



Report

Increasing Youth Participation in the Governance of Football Fan Organisations

Future of Football – Literature Scan into
Barriers, Enablers, Relevant Practices, and
Instruments

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In collaboration with **Football Supporters Europe**.

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Introduction

In this chapter, we describe the background and method of this literature scan.

1.1 Background

Nowadays, the participation of young people in the governance of football fan organisations is limited. The aim of the Erasmus+ project Future of Football (FoF) is to increase that participation among young people in the age of 18 to 25.

The final output is a toolkit, which European football fan organisations use to attract and keep young people in governance positions. The toolkit will be evidence-based, because it will be built on knowledge about:

- barriers and enablers for youth participation in the governance of sport and football (fan) organisations;
- relevant outcomes of practices aimed to increase youth participation in these organisations;
- relevant instruments and practices on increasing youth participation within football (fan) organisations.

1.2 Method

Within this concise literature scan, we synthesise knowledge from grey and scientific literature about these three topics. In the first three parts of the scan, we dive into these topics. Subsequently, we present conclusions and implications, focusing on utilising insights from this scan to design and implement the Future of Football toolkit.

We searched for literature via Google Scholar and papers from our own international (online) library and network on sports and youth participation (in the Netherlands in particular).



Reading guide

Hereafter, the scan consists of four parts. In chapter 2, we dive into barriers and enablers of youth participation. In chapter 3, we elaborate on relevant outcomes of practices on youth participation. In chapters 4 and 5, we describe well-known examples of instruments and practices. In chapter 6, we present conclusions and implications, focusing on utilising insights from this literature scan to design and implement the Future of Football toolkit.

Barriers and enablers

Within literature, numerous barriers and enablers can be found concerning youth participation in organisations. In this chapter, we discuss barriers and enablers that can be seen as relevant with respect to youth participation in the governance of sport and football organisations.

2.1 Barriers

Lack of awareness

Firstly, young people often lack awareness or knowledge of the available opportunities for participation in decision making processes (Kirby & Bryson, 2002). Consequently, they are less likely to engage in the governance of football fan organisation.

Practical barriers

Moreover, numerous practical barriers can be found, with time being the main constraint. Contemporary society places heavy demands on young people, while a solid role in sports governance requires time investment (Vlasveld et al., 2019). Additionally, these differ amongst individuals, particularly considering that minority groups often face additional obstacles and may have other priorities compared to majority groups.

Feeling unheard or not taken seriously

Another barrier encountered by young people in sports governance arises from assumptions made by others, particularly the current board, which may include older people. These individuals often question the competences of youth and express doubts about their abilities (Vlasveld et al., 2019).

This assumption, often understood as 'cynicism' or 'distrust', contributes to many young people feeling unheard or not taken seriously. This is frequently observed across various fields, especially in politics, but also within sports organisations (Kirby & Bryson, 2002; Kurtenbach and Pawelz 2015; Oosterom & Pswarayi 2014; Percy-Smith & Malone, 2001).

Passive roles

When young people do get involved in governance, they often encounter passive roles or have their ideas ignored, which can increase their cynicism towards participation (Kirby & Bryson, 2002). As 'action is the link between experience and knowledge' (Andersson, 2019, p.13), an active role is crucial to develop educational and democratic skills. Besides, when young individuals lack influence, they tend to lose interest and might be replaced by less experienced youth (Nadim, 2007).



Final remarks on barriers

In conclusion, barriers to youth participation in sports governance include a lack of awareness about available opportunities, practical constraints like time limitations, assumptions of incompetence by (older) board members, and passive roles and ignorance. However, it is important to note that these barriers are not fixed, but subject to change. To address these barriers, it is crucial to foster awareness about possibilities within organisations, combat the negative assumptions amongst current boards, and ensure active and meaningful engagement for young individuals. We will discuss these enablers further in the next section.

2.2 Enablers

Developing youth participation in the governance of sport and football organisations requires, among other factors, the genuine desire of young people to engage. This was also brought to the fore during the FoF meeting in Brussels in December 2024.

The reasons why young individuals participate in youth participation found by research vary across contexts and individuals, but some examples are: having a voice and thinking along, socialising, creating a network, motivation, responsibilities, and cv enhancement (Kirby & Bryson, 2002; Vlasveld et al., 2019). These reasons can help to identify enablers for youth participation. As an organisation aiming to support youth engagement, it is crucial to understand the process of connection between an individual and sport (organisation), illustrated in the Psychological Continuum Model (PCM) by Funk & James (2001) (Table 2.1).

This model starts with an individual becoming aware of a sports team (awareness) and ends with commitment (allegiance) to a sports team. It suggests that building a deeper connection to sports begins with engaging with extrinsic features, followed by intrinsic features. Therefore, understanding supportive enablers that contribute to both extrinsic and intrinsic features can be helpful to attract young people to football fan organisations and their governance.

Table 2.1
The Psychological Continuum Model (PCM)

Level of connection	Psychological characteristics
1. Awareness	Extrinsic features - Socialising agents/media
2. Attraction	Extrinsic/intrinsic features - Dispositional influences
3. Attachment	Intrinsic features - Personal importance and meaning
4. Allegiance	Intrinsic consistency - Intrinsic influences most important

Source: Funk & James (2001)

Table 2.2 provides an overview of the supportive enablers following the PCM framework. In the following section, we will discuss the key aspects of each category of enablers, accompanied by specific activities for FoF partners to activate these enablers effectively.

Table 2.2

Enablers and activities

Levels of connection	Enablers	Activities for FOF-partners to activate enablers
Awareness/ Attraction	1. Support	<ul style="list-style-type: none"> > Evaluate youth participation in your organisation (using the 'youth participation ladder') > Create support for youth participation among all members of your organisation > Form desired values, attitudes, and abilities > Establish guidelines and monitor plan > Ensure the availability of all necessary resources (money, time, qualified coaches, training) > Initiate small, achievable activities
		<ul style="list-style-type: none"> > Foster open and safe communication > Inclusive promotion > Clarify expectations before starting > Use accessible language, think about how you say something > Communicate through different communication channels: social media, workshops, formal meetings
Attraction	3. Accessibility	<ul style="list-style-type: none"> > Embrace diversity and encourage to share different views > Foster a sense of belonging by shared values. > Consider time and day of meetings: make a connection to games > Ensure communication is informal and understandable > Make young adults feel comfortable to speak in their own way
Attraction/ Attachment	4. Positive learning environment	<ul style="list-style-type: none"> > Make sure young adults feel heard > Provide role models (e.g. trainers, football players) > Create a safe, informal (and fun) environment > Encourage questions and disagreement > Show appreciation
Attachment	5. Meaningful involvement	<ul style="list-style-type: none"> > Offer active roles and responsibilities > Integrate social issues (e.g. discrimination) into conversations > Create a link to one's own local environment, education/job, and future > Balance support and independence
Attachment/ Allegiance	6. Ownership and active involvement	<ul style="list-style-type: none"> > Facilitate shared decision making: Give young people an equal vote > Encourage critical thinking and innovation > Implement ideas and decisions > Tap into the passion of the individuals > Ensure continuity

Awareness & attraction

To create awareness and attraction among young football supporters, the right type of support, communication, accessibility, and learning environment are of importance.

● Support

One of the most important things for football (fan) organisations is to make sure that everyone within the organisation is supportive of youth participation. Without this, even when striving for youth participation, the previously mentioned barriers of young people feeling unheard or not taken seriously will remain.

Support can be created using the following:

- The initial step for a football (fan) organisation is to self-evaluate youth participation, which can be done using the Youth Participation Ladder. We will explain this in the next chapter.
- Starting with small achievable activities can be helpful to demonstrate short-term successes (Hoban et al., 2019).
- Values are seen as a strong explanatory factor of youth involvement (Braun-Lewensohn, 2016). If you make sure young people feel part of the group and identify with certain values, they will feel more committed due to a sense of belonging, purpose, and self-worth (Tajfel & Turner, 1979). Therefore, collaboratively creating values with a diverse range of young individuals could foster commitment.

● Communication

The second crucial enabler in creating awareness and attraction among young people is communication. Exploring various facets can be useful for communicating:

- The first step of inclusive promotion is to identify diverse groups and think about the way to reach them (SALTO, 2020).
- Multiple forms of communication should be used to include individuals (Anderson, 2022). Possible ways of communication are:
 - social media platforms;
 - workshops;
 - formal meetings;
 - collaborative development work.
- Additionally, youth-friendly communication is of importance. This can be achieved through:
 - informal and introducing meetings, including elements of fun;
 - clear communication;
 - creating an environment in which youth feel comfortable to speak in their own way (Nadim, 2007).

Accessibility

Accessibility is crucial not only to attract young individuals, but also in fostering diversity. It takes effort to actively search for diversity, but this also creates new insights (Ministerie van Algemene Zaken, 2023). This can be done through:

- creating a safe and welcoming environment in which different views are encouraged (Nadim, 2007);
- scheduling meetings at accessible times, for example by connecting it to game days.

Attachment (durable psychological connection)

● Positive learning environment

Young individuals are motivated to participate in sports governance if they see it as a learning opportunity for the future (Vlasveld et al., 2019), underscoring the importance of fostering a positive learning environment. This can be done by:

- creating an informal environment in which young people feel comfortable expressing themselves;
- modelling: young people often model their peers, parents, teachers, and other adults, so if they show socially responsible behaviour and civic involvement, youngsters may adopt that. Trainers, but also football players who act in socially responsible ways, can serve as role models for young football fans;
- encouraging an open classroom climate in which democratic practices are demonstrated correctly;
- showing appreciation for the young people who participate.

● Meaningful involvement

A motivating factor for young people to engage in decision-making processes is to create change to services and policies (Kirby & Bryson, 2002), which can be facilitated by fostering meaningful involvement. Creating meaning and ownership involves:

- integrating social issues;
- encouraging critical and innovative ideas;
- tapping into the passion of young people rather than solely organising social events (Nadim, 2007);
- connecting to youths' local environments and social concerns, as well as their education and future (Vlasveld et al., 2019).

Allegiance (loyalty and dedication)

● Ownership and active involvement

To tackle young people not feeling taken seriously, organisations should prioritise implementing their ideas, or providing opportunities for young individuals to implement their ideas themselves, thereby fostering active involvement. This can be achieved by:

- giving youth an equal vote in decisions;
- providing a space for them to be critical;
- ensuring the continuation of the program and adjusting by thorough evaluation.



Final remarks on enablers

In short, to attract young football supporters to decision making processes within football fan organisations, it is crucial to offer support, communicate effectively and inclusively, make events accessible, create positive learning environments, involve youth meaningfully, and give them a sense of ownership. It is important to recognise that these key enablers are interconnected rather than isolated. For example, if you focus on accessibility, you also want to communicate this effectively. The more you

consider all enablers, the higher the possibility that youth become aware, attracted and attached, and allegiance will be cultivated.

Chapter 3

Outcomes

When the enabling factors and related activities are put into practices, several outcomes can be expected. In this chapter, we highlight the most relevant possible collective and individual outcomes to achieve through the FoF toolkit.

3.1 Collective outcomes

Social cohesion

Collective outcomes relate to organisations. In literature, it is often mentioned that youth involvement in the governance of sport and football organisations can foster social cohesion. Social cohesion in turn can motivate people in organisations to share responsibilities and resources (Sharp et al., 2008). In the end, that also fosters the achievement of broader organisational goals by football fan organisations.

Working together for the benefit of all

Another collective outcome of practices on youth participation is that it enhances trust within organisations, as it encourages young and older people to work together for the benefit of all (Lukensmeyer & Torres, 2006). That is relevant within the FoF project, because trust is an important boundary condition for young and old people working together in governing football fan organisations.

Innovative ideas

Additionally, a collective outcome is that young people bring innovative ideas within organisations. For example, they may explain how the fandom of football clubs can be related to the needs of young generations in a changing society (Duijvestijn, 2001).

Increased inclusivity

Furthermore, the creation of shared responsibilities leads to increased inclusivity, allowing marginalised groups to participate in a context in which they were initially underrepresented. This is because responsibility gives marginalised groups a voice and enables them to express their preferences (Boutellier et al., 2011).

Moreover, enhancing the diversity of boards within football fan organisations increases the likelihood of young people feeling welcome and acknowledged, and subsequently join these boards (Westerhof & Felkers, 2008). Therefore, it can be argued that inclusivity plays an important role in fostering the sustainability of youth participation in the governance of football fan organisations.

Inclusivity is related to intersectionality. It is not just young people who are marginalised within the governance of football fan organisations, but also women, migrants and those belonging to lower-educated and lower-income groups, among others.

Through youth participation practices, they may be (more) included within the governance of football fan organisations and serve as a sort of recognisable role models from other young people facing similar challenges. It is obvious that when recognised role models pave the way for other young people from marginalised groups, youth participation practices can even have a stronger impact on diversity and inclusivity (Westerhof & Felkers, 2008).

3.2 Individual outcomes

For individuals, practices of youth participation can open up a world of potential skills. For example, they can enhance their problem-solving skills and learn how to deal with responsibilities (Vlasveld et al., 2019).

Moreover, involvement in governance positions allows them to build a broad network and familiarise themselves within relevant organisations (ibid). It enables them to create a vision and gain useful experience for their future, including potential governance positions in football (fan) organisations (ibid).

Subsequently, practices on youth participation provide individuals with a sense of purpose, belonging and self-worth (ibid). Also, young people that enter boards of football fan organisations, have the ability to address other challenges of their club as they become more familiar with the club over time.



Interplay

It is evident that these individual outcomes are relevant to pursue for football fan organisations. Thereby, it is relevant for FoF partners to mention that collective and individual outcomes are not separated but interrelated. For example, cohesive and inclusive groups of people can enhance individuals' feelings of belonging or self-worth.

Instruments

Both sport and football organisations have developed and implemented numerous practices in order to improve youth participation in governance settings, but it is unfeasible and irrelevant to outline them all. Therefore, in this chapter, we highlight three instruments that are (directly) applicable for the FoF partners. Additional useful instruments and practices can be found in Appendix 1.

4.1 Keep Youngsters Involved

The first applicable instrument we identified is the toolkit that is developed through the 'Keep Youngsters Involved' project. The toolkit is generally aimed at youngsters from 12 up to 19 years of age, and particularly those from lower socio-economic backgrounds (Dutch Knowledge Centre of Sports and Movement, n.d.).

The core of the toolkit is a card game, which is developed based on research into 14 factors that prevent youngsters from drop out in sport as well as sport clubs, such as: autonomy, learning climate and peer-involvement (ibid). The game is played with 169 cards that relate to these 14 factors and is available in several languages, including English.

An example of cards regarding peer-involvement is about how sport clubs can provide opportunities for youngsters to interact with each other in a formal and informal manner (Dutch Knowledge Centre of Sports and Movement, n.d.). Concrete actions mentioned on the cards include using 'icebreaker games to break down social barriers between youngsters in the club,' or 'introduce a buddy system that ensures new youngsters within clubs to feel welcome and part of the club' (ibid).

Professionals or volunteers in football organisations can use the cards to initiate a discussion with youngsters about why they drop out of sport and what actions can be helpful to prevent or reduce that.

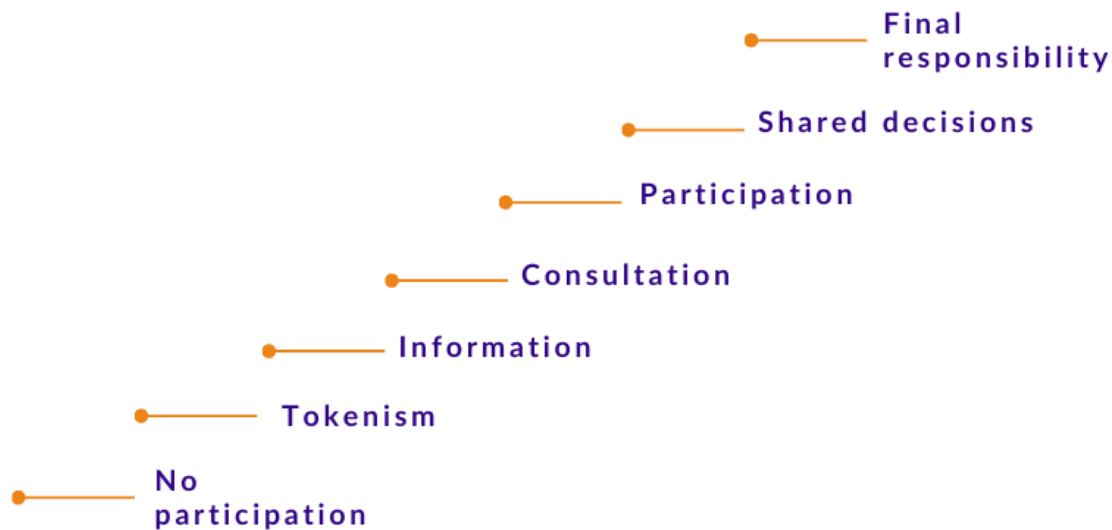
The potential of the game to facilitate a discussion with youngsters is exactly what is relevant for the FoF partners. In particular when in concerns a discussion about their needs with respect to the governance of sport organisations. The English version of the card game and related relevant documents, can be downloaded on the Knowledge Centre for Sport & Physical Activity website.

4.2 Youth Participation Ladder

An integral part of the Keep Youngsters Involved card game, is the so called 'Youth Participation Ladder,' which is developed by the Dutch Knowledge Centre for Sport & Physical Activity (Figure 4.1). The ladder aims to create a baseline for understanding the current state of youth participation within sport organisations (Dutch Knowledge Centre of Sports and Movement, 2022).

This is a crucial step, because it creates awareness within organisations and generates the possibility to set goals about a desired situation (ibid).

Figure 4.1
Youth Participation Ladder



Source: Knowledge Centre of Sports and Movement (2022)

The steps serve as a guide for enabling sport organisations to attract and attain young people in governing positions. They imply the following:

1. 'No participation': adults talk about youngsters without engaging with them in direct conversation.
2. 'Tokenism': youngsters may express their opinions within organisations, without knowing the outcomes thereof.
3. 'Information': youngsters are well-informed about the dynamics in sport organisations, often through channels such as club newsletters.
4. 'Consultation': young members are considered in decision-making processes. This means that their ideas are actively asked for.
5. 'Participation': there is active collaboration between youngsters and adults within sport organisations.
6. 'Shared Decision': young people share partial responsibility in organisational decisions.
7. 'Final responsibility': youngsters take charge of the dynamics in organisations. For example, by creating activities or taking part in governance (Dutch Knowledge Centre of Sports and Movement, 2022).



In short

The ladder emphasises the transition from low involvement to meaningful engagement of young people. Partners of FoF can apply the ladder directly to define and reflect on their purposes and strategy (or steps) concerning youth involvement in the governance of football (fan) organisations. The ladder in particular helps to identify gaps between the current and desired situation.

4.3 FA Youth Leadership Toolkit

The English Football Association (FA) has developed [a guide for clubs and leagues](#) about working with youngsters. The guide consists of several case studies that show how a variety of young people have engaged in leadership positions within English football.

Ultimately, lessons are made from the cases. These largely overlap with our insights on activating enablers and overcoming barriers for youth participation (see 'enablers and barriers'). However, the guide also brings to the fore several new relevant lessons for the FoF-partners:

- Start by looking around you. 'As a club or a league, the biggest advantage you have is that you already have a potential group of young volunteers in your own membership' (FA, n.d.).
- Truthful, accurate, honest – what is your offer? This lesson is about to be clear on what organisations want from youngsters and to provide a realistic description about that.
- Assign a youth ambassador, which mainly serves the interests of youngsters within organisations.
- Take the time to train youngsters. This is about connecting young people with mentors.
- Try before you buy. This lesson is about letting youngsters try out a job or task before they commit. According to the FA, the approach can reduce fear or insecurity.
- Smart recruitment, in the form of connecting with organisations where youngsters (in this case football fans) spend their time, such as schools.
- Everyone likes a pat on the back occasionally. This is about the appreciation of youngsters. 'Does your club or league have an awards evening in which you could include young people? Could you nominate a young person for one of the FAs or CFAs volunteering awards?' (FA, n.d.).
- Be proud of what you are doing. Finally, this lesson is about football organisations communicating what they do for youngsters and vice versa. By doing that, it will become more acceptable to include youngsters within leadership positions (ibid).

The lessons are clear, allowing FoF-partners to use them to reflect on and improve their strategy concerning the attraction of young people for governance positions.

Practices

In this chapter, we present examples of practices by football clubs and football fan organisations that concentrate on youth participation. These examples illustrate how specific enablers are implemented. To a lesser extent, we consider the involvement of football fans in general. Our focus is specifically drawn to practices in Europe, with a majority of them originating from the Netherlands, given their greater accessibility to the research institute.

5.1 Youth councils

Youth councils are a well-established concept within youth participation practices, especially within national football associations. Examples include The Royal Dutch Football Association (KNVB), the Royal Belgian Football Association (KBVB), and the English Football Association (FA). Additionally, we include a local example.

- **KNVB:** eleven young individuals aged 13-17, aiming to empower young football fans by providing them a platform to share ideas on making football more appealing to the youth.
- **KBVB:** individuals under 26 years old, with a specific focus on aiding in the creation of anti-discrimination policies in Belgian football, guided by values of inclusion, transparency, and dynamism.
- **FA:** individuals aged 16-24, actively supports in shaping youth strategy, offering a platform for youth representation, leading youth volunteering initiatives, and supporting the development of skills among young people for their future.
- **SC Rouveen:** This local football club formed a shadow board, as there was a shortage of attention and initiatives for young players in the local club. This led to increased participation of youth members and new initiatives for them, such as a FIFA tournament. During meetings, a supervisor is present to guide and maintain balance, as they can be too enthusiastic at times.

These examples illustrate the effectiveness of youth councils in promoting youth participation, in which the key enablers all play a role. For instance, it provides space for active involvement and serve meaningful purposes. Initiatives like the shadow board of SC Rouveen show how organising events for other young people can increase involvement.

However, it is essential to consider the aspect of accessibility, as a youth council alone will not be enough to include all young people; it is just one approach. Moreover, organisations should focus on taking youth councils seriously and implementing their ideas to ensure the effectiveness.

5.2 Dedicated space

Another example of a 'good practice' is a dedicated space within the football (fan) organisation for young people, linked to the enablers of accessibility and a positive learning environment.

FC Utrecht established the Tigerhouse, a dedicated space for young supporters to chill, meet and play. The purpose is to create a positive experience at an early age, fostering a lasting connected to the club. The Tigerhouse is open before matches, during half time and during the second half. The Tigerhouse also serves as a venue for celebrating children's birthdays (KNVB Expertise, n.d.).

Moreover, the club sees this space as possibility to get to know the youth better, generate data of future supporters and host the Tigercouncil, a youth council of kids 7-12 years old, focused on creating activities for their age group (*Leden Tigerraad Zitten Weer Vol Met Leuke Ideeën*, n.d.).

5.3 Social Inclusion project

The Eredivisie Community Champions, a football-based social inclusion project in collaboration with the Eredivisie and eight clubs, is facilitated by the European Football for Development Work (EFDN). This 16-week program supports young people aged 15-27 in gaining life skills and increasing local community engagement (Eredivisie Community Champions - European Football for Development Network, 2022).

Participants follow workshops, play football together, and organise activities in the neighbourhood. By a personal development plan, the youth are in control of their own development. The youth participating mentioned that they are attracted to the clubs involved and enjoy acting in the club's name. Points can be earned for their efforts, which can be used to gain match tickets or match shirts. Moreover, they can meet club sponsors for internship positions.

This approach uses fandom to enhance community engagement of young people. As is clear, this project focuses on meaningful involvement, while also integrating attraction through the point system and encouraging ownership through the personal development plan. You can read more about it on the EFDN website.

5.4 Value promotion (not specifically youth related)

FC Bohemian is a fan-owned Dublin football club that shifted its focus to the values of their club following financial challenge and decrease in spectators. This method included four main points: doing things differently, doing the right things, engage people with the values and being authentic.

The values are specifically focused on social aspects, for example being honest to the local environment, supporting climate change, and sustainability. They actively promote these values and engage with them, for example through campaigns to vote

for gay marriage in the national referendum and organising activities for refugees. Moreover, they yearly design an away kit with a design or message addressing relevant issues, like 'Refugees Welcome'.

This approach has led to an increase in ticket and merchandise sales, volunteer participation and investments, improved stakeholder relationships, and better football performances. This emphasises the importance of connecting with certain values in fan engagement to gain awareness, attraction, and attachment. The full strategy can be downloaded through the [FC Bohemian website](#).

5.5 Apps/platforms to participate in decisions (not specifically youth related)

With technology playing an increasingly significant role in society, it provides another option to increase fan engagement and governance. Multiple apps and platforms have been established to involve fans within sport:

- **Socios**: an app offering fans the possibility to vote on polls regarding various matters, such as the design of new jerseys.
- **The Fan Controlled Football League**: a digital and interactive product in which competing American Football teams are managed by fans. Through an app, fans actively participate in decision-making processes, such as selecting players and setting challenges during games.

In both these examples, engagement allows fans to score points and earn rewards. In light of Table 2.2, this shows that technology can serve as means of communication, fostering active involvement in the process.

To conclude: insights for designing a toolkit

Nowadays, the participation of young people in the governance of football fan organisations is limited. The aim of the Erasmus+ project Future of Football is to increase that participation on the basis of designing a toolkit. To design the toolkit, this literature scan synthesises knowledge about barriers, enablers and relevant (outcomes of) instruments and practices concerning increasing youth participation. In this chapter, we summarise our conclusions and share insights that are relevant for FoF partners.

6.1 Summarising conclusions

- The main barriers include a lack of awareness, feelings of not being taken seriously and passive involvement among young people.
- Key enablers that can help overcome these barriers are support, communication, accessibility, a positive learning environment, meaningful and active involvement, and ownership.
- Specific activities can set these enablers in motion, such as providing role models and integrate social issues (e.g. discrimination) into conversations. These activities help to reach possible individual and collective outcomes, such as enhancing social cohesion, generating innovative ideas and developing a sense of purpose and belonging.
- The same appears for relevant current instruments and practices we identified, such as Keep Youngsters Involved and the Social Inclusion project.

6.2 Insights for FoF partners

In designing a toolkit, FoF partners could benefit from using the three most valuable insights from this literature scan. The common denominator reflects the main conclusion of this scan: youth involvement in football fan organisations only enhances when the perspective of young people is sufficiently considered.

The three insights are:

- Establish broad support for youth involvement within football fan organisations, to ensure that young people will feel heard and respected.
- Invite young people to share their opinions and encourage them to express their questions and criticism. This will help to create a safe and positive learning environment in football fan organisations, which stimulates innovative ideas.
- Foster meaningful involvement for young people by integrating social issues that they perceive as relevant in the context of governing football fan organisations. This will enhance their active engagement.

Finally, the FOF-toolkit will be more effective if it is connected with the way football is organised in specific countries, as well as with the needs of young people aspiring to engage in the governance of football fan organisations. Our remaining research activities within the FoF project are focused on gaining insights into these two topics.

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Appendix 1 – Additional links to instruments and toolkits

Youth participation toolkit by Erasmus+

- 12 modules on youth participation

Roadmap of KNVB

To get started with youth engagement (in Dutch), consisting of the following steps:

1. decide on the organisation form;
 - a. using input of youngsters: panel/ general assembly/youth council
2. think about the organisation of it;
3. get the board of the organisation behind it;
4. recruit youngsters;
5. gatherings, support, and communication;
6. input/outcomes youngsters;
7. visibility;
8. continuity, evaluation.

ENGSO Youth human rights through sports manual

- A toolkit with different interactive games designed to demonstrate how sport can serve as tool to promote human rights.

Youth manifesto

The charity Football Beyond Borders is focused on changing the lives of young people with a socio-economic disadvantage by using football to encourage them to finish education. According to them, young people's voices should be prioritised within processes of football governance.

In reaction to the establishment of a fan-led review of football governance lacking youth representation, they launched a youth manifesto, called Football for The Future. This manifesto has input directly from young individuals and is aimed at clubs, leagues, stakeholders, and governments of England.

The manifesto consists of three main points (Boutalbi & Hill, 2023):

- increased accessibility to football matches for young people;
- women's football to be an equal platform with equal opportunities;
- more accountability for racism and anti-discrimination.

They created an inspirational [video](#) about it.

A large, thick, orange abstract line graphic that starts at the top left, loops around, and then curves downwards towards the bottom right, resembling a stylized '3' or a calligraphic flourish.

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