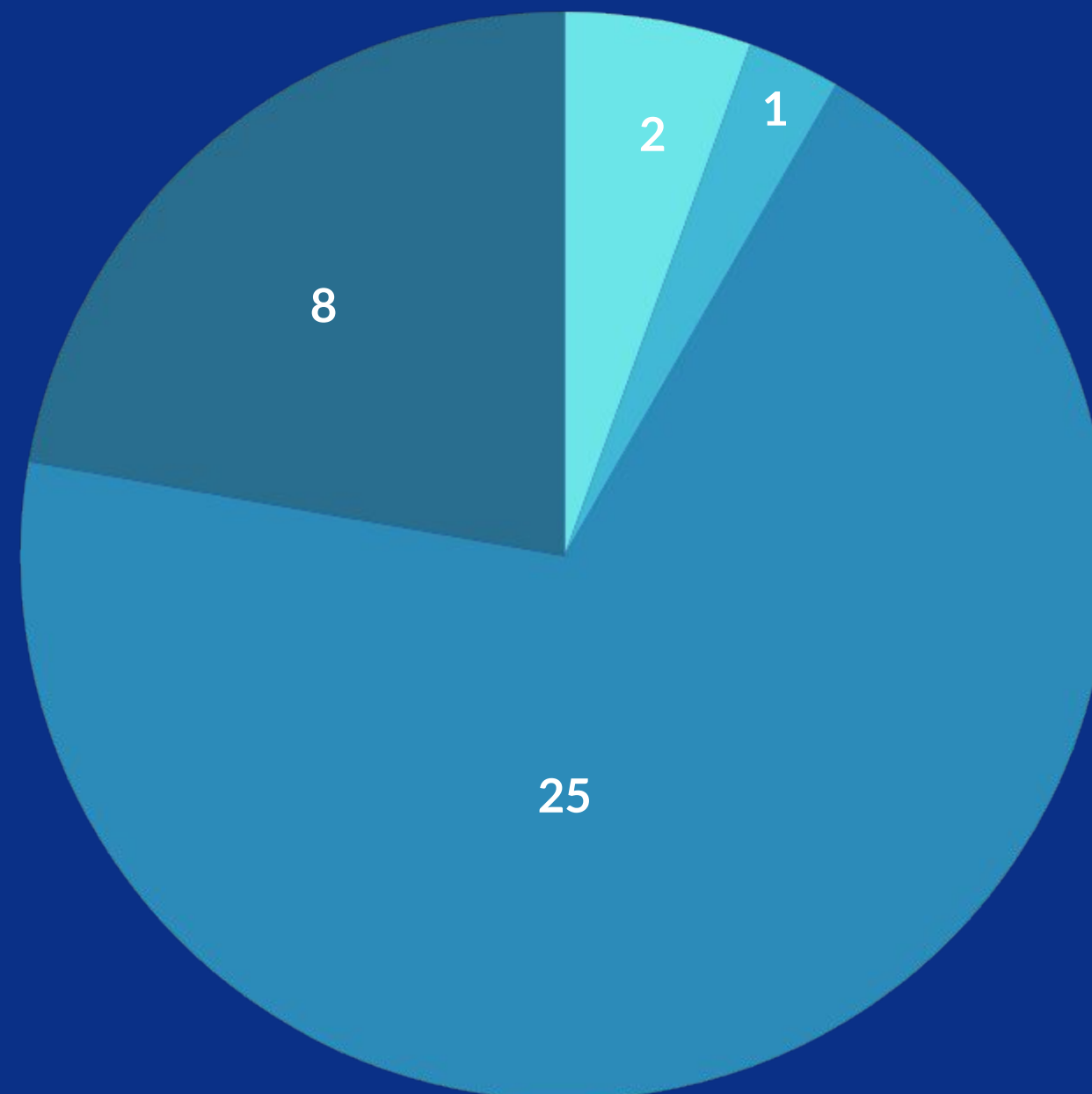
- Yes, I have used the new ROLE brand, and I find it easy to work with
- -
- At NG level we didn't use it, but some of the LGs used it. Their opinion is that brand is very well elaborated and that it is very easy to operate with.
- love it
- no
- So far very easy and most modern brand to work with.
- 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

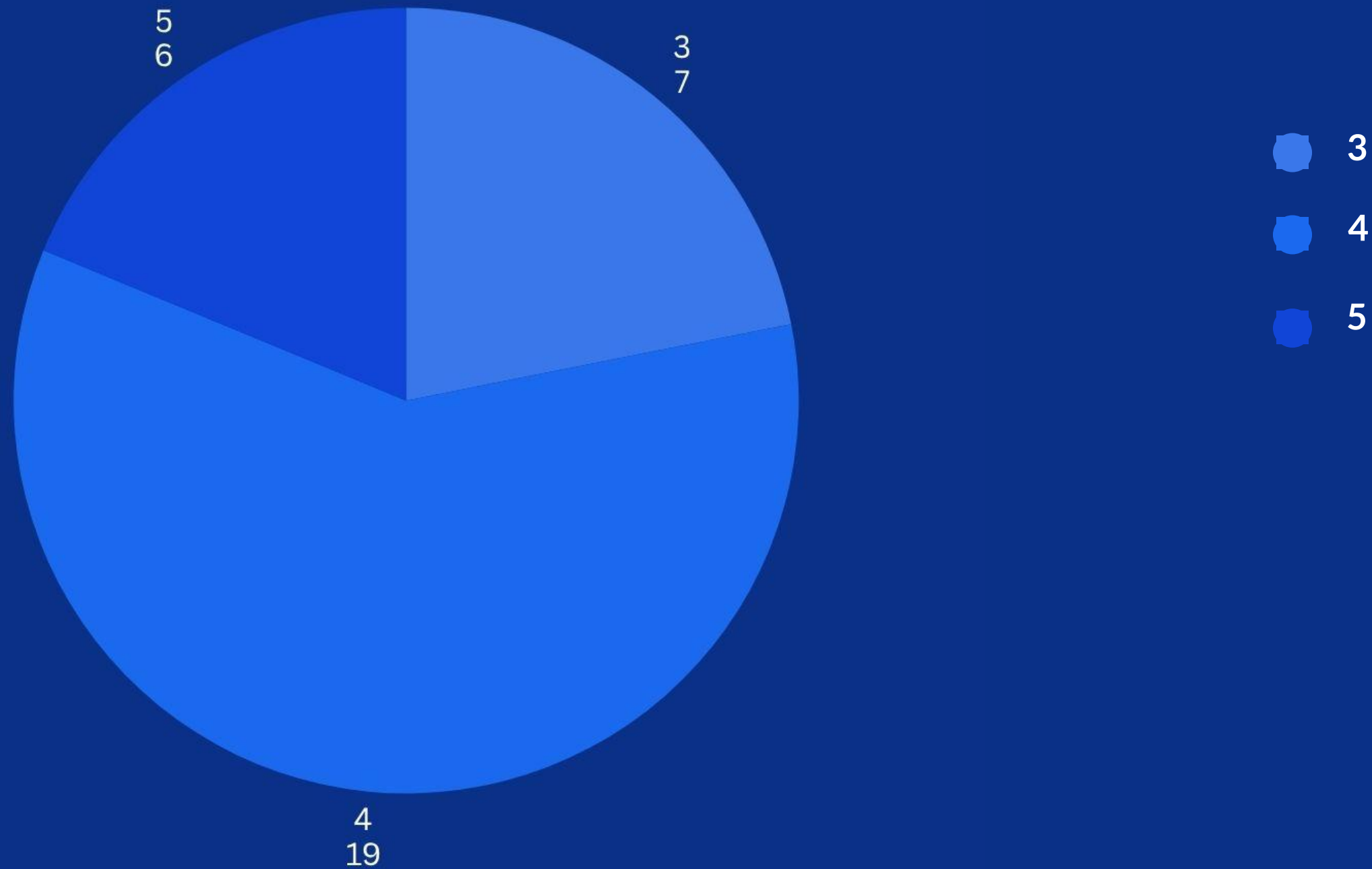
Activities



The European Law Students' Association

1. On a scale from 1 to 5, how would you rate the current level of activity in Academic Activities in your Group?

■



2. What is the main focus or strategic priority for AA this year?

- ROLE
- Our main focus this year is to strengthen ROLE, Advocacy, AHRC, and IFP initiatives by ensuring consistent engagement across all programmes, enhancing their visibility, and supporting local officers through collaboration and knowledge-sharing.
- The main focus for me as newly elected VP for AA on the National Board is to activate my local groups thus making them more willing to implement and fulfil International projects within AA such as ROLE and more projects within AHRC.
- To introduce the ROLE program.
- The main strategic priority for AA this year will be focused on the ROLE project and AHRC. Regarding AHRC, the key goal is to ensure that local groups become more familiar with the project itself and begin its implementation. Additionally, there is an open position within the ELSA Croatia team – Director for Human Rights, which will further support the development of AHRC on both national and local levels. When it comes to ROLE, the aim is to maintain the project at a high standard while continuously working toward improving the overall quality of both the conference and the ROLE initiative as a whole. Within the ELSA Croatia team, there are also positions of Director and Assistant for ROLE, who will contribute to ensuring the project's smooth coordination and continuous growth.
- To increase students' legal knowledge, develop and initiate new projects, and enhance school pupils' interest in the field of law and in ELSA. Start implementing ROLE, organise IFP and AHRC related events.
- The continued implementation of ROLE.
- The main focus for Academic Activities in ELSA Sweden this year is to start up ROLE and work with competitions to ensure that we can separate C from AA in the future.
- The main focus for this year is the ELSA Austria Law Review and getting the EA-AA-Network on a good level, as we have a lot of newbies in the local groups.
- One of the overarching objectives is to equip local officers with the necessary tools to increase both the number and the quality of Social Responsibility and Legal Writing events. Previously, the calendar of local groups consisted mostly of Competitions, since the split between AA and C had not yet been made. By further developing Legal Writing and Social Responsibility, we also aim to support and reinforce that split.



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An open question

- Mainly to implement ROLE and develop legal writing. And I really want to bring some structure to AHRC and to motivate LGs to organise AHRC events. And overall slowly prepare the Czech network for the board reform, which will hopefully take place in the following years.
- The main focus is to train the new local officers and to improve the Legal Writing as much as Social Responsibility and Advocacy
- The main focus for AA this year is conducting school visits with the ROLE project and increasing the number of AHRC events.
- This year, the Academic Activities Area has set as its main priority the successful implementation of the ROLE Programme, having secured a grant for the first time to bring this initiative to life. This marks a significant milestone and an innovation for the Area, enabling visits to all three local groups (Athens, Thessaloniki, and Komotini), as well as the organization of the first national ROLE Training Conference. At the same time, the National Negotiation Competition continues for the sixth consecutive year, maintaining its high academic standards and strong momentum. In addition, the AHRC Campaign is once again being implemented, further strengthening the Area's commitment to promoting awareness of human rights issues.
- To develop activities focused on academic writing among students through trainings, workshops, and competitions aimed at improving the quality of legal research and publications. To organize relevant academic competitions addressing contemporary legal challenges, as well as to implement social responsibility projects that strengthen the connection between legal education and the needs of society.
- The main focus for Academic Activities this year is to strengthen the connection and communication between the National Board and Local Groups across France, while encouraging them to organise engaging and high-quality academic events with an international dimension.
- The main focus is to continue the programmes initiated by the former Vice President, while also dedicating attention and effort to those that are currently less developed in Hungary. My primary focus areas are the AHRC and ROLE projects; however, I intend to ensure proper attention and support for all other initiatives as well.
- The main focus for AA this year is the successful continuation of ROLE and Advocacy in Finland. Additionally, we are working to revitalize Legal Writing in Finland and continuing to develop the implementation of AHRC and IFP. Additionally, we are focusing on supporting the local groups.
- More events for students concerning a wide range of legal topics
- Consolidate a national structure with 4 directorates (AHRC, ROLE, LRG, Publications) and position ELSA Spain as an academic-excellence reference through inter-university coordination, and high-impact projects (AHRC on Climate Justice, international LRG, and ROLE)
- the main priority of ELSA NL is to implement more ahrc initiatives on both national and local levels this academic year
- To organise at least 5 academically focused events with professionals.
- AHRC (esp. ELSA Day), legal writing, focus programmes in general



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An open question

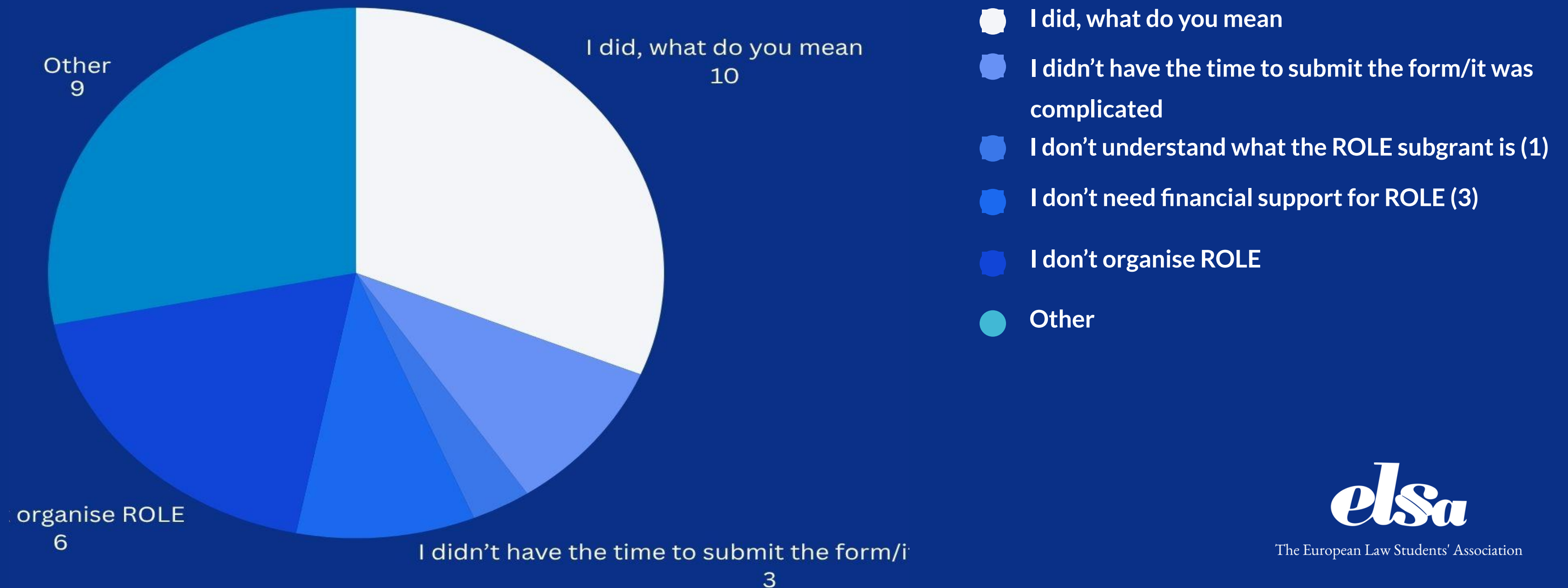
- To have more interactive projects.
- The main focus of this year is the AHRC on a local level, since it is the first time for ELSA Switzerland with 6 out of 9 LGs organising an event. Furthermore, we are also coordinating the AHRC Webinar Series with the involvement of 8 other NGs. Last but not least the ROLE Programme with a significantly increasing number of future Facilitators for our next Train the Facilitators Conference.
- We have 3 priorities this year, focus on the knowledge transfer and ensuring a good understanding of the main projects of AA especially ROLE and AHRC. Ensuring a successful ROLE and ensuring continuity for the project. Engaging with the network as much as possible and making the AA projects well known, putting AA at the same level as better known area in the UK.
- Community building within the Network
- The main focus is to create academic projects that are available for members to take part in. These projects are accessible for members all over the country as most can be partaken in remotely. All members who get involved in any of our projects will be provided with training to greater expand their academic skill and knowledge.
- ELSA Knowledge and development of flagship projects from ELSA International
- The strategic priority for AA in ELSA Ukraine is to diversify the event, held by the Local Group, with a particular focus on academic writing.
- Our strategy is to have more international initiatives and have more Annual Human Rights Campaign events
- improve quality and decrease quantity, and provide the best information we can academically through the best academics on the island



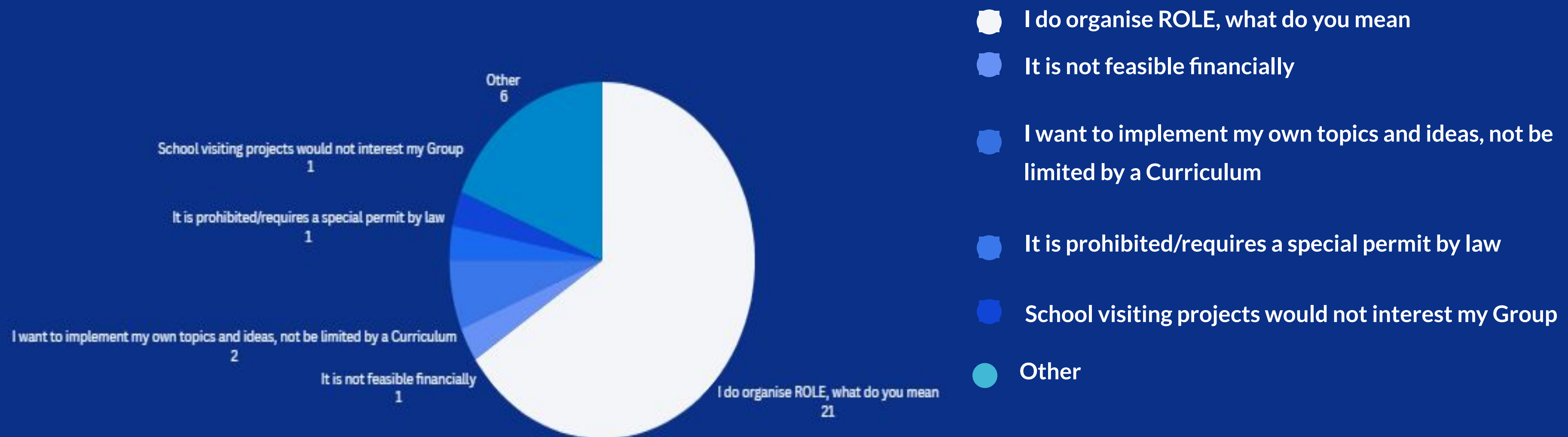
The European Law Students' Association

An open question

3. What is the main reason you didn't apply for the ROLE subgrant?

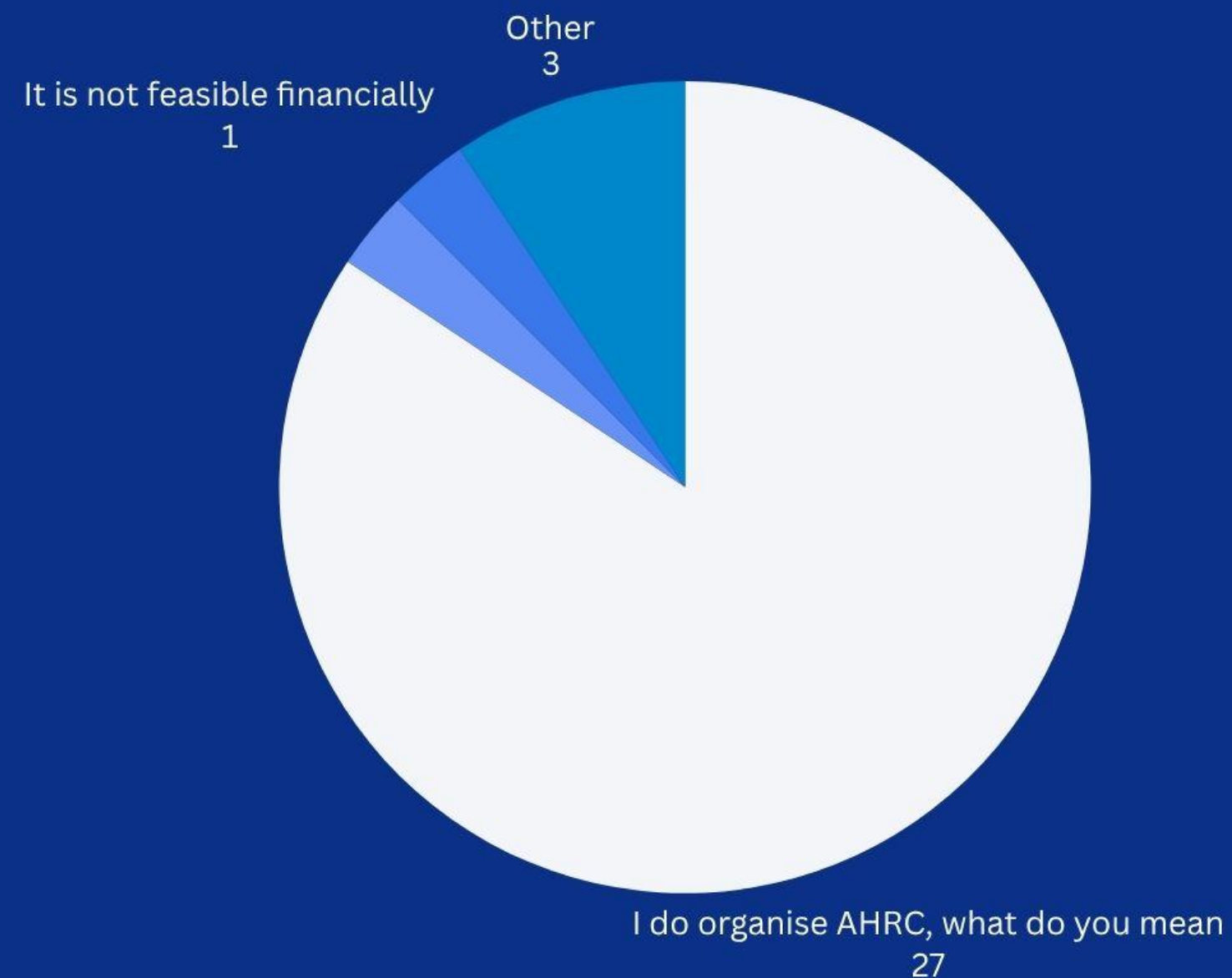


4. What is the main reason you are not organising ROLE this year?



5. What is the main reason you are not organising Annual Human Rights Campaign events this year?

■



- I do organise AHRC, what do you mean
- It is not feasible financially
- I don't like this year's topic (1)
- I don't know how to start (0)
- Human Rights would not interest my Group (0)
- Other

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6. If other, please specify

- /
- N/A
- Currently we don't organise ROLE in Denmark. It's my intention to try to integrate the project within the danish network and hopefully have had organised ROLE even if it's in the small scale.
- Anything to add.
- /
- N/A
- N/A
- N/A
- N/A
- N/A
- No, we're not a subgrantee this year. We considered applying, but since we're only planning online training activities and we don't yet know how many visits we'll actually organize, we decided not to apply this year to avoid potential complications with reimbursements. I've studied the grant materials, though, and I plan to pass all the information to my successor so they can work with it next year.
- N/A
- N/A
- N/A
- N/A
- I recently started my term as VP AA and I am still reviewing the current and past activities of our National Group. At the moment, I am still assessing the feasibility of future participation.
- -



The European Law Students' Association

An open question

- For question 3 about the ROLE subgrant: Some terms of the ROLE subgrant were too problematic and 24/25 IB wasn't helpful in answering our worries. For example, the requirement to collect names of adult participants in our opinion was problematic for data protection reasons. Additionally, the use period of the grant only after the ROLE Training Conference makes the period of ROLE within the grant really short, only few months, which makes the grant less appealing. Realistically the period would then be from early March to early May in Finland as school year ends in the end of May and during the last few weeks of school organising ROLE school visits is difficult.
- N/A
- N/A
- N/A
- From the pool of ideas for different activities, AHRC just was not piced to be organised.
- We just don't participate in AHRC Competition since we don't see a advantage in competing for us. We'd like to just organize our events, we don't need any credit for it :))
- N/A
- -
- N/A
- /
- N/A
- N/A
- -
- N/A
- we are implementing Human Rights Campaign in social polices, elsa day etc...

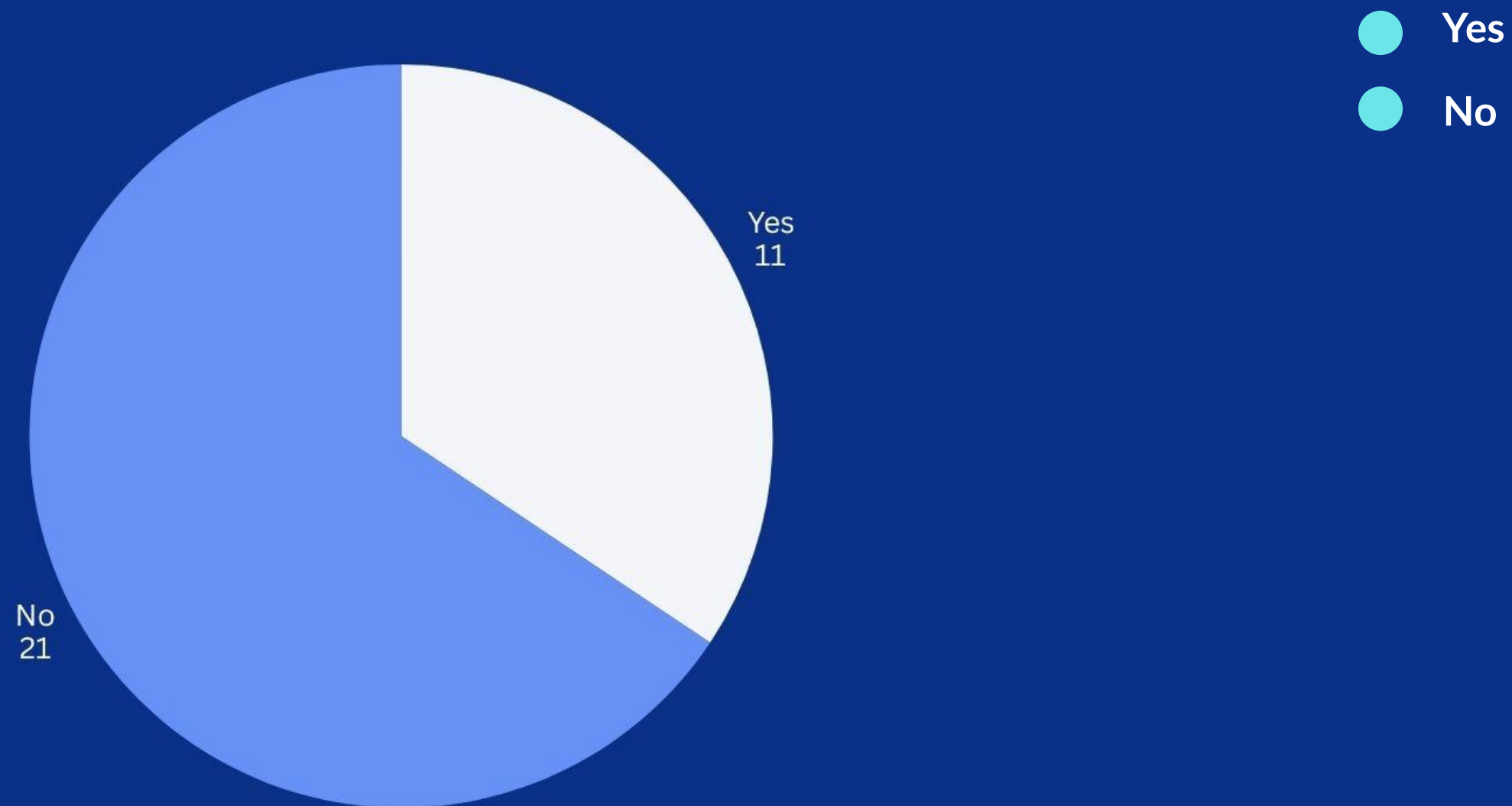


The European Law Students' Association

An open question

7. My National Group is mostly organising ELSA Day, no other events.

AHRC



elsa

The European Law Students' Association

8. Are you organising or planning any event related to the International Focus Programme (IFP)? If not, what is the main reason for not doing so? If yes, please describe the event(s) you are planning or have organised.

- Yes, we are running a weekly campaign about the International Focus Programme on Law and Security. Each week features a different theme, educational post, and discussion to raise awareness and promote participation within our network.
- IFP is not a project arranged in Denmark. To my knowledge my predecessors have never been invested in that specific project due other obligations in Denmark. Personally I see it very difficult to implement a completely new project in Denmark while we are still having difficulties with arranging enough events within AHRC and are still yet to implement ROLE.
- Polish internal regulations require that each key area in local groups organizes at least one project related to IFP. At the moment, most local groups implement IFP through panels during conferences and smaller projects such as meetings with lawyers, workshops, and other initiatives.
- We are not organising any IFP-related events this year, as it was decided that our full focus will be directed toward the two previously mentioned projects ROLE and AHRC. Our goal is to concentrate our efforts on these projects to ensure their highest possible quality and impact. While we fully support the IFP and its objectives, we have chosen not to implement any IFP activities at the national level this year in order to maintain this focus.
- I am planning to organise an event related to the International Focus Programme.
- We are not organising or planning any event related to the IFP. The main reason is the lack of an AA Officer in our board this term.
- We are planning to do a social media campaign on IFP and possibly a digital panel discussion or interview focusing on advocacy and IFP.
- As the topic of our Law Review is “European Future: Innovation, Sustainability and Defence”, we will cover the IFP topic in our Gala and the connected ICE.

But it is not too clear by now how it will be covered.



The European Law Students' Association

An open question

- We have a few local groups interested in organizing events on the IFP theme, although no concrete decisions have been made yet. Regarding the lack of a national event on IFP... This year, we are placing a strong emphasis on the AHRC campaign and on increasing the number of ROLE sessions and facilitators in our national group. Both of these initiatives, as well as the other two national projects under Academic Activities (a LRG and a Law Review), tend to be quite time-consuming and do not allow us to add another event to the calendar
- Probably not on the national level, but some local AAers are planning events related to the IFP topic. For example, a seminar with guests from the podcast zEvropy (about tech and security), a panel discussion on cybersecurity, a legal debate with one or two theses on security, etc. Some of other events are planned for the next semester, so it's hard to say exactly what will take place. I'm not planning anything myself due to time constraints. We don't have a Cer, so I'm mainly focusing on Competitions and other AA events rather than IFP, but I'm encouraging local officers to organize something in that area.
- I am planning to organise an event but I still haven't come up with a specific idea.
- We are planning to put increased focus on the IFP this year by integrating its topic into our existing projects and events. Hopefully we can also do stand-alone IFP events, but not confirmed yet.
- In the Greek network, projects related to the International Focus Programme (IFP) are not very common, as more emphasis is placed on activities connected to the AHRC topic.
- Currently, there are no concrete plans related to the International Focus Programme. However, I am planning to explore opportunities to integrate it into upcoming projects in the next semester.
- I have recently started my term as VP AA and I'm still reviewing the ongoing and past academic initiatives of our National Group. For now, I haven't identified any IFP-related activities, but I'm still exploring whether it would be possible to integrate the current IFP theme into our future events.
- Regarding the International Focus Programme, we did not organize any activities related to it, as during the previous transition a project was already in progress, so we were unable to join at that stage. Afterwards, neither the previous Vice President nor the previous board received any further information about it — there were no emails, posts, or other updates — therefore, we decided to focus our efforts and resources on other ongoing initiatives instead.
- ELSA Finland and its local groups have traditionally actively organized events related to IFP. For example, in the term 24/25 Nordic Webinar Series organized along with other Nordics partially related to the IFP. ELSA Finland is planning on organising events related to the IFP later this term both by encouraging local groups and doing selected projects like webinars on the national level, but currently plans are not finalized.
- I don't know what that programme is, only have info on the Annual Human Rights Campaign
- Not for now. Priority goes to AHRC (Climate Justice), the comparative LRG, and the ROLE rollout; we'll consider aligning activities with the IFP later if timelines and resources f
- I would like to organize one. However, currently, our main focus is ahrc and role. for the second semester I am considering to organize an event but nothing is certain yet
- We are not planning to organise any such events, because of the lack of interest among students.
- As every year we, as a national board planning our focus month to a IFP related topic. There our locals organise lots of events to IFP, e.g. L@W-Events, lecture and even national conferences. Also besides the focus month our locals are very eager to organise IFP related Events, since the topic is very current in our society.



The European Law Students' Association

An open question

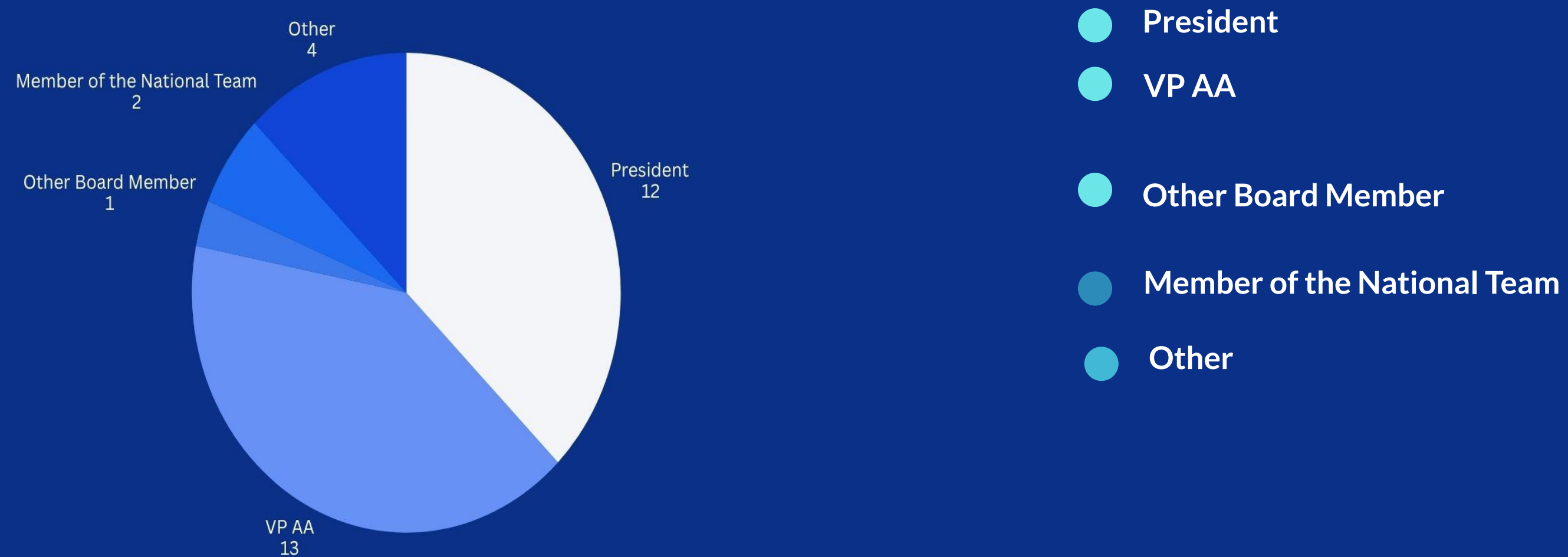
- Focusing on other projects.
- Based on our internal organisation of roles and responsibilities, the IFP falls under the role of VP S&C.
- No, want to prioritise other project but not against it if one of my directors expresses interest in organising one, perhaps a focus for the second semester.
- We are not really confident about that topic and we have a lot of projects this year already so it feels a bit complicated to add the IFP
- No, we do not have the capacity to do it alongside our other projects.
- Yes, a workshop in collaboration with S&C in the general topic of IFP
- We will have the events related to the International Focus Programme. The ELSA Webinars Academy on the Protection of Human Rights in Armed Conflicts will be organised by ELSA Chernivtsi at an international level. The event will address relevant issues of IHL, particularly in the context of the ongoing war with Russia. The speakers will be prominent IHL experts.
- I don't think we have any IFP events in the plan, but we are looking into ways to have some this year or other terms.
- N/A



The European Law Students' Association

An open question

9. Who is in charge of advocacy in your National Group?



10. Are you organising any social responsibility initiatives? If yes, please specify which ones.

- Yes, we are collecting clothes for children, women, and the elderly, as well as promoting recycling and sustainable habits through local awareness activities and donation drives.
- No specific ones - we do have many events though with social responsibility aspects.
- ELSA Poland, as the national board, organizes around three social campaigns each year. One of them focuses on internships and future careers, covering topics such as how to choose internships, what form of employment to select, and which law firms are the best to work at. The goal of this campaign is to foster ethical, empathetic, and socially responsible attitudes among young lawyers, as well as to encourage the academic community to share their own experiences. The second campaign concerns the rule of law in the daily life of every person, not just lawyers, highlighting the rights of clients, employees, and patients in hospitals. This campaign aims to raise legal awareness among the general public. The third campaign, which we are planning, will be selected by the members of the committee organizing the campaigns. It will focus on human rights and will incorporate topics related to AHRC and IFP, aiming to increase the awareness of local group boards about these projects. The campaign may address issues such as combating discrimination, promoting equality and safety in workplaces and educational environments, as well as protecting human rights in the changing digital and social reality. Local groups also organize campaigns, but on a much smaller scale, and the organization of these campaigns is mainly handled by the VP of SC or coordinators specifically appointed for this purpose. At the national board level, a Social Campaigns Coordinator is appointed to oversee these activities.
- We are not currently planning any social responsibility initiatives, but that doesn't mean there won't be any in the future. We remain open to implement such activities if a good opportunity arises.
- No, we don't.
- N/A
- We are planning to invite our human rights partner to hold a lecture on social responsibility at the next NCM.
- No.



The European Law Students' Association

An open question

- We are planning the implementation of multiple ROLE sessions and a training for facilitators at the national level. Several local groups are organizing ELSA4Schools and Legal Courses. We have one local group interested in organizing Open Legislation, and we are planning to run it at the national level as well. Open Legislation is an event in which students draft legislative proposals after becoming familiar with the respective topic and legislative writing through training sessions provided by experts
- Not on the national level, unless we consider ROLE as a Social Responsibility event. But on the local level yes, quite a lot. One of the LGs is organizing a charitable Christmas party at a school, and all proceeds will go to a hospice. They also participate in blood and plasma donation every year. Other LGs are organizing a letter-writing marathon with Amnesty International and also take part in blood or plasma donation. Three out of four of our LGs are running ELSA4Schools projects, etc.
- Yes, the VP MKT and I are planning to launch a contest for the Local Boards with the aim of creating a graphic material on a specific topic to publish on social networks.
- We aim to integrate social responsibility into our activities and be mindful of it.
- In the Greek network, responsibility for advocacy is jointly held by the President and the Vice President for Academic Activities (VP AA), who coordinate the related initiatives together. This year, within the framework of Social Responsibility (SR), special emphasis is placed on inclusivity. More specifically, we plan to create a presentation video of the organisation featuring interpretation in Greek Sign Language, in order to promote accessibility and equal participation. At the same time, environmental initiatives are also being planned, including the placement of recycling bins and the use of recyclable materials during our events. Furthermore, we are exploring the possibility of inviting other NGOs to participate with information booths at our activities, along with additional ideas for collaboration and social engagement that continue to emerge.
- Yes, we are implementing a project that recently received a grant. The project is based on an open-call selection process for students, followed by a series of trainings for the selected participants. Afterwards, 10 students will visit 5 schools in Baku to conduct interactive lessons with pupils. The sessions will focus on topics such as the Constitution, sovereignty, human rights, and related legal concepts. The aim of the project is to raise legal awareness among young people and promote civic responsibility through peer-to-peer education. Additionally, we are considering organizing similar activities in other regions of the country to expand the project's impact and reach more students.
- As I recently started my term, I am still reviewing the activities of the previous mandate and identifying potential opportunities for future projects.
- Yes, we do carry out responsibility initiatives, as do our local groups each year. For instance, in Budapest we organize a charity project before Christmas, where we collect shoeboxes filled with clothes and small gifts for children, ensuring that they can also receive a Christmas present.
- ELSA Finland and its local groups organise multiple social responsible initiatives, especially AHRC and ROLE have been organised for many years and promote social responsibility. More recently ELSA Finland has started to be active in terms of Advocacy with it being an important initiative for social responsibility.
- No
- Yes: ROLE in schools, Environmental Law Clinic with NGOs, Letters to the Municipality, Legal-Environmental Film Forum, Generational Declaration for Climate Justice, and a policy paper with a final presentation.
- N/A
- We will organise charity event in December. All the profits will go toward the institutions taking care of troubled youth.
- N/A



The European Law Students' Association

An open question

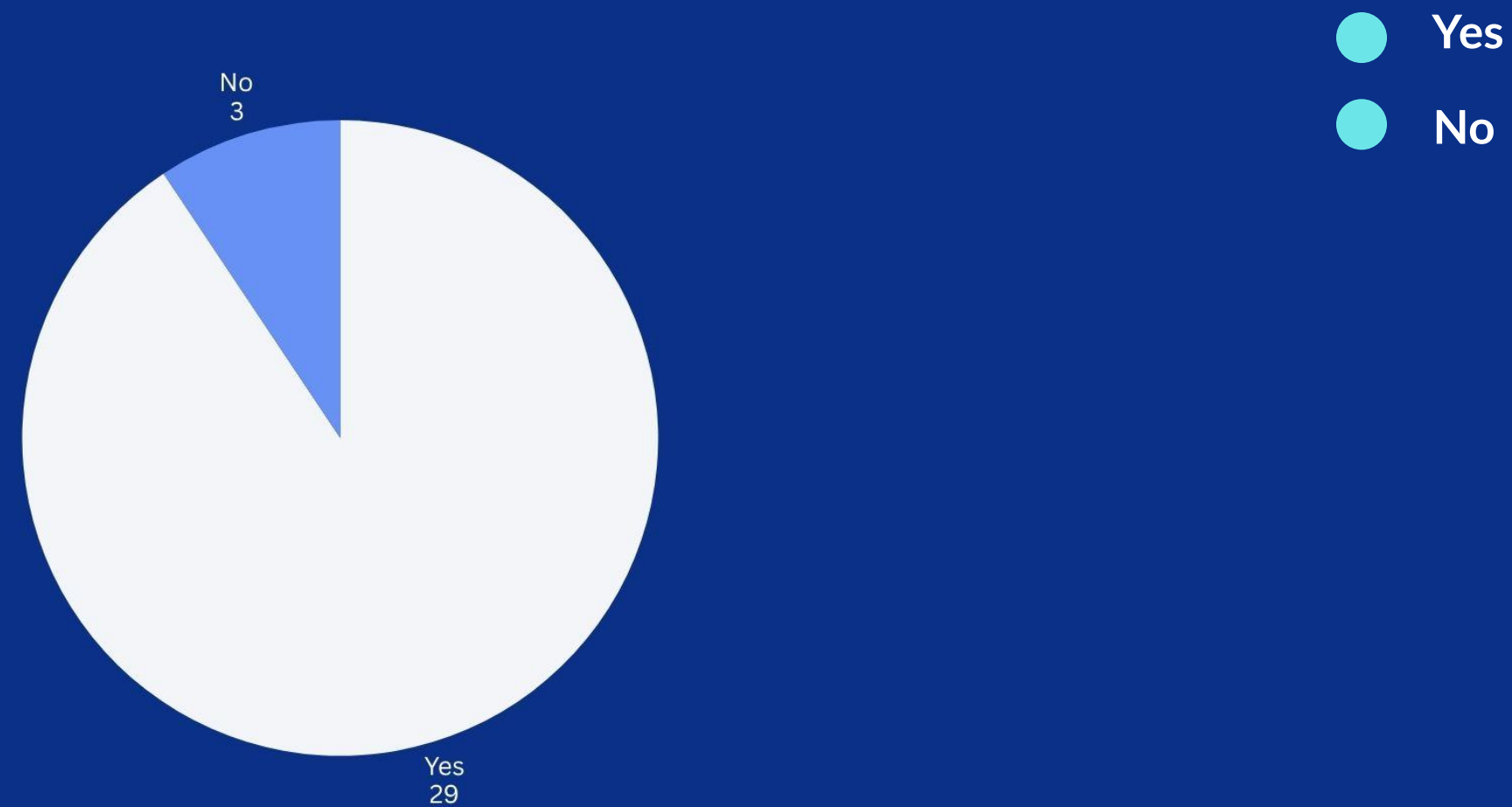
- No
- -
- Yes, an event around women's right in March, will be focused on gender based violence online and IRL, little explanation and panel discussion
- I plan to do a whole workshop on it at the NCM:)
- ELSA4Schools and AHRC
- Yes, the National Program of Social responsibility volunteering and the legal clinics
- No, we are not organising any social responsibility initiatives.
- We have Law Education for School Students Programme that helps young people better understand their rights, responsibilities, and the role of law in everyday life. Law students present interactive lessons on different law fields, human rights etc.
- social papers, launching social papers at events



The European Law Students' Association

An open question

11. Are your Local Officers aware of the Academic Activities Handbooks?



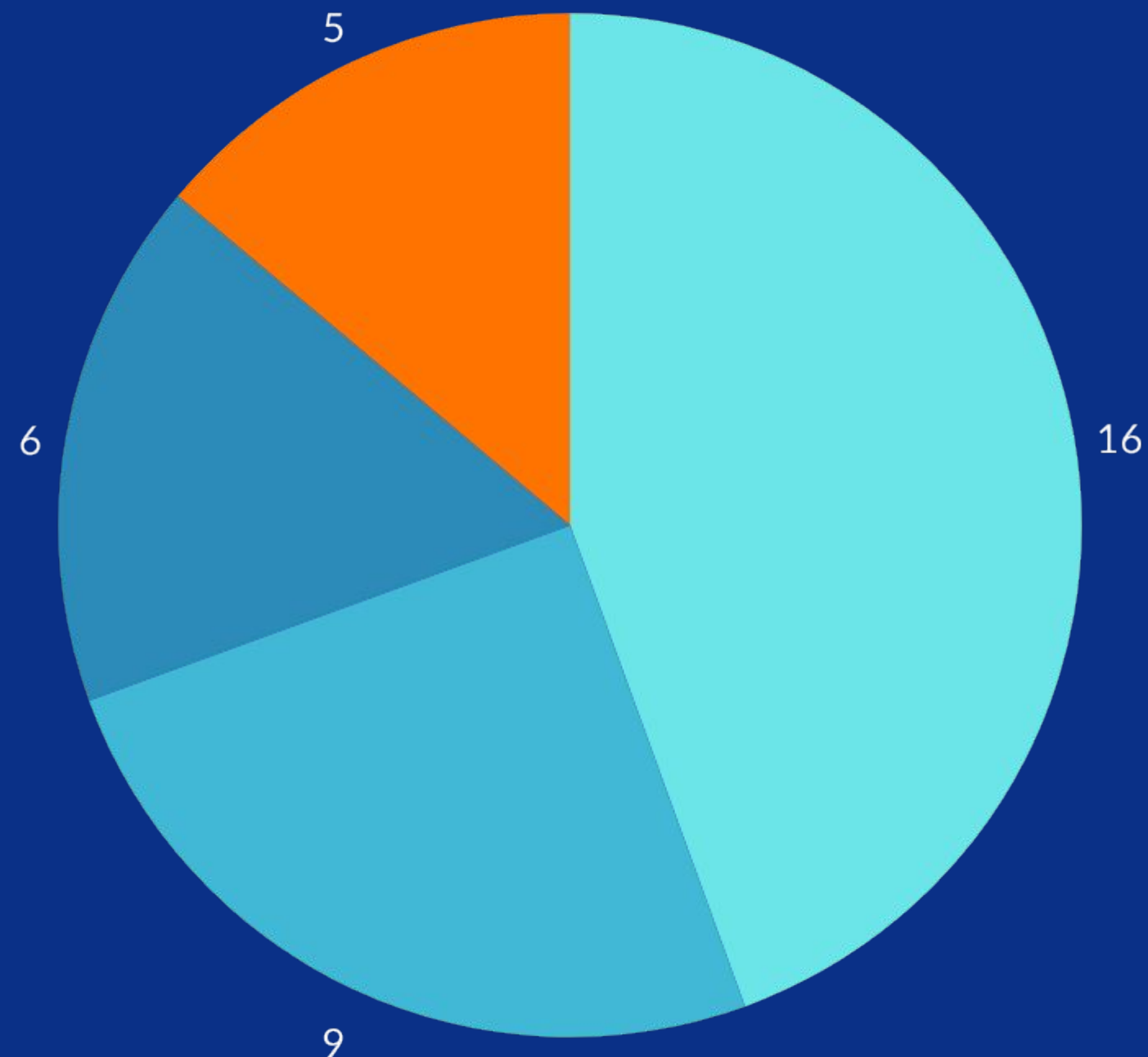
Competition

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elsa

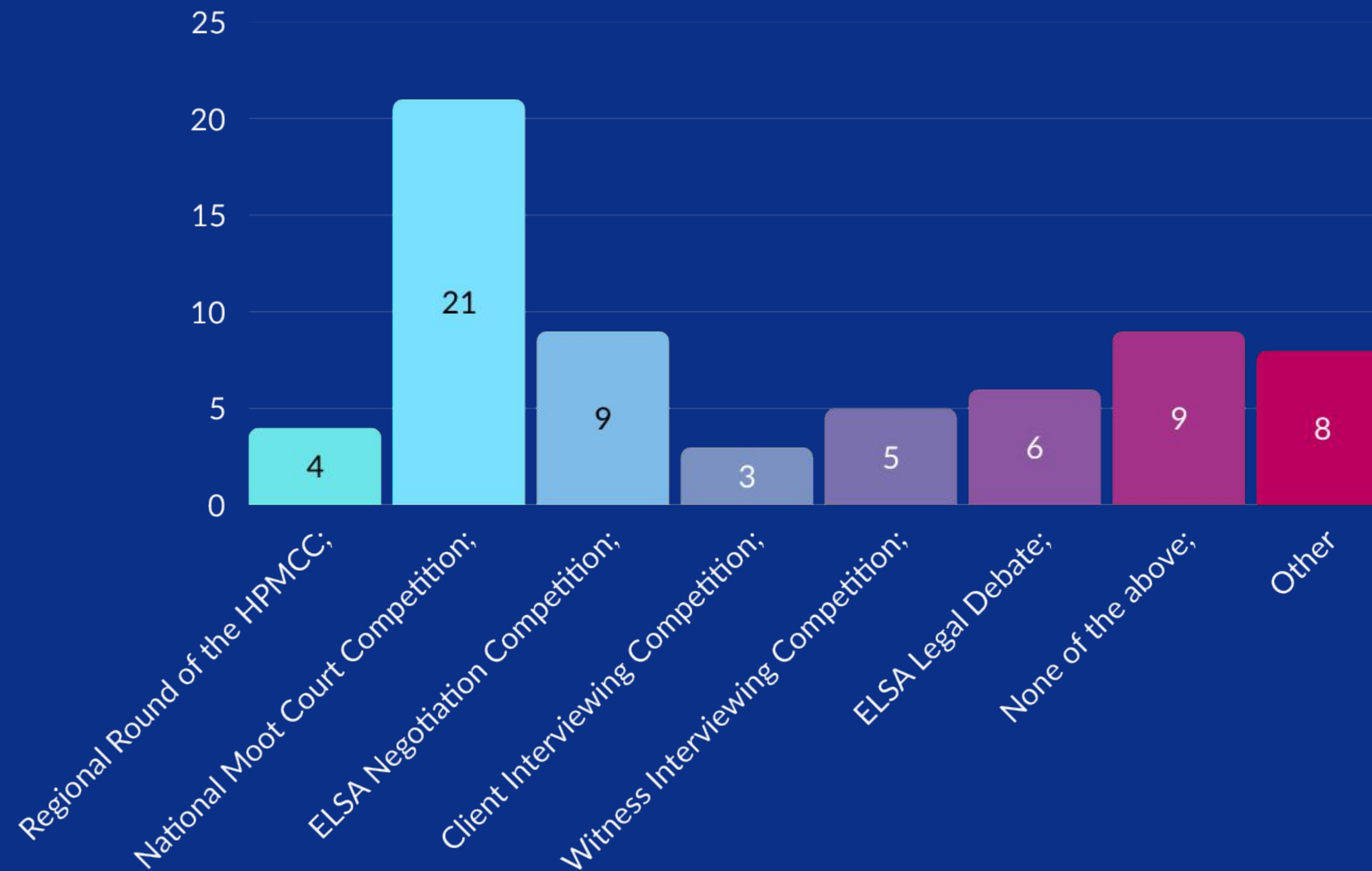
The European Law Students' Association

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?

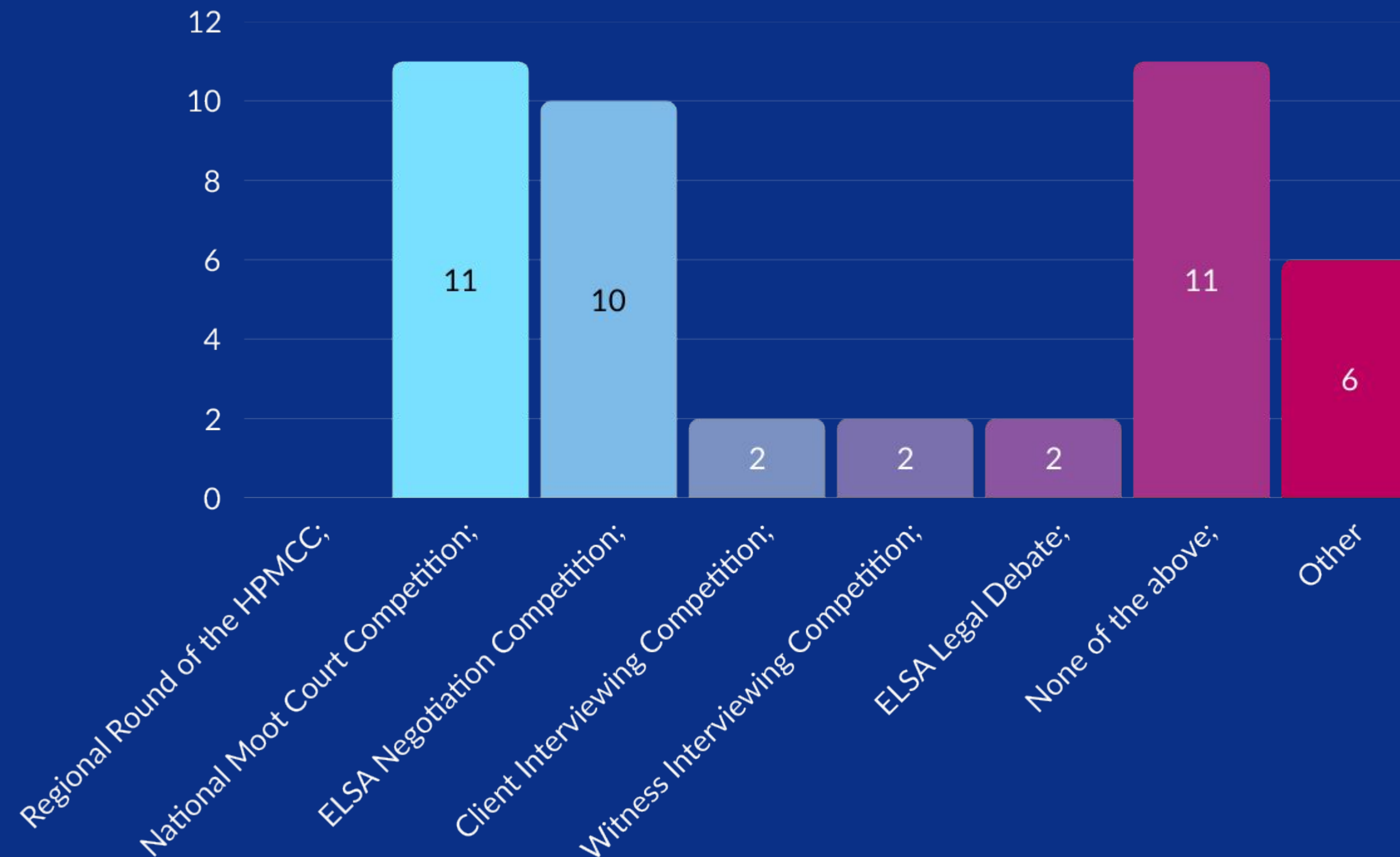


- No, my National Group has not thought about and is not interested in becoming a Host of a Regional Round.
- Yes, my National Group has thought about it and we are interested in becoming a Host of a Regional Round; Yes, my National Group even organised a Regional Round and we are interested in doing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

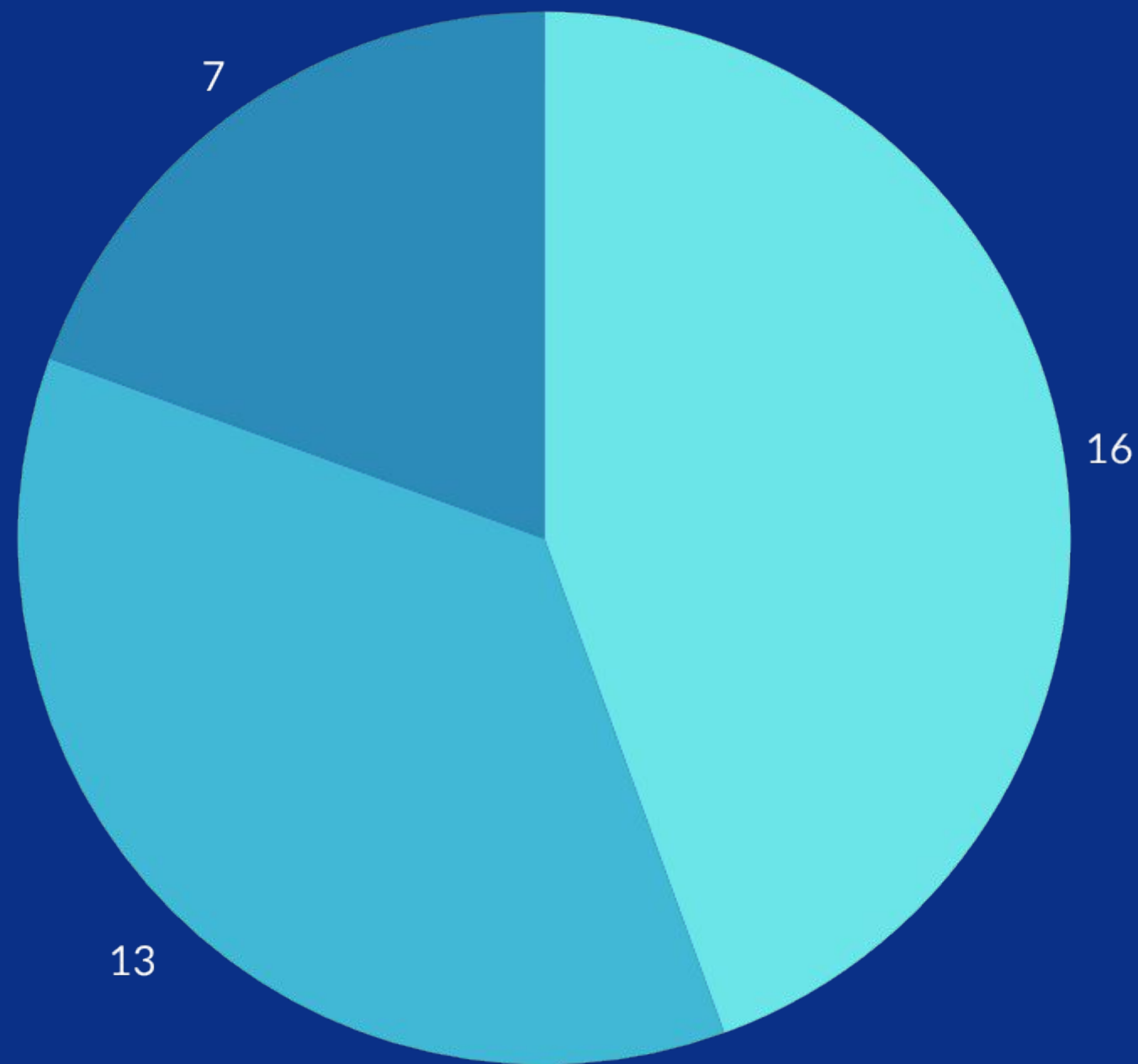
32. Which competitions has your National Group organised/will your National Group organise before the 87th ICM Malta?



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

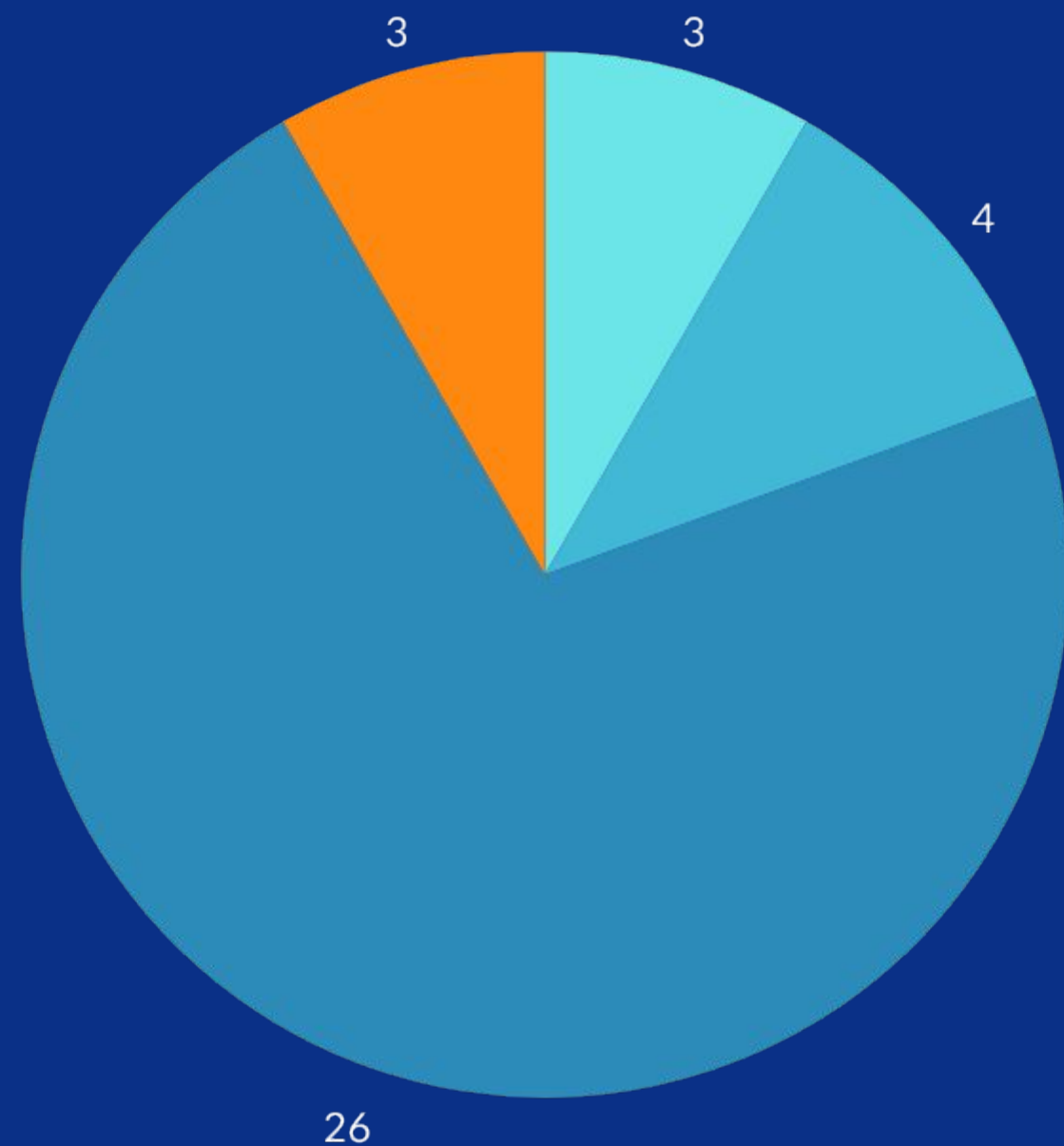


34. Are any teams from your country participating in the HPMCC or the JHJMCC this year?



- 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?



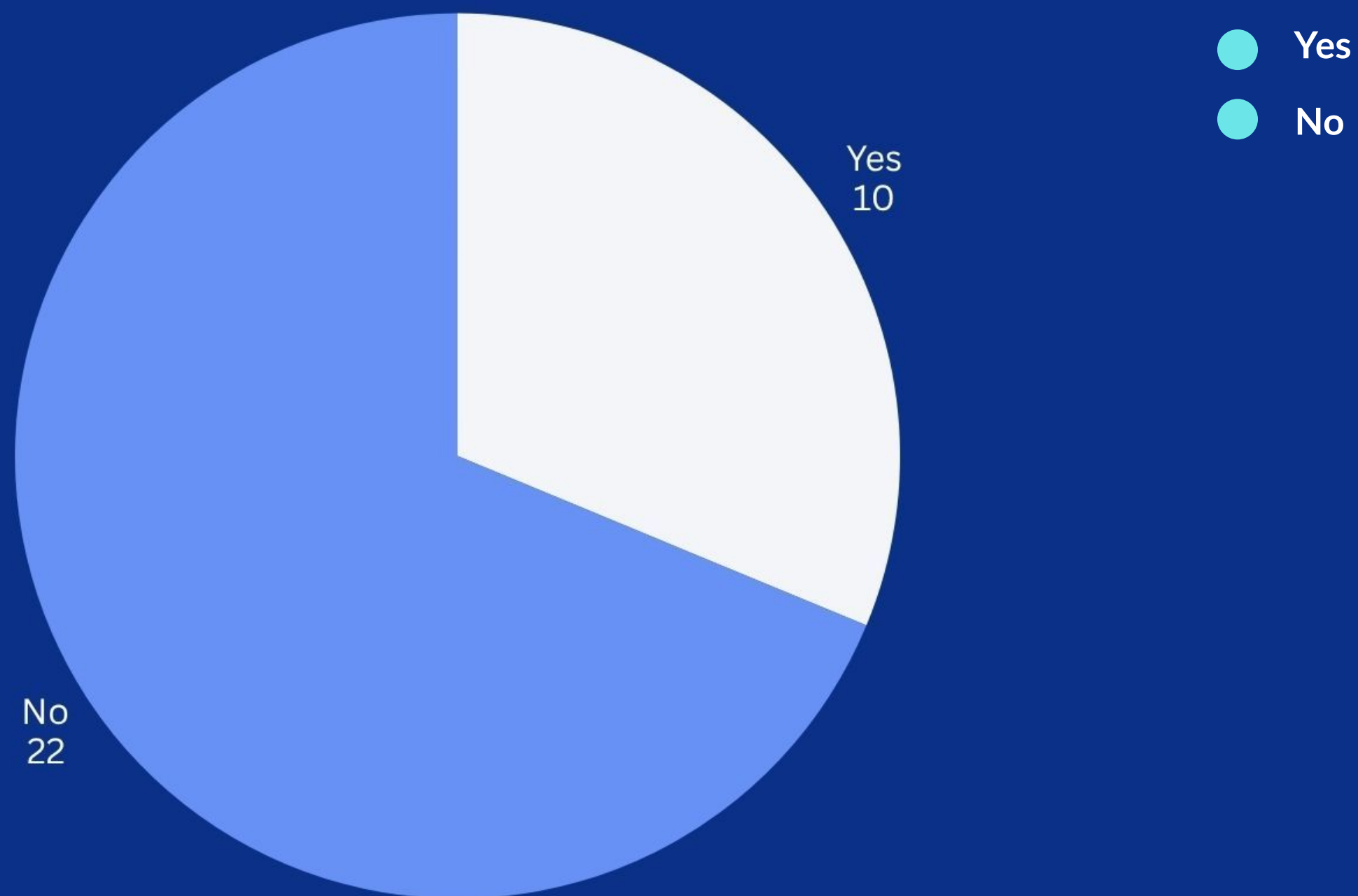
- No, I don't find them useful and don't see the need for them.
- No, I don't find them useful, but with different content, their frequency would be appropriate;
- Yes, I find them useful and their frequency is appropriate;
- Yes, I find them useful, but they happen too frequently;

Professional --- Development

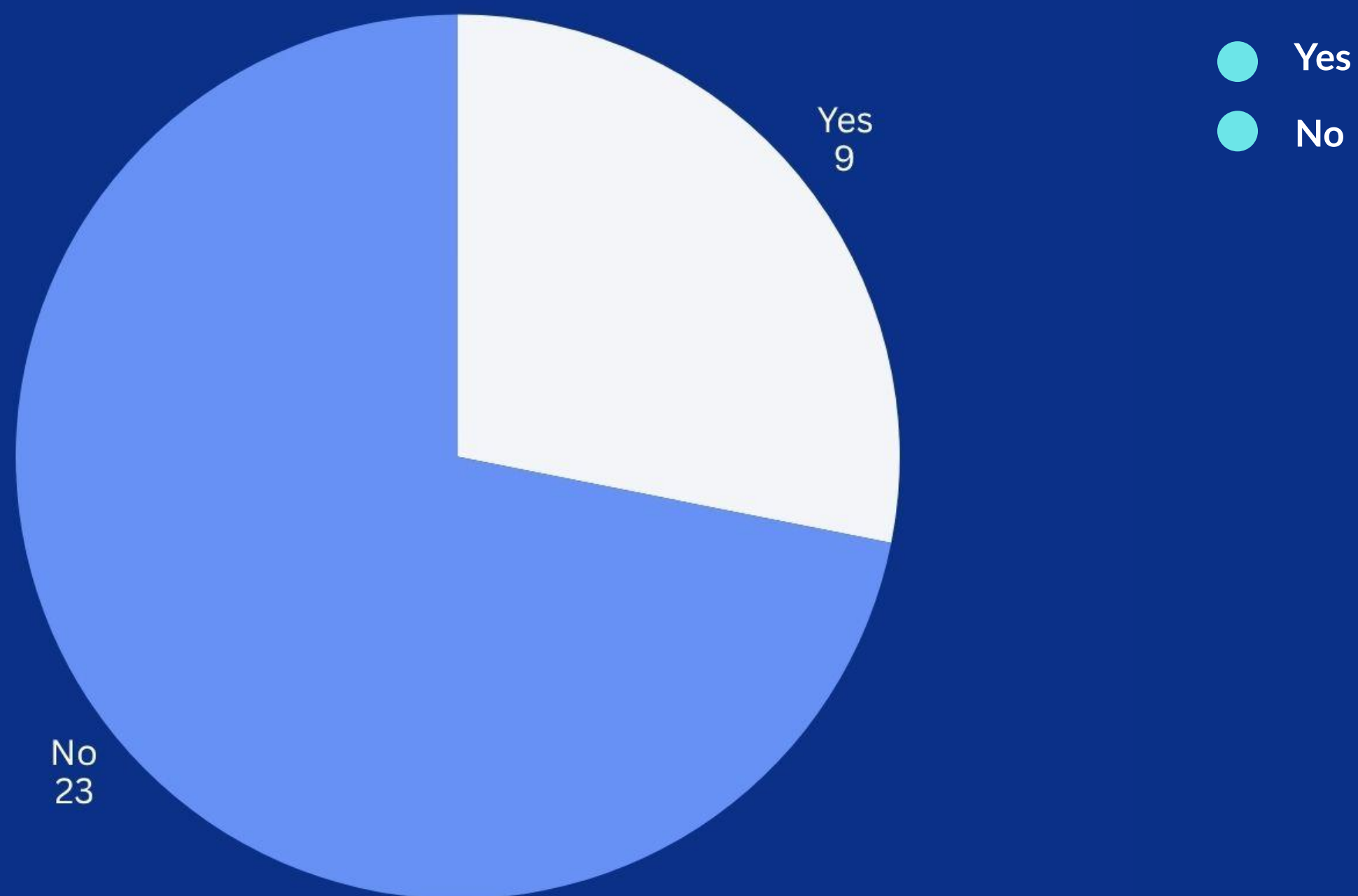


The European Law Students' Association

1. Is the ELSA Traineeships Cost of Living Database up to date for your National Group?



2. Have you considered dividing the Cost of Living Database for your country in regions or cities?



3. What is the common obstacle you face when approaching potential TNP's?

- /
- The most common obstacle while approaching potential TNP's would be their lack of interest in hosting students, which could be caused by many reasons, such as the fact that the litigation process is in Georgian.
- Our national laws don't require TNP to pay interns and they are therefore very difficult to convince.
- The specific nature of most law firms makes it impossible to accept a trainee from abroad. The language barrier doesn't make it any easier.
- Contacting the other party being the biggest obstacle.
- In general, knowledge of the Estonian language and the Estonian legal system is desirable. In addition, because we are a small country, it is often said that there is no work for foreign interns, as cases are local and there are simply no English-language matters.
- N/A
- I haven't yet had the opportunity to contact that many potential TNP's, but based on my experience at the local level, the main obstacle seems to be a lack of understanding of how international law students could contribute to their organisation. Many potential partners appear unsure of the value such students could bring or how their skills and perspectives might fit into the company's existing structure.
- Unfortunately, the majority of TNP's are not really interested in international traineeships, which makes things very difficult.
- Regarding the Traineeship Providers, the common obstacle identified is that, in most cases, other Romanian students are already doing internships within their companies, which makes it quite difficult for them to accept foreign students under these circumstances. However, once they receive more information and the project concept is explained to them, some become more open to collaboration.
- The contacted subjects do not even respond a lot of times.
- They already have big HR departments so don't need us or sometimes they would like to have Trainees from our National/Local Boards so are not interested in trainees from abroad.
- Unfortunately, there has traditionally been difficult to secure TNP's in Norway. This could be due to several reasons, but I believe that the capacity, lack of interest in international students and already existing traineeship programmes within different firms are obstacles we are often faced with.
- Unwillingness to pay trainees



The European Law Students' Association

An open question

3. What is the common obstacle you face when approaching potential TNP's?

- They don't take it seriously and usually hesitate allocating funds for temporarily hired individuals.
- No PD officer in ELSA France currently.
- It is challenging to find a provider due to language barriers and taxation.
- The biggest obstacle right now is Finland's high rates of unemployment and the current recession of the country. The biggest companies also all have their own Traineeships programmes that run annually thus eliminating the need for ELSA's involvement in the recruitment process.
- ?
- This is the first year since 2018 in which the Local Officers are carrying out Job Hunting. As this is a completely new process for all of us, it represents our main challenge. To make the process easier, ELSA Spain has created several tools and resources: database templates, email templates, and a shared list of law firms and institutions that Local Officers can contact. Since this task has just been implemented this academic year, the first contacts are being made during October.
- Since the Netherlands is already a very international country, Dutch organisations that want international trainees can already recruit them from the local pool. thus they do not see a good reason to provide ELSA Traineeships
- /
- They have their own recruitment system or have no capacities/renumeration to give to potential trainees, also they prefer national Trainees that are familiar with German National Law.
- The main challenge we face is the limited awareness of ELSA Traineeships among legal professionals and institutions. Many potential partners are unfamiliar with the benefits of hosting trainees, which requires additional time for explanation and trust-building.
- mainly interested in Swiss Law Students
- The VISA requirement, since the UK left the EU incoming students need to be supported for a work visa to attend traineeships. This has presented a major hurdle and immediate deal-breaker with TNP's.
- Different recruiting process
- The timeline that traineeships are usually offered in Ireland
- The minimum remuneration required according to the Cost of Living Database, since our TNP's usually are not willing to pay that amount.
- Lack of resources (due to military and economic factors). Lack of urgent need and focus on the domestic market. No desire to organize
- online internships.
- native speaker requirement
- since we have an Erasmus programme, attracting students



The European Law Students' Association

An open question

4. How are your Local Officers involved in the usage of the SOS portal for the verification process?

How are your Local Officers involved in the usage of the SOS portal for the verification process?

- /
- The current practice that was and is shared in Georgia is that Local Officers and National Officers use the SOS portal for the verification process together, therefore Local Officers are very much involved in the process.
- They each have a login and verify the applicants they get from their group.
- For now, they are not involved in the usage because we don't have TNPs
- In the process of having Local Group accounts activated
- Since we only have a national board, the VP PD is responsible for the SOS portal. In addition, we have not had any students who wanted to go abroad for an internship in recent semesters, even though we have advertised the ELSA Traineeships program on social media and held introductory events.
- N/A
- The idea is for the Local Officers to be very involved in the verification process through the SOS portal. I have also scheduled an Open Call at the beginning of the application period, during which I plan to go through the steps of reviewing and verifying an application in detail.
- First, the local officers review the applications and then I check the applications again afterwards.
- During this year's National Meeting, I conducted a workshop covering all aspects of ELSA Traineeships — from Job Hunting and strategies for securing as many traineeships as possible, to the Evaluation stage. Additionally, I provided a demonstration on how to use the STEP Online System (SOS). Currently, the PD Officers within the ELSA Romania network have not encountered any issues using the platform.
- We are both involved in the verification process, both the local officers and the national officer check the TAFs. Local officers do the first thorough check of TAFs.
- The use it fully because they have to correct TAFs and also upload the TSFs
- Our local Professional Development officers are actively involved in the usage of the SOS portal for the verification process. Every local group has their own login credentials, and they have been instructed in how the SOS portal works, the verification guidelines and the overall verification process. Once the application portal opens, they shall carry out verifications continuously as they are received, prior to the national, second-level verification.
- They contact the traineeship candidates for additional information and note potential mistakes for the national VP PD to see.



The European Law Students' Association

An open question

4. How are your Local Officers involved in the usage of the SOS portal for the verification process?

How are your Local Officers involved in the usage of the SOS portal for the verification process?

- We have only 1 Local PD Officer which is in ELSA Nakhchivan. This local group was founded 3 years ago and since then no PD officer has been involved in the usage of the SOS portal (not even ELSA Traineeships). This year I've had calls with the VP PD of the local group and explained essential things about ET. For the next month we'll plan a meeting about the application process and the SOS portal. I hope this year we will have applications from our local group as well. If so, the local VP PD will be involved in the SOS portal
- No PD officer in ELSA France currently.
- They review the applications and, if necessary, edit them.
- All local officers have to verify applications from their own members. All local officers are also required to learn the way EIT grades the applications and give preliminary assessment of the application each cycle. This is essential and taught to them at transition. During the verification season we also hold open calls regarding the process.
- N/A
- Many Local Officers in Spain did not have access credentials for the SOS platform. However, we are currently providing training so that, once the verification period begins, they will be fully prepared to complete it correctly. During the verification period, ELSA Spain will organize an Open Call to train the Officers and offer continuous support throughout each verification process for every application
- They will have access to the portal and will be able to verify the applications for their local groups
- They are not involved
- They do the local verification. Also there is a close supervision by the National PD Team.
- Our Local Officers are trained to use the SOS portal and assist in verifying the applicants' documents and information. They play a crucial role in ensuring accuracy and timely submission during the verification process.
- unsure
- Last year, about 40% of officers were very engaged with reviewing applications and messaging the individuals. However, I believe this year will be an improvement to this as we have better coordination and engagement with the officers due to the foundation being better laid out.
- Only local
- They are being trained so they can be part of the process
- Through Open Calls for each Cycle specifically dedicated to a detailed explanation of the SOS Portal; we are also considering the possibility of creating
- a tutorial explaining the verification process.
- Passive
- Only national officer uses SOS portal
- link

An open question



The European Law Students' Association

5. How does your National Group coordinate the Reception of ELSA Trainees?

- /
- ELSA Georgia is always closely collaborating with its Local Groups for the Reception of ELSA Trainees. All social and cultural activities are organised by both the Local and the National Groups.
- We have never had trainees
- There are plans to provide them with guidance and leisure activities after internship hours.
- ELSA Croatia works to help the trainees from the acceptance email of the Traineeship Offer until the last moment of their Traineeship. Following the ELSA Traineeship Handbook to prepare and integrate Trainees.
- We have no experience of how students are received, as we have not had any companies that have taken on foreign interns.
- N/A
- At the moment, there are no ELSA Traineeships spots available in Sweden, and therefore our National Group does not have an established procedure for coordinating the reception of ELSA Trainees.
- I share the contact details of the trainees with the local officers, who then get in touch with the trainees. In addition, we also have a reception book that each local officer adapts to their own city.
- Special Officers
- We do not coordinate it on the national level, each local group plans Reception on its own.
- We have a team for trainees and also this team trains our LBs
- If we receive any ELSA trainees, all the officers involved will make sure to actively use the Reception handbook. We will also secure good cooperation between ELSA Norway and the respective local group where the trainee will be.
- It makes sure that all trainees receive a minimum of necessary information (contact person, places to stay, mass transit information).
- After the selection of trainees we get in touch with the trainee via e mail, share contact details of the TNP, explain the process of the visa obtaining, if needed help with accommodation. When the trainee is here we organise social and cultural meetings with them, invite to our projects. When the traineeship is over, we share and evaluation form. Welcome/goodbye packages are included as well.



The European Law Students' Association

An open question

5. How does your National Group coordinate the Reception of ELSA Trainees?

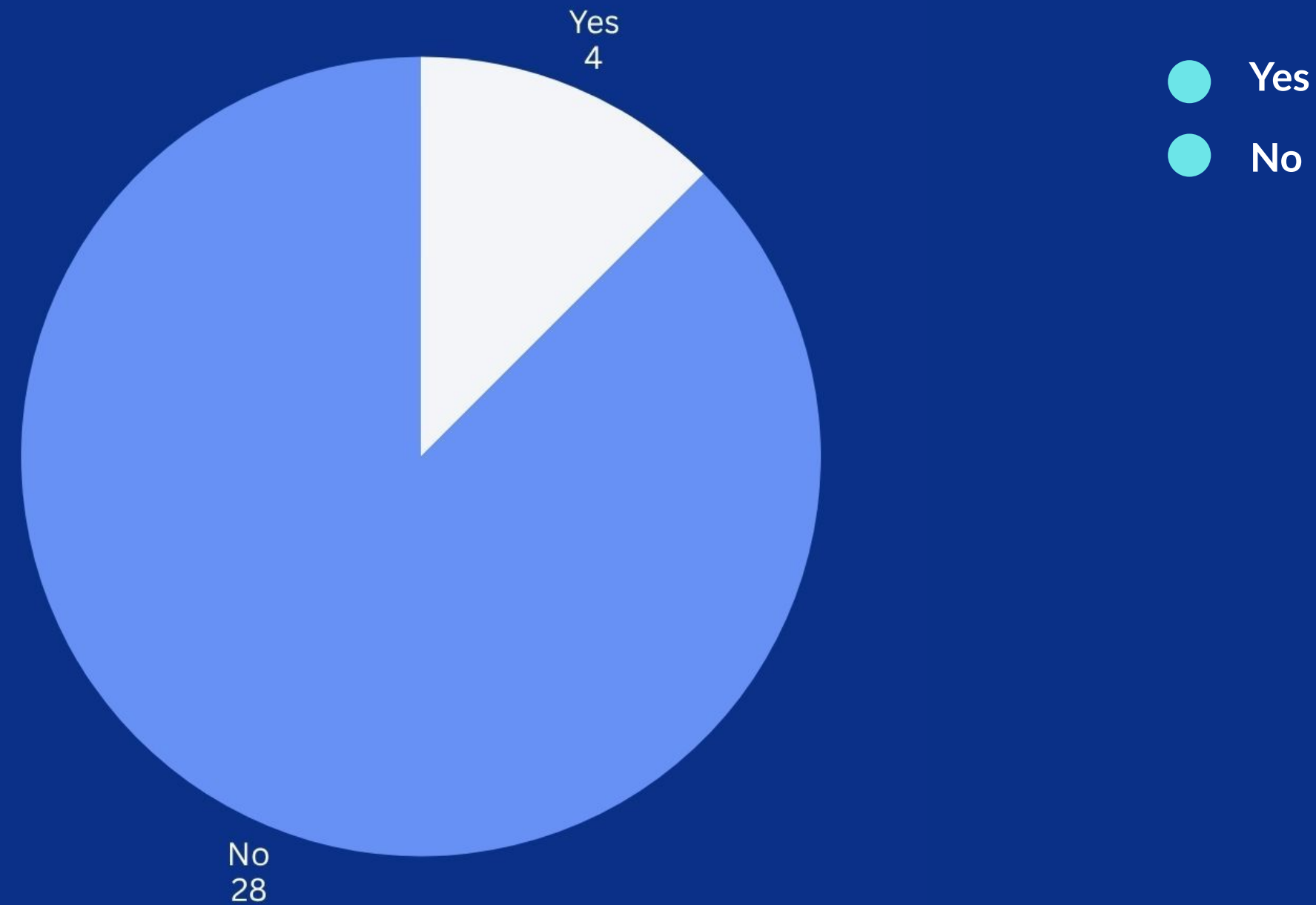
- /No PD officer in ELSA France currently.
- We only had very few trainees yet; however, we prepared an infopack for them, organized a meet up and an event so our Hungarian ELSA members could get to know the trainees.
- The National Officer is responsible for making sure all the information is shared to the trainee(s) and the locals. The physical Reception of the trainee(s) is the responsibility of the local group and officer whose TNP it is. ELSA Finland has a virtual reception package that is sent to the trainee(s) before starting the traineeship and the local group helps the trainee(s) with all administrative tasks, finding a job etc. The trainee(s) is invited to participate in all events organised by the Finnish ELSA network.
- N/A
- N/A
- Reception has not been necessary in the past few years since there have been no Traineeship Providers in the Netherlands
- We do not accept ELSA Trainees since we don't do trainerships.
- Usually the locals do the reception, we try to support them with knowledge management materials and an assistant for ELSA Traineeships that focusses on the reception
- The National Group coordinates the reception through collaboration between local officers and the national PD team. We provide trainees with practical information, accommodation assistance, and a welcome package to ensure a smooth and pleasant experience.
- unsure
- N/A
- E-mail and having a one time meeting
- We do not currently offer traineeships
- Through clarifying any doubts that Local PDers may have during this phase. This term, I intend to schedule an Open Call with the Local Groups who are going to organise Receptions, draft a Welcome Guide about Portugal and send it to the Trainees, and create a National Accommodation Database to assist with housing searches in future terms.
- At the national level through centralized communication and transfer of information to the local center. At the local level, direct reception of the intern is already taking place.
- There is constant communication. When they arrive in Lithuania, we meet them, show them around the city, and help them integrate into the culture.
- one person in charge of the link (mostly google doc), then further communicating the logistics with the individuals informally



The European Law Students' Association

An open question

6. Do potential Trainees from your National Group normally need a Visa to go to ELSA Traineeships hosted in other National Groups of the Network?

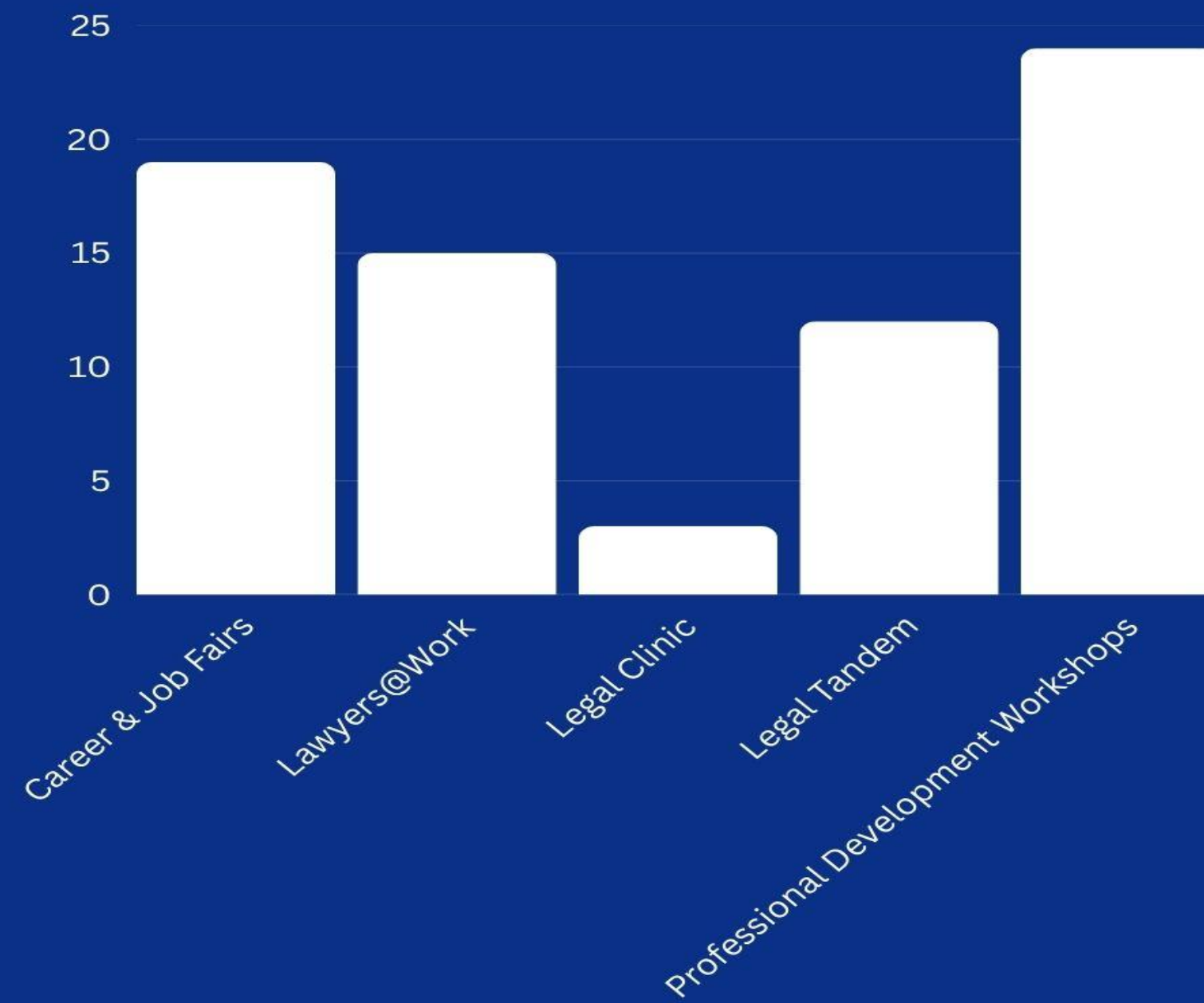


An open question

elsa

The European Law Students' Association

7. Which of the following PD projects will your National Group organise?



An open question

elsa

The European Law Students' Association

8. What are the main difficulties you face when organising Professional Development events?

- Lack of partnerships
- here really are not not much problems when organising Professional Development projects, as the information regarding the project itself is very well written in the handbooks. The hardest part would probably be not crossing into other area's competency.
- It is difficult to organize something that the local groups don't already do in some way, and therefor it is difficult to not overstep the boundaries of the local groups.
- To find a good date that suits many people.
- Lack of interes from law firms
- Since we have a competitive law student association, we often have problems with the number of participants at events. This is our main concern.
- Lack of HR and difficulties with acquiring participants.
- Regarding the previous question, we wanted to answer "None of the above" but there was no option to do so. I do not know, as I haven't organised any Professional Development events so far.
- To get enough participants for each event.
- The main difficulties in organizing Professional Development events are related to human resources, namely the fact that students are generally reluctant to get more involved in organizing such events. This is mainly because the level of academic workload in law faculties is quite high, and many of them feel they do not have enough time for volunteering activities.
- The biggest difficulty is that a lot of times (especially with ET and Job Fairs) the subjects that we contact do not even respond to our emails and contact and it's pretty hard to find enough subjects.
- None
- It depends on the project, but oftentimes getting responses from external contacts can be difficult.
- Making sure that all firms receive equal opportunities for presentation.
- Generally, there are not many difficulties. Occasionally, some financial difficulties occur. Invited professionals' delay can be a problem as well.
- No PD officer in ELSA France currently.
- The attendance can be low at LGs, so we are trying to apply different strategies to incite members.
- The main difficulty for us as national officers is the fact that our statutes forbid the national team from creating any events that could be considered to be competing with the local projects/events. However, there is good communication between the NB and locals regarding this, and the national team is constantly trying to come up with new ideas that would fall in line with the statutes.



The European Law Students' Association

An open question

8. What are the main difficulties you face when organising Professional Development events?

- Attracting members, institutions
- Since Professional Development is still quite an unfamiliar area within ELSA Spain, the main difficulty has been managing all the administrative and training aspects before being able to start organizing activities. In addition, most of the institutions we contact tend to postpone or cancel meetings, so it often requires persistent follow-up to successfully organize events.
- N/A
- Lack of interest between students.
- As a National Board we usually don't organise PD events ourselves but we are supporting our locals. One of their biggest difficulties is them organising just Lawyers@Work events at big law firms. We are trying to ensure that our locals cover a wider range of future jobs and types of projects.
- The main challenges include securing sufficient sponsorship and ensuring consistent engagement from students. Additionally, coordinating schedules with professionals and institutions sometimes requires extra flexibility.
- unsure
- "Local officer engagement has always been a bit of an issue, just making sure that they support the event proactively. However, this year most of our officers are staying engaged. Currently just trying to maintain this as best as possible through regular outreach."
- No interest and lack of knowledge
- Attendance
- Balancing organising events with the various responsibilities of ELSA Traineeships and our National Traineeship Programme
- Holding offline events and involving students (due to security circumstances)
- Most of the time, it's hard to communicate with project institutions (for example, lawyers at work events) or to find someone qualified, available, and able to organize LinkedIn or CV training sessions.
- N/A



The European Law Students' Association

An open question

9. How does your PD team cooperate with other key areas in your National Group, and what could improve area collaboration?

- The PD team is working well, mostly with marketing
- As far as National Groups go, PD Team does not really collaborate with other key areas (except for MKT) in our National Group, however we are always up for ideas of potential collaboration.
- We don't do any projects together, but we help each other where we can.
- By good communication and organizing projects together.
- Very well, they are active in other sectors as well. Joined projects especially with AA.
- So far, we haven't really collaborated with other key areas, but next semester we have a big project in Professional Development where we'll be working more with other key areas.
- The VP in charge of PD works closely with the President (BEE) with regards to communication with externals and in some cases, Advocacy. The VP in charge of PD also works closely with the Treasurer (FM) regarding all financial aspects of the PD projects and the VP in charge of Marketing to assist with the marketing of the projects.
- I have only recently appointed a Director for Traineeships, so it's still too early to say how the PD team will cooperate with other key areas or what could be improved in terms of collaboration.
- We work very closely with other key areas and also organize joint events.
- The collaboration is very good; I believe there is a constant exchange of ideas and best practices that helps both sides develop mutually. What could further enhance this collaboration would be organizing joint trainings that facilitate this exchange of knowledge and experience.
- We don't cooperate much this year, as there is no VP PD.
- We don't usually collaborate on events directly, as we leave most of the event organization to our Local Boards. However, we support them by providing training and guidance. At the national level, our collaboration mainly focuses on sharing best practices, aligning strategies, and ensuring consistent development across all LBs.
- We cooperate with S&C through the Go International fund that most of our local groups have established in order to provide financial support for participants of ELSA Traineeships, ELSA Delegations and ELSA Law schools.
- It generally doesn't.
- We provide traineeship opportunities for the winners of competitions of the AA and MCC team.
- No PD officer in ELSA France currently.
- During ELSA Traineeships, we organize a so-called International Week to promote the international events and possibilities that ELSA can offer. We organized this event with SnC
- The PD team participates in board meetings and we have joint workshops in our NCMs especially with MKT and S&C to improve cooperation. The national team is in constant contact with BEE regarding external relations.



The European Law Students' Association

An open question

9. How does your PD team cooperate with other key areas in your National Group, and what could improve area collaboration?

- Work is divided among other members, communication is key
- We maintain communication through meetings, email copy sharing, and regular updates. So far, I have not been in direct contact with the other Key Areas, as our current focus has been drafting projects and training Local Officers. However, I have been working closely with the Supportive Areas — particularly with the Marketing Team to develop a strategic plan for promoting Traineeships in ELSA Spain, and with the President regarding sponsorship contacts.
- shared events
- We cooperate very well, so there is no need for improvements.
- Since the VP responsible for PD is also the VPSC in our National Board there is naturally a lot of exchange between those key areas. Especially on national internal meetings we are trying to connect them as much as possible for example when it comes to project management etc. In addition, this year we are placing a strong emphasis on the focus programmes, which offer many opportunities for cooperation, particularly on ELSA Day and at the IFP. We also want to place a strong emphasis of those topics in all key areas.
- The PD team closely cooperates with the Marketing and Seminars & Conferences areas to promote events and ensure high-quality content. Improved communication channels and more frequent joint meetings could further strengthen this collaboration.
- unsure
- Our most prominent collaboration is with marketing, as many of our events need to be published. However, we have always cooperated with S&C specifically on study visits to include a legal tandem with the visited country.
- No cooperation
- Have not yet collaborated
- The main goal for this term is to strengthen the PD area internally and ensure knowledge transfer to the Local PDers. However, I also intend to encourage the organization of events in partnership with other key areas by the Local Groups, and this collaboration at the national level in future terms.
- Our team works with other areas, jointly creating events and attracting partners for them, and to improve cooperation between regions, we conduct joint projects and exchange experience through a single contact base.
- All of the ELSA Lithuania Key Area Officers are very friendly, and we have developed strong team spirit and good teamwork.
- communication in emails



The European Law Students' Association

An open question

10. What methods do you find most effective to increase the visibility of PD projects in your National Group?

- Social media marketing, sharing on university websites
- PD projects do have a big interest by itself already in Georgia. The name of the area itself and its field of work guarantees visibility. What our National Group needs to do is to organise interesting projects and the visibility will be ensured.
- I don't know.
- Good marketing strategy and a good theme.
- Rather than on a National Group level, we work so all 4 Local Groups to hold projects like Lawers@Work and Career and Job Fairs. National VP PD will ensure that Local VP PDs will have full support.
- In my opinion, this area is kept in the spotlight more by organizing ongoing events and events explaining the ELSA Traineeships program, as foreign-language texts and advertisements often go unnoticed by local students. Therefore, more soft skills events and Legal Tandem events should be organized, which we are actually already doing.
- Strong marketing efforts.
- I believe that physical marketing is the most effective strategy to increase the visibility of PD projects. I also plan to communicate my visions and goals to the local VP PDs, as they have the closest contact with the members and can best promote the projects within their local groups.
- When all local groups promote the event and when you collaborate with the local groups in the promotion process.
- To boost the visibility of the events, it is necessary to strengthen their promotion at both national and international levels.
- Propagation during other ELSA events we organise.
- Ig post, Reels and Testimonials.
- I believe that organising various PD events - both under the direction of ELSA Norway and in collaboration with local groups, is an effective way to showcase the broad spectrum of projects and opportunities we provide. Visual marketing, through pictures and videos, is also of course essential in increasing engagement and visibility.
- Attracting popular law firms and institutions.
- Promotion of our projects via social media
- No PD officer in ELSA France currently.
- We promote through a Career Fair event our National Traineeships programme. We promote ELSA Traineeships, plus other projects at SnC during International Week. We do stalling as well at the universities.



The European Law Students' Association

An open question

10. What methods do you find most effective to increase the visibility of PD projects in your National Group?

- Everything starts with the locals and their success in marketing ELSA in general (especially to Freshmen every year). Good transition of PD projects to local officers is essential, and good communication within the entire PD team consisting of both national and local officers moves the area further.
- Marketing and promotional materials everywhere
- Social media is the most effective tool, especially when using key terms such as international opportunities, professional development, law firm experience, traineeship programme, and similar expressions that attract attention and convey the purpose of our initiatives.
- Active Instagram promotion and promotion in universities (lecture visits)
- Advertising our events on social media profiles (Marketing is helping us with this).
- Providing the network with dedicated workshops about the entire project portfolio. Trying to incentivize the locals to diversify their event organizing endeavours.
- The most effective methods are strong social media presence, collaboration with law firms and universities, and visually appealing promotional campaigns. Engaging alumni and showcasing success stories also help to attract more participants and partners.
- unsure
- Instagram has been our most useful tool and the thing we have relied on most for publicising events. However, we are looking to create a monthly newsletter of our own within PD to show off the great work of our local officers.
- None
- Getting local boards to market it
- Through promoting our projects within the law faculties where our Local Groups are located; collaboration with Marketing on our social media platforms (Instagram, LinkedIn, and WhatsApp) and with Internal Management on our Newsletter.
- The most effective is a combination of targeted promotion through social networks, integration with events of other areas for cross-coverage of the audience and active demonstration of success stories of participants to confirm the real value of the projects.
- Good marketing
- good posters on social media



The European Law Students' Association

11. What new Tools, Materials or Initiatives could ELSA International provide to help your national PD projects?

- /
- To start with, it has to be mentioned that the majority of projects are explained perfectly in the PD Handbook. It would be nice to have a National Traineeship handbook as well, which would help with the better understanding of the project. Also, it would be important to see a handbook for Legal Clinic, which sounds like a very interesting innovation, however has got a very small explanation in the General Handbook.
- I don't know.
- I think that communication and support are the right approach.
- Still considering the projects, we are uncertain what kind of help is needed from ELSA International.
- This academic year, I have received good support, as I was assigned a coach with whom I have been able to discuss some of my concerns. I am satisfied at the moment, and since I was also VP PD last year, I feel that the organization is better this year than last year.
- More follow-up with the VP in charge of PD.
- More detailed handbooks and practical workshops at the ICM:s would be very helpful in supporting our national PD projects. Providing clearer guidance and concrete examples is of great help when trying to implement projects at the national level.
- N/A
- I believe it would be beneficial to have more initiatives regarding the creation of reels showcasing the Reception stages of ELSA Traineeships across all National Groups. This, I think, would increase the visibility of the event and present to students both the educational and the enjoyable aspects of the experience.
- X
- None
- Handbooks and handbooks for the projects that lack one and maybe "check lists" for each PD project (similar to the "Fairs Handbook").
- Make the Legal Tandem project more attractive not just for students but for law firms as well.
- I think creating an opportunity for us to take part in other nationals'/locals' PD projects virtually can give us a chance to learn something new from different experiences.



The European Law Students' Association

An open question

11. What new Tools, Materials or Initiatives could ELSA International provide to help your national PD projects?

- No PD officer in ELSA France currently.
- More information on Legal Clinics.
- Updated Handbooks on everything. A solution (somehow) to the infamous SOS Portal Issue.
- Explain the different types of PD events, and provide good examples from other national groups
- Video tutorials explaining how to use and navigate the SOS platform would be extremely helpful for both National and Local Officers.
- N/A
- Maybe more about TNPs?
- Since we've completely updated our national knowledge management, we are currently not in need of any more materials
- ELSA International could provide updated promotional templates, practical toolkits for project management, and short training sessions for PD Officers. A shared platform for best practices would also support knowledge exchange between National Groups.
- unsure
- A platform to host online events would be very useful, or at least, the resources to help acquire such a platform. Like a yearly allowance that can go toward premium meeting platforms such as zoom. Additionally, a monthly newsletter initiative would be helpful to display the activities of other PD national groups. Inspiration is often the most useful thing for hosting events, seeing the excellent work of other national groups could be beneficial to the network.
- Short materials, a one pager about each project
- N/A
- With more checklists and handbooks regarding our different projects.
- There are no offers at the moment.
- How to attract qualified people for training sessions
- informal communication



The European Law Students' Association

An open question

12. How do you ensure effective knowledge transfer from National VP PDs to Local VP PDs?

- Transition
- ELSA Georgia held both the Transfer sessions and NTM in order to increase all local VP PD's knowledge. We also communicate about their needs regularly and have a meeting whenever it is necessary.
- I make sure that we have discussions at each NCM (at least) about what is needed from me and what they struggle with in the local groups, and then we find the best way to solve the problems or we share the knowledge we have to ease the problems
- By workshops and calls
- Consistency in working together. NCMs and workshops are key to secure a National VP PD for the next term.
- Since we only have a national board, I will personally handle the transition to the next VP PD. This will allow me to ensure that I transfer my knowledge thoroughly. During the transition, I will share as much practical knowledge as possible and involve the next VP PD in my work as much as possible during my term of office.
- N/A
- I ensure effective knowledge transfer from National VP PDs to Local VP PDs through several methods: By holding regular Open Calls, conducting individual follow-up meetings with local VP PDs who are unable to attend e.g. NCMs or Open Calls, and sharing information and materials from ELSA International via email or by uploading them to our shared Google Drive.
- I stay in close contact with the local groups to ensure that everyone is always up to date.
- I believe that information is communicated as efficiently and smoothly as possible, both during individual transitions and within the National Meeting and Council Meeting. During these meetings, we discuss all events in detail according to their organizational stages, coordinate joint efforts between areas, review responsibilities, and address all aspects that could improve their activities.
- Twice a year we have area meetings, where we transfer knowledge to local VPs.
- We ensure effective knowledge transfer through weekly training sessions with our Local Boards. My team and I keep all materials and the portal up to date. I also send weekly reminders about deadlines and, at the beginning of the term, I collect information through a form to identify which Local Boards are new and may need one-to-one training sessions with me as the VP PD, and sometimes I ask my PD Team to help with materials or the calls.
- Primarily through calls and frequent dialogue in our group chat, which is a low threshold way to transfer knowledge. I have also tried to make information more accessible in a shared drive for all PD officers in the Norwegian network. Other than that I always attempt to assure the local officers that I am available if they need my assistance or if they are unsure about anything.
- We organize PD calls twice a month.



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An open question

12. How do you ensure effective knowledge transfer from National VP PDs to Local VP PDs?

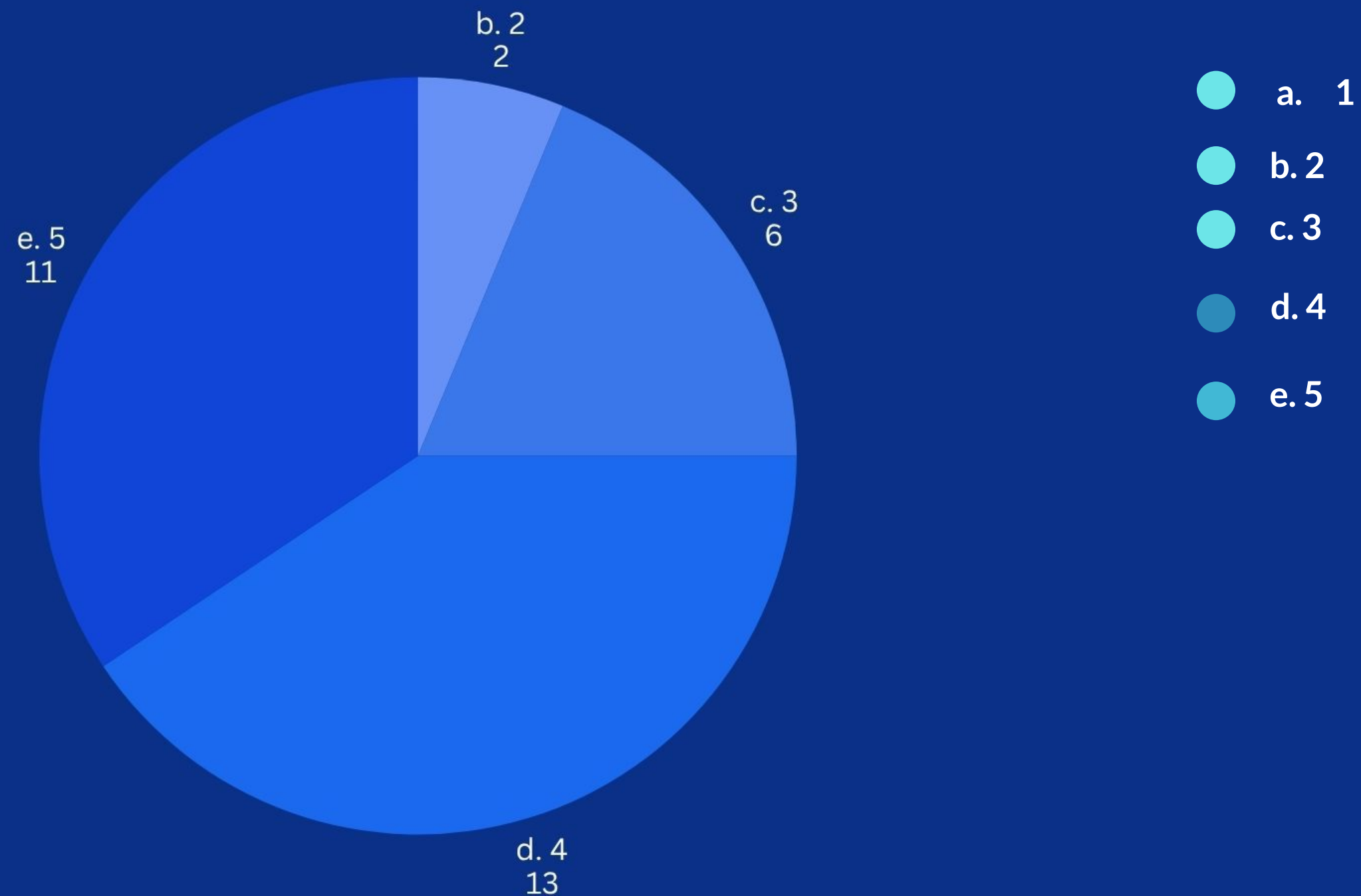
- This year I had a transition meeting with the local VP PD. Besides this, I contact him regularly, and support in case it is needed.
- No PD officer in ELSA France currently.
- Through Open Calls, for example, before every major step during the cycles of ELSA Traineeships and National Traineeships, we discuss job hunting, student hunting, and verification.
- The NB organises an annual Finnish Officers' Meeting that acts as a transition to locals. The purpose of this meeting is to make sure all of the locals get adept knowledge of ELSA in general. On top of this, the local boardies are all encouraged to hold transitional meetings to their successors and should they fail to do so, the national VP will organise additional transitional meetings. The VP organises at least four Area Meetings each year and four rounds of 1-on-1-calls to make sure the locals are on top of their game.
- N/A
- We ensure knowledge transfer through regular email communication and constant contact via WhatsApp. We have also created a shared Google Drive containing all international information, detailed explanations, and national tools. At the beginning of the term, I held an introductory meeting with all Local PD Officers to explain the area's structure and main tasks. During the verification period, I will organize an Open Call to guide them through the verification process step by step.
- Dutch Officers Training (Transition training), Monthly Open Calls, availability of National VP PD to questions of Local VP PD
- They have monthly calls to go over current affairs.
- We refer them to the knowledge management system provided by ELSA International, but also have our own knowledge management system where we use your knowledge management as a ground basis. In Addition, we have monthly PD Open Calls.
- We ensure effective knowledge transfer through regular online meetings, detailed handover documents, and mentorship during the transition period. Continuous communication and support help maintain consistency in local PD work.
- unsure
- We host regular 1-2-1 meetings to ensure that they are comfortable with hosting workshops, events and the verification process. We are also currently in the process of creating an ELSA UK handbook which will have an all-inclusive guide to PD.
- National officers meetings
- Regular communication
- Monthly Open Calls, workshops and individual support tailored to the needs of each Local PDer.
- Through communication, conducting online trainings/workshops
- We organize training sessions about PD and its projects. We often communicate with local groups to ensure that they are doing well or if they need any kind of help.
- communication



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An open question

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



14. Any other feedback on PD open calls?

- /
- Unfortunately, I have not had the opportunity to attend the IM Open Call. Therefore, I am unable to provide an objective opinion or detailed feedback on them at this stage.
- None
- Grat communications and energy
- No feedback, need to attend them more.
- I haven't had the chance to fully attend any, but I appreciate that the slides are made available so I can work through them.
- I have not yet attended one.
- No, they are great and I appreciate the laid-back nature of the calls!
- N/A
- No
- I like theme - it is good, that they are theme oriented. It is shame that not all people are attending
- Unfortunately, I've not the possibility to take part in IM Open Call, so I cannot give an exhaustive feedback. However, I consider the open calls a very useful opportunity for discussion.
- I appreciate there being a theme for each Open Call.
- Generally the open calls are well organised and their frequency is adequate.
- N/A
- When I'm absent, I would like to know if I can still have the ppt
- -
- They have been good so far.
- N/A
- N/A
- Lucie is doing so well, she's fun to listen to. She picks a great variation of topics.
- /
- I think the people need to be more active to increase the effectiveness of the Calls but that's not really something that can be done through the session of the IB
- No
- no
- Have breakout rooms for group exercises (e.g. NTM Allocation for Workshops or NCM Prep) if time allows it.
- No :)
- N/A



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An open question

14. Any other feedback on PD open calls?

- I think there should be a change on the schedules since having a fixed one doesn't allow a wide participation on them.
- -
- -
- Timings are always against my work schedule



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An open question

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



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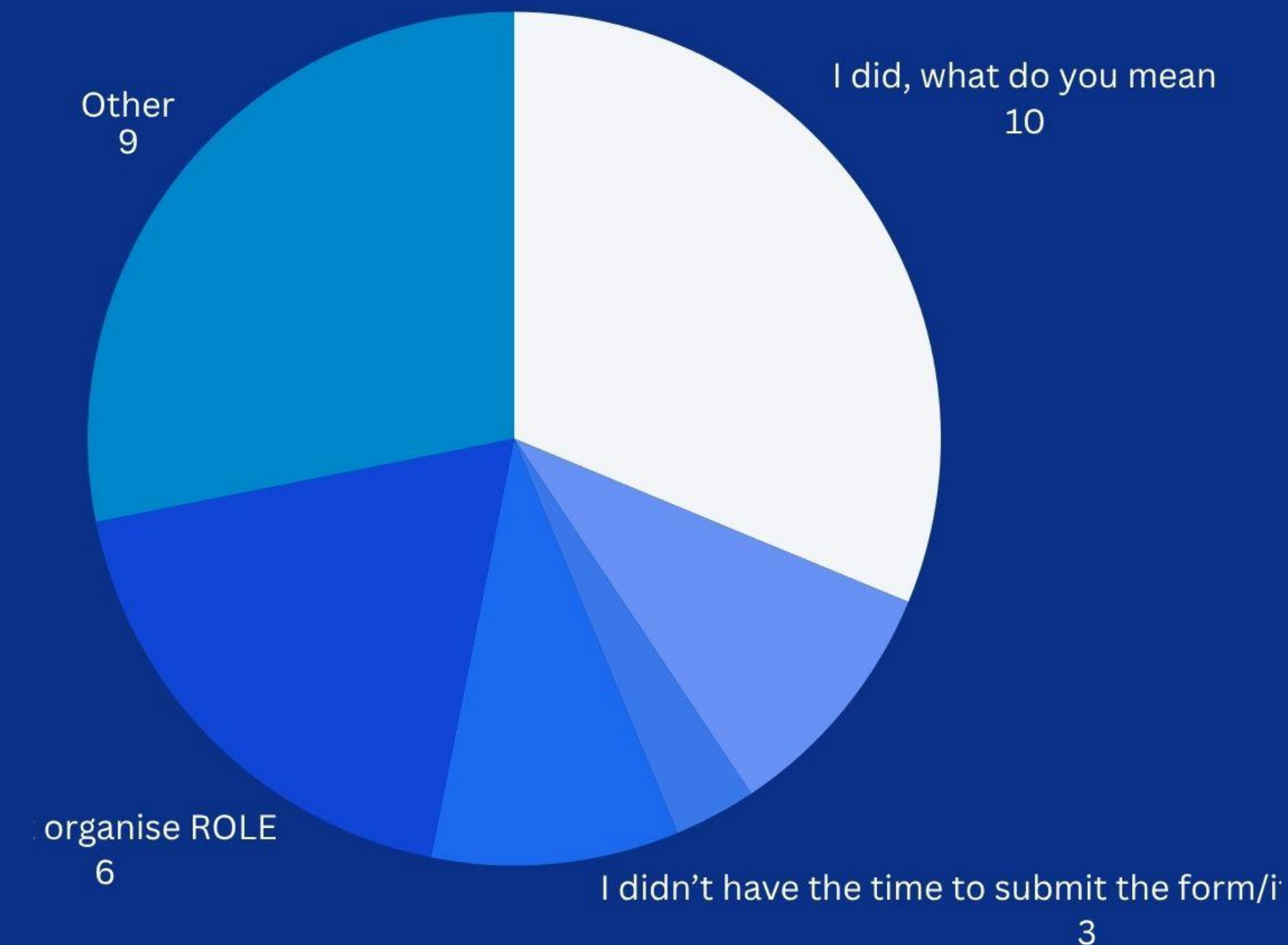
An open question

38. What is the common obstacle you face when approaching potential TNPs?



The European Law Students' Association

25. What is the main reason you didn't apply for the ROLE subgrant?



- I did, what do you mean
- I didn't have the time to submit the form/it was complicated
- I don't understand what the ROLE subgrant is
- I don't need financial support for ROLE
- Other

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30. Please elaborate on your answer in the last question

- /
- Yes, we are collecting clothes for children, women, and the elderly, as well as promoting recycling and sustainable habits through local awareness activities and donation drives.
- No specific ones - we do have many events though with social responsibility aspects.
- ELSA Poland, as the national board, organizes around three social campaigns each year. One of them focuses on internships and future careers, covering topics such as how to choose internships, what form of employment to select, and which law firms are the best to work at. The goal of this campaign is to foster ethical, empathetic, and socially responsible attitudes among young lawyers, as well as to encourage the academic community to share their own experiences. The second campaign concerns the rule of law in the daily life of every person, not just lawyers, highlighting the rights of clients, employees, and patients in hospitals. This campaign aims to raise legal awareness among the general public. The third campaign, which we are planning, will be selected by the members of the committee organizing the campaigns. It will focus on human rights and will incorporate topics related to AHRC and IFP, aiming to increase the awareness of local group boards about these projects. The campaign may address issues such as combating discrimination, promoting equality and safety in workplaces and educational environments, as well as protecting human rights in the changing digital and social reality. Local groups also organize campaigns, but on a much smaller scale, and the organization of these campaigns is mainly handled by the VP of SC or coordinators specifically appointed for this purpose. At the national board level, a Social Campaigns Coordinator is appointed to oversee these activities.
- We are not currently planning any social responsibility initiatives, but that doesn't mean there won't be any in the future. We remain open to implement such activities if a good opportunity arises.
- No, we don't.
- N/A
- We are planning to invite our human rights partner to hold a lecture on social responsibility at the next NCM.
- ntial opportunities for future projects.

- 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

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.
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- 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.



The European Law Students' Association

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

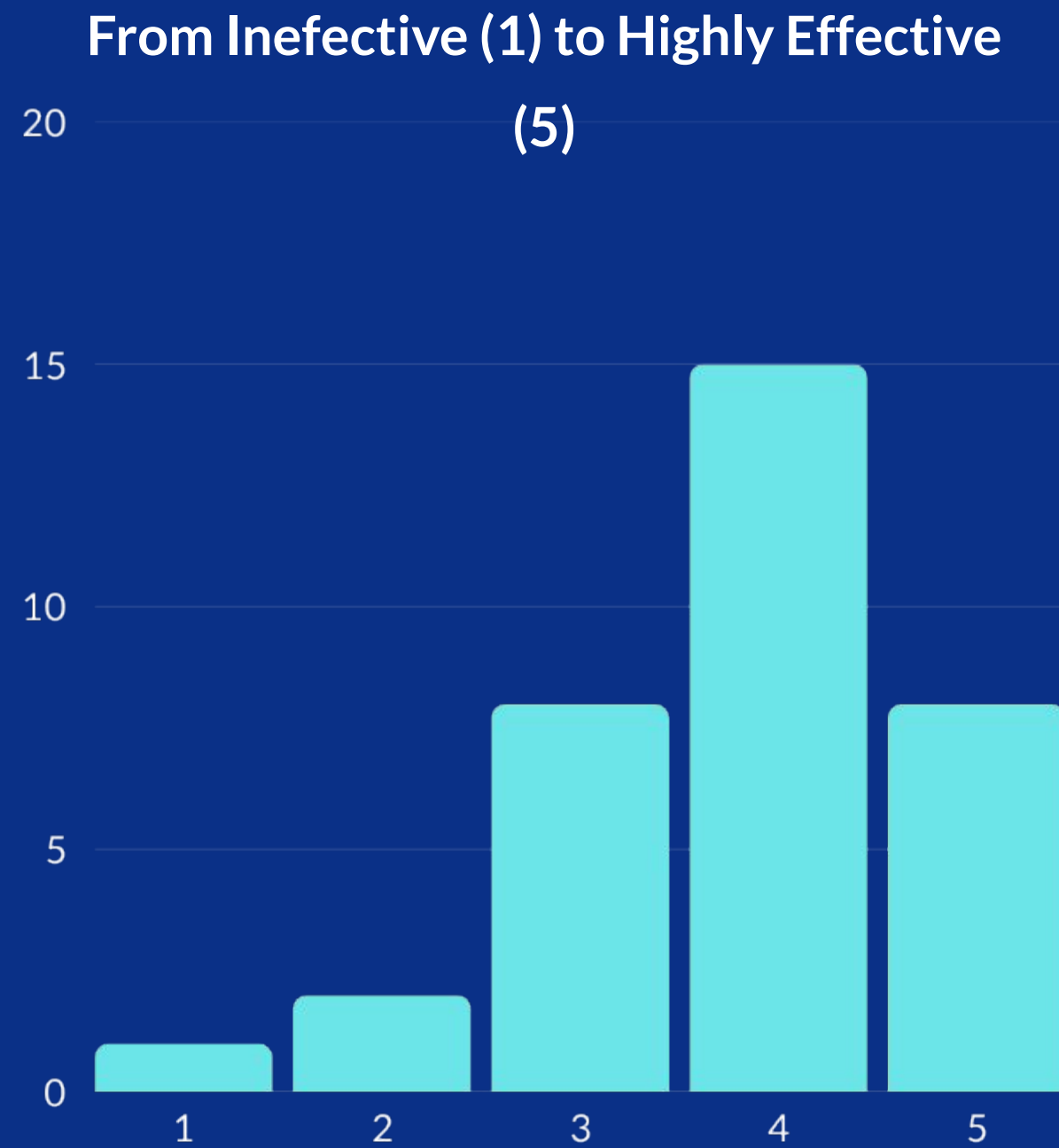
- PD workshops on various topics
- Lawyers at Work event (L@W) / Legal Tandem / Career Fair and Job Fair
- In our network, the Career Fairs are a particularly strong part of the Professional Development area. Furthermore all the local groups have a yearly Professional Development Workshop focused on 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



The European Law Students' Association

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

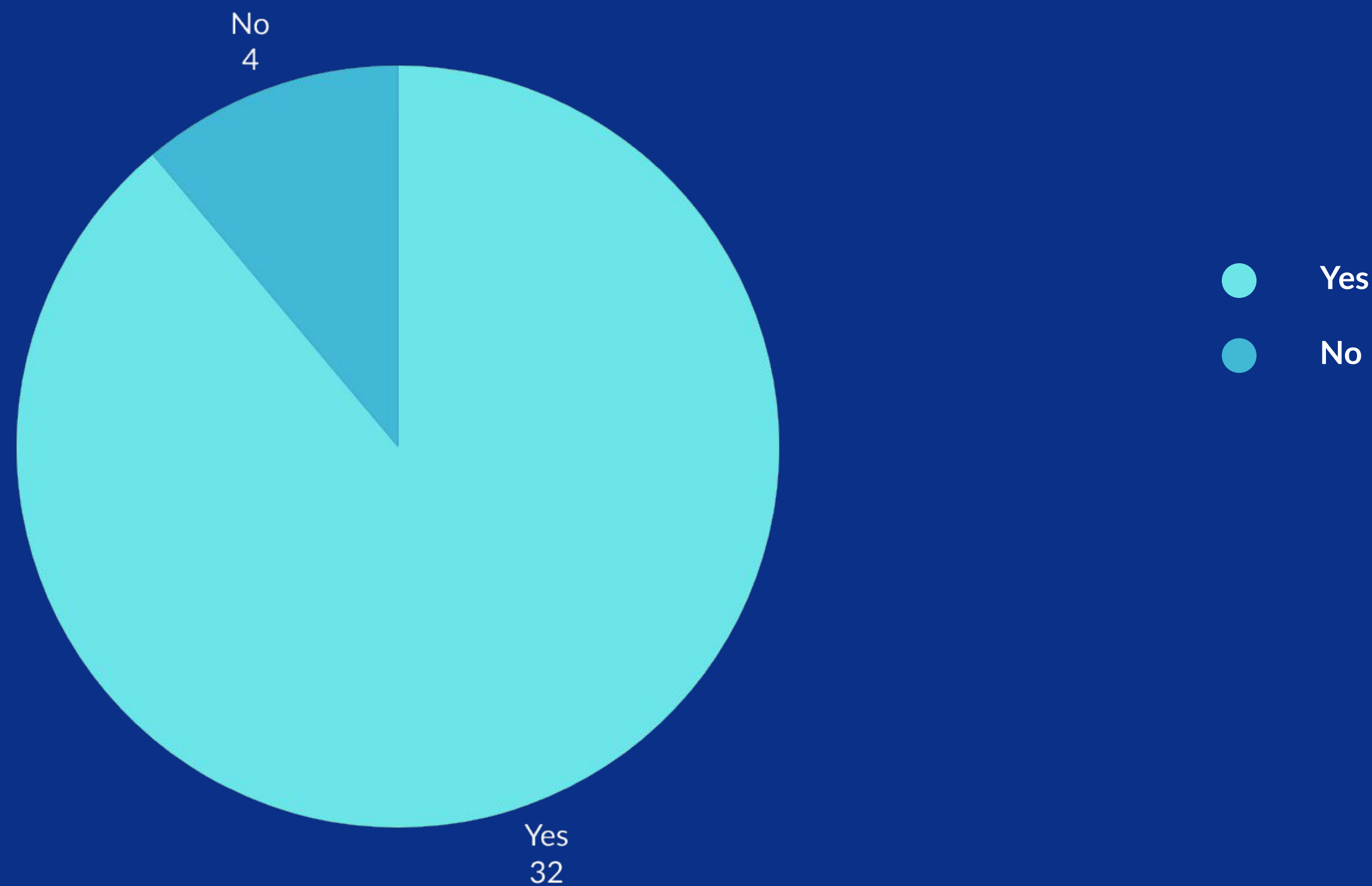
- I think that it would be important to convince more National Groups to attend them.
 - No.
 - Not at the moment
 - I thank Eçe wholeheartedly for conducting and carrying out most of the Open Calls even with all the technical difficulties that arose (meeting not opened to alias ELSA emails, connection 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



The European Law Students' Association

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



The European Law Students' Association

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

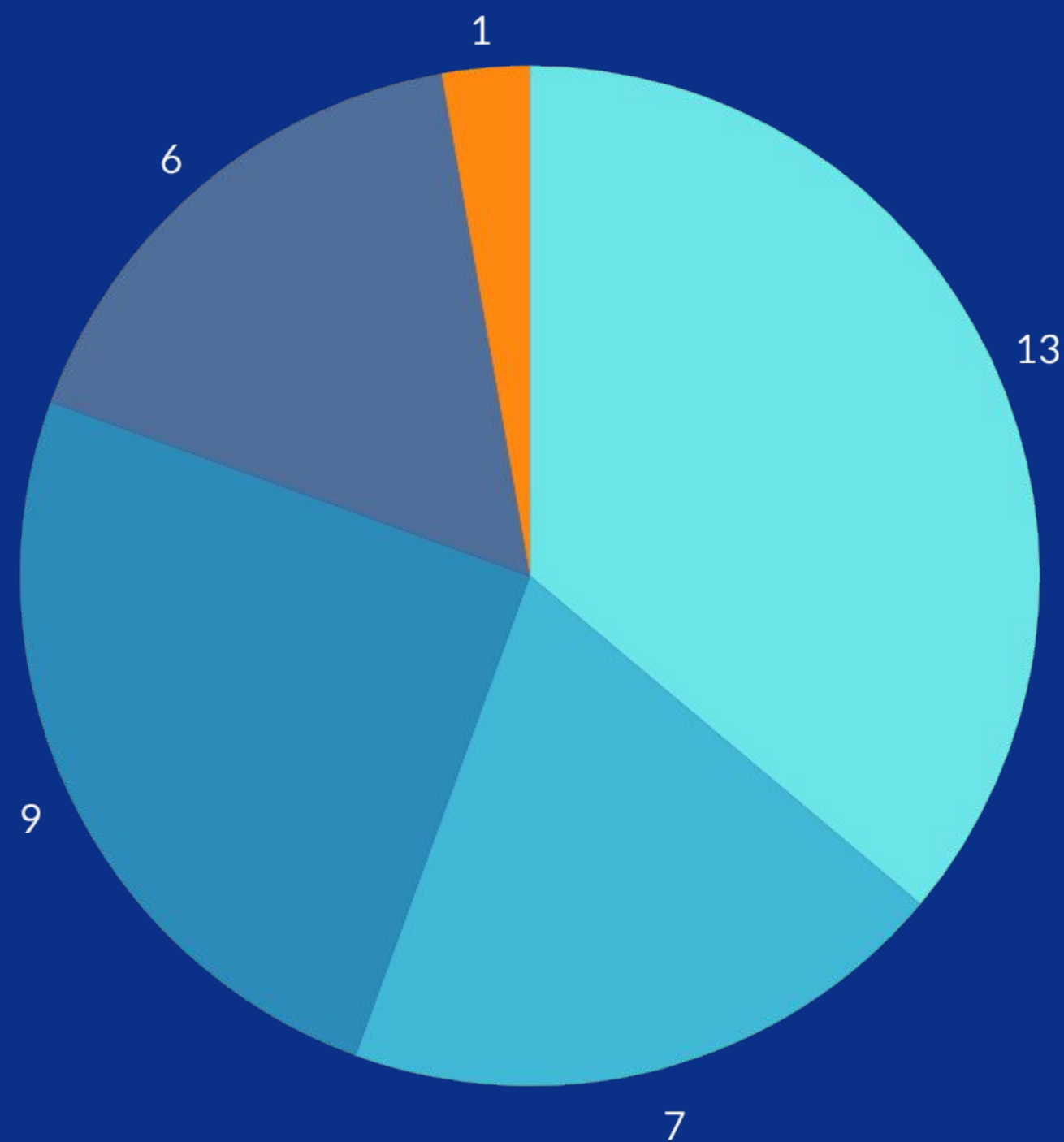
- One of the biggest challenges in organizing S&C events is securing funding, especially for national and international projects like the International Conference of ELSA (ICE) and study visits. Local groups are interested in organizing study visits but often lack the necessary funds to do so. Additionally, 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).

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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An open question

- 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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An open question

- 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

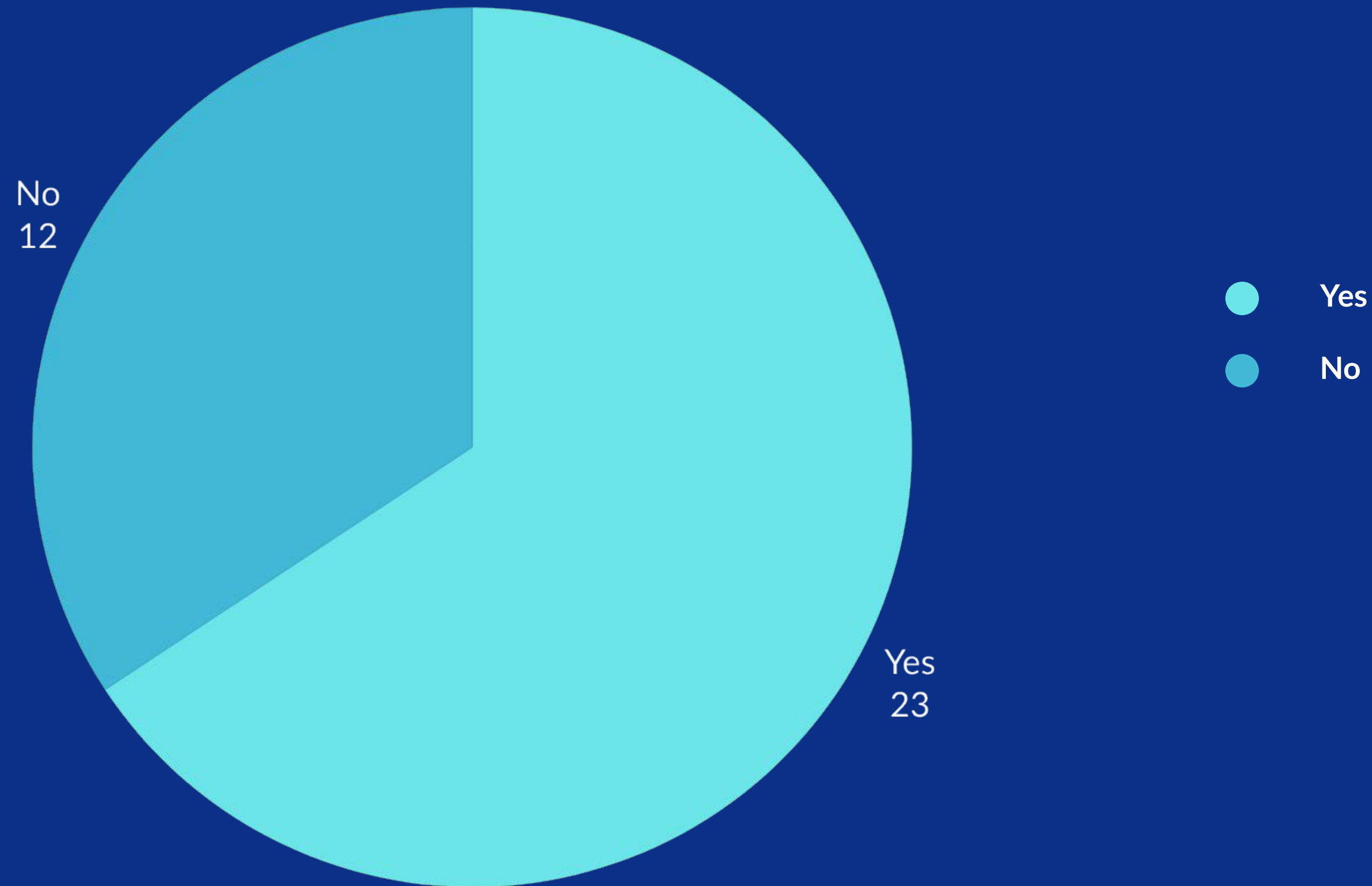
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- We have collaborated with ELSA Norway & ELSA Iceland to organise the EFTA study visit to Brussels; with ELSA Austria and ELSA Germany for an open call on Delegations; currently collaborating with ELSA Portugal on an AHRC Webinar.
- No
- Yes, we organized 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



The European Law Students' Association

- 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