

YOU::VOL

YOUTH VOLUNTEERING POLICIES IN EUROPE



SEMINAR REPORT

SKOPJE, FYR OF MACEDONIA
7 - 11 MARCH 2007



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1

Background and introduction to the YOU::VOL project

1.1. ACTIVE PARTICIPATION OF YOUNG PEOPLE THROUGH VOLUNTEERING

Active participation of youth in society is high on the policy agenda in Europe. The European Commission had identified in its Staff Working Paper SEC(2004) 628 several challenges that youth volunteering faces in Europe: Many countries do not have a legal basis for volunteers (a finding backed by CEV's research project "The Legal Status of Volunteers in Europe"), most countries do not have specific provisions for the protection of their volunteers and very often countries lack policies in place to evaluate and monitor volunteering. On the other hand, the Member States of the EU have agreed to common principles for the promotion of youth voluntary services and to the exchange of practices in this field. The European Youth Pact (COM(2005) 206) based on the European Council resolutions from 25.11.2003 and 15.11.2004 identifies 14 objectives for youth commitment: Volunteering of young people with a view of enhancing active citizenship is at the heart of these commitments. In line with the conclusions of the International Volunteer Day 2001 and the CEV Manifesto, the EU youth volunteering policies identify 4 main areas:

- Development of voluntary activities of young people
- Facilitating voluntary activities (overcome and remove barriers)
- Promotion of voluntary activities
- Recognition of voluntary activities (with a view to acknowledging the value of their personal skills and the role volunteering plays in a life long learning policy)

1.2. THE YOU::VOL PROJECT

The YOU::VOL project was set up to give an overview of experiences, realities and practises in the participating countries regarding youth volunteering policies and action from volunteer organisations. This project is a contribution to the debate at European level on how to promote youth volunteering through targeted policies at national, regional and local levels.

The main activity of the project was a seminar in March 2007 gathering 45 participants from 17 countries spread all over Europe's geographical regions (Belgium, Germany, Netherlands, Ireland, UK (England, Scotland and Northern Ireland), Spain, Portugal, Italy, Hungary, Slovenia, Bosnia and Herzegovina, Croatia, FYR of Macedonia, Montenegro, Malta, Cyprus and Turkey) representing volunteer centres and policy makers from all around Europe in Skopje, FYR of Macedonia.

The chosen participants have a good track record and expertise in promoting youth volunteering and showed a strong will to exchange their experiences and build capacity. On the basis of the good practice examples, criteria for good practices on how to overcome barriers for young people to get involved in volunteering and their transferability to other contexts were assessed. The good practice examples and the common criteria as well as recommendations for practitioners and policy makers will be presented in this report.

The set up of having volunteer and youth organisations as well as government representatives resulted from the conviction of CEV and its members that different stakeholders have to work together to make volunteering more effective: civil society with its knowledge on the issues at a grass roots level and decision makers as those that actually develop and put in place a policy. The development of youth policies needs to follow the concept of civil dialogue known to make public policies (in this case youth volunteering policies) more inclusive and effective.

The present report aims at giving an overview of the main results of the discussions and the preparatory work leading to the seminar:

- **In its executive summary (chapter 2)**
 - Identified barriers for young people to get involved in volunteering
 - Criteria of good practice from volunteer organisations and policy makers to overcome these barriers
 - Recommendations towards practitioners and policy makers to promote youth volunteering
 - And 10 golden rules in a nutshell on how to lobby for youth volunteering policies
- The presentations of the 12 good practice examples from volunteer organisations and governmental action to promote youth volunteering (chapter 4.1 and 4.2.)
- The presentations of the 4 good practice examples on effective lobbying strategies to convince decision makers of the necessity to design youth volunteering strategies / engage in youth policy issues (4.3.)

1.2

- Information on the European approach to youth volunteering: The Open Method of Coordination, the Youth in Action and Europe for Citizens programmes and CEV as European infrastructure organisation (5.)
- Panorama on youth volunteering policies in Europe prepared by the 17 represented countries (6.)
- Demands and offers of the participating volunteer organisations in terms of partnership building and the development of common projects (7.)
- Action plans of the participants to follow-up the YOU::VOL seminar (8.)

1.3. ACKNOWLEDGEMENTS

The YOU::VOL project would not have been possible without the support of the European Commission's Youth Programme (Action 5). CEV would also like to thank all the participants for preparing the seminar and the different documents feeding into this report. Finally we are most grateful to our partners in Macedonia, the Youth Forum EYE and especially Neda Ahcieva, for all the support with the practical arrangements in Skopje.

Brussels, July 2007
Branka Cicak and Markus Held (CEV)

Executive summary and conclusions

The following condenses the outcomes of discussions and presentations of the 4-days-seminar.

While the wide range of participants obviously represent very different realities of youth volunteering and its framework, the identified **barriers towards youth volunteering**, **criteria of good practice to overcome these** and the **recommendations towards policy makers** show some commonalities that have been identified throughout the seminar. The different barriers and good practice elements as well as the recommendations shown below may vary throughout the countries and may not apply to all countries at the same time and to the same extent. However, there was an understanding that similar challenges are faced or that countries had faced these challenges in different periods in time.

Organizations and policy makers may use this list as inspiration to check whether their policies are “youth volunteer friendly” and to get inspiration for action on the promotion of youth volunteering in their respective remit.

The same applies for the **10 golden rules on advocacy and lobbying** (for youth volunteering policies) that follow the recommendations.

2.1. BARRIERS TOWARDS YOUTH VOLUNTEERING

...on an individual level:

- Especially in Southern and Eastern Europe connotation of volunteering with communist community work or war activities such as voluntary soldiers – no “volunteering culture” in society established yet; especially parents might still have a rather negative stance towards volunteering
- Perception of volunteering to be “working for no money and therefore working for nothing”
- Financial issues: young people may feel that they cannot ‘afford’ to volunteer or that they could earn money in the same time
- Perception of volunteering to be a traditional “middle class” activity for older people that have spare time, perception of volunteering as “old fashioned” and “out”

- Lack of information: poor or inexistent knowledge young people have about the initiatives and activities of volunteering organizations and possibilities to volunteer
- Lack of time: Youth people are “busy, busy, busy” and volunteering is competing with other “cool” and “in” leisure activities as well as school / vocational training / university schedules
- Lack of awareness of the benefits from volunteering: “What do I get out of it”? “What is in for me”? Volunteering not perceived as an opportunity for personal development
- Lack of self-assuredness: “Can I really do this”? (Especially in socially excluded groups there is a risk of lacking self esteem hindering youngster to get involved)

... on an organisational level:

- Lack of capacity of volunteer organisations to talk to youth speaking “their language”
- Inefficiency of promoting and “selling” volunteering with all its benefits
- Lack of openness and willingness of old(er) volunteers / staff of volunteer organizations towards working with young volunteers
- Off-putting structures and traditions in volunteer organizations perceived by young people as conservative and not flexible; as a result off-putting and inflexible volunteer opportunities
- Missing possibilities for youth of getting involved in decision-making of an organization
- Incapacity to identify tasks and activities attractive to young volunteers and giving them the opportunity to define their placements and shape their own volunteering experience
- Lack of efficient, targeted and sustained volunteer management to recruit, train and retain young volunteers
- Lack of partnerships of volunteer organizations with institutions / places where youth ‘can be found’, such as youth centres, schools, colleges, universities, employment agencies

... on a structural and policy level:

- Lack of strong local volunteering infrastructure: Those young people that are motivated or could be motivated do not know where to go
- No existing legal framework in place to facilitate volunteering: Volunteering, while freely given is not cost free – volunteering ‘happens’, but can be fostered and facilitated through policy action and targeted promotion by volunteer organisations
- Off-putting Visa regulations for long term voluntary services of young people abroad, especially for non EU-Member States

2.2. GOOD PRACTICE ELEMENTS TO OVERCOME THESE BARRIERS

...at organisational level:

- Address lack of knowledge about volunteering, opportunities and benefits with (nation- wide) campaigns for promotion of volunteering among young people
- Develop specific campaigns and strategies at local level in partnership between different stakeholders, from the volunteer sector but also the formal education sector, local government, employers, employment agencies, etc.
- Adapt language to youth, presenting volunteering as “cool” and “trendy”; involve young people in “marketing strategy”, and intensively use “youth-friendly” forms of communication such as websites, blogs, SMS, direct broadcasts and podcasts, and promote volunteering where young people are (music festivals, youth clubs, ...)
- Pay specific attention to peer promotion: “Word of mouth propaganda” is still the major path for (young) people to get involved in volunteering. The above mentioned internet media can include stories, broadcasts, etc. where young people exchange their experiences and inspire each other to get involved
- Provide local info services on volunteer opportunities in schools, colleges, universities, employment agencies, youth clubs, etc. and establish local contact points (Youth Volunteering Development Worker) in each local authority and network them for exchange of good practice and strengthening their impact
- Define clear profile of volunteer organisation: Which image do youth have of my organization? Is my organization attractive for young volunteers? How can it be more attractive?
- Define clear organisational rationale for involving young people: Why do we want to see young people engaged in our organisation? Ensure top-down and bottom-up commitment of the organisation towards further involvement of young persons in volunteering
- Obtain sustained personal commitment within organisations through a youth volunteering development plan: A strategy has to be followed through and sustained over a larger period of time
- Build capacity and provide training for volunteer managers to involve young people
- Propose clearly defined volunteering projects for youth - BUT leave enough space to the volunteers for own initiative; provide flexible and low-threshold entry projects / assignments for youth to get involved
- Ensure that volunteer placements can also be “fun” and that they are perceived like this
- Provide active learning opportunities for youth and “sell” them as such
- Ensure a clear community benefit of the volunteer experience

- Keep volunteering “voluntary”! Beware of any kind of obligation, be it by school, social assistance offices, etc.
- Ensure ownership by young people, including the development of youth led projects
- Provide attractive award schemes for young volunteers involved and seek support by local, regional and national governmental levels for these awards: High level officials (mayors, ministers, ...) signing and giving the awards to young people raises the value perceived
- Develop / provide tools for young people to assess their skills and competences they have gained through their volunteer experience and ensure that volunteer awards and competence profiles are recognized by their receivers, i.e. schools, universities, employers, ...

... at policy level:

- Clear commitment to the promotion of youth volunteering and to putting young people’s views on successful promotion of volunteering at the heart of developing a strategy
- A commitment to local infrastructure for volunteering – one youth volunteer development worker in each local community
- Commit all stakeholders in the promotion and funding of volunteering: government can allocate funds to a youth volunteering strategy matching funds raised e.g. from the business sector; this may stimulate the voluntary and business sector to raise funds for the promotion of youth volunteering
- Development of various forms of incentives for young people to volunteer and to engage for “a cause”: Corporates or governments can allocate funds that young people can tap into for projects they would like to develop or they are involved with

2.3. CONCLUSIONS AND RECOMMENDATIONS TOWARDS POLICY MAKERS AND PRACTITIONERS

The experience of organisations active in the promotion of youth volunteering shows that if young people are well informed about volunteering and have successful first volunteering experiences, they are likely to continue to be active all through their life. It is, thus, crucial to get citizens interested as young as possible to volunteer.

Government itself must be supportive of the role that youth volunteering plays in our society and make clear statements in this regard. Consequently, a **policy framework for youth volunteering** should be in place developed by the different

stakeholders involved; a youth volunteering policy has to take into account the above-mentioned good practice elements, has to be defined in consultation with young volunteers, young people who do not yet volunteer, volunteer organisations and other stakeholders involved such as schools, universities, business etc.

This policy framework needs to take into account **all forms of youth volunteering**: fulltime voluntary service as mentioned in the EU common principles, but also shorter term engagement and volunteering for one's own community. This kind of volunteering is still the major part of volunteering reality and might provide an easy-entry threshold especially for youth with fewer opportunities.

Incentives and motivation for young people to volunteer are diverse going from 'doing something useful in the free time', 'making friends' and 'escaping isolation' to getting credits for school and university and using the recognition of competences gained through volunteering in the professional career. Youth volunteering policies have to take into account all these **different forms of motivation**; there is no "one fits all" approach: What appeals to highly educated youth does not necessarily put on youth with fewer opportunities. – The message '**you can make a difference – to society and to your own life**' must be adapted to each of the target groups such as migrant youth, unemployed youth, high school students, etc. and volunteer activities might differ between these groups accordingly.

The **voluntary nature of volunteering** is crucial when developing policies to promote youth volunteering: Volunteering can be encouraged, but there must not be any form of obligation and forced commitment in schools or social benefit schemes. This would undermine the genuine value of voluntary action and can be detrimental to a future commitment of young people to volunteer.

There is a clear need for a **volunteering infrastructure**: While volunteering is an activity that 'happens' out of young person's free will and initiative, an infrastructure will help many of them to find their way into volunteering – and stay involved. Those who do get involved 'outside' or 'without' direct help of volunteering infrastructure launching own youth-led projects might at some stage need support from volunteer development agencies to sustain their activities and build their capacity further.

Volunteering infrastructure means ensuring an **effective volunteer management system** (recruitment of volunteers, training, matching with appropriate placements, monitoring the volunteer and the organisations she/he is involved,

evaluation, etc.) and an effective system of information sharing, cooperation among volunteer centres and other sectors such as schools, local government, business, etc. and effective campaigns on raising awareness of local community about volunteering and its important role in building of our civil society.

A thriving volunteering infrastructure also includes **collaboration between government, volunteer organisations and business** that needs to be instigated and moderated. A clear link between the Corporate Social Responsibility agenda and volunteering will trigger further collaboration between corporates and volunteering; a place for volunteering and community engagement in **extracurricular activities of schools and university** will widen the pool of potential youths to volunteer; and clear code of conduct between government and volunteer organisations on their respective roles and duties will facilitate the task of volunteering infrastructure organisations to deliver on the promotion of volunteering and making it more effective.

Just as the exchange of good practice between volunteer organisation is perceived as crucial and necessary to promote efficiency and provide learning opportunities, government officials at local, regional and national level shall be encouraged to engage with their counterparts all over Europe to learn from good initiatives and **ensure that government's in Europe do work towards an enabling political environment for youth volunteering.**

2.4. GOOD PRACTICES IN ADVOCACY AND LOBBYING: 10 GOLDEN RULES IN A NUTSHELL

The following golden rules crystallize the conclusions and recommendations of the four lobbying workshops. They are non-exhaustive, not necessarily to be followed in this order – and may be adapted to the respective political reality of volunteer organisations in Europe.

1. Define your **campaign objective** (What is it that we want to change?), the rationale (Why do we want to change this?) and the result you want to obtain (What should come out? How can we evaluate the result of the campaign?)
2. Prepare a **clear and concise campaign / policy document** explaining what you want, why you want it, what the person you lobby can do about it and what is it that the person you lobby will get out of it. **Research data and evidence** will make your point stronger and more credible - as will your representativity (how many citizens are concerned by the issue you act upon? Do you represent them?)

3. Be **creative** with your message: Policy makers are used to receive recommendations and claims from a wide variety of players and are likely to retain those that call their attention most.
4. Do not only point to issues and problems, but **offer solutions**
5. Identify your **“allies” and your “foes”** – familiarize yourself with the counter arguments to your campaign. Identify and involve all possible key allies important for successful implementation at all stages of campaign
6. **Identify** the political level your campaign needs to address (Local? Regional? National? European?) and the **decision maker(s)** responsible for your field of action. Establish good working relationships with them; make sure you are aware of these persons’ own agenda, pressure, priorities etc. Make sure you get simple things such as names of people, initiatives and their departments correct
7. Identify clear **timeline** taking into account the **decision making process** involved and the political / societal context: At what stage do you need to do what kind of action? When type of action is needed? Pro-active campaigns may be more successful than re-active campaigns (while both being meaningful tools...); some actions will need long-term planning – others will be urgent and need prompt action. Be flexible if unexpected events, elections of other issues change or modify the framework in which your campaign works
8. It might prove valuable to establish at the same time contacts with **different political levels, institutions and parties** in order to not depend on a single privileged contact
9. Use as much as possible influential and widespread **media** to inform and to build pressure; again: be creative and show the impact of what you are asking for to society at large and be aware of the bigger political picture your campaign might fit in (or might get overrun by other incidents on the agenda...)
10. Do consider advocacy and lobbying as tasks to be performed by **professional and skilled staff**. Where this is not possible, tap into the capacity of other (bigger or better resourced allies) or networks you are part of

Programme and participants of the conference

WEDNESDAY, 7 MARCH 2007

all day	Arrival of participants / Registration
19.00	Dinner
21.00	Welcome and informal get together

THURSDAY, 8 MARCH 2007

8.00 Breakfast

Through three rounds of workshops, the organisations presented their policy / strategy experiences in better involving young people in volunteering; barriers and their solutions, taken actions and their outcomes. The workshop presentations will be followed by a discussion in order to extract the criteria for good practice and their transferability to the other contexts.

9.15 Plenary

- Introduction to the programme
- Short presentation of participants with expectations to the seminar
- “European Map” – Game (participants draw a map of Europe on the floor and situate themselves on it; in a second step they show their professional and personal “pathway” throughout Europe)

11.00 Coffee break

11.15 3 Parallel workshops:

“Good practices in Youth Volunteering Policy – the volunteer organisation’s perspective”

- I.1. SPES, Italy: School and volunteering
- I.2. MKC Bitola, Macedonia: National Volunteer Centre in Macedonia
- I.3. MOVISIE, The Netherlands: &JOY project

13.00 Lunch

14.30 3 Parallel workshops:

“Good practices in Youth Volunteering Policy – the volunteer organisation’s perspective”

- I.4. Volunteer Development Agency Northern Ireland, UK: Let’s Talk Youth Volunteering & Citizenship
- I.5. Slovene Philanthropy, Slovenia: Fruits of Society, Inter-generational voluntary cooperation

1.6. VDS / Volunteering England, UK: Millennium Volunteer Awards

16.00 Coffee

16.30 **3 Parallel workshops:**

“Good practices in Youth Volunteering Policy – the volunteer organisation’s perspective”

I.7. Community Volunteers Foundation, Turkey: Good practices on volunteering and establishment of an active volunteering system

I.8. Council for Prevention of Juvenile Delinquency, FYROM: the RIVER SEE project

I.9. Youth Communication Centre, BiH: Banja Luka Local Voluntary Service

18.00 **Final plenary**

Presentation of workshop outcomes:

- What kind of barriers for young people to volunteer have been identified?
- What criteria of best practice have been identified?
- What makes best practices transferable?

Final round table with impressions and feedback of the day and suggestions for the next programme day

Conclusions on criteria for good practice for promotion of youth volunteering

20.00 Dinner and Intercultural evening

FRIDAY, 9 MARCH

8.00 Breakfast

9.15 **Plenary: Volunteering Policy – European Panorama**

- Participants present governmental action in their countries and facts & figures on youth volunteering on wallpapers
- Those countries with an “absence” of targeted youth volunteering strategy / policy by government will also get a wallpaper (which is bound to remain empty...)

11.15 Coffee break

11.45 **3 Parallel workshops**

“Good practices in Youth Volunteering Policy – the government perspective”

II.1. Volunteering England: Russell Commission Implementation Body – v

II. 2. ÖKA, Hungary: National Report on the implementation of the common objectives for voluntary activities of young people

II. 3. Governmental Approach to Youth Volunteering in Macedonia

These workshops present the policy of these countries to better involve young people in volunteering. Again, the speakers will be asked to extract from these presentations the criteria for a “Good Volunteering Policy” and present actions to develop / promote / recognize / facilitate youth volunteering.

13.15

Lunch

14.30

Panel discussion

“The same aim – different approaches? How can volunteer centres and government work together productively to foster youth volunteering?”

- Round table discussion of delegates to explore barriers and opportunities of volunteer centres and government collaborating to promote youth volunteering

15.30

Plenary

Summing-up:

- What are criteria for a “good” governmental youth volunteering policy?
- In what way are they transferable to other contexts?

Conclusions on criteria for good practice of governmental actions and policies and ways of effective collaboration between volunteer centres and public authorities

16.00

Guided tour through Skopje

2,5 hours walk in the Old Bazaar, National Art Gallery, the fortress “Kale”, Ottoman Turkish architecture, the Church of the Holy Salvation, small craftsmen shops, The Stone Bridge, the monument of Mother Teresa

19.30

Dinner in town

SATURDAY, 10 MARCH

08.00

Breakfast

09.15

Plenary

The European approach to youth volunteering

- The YOUTH programme
- The Active European Citizenship Programme
- Youth policy: The open method of coordination

Introduction to the programmes and discussion with the audience

- 10.45 Coffee break
- 11.15 **2 Parallel workshops:**
“Effective Lobbying Strategies – How to make your voice heard with national (or European) decision makers?”
 III.1. AVSO, Belgium: Lobbying in a nutshell
 III.2. European Youth Forum, Belgium: Use of content work in lobbying through a representative structure (Shadow Report on Volunteering, “Get VISable” Campaign)
- 12.45 Lunch
- 14.00 III.3. Youth Communication Centre, BiH: Albert Einstein project and advocating for voluntarism legal framework in the countries of SEE region
 III.4. Volunteering England, UK: National perspectives on lobbying government
- 15.30 **Visits to volunteer organisations in Skopje**
 V.1. CIRA
 V.2. Blue Sky
 V.3. AIESEC
- 20.00 Dinner
- 21.00 **Informal partnership building fare**
 The participants met to discuss informally ways of future collaboration and to strengthen their work in the field of youth volunteering; the participants had prepared requests for partnership ahead of the fare so that possible partnerships based on matching offer and demand could be forged.

SUNDAY, 11 MARCH 2007

- 9.00 Breakfast
- 10.00 **Action working groups per country**
 Setting up a national action plan for the promotion of youth volunteering based on the findings of the two programme days in order to ensure follow-up of the seminar in each country
- 11.30 Coffee Break
- 11.45 **Final plenary**
- Presentations of action plans
 - Feedback of the seminar
 - Next steps agreed by participants
- Participation certificates**
- 12.45 Lunch
- 14.00 **Participants leave**

LIST OF PARTICIPANTS

Name	Country, Organisation and Email address
1. Markus Held	Belgium, CEV European Volunteer Centre ● cev@cev.be
2. Kamila Czerwińska	Belgium, CEV European Volunteer Centre ● assistant@cev.be
3. Branka Cicak	Belgium, CEV European Volunteer Centre ● communication@cev.be
4. Oliver Wagner	Belgium, EEE-YFU European Educational Exchanges - Youth For Understanding ● Oliver@EEE-YFU.org
5. Ante Martić	Belgium, European Youth Forum ● ante.martic@youthforum.org
6. Dijana Hasić	Bosnia and Herzegovina, OSMIJEH – Association for Psychosocial Help and Development of Voluntary Work, ● osmijeh@bih.net.ba
7. Domagoj Kovačić	Bosnia and Herzegovina, SEEYN - South Eastern Europe Youth Network ● zomba69@zamir.net
8. Jugoslav Jevđić	Bosnia and Herzegovina, Youth Communication Centre ● Jugoslav.Jevdjic@okcbl.org
9. Gordana Forčić	Croatia, Association for Civil Society Development SMART ● gordana@smart.hr
10. Anamarija Sočo	Croatia, Volunteers' Centre Zagreb ● anamarijasoco@yahoo.com , ● vc@zamir.net
11. Jelena Kamenko	Croatia, Volunteer Centre Osijek ● jelena.kamenko@hotmail.com ● osvolonteri@osvolonteri.com
12. Maria Antoniou	Cyprus, Nicosia District Volunteerism Coordinative Council/Nicosia Volunteer Corp ● eselev@cytanet.com.cy
13. Olivia Patsalidou	Cyprus, Pancyprian Volunteerism Coordinative Council ● info@volunteerism-cc.org.cy
14. Andrea Vent	Germany, BBE (National Network for Civil Society) ● andrea.vent@gmx.net
15. Kerstin Huebner	Germany, BKJ - Bundesvereinigung Kulturelle Kinder- und Jugendbildung ● huebner@bkj.de

Name	Country, Organisation and Email address
16. Maria Herting	Germany, Caritas ● maria.herting@caritas.de
17. Elena Schwan	Germany, YAP-CFD –Youth Action for Peace ● elena_schwan@gmx.de
18. Koos Berkelaar	Holland, MOVISIE (civiq) ● k.berkelaar@movisie.nl
19. Eline van de Ruit	Holland, MOVISIE (civiq) ● e.vanderuit@movisie.nl
20. Judit Albert	Hungary, National Employment Foundation ● albert@ofa.hu
21. Borbála Hadrévy	Hungary, OKA - Önkéntes Központ Alapítvány ● Hadrévy.borbala@onkentes.hu
22. Yvonne McKenna	Ireland, Volunteer Centres Ireland ● yvonne@volunteer.ie
23. Alberto Osti	Italy, SPES - Centro di Servizio per il Volontariato del Lazio ● europa@spes.lazio.it
24. Annibale Morsillo	Italy, SPES ● annibalemorsillo@libero.it ● info@cesevoqa.it
25. Neda Ahcieva	Macedonia, Youth Forum EYE (organiser) ● neda@youthforumeye.org.mk
26. Jennifer Neilz	Macedonia, Youth Forum EYE (organiser) ● jeneilz@yahoo.fr
27. Boško Nelkoski	Macedonia, Advisor to the Ministry of Education and Science (organiser) ● bosko@youthforumeye.org.mk
28. Petre Mrkev	Macedonia, Council for Prevention of Juvenile Delinquency ● pmrkev@sppmd.org.mk
29. Zlatko Talevski	Macedonia, Youth Cultural Centre- Bitola ● zlatko@mkcvt.org.mk
30. Nicola Critien	Malta, Malta Resource Centre ● nicola.critien@mrc.org.mt
31. Igor Milošević	Montenegro, Association for Democratic Prosperity- Zid ● Igor_milosevic@cg.yu
32. Sinead Quinn	Northern Ireland, Volunteer Development Agency ● sinead@volunteering-ni.org

Name	Country, Organisation and Email address
33. Eamonn McAteer	Northern Ireland, Volunteer Development Agency ● Eamonn1886@gmail.com
34. Maria Elisa Borges	Portugal, National Council For the Promotion of Volunteering ● M.Elisa.Borges@seg-social.pt
35. Alexandra de Menezes	Portugal, National Council For the Promotion of Volunteering ● Alexandra.D.Menezes@seg-social.pt
36. Caoimhe Boylan	Scotland, Volunteer Development Scotland (VDS) ● Caoimhe.boylan@vds.org.uk
37. Alan Fowler	Scotland, Volunteer Development Scotland (VDS) ● Alan.fowler@vds.org.uk
38. Matjaž Vrhunc	Slovenia, Slovene Philanthropy (Slovenska Filantropija) ● matjaz_vrhunc@yahoo.com
39. Eva Gračanin	Slovenia, Slovene Philanthropy (Slovenska Filantropija) ● eva.gracanin@filantropija.org
40. Lluç Martín Pe	Spain, Barcelona Voluntaria ● projectes@barcelonavoluntaria.org
41. Cristina Agrillo	Belgium, AVSO – Association of Voluntary Service organisations ● cristina@avso.org
42. Maria Vila i Miras	Spain, ICVolunteers ● maria.vila@icvolunteers.org
43. Ece Aksakoğlu	Turkey, Community Volunteers Foundation ● Ece.aksakoglu@tog.org.tr
44. Laura Ferguson	UK, Volunteering England ● laura.ferguson@volunteeringengland.org
45. Tiger de Souza	UK, Volunteering England ● tiger@wearev.com

“Good practices in youth volunteering policy – the volunteer organisation’s perspective” workshops

Through three rounds of workshops, the organisations had the opportunity to present their policy / strategy experiences in better involving young people in volunteering; barriers and their solutions, taken actions and their outcomes. Each workshop presentations were followed by a discussion in order to extract the criteria for good practice and their transferability to the other contexts. Finally, each workshop had the opportunity to present its results in the plenary to all of the participants.

The information hereafter has been contributed by each of the partner organisations using a template developed by CEV.

I.1. SPES, ITALY: SCHOOL AND VOLUNTEERING

PROJECT DETAILS

ORGANISATION:

- SPES – Italy
Via dei Mille, 6
00185 Roma, Italy
Tel: +39 06.44702178 - Fax: +39 06.44700229
Contact: Alberto Osti, europa@spes.lazio.it
Internet: <http://www.volontariato.lazio.it>

ORGANISATION TYPE:

Volunteer centre / volunteer development agency

OBJECTIVES OF THE PROJECT / INITIATIVE:

- Promoting volunteering activities in primary and secondary schools of Lazio region
- Establishing a concrete and lasting bridge between the schools and the volunteering organizations of Lazio region

- Increasing and improving the presence of young people (14-19) in the activities of the volunteering organizations of Lazio region

ACTIVITIES OF THE PROJECT / INITIATIVE:

- Agreement between the government of Lazio region and Spes to establish a framework for the activities related to the promotion and development of the volunteering organization's initiatives in schools
- Establishment of volunteering desks in selected secondary schools of the main cities of Lazio region; these desks will have the purpose of promoting the participation of students in the activities of volunteering organizations
- Giving advice and assistance to the schools and the volunteering organizations that want to start training initiatives in the solidarity field
- Spreading the knowledge about volunteering world and initiatives, and about the culture of solidarity, in the Lazio territory

OUTCOMES ACHIEVED BY THE PROJECT / INITIATIVE (IF ALREADY AVAILABLE):

Lazio region is divided in 5 provinces; pilot projects of School and volunteering were realized in Viterbo province during school years 2004/05 and 2005/06. The results of this first initiative were encouraging: the schools participating in the project during 2005/06 were 12 (20% of province total); the students participating were about 1200; the volunteering associations participating and organising the meetings in the schools were about 30 (22% of is province total).

Another project was realized in Frosinone province during 2005/06 school year; outcomes were good, there as well: the schools participating to the project were 15 (24% of province total); the students participating were about 1100; the volunteering associations participating and organising the meetings in the schools were 24 (18% of province total).

The outcomes for year 2006/07 in Viterbo and the other 4 provinces are not yet available. But the number of schools and volunteering organizations that decided to participate increased by 20%.

EVALUATION

WHAT WERE THE BARRIERS IDENTIFIED THAT HINDER YOUNG PEOPLE TO VOLUNTEER?

- Poor or inexistent knowledge young people have about the initiatives and activities of volunteering organizations
- Lack of coordination among the volunteering organizations interested in establishing contacts with the school
- When activities in schools were eventually realized, they lacked the communication capacity to get to young people

IN WHAT WAY DID THE PROJECT / THE INITIATIVE ADDRESS THESE BARRIERS?

- By establishing the volunteer regional centre in Viterbo and Frosinone the coordinating centre for networking the activities and initiatives
- Increasing and improving the promotional activities in schools in 2 main ways:
 - a) by proposing the involvement of students in volunteering activities through the means of defined projects
 - b) by adapting the communication language of the projects to the language of young people

WHAT DO YOU CONSIDER TO BE THE GOOD PRACTICE COMPONENTS OF THE PROJECT / INITIATIVE?

- To propose the activities to students in the framework of defined projects, so that the activity is clear and defined and immediately understandable by the student interested
- The networking of schools and volunteering organizations coordinated by the provincial centre for volunteering. In this way is easier to spread the information about the specific activities

HOW IS THIS EXPERIENCE TRANSFERABLE TO OTHER CONTEXTS / COUNTRIES?

The methods and tools used by the project are not sophisticated and they do not use particular technologies or knowledge; the core of the method is the networking activity finalized with the matching between the offer of the volunteering organizations and the desires of the students to be more involved in the culture of solidarity.

WHAT WERE THE MAIN LESSONS LEARNED OUT OF THIS PROJECT / INITIATIVE?

If the young people know how, they participate enthusiastically.

WHAT KIND OF RECOMMENDATIONS CAN YOU FEED INTO A EUROPEAN DEBATE ON THE CRITERIA OF GOOD PRACTICE TO PROMOTE YOUTH VOLUNTEERING THROUGH TARGETED POLICIES / PROGRAMMES?

If young people are well informed about volunteering and have volunteering experiences, they like it and continue to participate. The problem is to make the young people know and decide to start working in volunteering organizations. For this reason, policies to promote youth volunteering should comprehend incentives of young people participating in volunteering activities, like school and university credits or professional recognition of the activity done.

I.2. MKC BITOLA, MACEDONIA: ESTABLISHMENT OF NATIONAL YOUTH VOLUNTEER CENTRE

PROJECT DETAILS

ORGANISATION:

Youth Cultural Centre- Bitola, Macedonia
 Kliment Ohridski Lam. 2/ 3
 7000 Bitola, Macedonia
 Phone +389 (0)47 23 30 20 - Fax +389 (0)47 20 39 25
 Contact: Zlatko Talevski, zlatko@mkcbt.org.mk

ORGANISATION TYPE:

Volunteer centre / volunteer development agency

OBJECTIVES OF THE PROJECT / INITIATIVE:

- Established and developed National volunteer centre
- Legislative regulation that supports volunteerism in Macedonia

ACTIVITIES OF THE PROJECT / INITIATIVE:

- Establishment and functioning of national Volunteer centre with 5 volunteer info points in Macedonia
- Campaign for promotion of Volunteer centres, Volunteer info points and volunteer values
- Volunteer service
- Local actions in local communities
- Campaign for legislative regulation of volunteering

OUTCOMES ACHIEVED BY THE PROJECT / INITIATIVE (IF ALREADY AVAILABLE):

The project is ongoing:

- Functioning of national volunteer service and increased number of volunteers involved in volunteer programs
- Legislative regulation that supports and promotes volunteering

EVALUATION

WHAT WERE THE BARRIERS IDENTIFIED THAT HINDER YOUNG PEOPLE TO VOLUNTEER?

There are several barriers that hinder young people to volunteer;

- Lack of information about volunteer opportunities and programmes
- Lack of motivation and knowledge of the benefits from volunteering
- Non-existing Law regulation for volunteering

IN WHAT WAY DID THE PROJECT / THE INITIATIVE ADDRESS THESE BARRIERS?

The project addressed these barriers with nation wide campaign for promotion of volunteering among young people; training on voluntary management and camp leaders for NGO activists; providing info service for volunteer opportunities and lobbying for adoption of law on volunteering.

WHAT DO YOU CONSIDER TO BE THE GOOD PRACTICE COMPONENTS OF THE PROJECT / INITIATIVE?

The good practice would be the decentralized approach and established partnerships with NGOs from all over the country for promoting volunteering values and the change in public opinion (especially among the decision makers) about the need for favourable legislation concerning volunteering.

HOW IS THIS EXPERIENCE TRANSFERABLE TO OTHER CONTEXTS / COUNTRIES?

The experience is transferable to other countries that are in the process of legislative changes on volunteering and countries that are in the process of development of their national volunteer service centres.

WHAT WERE THE MAIN LESSONS LEARNED OUT OF THIS PROJECT / INITIATIVE?

- Only organized and sustained effort can produce results in transferring the idea of volunteering to young people
- The campaign should be tailored and youth focused
- Sharing the idea of promoting volunteering can only be successful with long-term partnerships off NGO's and cooperation with decision makers

WHAT KIND OF RECOMMENDATIONS CAN YOU FEED INTO A EUROPEAN DEBATE ON THE CRITERIA OF GOOD PRACTICE TO PROMOTE YOUTH VOLUNTEERING THROUGH TARGETED POLICIES / PROGRAMMES?

Recommendations:

- Young people must learn the values of volunteering
- Campaigning should include lot of fieldwork and practical experience (local actions or workcamps)
- Campaigning through selected target groups (Example: unemployed young people that can gather experience through volunteer programmes that will be recognized and valued in their future career plans, students that can get active in voluntary programs while they are studying as an extra curricular activity, etc.)

I.3. MOVISIE, THE NETHERLANDS: & JOY (YOUTH PARTICIPATION)

PROJECT DETAILS

ORGANISATION:

- MOVISIE, The Netherlands
Winthontlaan 4-6
3526 KV Utrecht, Netherlands
Tel: +31 30 789 20 00 - Fax: +31 30 789 21 11
E-mail: Eline van de Ruit, e.vanderuit@movisie.nl,
Koos Berkelaar, k.berkelaar@movisie.nl
Internet: <http://www.movisie.nl>

ORGANISATION TYPE:

Volunteer centre / volunteer development agency and Research institute

OBJECTIVES OF THE PROJECT / INITIATIVE:

To increase the participation of youth volunteers by supporting volunteer organisations (and volunteer centres) in capacity building on youth participation.

ACTIVITIES OF THE PROJECT / INITIATIVE:

- focus on organizational strengthening to successfully recruit and retain more young volunteers
- inventory of best practices youth & volunteering on local level
- collect, support, disseminate and learn
- acknowledgement of volunteer effort by youth
- learn from profit organisations (marketing)
- facilitating networks
- supporting local governments on youth policy

OUTCOMES ACHIEVED BY THE PROJECT / INITIATIVE (IF ALREADY AVAILABLE):

- organisations are better capable to work with young volunteers
- youth participation become a priority of the (new) Dutch government

EVALUATION

WHAT WERE THE BARRIERS IDENTIFIED THAT HINDER YOUNG PEOPLE TO VOLUNTEER?

Identified barriers in organisations are:

- Openness and willingness of old(er) volunteers towards working with young volunteers
- Incapacity to identify attractive tasks and activities

- Incapacity to promote/sell volunteer work demand driven
- Not knowing/not being used to/afraid of working with young volunteers

IDENTIFIED BARRIERS WITH YOUNG VOLUNTEERS ARE:

- Youth is busy, busy, busy and volunteer work is competing with other leisure activities
- Older volunteers always know better. They define rules and ways of working
- Young volunteers often have/get limited space for personal interventions
- Tasks and activities are seldom defined and promoted in an attractive way

IN WHAT WAY DID THE PROJECT / THE INITIATIVE ADDRESS THESE BARRIERS?

New youth volunteers:

- Who are they?
- Why do I want to work with young volunteers?
- Which image do youth have of my organization/department?
- Is my organization attractive for young volunteers?
- How do I recruit young volunteers?

WHAT DO YOU CONSIDER TO BE THE GOOD PRACTICE COMPONENTS OF THE PROJECT / INITIATIVE?

- The demand driven approach: why would young people want to volunteer in my organisation
- The clinic: “Volunteering and youth marketing”; selling volunteering as a product to youth
- Capacity building in volunteer organisations to be accessible (prepared and organised) for young volunteers
- Active learning and disseminating component

HOW IS THIS EXPERIENCE TRANSFERABLE TO OTHER CONTEXTS / COUNTRIES?

We developed a ‘clinic’: “Volunteering and youth marketing” in which volunteering organisations gets marketing tools to recruit youth. This clinic is very successful and easily transferable to other countries by training the staff of volunteering organisations on know-how. We also developed training on organisational strengthening, with main focus on capacity building in order to (temporarily) successfully work with young volunteers.

WHAT WERE THE MAIN LESSONS LEARNED OUT OF THIS PROJECT / INITIATIVE?

Working with young volunteers: Successfully working with young volunteers demands the initiatives on two different levels: the ‘exterior’ (image, marketing, communications, demand driven recruitment) and the ‘interior’ (redefining tasks

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and activities, serious approach, cooperation young and old volunteers, reward, retain, sustain and support).

Make volunteering attractive by:

- short jobs / activities
- limited in tasks/responsibilities
- clear results
- involvement flexible
- clear benefits for both
- fun & learning
- together
- I am needed!

WHAT KIND OF RECOMMENDATIONS CAN YOU FEED INTO A EUROPEAN DEBATE ON THE CRITERIA OF GOOD PRACTICE TO PROMOTE YOUTH VOLUNTEERING THROUGH TARGETED POLICIES / PROGRAMMES?

Volunteer organisations have to promote their main product 'volunteering' more pro-actively. When they are given tools 'to sell' volunteering to a certain target group (youth in this case), both, new volunteers and the (financial) partners, start to participate in a more enterprising approach.

I.4. VOLUNTEER DEVELOPMENT AGENCY NORTHERN IRELAND, UK: MILLENNIUM VOLUNTEERS – RESEARCH PROJECT LET'S TALK YOUTH VOLUNTEERING & CITIZENSHIP

PROJECT DETAILS

ORGANISATION:

- Volunteer Development Agency, Northern Ireland
129 Ormeau Road
Belfast BT7 1SH, Northern Ireland
Tel: +44 28 9023 6100 – Fax: +44 28 9023 7570
Contact: Sinead Quinn, sinead@volunteering-ni.org
Internet: <http://www.volunteering-ni.org>

ORGANISATION TYPE:

Volunteer centre / volunteer development agency

OBJECTIVES OF THE PROJECT / INITIATIVE:

- Raise the profile of youth participation and engagement in volunteering

- Showcase the activities that have been and are being undertaken specifically by Millennium Volunteers
- Engage with and influence policy makers with the aim of placing youth volunteering higher on the political and social agenda

ACTIVITIES OF THE PROJECT / INITIATIVE:

- Focus Groups with young people across Northern Ireland;
- Workshops with Delivery Partners and young people involved in the programme
- Fully participative conference / panel debate with politicians from all political parties and representatives from civic society
- Conference report document forwarded to politicians and policy makers

OUTCOMES ACHIEVED BY THE PROJECT / INITIATIVE (IF ALREADY AVAILABLE):

- Project report
- Review of practice by Delivery Partners of the programme in response to recommendations made by young people in the focus groups

EVALUATION

WHAT WERE THE BARRIERS IDENTIFIED THAT HINDER YOUNG PEOPLE TO VOLUNTEER?

Financial, time, family problems / commitment, low educational attainment leading to self esteem issues, the aftermath of conflict – weak community infrastructure.

IN WHAT WAY DID THE PROJECT / THE INITIATIVE ADDRESS THESE BARRIERS?

The focus groups and workshops directly asked young people who were engaged as volunteers and those not involved as volunteers to identify barriers to participation and how in their opinion they felt this could be addressed.

WHAT DO YOU CONSIDER TO BE THE GOOD PRACTICE COMPONENTS OF THE PROJECT / INITIATIVE?

Millennium Volunteers has 9 governing principles, which ensure that the programme provides high quality opportunities, which has clearly demonstrable benefits for young people and the community. These key principles are:

- Sustained personal commitment through a volunteer plan;
- Community Benefit
- Voluntary Participation
- Inclusiveness
- Ownership by young people, including the development of youth led projects

- Variety
- Partnership
- Quality
- Recognition
- Delivery Partners and community placement organisations who deliver the programme must demonstrate a consistent level of qualities in terms of policies, procedures and practice
- Through focus groups & workshops with young people there has been an entirely young person focused approach to identifying existing barriers and the subsequent approach used by Delivery Partners of the programme to address this

HOW IS THIS EXPERIENCE TRANSFERABLE TO OTHER CONTEXTS / COUNTRIES?

Through the workshops, it became apparent that many of the young people felt that the conflict in Northern Ireland had impacted on their sense of community and they wished to use these experiences to make a positive impact. A number of organisations have successfully risen to the challenge in terms of providing reconciliatory opportunities and recognising the additional barriers and support required. A number of participants are from countries that have also suffered conflict and where possible we would like to identify parallels and share practice and experience.

In a wider context we generally feel that the young person centred approach used to identify the youth volunteering landscape could be successfully applied in other countries. This has certainly assisted in future planning for youth involvement.

WHAT WERE THE MAIN LESSONS LEARNED OUT OF THIS PROJECT / INITIATIVE?

The key message and key learning from this research project and 2 subsequent pieces of research carried out by the Volunteer Development Agency on youth volunteering is young people are not afraid to take on leadership roles and they must be involved in the political process as active citizens.

WHAT KIND OF RECOMMENDATIONS CAN YOU FEED INTO A EUROPEAN DEBATE ON THE CRITERIA OF GOOD PRACTICE TO PROMOTE YOUTH VOLUNTEERING THROUGH TARGETED POLICIES / PROGRAMMES?

- More Govt. agencies open to taking vols. i.e. social services
- Training programme for volunteers; recognised by employers and education facilities
- Greater flexibility when moving between volunteering opportunities

I.5. SLOVENE PHILANTHROPY, SLOVENIA: FRUITS OF SOCIETY, INTERGENERATIONAL VOLUNTARY COOPERATION

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PROJECT DETAILS

ORGANISATION:

- Slovene Philanthropy, Association for Promotion of Voluntary Work
Poljanska 12
1000 Ljubljana Slovenia
Tel: +386 14 30 12 88 - Fax: +386 14 30 12 89
Contact: Eva Gračanin, eva.gracanin@filantropija.org
Internet: <http://www.filantropija.org>

ORGANISATION TYPE:

Volunteer centre / volunteer development agency and Volunteer involving organisation

OBJECTIVES OF THE PROJECT / INITIATIVE:

The purpose of this project is to systematically unite the elderly living at home and the youth through the institutions that are familiar with the needs and abilities of both groups.

- The aim is to ensure additional help for the elderly by youth (for example: talking with the elderly, reading them newspapers, helping them do the shopping, bringing them medicine from the pharmacy, walking their dog, etc.) and at the same time elderly helping the youth to acquire new knowledge, make their homework and other schoolwork
- Another aim of the project is to tackle the stereotypes held by elderly on youth and stereotypes held by youth on elderly
- The aim is also to create a forum where ideas on how to deepen and extend intergenerational voluntary cooperation to other activities and how to carry out this activities (for example environmental activities)
- As intergenerational voluntary cooperation is not a new idea in Slovenia and different organizations are already carrying out similar projects, the aim of this project is to connect all this projects, initiatives and activities in order to get exact data on the number of youth volunteers in Slovenia and the number of hours they dedicate to volunteer work

ACTIVITIES OF THE PROJECT / INITIATIVE:

The activities of the project are:

- Promoting the intergenerational voluntary cooperation between the elderly and youth

- Youth visiting the elderly living at home helping them with minor housework and the elderly helping youth with schoolwork
- Youth organising workshops for the elderly (computer skills) and the elderly organising workshops for the youth (knitting, old trades, crafts, etc.)
- Organizing and carrying out activities on local level involving clearing away all the garbage around schools, day care centres, playgrounds, parks, etc. These activities will take place during the Festival of Youth Service Day from 16th to 22nd April 2007
- Collecting data on the number of volunteers in schools, elderly associations; data on the number of hours dedicated to volunteer work

OUTCOMES ACHIEVED BY THE PROJECT / INITIATIVE (IF ALREADY AVAILABLE):

The project started on the 15th of August 2006. By December 2006, 51 elementary and secondary schools and 94 elderly associations joined the project. Some of schools already formed a group of young volunteers that are visiting the elderly living at home and thus helping each other. The role of elderly association in the project is to provide schools with the names and addresses of the elderly that wish to be visited by youth. The project also gained great public and media support.

EVALUATION

WHAT WERE THE BARRIERS IDENTIFIED THAT HINDER YOUNG PEOPLE TO VOLUNTEER?

The identified barriers are:

- The majority of youth still perceive any type of volunteer work as “working for no money therefore working for nothing”
- Young people feel that they cannot be of any help to the elderly that the generational gap is too wide
- Young people feel that the elderly cannot be of any help to them
- Lack of information where or how or why to become a volunteer

IN WHAT WAY DID THE PROJECT / THE INITIATIVE ADDRESS THESE BARRIERS?

The first and the last barrier is being tackled in Slovene Philanthropy’s day to day work, which is promoting and developing volunteer work in Slovenia. We created a web page on volunteering containing also information on the project Fruits of Society; we organise different events all over Slovenia (festivals, forums, congresses, workshops, trainings, etc.) to explain the public what volunteering is and we publish articles on volunteering in different media.

The second and third barriers were discussed in a forum (Forum on the intergenerational voluntary cooperation, 4th of December 2006). The conclusions

of the forum state that in order to encourage youth to visit the elderly living at home, wider local community must be involved (parents, relatives, school staff, and media); so that young people feel more secure and encouraged, if they visit an elderly in pairs or groups of three.

WHAT DO YOU CONSIDER TO BE THE GOOD PRACTICE COMPONENTS OF THE PROJECT / INITIATIVE?

The project is bridging a gap between two most commonly talked about age groups that represent the future of western(ized) societies; the youth because they are the future decision makers and the elderly because they represent an ever bigger percentage of the population. The project enables to be easily transferable to other countries, regions as it encourages any kind of intergenerational voluntary cooperation.

HOW IS THIS EXPERIENCE TRANSFERABLE TO OTHER CONTEXTS / COUNTRIES?

The idea of the project is simple – to unite youth and the elderly. Each local community, country or region must just identify institutions that can provide them with information of the elderly in need of help and institutions that can provide young people to deliver this help. If intergenerational voluntary cooperation is already widely spread in a local community, country or region, that offers an opportunity to collect the necessary data on the number of volunteers and the hours dedicated to volunteer work.

WHAT WERE THE MAIN LESSONS LEARNED OUT OF THIS PROJECT / INITIATIVE?

The main lesson is that the gap between youth and the elderly is not at all wide. The youth have the ability and the desire to help the elderly and the elderly are also able to help youth. The stereotypes can be tackled only when people are confronted with them in a real life situation. Talking about them is not enough.

WHAT KIND OF RECOMMENDATIONS CAN YOU FEED INTO A EUROPEAN DEBATE ON THE CRITERIA OF GOOD PRACTICE TO PROMOTE YOUTH VOLUNTEERING THROUGH TARGETED POLICIES / PROGRAMMES?

A good way to promote youth volunteering is to enable youth to get involved in different volunteer project, initiatives, and actions in schools. Slovenia developed a system that is particularly successful in secondary schools. Each student is obliged to do a certain amount of hours of extra curricular activities. Secondary schools are obligated by law to offer their students a possibility to carry out volunteer work in their community as part of the extra curricular activities.

Slovene Philanthropy is also planning to carry out workshops on volunteering in day care centres (kindergartens) as volunteering is a value that needs to be

imparted to children if we want to be more successful when promoting voluntary work to youth. This programme has to be supported by the Ministry of Education and Sports and other similar institutions.

1.6. VOLUNTEER DEVELOPMENT SCOTLAND (VDS) / VOLUNTEERING ENGLAND, UK: MV (MILLENNIUM VOLUNTEERS) AWARDS IN ENGLAND AND SCOTLAND

PROJECT DETAILS ORGANISATION 1:

- Volunteer Development Scotland
Stirling Enterprise Park
Stirling FK7 7RP, UK
Phone: +44 1786 479593 - Fax: +44 1786 449285
Contact: Caoimhe Boylan, caoimhe.boylan@vds.org.uk
and Alan Fowler, Alan.fowler@vds.org.uk
Internet: <http://www.vds.org.uk>

ORGANISATION TYPE:

Volunteer centre / volunteer development agency

OBJECTIVES OF THE PROJECT / INITIATIVE:

The Scottish Executive investment to the Millennium Volunteer (MV) Awards and Youth Volunteering, through Volunteer Development Scotland (VDS) and the Volunteer Centre Scotland Network, has been targeted to promote volunteering to young people and to meet the key strategic aim as outlined in Strand One of the Scottish Executive Volunteering Strategy for Scotland. The current MV Awards and Youth Volunteering initiative is informed by the MV Business Plan 2004-07.

ACTIVITIES OF THE PROJECT / INITIATIVE:

The vision as outlined in the business plan for the MV Awards and Youth Volunteering through the Volunteer Centre Network is that volunteering will become more accessible to more young people, particularly from socially diverse backgrounds, and more young people will be aware of volunteering, its benefits and how to access it. VDS in partnership with the Volunteer Centre Network Scotland provide a framework through which volunteer involving organisations and agencies, young people, as well as other partners can link together to achieve this aim. The framework consists of a national youth team based at VDS and a network of youth volunteering development workers based within local volunteer centres.

OUTCOMES ACHIEVED BY THE PROJECT / INITIATIVE (IF ALREADY AVAILABLE):

- Mapping of local youth volunteering landscape (local authority areas)
- A national network of Youth Volunteering Development Workers in place
- Investment to the Youth Volunteering Development Workers Network through the VDS led, “Building Youth Volunteering Capacity Project”
- VDS participation in the MV UK Forum (linking with the Millennium Volunteers’ Programme in England, Northern Ireland and Wales)
- Annual reporting on MV Awards and Youth Volunteering delivery (statistics on awards delivered and how youth volunteering rolling out in Scotland)
- Scottish Executive grant to continue with the initiative up to end March 2008
- VDS commissioned report on the evolution of the MV Programme and identification of key developments to take forward
- National organisations, partners, educational bodies signed up to the MV programme

EVALUATION

WHAT WERE THE BARRIERS IDENTIFIED THAT HINDER YOUNG PEOPLE TO VOLUNTEER?

- Lack of promotion of volunteering around key life stages
- Traditional “middle class” image of volunteering
- Concerns that volunteering will result in being worse off financially
- Young people concerned that too unskilled to volunteer
- Continuing lack of awareness of the links between volunteering and employment/ education/ training
- Lack of appropriate support and engagement structures for young people to get involved with volunteering

IN WHAT WAY DID THE PROJECT / THE INITIATIVE ADDRESS THESE BARRIERS?

- Establishing a local contact (Youth Volunteering Development Worker) in each Local Authority Area through the Volunteer Centre Scotland Network
- Promotion of volunteering around key life stages – youth volunteering development worker liaising with key organisations, schools, colleges, universities
- National youth team at VDS working strategically with national organisations, partners, volunteer involving organisations to build up the MV brand and to promote uptake of registration to the MV Awards
- Strengthening the capacity of the youth volunteering development workers through provision of personal development planning tools, building of a knowledge centre and online support services and tools to facilitate learning and development

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- Building the MV brand through promotional materials and events for young people
- Scottish Ministers endorsing the MV Award Certificates
- Provision of a MV Award registration toolkit with volunteer plan, diary and “distance travelled” form to all Volunteer Centres and to Volunteer Involving Organisations

WHAT DO YOU CONSIDER TO BE THE GOOD PRACTICE COMPONENTS OF THE PROJECT / INITIATIVE?

- Local impact of Youth Volunteering Development Workers which links up nationally with two full network meetings per year; new online facilities to complement regional meetings
- Capacity building work with Youth Development Workers and young volunteers (personal development planning, self-directed learning and reflective practice);
- Building and managing a volunteering knowledge centre
- Responding collectively to youth related policy consultations (Scottish/ UK-wide / European)
- Under 25 year olds registering to volunteer are the second largest age group in the volunteering age profile on the Volunteer Scotland database
- Case study evidence illustrates how volunteering contributes to personal development, progression, and for reducing barriers for individual young people, and particularly if they are from under-represented groups

HOW IS THIS EXPERIENCE TRANSFERABLE TO OTHER CONTEXTS / COUNTRIES?

This is transferable with other countries operating or moving towards operating similar frameworks. Volunteer Development Scotland works closely with youth volunteering delivery and support in England, Wales and Northern Ireland.

WHAT WERE THE MAIN LESSONS LEARNED OUT OF THIS PROJECT / INITIATIVE?

Ongoing initiative.

WHAT KIND OF RECOMMENDATIONS CAN YOU FEED INTO A EUROPEAN DEBATE ON THE CRITERIA OF GOOD PRACTICE TO PROMOTE YOUTH VOLUNTEERING THROUGH TARGETED POLICIES / PROGRAMMES?

Recommendations in terms of structures, support, resources, tools, partners, policy and implementation.

PROJECT DETAILS ORGANISATION 2:

- Volunteering England
Regents Wharf, 8 All Saints Street
London N1 9RL, UK
Tel: +44 (0) 845 305 6979 - Fax: +44 (0) 20 7520 8910
Contact: Laura Ferguson, laura.Ferguson@volunteeringengland.org,
Tiger de Souza, tiger@wearev.com
Internet: www.volunteering.org.uk

ORGANISATION TYPE:

Volunteer centre / volunteer development agency

OBJECTIVES OF THE PROJECT / INITIATIVE:

Prime Minister in 1999 launched the programme, which aims to engage young people between 16 and 24 in volunteering throughout the UK.

ACTIVITIES OF THE PROJECT / INITIATIVE:

The programme is managed nationally by the Government through the Department for Education and Skills (DfES). Organisations from the voluntary sector, local government and further and higher education have been awarded grants to become MV delivery partners. Delivery partners take on responsibility for the whole programme, from recruiting volunteers, providing on going support and supervision, paying expenses, ensuring the quality of placements, ensuring completion of individual “volunteer plans”. Each MV receives about 20 hours of training, which includes active listening and mediation – skills that can be transferred to all walks of life. MVs then join a peer support team and offer counselling services to other young people. Through the course of their voluntary work, MVs gain valuable skills and experience that they can make use of in the workplace, such as team working, decision-making and communication.

OUTCOMES ACHIEVED BY THE PROJECT / INITIATIVE (IF ALREADY AVAILABLE):

- over 265,000 young people had signed up to MV
- 46% had achieved an award 86,500 had reached 200 hours

EVALUATION

WHAT WERE THE BARRIERS IDENTIFIED THAT HINDER YOUNG PEOPLE TO VOLUNTEER?

- Lack of promotion of volunteering around key life stages
- Traditional “middle class” image of volunteering
- Concerns that volunteering will result in being worse off financially

- Young people concerned that too unskilled to volunteer
- Continuing lack of awareness of the links between volunteering and employment/ education/ training
- Lack of appropriate support and engagement structures for young people to get involved with volunteering

IN WHAT WAY DID THE PROJECT / THE INITIATIVE ADDRESS THESE BARRIERS?

- Promotion of volunteering around key life stages – youth volunteering development worker liaising with key organisations, schools, colleges, universities
- National youth team working strategically with national organisations, partners, volunteer involving organisations to build up the MV brand and to promote uptake of registration to the MV Awards
- Strengthening the capacity of the youth volunteering development workers through provision of personal development planning tools, building of a knowledge centre and online support services and tools to facilitate learning and development
- Building the MV brand by promotional materials and events for young people;
- Provision of a MV Award registration toolkit with volunteer plan, diary and “distance travelled” form to all Volunteer Centres and to Volunteer Involving Organisations

WHAT DO YOU CONSIDER TO BE THE GOOD PRACTICE COMPONENTS OF THE PROJECT / INITIATIVE?

Beyond the involvement in the volunteering activity itself, young people are encouraged to get involved in the design, planning and delivery of the voluntary activity through mechanisms such as Youth Forums or management committees.

HOW IS THIS EXPERIENCE TRANSFERABLE TO OTHER CONTEXTS / COUNTRIES?

This is transferable with other countries operating or moving towards operating similar frameworks. Volunteering England works closely with youth volunteering delivery and support in Scotland, Wales and Northern Ireland.

WHAT WERE THE MAIN LESSONS LEARNED OUT OF THIS PROJECT / INITIATIVE?

Ongoing initiative.

WHAT KIND OF RECOMMENDATIONS CAN YOU FEED INTO A EUROPEAN DEBATE ON THE CRITERIA OF GOOD PRACTICE TO PROMOTE YOUTH VOLUNTEERING THROUGH TARGETED POLICIES / PROGRAMMES?

Recommendations in terms of structures, support, resources, tools, partners, policy and implementation.

1.7. COMMUNITY VOLUNTEERS FOUNDATION, TURKEY: THE 5 KEYS TRAINING SYSTEM

PROJECT DETAILS

ORGANISATION:

- Community Volunteer Foundation (TOG) – Turkey
Burhaniye Mahallesi Atilla Sok. No: 16 Altunizade
Beylerbeyi 34676 Istanbul
Tel: +90 216 321 89 88 / 216 321 89 98 - Fax +90 216 422 64 19
Contact: Ece Aksakoğlu, ece.aksakoglu@tog.org.tr
Internet: www.tog.org.tr

ORGANISATION TYPE:

Volunteer centre / volunteer development agency

OBJECTIVES OF THE PROJECT / INITIATIVE:

To improve the volunteer's knowledge and skills with series of trainings:

- Yellow key; orientation of volunteers about TOG
- Blue key; civil society and volunteering
- Red key; project management
- Green key; team work in voluntary projects
- White key; sustainable project volunteer

ACTIVITIES OF THE PROJECT / INITIATIVE:

Training of Trainers, Training of Volunteers, Refreshment Meeting

OUTCOMES ACHIEVED BY THE PROJECT / INITIATIVE (IF ALREADY AVAILABLE):

- To give yellow key training to every TOG volunteer
- To give blue, red and green key trainings to all local TOG organizations
- To give white key training to all volunteers who had sustainable project and have completed the monthly reports

EVALUATION

WHAT WERE THE BARRIERS IDENTIFIED THAT HINDER YOUNG PEOPLE TO VOLUNTEER?

- Young people do not want to take part and have an active role in decision making mechanisms
- To have implementing role more then creating role
- The political position of other NGOs
- Other NGOs are not youth friendly
- Small number of youth organizations

IN WHAT WAY DID THE PROJECT / THE INITIATIVE ADDRESS THESE BARRIERS?

The training system has addressed the barriers by its youth friendly training techniques and language. It has given the volunteers to create and apply their own projects under the constitution of TOG. It gives initiatives to volunteers on this training system by its peer education approach.

WHAT DO YOU CONSIDER TO BE THE GOOD PRACTICE COMPONENTS OF THE PROJECT / INITIATIVE?

The components of this project and the approaches of trainings are to be sustainable and widespread: peer education, experimental learning and non-formal techniques. Volunteers take more initiatives than in the beginning; now they are 120 young trainers just for this 5 keys training.

HOW IS THIS EXPERIENCE TRANSFERABLE TO OTHER CONTEXTS / COUNTRIES?

The idea is already transferred to Bangladesh's NGO called "Brac". There are no obstacles to transfer it to the other countries. Just depend on the mission and vision of the NGO.

WHAT WERE THE MAIN LESSONS LEARNED OUT OF THIS PROJECT / INITIATIVE?

Lessons learned of this training system are:

- Importance of giving initiative
- Mobility and multiple effects of peer youth

WHAT KIND OF RECOMMENDATIONS CAN YOU FEED INTO A EUROPEAN DEBATE ON THE CRITERIA OF GOOD PRACTICE TO PROMOTE YOUTH VOLUNTEERING THROUGH TARGETED POLICIES / PROGRAMMES?

Instead of presenting only good practices, also presenting different practices and projects can support young people's creativity and self-reliance. Another recommendation could be to push young people to take active role in creating their own projects.

I.8. COUNCIL FOR PREVENTION OF JUVENILE DELINQUENCY, FYR OF MACEDONIA: THE RIVER SEE PROGRAMME

4.1.8

PROJECT DETAILS

ORGANISATION:

Council for Prevention of Juvenile Delinquency – SPPMD

Braca Hadzitefovi 28

1430 Kavadarci, Macedonia

Tel: +389 43 412 947/410 408

Contact: Petre Merkev, pmrkev@sppmd.org.mk

Internet: www.sppmd.org.mk

ORGANISATION TYPE:

Volunteer involving organisation

OBJECTIVES OF THE PROJECT / INITIATIVE:

To contribute to regional integration, social cohesion and poverty reduction in the Balkans.

ACTIVITIES OF THE PROJECT / INITIATIVE:

- Strengthening networks through East-to-East volunteer exchanges
- Promoting volunteering and proactive citizenship
- Building the capacity of civil society to deal with local development and governance processes and establishing regional cooperation between civil initiatives

OUTCOMES ACHIEVED BY THE PROJECT / INITIATIVE (IF ALREADY AVAILABLE):

- A standard Common regional mechanism for the implementation of the East to East Exchange of Volunteers Developed
- Capacities of 14 Implementing Partner Organizations – IPOs strengthened
- Capacities of 23 CSOs/ViOs that deal with Social Inclusion, Regional Integration GG, LD, Youth enhanced
- Awareness about Volunteering, E-E ‘V’ exchanges and MDGs and an understanding & coordination and support with the respective government officials from the SEE to the volunteer sector increased

EVALUATION

WHAT WERE THE BARRIERS IDENTIFIED THAT HINDER YOUNG PEOPLE TO VOLUNTEER?

In terms of this programme, the lack of experience and specific skills did not

allow every young person from the region to get involved, at least at this first, pilot phase of the programme.

IN WHAT WAY DID THE PROJECT / THE INITIATIVE ADDRESS THESE BARRIERS?

Actually, the programme is relatively more concentrated on the needs and requests of the hosting organization/institution, thus the selected volunteers need to have good knowledge and skills for the proposed terms of the reference for the specific placement.

WHAT DO YOU CONSIDER TO BE THE GOOD PRACTICE COMPONENTS OF THE PROJECT / INITIATIVE?

So far, well developed selection procedure and matching procedure.

HOW IS THIS EXPERIENCE TRANSFERABLE TO OTHER CONTEXTS / COUNTRIES?

So far, we have been contacted from the volunteering programs in South Africa that would like to prepare similar regional programme. The idea is applicable in different regions and areas in the world that have either differences or similarities between the countries that would be involved.

WHAT WERE THE MAIN LESSONS LEARNED OUT OF THIS PROJECT / INITIATIVE?

Programme is currently at the point when the first exchanges are going to be finalized, so their evaluation is going to be done soon, and the results would be ready for additional analyses.

I.9. YOUTH COMMUNICATION CENTRE, BOSNIA AND HERZEGOVINA: THE BANJA LUKA LOCAL VOLUNTARY SERVICE

PROJECT DETAILS

ORGANISATION NAME:

- Youth Communication Centre (YCC), Bosnia and Herzegovina
Kralja Petra I Karađorđevića 113-115
78000 Banja Luka, Bosnia and Herzegovina
Tel/Fax: +387 51 347 431/51 347 432
Contact: Jugoslav Jevđić, Jugoslav.Jevdjic@okcbl.org
Internet: www.okcbl.org

ORGANISATION TYPE (PLEASE TICK):

Volunteer centre / volunteer development agency and Volunteer involving organisation

OBJECTIVES OF THE PROJECT / INITIATIVE:

The overall project goal was establishment and support to work of Local Voluntary Service (LVS) at level of Banja Luka town.

ACTIVITIES OF THE PROJECT / INITIATIVE:

- Media promotion of project through billboard campaign, promo materials and radio shows “Volunteer Handbook” on radio “Balkan”. Beside that the documentary movie was made, which presents overall project and its results
- Creation of data base software needed for record of volunteers, their engagement as well organizers of voluntary services
- Establishment of cooperation with public institutions and non governmental organizations
- Engagement of volunteers on different voluntary projects, which also included their education, supervision, monitoring and evaluation

OUTCOMES ACHIEVED BY THE PROJECT / INITIATIVE (IF ALREADY AVAILABLE):

- Established effective structure of LVS;
- Successfully completed media promotion of project on local and wider level which included creation of documentary movie
- Existing data base with 290 volunteers at day when project was finished (now 450 volunteers)
- Successfully engaged 260 volunteers on different volunteer placements
- Through engagement of volunteers covered around 3000 beneficiaries coming from different categories in social need
- On positive way promoted volunteering and its contribution to development of local community and solving of existing problems

EVALUATION

WHAT WERE THE BARRIERS IDENTIFIED THAT HINDER YOUNG PEOPLE TO VOLUNTEER?

According to our experience in past years we noticed that large number of youth would like to do voluntary service, especially at local level. However, for them it was really difficult to find appropriate volunteer placements, as there were no effective systems, which could provide this kind of information.

Another reason, which is also important, is non-existing effective volunteer management system established within NGOs.

On the basis of these findings YCC established Local Voluntary Service as effective local structure, which will try to achieve the balance among demand and supply of human resources (volunteers).

LVS improved situation in Banja Luka as this structure connected certain

number of volunteers with existing volunteer placements. However, one remaining problem, which we are facing in our work at the moment, is lack of long-term volunteer placements. Usually, all volunteer placements are of *ad hoc* nature (engagement of volunteers on activities which last for 1 – 3 days).

This is the direct cause of non-existing volunteer management system within NGOs as well non-existence of clear strategy among NGOs related to engagement of volunteers. YCC organised two capacity building trainings for certain number of NGOs aiming to develop quality volunteer management system, but there is still a lot of work on its creation and development.

In the period 2007/2008 the focus of YCC Local Voluntary Service will be the establishment of common volunteer management systems among the NGOs in Banja Luka, who have the need for volunteer engagement.

IN WHAT WAY DID THE PROJECT / THE INITIATIVE ADDRESS THESE BARRIERS?

Through different media activities such as radio shows, billboard campaign and creation of short documentary movie, which present all the steps connected to the development of Local Voluntary Service and quality volunteer management.

WHAT DO YOU CONSIDER TO BE THE GOOD PRACTICE COMPONENTS OF THE PROJECT / INITIATIVE?

The most important good practice within this project is the need for establishing effective local structures, such as LVS in each local community. This structure could develop not only an effective volunteer management system, but could also establish effective systems of information sharing, cooperation among NGOs and effective campaigns on raising awareness of the local communities about volunteering and its important role in building our civil society.

HOW IS THIS EXPERIENCE TRANSFERABLE TO OTHER CONTEXTS / COUNTRIES?

YCC is already transferring this experience in other 6 local communities in Bosnia and Herzegovina through project “Establishment and strengthening of Local Voluntary Services in Bosnia and Herzegovina”. This project is financially supported by CIDA LIP programme funds and Voluntary Service Overseas, UK.

Furthermore, YCC is interested to initiate a project that could be developed with partners and with the aim to initiate similar projects in other countries where LVS or other similar structures do not exist.

Concrete activities and approach should be discussed and decided by all partners who will be interested to participate in this kind of initiative.

WHAT WERE THE MAIN LESSONS LEARNED OUT OF THIS PROJECT / INITIATIVE?

If we would like to put more efforts on voluntary development in our countries

we should work on establishing different effective structures who's main focus will be development and establishment of effective volunteering management, creation of different volunteer placements and implementation of public campaigns aiming to increase the awareness of local communities about volunteering.

Furthermore, closer connections should be established with different governmental structures and possible donors aiming to secure needed financial support for establishment and running of this kind of structures.

At the end volunteering legislation could effectively support this development process.

WHAT KIND OF RECOMMENDATIONS CAN YOU FEED INTO A EUROPEAN DEBATE ON THE CRITERIA OF GOOD PRACTICE TO PROMOTE YOUTH VOLUNTEERING THROUGH TARGETED POLICIES / PROGRAMMES?

There should be broader advocacy campaigns, which will highlight the need for establishing volunteering legislation and other alternative policies among the European countries.

Also, more financial programmes should be created which will provide financially support to development of this kind of programmes, especially at local and national levels.

“Good practices in youth volunteering policy – the government perspective” workshops

Three parallel workshops have presented the government efforts in the UK, Hungary and FYR of Macedonia to better involve young people in volunteering. Initial idea was to invite government representatives to present the programmes run by their governments. Unfortunately only a Macedonian government representative managed to organise a workshop. The other two workshops were run by the participants directly involved in the work of governmental policies. Again, the speakers have been asked to extract from these presentations the criteria for a “Good Volunteering Policy” and present actions to enhance youth volunteering.

The information hereafter has been contributed by each of the partner organisations using a template developed by CEV.

II.1. VOLUNTEERING ENGLAND, UK: THE RUSSELL COMMISSION IMPLEMENTATION BODY (‘V’)

PROJECT DETAILS

ORGANISATION:

- Russell Commission Implementation Body (v)
Presented by:
Volunteering England
Regents Wharf
8 All Saints Street
London N1 9RL, UK
Tel: +44 (0) 845 305 6979 - Fax: +44 (0) 20 7520 8910
Contact: Tiger de Souza, tiger@wearev.com
Internet: www.volunteering.org.uk

OBJECTIVES OF THE PROJECT / INITIATIVE:

To inspire one million more young people aged 16 – 25 to volunteer and create a step change in the quality of youth volunteering across England.

ACTIVITIES OF THE PROJECT / INITIATIVE:

V has been tasked with raising £50 million from the private sector which the Treasury will match pound for pound. This money will be invested in a range of ways to improve the quantity and quality of youth volunteering through commissioning other organisations. v is also aiming to engage a more diverse range of young people in volunteering.

OUTCOMES ACHIEVED BY THE PROJECT / INITIATIVE (IF ALREADY AVAILABLE):

- V allocated a significant amount of money in September 2006 to a range of youth volunteering projects that created: short term, part time and full time volunteering opportunities
- V has also funded 20 vteams consisting of a youth volunteering advisor and youth volunteering manager at a range of locations across the country. These vteams will provide support and guidance to young people on the ground as well as engaging local organisations to work collaboratively and offer more to young volunteers
- V also organised a Big Breakfast with the Chancellor Gordon Brown at number 11 to discuss youth volunteering with 12 large companies some of whom are already working with v on major projects: The Football Association, Coca Cola GB, IBM UK, Barclays, GCap Media, T-Mobile, Macquarie Bank, McDonald's, HSBC, Tesco, FA Premier League, Sainsburys
- V has also created a new portal to engage and inspire young volunteers www.vinspired.com

EVALUATION

WHAT WERE THE BARRIERS IDENTIFIED THAT HINDER YOUNG PEOPLE TO VOLUNTEER?

V is a new charity and is yet to establish their own findings. However, the role of v is to implement the recommendations of the Russell Commission and that report identified the following barriers:

- Low awareness of opportunities
- Volunteering not seen as a positive personal development choice
- Poor image of volunteering
- Young people not in a position to shape their own volunteering experience

IN WHAT WAY DID THE PROJECT / THE INITIATIVE ADDRESS THESE BARRIERS?

- To raise awareness of volunteering opportunities v has designed a web portal www.vinspired.com. Within this young people are able to search for volunteering opportunities, read blogs, biogs and view other items of user generated content on other young people's experience as volunteers

- The Russell Commission report identified that 50% of young people choose to volunteer on the recommendation of a friend. We believe that the positive and inspiring stories that will populate the vinspred.com website will encourage a new generation of young volunteers to get involved. The portal is being promoted through a range of media spots including radio broadcasts, television interstitials and advertising hoardings at Premier League football matches
- Young people have been placed at the heart of v with the members of the youth advisory board v20 playing a key role in driving forward the work of v. 4 members of v20 sit on the Board of Trustees. v20 have also devised a £1 million youth fund called vcashpoint, in partnership with HSBC that will enable young people across England to devise their own volunteering project and apply for up to £2500 to turn their dreams into a reality

WHAT DO YOU CONSIDER TO BE THE GOOD PRACTICE COMPONENTS OF THE PROJECT / INITIATIVE?

Taking a youth led approach has served to ensure that the work of v remains youth focussed and that we lead by example. The response from other sectors has been extremely positive and in some sectors where it is extremely unusual for young people to be given key decision making positions we are beginning to see the first steps in a change of culture.

HOW IS THIS EXPERIENCE TRANSFERABLE TO OTHER CONTEXTS / COUNTRIES?

Funding does play a key role but there is no reason that any other country could not adopt elements of the work being carried out by v or even attempt to roll out similar change on a smaller scale. Support from corporate partners that are keen to impress the 16 – 25 market is another area that other countries could learn from. It is important to note that backing from senior government officials is extremely beneficial in establishing such as a project.

WHAT WERE THE MAIN LESSONS LEARNED OUT OF THIS PROJECT / INITIATIVE?

As yet the project is still in its infancy and it is impossible to highlight the main lessons at this stage.

WHAT KIND OF RECOMMENDATIONS CAN YOU FEED INTO A EUROPEAN DEBATE ON THE CRITERIA OF GOOD PRACTICE TO PROMOTE YOUTH VOLUNTEERING THROUGH TARGETED POLICIES / PROGRAMMES?

Lessons can be learnt from tools such as Outside the Box (presented as part of the workshop) and the online content. In addition to this the v approach to work closely with young people is also an important lesson.

II.2. ÖKA AND THE NATIONAL EMPLOYMENT FOUNDATION, HUNGARY: HUNGARY'S NATIONAL REPORT ON THE IMPLEMENTATION OF THE EU COMMON OBJECTIVES FOR VOLUNTARY ACTIVITIES OF YOUNG PEOPLE

PROJECT DETAILS

ORGANISATION:

- Önkéntes Központ Alapítvány, Hungary
Kékgolyó utca 20. I em. 4/a
Budapest 1123, Hungary
Tel: +36 1 225 07 10 - Fax: +36 1 225 07 11
Contact: Borbála Hadrévy, Hadrevy.borbala@onkentes.hu
Internet: www.onkentes.hu

ORGANISATION TYPE:

Volunteer centre / volunteer development agency

OBJECTIVES OF THE PROJECT / INITIATIVE:

Survey on the situation of youth volunteering in Hungary on the past two years (2004-2005)

The questions are as follows:

- Describe briefly the national situation at the moment of the adoption of the common objectives on voluntary activities of young people (starting point)
- How have voluntary activities of young people been developed since the adoption of the common objectives?
- How are the different types of voluntary activities and organisations that provide opportunities for volunteering of young people supported?
- Which obstacles to volunteering do young people encounter?
- How are these difficulties tackled?
- How was the volunteering of young people in your country promoted during the past two years?
- What was done to enhance the recognition of voluntary activities of young people?
- Were the common objectives useful? Did they help to enhance the voluntary activities of young people?
- Which actions were taken in order to identify existing knowledge on the voluntary activities of young people at national, regional and local level?
- Were difficulties met in the implementation of the common objectives and in establishing the report?

- In view of a strategic forward looking perspective: should the direction defined by the common objectives continue or should it be changed (if so, how)?
- Were young people consulted?

ACTIVITIES OF THE PROJECT / INITIATIVE:

- 8 experts were working on the different questions proposed by the Commission
- 2 questionnaires were created and distributed in order to find out the opinion of the organisations working with volunteers and also gathering young volunteers' opinions

EVALUATION

WHAT WERE THE BARRIERS IDENTIFIED THAT HINDER YOUNG PEOPLE TO VOLUNTEER?

- Barriers concerning the law on volunteering (administrative and judiciary)
- Negative attitudes of parents
- Absence of adequate practise of youth volunteering in the Hungarian school system
- The timetable of pupils
- Organisations are not prepared for working with young volunteers
- Illegal work of young people/ lack of time

IN WHAT WAY DID THE PROJECT / THE INITIATIVE ADDRESS THESE BARRIERS?

The national report describes this in only 10 pages.

WHAT DO YOU CONSIDER TO BE THE GOOD PRACTICE COMPONENTS OF THE PROJECT / INITIATIVE?

In the report there are several suggestions for the development of a youth volunteering strategy. ÖKA has also proposed a volunteering strategy, which partly incorporates youth volunteering.

II.3. GOVERNMENTAL APPROACH TO YOUTH VOLUNTEERING IN MACEDONIA: THE MACEDONIAN LAW ON VOLUNTEERING

PROJECT DETAILS

- Contact: Boško Nelkoski, advisor to the ministry of education
ul Dimitie Cupovski 9, Skopje
Bosko.nelkoski@mofk.gov.mk
Internet: www.mon.gov.mk

DESCRIPTION OF THE LAW

- This law understands volunteering as a process of providing personal services, skills and knowledge for a certain period of time, on a voluntary basis. These processes are performed for the well-being of other people and without a fee
- Volunteering is an activity that contributes for the improvement of the quality of life and active engagement of the people in the civil and democratic society
- This law understands volunteering as a process of providing personal services, skills and knowledge for a certain period of time, on a voluntary basis. These processes are performed for the well-being of other people and without a fee
- The organizer of the voluntary work has to sign an agreement with the volunteer if the voluntary services are provided for more than 20 hours per month
- The agreement determines the rights and the responsibilities of the parties involved, the services provided by the volunteer, the expenses of the volunteer, etc.

VOLUNTEER RIGHTS:

- To get the description of tasks in written form
- To know the dangers that might occur while volunteering
- Right to absence and daily rest
- Protection of privacy and personal data

VOLUNTEER RESPONSIBILITIES:

- To notify the organizer (host) if he/she is unable to perform the agreed duties
- To keep confidential information and data
- To warn the host for any possible damages or accidents while working

RESPONSIBILITIES OF THE HOST:

- Must provide the conditions for performing the voluntary work
- Must give the volunteer a confirmation for the vol. work
- Must keep personal info and data about the volunteer secret
- Must pay the agreed expenses on time
- Must provide insurance (Expenses for food, transport and training are not subject to tax)

KEEPING TRACK OF THE VOLUNTARY ENGAGEMENT:

- The organizer of the voluntary engagement has the responsibility to keep track of the voluntary engagement.
- A voluntary record book is a public document that contains info about the vol. services, the duration and types of training absorbed during the vol. process
- The host has to write correct information in the record book at the end of the vol. engagement

“Effective lobbying strategies – how to make your voice heard with national (or european) decision makers?”

Two rounds of two parallel workshops gave the opportunity to the participants to get the examples of lobbying strategies on national as well as European levels. Except for giving tools and methods for the own initiatives of participants and their organisations, the aim was to present the importance of rising voice for volunteering, its achievements and impacts. Each workshop concluded with 10 golden rules of effective lobbying as starting points for organisation’s future work.

The information hereafter has been contributed by each of the partner organisations using a template developed by CEV.

III.1. AVSO, BELGIUM: LOBBYING IN A NUTSHELL

WORKSHOP DESCRIPTION

ORGANISATION:

- AVSO (Association of Voluntary Service Organisations), Belgium
Rue Joseph II, 174 1000 Brussels
Tel: +32 2 2306813 - Fax: +32 2 2311413
Contact: Cristina Agrillo, cristina@avso.org
Internet: www.avso.org

EVALUATION

WHAT MAKES YOUR CASE STUDY / EXPERIENCE A GOOD PRACTICE IN LOBBYING? (CRITERIA OF GOOD PRACTICE)

- Good timing and networking
- Many partners involved
- Knowledge of the background
- Proper tools

AVSO'S 10 GOLDEN RULES FOR SUCCESSFUL LOBBYING

1. Timing
2. Networking
3. Strategise
4. Allies
5. Creativity
6. Research
7. Think Politically
8. Tools
9. Objectives
10. Arguments & Target group

III.2. EUROPEAN YOUTH FORUM, BELGIUM: USE OF CONTENT WORK IN LOBBYING THROUGH A REPRESENTATIVE STRUCTURE (SHADOW REPORT ON VOLUNTEERING, "GET VISABLE" CAMPAIGN)

WORKSHOP DESCRIPTION

ORGANISATION:

- European Youth Forum (YFJ)
rue Joseph II, 120
B-1000 Brussels, Belgium
Tel: +32 2 230 64 90
Fax: +32 2 230 21 23
Contact: Ante Martić, ante.martic@youthforum.org
Internet: www.youthforum.org

SHORT DESCRIPTION OF THE WORKSHOP ACTIVITIES:

- Presentation of the YFJ (structure, functioning, aims, objectives)
- Presentation of YFJ work on volunteering
- Presentation of YFJ lobbying tools regarding in the framework of volunteering policy: Shadow report on voluntary activities and the YFJ mobility campaign "Get VISABLE"
- Discussion on possible use of these practices
- Application of these techniques to in different context
- Cooperation on common goals inside the youth NGO community

EVALUATION

WHAT MAKES YOUR CASE STUDY / EXPERIENCE A GOOD PRACTICE IN LOBBYING? (CRITERIA OF GOOD PRACTICE)

Shadow report on volunteering

- Contribution to an institutional process while expressing NGOs perspective and evaluation of the process
- Engaging a wide range of organisations
- Collecting information and evaluation from actors directly concerned with the process
- Producing a comprehensive report reflecting the evaluation of the implementation of a policy, the needs, challenges and necessary further steps in a field of work
- The report is a quality text (publication) to be presented to decision makers in the field, but also to youth stakeholders to compare and elaborate the further steps for policy development

Get visible campaign

- A campaign starting among the members of a platform
- Based on well prepared content and the will of the platform members
- Conducting actions (demonstrations, petitions, lobby letters, press releases, lobby meetings, members' synchronised actions) aimed at statement making and instigating discussion
- Apart from direct actions, close following of the developments connected to the process (legislation, meetings, publications, articles and problems arising)
- Readiness to provide information and update at any time and to coordinate joint actions and lobby endeavours of the partners (all members of the platform)

THE EYF'S 10 GOLDEN RULES FOR SUCCESSFUL LOBBYING

1. Setting up the strategy which will prepare and define the following actions
2. Choosing the adequate timeframe to lobby
3. Identifying the relevant person(s)/institution(s) to lobby
4. Preparing clear, concise and precise arguments supporting the lobby actions
5. Gathering all information on the lobby target and his/her competences/authorities in order to focus as well as possible
6. Setting an agenda and timing the actions
7. Spreading information, educating and conveying the message
8. Using influential and widespread media
9. Ensuring visibility/getting the attention
10. Being flexible and able to adapt lobby tools to targets and situations

III.3. YOUTH COMMUNICATION CENTRE, BOSNIA AND HERZEGOVINA: PROJECT “ALBERT EINSTEIN” – ADVOCATING FOR VOLUNTARISM LEGISLATIVE IN SEE COUNTRIES

4.3.3

WORKSHOP DESCRIPTION

ORGANISATION:

- Youth Communication Centre (YCC) – on behalf of SEEYN,
Kralja Petra I Karadorđevića 113-115
78000 Banja Luka,
Bosnia and Herzegovina
Tel/Fax: +387 51 347 431/51 347 432
Contact: Jugoslav Jevđić, Jugoslav.Jevdjic@okcbl.org
Internet: www.okcbl.org

SHORT DESCRIPTION OF THE WORKSHOP ACTIVITIES:

- **Short presentation on project implementation**
Through this presentation participants will be introduced to the projects goals, activities and results. Furthermore, they will have the opportunity to find out more about the lobbying strategy used and about the 10 golden rules for successful implementation of advocacy/lobbying campaign identified after the projects implementation
- **Exercise on golden rules**
Through this exercise participants will have the opportunity share their experience and knowledge on lobbying and advocacy. Through this sharing, their task will be to identify common 10 golden rules which could lead to successful implementation of any lobbying/advocacy campaign on regional/international level. Results of group exercise will be compared with lessons learned through implementation of Albert Einstein project.

EVALUATION

WHAT MAKES YOUR CASE STUDY / EXPERIENCE A GOOD PRACTICE IN LOBBYING?

Following criteria of good practice for this project are applicable:

- Common and clear understanding of the project goal and its strategy by all partners involved
- Cooperation of networks/NGOs working in different fields identified by the project needs
- Combination of different supportive and promotional/lobbing activities
- Geographic coverage of project
- Planned beneficiary group mostly reached by the project activities
- Stable financial support to project activities

THE 10 GOLDEN RULES SUCCESSFUL LOBBYING

1. Different advocacy strategy and actions should be developed for each country
2. Adoption of mutual understanding of overall goal by each partner involved
3. Identification and involvement of all possible key players/stakeholders important for successful implementation at all stages of campaign
4. Desirable to implement research which results could help creation of advocacy campaign or to use results of already made researches
5. Implementation of concrete field activities which results/outcomes could provide arguments/evidence which justify purpose of the campaign
6. If it is possible and if it is needed to develop close relationship with individual politicians/political parties
7. To use as much as possible media power, as creation of partnership with media
8. If it is possible to include relevant institutions as equal implementation and lobbying partner
9. Diversity of partners involved could make campaign more effective and professional
10. Selection of experienced and qualified staff and their diversity

III.4. VOLUNTEERING ENGLAND, UK: NATIONAL PERSPECTIVES ON LOBBYING GOVERNMENT

WORKSHOP DESCRIPTION

ORGANISATION:

- Volunteering England
Regents Wharf
8 All Saints Street
London N1 9RL, UK
Tel: +44 (0) 845 305 6979 - Fax: +44 (0) 20 7520 8910
Contact: Tiger de Souza, tiger@wearev.com
Internet: www.volunteering.org.uk

SHORT DESCRIPTION OF THE WORKSHOP ACTIVITIES:

- Lobbying for change in current government initiatives
- Engaging with new government initiatives
- Setting the agenda from outside government
- What are the 10 golden rules of lobbying
- How you can use the 10 golden rules

EVALUATION

VOLUNTEERING ENGLAND'S 10 GOLDEN RULES ON LOBBYING:

1. Set your objectives – know what you want to change and why (and think about how to measure these so you know you're doing well)
2. Think strategically about how to best influence with the departments or political parties and keep a long term as well as short-term views
3. Make sure you know the particular department's own pressures – their timescales, annual cycles and own priorities
4. Look for opportunities to keep engagement as broad as possible
5. Plan thoroughly – know what tactics and activities you will use and when
6. Offer solutions as well as issues
7. Make it happen! – and keep an eye on your longer-term objectives and timescales
8. Get simple things like names of people, initiatives and departments correct
9. Analyse and evaluate – look at the evidence and external environment – what can you learn
10. Set your objectives...

The european approach to youth volunteering

5.1. EUROPEAN YOUTH POLICIES: THE OPEN METHOD OF COORDINATION (OMC) IN THE YOUTH FIELD

presented by Kamila Czerwińska, CEV

The aim of the presentation was to introduce the concept of OMC, the rationale for this policy tool at European level, its strengths and its weaknesses.

The Open Method of Coordination was established in the context of the Lisbon strategy launched in 2000 as a tool to achieve strategic goals for the European Union (EU). The OMC is a EU mechanism for policy exchange and development in areas where the EU has no exclusive powers, having similar but not identical structure in the different the policy areas it is used. The OMC was supposed to be complementary to the so-called Community method and other already existing instruments. It is often called the “new mode of governance” or the “soft governance” as it uses mainly the non-obligatory regulations.

The OMC was introduced to develop policies while leaving the autonomy of member states (MSs). It is, thus, a flexible tool to develop ‘common policies’ without formal or obligatory constraints. It is based on policy exchange between MS, benchmarking of good practice and common guidelines / principles that MS agree upon in certain policy areas. While not being legally binding, it relies on peer pressure and “naming and shaming” pushing MS to comply with the agreements and commitments they sign up to. It is designed to ensure a wide mobilisation of all relevant actors from various levels (local, national, EU) when it comes to the implementation and monitoring of the different principles the MS agree to, with a special focus of civil society organisations to be involved.

The development of youth policy at European level took a new pace in the beginning of 2000, as a combination of existing instruments, while nevertheless going beyond the previous actions by adding new objectives (one of them was the development of cooperation in the youth field). Simultaneously to the adoption of the Youth Programme, the European Commission launched consultations on the national and European level the results of which provided the basis for the White

Paper A New Impetus for European Youth in 2001 introducing the Open Method of Coordination (OMC) in the youth field.

The 2001 White Paper introduced 4 priorities for youth policies in the EU:

- Participation
- Information
- Voluntary activities
- A greater understanding and knowledge of youth

In 2002 the European Commission gathered the opinion of the interested parties and on this basis, the Council adopted a Resolution regarding the framework of European co-operation in the youth field, which addressed in practical terms the issues of OMC and restated the call to attribute greater importance to youth policy within other policies. The Resolution invited the Commission to consult the Member States and on this basis, to prepare reports and present proposals for common objectives the being the basis for discussion in the Council. With regards to the consultations, the Resolution invited the MS to set up the appropriate consultations with young citizens and youth organisations and to respond on this basis to the questionnaires. In the first round,, in second half of 2002, “information” and “participation” were consulted, while in the second round during 2003 and 2004 objectives were put on „voluntary activities” and “greater understanding” of youth. The Members States agreed on the final common objectives for information and participation in the Resolution adopted in 2003 and for the common objectives for voluntary activities of young people and greater understanding of youth in the Resolution of 2004.

However, the evaluation of consultations with youth organisations and young people showed that no common standards or rules were developed in the MSs, that in some countries the regional and local level were very much neglected, information, time and resources were limited, consultations’ reports and results not revealed, common objectives not included in the National Action Plans (NAPs) and benchmarks, indicators or indexes were rarely used.

The European Commission regularly monitors and evaluates application of the OMC. The first review and suggestions for further improvement of the first two objectives were presented in 2006 (Communication “Follow-up to the White Paper on a New Impetus for European Youth: Implementing the common objectives for participation by and information for young people”). On this basis, Council of Ministers adopted in December 2006 the Resolution on Implementation the Common Objectives for Participation and Information. The Resolution was

adopted in view of “creating the conditions of genuine dialogue ad partnerships” with young people and”to enable them and their representatives to be full actors in the policies affecting them”. It aims in reinforcing the Open Method of Coordination, through introducing the structural dialogue with young people and youth organisations (through, for example, the European Youth Week). The follow up communication, putting focus also on the voluntary activities, is planned for September 2007.

As a concluding remark, it was mentioned that OMC method does provide new possibilities for volunteer organisations and young people themselves to get involved in the decision-making process in the youth policy field and there is a significant potential within this process for the organised youth civil society interests. The European Union, in its attempt to make the European decision-making process more legitimate, is indeed looking for the input by diverse civil society actors and especially young people themselves. However, the multitude of such voices that exist in Europe makes it very difficult to “hear” all of them in the course of policy formulation. There is therefore a need to strengthen impact through networks such as the European Youth Forum and CEV to be seen as representative voices on youth volunteering issues. Youth organisations, youth leaders and all who represent youth interests shall be pro-active within these networks and mobilize all relevant actors in order to make “their” respective and specific voice to be heard and to exercise their rights. In order to be effective, they must continue to put pressure on governments and seek advocacy on all different levels – local, regional, national and European.

5.2. THE NEW YOUTH IN ACTION PROGRAMME 2007-2013

Presented by Petre Mrkev, Council for Prevention of Juvenile Delinquency

New Youth in action programme was launched in 2007 aiming to promote young people’s active citizenship in general and their European citizenship in particular; develop solidarity and promote tolerance among young people, in particular in order to foster social cohesion in the European Union; foster mutual understanding between young people in different countries; contribute to developing the quality of support systems for youth activities and the capabilities of civil society organisations in the youth field and promote European cooperation in the youth field.

The program itself gives the priorities to European citizenship, participation of young people, cultural diversity and inclusion of young people with fewer opportunities.

It is structured in five different Actions,

Action 1: **“Youth for Europe”** supports three different sub-actions: youth exchanges, youth initiatives and youth democracy projects.

Action 2 refers to **“European Voluntary Service” (EVS)**:

Action 3 **“Youth in the World”** – is reserved for cooperation with the neighboring countries of the EU and cooperation with the other countries in the world.

Action 4 **“Youth Support Systems”** –with 8 sub-elements provides support to bodies active at European level in the field of youth, support to the European Youth Forum, training and networking of those active in youth work and youth organisations, projects encouraging innovation and quality, information activities for young people and those active in youth work and youth organisations, partnerships, support for the structures of the Programme and adding to the value of the Programme.

Action 5 **“Support for European cooperation in the youth field”** has following three sub-actions: meetings of young people and those responsible for youth policy, support for activities to bring about better knowledge of the field of youth and co-operation with international organisations.

It has an overall budget of 885 Mio € for the whole period and is open to activities for young people no matter of their level of education, social or cultural background in the age 13 – 30, with the priority on these between 15 and 28, although the exact age limit varies between actions. Eligible countries to apply are EU member states, programme countries of the EFTA and programme countries, which are the candidates for accession to the EU. Neighboring partner countries are South East Europe, Eastern Europe and Caucasus and Mediterranean Partner Countries. Other partner countries of the world are the ones who have signed agreements with the European Community relevant to the youth field can participate under Action 2 and 3.2 of the Programme.

Deadlines for project applications are:

- 1st February 2007 for activities between 1 May to 30 September
- 1st April 2007 for activities between 1 July to 30 November
- 1st June 2007 for activities between 1 September to 31 January
- 1st September 2007 for activities between 1 December to 30 April
- 1st November 2007 for activities between 1 February to 30 June

European level applications deadlines: 1st February / 1st June / 1st September

More info can be found at:

- http://eaceac.ec.europa.eu/youth/index_en.htm

5.3. EUROPE FOR CITIZENS 2007-2013

Europe for Citizens programme with its 4 action and 215 Mio € budget is not specifically focused on youth. But it mentions as horizontal features “Volunteering – Expression of active European citizenship”, Informal learning for active European citizenship and –Equal access to the programme – “solidarity between generations”, all of which open possibilities for youth volunteering projects and projects focussing on intergenerational understanding and solidarity. In addition, Action 1 (town twinning) and Action 4 pay special attention to intergenerational programmes.

The four actions are

Action 1 **Active Citizens for Europe** (town twinning and citizens projects)

Action 2 **Active civil society in Europe** (structural support or support to projects)

Action 3 **Together for Europe** (high visibility events, studies and information tools)

Action 4 **Active European Remembrance** (deportations as well as the victims of Nazism and Stalinism)

Deadlines for project applications for 2008 are:

ACTION 1

- **Town twinning**

- 1 February for the activities between 1 June and 31 July

- 1 April for the activities between 1 August and 30 September

- 1 June for the activities between 1 October and 31 December

- 1 September for the activities between 1 January and 31 March

- 1 December for the activities between 1 April and 31 May

- **Citizens projects**

- 1 December for activities starting between 1 April and 31 March

ACTION 2

- 15 February for activities starting between 1 July and 1 December

ACTION 3

- No official deadlines yet, as the first studies are planned to carry out as of 2008.

ACTION 4

- 30 April each year

More information can be found on

64 ● http://eacea.ec.europa.eu/citizenship/index_en.htm

5.4. CEV AS VOLUNTEERING INFRASTRUCTURE ORGANISATION AT EUROPEAN LEVEL

The European Volunteer Centre CEV (Centre européen du volontariat) is a European network of currently 53 volunteer organisations and volunteer development agencies at national, regional and local level in 24 European countries (www.cev.be).

Together with our member organizations we represent hundreds of volunteer organizations at different levels and from all across Europe, not only in youth issues but covering all age groups of volunteers, different forms of engagement and areas where volunteers engage. CEV is supported by the European Commission under the Active European Citizenship programme, being a representative voice for volunteering in Europe and undertaking to strengthen the infrastructure for volunteering in the countries of Europe in order to promote volunteering in our society and make it more effective.

CEV's mission is to create an enabling political, social and economic environment in Europe for the full potential of volunteering to be realized. Our vision is a Europe in which volunteering is central in building a cohesive and inclusive society based on solidarity and active citizenship.

In order to fulfil its role, CEV undertakes advocacy and lobbying activities with the European institutions such as the European Commission, the European Parliament and the Council of Ministers – to ensure that volunteering in all its different forms and in its role as expression of active European citizenship is on the policy agenda of the EU. We also promote networking and exchange of good practices amongst our member organisations in order to provide learning opportunities and make volunteering more effective, organising European conferences, projects and seminars. We are recognized as an expert partner of the European Economic and Social Committee and are a strategic partner of the European Parliament's working group on volunteering.

CEV has undertaken major European initiatives such as

- The publication of our Manifesto for Volunteering in Europe, outlining why volunteering matters and what the institutions of the EU can do to promote volunteering and make it more effective (translated into 19 languages; http://www.cev.be/manifesto_campaign.htm)
- the INVOLVE project on the integration of third country nationals through volunteering (www.involve-europe.eu)
- the YOU::VOL project in Skopje (www.cev.be/YOUVOL.htm), FYR of Macedonia on youth volunteering policies in Europe

- the MOVE expert seminar on the recognition of skills and competences that volunteers learn (www.cev.be/move.htm).
- CEV General Assembly in Paris, March 2007 on “Volunteering as a route (back) to employment” and the upcoming Assembly in Budapest, September 2007 on “Volunteering and Equal Opportunities for All”.

Information about CEV and membership can be found on www.cev.be

7 REASONS TO BECOME MEMBER OF CEV – THE EUROPEAN VOLUNTEER CENTRE

CEV (Centre Européen du Volontariat), the European Volunteer Centre, is a network of currently 53 national, regional and local volunteer centres and volunteer development agencies throughout Europe that together work to influence the EU institutions to create a “volunteer friendly” policy landscape for the European countries. We serve as a platform through which the different volunteer organizations profit from each other, exchanging their expertise and information and adding a European dimension to their invaluable work in their countries. We give volunteering a voice in Europe in our contacts with the institutions of the European Union.

Membership of CEV provides advantages in different areas:

1) YOU WANT TO BE INFORMED ABOUT THE ACTIVITIES OF THE EU AND THE VOLUNTEERING LANDSCAPE IN OTHER COUNTRIES OF EUROPE?

CEV publishes CEV news, a monthly newsletter providing information on CEV activities, EU policies, CEV members’ projects, events and much else of interest to volunteer organisations. You can contribute yourself to this newsletter and disseminate your good practices throughout Europe. The CEV website provides up to date information in any of the above-mentioned area.

2) YOU WANT TO MAKE YOUR VOICE HEARD AT THE EU AND INFLUENCE POLICY?

The EU has many policy areas and funding possibilities that influence on volunteering. CEV has established contacts with all main European institutions and you can benefit from a direct access to policy makers at European level. Through CEV you can lobby the institutions to take volunteering into account when designing and implementing policy and funding programmes. After consultation with the CEV membership, CEV published in March 2006 its new “Manifesto on Volunteering in Europe”¹ with 23 concrete actions to be taken at European level to recognize, promote and support volunteering and to make it more effective.

CEV has successfully lobbied for a volunteer dimension in the new Europe for Citizens programme 2007-2013 and for a European Parliament working group on volunteering. We also have been strategic partners of the European Economic and Social Committee in drafting the exploratory opinion on “Voluntary Activity – its role and impact in European Societies”, December 2006.

3) YOU WANT TO PARTICIPATE AT CEV VOLUNTEER CONFERENCES AND MEET FELLOW ORGANISATIONS ALL OVER EUROPE?

CEV organizes twice a year General Assemblies where members meet, network and discuss - each conference focuses on a specific topic such as the Paris General Assembly (GA) in March 2007 on “Volunteering as a route (back) to employment” and the Budapest GA October 2007 on “Volunteering and the promotion of Equal opportunities for all”. CEV members have free access to these conferences and get preferential treatment when travel bursaries are available.

4) YOU WANT TO PARTICIPATE IN CEV-LED EUROPEAN PROJECTS?

CEV runs European projects, which aim to exchange experiences, contributing to making volunteering more effective. CEV managed the project “INVOLVE” on Volunteering and the Integration of Migrants (www.involve-europe.eu). CEV organizes a seminar on Youth Volunteering Policies in Skopje, Macedonia, March 2007 (www.cev.be/YOUVOL.htm) and has been granted a Grundtvig project of the UE called “MOVE” on the recognition of skills and competences of volunteers at a European level (www.cev.be/MOVE.htm). You can share your experiences, learn from other organisations and get innovative ideas on the further development of volunteering.

5) YOU WANT TO BUILD A EUROPEAN NETWORK OF CONTACTS AND FIND PARTNERS AND SUPPORT FOR YOUR OWN PROJECTS?

CEV members have on several occasions used the CEV network to develop projects on a bilateral or European level. Others have created twinning arrangements to build capacity and to learn from one another’s expertise. CEV members often get new ideas through the exchange with their colleagues in Europe to launch European projects. Furthermore, CEV has a large network of contacts that goes beyond volunteer centres: we collaborate with research institutions, with a wide range of NGOs, with public administration at different levels and with business. CEV is a member of IAVE, the International Association for Volunteer Effort and has privileged contacts with the United Nations Volunteers. CEV cooperates also with the Council of Europe and applies currently for the participative status in this institution. And finally, the CEV secretariat is at your disposal to advise you when applying for European grants.

6) YOU WANT TO RAISE YOUR PROFILE AT NATIONAL, REGIONAL OR LOCAL LEVEL BEING PART OF A EUROPEAN-WIDE NETWORK?

Being member of CEV raises your profile with decision makers and with general public opinion at national, regional or local level. Our members report that belonging to a European-wide alliance of volunteer organisations has helped them to attract public attention and in some cases funds for own projects and conferences.

7) YOU WANT TO ADD VALUE TO THE DISCUSSIONS ON VOLUNTEERING IN EUROPE?

CEV draws on diversity and gains its value through access to knowledge on volunteering in different Member States of the EU. CEV is about partnership – we all strive for a better recognition and promotion of volunteering in our countries and we can do a lot to support each other in our efforts. And finally, CEV ensures that volunteering is on the political agenda of the EU, contributing to its work based on the knowledge and expertise channelled to us by the practitioners in the field – you!

YOU WANT TO LEARN MORE?

- Visit the CEV website www.cev.be
- Consult the Manifesto for Volunteering in Europe
It outlines in 23 steps our vision for a volunteer friendly society in Europe and will guide our lobbying actions for the next months and years. We are particularly interested in achieving a European year of Active Citizenship through Volunteering and creating the European Voluntary System for volunteers of all ages.
- Contact Markus Held, CEV Director, for further information at cev@cev.be or at +32 2 511 75 01

YOU WANT TO BECOME MEMBER?

- Information concerning conditions for membership, membership fees and the application form are available on <http://www.cev.be/joincev.htm>.

Panorama – youth volunteering policies in europe

Prior the seminar, the participants have prepared panoramas on facts and figures and the state of the art on youth volunteering and youth volunteering policies in their respective countries.

The information hereafter has been contributed by each of the partner organisations using a template developed by CEV.

6.1. BOSNIA AND HERZEGOVINA

ORGANISATION

OSMIJEH – Association for Psychosocial Help and Development of Voluntary Work, Gračanica

1. WHAT DOES THE YOUTH VOLUNTEERING LANDSCAPE IN YOUR COUNTRY LOOK LIKE? (FACTS & FIGURES AND STATISTICS ON YOUTH VOLUNTEERING/ PROFILE OF VOLUNTEERS AND THEIR MOTIVATION, ETC.)

- Volunteer work is not enough developed in Bosnia and Herzegovina. Young people are not encouraged and motivated for volunteering. However, there has been some progress made since 1996 when OSMIJEH started with development of voluntary work and felt very lonely in its initiative for quite long time. Today there are several organisations dealing with volunteering and advocating for legal framework for volunteering.

2. WHAT IS THE LEGAL FRAMEWORK REGULATING (YOUTH) VOLUNTEERING? (LEGAL STATUS OF VOLUNTEERS, ETC.)

- Draft Law on Volunteering was developed but has not been accepted yet.

3. ARE THERE TARGETED POLICIES / STRATEGIES FROM GOVERNMENT TO PROMOTE YOUTH VOLUNTEERING? IF YES, WHICH? DID / DO THEY WORK?

In the Poverty Reduction Strategy for Bosnia and Herzegovina or Midterm Development Strategy it is stated that:

- Adopt legislation which will promote volunteer work in the social protection system
 - FBiH Ministry of Labour and Social Policy, RS Ministry of Health and Social Assistance
 - Second half of 2004
 - To reduce costs of the protection system. To involve the local communities in providing social assistance, in line with positive international experience.
- But we are not aware of any progress in relation to these promises.

4. WHAT KIND OF PROJECTS AND INITIATIVES ARE YOU AWARE OF FROM VOLUNTEER ORGANISATIONS / VOLUNTEER INVOLVING ORGANISATIONS? IS THERE COOPERATION BETWEEN PUBLIC AUTHORITIES AND VOLUNTEER ORGANISATION?

- UNV (UNDP) in BiH gathers a group of NGOs who advocate at public authorities for recognition of voluntary work and for adoption of legislation.

5. WHAT KIND OF EUROPEAN COOPERATION TO PROMOTE YOUTH VOLUNTEERING IN YOUR COUNTRY ARE YOU AWARE OF?

- Not very aware of European cooperation. Maybe SEE Youth Network is one of such cooperation. One of the disadvantages of it is that youth with fewer chances has no access to the programme.

CONCLUSIONS

- Voluntary work is not enough developed in BiH (young people are not encouraged and motivated for volunteering)
- Draft Law on Volunteering was developed but not accepted yet
- There is no strategies/policies from the government to promote youth volunteering
- Volunteering engagement depends on the attitudes in the local communities
- There is lot of volunteering activities but they are not coordinated

6.2. CROATIA

ORGANISATION

Association for Civil Society SMART

Volunteer Centre Osijek

Volunteer Centre Zagreb

1. WHAT DOES THE YOUTH VOLUNTEERING LANDSCAPE IN YOUR COUNTRY LOOK LIKE? (FACTS & FIGURES AND STATISTICS ON YOUTH VOLUNTEERING/ PROFILE OF VOLUNTEERS AND THEIR MOTIVATION, ETC.)

- It is very difficult to assess current state of volunteering in Croatia because the information available is very inconclusive. In the last sixteen years 4 research projects concerning volunteerism have been implemented in Croatia. According to results of different surveys, the proportion of people who volunteer in Croatia varies between 5% and 40%. This discrepancy is largely due to inconsistent definitions of volunteer work in different surveys. Results also indicate that some social groups (youth, women, persons with higher education, persons who are satisfied with their life standard) are more likely to get involved in volunteering activities.

In addition, no research on volunteerism conducted targeting youth in particular. Over the last few years the following research activities related exclusively to the volunteering have been conducted:

- “Research on citizens’ civil participation in community initiatives through volunteering”, SMART 2001, SMART 2006. The same research conducted on the national level through Local volunteer centres, 2006
 - “Voluntarism and Public Institutions”, Volunteer centre Zagreb, 2003.
 - Stands towards volunteering act in city of Osijek Centre for peace, non-violence and human rights Osijek, 2004.
 - Volunteering in Osijek, 2005.
 - Research about volunteering», National Foundation for Civil Society Development, 2005.
 - MojPosao, an on-line employment market portal, conducted a survey on volunteering in 2006.
- **Research on civil participation in community initiatives through volunteering, SMART 2001**
 - This research shows that 43.7% inhabitants of Primorsko-Goranska County during year 2000 had participated in some form of volunteering. The small frequency in volunteering is one of the main research findings and it demands systematic approach to volunteerism development and promotion. Furthermore, the results show that younger people (until the age of 30) volunteer less than other age groups.
 - The same research has been undertaken in 2007 with the aim to compare the results five years after. Unfortunately, research findings are still not prepared for public and therefore could not be included into this questionnaire.
 - The analysis of independent variables shows that there’s a problem in

motivating younger generations; the younger examiners are grading lower some measures than the older ones, which means they do not believe much about their success. The interlocutors were called to give an answer about what could be motivating for them personally to be a volunteer. They have mentioned following:

- + better volunteering organization,
 - + better offer of interesting volunteer jobs which could provide them personal pleasure, and
 - + wish to help others.
- From the results we can conclude that for increasing volunteering among young people will be necessary to pay more attention on planning activities and coordinate the effect of everyone in society. Special attention should be paid to the younger generations because the research findings indicate they are the part of the population, which will be hardest to motivate.

It is common that volunteering should be nursed in early years and youth period because this will increase the possibility person's volunteering engagement in adulthood. One of the main goals in improving volunteering activities is working with the youth.

- **Research on civil participation in community initiatives through volunteering, SMART 2006.**

- Preliminary research findings indicate positive changes in youth attitudes towards volunteer work. Results are still not available for public promotion.

- **Volunteering in Osijek 2005**

- The results of a research conducted at the beginning of 2005 in Osijek on a sample of 350 citizens show the following important conclusions:
 - + nearly 60% of citizens are not ready or are indecisive about whether to accept voluntary involvement,
 - + 67.6% of citizens have never volunteered,
 - + 90% of citizens believe voluntary work is of benefit for the community,
 - + 83.2% of citizens believe that the environment does not appreciate or only partly appreciates voluntary work.

Further analysis of the research shows that voluntary work is necessary and welcomed in social welfare (such as homes for children and youth, homes for the old and the fragile, institutions for persons with special needs), health protection, and educational institutions.

Information provided by the research conducted at the end of 2005 in

Osijecko-Baranjska County has given reasons for optimism. According to the results, over 60% of people involved in the research had volunteered in one way or another, 28% of which had participated in volunteering activities at least once a month over specific period of time. Their primary motivation was in that volunteering makes them feel good about themselves and satisfied with the results of their work.

● **“Research about volunteering”, National Foundation for Civil Society Development, 2005.**

→ The last research on a national level was carried out in November 2005 by the National Foundation for Civil Society Development. The results can be summarized as following:

- + more than 66% of population does not even think about volunteering;
- + some 24% think about volunteering but don't do anything about it;
- + some 5% think about volunteering and would like to volunteer and some 5% actually do volunteer.

● **MojPosao survey**

→ It should be noted that the survey is not representative but it does indicate some general trends:

- + there is a general positive attitude about volunteering but it is greatly undervalued in the society;
- + general public is insufficiently informed about benefits of volunteering for personal and professional development;
- + volunteering is slowly becoming integrated in our educational system.

The survey also touches upon volunteer motivation and volunteering benefits as perceived by respondents. According to the survey, volunteering helps in:

- + developing personal skills;
- + contributing to social capital;
- + raising social awareness and responsible citizenship.

In Volunteers' Centre Zagreb some 95% of members are young people aged 18 to 30, mostly female. They are usually university students or young graduates. By far the largest proportion of the members is interested in international volunteering projects, mainly international voluntary workcamps and European Voluntary Service. Recently, the number of young people interested in community volunteering has greatly increased.

In Volunteer Centre Osijek of all new volunteer applications during last year, and about 77% of new applicants were young people (age 16 – 30), most of them being students and people with university degree. Their motives are different, such as gaining new skills, learning, meeting interesting people, need to help someone or gaining new experience.

2. WHAT IS THE LEGAL FRAMEWORK REGULATING (YOUTH) VOLUNTEERING? (LEGAL STATUS OF VOLUNTEERS, ETC.)

- Declaring 2001 as an International year of volunteers by the UN was a big incentive to various institutions on national and regional level for making an initiative and activities towards development of volunteering in Croatia. During the same year The National Committee for Volunteering Development was founded that today has 23 representatives of public, business and non-profit sector. Their work is concentrated on three major areas; promoting volunteering, incentive of making the legislative frames for volunteering development and supporting volunteering. At present, Croatia has no specific (final) legal regulation for volunteers although at 2003 the National committee in association with team from ICNL in 2003 started drafting a volunteer legislation proposal. The draft proposal was referred to the Ministry of Family, Veterans' Affairs and Intergenerational Solidarity in 2004 and they expressed their commitment to carry out the legislation. A working group was also founded which had been doing the finalization of the law during 2006. The Law on Volunteerism passed the parliament discussion and is now put on hold. It is expected to be voted in the national parliament by the end of 2007.

This law should solve the issues raised by the National committee of volunteering act but also some major decrees that define volunteering acts, regulates volunteering of minors, international volunteers and that define rights and commitments of organizers of volunteering activities and volunteers themselves.

EDITORS UPDATE

On 18th May 2007, the Croatian parliament adopted the country's first Law on Volunteering. In addition to introducing a volunteering terminology, principles of volunteering, conditions, rights and obligations of volunteers and volunteer organisers, volunteering contracts, ethical codex and volunteer certificates, government foresees funds for the work of the National Committee for Development of Volunteering as well for the National Volunteer Awards.

3. ARE THERE TARGETED POLICIES / STRATEGIES FROM GOVERNMENT TO PROMOTE YOUTH VOLUNTEERING? IF YES, WHICH? DID / DO THEY WORK?

- National Program of Action for Youth - This document defines national youth policies. It consists of 110 measures by which the government plans to ameliorate the status of youth in the society. There are several measures which are linked to the promotion and development of youth volunteering, for example: creation of a national implementing body for the YOUTH (IN ACTION) programme (European Voluntary Service), setting up a system of valorisation of youth voluntary work, etc.
- National Strategy for Supporting the Development of Civil Society - aims to support and develop volunteerism and philanthropy (one part of strategy dedicated especially to this part)
- Action plans for both more than questionable!!! (the process of making action plans was not transparent, relevant stakeholders were not included)
- PHARE program 2006: Enabling civil society organizations for active contribution in pre-accession process - as a part of coming large grant scheme increasing youth volunteering is one of the priority
- Law on volunteering

Examples of interesting initiatives from GONG – high school students get to know how government and public policies (both on local and national level) actually work:

- One day in The Parliament of Croatia
- Action Day – 100 high school students participate in creating a projects proposal in cooperation with the local municipality (The City of Rijeka was first case); they spend the whole day in the offices in the City of Rijeka with the group mentor, making projects proposal on selected topic – lately they simulate the Youth Council and vote for the best project following very strict procedures

4. WHAT KIND OF PROJECTS AND INITIATIVES ARE YOU AWARE OF FROM VOLUNTEER ORGANISATIONS / VOLUNTEER INVOLVING ORGANISATIONS? IS THERE COOPERATION BETWEEN PUBLIC AUTHORITIES AND VOLUNTEER ORGANISATION?

- **Initiatives from 4 local volunteer centres (Split, Osijek, Rijeka & Zagreb)**
 - volunteer public promotion – web sites, on-line data-bases, quarterly newsletters free distribution, cooperation with media and other relevant stakeholders
 - education – workshops for NGOs (volunteer management) and citizens writing training materials, manuals and publications

- public campaigns (especially on December, 5 – IVD)
 - network of organizations working on volunteer public promotion and development
 - cooperation and joint initiatives in organizing National Volunteer Conferences (2 so far, working right now on the third one)
 - research projects (on both regional and national level; research findings on national level will be presented in publication by the end of May, 2007)
 - couple of documentaries made – interesting tool for promotion among young people
 - Association “MOST” - through different activities intensive promotion involvement of young people in volunteering activities in the community on regional level.
- **Projects and initiatives of other CSOs and institutions**
 - NGOs involving volunteers, not having projects directed towards volunteer public promotion and development
 - Youth clubs, different cultural platforms
 - Many NGOs working in the field of social work exist on volunteer basis
 - High schools – lately, in some regions oriented towards volunteer work promotion (partnerships with local NGOs working on volunteer promotion project) – still a big challenge!
 - NGO-public institution cooperation (again, mostly from the field of health and social work)
- **Initiatives from University and High school community:**
 - Promotion of service-learning project in cooperation with association DIM and University of Zagreb)
 - Promoting Learning by Doing concept of acquiring knowledge and skills - community volunteer work throughout elective courses (University of Rijeka, Department of Education)
 - University Foundation of University of Rijeka – project Student in volunteer work (just started)
 - University of Zagreb (Faculty of Education and Rehabilitation Sciences) – elective course on the subject of volunteering;
 - University of Zagreb – participating in a project in cooperation with Volunteers’ Centre Zagreb whose aim is to establish a credit system for valorisation of student volunteering engagements;
 - High-schools from Krapina, Opatija and Osijek – participating in a project in cooperation with Volunteers’ Centre Zagreb whose goal is

encouraging regional cooperation and volunteering;

- 3 high schools from Zagreb, Rijeka and Osijek (to be identified) – Volunteers' Centre Zagreb is launching a pilot project whose goal is to set up school volunteer clubs.

● Cooperation between public authorities and volunteer organisation

- Grant schemes
- Cooperation in public campaigns
- Letters of recommendation
- Guests on round tables, lectures, public forums...
- Case studies/success stories – The city of Osijek, The city of Split, The City of Rijeka

5. WHAT KIND OF EUROPEAN COOPERATION TO PROMOTE YOUTH VOLUNTEERING IN YOUR COUNTRY ARE YOU AWARE OF?

- Regional Integration Through Volunteer Exchanges for Reconciliation of South East Europe (RiverSEE) – has been implementing in Croatia by Volunteers' Centre Zagreb and the Centre For Peace Studies
Volunteer Centre Zagreb (VCZ) – the only organisation working on international volunteer project directed towards young people. VCZ is a member of several international networks, which promote youth volunteering (Service Civil International, South East European Youth Network, etc.), and a partner with several international organizations involved in the same area (Youth Action for Peace, Alliance, United Nations Volunteer).
- Youth, Peace and ecological initiatives usually involve international volunteers exchange and ecological projects (Youth Association BUM Buzet, Youth Peace Group Danube Vukovar, Eco centre Caput Insulae Beli, the island of Cres, Centre for Peace, non-violence and human rights Osijek etc.)
- UNDP office in Croatia - implementation of the project: Strengthening Local Development and Inclusion of Vulnerable Groups through volunteerism. The project aims to improve the quality of life and social service delivery for groups that face the greatest risk of social exclusion, while concentrating its efforts on the communities that fall within the Areas of Special State Concern (ASSC) such as Banovina-Kordun, Lika and Dalmatian Hinterland. By addressing the pockets of poverty and regional disparities, the project promotes volunteerism as a means for enhancing social inclusion and capacity building of vulnerable groups.
- International regional research project "Volunteering and public institutions" in association with South East European Youth Network (Volunteer Centre Zagreb)

6. LOOKING AT THE SPECIFIC REALITY IN YOUR COUNTRY REGARDING YOUTH VOLUNTEERING AND YOUTH VOLUNTEERING POLICIES – WHAT DO YOU WANT TO GET OUT OF THE YOU::VOL CONFERENCE?

- Successful strategies for Youth active engagement in volunteer activities in local community across Europe
- How to find them is not actually a big problem; but how to KEEP THEM engaged in community improvements
- Cooperation with high schools and other institutions (social welfare, health issues, people with special needs, etc.)
- Legal challenges in cooperation with different institutions (e.g. schools);
- Legal challenges in international cooperation
- Effective lobbying strategies

CONCLUSIONS

NO RELEVANT RESEARCH:

- no relevant statistical data that could show the precise measure of volunteering actions and economical contribution on regional and national level
- no research on volunteerism conducted targeting youth in particular
- information available is very inconclusive
- in the last sixteen years four research projects concerning specifically volunteerism have been implemented (on national and regional level)
- the proportion of people who volunteer in Croatia varies between 5% and 40% (large discrepancy from one research to another)

TRENDS:

- Research on civil participation in community initiatives through volunteering, SMART 2001 and 2006
- Research 2001 – Youth Attitudes:
“Better to lie in the bed for free than to work for free!”
“Nothing can motivate me to volunteer!”
- Research 2006 – Youth Attitudes:
- Positive changes evident

PENDING LAW ON VOLUNTEERING:

Legal framework:

- No specific legal regulation for volunteers
- 2003 – National Committee for Volunteering Development in cooperation with ICNL started to make proposal of Law on Volunteering
- 2004 – proposal was sent to the Ministry of Family, Veterans’ Affairs and Intergenerational Solidarity – they took over the process of writing the Law

and formed new working group – composed of representatives of civil society organisations and ministries

- Over the last 2.5 years different stakeholders had an opportunity to give suggestions and recommendations, which were discussed within the working group and incorporated to the draft
- October, 13 2006 – Government accepted the proposal on Law on volunteering – proposal had its first reading in the Parliament in the late 2006 and has not yet been passed
- Law passed in May 2007

NATIONAL STRATEGIES:

- the National Program of Action for Youth
- The national Strategy for Supporting the Development of Civil Society Voted 13.07.2006. (Volunteering, Philanthropy and Foundations – special chapter)
- Action plans for both more than questionable!!! (the process of making action plans was not transparent, relevant stakeholders were not included)
- PHARE program 2006: Enabling the civil society organisations for active contribution in pre-accession process – as a part of coming large grant scheme increasing youth volunteering in one of the priorities

6.3. CYPRUS

ORGANISATION

- Pancyprian Volunteerism Coordinative Council

No template available from this country.

INFORMATION DERIVED FROM THE PLENARY DISCUSSION:

- No research; at least with no concrete/valid results
- The Pancyprian Volunteerism Coordinative Council Law, 2006; no other law that is relevant for voluntary work
- Stakeholders:
 - Cyprus Youth Board
 - PVCC
 - Cyprus Volunteer Corp
 - Grants-in-aid schemes
 - Community service – executing community sanctions
 - Youth + volunteering projects – 66 schools in 2005/06
 - Social welfare clubs (PVCC and Ministry of Education)
- Social welfare clubs

6.4. ENGLAND

ORGANISATION

- Volunteering England

No template available from this country.

INFORMATION DERIVED FROM THE PLENARY DISCUSSION:

- There is a big difference in the landscape before and after 1997 (Labour government comes into force)
- There is a broad policy framework of volunteering but no specific law
- Government led programmes – www.russellcommission.org - leading to independence www.weaver.com
- 2012 olympic games and volunteering: strong focus on youth
- “pre-volunteer” programmes
- Statistics: currently there is 2.5 million young people volunteering; target is 1 million more

6.5. GERMANY

ORGANISATIONS

- BBE
Youth Action for Peace - Christliche Friedensdienste
Verbund Freiwilligen-Zentren im Deutschen Caritasverband
BKJ - German Federation of Associations for Cultural Youth Education)

1. WHAT DOES THE YOUTH VOLUNTEERING LANDSCAPE IN YOUR COUNTRY LOOK LIKE? (FACTS & FIGURES AND STATISTICS ON YOUTH VOLUNTEERING/ PROFILE OF VOLUNTEERS AND THEIR MOTIVATION, ETC.)

- Figures/facts/statistics/profile taken from the nationwide representative research: “Freiwilligensurvey 2004” with 15.000 Germans interviewed.
 - In Germany there is a very developed structure and a high rate of volunteering. A difference between “being active” and “being a volunteer” is established. Adolescents are the most active age group and one of the most involved/volunteering group with the highest commitment potential;
 - More male than female youth are volunteers (38%:33%) in different contexts, but 41% of female and 40% male are in other ways active (without civic engagement, but in a greater social, cultural... context involved);

- 36% of young people are voluntarily engaged
- 43% of young people would like to if there were interesting possibilities
- Duration and frequency of volunteering: Temporally frequent active and often multiple in comparison to 25 years old ones and up
- Youth (incl. children) are the greatest specific target group of volunteering (33%) which is attracted through promotion
- Preferred fields of volunteering: sports, culture, music, fire brigade, rescue service / civil protection
- Social engagement upward trend: as from 25 years and older
- Initiative to become a volunteer: ca. 48% are self-initiative, ca. 49% are asked or won through campaigning, just 3% grew into it
- Socially included persons with strong social capital are more likely to volunteer
- 46% of volunteering youth has a great circle of friends or well known people, just 16% of all volunteering youth has a smaller circle of friends;
- Coherence between being bound in a confession: 58% of voluntarily engagement is more or less related to confessional causes
- Very strong relationship of educational background and volunteering activities
- Young people's volunteering is interest-orientated: learn something/improve competences, benefit for occupational biography, communicate themes, do something for peer-groups. They are also interested in contacts und communication, the social view ("Active citizenship"/serve the community) is less important

Evaluation in the cultural field shows:

- The acquisition of competences is ranked by volunteers and participating institutions:
 1. personal competences
 2. social competence
 3. methodical competence

Volunteers especially acquire confidence in their own abilities, broaden the scope of their social communicative actions and learn to bear open processes and situations. By experiencing conflicts and proving themselves, the volunteers learn how to expand their personal limits and motivate themselves to take the initiative.

Volunteering and voluntary service in general support the professional career. Imparting these key competences is more important than the concrete cultural basis of the activities. However: it gives orientation for

future training and professional careers and provides a special kind of working experience. Volunteering increases interest in socio-political issues. It has an intensifying effect, stimulates and enhances social competence, establishes a personal definition of citizenship and volunteering. Volunteers improve their social responsibility, establish a civic consciousness and are regarded as social role models. Volunteering has a sustainable effect on the volunteer's willingness to volunteer again in future.

Lots of young people, that passed their A-Level education, want to take a change to know more about other cultures. They are anxious to collect experiences outside their familiar environment. These young people are mostly between 18-21 years. Since more than 30 years, Germany is a sending country for young volunteers engaging in voluntary service. More than 50 % want to go in another continent and the rest is interested to take part within Europe, more than $\frac{3}{4}$ in a country, where they can improve their own CV for their own career (e.g. to get language knowledge's in France, in Spain and of course, the UK and Ireland) The main reasons is a social-pedagogical aspect, but also educational and environmental are important clues. More than 80 % are young women.

2. WHAT IS THE LEGAL FRAMEWORK REGULATING (YOUTH) VOLUNTEERING? (LEGAL STATUS OF VOLUNTEERS, ETC.)

- According to the commission report on Impulses for the Civic Society civic engagement is categorized as being:
 - Voluntary
 - Not intended for financial gain
 - Targeted on public welfare
 - Public or based in public institutions
 - Team-oriented and co-operative
- Civic engagement results in:
 - Social capital
 - Democratic competence: independence, self-organisation, participation
 - Non-formal and informal learning processes

The Voluntary Social Year

- There is a special law for a programme called FSJ (Freiwilliges Soziales Jahr) – social year for volunteers. The volunteers have a special status. Youths are completely insured, time is valid for all insurances for the time after work-life. FSJ is a program for young people aged 15/16 up to 27. At the moment there are 30.000 young people included in the FSJ/FOEJ program.

HISTORY OF THE VOLUNTARY SOCIAL YEAR FSJ

Starting in 1954, German churches appealed for women to serve in the charity and social care field in a so-called diaconal year. Against this background, the basic idea of education through socialization as well as the educational supervision of volunteers has evolved continuously ever since.

In 1964 a law was passed to support the voluntary social year FSJ as a legal foundation for voluntary services. This law governs:

- Rules of how to assign volunteers;
- The educational support provided by the organising institutions;
- The requirements the organising institutions have to fulfil;
- The age limits of volunteers and how they are to be covered financially and socially.

The FSJ evolved from the first programs of the diaconal year and was established to be an educational gap year for adolescent volunteers. Charity organizations, churches and regional authorities serve as organising institutions for the FSJ. It is their responsibility to provide educational supervision and training seminars. Informal and non-formal education is the central aim of FSJ/FOEJ (development of personal competencies and perspectives or social responsibility).

Starting with the early nineties, Germany experienced a public discussion about the expansion of the voluntary year. In 1993, the government introduced the voluntary ecological year FOEJ answering the growing demand to comply with the necessity to offer sustainable ecological education for young people. Government also offered the possibility for young men and women to volunteer in another European country for one year. Since 2001 it is possible to take part in a voluntary social year in sports and in culture. The duration is 6 up to 18 months.

In 2002 the government revised the law for mandatory civic services, allowing accredited conscientious objectors to attend the FSJ or the FOEJ program as a legal alternative to their mandatory civic service. This Civilian service is as equivalent for military service still actual (but just 9 months).

Other frameworks

- Besides, there is no specific law on volunteerism in Germany, but different laws are connected with that issue (providing safety for accident insurance e.g.)
- There is hope that there will be a special law in closing future, from 2008 up. The development ministry in Germany is planning a law on mid-term voluntary service in developing countries

3. ARE THERE TARGETED POLICIES / STRATEGIES FROM GOVERNMENT TO PROMOTE YOUTH VOLUNTEERING? IF YES, WHICH? DID / DO THEY WORK?

- Traditionally there is a balance between regulating/supporting volunteering through the state and the power/activities/responsibility of civil society (citizens and institutions). Germany is on the way to settle a strategy of supporting volunteerism as an “enabling state”
- The coalition government has declared to improve active citizenship through better laws and more financial support
- Head Ministry is the Federal Ministry for Family, Senior Citizens, Women and Youth (BMFSFJ). In parliament a committee is responsible for the field civic engagement (Unterausschuss Buergerschaftliches Engagement)
- In the Bundeslaender there are different responsibilities for volunteering, but mostly it is connected with the ministries for social issues
- The FSJ/FOEJ is supported by the “Kinder- und Jugendplan” For the young men that replaces their civil service through a FSJ/FOEJ
- The BMFSFJ supports the FSJ/FOEJ through a legal framework and some financial benefits. There are always some specific projects with special earmarked grants; e.g. in 2007 a new program for young people with special needs that like to take part in the FSJ/FOEJ
- Besides the FSJ/FOEJ there is no specific youth concentrated strategy or policy on volunteering. There are lots of initiatives of the government to improve volunteering and active citizenship in Germany in general. Some programmes in the BMFSFJ focus on volunteering of elderly people. Very important is cross-generational and volunteering work in a new programme called “Mehrgenerationenhaeuser” (“Houses of Generations”)
- A new voluntary service was created in 2004 to increase the number of citizens that are socially active: “Cross-Generational Service”. A lot of volunteers in this new and more flexible model of volunteering are younger than 25 (28%)
- Some other programs are connected with volunteerism of young people: “Aktionsprogramm Jugendbeteiligung” (Participation Program) and “Jugend fuer Vielfalt, Toleranz und Demokratie” (Youth for Variety, Tolerance and

Democracy). The idea behind is the aim of “Jugend gestaltet das Land” (Youth builds the country)

- Ministry is funding numerous networks and associations (infrastructures) that are supporting volunteer activities. It also focuses on improving several forms of recognition of volunteering
- The Ministry of development aid will start a new voluntary program for young people (18-30 years) “Voluntary Service in the field of development aid” in 2008
- A project on “Informal learning through voluntary work of young people” was financed. One result of it is the “Kompetenzbilanz” (Competence Balance) – a special certificate for people that are involved in volunteering activities
- BMFSFJ also provides evaluation and research. There are also important information activities and campaigns including youth volunteering, e.g. Woche des Buergerschaftlichen Engagements (Week of Active Citizenship).
- There is a several international perspectives included, e.g. FSJ/FOEJ is not a bound on German youth or German institutions. The BMFSFJ also supports other kinds of long- or short-term voluntary activities all over the world (e.g. Laengerfristige Freiwilligendienste im Ausland, Workcamps)
- The Bundeslaender take responsibility for special activities and financial help of youth volunteerism

4. WHAT KIND OF PROJECTS AND INITIATIVES ARE YOU AWARE OF FROM VOLUNTEER ORGANISATIONS / VOLUNTEER INVOLVING ORGANISATIONS? IS THERE COOPERATION BETWEEN PUBLIC AUTHORITIES AND VOLUNTEER ORGANISATION?

- Germany has a strong tradition of subsidiarity
- As the coordinating institution of cultural voluntary services (FSJ Kultur and Cross-Generational Service in the cultural field) and as a member of the networks on voluntary services an active citizenship the BKJ notices: There is a long and strong relation/cooperation/partnership between public authorities and volunteer involving organisations. NGOs/Welfare organisations are included in the processes of new programmes or official statements. They formulate their wills and intentions. Without the help (moral, organizational, financial) of the institutions of the civil society no project/idea could be realized. NGOs not only take part in the programs (see 3.), but also realize own projects/ideas: qualification and multiplication programs for youth volunteering, alumni-work, new models of voluntarism for younger or disabled adolescents, work camps
- Cooperation is settled on different levels: local, regional, and federal

- Volunteer centres work together with schools to promote volunteering, so pupils already do volunteering during their school-time to get aware of social responsibility. Youth who have done a social year abroad inform youth in school and in a special “information point” about possibilities and organisations that organize voluntary work

5. WHAT KIND OF EUROPEAN COOPERATION TO PROMOTE YOUTH VOLUNTEERING IN YOUR COUNTRY ARE YOU AWARE OF?

- The Youth in Action Programme (2007-2013) builds on the experience of the previous Programme “Youth for Europe” (1989-1999), the European Voluntary Service and the YOUTH Programme (2000-2006). Responsible is the German National Agency Youth with good connections to volunteer involving organisations and to the Ministry
- Further youth programmes are Robert-Bosch-Stiftung for initiatives in Middle- and East European countries as well as Caucasus
- Several volunteer involving associations use their special international networks for development of volunteerism or voluntary service exchanges (e.g. the welfare associations Diacony, Caritas, Red Cross)
- There is a special association on international voluntary services (Gesprächskreis Internationale Freiwilligendienste)
- Units responsible for developing international cooperation in the field of volunteerism are placed in the same Ministry: BMFSFJ (International youth exchange AND Active Citizenship and FSJ/FOEJ)

6. LOOKING AT THE SPECIFIC REALITY IN YOUR COUNTRY REGARDING YOUTH VOLUNTEERING AND YOUTH VOLUNTEERING POLICIES – WHAT DO YOU WANT TO GET OUT OF THE YOU::VOL CONFERENCE?

- Getting to know more about policy strategies of other countries
- Getting an overview about European cooperation, possible partners and the diverse potentials
- To compare the work in different countries, share and transfer best practices from the participants
- Collecting resources and building up a common, community project together ensuring the financial dimension, no extra costs, only financed from governmental or similar
- To get to know partners for multilateral projects
- Decide whether a common policy paper could be useful and discuss how to promote it on the national and international levels

6.6. HUNGARY

ORGANISATION

ÖKA

No template available from this country.

INFORMATION DERIVED FROM THE PLENARY DISCUSSION:

- No strategy
- National Youth Programme as part of YOUTH ACT CONCEPTION
- National Development Plan (7 years) contents volunteering and youth issues
- October 2005 – Act on Volunteering
- National long term voluntary service – “ÖTLET”

6.7. IRELAND

ORGANISATION

Volunteer Centres Ireland

No template available from this country.

INFORMATION DERIVED FROM THE PLENARY DISCUSSION:

No official coordination of youth volunteering policy yet exists - however youth organisations are part of consultations towards volunteering policy.

- 2001 – National Committee on Volunteering – research and funding
- Initiatives supported by the government include:
 - Leargus (EU volunteers)
 - President's Award
 - Young Social Innovators
 - 2nd level
- Future:
 - National Youth Council of Ireland
 - National Children's' Strategy
 - Task Force on Active Citizenship

ORGANISATION

SPES

1. WHAT DOES THE YOUTH VOLUNTEERING LANDSCAPE IN YOUR COUNTRY LOOK LIKE? (FACTS & FIGURES AND STATISTICS ON YOUTH VOLUNTEERING/ PROFILE OF VOLUNTEERS AND THEIR MOTIVATION, ETC.)

- A large number of young people think that the volunteering experience increases their knowledge on the issues they are not so familiar with (poor and disabled persons, environment, civil protection, etc.). The small participation of young people in volunteering activities (in Lazio, but more or less is the same all over Italy, only 15% of all volunteers is less than 29 years old, while 50% is more than 46) has many causes coming both from the demographic decrease and from the inadequate value given by society to volunteering. It is important to promote initiatives that bring young people to the volunteering activities. Better capacity of concrete experiences offered by the volunteering associations is needed as well as the capacity to offer opportunities to allow young people to experience the wealth of experiencing solidarity.

2. WHAT IS THE LEGAL FRAMEWORK REGULATING (YOUTH) VOLUNTEERING? (LEGAL STATUS OF VOLUNTEERS, ETC.)

- Volunteerism in Italy is regulated by general framework Law n.266 of 1991, and by regional regulations. It provides the definition of the volunteer and volunteering organization, and why volunteering organisations should exist. *Art.2 states that "...a volunteering activity is that one which is given personally and without any payment, through a volunteering organization and only having solidarity as aim. The volunteering activity cannot be paid in any way. The volunteer can only have the reimbursement by the organization of the expenses he incurred while doing the activity. Being a volunteer excludes any form of job with a salary or any other form of payments..."*
Among the rights of the volunteers there is the obligatory insurance.

3. ARE THERE TARGETED POLICIES / STRATEGIES FROM GOVERNMENT TO PROMOTE YOUTH VOLUNTEERING? IF YES, WHICH? DID / DO THEY WORK?

- In May 2006 the Italian Ministry for Youth Policies and Sport Activities was established. It started to work on drawing a National Plan for Young People. In the Financial Law for 2007, the procedure for volunteering organizations to obtain public premises dismissed by the State are developed.

4. WHAT KIND OF PROJECTS AND INITIATIVES ARE YOU AWARE OF FROM VOLUNTEER ORGANISATIONS / VOLUNTEER INVOLVING ORGANISATIONS? IS THERE COOPERATION BETWEEN PUBLIC AUTHORITIES AND VOLUNTEER ORGANISATION?

The most important activities are:

- **National Civil Service:** 1 year of activities in various fields of social relevance paid by the government. This programme is not volunteering in the strict sense but it is a powerful tool to get young people to know and appreciate the volunteering organizations. The service is managed at regional level.
- **School and volunteering:** a national project with the aim of bridging the gap still existing between schools and volunteering organizations. It is organized on regional level and involves thousands of schools and hundreds of thousands of students, involved in volunteering activities.
- The **Regional Service Centres for Volunteering**, provided for by the law n. 266 of 1991 cited above; they offer a number of services to volunteering organizations and promote the participation of young people in volunteering activities in the whole Italy.
- The **Informagiovani**, a network of more than 1000 information desk diffused all over Italy; they provide information and news on opportunities for young people also in the field of volunteering; in many regions they are coordinated at regional level.

5. WHAT KIND OF EUROPEAN COOPERATION TO PROMOTE YOUTH VOLUNTEERING IN YOUR COUNTRY ARE YOU AWARE OF?

- Italy is part of the EU Youth programme, managed at national level by the Italian National Agency, which promotes the programme in Italy.

6. LOOKING AT THE SPECIFIC REALITY IN YOUR COUNTRY REGARDING YOUTH VOLUNTEERING AND YOUTH VOLUNTEERING POLICIES – WHAT DO YOU WANT TO GET OUT OF THE YOU::VOL CONFERENCE?

- Suggestions and good practices to import and adopt taking into account the characteristics of Italian volunteering organizations.
- A first step in the developing of a common strategy for youth at European level.

ORGANISATION

Youth cultural center- Bitola

1. WHAT DOES THE YOUTH VOLUNTEERING LANDSCAPE IN YOUR COUNTRY LOOK LIKE? (FACTS & FIGURES AND STATISTICS ON YOUTH VOLUNTEERING/ PROFILE OF VOLUNTEERS AND THEIR MOTIVATION, ETC.)

The latest research on volunteering conducted by Centre for Institutional Development- Skopje (Agency BCS Estek) has shown the following facts:

- Only 10% of people volunteered
(half of them volunteered in NGOs)
- Reasons why people do not volunteer
 - 44% do not have free time
 - 20% because it is not paid
 - 14% believe is misuse of their labour and
 - 12% are not interested;
- Efficient ways to support volunteering
 - 61% improvement of existential needs
 - 40% to have visible results from volunteering
 - 26% to improve the influence of NGO's on government policy and
 - 11% public recognition of volunteering;
- 34% percent do not believe in the concept of volunteerism;
- Priority areas to volunteer are identified as follows
 - 27% humanitarian aid
 - 25% children and youth
 - 16% education and science
 - 13% social care
 - 11% environment
 - 10% sport
 - 10% health
 - 9% culture
 - 8% community development;
- 33% of the people wish to volunteer in NGO's.

2. WHAT IS THE LEGAL FRAMEWORK REGULATING (YOUTH) VOLUNTEERING? (LEGAL STATUS OF VOLUNTEERS, ETC.)

The process of adoption on special Law on volunteering has started this year. Right now, public debates are going on trying to gather comments and suggestions on the draft version of the Law.

3. ARE THERE TARGETED POLICIES / STRATEGIES FROM GOVERNMENT TO PROMOTE YOUTH VOLUNTEERING? IF YES, WHICH? DID / DO THEY WORK?

Youth volunteering is mentioned as one of the priorities in National youth strategy adopted by the government and in the strategy of the government for cooperation with NGO sector.

The implementation process is in its beginning phase with no immediate or visible short-term results.

4. WHAT KIND OF PROJECTS AND INITIATIVES ARE YOU AWARE OF FROM VOLUNTEER ORGANISATIONS / VOLUNTEER INVOLVING ORGANISATIONS? IS THERE COOPERATION BETWEEN PUBLIC AUTHORITIES AND VOLUNTEER ORGANISATION?

YCC- Bitola implements national project for Volunteer centre in Macedonia with 5 volunteer info points throughout the country, for promotion of voluntarism and activation of youth in volunteer programmes. YCC- Bitola also is placement coordinator for international volunteer exchange on volunteer workcamps.

There are also NGOs involved in international long-term exchange of volunteers through European voluntary service.

The cooperation between public authorities and volunteer organization is at very low level. Currently, local government authorities in 30 municipalities implement a project for volunteer placements and UNDP targeting youth volunteers age 18- 35 years.

5. WHAT KIND OF EUROPEAN COOPERATION TO PROMOTE YOUTH VOLUNTEERING IN YOUR COUNTRY ARE YOU AWARE OF?

European Voluntary Service is one of the programmes that are promoted in Macedonia, but further efforts should be made to transfer the information to youth how to benefit from this program and what are the opportunities for exchange of volunteers.

6. LOOKING AT THE SPECIFIC REALITY IN YOUR COUNTRY REGARDING YOUTH VOLUNTEERING AND YOUTH VOLUNTEERING POLICIES – WHAT DO YOU WANT TO GET OUT OF THE YOU::VOL CONFERENCE?

- Experience and best practices for promotion volunteering to youth
- Development and functioning of local volunteer service in local communities
- Information sharing on youth policy promoting volunteer programs

INFORMATION DERIVED FROM THE PLENARY DISCUSSION

- Basic facts:
 - 10% of people volunteer
 - 34% of people do not believe in concept of volunteering
 - 33% of people wish to volunteer in NGOs
- Law on volunteering:
 - Drafted at the beginning of 2007 and expected to be adopted in June 2007
- Governmental strategy:
 - National youth strategy (volunteering is one of the eight priorities)
 - Government strategy for cooperation with NGOs
 - Partnership with NGO's on Law on volunteering
 - Implementation is still not going on

6.10. MALTA

ORGANISATION

Malta Resource Centre

1. **WHAT DOES THE YOUTH VOLUNTEERING LANDSCAPE IN YOUR COUNTRY LOOK LIKE? (FACTS & FIGURES AND STATISTICS ON YOUTH VOLUNTEERING/ PROFILE OF VOLUNTEERS AND THEIR MOTIVATION, ETC.)**
 - In 2000 membership in Maltese NGOs serving children and young persons amounted to 61.649 (total population circa 400,000) (See text box)
2. **WHAT IS THE LEGAL FRAMEWORK REGULATING (YOUTH) VOLUNTEERING? (LEGAL STATUS OF VOLUNTEERS, ETC.)**
 - There is no legal framework yet but a White Paper was issued in 2007 by the Ministry for Family and Social Services, on the Voluntary Organizations Act, outlining the proposed legislation.
3. **ARE THERE TARGETED POLICIES / STRATEGIES FROM GOVERNMENT TO PROMOTE YOUTH VOLUNTEERING? IF YES, WHICH? DID / DO THEY WORK?**
 - Government is about to initiate collaboration with NGOs to encourage volunteering, however it does not focus on youth volunteering but on volunteering in general.

4. WHAT KIND OF PROJECTS AND INITIATIVES ARE YOU AWARE OF FROM VOLUNTEER ORGANISATIONS / VOLUNTEER INVOLVING ORGANISATIONS? IS THERE COOPERATION BETWEEN PUBLIC AUTHORITIES AND VOLUNTEER ORGANISATION?

- See the text box.

5. WHAT KIND OR EUROPEAN COOPERATION TO PROMOTE YOUTH VOLUNTEERING IN YOUR COUNTRY ARE YOU AWARE OF?

- The Malta Youth National Agency, European Union Programmes Unit, part of the Ministry of Education is active and runs the Youth in Action Programme, European Voluntary Service.

6. LOOKING AT THE SPECIFIC REALITY IN YOUR COUNTRY REGARDING YOUTH VOLUNTEERING AND YOUTH VOLUNTEERING POLICIES – WHAT DO YOU WANT TO GET OUT OF THE YOU::VOL CONFERENCE?

- A framework to enhance and structure youth volunteering; ideas for recruitment of youth volunteers as well as learning from the good practice of other countries and building contacts for the future.

National Statistics Office

CULTURE STATISTICS

Youth Organisations 2002 - 2003

10 August 2004

This news release is the follow up to last year's news release on youth organisations, published by the Culture Statistics Programme of the National Statistics Office. It presents a clear picture of cultural participation within the youth organisations of Malta and Gozo, focussing on membership, participation and finance. This news release covers data for the years 2002 and 2003.

The year 2003 saw an increase in the number of youths becoming members of various youth organisations. Membership increased by 1.1 per cent, from 53,633 in 2002 to 54,215 in 2003. The greatest percentage of members of youth organisations, 20.5 per cent, were aged 15-19 years, followed by young persons aged 5-9 years with 19.5 per cent. The majority of members were males, in fact males accounted for 68.5 per cent of members. However, female participation is on the increase; females accounted for 31.5 per cent of members, as compared to 30.4 per cent in 2002.

Between the years 2002 and 2003, voluntary participation in youth organisations increased by 2.5 per cent. Of the volunteers, 65.1 per cent were members of the organisation itself. 47.4 per cent of all volunteers were females – an increase of 0.6 over 2002.

The sphere of youth organisation activities is dominated by religious activities with a share of 21.2 per cent, followed by social activities with 18.7 per cent, educational activities with 18.3 per cent and cultural activities with 16.6 per cent.

Of the total youth population aged 5-29 years, in the year 2003, 34.1 per cent, or 46,896 of 137,703 were engaged in various youth organisations, an increase of 0.5 per cent over 2002. The age brackets of 5-9 years and 15-19 years highlighted the most interested groups in youth organisation membership, with 44.3 per cent and 40 per cent respectively of persons in these age brackets being members of a youth organisation. Persons employed with youth organisations varied only slightly between 2002 and 2003. Full-time employees increased from 10 to 13, whilst part-time employees increased from 43 to 44. Youth organisations are more structured on a voluntary basis rather than employment.

Expenditure on youth organisations increased in 2003, from Lm371,093 in 2002 to Lm384,099, an increase of 3.5 per cent. Over half of this expenditure was classified as 'other expenditure', that is, it did not fall into any of the listed categories. For example, expenditure on activities, donations to charity and everyday running expenses. Income by youth organisations has also increased, from Lm391,698 in 2002 to Lm422,733 in 2003, an increase of 7.9 per cent. Again, the lion's share of income was from 'other income', such as income from organised activities and through fund raising. 26.0 per cent of income was also generated from private donations. In the year 2003, youth organisations as a whole reported a net profit of Lm 38,634.

6.11. MONTENEGRO

6.11

ORGANISATION

- ADP - Zid

No template available for this county.

INFORMATION DERIVED FROM THE PLENARY DISCUSSION:

- No government strategy for promotion of volunteering
- No legal framework
- National Action Plan for Youth mentions volunteering in chapters about leisure time and informing and mobility
- National Action Plan for Youth has not started with its implementation, yet.

6.12. THE NETHERLANDS

ORGANISATION

MOVISIE (previously CIVIQ)

1. WHAT DOES THE YOUTH VOLUNTEERING LANDSCAPE IN YOUR COUNTRY LOOK LIKE? (FACTS & FIGURES AND STATISTICS ON YOUTH VOLUNTEERING/ PROFILE OF VOLUNTEERS AND THEIR MOTIVATION, ETC.)

- In the Netherlands there are 5 million people below the age of 25 (31% of our population). We have 1.9 million youth between the age of 15 – 24 years. 18% of them are engaged in volunteering. The trend in the Netherlands is (according to various researches) that the percentage is declining. We (MOVISIE) argue that on the one hand young volunteers often do not recognise themselves as being volunteers and on the other hand the amount of tasks and time young volunteers spend in volunteering are declining. This does not mean that the number of young volunteers is declining.
- **Trends regarding young volunteers are:**
 - Young volunteers are what we call 'new volunteers'; willing to participate but within their own schedule and interests. Focus is on what they get out of being a volunteer.
 - Busy, busy, busy: volunteer work must be (made) very attractive to be able to compete with all other ways of spending your (spare) leisure time.
 - Personal choices rule: young volunteers want to choose what they do, when and how they do it. Volunteer organization need to involve young volunteers in making their volunteer work more attractive and

accessible. Our main focus hereby is: young people are experts on being young! Organizations need to consult & involve them!

- Information technology: young people/volunteers communicate through the Internet, cell phones, text messages etc. Organizations need to follow up on these ICT possibilities.
- Ageing: more and more volunteer organizations in the Netherlands are ageing (more and more older people). The solution is often found in attracting young(er) volunteers. The cooperation between young and older volunteers needs specific attention. MOVISIE has gained a lot of experience in this matter.
- Consuming vs. participating: young people tend to be activated more easily when they are treated as ‘consumers’. Volunteer organizations therefore need to ‘sell’ their volunteer work and need to hand over responsibilities to young volunteers. We developed a method (training/clinic) for volunteer organizations: youth marketing.

2. WHAT IS THE LEGAL FRAMEWORK REGULATING (YOUTH) VOLUNTEERING? (LEGAL STATUS OF VOLUNTEERS, ETC.)

- Our new government decided that all children between the ages of 13 – 18 must participate in social service through their schools for 3 months.

3. ARE THERE TARGETED POLICIES / STRATEGIES FROM GOVERNMENT TO PROMOTE YOUTH VOLUNTEERING? IF YES, WHICH? DID / DO THEY WORK?

- The national government finds youth participation very important as a means of learning to take responsibility of others and your environment. There’s also a budget available for this. Our aim in stimulating youth participation is trying to be achieved through 2 big projects:

JOY, our goals:

- Focus on young volunteers;
- Inventory of best practices youth & volunteering on local level;
- Collect, support, disseminate and learn;
- Acknowledgement of volunteer effort;
- Learn from profit organisations (marketing);
- Facilitating networks;
- Supporting local governments on youth policy.

Social Service, our goals:

- Inventory of good examples;
- Implementing social service;
- Support volunteer centres and organisations;

- Co-working with educational sector;
- Learning from other European countries.

4. WHAT KIND OF PROJECTS AND INITIATIVES ARE YOU AWARE OF FROM VOLUNTEER ORGANISATIONS / VOLUNTEER INVOLVING ORGANISATIONS? IS THERE COOPERATION BETWEEN PUBLIC AUTHORITIES AND VOLUNTEER ORGANISATION?

- We as MOVISIE facilitate various networks of volunteer organizations working with young volunteers. Furthermore we also facilitate a website (www.civiq.nl/njoy) in which we publish experiences, tools, stories etc.

5. WHAT KIND OF EUROPEAN COOPERATION TO PROMOTE YOUTH VOLUNTEERING IN YOUR COUNTRY ARE YOU AWARE OF?

- EVS (European Voluntary Service)

6. LOOKING AT THE SPECIFIC REALITY IN YOUR COUNTRY REGARDING YOUTH VOLUNTEERING AND YOUTH VOLUNTEERING POLICIES – WHAT DO YOU WANT TO GET OUT OF THE YOU::VOL CONFERENCE?

- Exchange experiences of developments, trends and actions in other European countries. We also want to support other organizations on volunteering to learn from our method regarding youth marketing: how to sell volunteer work to young volunteers?

CONCLUSIONS

- The new government finds youth participation very important
 - Budget
 - Legal framework
 - Joy - Focus on young volunteers
 - + Best practices
 - + Collect, support, learn
 - + Learn from profit organisations
 - + Facilitation network
 - Social Services – Now free choice but in the future obliged (three months)
 - + Inventory good examples
 - + Implementing social services
 - + Support volunteer centres and volunteering organizations
 - + Co-working with educating sector
- 16 million inhabitants in The Netherlands
 - 5 million aged <25 (31%)
 - 1.9 million aged 15-24 → 18% volunteers

6.13. NORTHERN IRELAND

ORGANISATION

Volunteer Development Agency

1. WHAT DOES THE YOUTH VOLUNTEERING LANDSCAPE IN YOUR COUNTRY LOOK LIKE? (FACTS & FIGURES AND STATISTICS ON YOUTH VOLUNTEERING/ PROFILE OF VOLUNTEERS AND THEIR MOTIVATION, ETC.)

- The Volunteer Development Agency has just received the findings from a 2006 study on volunteering across Northern Ireland – these have not been published yet! However unofficially these figures show that 15% of all volunteers in Northern Ireland are aged between 16-24. This figure has remained consistent from the last research carried out in 2001 and earlier research in 1995. Young people are more likely to volunteer than any other group except the 35-49 age group.

The Volunteer Development Agency carried out research with young people across Northern Ireland in 2005 and recorded the following reasons for participation from young people:

- *It is exciting to achieve things that we've planned and to work with such a varied group of people*
- *More young people should become volunteers because it helps build confidence and it may come in useful later on in life*
- *It is a useful way to gain new skills and encourages character development*
- *Young people have great energy and skills and can come up with innovative ideas*
- *They can portray a different impression of youth*
- *Volunteering trains future managers and leaders*
- *As part of school young people should be able to choose to volunteer for 1 week. They should be able to pick from a range of opportunities*
- *There should be more awareness on how to access volunteering opportunities*
- *Volunteering opportunities should be made more widely available through schools. Teachers should be made aware of opportunities and should tell students what the benefits are for their CV*
- *Community Service (volunteering) could be an alternative to games*
- *It is a great opportunity to make new friends and have a good laugh*
- *It's fun to be part of a group*
- *It helps in providing clarity about what you want out of life*
- *It enables you to get to know members of the community*
- *The feel good factor stays with you beyond your placement*

- *The new experiences it provides broadens your horizon*
- *It makes you hopeful that you can make a difference*
- *Volunteers need to be matched appropriately to their roles because not everyone is suitable for all roles*
- *Citizenship is important. Volunteering is putting citizenship in action, there would be no society if no-one volunteered*
- *Citizenship is about contributing. As a citizen you want to volunteer, to feel pride and connected to the community*
- *It is important that people take responsibility collectively and that we do not live in an insular environment*
- *It is up to us to ensure that what we pass on to the younger generation is positive*
- *Through volunteering we are learning new skills and qualities to contribute to our communities*
- *We show the media and the community that young people aren't as negative as portrayed, however often only negative experiences are focused on*
- *Volunteering is not the only aspect of citizenship but it is an important part*
- *It is demoralising to hear about racism, sectarianism and violence in our community but this is when we should be standing together, stronger against this.*
- *As we (as a society) move out of conflict and move on, volunteering is an important factor in guiding young people to a positive future*
- *We (volunteers) are trying to change things and however small our contribution may seem it is still making a positive change*
- *We (volunteers) are good influences and good role models*

2. WHAT IS THE LEGAL FRAMEWORK REGULATING (YOUTH) VOLUNTEERING? (LEGAL STATUS OF VOLUNTEERS, ETC.)

- There is no legal status to speak of for volunteers in Northern Ireland. As an Agency we would not necessarily want this to change as it keeps volunteering fluid. There is a lot of legislation, which includes volunteers, for example – health and safety and we encourage policy makers and indeed volunteer involving organisations to ensure volunteers are included in policies even if it is not legally obliged.

3. ARE THERE TARGETED POLICIES / STRATEGIES FROM GOVERNMENT TO PROMOTE YOUTH VOLUNTEERING?

- The Government established the **Russell Commission** to design a new national framework for youth action and engagement. The Commission produced its report in March 2005. This report aimed to cover the whole of the UK, while taking account of the devolved nature of volunteering

and recognising that local administrations would make decisions on how to take forward recommendations in a local context. The Commission made sixteen detailed recommendations which are designed to be a “national framework for youth action and engagement [which] would deliver a step change in the diversity, quality and quantity of young people’s volunteering.”² Among the recommendations are campaigns to promote volunteering, a national volunteering portal giving access to information on volunteering, high quality advice on volunteering made available through the appointment of Volunteer Youth Advisors, volunteering to become commonplace in schools and colleges, recognition methods for young volunteers, flexible volunteering opportunities leading to a significant increase in youth volunteering, quality measurement for volunteering placements and removal of barriers to volunteering around benefits information.

Implementation has not been consistent across the UK. In Northern Ireland the government funding allocated to Russell was made available as part of the Northern Ireland block grant; to date none of this money has been allocated to youth volunteering and no structures have been put in place to explore the implementation of the Russell Commission recommendations.

In 2005 the Department of Education, in partnership with the Youth Service Liaison Forum produced **A Strategy for the Delivery of Youth Work in Northern Ireland 2005 – 2008**. This document sets aims and priorities to guide the development of the Youth Service from 2005 – 2008. The participation of young people as volunteers, governance involving young people as volunteers and volunteering generally within the youth service are given priority within this Strategy and are detailed across a number of themes. The document recognises that there needs to be a significant improvement in the practice in involving volunteers within the youth sector and an increase in the level of young people volunteering both within the youth sector and more widely within communities.

The **Review of Public Administration** will impact across Northern Ireland over the next few years in terms of local government and administration. Local Councils will see a reduction in number and a broadening in powers and in influence over a wide range of issues. They will be required to lead a community planning process. “This will require the Council to consult all its

constituents about issues that affect their lives.”³ A new Health and Social Services Authority will replace the four Health and Social Services Boards. The Department of Education will continue to maintain a policy role for youth work and will work with the new Education and Skills Authority, which will take over the functions of the Education and Library Boards in terms of their responsibility for youth work. At present there is a great deal of uncertainty about the impact these changes will have. The Education and Skills Authority will be in place by April 2008.

The policy **A Shared Future** - Policy and Strategic Framework for Good Relations in Northern Ireland was published in 2005. A Shared Future emphasises that all individuals are considered equal, differences are resolved through dialogue in the public sphere; people are treated impartially and there is equity, respect for diversity and recognition of our interdependence. More recently in April 2006 an action plan was launched to take forward activity for the next three years. This action plan sets out a range of practical and policy actions to help to make A Shared Future a new common sense reality in Northern Ireland.

Our Children and Young People – Our Pledge a ten year strategy for children and young people in Northern Ireland 2006 -2010 was launched in 2006 by the Office of the First and Deputy First Minister. The vision for the strategy is that “all children and young people living in Northern Ireland will thrive and look forward to the future with confidence.”⁴ The strategy aims to help all children and young people in Northern Ireland to fulfil their potential, to get off to the best possible start and to do as well as they can. The strategy sets out a range of indicators within an outcome framework including issues such as: health; enjoying learning and achieving; living in safety and within stability; experiencing economic and environmental well being; contributing positively to community and society; and living in society which respects their rights. One of the indicators identified within the strategy is the % of young people who participate regularly in voluntary and community work e.g. charity fundraising, the expected direction of change of this indicator is upwards.

4. WHAT KIND OF EUROPEAN COOPERATION TO PROMOTE YOUTH VOLUNTEERING IN YOUR COUNTRY ARE YOU AWARE OF?

- EVS is delivered by Bryson House, which supports European volunteers who wish to volunteer in Northern Ireland. A number of volunteer

³) Better Government for Northern Ireland March 2006.

⁴) Our Children and Young People – Our Pledge, Office of the First and Deputy First Minister, 2006

involving organisations such as Ecoseeds, Tools for Solidarity, Glebe House, Conservation Volunteers and church based organisations recruit their own volunteers from Europe and across the world using the internet and established networks.

5. LOOKING AT THE SPECIFIC REALITY IN YOUR COUNTRY REGARDING YOUTH VOLUNTEERING AND YOUTH VOLUNTEERING POLICIES – WHAT DO YOU WANT TO GET OUT OF THE YOU::VOL CONFERENCE?

- To gain a better understanding of government involvement in other countries and the level of support or constraints this brings. As we hope for a devolved administration soon it would be useful to get tips from other organisations on how to influence government effectively. Also I feel it will be an excellent networking experience and an opportunity to find out about activities in other countries.

INFORMATION DERIVED FROM THE PLENARY DISCUSSION

- **Russell Commission** – not consistent across the UK: money allocated under Northern Ireland block grant and not allocated to youth volunteering. There is no structures put in place to implement strategy
- **A Strategy for Delivery of Youth Work in Northern Ireland** – sets aims and priorities for the development of youth service, recognizes changes needed for how youth service engages volunteers
 - 15% of all volunteers in Northern Ireland were aged 16 – 24 (23% of total population is aged 16 – 24) in 2006 research, which is a slight decline from 2001 research
 - No legal framework for volunteering
- **Millennium Volunteers** – grant administered by Volunteering Development Agency Northern Ireland on behalf of Department of Education
 - 2004 - 2500 volunteers registered
 - 1700 completed 200 hours of volunteering
 - 25 delivery organisations across Northern Ireland (15 funded, 10 non-funded mentoring youth work, peer education, conservation, youth led projects)

6.14. PORTUGAL

ORGANISATION

- National Council For the Promotion of Volunteering
- No template was available for this country.

INFORMATION DERIVED FROM THE PLENARY DISCUSSION

- With the **Law 71/98**, volunteering was recognized by the Portuguese government as a way of expressing citizenship. It establishes the legal framework in volunteering in Portugal- it defines:
 - What volunteering is
 - Volunteer
 - Host organization
 - Rights and duties of volunteers
- The law was adjusted by a **Law-decree 389/99**- it contains:
 - Issuing volunteer identification cards
 - Volunteers' insurance
 - Volunteering program (a kind of contract established between the volunteer and the organization in which he/she is going to perform the voluntary activity)
 - The creation of **NCPV** (National Council for the Promotion of Volunteering, and defines its composition and competences. The NPCV is formed by advisors that represent several ministries, and NGO's (Red Cross, Portuguese Fireman League, Misiricordia's Charity Union). Now more entities have joined the NPCV like the Portuguese telecom company as a leader of a project concerning Corporate Social Responsibility.
- Council of Ministries: Res 63/2005 – developed a program named: “Youth Volunteering for the Forest”
- The Government through the Ministry of Labor and Social Solidarity gives some allowances to non profit organisations whether they have volunteers or not.

6.15.SCOTLAND

ORGANISATION

Volunteer Development Scotland (VDS)

1. WHAT DOES THE YOUTH VOLUNTEERING LANDSCAPE IN YOUR COUNTRY LOOK LIKE? (FACTS & FIGURES AND STATISTICS ON YOUTH VOLUNTEERING/ PROFILE OF VOLUNTEERS AND THEIR MOTIVATION, ETC.)
 - Youth Volunteering falls in bracket of 16 to 25 year olds
 - Register (postcode); status in terms of employment/ benefits
 - 16 to 25 year olds second highest bracket of volunteers in the database and showed highest increase in last period
 - 7000+ volunteer opportunities in the database (flag ones especially that are MV Awards compatible) www.volunteerscotland.org.uk

- Moving towards registering all MV opportunities as many done through schools and local clubs/ youth groups
- Working with 100+ youth involving organisations
- Key motivations around wanting to help people, wanting something for the C.V.; motivations differ depending on grouping e.g. those not in employment, education or training (NEET) youth volunteering is more important to them in terms of personal development and to make links to educations, jobs.
- 3,700 MV Awards in the year 05/06
- Currently have 4,200 young people registered for MV
- We show statistics based on the population of young people for the local authority areas against the number registered for MV and the number achieving MV. It can also show this against the number of 16 to 25 years olds registered in the database
- Volunteer Development Scotland website will soon host a new Volunteering Knowledge Centre www.vds.org.uk

2. WHAT IS THE LEGAL FRAMEWORK REGULATING (YOUTH) VOLUNTEERING? (LEGAL STATUS OF VOLUNTEERS, ETC.)

- Volunteers have to get a disclosure if working with other people; updating legislation around Protection of Vulnerable Groups Bill. Portable disclosure licence that volunteer can take with them. When working with organisations, VDS and VC network ensure the organisation is registered with us and meets criteria in terms of health & safety, child protection, having a volunteering policy in place, equal opportunities, insurance

3. ARE THERE TARGETED POLICIES / STRATEGIES FROM GOVERNMENT TO PROMOTE YOUTH VOLUNTEERING? IF YES, WHICH? DID / DO THEY WORK?

- The Scottish Executive has its own Volunteering Strategy (2004 to 2007), which has four strands; strand 1 is specifically focusing on youth volunteering. VDS and the VC network work to and under this strand when promoting and reporting on youth volunteering.

4. WHAT KIND OF PROJECTS AND INITIATIVES ARE YOU AWARE OF FROM VOLUNTEER ORGANISATIONS / VOLUNTEER INVOLVING ORGANISATIONS? IS THERE COOPERATION BETWEEN PUBLIC AUTHORITIES AND VOLUNTEER ORGANISATION?

- Having organisations registered to support young people through their MV Awards you have to be aware of the initiatives and the types of, and support for volunteering in that organisation. In the database for a volunteering

opportunity the organisation will have to enter “work type” e.g. youth work and “client type” e.g. children (primary age)

5. WHAT KIND OF EUROPEAN COOPERATION TO PROMOTE YOUTH VOLUNTEERING IN YOUR COUNTRY ARE YOU AWARE OF?

- Volunteer Centres have some involvement with the British Council and CEV

6. LOOKING AT THE SPECIFIC REALITY IN YOUR COUNTRY REGARDING YOUTH VOLUNTEERING AND YOUTH VOLUNTEERING POLICIES – WHAT DO YOU WANT TO GET OUT OF THE YOU::VOL CONFERENCE?

- To find out how youth volunteering is operating and being supported in different countries of Europe

INFORMATION DERIVED FROM THE PLENARY DISCUSSION:

- There is a local register for aged 16-25: postcode/zip code area, employment status
- There is 7000 + volunteering opportunities
- Volunteers must go through the process of disclosure (history check)
- Any registering organizations are audited to make sure they have correct policies in place
- Scottish government has four strand volunteering strategy
- **Strand 1 is youth volunteering** (www.volunteerscotland.org.uk)
- Registering organizations must specify work type and client type (e.g. work type – youth work)
- client type – primary age children (5-11)

6.16. SLOVENIA

ORGANISATION

Slovene Philanthropy

1. WHAT DOES THE YOUTH VOLUNTEERING LANDSCAPE IN YOUR COUNTRY LOOK LIKE? (FACTS & FIGURES AND STATISTICS ON YOUTH VOLUNTEERING/ PROFILE OF VOLUNTEERS AND THEIR MOTIVATION, ETC.)

- No research on voluntary work, which would include different characteristics of voluntary work and volunteers, has been done in Slovenia. There is also no systematic gathering of data on volunteers, extent of volunteer work,

its fields and ways in which voluntary work is organised or possibilities of voluntary work.

Some researches were done (for example the research of Pedagogical Institute on volunteer work on the social and cultural field) that indicate that ever more young people are participating in different organised voluntary activities. They perceive voluntary work as:

- a possibility to gain experience and skills;
- a possibility to spend time usefully;
- a possibility to help those in need;
- a possibility to modify society by discussing the problems and putting them on agenda (advocacy);
- a way of raising awareness in public, put pressure on decision makers, creating new social models of prevention and aid in civil society.

A research carried out by the Youth Centre Nova Gorica (Mladinski center Nova Gorica) indicates that youth are interested in voluntary work and that money is not an issue when deciding to participate in voluntary activities.

The research of Pedagogical Institute showed that two thirds of organisations are experiencing some difficulties in the inclusion of youth in voluntary activities, because of low social respectability of voluntary work and lack of interest among youth to participate in such activities. Some of the organisations also pointed out that the lack of financial rewards for volunteers and overburdened youth with schoolwork are among the reasons for youth not participating in voluntary activities. More than two thirds (82,2%) of organisations pointed out more than one obstacle, the majority of them three.

Young volunteers take part mostly in voluntary activities that enable them to participate to the maximum extent and have a deciding role. In Slovenia there are several voluntary programmes that include volunteers in the early stages of developing this programme. In such programmes most commonly the volunteers are students and high school students. The participation in these programmes represents for them a possibility to learn, test themselves and overcoming the obstacles, which they perceive in themselves.

The research of the Pedagogical Institute showed that organisations most commonly carry out voluntary work on the fields of social welfare (two

thirds of the organisations), social inclusion and leisure activities (more than half of the organisations). In one third of the organisations voluntary work is carried out in the field of culture and art and the same percentage of organisations on the field of recreation and sport. A quarter of organisations deal with rights and discrimination, prevention of violence, drug abuse and health issues. Most of the organisations carry out more than one voluntary activity on various fields simultaneously.

More women than men decide to participate in voluntary activities as volunteers. Most of them have a high school education while the majority of volunteers are students and high school students. Among the employed youth there are not so many volunteers and among unemployed youth even less.

2. WHAT IS THE LEGAL FRAMEWORK REGULATING (YOUTH) VOLUNTEERING? (LEGAL STATUS OF VOLUNTEERS, ETC.)

- Several national governmental programmes acknowledge the importance of voluntary work and volunteers. Still voluntary work is not fully defined nor are the basic rights of volunteers and the position of volunteers in the system of social welfare.

LIC (Legal-Information Centre for NGOs) in cooperation with several NGOs and the Office of Youth has drafted a Bill on Voluntary Work. Currently the NGOs are trying to submit the bill to the legislature for consideration.

There are some legal acts that partially regulate voluntary work of youth.

In January 2006 voluntary organisations have passed an Ethical Code of organised volunteerism. The code sets basic rights and obligations for the volunteers and voluntary organisations but is not binding. Around 200 voluntary organisations have already signed the code.

3. ARE THERE TARGETED POLICIES / STRATEGIES FROM GOVERNMENT TO PROMOTE YOUTH VOLUNTEERING? IF YES, WHICH? DID / DO THEY WORK?

- With the reform of education system in Slovenia voluntary work has become part of the curriculum as one of extra curriculum activities in primary schools and as one of the activities in the programme of compulsory optional subjects in secondary (vocational) schools.

Ever more NGOs in Slovenia are carrying out their projects and programmes with the financial support of government, but the governmental

expectations are greater than their support. Ministry of Labour, Family and Social Affairs has made a step forward in supporting voluntary work by providing minimal amount of finances for the organising of voluntary work in the public calls.

Office for Youth (Ministry of Education and Sport) supports the development of voluntary work by co-financing voluntary projects. In annual public call the Office of Youth defines voluntary work as one of the preferential fields of youth work. The Office supports:

- Carrying out and of voluntary youth work
- Educating and training for the implementation of voluntary work
- Voluntary Exchanges

Several national programmes and resolutions are pointing out the importance of the development and promotion of voluntary work (National Programme of Social Welfare 2005, National Programme of Sports in the Republic of Slovenia, Resolution on National Programme in the Field of Drugs 2004–2009, Resolution on National Programme for equal opportunities for women and men 2005–2013 and National Programme of protection against natural and other disasters).

4. WHAT KIND OF PROJECTS AND INITIATIVES ARE YOU AWARE OF FROM VOLUNTEER ORGANISATIONS / VOLUNTEER INVOLVING ORGANISATIONS? IS THERE COOPERATION BETWEEN PUBLIC AUTHORITIES AND VOLUNTEER ORGANISATION?

- Activities for the Promotion of volunteering (Slovene Philanthropy and Association for Development of Preventive and Voluntary work):
 - Slovenian Network of Voluntary Organisations (327 organisations);
 - Information system for volunteers and voluntary organisations;
 - Web page (www.prostovoljstvo.org);
 - Promotional activities (Festival of the Youth Service Day, congress, forum, round tables, workshops, publishing articles in media);
 - Trainings for volunteers, mentors and organisers of voluntary work;
 - Counselling (potential volunteers, wider public, journalists).
- Fruits of Society, Intergenerational voluntary cooperation (Slovene Philanthropy and Federation of Elderly Associations):
 - Promotion of voluntary work in schools

CNVOS, Centre of NGOs in Slovenia unites several NGOs in the field of voluntary work and is mainly dealing with system solutions. The Centre is coordinating preparation of an agreement between governmental and non-governmental

sector, which aims also to regulate voluntary work and financing, and is also supporting the passing of the Act of Volunteering.

National Youth Council of Slovenia annually organises an event named Best volunteer of the year.

Youth centres enable youth to gain information on the various possibilities of voluntary work, they organise different project of voluntary work, train volunteers, and carry out activities of voluntary work in schools, centres of social welfare in other public institutions.

There are various projects and initiatives of different local voluntary organisations for the promotion of volunteering.

There is a certain amount of cooperation between public authorities and voluntary organisations mostly in terms of financial support. Some public authorities (local authorities) attend different voluntary events (round tables, talks, public promotional events). Still the cooperation is not satisfactory.

5. WHAT KIND OF EUROPEAN COOPERATION TO PROMOTE YOUTH VOLUNTEERING IN YOUR COUNTRY ARE YOU AWARE OF?

- EVS (European Voluntary Service), GLEN (Global Education Network of Young Europeans), Voluntariat, SCI Slovenia (camps).

6. LOOKING AT THE SPECIFIC REALITY IN YOUR COUNTRY REGARDING YOUTH VOLUNTEERING AND YOUTH VOLUNTEERING POLICIES – WHAT DO YOU WANT TO GET OUT OF THE YOU::VOL CONFERENCE?

- How to encourage unemployed youth to take part in voluntary work (good practices)?
- How to strengthen the cooperation between governmental institutions and NGOs (good practices)?
- How to encourage volunteers to work voluntarily for a longer terms (good practices)?

INFORMATION DERIVED FROM THE PLENARY DISCUSSION

- No national research – researches only done so far are with non representative sample
- No act on volunteering, only partial regulation in other act
- Code of ethic
- Reform of educational system – extra curriculum activities, compulsory optional subject
- Financial support – ministries
- Voluntary work mentioned in programmes and resolutions

6.17. SPAIN

ORGANISATION

ICVolunteers and Barcelona Voluntaria

No template available for this country.

Information derived from the plenary discussion:

- Strong infrastructure but not professional
- There is a law on federal level that is very broad and each region develops differently
- There are youth policies, volunteering policies, but not youth volunteering policies
- Catalan government has a special department for volunteering
- Youth in Action Programme

Partnership-building fare

The aim of partnership building fare was to provide a space for the participants to discuss ways for future collaboration. Before the seminar, participants have received the offer / demand templates to be filled before being presented to the other participants. During the seminar, the templates have been gathered and each organisation had the opportunity to introduce its needs and offers. That enabled the delegates to get familiar with everyone's needs and capacities and has facilitated their search for projects partners and cooperation after the seminar.

These offers and demands are targeted to any interested volunteer organisation – do feel free to contact the respective organisation in case you feel that your organisation's offer or demand matches.

7.1. DEMANDS

CEV - Europe

Mainly working in the field of / delivering the following activities:

Voice of Volunteering in Europe, acting as European Volunteering infrastructure body

We look for partners to do the following:

Organisations interested in the topic of volunteering as a mean of peace building and conflict resolution

Organisations having expertise in identifying and assessing skills of volunteers

SEEYN - Bosnia, Bulgaria, Croatia, Macedonia, Montenegro, Serbia

Mainly working in the field of / delivering the following activities:

Volunteering in schools, training and work camps, long term exchanges publications, research and advocacy

We look for partners to do the following:

Volunteering in schools we are looking for best practice models and for exchanges of students

Possible activities: study visits, youth exchanges, staff exchanges and training

ASSOCIATION FOR CIVIC SOCIETY DEVELOPMENT – SMART VOLUNTEER CENTRE - Croatia

*Mainly working in the field of /
delivering the following activities:*

Volunteer database, online matchmaking education and consultancy in the area of volunteer management, publications, co-operation with private sector, lobbying, research in area of volunteering

*We look for partners to do the
following:*

Inclusion of unemployed youth, aged 15 – 25 in to volunteering leading to better employment opportunities through volunteering

To exchange experiences and discuss possible co-operation

VOLUNTEER CENTRE OSIJEK - Croatia

*Mainly working in the field of /
delivering the following activities:*

Promotion of volunteering, informing citizens about institutions and organisations in need of volunteers, volunteer matchmaking, service, education and training, conducting research, encouraging, innovative volunteer programmes, supporting civil initiatives and organisations, advisory service

*We look for partners to do the
following:*

Partners to show us some examples of good practice (especially concerning the structure of volunteer centres for example those in Britain, Netherlands, Ireland etc...)

International exchange of volunteers

We are interested to translate and publish relevant publications, documents etc... regarding volunteering

AVSO - Brussels, Belgium

*Mainly working in the field of /
delivering the following activities:*

Long term, full time voluntary service at national & international level (EVS, National Civil Service...)

*We look for partners to do the
following:*

We are looking for research on the impact of long term voluntary service on youth (research at national/international level)

VOLUNTEERS' CENTRE ZAGREB - Croatia

Mainly working in the field of / delivering the following activities: Volunteer exchange co-ordination on local and international levels, international voluntary work camps, education

We look for partners to do the following:

EVS partners

Project on youth volunteering and employability

ÖKA NATIONAL VOLUNTEER CENTRE - Hungary

We look for partners to do the following:

Developing partnerships with business through their corporate social responsibility

NATIONAL EMPLOYMENT FOUNDATION - Hungary

We look for partners to do the following:

Co-operation partners:

Unemployment & volunteering

Labour market projects

CE.SE.VO.CA - Italy

We look for partners to do the following:

Exchanges of good practice in consulting and training about corporate social responsibility

SPES - Italy

Mainly working in the field of / delivering the following activities:

Volunteering Center for Rome and Lazio region, providing services like consultancy, administrative and legal help, promotion to volunteering organisations

We look for partners to do the following:

Exchange and consultation on:

Volunteering centres, how they work and are organised

Policies for attracting young people to volunteer

Policies in favour of old people volunteering organisations

Volunteering in the area of civil protection

YOUTH CULTURAL CENTRE - BITOLA - Macedonia

Mainly working in the field of /
delivering the following activities:

Volunteers

Youth

We look for partners to do the
following:

Local volunteer service

EVS

Training on volunteer management

Lobby for volunteer policy

MOVISIE - The Netherlands

Mainly working in the field of /
delivering the following activities:

Support and strengthen volunteer
organisations and centres

Development of tools, methods and training

Implementation

Monitor and research trends in volunteering

We look for partners to do the
following:

Examples for online volunteering (internet)

Good and professional examples that we can
use by the introduction of social services

VOLUNTEER DEVELOPMENT AGENCY - Northern Ireland

Mainly working in the field of /
delivering the following activities:

Youth volunteering, volunteer management
training, promoting & developing volunteering,
child protection and volunteer centres

We look for partners to do the
following:

Ongoing developments in youth volunteering

Share practice

NATIONAL COUNCIL FOR THE PROMOTION OF VOLUNTEERING (NCPV) Portugal

We look for partners to do the
following:

Know how related to volunteers qualification
(training & trainers)

Know how related to corporate social
responsibility in order to help companies to
successfully implement voluntary projects and
actions, through specific guidelines.

VOLUNTEER DEVELOPMENT SCOTLAND - Scotland

Mainly working in the field of / delivering the following activities: Youth volunteering / Millennium volunteers award to recognise young people- MV passport and registration process

We look for partners to do the following: Quality of volunteering experience/cycle and reporting

Exchanging experience in working with volunteer centres

SLOVENE PHILANTHROPY - Slovenia

Mainly working in the field of / delivering the following activities: Promotion and development of voluntary work

Psycho-social help to refugees

Promotion of health (elderly)

We look for partners to do the following: Organising regional (European) events for Global Youth Service Day

Organising a regional congress on volunteering (5th December)

Establish a regional network of volunteer placements and opportunities

COMMUNITY VOLUNTEERS FOUNDATION - Turkey

Mainly working in the field of / delivering the following activities: EVS, training, human rights and democracy, working with children

We look for partners to do the following: Looking for a partnership for "Human Rights and Democracy"

"Voluntary Democratic Transition Project" partnership

Social rights partnership

Vocational training project/partnership

Research about youth volunteering (preferably in English)

7.2.OFFERS

CEV - Belgium

Mainly working in the field of / delivering the following activities:

European volunteer development

For collaborations and projects with organisations in Europe, we can offer:

Expertise on European projects and funding schemes

Huge reservoir of contacts and organisations

Access to knowledge, trainers, partners in Europe

SEEYN - BiH, Bulgaria, Croatia, Macedonia, Montenegro, Serbia

Mainly working in the field of / delivering the following activities:

Volunteering in schools, trainings, workcamps, long term exchanges, publications, research, advocacy

For collaborations and projects with organisations in Europe, we can offer:

Any activity in the framework of youth in action.

EVS – sending and hosting

Youth Exchanges CS&M

Training

In any member country

VOLUNTEER CENTRE OSIJEK - Croatia

Mainly working in the field of / delivering the following activities:



Promotion of volunteering, informing citizens about institutions and organisations in need of volunteers, volunteer match-making service, education and training, conducting research, encouraging innovative volunteer programs, supporting civil initiatives and organisations, advisory service.

For collaborations and projects with organisations in Europe, we can offer:

Exchange of volunteers

We are interested in international projects of strengthening the capacity and structure for the development of volunteering

Intercultural education and training

YOUTH ACTION FOR PEACE – CFD - Germany

For collaborations and projects with organisations in Europe, we can offer:

EVS – volunteers from Germany

AISO volunteers which finance themselves
- if there is a cheap opportunity for living accommodation.

AVSO – ASSOCIATION OF VOLUNTARY SERVICE ORGANISATIONS

Belgium, Brussels

Mainly working in the field of / delivering the following activities:

Long term, full time voluntary service (e.g. EVS, national voluntary service...)

National and international level

For collaborations and projects with organisations in Europe, we can offer:

Expert seminar on the implementation of the youth in action programme, July 2007, Brussels

Expert seminar on reinforced mentoring, September 2007, Roma

We can link you with other organisations working in the field of long-term voluntary service (hosting/ sending organisation)

BBE NATIONAL NETWORK FOR CIVIL SOCIETY - Germany

Mainly working in the field of / delivering the following activities:

Nationwide network linking organisations and associations from the third sector and civil society, from business and work life and federal and community institutions.

For collaborations and projects with organisations in Europe, we can offer:

Best practice advice in creating a (national) network (infrastructure building for civic engagement generally)

Volunteer research

Helpful material about all topics around civic engagement (practical and scientific)

Connecting and enabling contacts to partners in Germany (to numerous members of the BBE)

NATIONAL EMPLOYMENT FOUNDATION - Hungary

Mainly working in the field of / delivering the following activities:

Unemployment/ labour market services

Civil networking support

Research on employment's field

For collaborations and projects with organisations in Europe, we can offer:

Methodology/ models of dissemination

Experiences in co-operation between the local actors of the labour market

OTLET program – establishment of long term volunteering program nationwide in respect to employability

ÖKA NATIONAL VOLUNTEER CENTER - Hungary

For collaborations and projects with organisations in Europe, we can offer:

Pool of 14 volunteer management trainers

Experience of building local volunteer centres

Experience of inputting to law on volunteering

Competence portfolio – skills of volunteers and how to measure these

Setting up a long term national volunteer program

CE.SE.VO.CA - Italy

Mainly working in the field of / delivering the following activities:

Training and social balancing

Corporate social responsibility

For collaborations and projects with organisations in Europe, we can offer:

A lasting experience in the field of corporate social responsibility for profit and non-profit organisations, including consulting and training

SPES - Italy

Mainly working in the field of / delivering the following activities:

Volunteering Center for Rome and Lazio region, providing services like consultancy, administrative and legal help, promotion to volunteering organisations

For collaborations and projects with organisations in Europe, we can offer:

A good network of contacts in many European countries.

A new but interesting experience in school and volunteering

A large and good experience with many organisations with good results with old people and volunteering organisations

YOUTH CULTURAL CENTER – BITOLA - Macedonia

Mainly working in the field of / delivering the following activities:

Youth volunteering

Urban culture

Civic activism

For collaborations and projects with organisations in Europe, we can offer:

Workcamp placement

Events organisation

EVS

Volunteer programme

MOVISIE - The Netherlands

Mainly working in the field of / delivering the following activities:

Support and strengthens volunteer organisations and volunteer centres

Development of tools, methods of training

Implementation: sustainability or improvement

Monitoring and research, collecting, disseminating, learning and trend watching

For collaborations and projects with organisations in Europe, we can offer:

Structural support infrastructure for volunteer organisations (support on demand)

- a. helping with organising
- b. quality systems for volunteer centres
- c. volunteer management tools

Youth marketing clinic – train the trainer

- a. Identifying your own unique selling points
- b. Perfect marketing mix for your organisation

VOLUNTEER DEVELOPMENT AGENCY - Northern Ireland

Mainly working in the field of /
delivering the following activities:

Volunteer Centre management

Child protection

Youth Volunteering

Volunteer management training

For collaborations and projects
with organisations in Europe, we
can offer:

Information on volunteer recognition
(millennium volunteers) and personal
development planning

Quality assurance standard for volunteer
involving organisations

Delivery partner networks services

NCPV (NATIONAL COUNCIL FOR THE PROMOTION OF VOLUNTEERING) Portugal

For collaborations and projects
with organisations in Europe, we
can offer:

Know-how related to volunteer's qualification
(training for trainers)

Know-how related to corporate social
responsibility

Help companies to implement successful
voluntary projects and actions, through a
specific guide

VOLUNTEER DEVELOPMENT SCOTLAND - Scotland

Mainly working in the field of /
delivering the following activities:

Youth volunteering/ MV award to recognise
young people's volunteering. The MV passport
(MV registration and support process)

For collaborations and projects
with organisations in Europe, we
can offer:

Sharing expertise/ Examples: online resources
and registration

Recognising youth volunteers through personal
development, awards, quality experience

Access to youth networks

Case study examples of how youth volunteering
projects work e.g. democracy projects/ schools

Volunteering knowledge centre – sample policies for organisations

Volunteer Centres

Reporting, monitoring and tracking youth volunteering

Disclosure for volunteers

SLOVENE PHILANTHROPY - Slovenia

Mainly working in the field of / delivering the following activities:

Promotion and development of voluntary work

Psychosocial help to refugees

Promotion of health (elderly people)

For collaborations and projects with organisations in Europe, we can offer:

Organising a regional European events for Global Youth Service day.

Organising a regional (European congress on volunteering – 5th of December)

Establishing a regional network of volunteer opportunities/ placements

BARCELONA VOLUNTARIA - Spain

Mainly working in the field of / delivering the following activities:

European Voluntary Services non formal education activities

Intercultural learning

Youth Mobility

For collaborations and projects with organisations in Europe, we can offer:

Knowledge, experience about EVS and European youth program actions

EVS projects

Youth exchanges

Training courses

Support systems

Networking

Youth for the world projects

COMMUNITY VOLUNTEERS FOUNDATION - Turkey

*Mainly working in the field of /
delivering the following activities:*

Youth volunteerism – creating awareness on
social responsibility of youth

*For collaborations and projects
with organisations in Europe, we
can offer:*

EVS, exchange partnership for projects

Training

Health, culture, art, children, student, elderly,
human rights, social rights, health

National action plans

National action plans were developed during participant's country working groups. The aim of the exercise was to give the opportunity to the participants to create common further steps they will take after the seminar in their home countries. These action plans may help them to keep on with their determined work on giving a higher profile to youth volunteering in the political agenda and among young people as well.

The information hereafter has been contributed by each of the partner organisations using a template developed by CEV.

BOSNIA AND HERZEGOVINA

- Creating an portal specially for volunteering
- Promotion of volunteering in high schools through voluntary clubs and student councils
- Providing support to voluntary activities planed by high school students
- Lobbying activities related to volunteering legal framework
- Short and long term volunteer exchanges
- Development of local volunteer services in Bosnia and Herzegovina
- Promotion of volunteering of elderly through project "Elderly for themselves and faster development of their communities"
- Promotion of social exclusion of persons with special needs in primary schools
- Development of various national and international programmes related to promotion of volunteering and concrete volunteering activities

CROATIA

(Time frame March 2007 to December 2008)

VOLUNTEER ORGANISATIONS

Increase capacity for partnership project development on national and international levels

- sharing good practice within Croatia Youth Network
- knowledge transfer within our organizations

Awareness-raising on local and national level about youth volunteering

- celebration of International Volunteer Day (5th December)
- national conference on volunteering (partly dedicated to youth volunteering)

Introduce the mechanisms for wider participation of young people in volunteer activities

- developing proposal for youth volunteer fund
- developing proposal for recognition and valorisation of youth volunteering experiences

GOVERNMENT/POLICY

Identified the gaps in implementation of National Program for Action for Youth

- shadow report on defined measures of National Program for Action for Youth

Introduce the mechanisms for wider participation of young people in volunteer activities

- initiate consultation process with authorities on national and regional level in order to set up a youth volunteer fund
- introduce a system for recognition and valorisation of youth volunteering experiences

LOBBYING

Law on volunteering adopted

- lobbying for the adoption of the Law on Volunteering (working group and meeting relevant Ministry representatives)

Attaining status of a Programme Country

- lobbying for speeding up the process of setting up a Youth in Action National Agency

GERMANY

- Participation and volunteering
- Law on volunteering abroad
- Information campaigns: members of BBE, NL, Congress (Caritas, BBE)
- University - curriculum

HUNGARY

- There are 7 proposed volunteering strategies by the government as seven strategic goals translated in different economic sectors:
 1. inspiring individuals to participate in volunteering actions
 2. stimulation of volunteering by facilitating the flow of information
 3. infrastructure development
 4. connecting volunteers to formal projects
 5. strengthening the cooperation between volunteering organizations and the government

- 6. involvement of younger and older generations
- 7. long term project proposal
- Networking of national/international/intersectoral levels
- Spreading out the information
- Good practices
- Concrete measurement instruments – monitoring and evaluation
- Lobbying
- Media

ITALY

(Time frame 2007 to 2013)

BACKGROUND

- Law on Volunteering 1991 – strict definition of volunteers
- Ministry of Youth (2006) – Action plan for Youth
- Ministry for Social Policy – National Civic Service

3 MAIN OBJECTIVES

- +10% young volunteers <29
- +20% funds on social initiatives – CSR
- +10% volunteering organisations (medium size 10-50 volunteers)

CRITERIA FOR GOOD POLICIES

- within volunteering organisations:
 - promotion and marketing
 - promotion of incentives for school & volunteering
- within government
 - strengthen the infrastructure of Volunteering organisations
 - increase promotion and funds for volunteering in schools
 - implementation of CSR
- for lobbying
 - to put our proposals to governments agenda – more flexible definition of volunteering
 - creation of a platform of all relevant stakeholders in the field of volunteering
 - participation in national/EU policy making process and events involving companies and media

MACEDONIA

This action plan was metaphorically presented as a different onion layers.

The main component and the heart of youth volunteering policy in Macedonia is Law on Volunteering that has to be created and approved in the National Parliament.

FUTURE ACTIONS THAT THE ONION REFLECTS ARE

- lobbying for Law on Volunteering
- promotion of Law on Volunteering
- development of the procedures for quality assessments

TARGETS

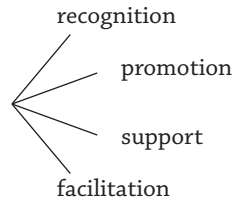
- informing relevant Ministries
- coordination with the working groups in the Parliament
- lobbying actions in public institutions, municipalities, media, civil society sector, individuals
- consultation with relevant institutions and governmental bodies as well as competitive analysis of experiences from other countries

PORTUGAL

1) GOOD POLICIES WITHIN VOLUNTEERING ORGANISATIONS

- Establishment of agreements between hosting organisations and volunteers to define conditions of their volunteering
- Improvement of procedures of the local volunteering centres towards a better management and networking
- Develop training tools for volunteers but as well for the management of the volunteering organisations

2) GOOD GOVERNMENT POLICIES



- Acknowledge the role that volunteering plays in active participation especially of young people
- Continue special volunteering programmes targeting young people
- Strengthen the role of schools in volunteering
- Share the experience with the other countries to create common under-

standing of the role of different stakeholders on how to promote and recognise volunteering

- Acknowledge the role of youth volunteering in fostering skills and competences and increase of youth employability

3) LOBBYING STRATEGIES:

- Identification and involvement of all relevant stakeholders
- Mutual understanding of goals
- Involvement of media

NORTHERN IRELAND

- Implementing marketing review for delivery organisations based on Movisie model – to implement new publicity strategy
- Increase volunteers training e.g. managing projects in the community: look at developing competences in skills learned by volunteers in non-accredited training.
- Lobby Northern Ireland's government to secure funding/future of youth volunteering – identify key partners
- Implement 10 Golden rules
- Develop links with the organisations outside Northern Ireland
- Identify key partners
- Share practice and experience

SCOTLAND

YOU::VOL is presented as a tree while the experiences and plans for the future actions as branches of that tree:

ROOTS

- beginning of the relationship
- information exchange

BRANCHES

- cultural experience
- raising awareness
- support developing nations
- future participation in European projects
- lobbying ideas
- ideas for resources

SLOVENIA

- To pass the Law on Volunteering in National Parliament
- To strengthen regional network of volunteering organisations
- To conduct research on volunteering
- To organise regional volunteering events and campaigns

TURKEY

- Lobbying for volunteering policy on national level
- Looking from the international point of view
 - a) international networks
 - b) international projects
 - c) international researches
 - d) Laws from the other countries
- Knowledge about volunteering:
 - “Who is youth worker?”
 - “Who is young volunteer?”
- Researches on youth volunteering, volunteerism, legal frameworks linking to youth or volunteering
- Put some more knowledge into the trainings that are delivered by the organisation

