

THE POWER OF VOLUNTEERING

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Edito

by Mark Taylor

On behalf of the *Coyote* editorial team

Hello readers!

These are still exciting times in *Coyote* land. We continue to experiment and refine ideas about how to produce the magazine in a way that reflects the times and major concerns in the world of youth work. And we have been encouraged by the feedback we have received about the last issue. In terms of taking different approaches to the layout, Marlies Pöschl's input has been crucial and it has been great to see how the Big Family designers have incorporated her work and suggestions.

So, THE POWER OF VOLUNTEERING is our major theme and putting this issue together has been quite an adventure. Lots of discussions continued throughout the research and production processes. An attentive observer could hear all sorts of things:

- Where to situate volunteering in the twenty first century? Is social media playing any role in it?
- Less and less people believe that altruism is enough of an explanation about why anybody would want to be a volunteer. And what if they also should have rights?
- If there are fewer and fewer paid jobs to be found nowadays, what is the sense or value of engaging volunteers?

- 2011 is the European Year of Volunteering and it's ten years since the International Year of Volunteering – who knows? Who cares? What difference does it make?
- If we talk of volunteering in specific contexts and situations, then we cannot miss what is going on in the revolutions in the mainly Arab world...
- Can we contact an organisation to get a feel for the volunteer effort in Lorca after the earthquakes there?
- We definitely need to show more from outside of Europe this time.
- Where does love come in (if at all)? And education in the buffer zone creates different types of hope...
- Let's make some volunteer art too!
- When do we start to use gender-neutral language in *Coyote*? In youth work?

Many thanks to all those who helped collect so many views and sent in their impressive images.

The result is a great kaleidoscope, which you can turn to different directions to see the incredible richness in the field and feel the power of volunteering for the future!

Corrections

A couple of gremlins crept into our editorial process in the last issue and we apologise to Howard Williamson and Graeme Tiffany who were given each other's professional titles and to Balázs Márton for spelling his name wrong. Our mission is to do better!





Volunteers in the revolutions

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Editor's note: Participants in revolutions are usually not paid... The Coyote editorial team launched a call for volunteers to tell us what happened in Tunisia and Egypt and also to send us some photographs to give a larger impression. So we do not reprint images of paid professionals here, but this also gives the images an authentic feel they would not have possessed otherwise. It is probably too soon to launch into deep analyses of the roles of volunteers in the revolutions; what we try to do is at least to give a feeling of the experiences of young people involved and at a distance. Many thanks indeed to all the contributors.

MARWA TURKI Sfax, Tunisia

I took those pictures during the Tunisian uprising. Many women were also volunteers. We can, for instance, see women guarding the gates of the demonstration area. We had artistic events to encourage the people to carry on and celebrate the new beginning and to discuss the future in a cool atmosphere.

Between the people who had volunteered, there were not a lot of different roles by age, by gender or by profession. Everyone acted for the best of the country and everyone did what they can do from their position without making the other feel the difference. Well maybe from the profession, maybe a bit for lawyers and doctors — so they took the leadership and others followed and helped.

I volunteered to help children to make a smile for the future by organising artistic events in the streets with my school. I tried to take photos of all the events in my town and I went to demonstrate to ask for democracy and illustrate the moment by my camera. In this experience I made a lot of contacts, with people I never imagined that I can one day live such moments with them.

I will tell my grandchildren to fight for ideas. To really want to achieve something and really achieve it. I will ask them to never ever give up their rights for voting for a president or their freedom of speech, their right to work, to study, to live with dignity and never exchange it with fear and weakness. I will ask them to fight for goals and never give up the will and hope... nothing in life is worth the feeling of real freedom.



EMILIE PETIT Egypt and France

Three days without Facebook. For some it is far less important than running out of petrol downtown, or for the neighbour whose cat is missing or for someone who just missed his train for a meeting in Paris. Indeed, for someone else who happens to live in Marseilles as I do, it may just belong to an ordinary day-to-day upsetting situation.

Nonetheless, three days without Facebook may also mean a moment where we become aware of those we really love; 'really' in the sense that we can't imagine our life without them. That to be away from them is like having an arm, a leg, a kidney or part of your heart cut out or amputated. It is simply unbearable to think of them as being possibly in danger; that they may just disappear from our everyday lives.

I realised that there are three persons in Egypt who have such importance in my life. One is an Iraqi political refugee, and spent eighteen days and nights on Tahrir square. One is Egyptian, a tall and impressive dancer who spent those eighteen days protecting his neighbourhood, armed, night after night. The last one is a young woman from Alexandria, married to a French man and who was consequently threatened and accused of treachery.

As for me, I spent those eighteen revolutionary days fearing for them, afraid that one might be attacked or kidnapped, or that another might be assaulted, humiliated or harassed.

And then comes all the rest. A country where you used to live, where you still feel at home, where you have friends, links, and future projects. The January events highlighted in a moment the strength of what connects me to this country, the depth of the heartbreak, and the violence of the distance. In constant ups and downs, back and forth movements, feelings of pride and anxiety mingle in your heart, your stomach and your mind. Pride for what those close friends are undertaking, for their courage to confront themselves with risks while standing firm, and the fear to lose them.

In all this confusion, I got closer to those who also have families, friends, history or roots in Egypt, closer to those who experienced geographical rifts. Some are Egyptians, some Algerian and all live in Marseilles.

What else to do than wait for Facebook and phone lines to be operational again, while you're watching a continuous loop of images on Al Jazeera? My feeling of being powerless has never been as strong as during those eighteen days.



Photo by Marwa Turki

Photo by Corinne Grassi

Photo by Taymour Senbel

Volunteers in the revolutions

'People started to gather in big squares of Alexandria, it was clear that there are a lot of new faces like us participating for the first time in their lives, youths between 18 and 40. We all looked the same, no experience in protesting, watching the police around us all the time, curious and for sure undecided whether to keep on or just go back home?! But something forced us to stay.'

'One look behind and I couldn't see the end of the demonstration, we were almost 20000, I have never felt that before: Power and Freedom.'

TAYMOUR SENBEL Egypt

This was the moment I rediscovered my own brother, he is kind of a shy person and he sits most of the time either reading or on the computer, but then, I was amazed to see how fearless and brave he is, it was unbelievable seeing him attacking when we should retreat, when we were protecting ourselves and there were gunshots twenty centimeters above our heads, he was not afraid, on the contrary.

'I hugged and kissed people I don't know, veiled women were dancing in the streets, next to their husbands, and no one objected, before it was their country — Balladhun — now it's our country — Balladna — our country.'



Photos by Marwa Turki



Photos by Corinne Grassi



Photos by Corinne Grassi



It was the first very big demonstration after the violent clashes on 27 January. There was such freedom and victory spirit in that peaceful big demonstration after young people made police run away and disappear. The one with a girl in that small police 'box' with a boy sitting on it with his floating flags is for me one symbol that people started not to be afraid anymore and were ready to challenge all that they could not do before.

CORINNE GRASSI Egypt

'A day for our home' (our nation) in Miami was a very strong event because of the place where it took place. It is in the street where a mosque and a church face each other and the church is the one which was bombed on New Year's Eve. The event took place exactly four months after and had several messages for dialogue, peace, an official common promise to take care of the country. As a foreigner this event has been one of the strongest in terms of human relations. From the second myself and a few friends put our feet in the street we received a huge warm welcome from many volunteers and the population along the street. They even gave us the tag volunteers were carrying. Many people wanted to take pictures with us, guide us. This neighbourhood is used to Arab tourists but not really to Western people and we could feel they were so happy we were there. Taking photos, volunteers were dragging me to the stage to be with all the other Egyptians taking photos and videos. As the photos show the volunteers like the mixed population around and were shining and happy like it was really their day.

One of the big spontaneous festivals with bands playing for free. During February, March and April there was almost one every weekend in different neighbourhoods. It was the second big festival, two months exactly after Mubarak left. Massar Egabari closed the festival under the rain and you could see that even with very cold wind and strong rain nobody wanted to stop to celebrate with also the public singing all the songs, which have strong meaning related to the social situation and former regime.

The most seen and favourite on my flickr albums (more than 1000 times).

Photos by Corinne Grassi





The challenge of volunteering for young people in MEDA countries: steps for a future wave of co-operation

An interview of Bernard Abrignani,

by Federica Demicheli,
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Volunteering is a key issue in Euro-Mediterranean co-operation and to better understand the social relevance of this phenomenon, we have to consider the events which are currently taking place in the region, and particularly the role of young people involved in peaceful demonstrations. We have to consider the significance of the participation of young women and men who are of different socio-cultural backgrounds and beliefs, but united by their desire for a better future for their country and its people. Youth is the future of Euro-Mediterranean co-operation and mutual understanding is the starting point for the new historical path that these young people have started.

In this context, the social role of volunteering is an important step in the development of active citizens. In general, volunteering is seen as a core aspect of civic participation and democracy, putting values such as solidarity and non-discrimination into action and contributing to the development of societies. Although people of any age can be involved in voluntary activities, there is clearly an important link between the volunteering of and for young people who already have experience of

youth work. Within the context of youth work, volunteering provides valuable opportunities for young people to become active and responsible citizens in their societies through participation, to get informal (spontaneous and individual) and non-formal (more planned and structured) education opportunities, and to be included and integrated into the society. In that sense, volunteering can be seen as 'a means to enhance young people's professional skills and competencies, employability, sense of solidarity and foster active citizenship'.¹ Finally, volunteering and volunteers generate potential benefits for the local community.

SALTO-YOUTH EUROMED has been working on topics such as these for three years in order to develop useful tools to better understand this reality and to be able to contribute actively to this new co-operation. It's therefore important to explore some dimensions of volunteering in the MEDA countries. Bernard Abrignani (co-ordinator of SALTO-YOUTH EUROMED) can help us in this reflection and to better understand the role of volunteering for young people and for the society; so we asked him some questions ...



volunteering



Bernard, how is volunteering perceived in the MEDA countries?

Everywhere in the world, volunteering and voluntary service face social, cultural, economic, legal and political challenges which may create intended or unintended obstacles for young people and youth organisations to pursue volunteering activities. All those factors are not mutually exclusive, since the level of volunteering depends on a combination of factors such as the economic and political situation, the stage of development of the third sector and its image, the culture of volunteering and the labour markets. The perception of voluntary activities in MEDA countries could be very different: some of them, especially the ones linked to 'humanitarian' actions or to religious institutions are welcomed in the local communities, but some others can sometimes be perceived as 'a problem'. I can give as an example the project of an association for women in Essaouira (Morocco). The association received a grant from the Ministry of Social Welfare to develop small dressmaking and baking workshops. These projects have not been welcomed by the local traders, and the fact that they were women did not help! But also, as is the case in Egypt, some families fear that volunteer work will negatively affect the educational process of their children since in many Mediterranean countries the higher education systems are not very flexible in allowing for any interruptions to the education cycle.

Why is volunteering important in the MEDA countries and what challenges are faced by young people?

In many MEDA countries, national social policies are not very developed, and also, in many cases, these policies are not able to provide for all the needs of the society. These 'gaps' are normally filled by the civil society. The NGOs involved in such activities need to be trained, especially the volunteers. There is also a strong link between the economy and volunteering. The economic contribution of volunteering to the national economies in many countries is huge, and estimating such an economic value is an important argument for the benefits of volunteering.² In addition, the provision and sustainability of public or private funding for volunteering and volunteer organisations are also an important aspect of the relationship between the economy and volunteering.

Do you think that international mobility is important for youth, especially those involved in volunteering projects?

The philosopher Michel de Montaigne (1533-1592) wrote: 'Travels shape the youth.' This sentence is very relevant in our current era of globalisation: to be open minded and to be able to expand one's personal limits are important steps in becoming a citizen of this new world. The possibility to go abroad to volunteer enables young people to better understand themselves and to see their own reality from a different point of view than in their own society. This is a very important step in an intercultural and personal development that is only possible after a long time spent abroad and in contact with a new community.

» The challenge of volunteering for young people in MEDA countries

What kind of obstacles to volunteering are there?

Sometimes there is a deep misunderstanding about why a young person chooses to dedicate time to others. There are many stereotypes about volunteering as a waste of time or as unimportant to the personal and professional life of a young person. One of the challenges to volunteering is the 'absence of social awareness about the concept and value of (formal) volunteer work. Such an absence carries the risk of little social appreciation for the volunteer and the volunteering activity. In addition, in many Mediterranean countries, military service may pose constraints on young males who would go for international volunteering activities. It is a well-known issue that in many countries, young women face cultural barriers stemming from their families or spouses, regarding international mobility. The legal framework for volunteering is an issue, which can both be an opportunity for, or challenge to volunteering. The volunteering activities and (especially the long-term) volunteers are both directly and indirectly very much affected by a variety of laws such as the labour laws and tax laws.³ If the laws and regulations define, recognise

and promote volunteering, remove legal obstacles and support its practice, 'facilitate mobilisation of citizens', define the rights and responsibilities of the volunteers, and 'devise specific measures', they have the potential to further the development of volunteering in a particular setting.⁴

Of course, the new social and political situation will bring new challenges to youth, but also new possibilities. In the framework of EuroMed Youth IV, each country can add national priorities and most of the countries choose 'active citizenship'. This is a very important sign for the future! This programme is based on solidarity, tolerance and responsibility, which also form the basis of volunteering. Young people will have new possibilities, new programmes and new responsibilities. Active participation is an essential part of this new path in a new society.

For a wider perspective about volunteering in the EuroMed programme, please have a look at 'Volunteering and Voluntary Service in a Euro-Mediterranean Context' (Asuman Göksel) on the SALTO EUROMED website: www.salto-youth.net/rc/euromed/



mobility

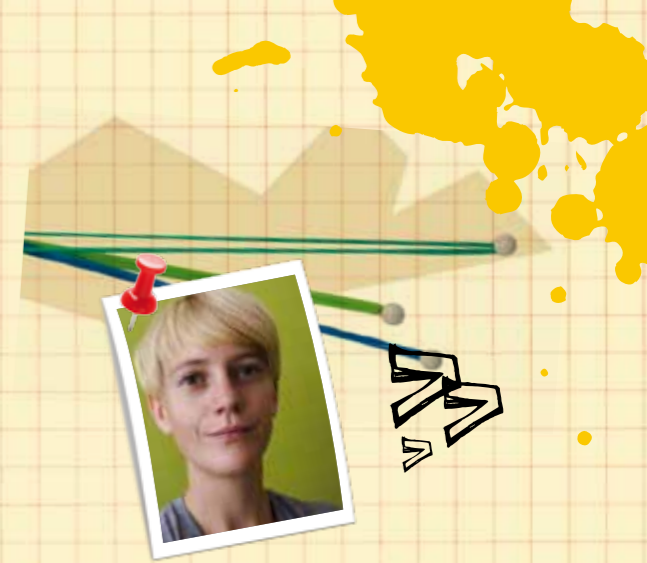
1. Council Recommendation of 20 November 2008 on the mobility of young volunteers across the European Union EC(2008)3192.
European Commission Regulations of the European Parliament and of the Council on European environmental economic accounts, European Commission. Brussels, 9.4.2010. COM(2010)132 final. 2010/0073 (COD). C7-0092/10.
3. Katerina Hadzi-Miceva, 'A Comparative Analysis of the European Legal Systems and Practices Regarding Volunteering', in the *International Journal of Non Profit Law*, 2007, p.40.
4. United Nations Volunteers, 'Drafting and Implementing Volunteerism Laws and Policies', 2010.



The art of volunteering

by Marlies Pöschl

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Marlies Pöschl met four international volunteers currently taking part in projects in Vienna and asked them to express their thoughts about the art of volunteering in words and symbols. What are the challenges that they meet? What are the opportunities that they have?

Mimmi Thomée,
20, from Sweden, EVS volunteer at Greenpeace



In the beginning everything's good, and then it may go down a little, you might miss your home, it may be hard to be in a new city with a new culture where there is so much you don't know. But I think this is the way to become bigger as a person. I think during this year I will become bigger, in many ways.

I am placed in the Ocean's department, but my work is actually very diverse. Sometimes I am researching products in supermarkets, for example Tuna, for our database, but I also help paint banners for our actions. At the moment I am looking for an interpreter for the African Voices tour, where fishermen from Africa are going to speak in front of politicians.

The biggest challenge for me here is I want to be independent and not have to ask people all the time, but still I feel that I have to, that's something I want to reduce.

Volunteering

Why does it matter?

by Gabriella Civico,
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There is no Europe without volunteers – they contribute greatly to both social Europe and its growth. Volunteers mirror the diversity of European society with people of all ages, women and men, employees and the unemployed, people from different ethnic backgrounds, belief groups and citizens from all nationalities being involved.

However, 7 in 10 people do not volunteer and many people face barriers to volunteering such as a lack of information on how to become involved, time pressure, scarce economic resources and the feeling of not being able to 'afford' to volunteer, a negative image of volunteering stemming from times when volunteering was a rather 'compulsory duty', discrimination, discouraging legal provisions or an absence of a legal status, the lack of protection against risks involved, and visa or other barriers for non-European Union citizens.

Why EYV 2011?

Volunteering is freely given, but not cost free – it needs and deserves targeted support from all stakeholders: volunteer organisations, government at all levels and businesses, as well as an enabling policy environment including a volunteering infrastructure.

While increasing attention has been paid to volunteering in all its forms over recent years in Europe, a comprehensive strategy and an action plan at the European level to promote, recognise, facilitate and support volunteering in order to realise its full potential are still elusive.

The EYV 2011 Alliance supported the Council of Youth Ministers and the European Economic and Social Committee in addressing this failure through a focus on several objectives in the framework of the European Year of Volunteering (EYV 2011).

Awareness-raising

Raising public awareness of the possibilities, scope, value and impact of volunteering in Europe and highlighting its contribution to our communities is essential, along with demonstrating and raising awareness about the need for a volunteering infrastructure at local, regional, national and European levels including a legal framework that foresees a right to participation in society through volunteering for everyone.



Celebration and recognition

Celebrating volunteers and volunteer organisations for their contribution and showcasing good practices and projects involving volunteers help to highlight the value of local volunteer action in building a European identity and working towards a comprehensive EU policy agenda to support, promote and recognise volunteering and its different roles.

Promotion

The aim is the reduction of barriers and discrimination that people face when trying to volunteer, especially migrants and third country nationals and the socially excluded, and encouraging member states to exchange good practice concerning volunteering policies and define common elements of an enabling environment that would allow volunteering to flourish in all European countries.

Volunteering and policy

Following the 'White Paper on Youth' (2001), volunteering was recognised in 2002 by the EU member states as a key element of youth policy. Whereas various EU activities, programmes and policies tackle volunteering at a European level, these initiatives so far do not take into account the variety of volunteering in Europe. Actions in the field of volunteering at the EU level are restricted to certain age groups and policy areas, neglecting the horizontal nature of volunteering and the relevance of volunteering in solving a variety of political, social and economic challenges that the EU faces today:

Active civic participation

Volunteers engage in their communities, without motivation for financial gain, for the benefit of other individuals and the society as a whole. Volunteering, as an expression of 'Active European Citizenship', was recognised by the European institutions in a number of areas, especially through the Europe for Citizens programme.

European values of solidarity and diversity in practice

Volunteers are the expression of the EU slogan 'United in Diversity' and at a time when the EU lacks a link with its citizens and wants to create more ownership of the European project based on solidarity and mutual understanding, it can no longer ignore the need to create a logical link between voluntary engagement at a local level and the implementation of European values.

Economic and social cohesion

The Resolution of the European Parliament (A6-0070/2008) on the role of volunteering in contributing to economic and social cohesion recognises that volunteering makes an important contribution to social integration at the local level and it contributes as well to partnerships which are key for making full use of European regional and structural funds.



» Volunteering—Why does it matter?

Social inclusion

Volunteering is a tool for the empowerment of all and especially of those that are socially excluded, as it can be a means for citizens to be and feel useful and to re-connect with society. This is highlighted in the Youth Pact, the 'White Paper on Youth' and in the Bureau of European Policy Advisors (BEPA) report 'Investing in Youth: From Childhood to Adulthood' but applies equally to all age groups. The World Organisation of the Scouts Movement (WOSM) and its national organisations have carried out a number of projects across Europe on involving and reaching out to minorities, and more generally on being children in difficult circumstances, being from different religious backgrounds, living with disabilities or the Roma. http://www.scout.org/en/information_events/library/diversity

Integration of Migrants

Integration, as a two-way process of mutual accommodation between the migrants and host society, needs tools and instruments that bring people together and that allow them to work on common projects. The number of volunteer initiatives and projects in Europe demonstrates the added value that active participation has in this area and that volunteering is a factor and indicator for the integration of migrants in host communities (CEV INVOLVE project, www.involve-europe.eu (2006)). Volunteers are also involved in programmes for the integration of migrants (labour orientation, training, etc.).

Health and social care

Social services in Europe depend largely on the contribution of volunteers. Studies of voluntary organisations' actions implemented in the EU member states demonstrate that volunteers significantly contribute to the services provided in this sector through: visiting services for socially isolated people and day centres for older people, people with Alzheimer's disease and homes for children in need of special care; coaching activities: supporting and empowering people to take charge of their own lives again (for example 'friendship' courses); organising holidays for people with disabilities and/or chronic diseases; assistance to drug users and prisoners; assistance to people living with HIV/Aids (care, hotlines, counselling, information); assistance to women threatened by domestic and/or gender-related violence.

Active ageing

Older people who become volunteers themselves stay healthy and active for longer and they have opportunities to share their life experience with younger generations. The recent Flash Eurobarometer 247 survey, conducted in September 2008, shows that 73% of older respondents indicated that they would consider participating in community and volunteer work after retirement. Also 44% of those questioned said that they had already planned or were planning to do volunteer work. Volunteering provides great potential for the EU when it comes to active ageing and demographic change. This issue was first raised during the Intergenerational Solidarity for Cohesive and Sustainable Societies conference during the Slovenian Presidency (27-29 April 2008) and then as one of the main topics of the 2nd European Demography Forum held in Brussels in November 2008.



Maintaining and restoring family links

Volunteers contribute significantly to an enhanced satisfaction with family life and a proper work balance as they often operate in areas such as childcare and care of older generations, which are perceived by many Europeans as the main difficulties in family life (Flash Eurobarometer 247, 'Difficulties in daily life faced by families'). Volunteers also help people to find family members they have lost because of wars, conflict and disasters, and support people who have a missing family member or friend.

Tolerance, peace building, conflict resolution and reconciliation of divided societies

Voluntary activities exercised together by the local inhabitants for the benefit of their communities increase tolerance and intercultural skills, reduce racism and prejudice, contribute to intercultural and inter-religious dialogue, empower people to be active in their communities' recovery and reconnect them with the societies in which they live.

Lifelong learning

Volunteering contributes to personal development and to the learning of skills and competences that enhance employability. Volunteering is, thus, part of the Lisbon strategy towards a more competitive European labour market, through the opportunities that arise when people volunteer. This was confirmed in, for example, the European Commission communication 'Making a European Area of Lifelong Learning a Reality' (COM (2001) 678 final, Brussels), Resolution of the Council on the recognition of the value of non-formal and informal learning within the European youth field (2006/C 168/01) and a number of the European Youth Forum's reports and projects. The non-formal education sector in Europe could not continue as we know it without the tireless contribution of volunteer youth leaders and educators.

IMAGINE A WORLD
WITHOUT
VOLUNTEERING



» Volunteering—Why does it matter?



Sport

Volunteers are the most important and indispensable resource of sport clubs and volunteering in sport constitutes the largest voluntary, non-governmental organisation activity throughout Europe. According to the European Non-governmental Sports Organisation (ENGSO), the 'labour force' of sport clubs consists of 86% volunteers and only 14% paid staff! EYV 2011 Alliance members are disappointed to see that while the impact of volunteering in sport on EU policies was recognised in the 'White Paper on Sport' (COM (2007) 391 final) and in the European Commission Action Plan 'Pierre de Coubertin' SEC (2007) 934, which calls for promoting volunteering and active citizenship through sport, the recent communication from the Commission to the European Parliament, the European Council, the European Economic and Social Committee and the Committee of the Regions 'Developing the European Dimension in Sport' (COM(2011) 12 final) failed to include concrete actions to tackle the challenges related to the work of non-profit, volunteer-based sports organisations or to promote better recognition for voluntary work in sport.

Civil protection

Volunteers are indispensable for disaster responses and preparedness activities, first aid services, and education, as well as in relief services such as ambulances, medical help, psycho-social support and emergency responses.

Development

Volunteers engage in humanitarian missions, provide assistance to refugees (humanitarian assistance, reception centres including legal counselling, health services, mental health care, etc.). Many development policies are practically impossible to implement without the contributions of local and international volunteers. More than 6 000 volunteers are active every year in United Nation missions alone. Article 188 of the Lisbon Treaty foresees for the EU 'to establish a framework for joint contributions from young Europeans to the humanitarian aid operations of the Union' in the form of a European Voluntary Humanitarian Aid Corps.

Corporate social responsibility (CSR)

Corporate (employee) volunteering schemes are increasingly seen by European companies as a means to connect with society, invest time and resources in their communities and to invest their CSR policies with concrete meaning. The European Parliament Resolution of 13 March 2007 on corporate social responsibility: a new partnership (2006/2133(INI)) underlines the importance of projects involving employee community engagement and calls on the European Commission to fulfil its commitment to developing policies that encourage the staff of EU institutions to undertake voluntary community engagement. In the communication from the Commission on implementing the partnership for growth and jobs: making Europe a pole of excellence on corporate social responsibility (COM (2006) 136 final), the European Commission commits to strengthening its policy of promoting the voluntary and innovative efforts of companies in terms of CSR. This still seems to be unfulfilled, but the EYV 2011 Alliance members look forward to the forthcoming European Commission communication on CSR which will hopefully take this issue into account.

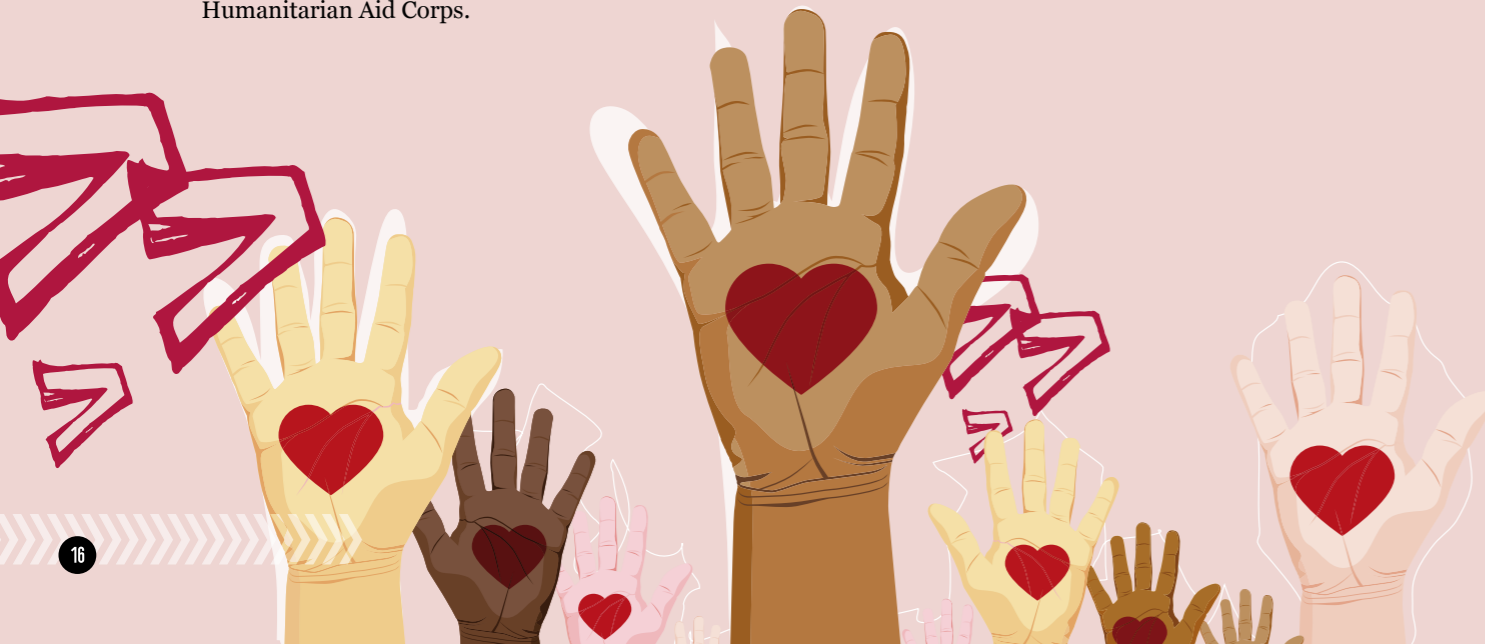
Economic growth

The report of the Institute for Volunteering Research, 'Volunteering works', shows that for every euro organisations spent on supporting volunteers, they received an average return worth between 3 to 8 euros. Moreover, the Comparative Non-Profit Sector project revealed that the voluntary sector contributes an estimated 2 to 7% to the GDP of our national economies. The recent European Commission study on 'Volunteering in the EU' (February 2011) has served to show that with current data and instruments it is impossible to properly analyse the economic value or to raise awareness of policy makers or funders about the contribution that volunteers make to our economies in order to create evidence-based volunteering

policies. EYV 2011 Alliance members are calling for a commonly agreed method to measure volunteering across the EU in order to make coherent evidence-based policy making on volunteering a reality.

The EYV 2011 Alliance members are using the grant received from the European Commission together with co-funding from the 14 Steering Group Member Organisations and from Bosch Stiftung and Telefonica Foundation to work on the European Policy Agenda on Volunteering which will serve as a road map towards the creation of an enabling environment for volunteering across Europe. This agenda aims to anchor and mainstream volunteering in policy making and EYV 2011 is proving to be a turning point in the work towards a proactive policy plan to promote active citizenship. Potential legacies of EYV 2011 could be the creation of an ongoing forum for national governments to compare their policies and to exchange their experiences in promoting 'volunteering-friendly policies' and a horizontal approach to policy making that means that no policy shall be designed in areas affecting voluntary activities without assessing its impact on them. Stronger mechanisms at EU and national levels to support organisations and infrastructures that provide volunteering opportunities, both civil society or governmental initiatives, could be another element of the legacy along with a catalogue of criteria for good practices in promoting volunteering at different levels of governance.

The EYV 2011 Alliance, through its six working groups and wide consultation and engagement with stakeholders, looks forward to a post-EYV 2011 Europe with a more empowering volunteering environment and urges policy makers and stakeholders at all levels to participate in the development of the European Policy Agenda on Volunteering which will lead to an even greater contribution from volunteers and their organisations to a cohesive and integrated Europe that celebrates European diversity, of which volunteers are the reflection.



The European Year of Volunteering

The view from the European Commission

by John Macdonald,

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All in all it is estimated that 94 million people, or 23% of Europeans aged 15 and older engage in some form of voluntary activity and the average age of volunteers is between 30 and 50. Volunteers tend to be employed and are well educated. Men outnumber female volunteers in 11 European Union (EU) countries, and the numbers are roughly equal in a further nine countries. This may be explained by the dominance of volunteering in sport, which attracts the most volunteers in the EU. Sport is followed by volunteering in the social sector, aid to the disadvantaged and in the health sector.

We have many good examples of volunteering throughout Europe. Take the work of young volunteers in the European Voluntary Service (EVS), which is celebrating its 15th anniversary in 2011. Since 1996, the EU has given 50 000 young people the opportunity to do voluntary service abroad through EVS – currently part of the Youth in Action programme. Adding a European dimension has enriched volunteering experiences. EVS volunteers gain language skills and get to know other countries and cultures. In this way, EVS provides for the learning mobility promoted by the Youth on the Move initiative, thereby contributing to the volunteers' personal, social and professional development.

Volunteers are often described as being the 'glue' that holds society together. Volunteering usually is a rich learning experience for the individuals concerned. Volunteering helps develop one's social skills and competences; it contributes to solidarity, non-discrimination, social inclusion and the harmonious development of European societies. It is a vehicle for building a sense of citizenship. At the same time, volunteers render a valuable service to local communities, while also building ties between organisations across Europe and thus strengthening the development of a European civil society, a true win-win situation.

Each EU member state has a different perception of volunteering, depending on cultural attitudes, traditions and historical context. For example, participation in formal volunteering structures appears to be very low in some eastern European countries, where the legacy of forced or state-sponsored 'voluntary' activities under communism has tainted the attractiveness of organised, structured volunteering. In southern member states informal volunteering, for example in the family and the neighbourhood, appears to be very strong, whereas formal volunteering, for example in fire brigades, is generally more developed in the northern and western parts of the EU. There are also differences between member states that offer civic services and others that have voluntary activities exclusively run by civil society organisations. Others have a mix of both.

Despite these differences, member states are willing to enhance their co-operation and create more opportunities for young people to volunteer in another EU country. It was in this spirit that youth ministers adopted in 2008 the first ever recommendation in the youth field on the mobility of young volunteers across the EU.¹ The recommendation seeks to boost co-operation between organisers of voluntary activities, whether civil society organisations or public authorities, by opening up to young people from other EU countries.

The European Year of Volunteering 2011 is an occasion to highlight the wonderful work done by the millions of volunteers. The timing of the European Year of Volunteering is no coincidence: the EU can maximise the impact of its work in this field because there is also an international focus on volunteerism in 2011 as the United Nations celebrates the 10th anniversary of its International Year of the Volunteer 2001.

When we talk about 'voluntary activities' in a European context, we refer to all types of voluntary activity, whether formal, non-formal or informal, and which are undertaken of a person's own free will, choice and motivation, without concern for financial gain. This rather broad 'definition' has been chosen on purpose to capture the wide spectrum of traditions and cultural attitudes towards volunteering that exist across the EU member states today.

The volunteering sector in the EU faces a number of challenges. National volunteering strategies are rare and in many countries there is no clear legal framework for volunteering to cover issues such as the social insurance of volunteers, their training, entitlement to holidays, accommodation or reimbursement of out-of-pocket expenses.

At the same time, the increasing professionalisation in the volunteering sector is creating a growing mismatch between the needs of volunteering organisations and the aspirations of volunteers. Younger volunteers, for example, are less willing to commit to long-term volunteering periods, while this is increasingly requested by certain volunteering organisations. Coupled with this is the problem that skills and competences gained through volunteering activities are hardly recognised.

Another problem for volunteering organisations is sustainable funding: due to the large increase in the number of volunteering organisations over the past years, there is now more competition for the available funds.

The European Year of Volunteering The view from the European Commission

Finally, there is a lack of comparable data on voluntary activities in the different EU member states.

Against the backdrop of these challenges, the European Year of Volunteering 2011 seeks to raise awareness of volunteering, focusing on four main objectives.

The first objective is to foster an enabling environment for volunteering in the EU. This means that we want to see the European Year of Volunteering provide input for further policy development and that it initiates dialogue both within member states and between them and Europe's partners. We want to encourage the exchange of good practices on how to remove obstacles to volunteering, for example by clarifying volunteers' entitlements to reimbursement of expenses or their level of protection while they are performing voluntary activities.

The second objective is to empower volunteering organisations and improve the quality of volunteering. We hope to see new Europe-wide networks that encourage co-operation, exchange and synergies between volunteering organisations and other sectors, especially the corporate sector.

The third objective is to reward and recognise volunteering activities.

On the one hand this means that we are keen to see progress on improving the formal validation of skills and competences gained through volunteering. The Youthpass, implemented in the framework of the Youth in Action programme, already provides a good example. On the other hand, this means improving the availability of comparable EU data on volunteering, so we can improve our policies based on evidence.

The fourth objective is to raise awareness for the value of volunteering, its contribution to the economy, society and the lives of individuals, among the general public, and among policy makers and government officials, both within Europe and its partner countries.

It is encouraging that so many interested parties and stakeholders want to get involved in the European Year of Volunteering and make tangible contributions to it. The European Commission is determined to ensure that the European Year leaves a lasting legacy which will set the scene for continued improvements for volunteering in the years to come. What is more, the theme of volunteering will continue to play a role in 2012 during the European Year of Active Ageing and Intergenerational Solidarity. Volunteering is a good way to keep senior citizens active, and where young volunteers assist the elderly, volunteering is an excellent example of solidarity between generations.

Clearly, the momentum we gain now will not be lost anytime soon! Everyone is invited to volunteer – to volunteer to make the European Year of Volunteering a success.

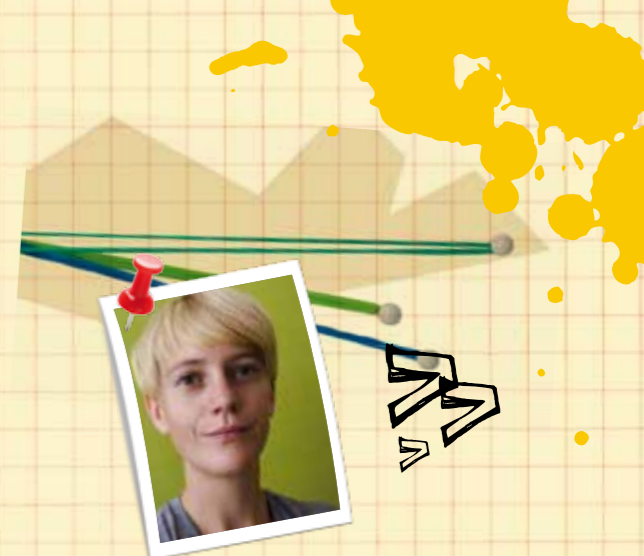
1. Council recommendation of 20 November 2008 on the mobility of young volunteers across the European Union, 2008/C 319/03, 13 December 2008 (OJ).



The art of volunteering

by Marlies Pöschl

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Heti Tsintsadze
22, from Georgia, EVS volunteer at Caritas WG Refugio



At the end of the project, I think of course there might still be some difficulties, but the biggest should be the red, the things I have learned.

The WG Refugio is a supervised residential group for underage refugees. At the moment 16 boys and girls between 16 and 18 are living here. My task is on the one hand to help them in their everyday life: for example I accompany them to the doctor and I assist them in the asylum procedure. On the other hand, communication is very important for them, so I try to talk with them and make them feel good, and I try to help them to be more open and integrated.

What I especially like, and what I took on responsibility for, is organising outdoor activities with them, like going to the cinema or the museum together or playing soccer at the park.

My EVS starts on the upper left. The yellow ones are my sunny days and the blue ones are my grey days.

The green ones are the difficulties that I meet and met. For example, in the beginning it was a challenge for me that all of the refugees have very different backgrounds and that I had to consider that. Also the German language was hard in the beginning.

The red ones are the things I learned. For example I learned that it is a very good feeling when you are helpful, even if you don't always get feedback on your work, you just take on the responsibility and you do everything to make the refugees feel at home.



Love Volunteering Love

by Gülesin Nemutlu Ünal,
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Do you know a song by heart, a song which you do not necessary like, just because one of your volunteer colleagues was desperately in love and sang that song, day after day, all through your volunteering period?

Did you ever notice how many volunteering organisations have either the image of a heart or a hand in their logos?

How many of you, us and our friends have memories of *falling in love during volunteering*?

Well, the *Coyote* editorial team has its suspicions.

There is something going on with love and volunteering.

Volunteering is an occasion when we let our feelings flourish and transform into actions for and with others. It is an adventure in which we passionately claim and demand better conditions for all. It is an atmosphere in which we act with solidarity to reach a common goal.

And finally it is a segment of our life journey during which we fell in love.

Here are some beautiful love stories, from all around Europe, which happened during volunteering. ***Do you have a similar story to share?***



February 2005

A cold morning. Trying for days to meet with him to prepare and issue a common position paper about the decision of the European Commission – communicated briefly right before Christmas – to hold the EuroMed Youth Programme, Sacrilegio!

I am coming back from Paris Charles de Gaulle and before that, from Tizi Ouzou, Algeria. He is on his way to New York for a meeting of the United Nations. Or an assembly, our memory is fading. Not many options: let's meet at the Midi Railway station in Brussels, in between our respective trips.

I arrive. It's about 8.30 am. He's ready to get on the rails soon. It's too early. I am tired, still in Algeria. He is tired, still in his mood from the previous meetings. I need a coffee and a cigarette. Him: freshly starting in his new role and function. Me: determined to have that statement ready soon (and more than anything else to get a common position). Action can't wait.



We find each other. We both look as if we need some extra hours of sleep. We find a more or less isolated table in one of those typical 'welcome-to-Brussels' railway station types of bars. It was quite puzzling at that time of the day, to be honest. A mix of early travellers and late beer drinkers. Or maybe it is the opposite? And us, in the middle of the crowd.

We order that coffee. Him: mumbling, a bit nervous, 'sorry, problems with the computer, cannot logon'. Me: tired, 'no worries, I can tell you everything about it.' Him: 'Still, I'll just make some phone calls.' Looking for files in each other's computers and flash drives. Him: 'I see you like Celtic music? I am quite an expert in this and I could share some if you want.' Me: 'Really? Yes, I'd love it. Thanks' (a bit later and as a way to say bye: 'by the way, I love your scarf'). We talk, we plan, we move on. Metro for me. Train to Charles de Gaulle for him. Back to other realities. A few months and meetings later, our lobbying work did generate some modest results. Then, a few more occasional encounters here and there. Warmer days came, so did the initiative of a beach-volley session (yes, yes, even in Brussels!).

A very special story started ...

How it continued will not be told here!

And I could only say: 'Could it be because I have contact lenses?'

Rewind. The story.

It was back in the days when international youth meetings were rather new for us, for the young people from my region. Setting: a youth exchange for two weeks, in which young people from Mediterranean, European and European-Mediterranean countries would meet. Topic? Integration and citizenship. The essence? A rather big group of young people (we were more than 50) experiencing living, moving, doing and reflecting together. There he was, with the most beautiful smile anyone could possibly have. The charm of his laughter was apparently better recognised in the group but I was amazed with the smile. As I was so excited around him, I managed to stay out of any conversation. Totally scared of having to talk to him and saying something stupid! Better not to talk then.

I was probably seen staring at him as we were having our lunch packages in a beautiful park next to the lake. He came with his sandwich, sat next to me and said: 'Do you know that your eyes shine beautifully?' Panic. I had to respond. I had to respond quickly. My response had to make sense. I should not shake. Is he flirting with me? Do not think. Respond. Quick. 'Could it be because I have contact lenses? Lenses reflect the light much stronger.' Laughter in response, followed by the smile. Somehow I was not scared to talk to him anymore. The following days proved that.

Love Volunteering Love

One may ask why I still remember that particular week of January 2009.

My answer to this question would be 'because it introduced me to a person that later on left a permanent mark in my heart'. It's romantic, isn't it?

To make that romantic story a bit twisted, I must admit that it was not that obvious at the beginning. It was one of the events my NGO organises annually. We were supposed to discuss 'queer', 'gender', 'discrimination', 'inclusion' and 'LGBTQ' issues – all the hot topics within my organisation. I remember running around, occupied with all the preparations and taking care of the infamous 'last minute' details, and that lasted for the whole week! I was really glad we had sessions so that I had a chance to talk and get to know people a bit more! And then there was this one person, usually sitting on the floor, everyday wearing unmatched socks on purpose, super passionate about equality, stubborn and a fierce activist. I was so impressed by her voice and strengths and power, but that was it at that point in time. Again, it continued for the whole week. You may say that it was the week of constant continuation!

Suddenly it was Saturday and 'the end' of our queer adventure. At the end of the evening I was walking around and saying 'bye' to my friends... And then it happened! I got the longest, one of the most amazing and breathtaking HUGS in my life! Do you know the feeling when you do not want to let someone go so badly that you could just stand there for hours, even fall asleep in the process but not let go? If you do, it was something of this sort. I was totally blown away! After that, I left. However, as soon as I reached my floor, it turned out that she and some other people were there, talking, laughing and having fun, so I joined them for some more gossip and the last bit of chit chat. Mysteriously, our friends left quite fast and she and I were left alone sitting on the floor and talking the night away.

It was only few weeks later that I realised what was going on back in January and I knew then that I wanted to have her in my life. Amazingly enough, I did and ... I still do.

1. Lesbian, Gay, Bisexual, Transgender, Queer.



'This is for Liberia'

by Sarah-Jane Mungo,
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'Abandonment! Being a volunteer requires abandonment.' This statement was made with quiet passion and aplomb by Timothy Howard, a Shirley Ann Sullivan Educational Foundation (SASEF)-Youth Volunteers Liberia (YVL) volunteer. I found this to be a curious statement. 'To be a true volunteer at times you have to "abandon" your personal affairs for the sake of others. The focus is on what you can do for others not yourself,' he added. As a UN Volunteer from Trinidad and Tobago, working as an Advocacy, Information/Communications Specialist for the United Nations Mission in Liberia (UNMIL), it was the first time that I had heard volunteerism referred to as 'abandonment'.

A student at the African Methodist Episcopal University, 24-year-old Timothy has been volunteering with SASEF-YVL for the last 18 months. With him are fellow youth volunteers, 22-year olds Fred Weedor, Director of the SASEF and President of the YVL, and Stephanie King,

SASEF-YVL volunteer, who are nodding their heads in agreement. Volunteerism has been 'interesting and challenging' for all three as they have had to adapt their skills, and learn new ones, in order to serve the communities where they work as volunteers.

These three young people are among the best and brightest of Liberia, a country where up to 83% of the population is considered illiterate. Liberian volunteers with professional skills are in the minority. Fourteen years of conflict created a breakdown in educational continuity that has resulted in major skills gaps at all levels of the socio-cultural, economic and professional hierarchy. They know that they are the fortunate ones and that they must volunteer their skills, time and energy to develop Liberia. It is now clear to me what Timothy and the others were saying. They have willingly 'abandoned' themselves in service to community and country.



This photo was taken during a Education for Employment workshop break at the Atlantic Hotel, 26 June, 2010.

We were evaluating the Liberia Children Rescue & Educational Foundation. The President's (Mr Frances Kennedy) mother had suddenly passed and we were asked to review his orphanage to ensure it met with Liberia's laws, i.e. the day-to-day running of the orphanage. Plus we presented a new architectural 'child friendly' design and three self-sustaining mechanisms: bakery, gardening, and basic health care to serve the community.

This is one of the methodologies in facilitating our Education for Employment project.

The SASEF-YVL volunteers are listed from left to right: Timothy Howard, Vivian Nah, Tom K. Akuffo, Stephanie King, Beatrice King, Tedi Wiles, Fred Weedor, Ophelia Karyeah and Fatumata Sheriff.

» 'This is for Liberia'



Children of St Pius Catholic School, Harbel, Margibi County, Liberia.

'We understand the challenges, but we are up for it. We have been mocked, ridiculed, laughed at by some of the people in the communities that we have been trying to assist,' says Fred. 'They cannot imagine why we volunteer. We know though that the only way for Liberia to find her feet again is through Liberians, and I stress on Liberians, volunteering their skills to develop our country. We welcome the assistance of our international partners, but it is important that Liberians serve as well,' he added. 'The road is tedious and risky; you are volunteering your life on behalf of others. It requires commitment and integrity,' says Stephanie. One of the challenges they have faced is being taken seriously as young Liberians educated in Liberia. There is a presumption that because they have been educated in Liberia they do not have the same level of skills as Liberians educated abroad. 'Imagine going to a community to volunteer and the people that you are trying to serve are questioning your validity because you are educated here in Liberia? It can be disheartening but you continue

to push because there is a force within you that keeps resonating, "This is for Liberia",' says Timothy. Timothy was referring to challenges they faced when setting up their Movement for Maternal Health and Community Hygiene project. They went on the offensive by actively engaging the community in extensive dialogue, individually and collectively, about the merits of the project, clearly outlining the benefits to the community – both in the long term and short term. Fred admitted that it was an enriching experience for them, saying with a smile, 'volunteerism connects you. And we definitely connected with that community in a real way.'

In response to this challenge, SASEF-YVL initiated the Give Us a Chance awareness campaign. Launched on the International Day of Youth, 12 August 2010, this campaign promotes the hiring of Liberians educated in Liberia, thus giving national pride and value to Liberian educational institutions. For the launch, youth organisations participated in a round table discussion attended

by the Minister of Youth and Sports, the Honourable Edwina Tarpeh, and presented their organisations' missions, visions, goals, programmes and projects. 'We have to give youth educated in Liberia the opportunity to prove themselves. Liberia needs all Liberians, not just the few,' says Stephanie with a beautiful smile. SASEF-YVL has also had several awareness sessions with youth organisations on the importance of education, skills development, HIV/Aids awareness, hygiene, and sexual and gender-based violence.

Their confidence and determination is palpable. It is that dogged determination that has contributed to the success of SASEF-YVL's ongoing Education for Employment programme with the St Pius Catholic School in Harbel, Margibi County. In 2010, the programme engaged 25 children between the ages of 9 and 15 in projects aimed at environmental challenges. This year, while writing in notebooks given to them by the organisation, the children have focused on documenting educational challenges with the idea that SASEF-YVL will assist in finding solutions to those challenges. 'It is an exciting project for us,' says Timothy, 'because it really allows the kids to express how they feel without worrying about being punished for speaking out. So far, it has given us great insight into what

the kids think their educational challenges are and where we might be able to help.'

When I asked them about the future of volunteerism in Liberia, they all said that there should be greater collaboration between volunteer-involving organisations so that the benefits of volunteerism can be maximised for Liberia's development. They lauded the recent formation of the Liberia Volunteer Co-ordination Committee for Development (LVCC4D), constituted especially for the launching of the year's activities to commemorate the 10th anniversary of the International Year of Volunteers (IYV+10), as a great start towards this objective. 'Despite the challenges we are committed,' said a smiling Fred. 'By our example, and through our efforts, we are seeing more and more young people willing to volunteer for Liberia's development. This is exciting to watch as we know that they will learn in the process that volunteerism also helps to develop employable skills. And for us that is a great thing!'

THIS IS FOR
LIBERIA



Notes

SASEF's mission is to provide education to children and youth throughout the world through educational programmes that identify and implement solutions impacting the development of children and youth. The organisation collaborates with youth organisations, like YVL, that support the vision to develop self-sustaining people and improve the quality of life for future generations.

Participant at a SASEF-YVL workshop for the Give Us a Chance programme.



IYV+10, from 2001 to 2011

So what?



by Philip Sen

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Not every kid dares

The rain hardly ever stops in Vanuatu. It's pouring as usual when Jayleen sets out on her daily walk among thatched villages to talk to the local Ni-Van youth, face to face, about HIV and Aids. She is a peer educator who volunteers her time and energy to fight the root of this disease: ignorance. Together with the NGO Wan Smol Bag, teams of volunteer peer educators like Jayleen mingle with ordinary people, young people and sex workers. They laugh, crack jokes and talk about sex.

'The whole thing about these volunteers is that they're young and they're local,' says Jo Dorras, founder of Wan Smol Bag. 'They understand the culture just like every other kid. But they're special, because not every kid dares to do what they do.'

Through their work in the community theatre, youth centres and health clinics, these volunteers are a living example of youth action. As volunteers, they have become more than just beneficiaries; they are actors.

Young people want to change the world. Volunteering gives them the chance to do it. It empowers youths like Jayleen to take an active part in the development of their own communities, to take responsibility for the needs of others and to make an impact in their own lives. Volunteering often starts at home, but together, volunteers can change the world.

The year 2011 not only marks the International Year of Youth but also the 10th anniversary of the International Year of Volunteers. Through General Assembly Resolution 63/153 (2008), the United Nations called for this anniversary to be marked across the planet.



The aims of the wide range of partners are to promote the values of volunteering, recognise the value of volunteering, build and reinforce volunteering networks both nationally and globally, and help people tap their potential to make a difference through peace building and development. Volunteering turns youth from problems into solutions.

The International Year of Volunteers +10 campaign, known as 'IYV+10', aims to demonstrate how volunteer action can speed up development progress, especially when governments, the development community and civil society integrate volunteer action into their work. It brings together a host of partner NGOs and civil society organisations such as the International Federation of Red Cross and Red Crescent Societies and the International Association for Volunteer Effort.



With the United Nations Volunteers (UNV) programme as the focal point, these partners are organising regional conferences and advocacy campaigns, and revitalising volunteer committees at the country level. Towards the end of the year, UNV will also launch the first 'State of the World's Volunteerism' report, to coincide with a special General Assembly session on volunteering and its impact on achieving the Millennium Development Goals.

Since the original International Year of Volunteers, in 2001, more than 70 countries have adopted or introduced new laws or policies on volunteering, often igniting the enthusiasm of youth for making a lasting change in their communities. However, while government, the private sector and the media may now be more aware of volunteering, more support is still needed.

As well as promoting, recognising and facilitating volunteering, IYV+10 is also about sharing knowledge and experience. Managing youth volunteers and properly integrating them into development programmes and national policies take hard work and expertise. Early volunteer schemes that plunged inexperienced young people from the North into complex development problems in the South didn't always work out.

SO WHAT



IYV+10, from 2001 to 2011 So what?



Volunteer projects involving young people are more about reciprocity and mutual learning than the transmission of knowledge and skills. Stringent monitoring and evaluation are also essential. But with the right tools, there's so much that youth volunteering can achieve. Offer young people role models and inspire them with a new outlook, and their creativity pays dividends. Take youth seriously, give them responsibility and a place in society based on trust and they excel.

Across the planet from Vanuatu, the values that volunteering can instil are exactly the same. 'These are kids from single parent homes, maybe a history of delinquency,' explains Jean Wintz, a UN Volunteer Community Facilitator with the United Nations Development Programme in Guyana. Three years ago, township violence left 23 people dead.

'But we're getting them to give back to the community, and training them to be volunteer leaders,' says Jean. 'The change is being felt,' adds the 20-something Guyanese national, 'school attendance is up, behaviour is changing, participation in the community is getting better.'

Through volunteering, young people become actors in their own community solutions. And that's what IYV+10 is all about.

Find out more about the International Year of Volunteers at www.worldvolunteerweb.org/iyv+10



The price of volunteering

by Delon Pereira

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In the summer of 2000, I looked at volunteering in another country as a destination. In the summer of 2001, I looked back and was a changed person. Volunteering in another country was a journey that changed my life.

The price of volunteering

This journey had its share of challenges and lessons learned, highs and lows and feelings of elation followed by doubts and uncertainty. The first dose of reality was how 'financially exclusive' this opportunity was and the question of whether I could afford to participate. It was clear from the start that a decision to participate in a programme like this involved the issue of affordability. One would have to pay to participate in this programme and given the demographic it addressed, a large portion of society that could not afford to pay was eliminated. In a country like India this was an opportunity for a select few; it was not based on merit and people who could not afford the programme were not allowed to participate. I knew that the decision was going to be an uphill battle, weighing the pros and cons of this programme and how I looked at this opportunity.

Making an informed decision

The programme offered one year of international voluntary service to students and interested individuals below the age of 30. I had experience volunteering with many non-profit organisations in India but most of the volunteering was of my own initiative. I wanted to experience something more and had absolutely no idea what this programme entailed. I spoke to a few people who had returned from the same exchange and they shared their experiences of working in day-care centres, farms,

youth organisations, local community centres and projects, their travels and their volunteer year. This was something they would not have been able to do otherwise and though it came at a price, they were willing to pay for it. Each participant informed me that they paid the member organisation an administrative fee as well as their air tickets, visa costs, etc. The organisation did not have any grants or funds for individuals who could not afford to participate in the programme. Many participants were encouraged by their parents to use this experience as a 'gap' year. They looked at the payment more as an investment in their children's education than an expense. People who returned always ended the conversation by saying that this volunteer experience had changed their life. I weighed different options on whether to participate in this programme and concluded that an opportunity had presented itself – recognising this opportunity and acting on it would only increase my awareness and scope in volunteering. If I did not pay for this programme, there were no others in India which gave us such an opportunity.

I was informed by International Cultural Youth Exchange (ICYE) that I had been selected to go to Belgium. To prepare the 25 volunteers going abroad, the organisation co-ordinated sessions acquainting us with situations related to living with host families and work. The sessions brought together previous exchange participants who encouraged us to travel, learn new languages,

» The price of volunteering

participate as a member of a host family, showcase our culture, etc. The preparatory workshops helped me a great deal in preparing for this programme. I met other volunteers who were preparing for their volunteer stint in different countries – each one riding a roller coaster of emotions including anxiety, excitement and uncertainty. It is an emotional catharsis to be voluntarily removed from your country and planted somewhere else.

The price you CHOOSE to pay?

On arriving in Belgium, I was introduced to the participating ICYE member organisation and volunteers from other countries, who had all paid to participate in the programme. Some of them were students who had just finished university, some were in their gap year and some were individuals who were already working but used this year as a break. No matter what their background was, discussions of payment to a volunteer programme focused on cost comparisons in countries with ICYE programmes. Many from India, Africa, South and Central America had taken loans to participate in this programme, but participants from Europe came through local programmes and did not pay to participate. It was a decision most of us had made and there was no looking back. Some of the volunteers from Africa informed us that their families had borrowed money and had sent them on this programme to increase their prospects of moving to Europe. Some of the volunteers from our group left the programme even before it started. We never heard from them again. It became evident that this volunteer opportunity was not looked at as simply participating in a volunteer programme but as a means to an end: better and brighter prospects. As the member organisation conducted its volunteer orientation, introduction and integration activities, a new trend and thinking emerged – one where discussions on cost ceased and the long-term value and benefits began to set in. Participants started looking at the

bigger picture and putting things in perspective. The benefits of paying for this programme far outweighed the costs and the concept of volunteering took on another meaning – something that was intangible. You cannot put a value on experience gained, learning a new culture, your time, relationships and friendships forged.

A steep learning curve

One of the biggest benefits of participating in a volunteer programme like this is that you learn things quickly. Everything is so new to your senses that you feel you are having an out-of-body experience: a foreign country, language, food, culture, way of life, work styles, streets with names in French and Flemish and a lot of cross-cultural learning. The volunteer orientation was amazing; it equipped me with knowledge on what to expect and what to do in my new environment. This was all done in a fun learning environment. This orientation was not a one-time event as they organised weekends and getaways for volunteers to constantly provide feedback on the work programmes, living conditions and experiences. Most of the team-building activities with fellow volunteers helped us go back to our projects with a renewed perspective.

Investment and added value

One area that creates positive change and increased global awareness in the volunteer year is the project or organisation with which you volunteer. I was placed with an organisation in Belgium that co-ordinates volunteer and training programmes in Europe. The office was very welcoming. Although they knew that I was going to be there for only a year they involved me in their office activities just as if I was going to be a long-term employee. They invested in my learning by first understanding my strengths and what I wanted to experience in my volunteer year. I was encouraged to participate in training programmes and workshops on 'minority



development', meet youth from different organisations, use my skills and background in marketing to promote their organisation and highlight their work. Their investment in my learning added immense value to my volunteer year because it gave me a whole new perspective – one where each experience was seen as an opportunity to learn and explore global issues such as human rights, peace, tolerance, youth co-operation, integration, equality, discrimination and above all, serving others.

Volunteering with this organisation renewed my thinking and revitalised the purpose for which I had undertaken this endeavour in the first place. It was not a one-way street – I was given the flexibility to be creative in my work for them while they undertook to make my volunteer year memorable.

Pros and cons and lessons learned

It is unfortunate that not many countries have opportunities to participate and engage in cross-border learning like in Europe. There was only one organisation that offered a programme, so you paid whatever price they asked. It was financially exclusive. There was not a standard price for volunteers – different programmes in different

countries had different prices. Participants felt short-changed because they could not quantify their experience. Hosting situations and work programmes were not always amicable and well prepared but I learned early on in my volunteer year that you cannot put a price on learning and positive experiences. You have to keep an open mind and embrace every new topic, person and learning opportunity that comes your way. This enriches your experience.

Acceptance, appreciation and awareness are key. I learned that if you are open to accepting another culture, people and country, you will be amazed how appreciative you become of your own culture and country. You become aware and you create awareness for others. You value and share your experience and in the process are enriched by someone else's values and experiences.

When you give your time and effort unconditionally, you get much more in return, something that no one can quantify. Paying for a volunteer programme can be seen as an investment. An investment in oneself – where the dividends and interest on your investment keep paying beyond your volunteer year!



A rights-based approach to volunteering

by Magdalena Kurz

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Ask a Red Cross worker in Georgia, a Scout in France, a fire fighter in Italy or a football coach in a Slovenian sports club for explanation of his or her understanding of volunteering and you will receive a variety of different definitions: 'volunteering is an unpaid activity that I do of my own free will, wherever I want to engage' or 'volunteering activities have clear objectives and have a fixed period and structure'. Ask them about their needs and the challenges they are facing and you hear a common demand: to have the opportunity to be an active citizen in Europe.

The volunteering landscape in Europe is as diverse as its citizens, and the variety of forms of volunteering must be viewed as a vital dimension of democratic and social life. However, in order to ensure equal opportunities for volunteers and their organisations throughout Europe a common or harmonised framework defining key terms and a set of guaranteed rights of the volunteer is necessary.

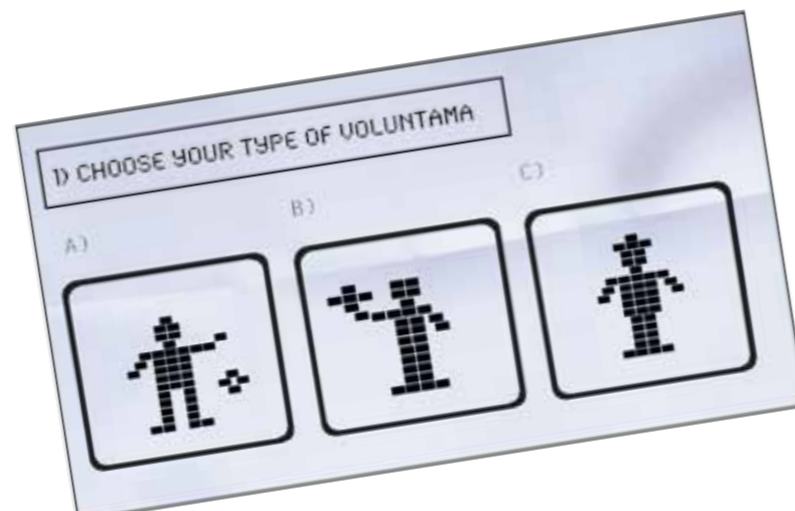
A rights-based approach to volunteering

Volunteering and the participation in youth organisations operate at the heart of democracy, as dynamic forces for social inclusion and active citizenship. Volunteering policy is a core issue for the almost 100 member organisations of the European Youth Forum, for example being volunteer based, volunteer led and representing millions of young people engaged in voluntary activities every day.



Currently not everyone that wants to volunteer actually can volunteer, due to monetary challenges and legal barriers. In Belgium, unemployed citizens are not allowed to volunteer in the current legal setting. In most European countries volunteers cannot contribute to pension schemes and have no social protection in terms of health care and liability insurance. Cross-border volunteers have to deal with a precarious legal status when volunteering abroad and often face expensive visa charges. Also, expenses incurred through volunteering activities are often not reimbursed.

Everybody should have the right to volunteer! A rights-based approach towards volunteering would create a framework that integrates the norms, principles, standards and goals of volunteering, while acknowledging the specific context and different



forms of volunteering as the point of departure. It would establish volunteers as active rights holders and create corresponding duties for responsibility holders, against whom claims can be made. This would allow, for example a young person, as a rights holder, to claim a certain amount of time off from formal education in order to volunteer. If this demand is not met, the young person could file a claim against the school, educational board or political authorities.

Obviously this concept leads to debate on obligations and responsibilities, and triggers the question of accountability of duty bearers, such as whether or not the volunteering organisation or the public authority covers visa or insurance costs. Building accountable relationships between volunteers, volunteering organisations and authorities would legitimise the demands of individuals and groups through a common, recognised legal framework.

In order to foster a culture of participation and active citizenship in Europe and the world, volunteers must be given the access and encouragement to volunteer. First and foremost, however, volunteers need rights that enable them to fully participate in society.

The rights of the volunteer in the framework of EYV 2011

The European Year of Volunteering 2011 (EYV 2011), the 10th anniversary of the United Nations International Year of Volunteering 2001 (IYV+10) and the Council of Europe Parliamentary Assembly Recommendation 1948 (2010) on promoting volunteering in Europe, together create a unique



momentum to improve the conditions for and access to volunteering in Europe. All three institutions, the European Union (EU), the United Nations and the Council of Europe, affirm the value of volunteering for society, express the need to recognise volunteering, outline the importance of the quality of volunteering and highlight the common challenges volunteers and their organisations face.

Let me point out that the groundwork for the rights-based approach exists in all three institutions, but the necessary legal mechanisms are not fully developed, as demonstrated by the following few examples.

The first objective of the EYV 2011 is to 'work towards an enabling environment for volunteering in the EU', which includes defining the legal constraints to volunteering. Additionally, the European Council points out: 'In all Member States there are also real barriers to realising the potential positive impact of volunteering, such as ... discouraging legal provisions, ... and the absence of a legal status.' For years volunteering organisations have been calling upon the EU institutions to deal with issues related to volunteering in the areas where the EU has competence to act, such as the taxation of NGOs, equal opportunities or European association law.

In the context of IYV+10, the global research study 'Drafting and Implementing Volunteerism Laws and Policies, A Guidance Note', provides another analysis of volunteerism laws and considerations of volunteerism and policies. It would be even more encouraging



» A rights-based approach to volunteering

to go beyond reviewing existing provision of 'labor codex, tax and social insurance law, immigration rules, civil liability laws, work place safety and health rules', to determining potential unnecessary burdens to volunteering and create a common legal framework for volunteering through a participatory process in co-operation with the volunteering sector.

The Council of Europe, as a promoter of human rights, decided to establish a legal basis in the area of volunteering by calling upon its members to sign and ratify the European Convention on the Promotion of a Transnational Long-term Voluntary Service for Young People. Indeed, as many NGOs

can testify, transnational volunteering faces a wide range of challenges that national-level volunteering does not, ranging from mobility obstacles, to (in)compatibility of national legal systems in the field, to the issues of insurance, to mention only a few. Considering the legal needs of

local volunteering, this initiative is not sufficient and further measures need to be taken.

Ultimately, focusing on a rights-based approach to volunteering improves the situation of volunteers, in terms of their needs, problems and potential. A charter of the rights of the volunteer, addressing all these and other aspects in a structured, clear and forward-looking manner, would be the most appropriate mechanism to foster Europe-wide volunteering.

Towards a charter of the rights of the volunteer

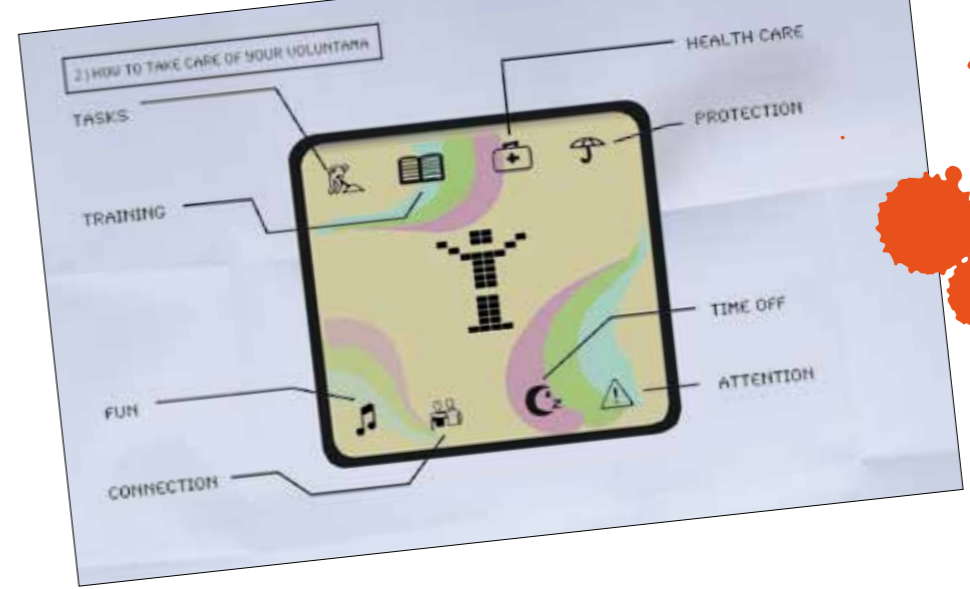
The need for a legal framework on volunteering at the European level was first raised in December 2006, when an analysis provided by National Youth Councils and International Youth Organisations,

combined with the European-level analysis of the European Youth Forum (YFJ), pointed to a clear conclusion: the need for a common legal framework or charter defining the basic rights and responsibilities of volunteers. Moreover, this framework should encompass support to youth organisations, because a volunteer can participate only if there is an organisation providing her or him with the necessary support.

What are the necessary elements to be included in a charter?

After a common discussion we should arrive at a definition of 'a volunteer' that is not limiting in scope but allows a common understanding of voluntary activities across Europe. It should respect basic principles, for example that volunteering is based on a non-profit cause and is done out of free will. Furthermore, an assessment identifying rights of volunteers, such as the right to a legal status or to obtain a visa through an open, accessible and transparent procedure, free of charge, is necessary. At the same time, responsibilities of the volunteer towards the volunteering organisation and other relevant stakeholders, such as to respect the commitments that are made with the organisation should be defined. Beyond that, the corresponding obligations of authorities need to be identified.

Volunteering organisations need to foster quality assurance, transparent and accessible information, clear task descriptions and guidance through training programmes and other support mechanisms, in order to meet the needs of volunteers and ensure their rights are respected. Finally, the role of the authorities in supporting the volunteering organisations – ensuring the necessary commitment of authorities and institutions to provide funding and cross-sectoral co-operation mechanisms in order to create an enabling environment for volunteering organisations and volunteers – needs to be specified.



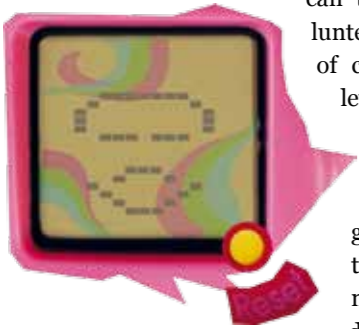
Conclusion

The YFJ is convinced that EYV 2011 must answer the needs of the millions of active citizens who volunteer every day and who develop European values and proactively participate in their society. The YFJ started the development of a European charter on the rights of volunteers and invited all relevant actors, and you, to join the debate. After gathering information, we will run an open consultation and drafting process by ensuring intense co-operation with institutional, business and civil society actors. Finally, the YFJ Volunteering Convention (6-10 September 2011), the largest civil society event in Brussels, aims to discuss, develop and agree on a declaration on the rights-based approach to volunteering.

It is essential that this debate is held on various levels within volunteering organisations as it is important to showcase examples, by referring to the local, regional and national levels, when discussing Europe-wide solutions. Therefore the input given by volunteering organisations, volunteers and institutions is crucial for the debate on the rights-based approach to volunteering.

All volunteers will have their rights when volunteers exercise their right and speak up.

Join the debate, follow the process and share your needs, thoughts and concerns. www.youthforum.org



The economic value of volunteering

by Andreea Melania Nagy

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When the subject of volunteering arises, the first thing that comes to mind is the altruistic, spontaneous, freely given and socially driven features of volunteer activity. But what if we focused on the economic value of voluntary actions? What are the reasons for measuring the economic benefit of a sector that implies unpaid work? How can we even go about estimating this economic value?

Volunteering is, in fact, a critical worldwide resource which enhances the growth of communities, solidarity and mutual understanding between individuals, generating positive change in numerous social and environmental areas. Millions of volunteers invest their time – free of charge – to bring about change. But how many volunteers are there in every country? Who are they? What do they do? What is the value of the time they donate? And to which parts of the economy are they contributing? How does this compare among countries around the world?

The lack of solid, comparable data about volunteer work makes it difficult to answer these questions, to gauge the progress of volunteers or to effectively promote and support this resource. What little data we do have, however, indicates that volunteer work is an enormous economic resource.

The ninth most populous country in the world

For instance, 2004 findings from the Johns Hopkins Comparative Non-profit Sector Project, which gathered data on 37 countries, revealed that when

measured in purely economic terms volunteers account for 44% of the full-time equivalent workforce of the world's non-profit organisations. Even when conservatively estimated, the value of these volunteer contributions around the world outweighs the value of all cash donations by individuals, corporations and foundations combined, and by a factor of nearly three to one. Furthermore, if the volunteers from the 37 countries in the Johns Hopkins study were a nation, they would be the ninth most populous country in the world and contribute well over \$400 billion to the global economy. Unfortunately, these figures represent a one-time look at volunteering, are out of date and until recently there was no method of updating them on a regular basis. And although efforts to measure volunteering, to determine its character and the extent to which it builds added value, have been taken in a few countries, the data registered cannot be compared due to differences in the definitions of volunteering and measurement methods used.

These figures tell us volunteering is a resource that should not be undervalued simply due to a lack of common methodology of measurement and assessment. Though the philanthropic nature of voluntary action may cause people to overlook its economic relevance, measuring the economic value of volunteering is important. Doing so not only represents a fundamental way of demonstrating its importance to society in general and to economies in particular, it also provides a useful way of bringing the value of volunteering to the attention of



government officials and policy makers. We need to measure volunteering and its economic value in order to:

- demonstrate the immense contribution that volunteers make;
- validate the work that volunteers do;
- provide a basis for gauging the effectiveness of volunteer promotion efforts;
- encourage governments to take volunteering seriously;
- foster supportive policies;
- increase the visibility of an aspect of the labour force excluded from labour statistics;
- clarify the economic impact of volunteering.

Compare and contrast

In recognition of the importance of generating consistent, comparable statistics that can be used to illuminate the above-mentioned aspects of volunteer work, the International Labour Organization (ILO) approved on 23 March 2011 the first-ever official 'Manual on the Measurement of Volunteer Work' (hereinafter, the ILO Manual), which establishes a common procedure for national statistical agencies to use when regularly measuring the amount and economic value of volunteering.

This ILO Manual, drafted by the Johns Hopkins Center for Civil Society Studies in collaboration with the ILO and an international Technical Experts Group, contains the first internationally accepted definition of volunteering and internationally applicable approach for gathering official data on the amount, character and value of volunteering.

The ILO Manual calls on national statistical agencies to measure the amount and economic value of volunteering by adding a few questions to their existing labour force or other household surveys. Implementation of the methods in this manual can thus produce comparable cross-national data, which will offer countries a common ground to assess and compare volunteering levels, and target volunteer promotion activities accordingly.

The Johns Hopkins Center for Civil Society Studies, the European Volunteer Centre (CEV) and the Volunteer Support Centre of the Lazio Region (SPES) have joined their efforts to launch the European Volunteer Measurement Project in order to foster the implementation of the ILO Manual in the European Union member states. Thus, hopefully, an important legacy of the European Year of Volunteering 2011 will be the establishment of the ability to measure European volunteering and to understand volunteers' contributions in economic terms.

»» The economic value of volunteering

What are we talking about?

Volunteering is defined as 'unpaid non-compulsory work; that is, time individuals give without pay to activities performed either through an organisation or directly for others outside their own household'. The key elements/characteristics of volunteering under this definition are:

- 1 unpaid – However, some forms of monetary or in-kind compensation, such as reimbursement of expenses, may still be possible without violating this feature of the definition.
- 2 non-compulsory or non-obligatory – People engage in these activities willingly, without being legally obligated or otherwise coerced to do so. Social obligation, such as peer pressure, parental pressure or expectations of social groups, however, does not make the activity compulsory.
- 3 embraces both volunteer activities directly for other households ('direct' volunteering) and volunteering done for or through not-for-profit institutions or other types of organisations ('organisation-based' volunteering).
- 4 does not include work done for members of the volunteer's own household.

The gathered data will gauge the number of people engaged in voluntary work, the amount of time invested, details about the kind of activity in which the volunteer is involved, the setting of the work itself (not-for-profit organisation, business or government) and the field in which the volunteer work is performed. The statistical agencies following the ILO Manual recommendations will then use the 'replacement cost approach', assigning to the hours of volunteer work what it would cost if a paid staff member was appointed to do the work that the volunteer is doing.

A wider view

Of course, volunteering represents much more than an economic activity. On a day-to-day basis, volunteers make enormous contributions to the relief of suffering and the enhancement of quality of life around the world. Volunteering increases the self-esteem and skill base of volunteers, the sense of confidence and understanding within communities, the well-being of people and the richness of social life. Volunteering is also a crucial indicator of civic engagement and a vehicle for promoting democratic values and building a sense of community. The impact it has at an individual level and at the level of the community motivates people to get involved. While the social value of volunteering is often well recognised, its economic value is often overlooked. The widespread implementation of the ILO Manual's recommendations will remedy this imbalance, helping to increase the credibility and visibility of volunteering and equip policy makers with a clearer understanding of the contributions it can make. It is crucial for those interested in promoting volunteering to have a better grasp of all of the factors encouraging it or obstructing its growth.

Further reading

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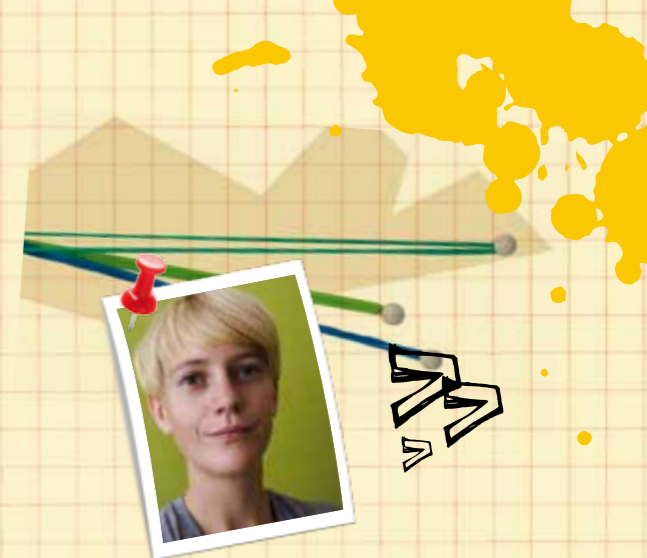
The Johns Hopkins Comparative Nonprofit Sector Project (CNP), www.ccss.jhu.edu/index.php?section=content&view=9&sub=3&tri=7



The art of volunteering

by Marlies Pöschl

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Jose Gallego Hidalgo
24, from Spain, EVS volunteer at Grenzenlos



I did not really have experience with actually living in a different country before I came here. And now I think this experience, where you get to know a country and a culture in all kinds of situations, creates a very strong bond, and I have the feeling that this connection between me and Austria will always stay very important for me, even after I go back to Spain.

is the independence of the children in Austria as compared to Spain. Here, the parents and the teachers give the children much more responsibility, and so they learn quickly to do things by themselves, and I think when you grow up, this also results in a more active attitude to work.

My original project was at a kindergarten, but due to some problems with the project there, I now work for Grenzenlos.

As I was working as a teacher in Spain I wanted to get to know the Austrian educational system and compare it to the Spanish system, that's why I chose to volunteer at the kindergarten. One thing that really struck me there

Here at Grenzenlos I mostly help in the organisation of seminars and with computer related work. The biggest challenge for me is the language, because if you work in an office, you have to know the language really well. My contribution to this organisation is, of course, that I try to do my best, but also that I have 'a good face'. I mean I'm always happy when I come to work and I try to make jokes, even if I mix up the words. I try to make people laugh.



Online volunteering doesn't ask much

by Darko Buldioski

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In the era of social media the networks of non-profits and volunteers can do a lot more than in the past.

Social networks have existed as long as humans – in fact, the ability to socialise is a large part, maybe the most important part, of what distinguishes Homo sapiens from other primates. Since the telegraph began to wire the world, and the telephone and the Internet made it possible for most people in the world to communicate with most other people, social networks have taken on particular significance.

It is widely accepted that we live in an era where on-line social network sites are changing our perception of what a social network is. The common definition says that a social network is an association of people drawn together by family, work or hobby. The term dates back to the 1950s, and was coined by professor J. A. Barnes. The definition itself hasn't changed a lot, except that today we live in a digital era where all connections between the nodes in a network can be easily seen and visually presented. Thus they enable us to extend our networks even further and intensify communication with our peers.



Wellman points out a small fact of contemporary life: making a telephone call in the wired age meant making a connection with a place, but making a phone call in the wireless age means making a connection with a person. Now that so many people are able to carry instant access to their social networks in their pockets, what do we know about how they think about themselves, about where they are, about what 'where' means? (Wellman, 2001) Does the historical shift from virtual communities to personal social networks, what Wellman calls 'networked individualism' mean that we are not just seeing new types of literacy, but new kinds of people who regard themselves in new ways, especially in relationship to their social ties?

Well, the answer to this question is YES. And the proof is the new ways in which people commit their time and knowledge to help a cause.

Online volunteering is not a new thing. People with a will to help have been trying to use this technology in order to make more effective contributions since its inception. It is no different today, except that the tools are a bit different. The tools are now completely social and (usually) are part of a wider spectrum of activities. It means one can join and start volunteering in just a few seconds. A person can find the perfect project where she can contribute most and she can proudly, and most of all, very easily share her work with her 'social graph'.



Micro-volunteering and crowd-sourcing

New tools demand new terms that describe them more precisely. The hot terms, although as activities they not very new, are micro-volunteering and crowd-sourcing. These are assignments that do not take long to complete; do not involve high security or handling of proprietary data; do not require much supervision; are important, as all volunteering activities should be, but not immediately critical and can be done by just one person, rather than needing an organised team.

According to one of the most recognisable online volunteering services, Sparked.com, micro-volunteering has four defining characteristics:

1. **Convenient** – It's volunteerism that fits into your schedule when you have time – typically (but not necessarily) via an Internet-connected device such as a personal computer or mobile phone.
2. **Bite-sized** – Volunteer tasks are broken into small pieces, so that you can complete a task in the time you have available.
3. **Crowd-sourced** – The non-profit organisation that needs help asks a large group for assistance. Micro-volunteers who have the time, interest and skills (ideally), and who may be previously unknown to the organisation, do the work.
4. **Network-managed** – The time demands of the manager are reduced by distributing much of the project management and quality review to the network of micro-volunteers.

The use of many different online tools for management, collaboration and co-ordination of the work of a large group provides numerous new opportunities for both sides. Now, many non-profits, in a short period of time, can reach large numbers of potential volunteers that can get familiar with their work

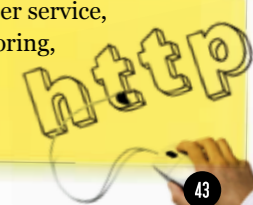
and help them improve it even further. They are spared paperwork and bureaucratic procedures and can focus on the work instead.

Be aware of slacktivism

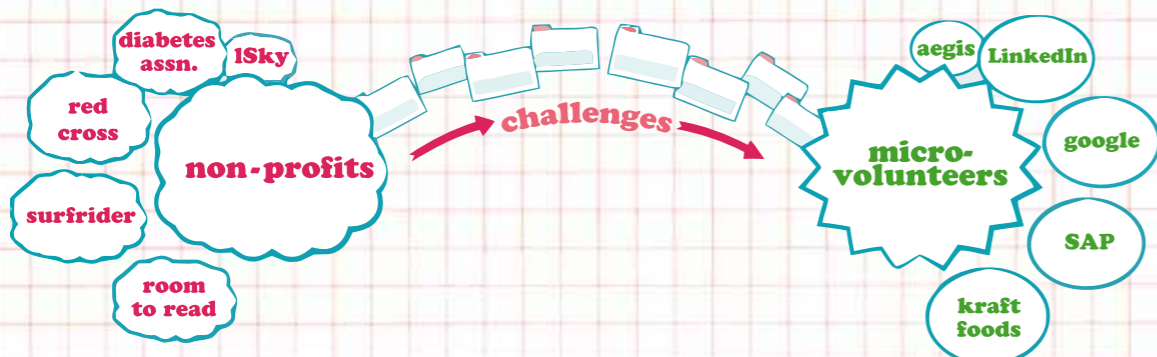
'A social network is not necessarily bound by relationships as much as it is driven by the exchange of shared ideas and information through a one-to-one and one-to-many conversation that is inclusive of top-down, bottom-up, inside-out, and outside-in peer-to-peer interaction.' (Solis, 2009) But putting the right tools in place means that one has to set up an appropriate plan for measuring the real effect of the volunteer work. Armchair activism, or 'slacktivism' as it is currently called, is an apt term to describe feel-good online activism that has zero political or social impact. In this sense all non-profits should plan to avoid as much as possible these kinds of activities as it is clear that they will not bring any real results and at the end of the day the work will not be finished.

What is online volunteering/ virtual volunteering?

The biggest volunteer-made website, Wikipedia, says: 'Virtual volunteering is a term describing a volunteer who completes tasks, in whole or in part, off-site from the organisation being assisted, using the Internet and a home, school, telecenter or work computer or other Internet-connected device. Virtual volunteering is also known as online volunteering, cyber service, telementoring, and teletutoring, and various other names.'



Online volunteering doesn't ask much



Three points you or your activists should retain:

1 Humans do the volunteering, online and offline. So if you've already been working on volunteering programs offline, you've learned the most important lessons for doing it online. Don't hesitate much when working towards a big goal (mission); think of small, short-term tasks and try to reach a committed group of core people to make the desired changes in society.

2 Young people are at the forefront of new media use; youth NGOs should be too. The so-called 'Google generation' doesn't distinguish between the online and offline world. They don't know a world without the Internet. So whatever they do they will associate it with working online. This is a huge potential for youth NGOs. My advice is to start volunteering yourself for someone else online. For example, join the Spark.com network and gain first-hand experience. When you grasp the basics try the other side and initiate an online volunteering action yourself. Try to create a community of online volunteers that otherwise would not be able to help your cause.

3 Building an effective online community of volunteers takes time. 'Rome wasn't built in a day!' So try to set up a mid-term plan and don't give up easily. You have to be honest, transparent and persistent. Remember people join online communities because they can do it easily; they come back because they are fulfilling some needs and wishes and they engage because they have the feeling that their work is appreciated and helps others.



Good luck and share your successes and failures with me @darko156

Resources

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The art of volunteering

by Marlies Pöschl
marlies_poeschl@gmx.net



Miwa Tanaka
33, from Japan, volunteer at Kindergarten 'Gatschhüpfer'



In March it was very cold and also I could not really communicate, so I felt very small as a person. In April it was getting warmer outside and I also picked up some words, the communication started. Now, in May, we can communicate with each other and show our feelings. The last circle represents the future, and I don't know yet what it will bring, but I think that it could even be much bigger, because I really feel I am growing here in Vienna.

I think the concept of this kindergarten is to be friends with nature. That's why it is located outside of the city, near the forest, and not inside a building. Most of the time the children are playing outside or in our Jurte (Mongolian tent). We are also walking a lot through the woods, and I help to take care of them, so no one gets lost or hurt. And mostly, I play with the children.

The most difficult thing for me is the language, because I speak English and German and the children speak Japanese, so we communicate through body language or we ask the teachers to translate.

What I can learn here is feelings. Back in Japan I was working so hard and had a lot of stress, so I decided that I wanted to be more free. And being here with the children and being in nature gives me the opportunity just to play and be happy.



After the earthquake in Lorca

by Agnieszka Byrczek
 aga@cazalla-intercultural.org



The life here in Lorca is slowly coming back to normal after the earthquakes that happened here on 11 May 2011. During the first one I was at home and I didn't know what was happening, why everything was shaking and things were falling down. When the second one started, I was on the street. A woman caught my hand and hugged me, so we went through it together.

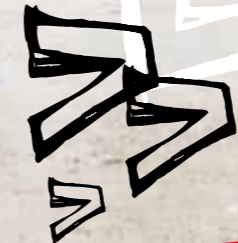


I had a lot of luck because by midnight I had managed to escape from the city, and shortly afterwards I got to know that the house where I live had been evaluated and was given a green sign, that means it is safe to live in. Not everybody had such luck. We called all of our friends and the people with whom we worked. For instance, we discovered that a friend of ours had been forced to leave her home; she is a woman who was a 'book' in our 'Living Library' project. She stays in a camp with all her family – husband, four children and parents. When I came back to Lorca with two of my friends to help with the preparation of food for displaced people, we went to the camp. There were only migrants and the Roma community, most of them did not have tents and they passed their days standing in the queues for water or food. I saw my friend who was crying and she told us many stories. This time I didn't feel bad anymore about staying in the same clothes for a few days. We changed our plans and instead of going to the factory to prepare food, we spent the whole day shopping, cooking the first hot meal for the people in the tents, and simply spending time with Gertrudis and her family. I was shocked how

such small things like a toothbrush or shampoo can really change a lot for someone. After this day I felt satisfied not only because we managed to help, but also because I discovered more meaning and the impact of our previous projects.

During the last few days I have seen a lot of solidarity in Lorca. Despite the fear, many people got involved in the emergency actions. I have seen over 300 people cutting tomatoes (I was one of them), making sandwiches, and packing food for a whole day; many others working in the camp, others helping to clean the streets in their neighbourhoods.

In my organisation, we had just had a co-ordination meeting to plan further actions that would target youth and migrants in the community. Right now it is time to come back to normal life and continue with our work because right now I realise how important it is and how big an impact even one person can have.



¡GRACIAS A TOD@S L@S VOLUNTARI@S!



Positively impacting society through employee community engagement

by Jenny Todd
 Jenny.todd@bitc.org.uk

Increasing numbers of companies are recognising and responding to their business needs as well as to the needs of society. They are becoming more aware of how their business impacts society and how they engage with the communities in which they operate.

At Business in the Community (BITC), a business-led charity with a growing membership of 850 companies, we stand for responsible business and firmly believe that, as a powerful network of companies and organisations, we can make a big difference in our societies, for people and the planet.



One of the most effective ways in which we advise, support and challenge companies to make a positive difference in society is through 'employee community engagement'. Employee community engagement occurs when a company encourages its employees or workforce to engage (support and connect) with the community in which it operates in order to tackle a specific social or environmental issue. This can be achieved through a number of ways and includes the broad concepts of employee volunteering and corporate volunteering.

Employee community engagement includes a number of activities. One of the most common examples is mentoring a group of young people in a school in order to improve

their confidence and school attendance. A similar idea is training the staff of a non-governmental organisation (NGO) on how to improve their IT skills so that the organisation can operate more effectively and efficiently. Employees could further support the NGO by raising funds in order to make them more sustainable and achieve long-term results. And finally, a very effective way in which employees can engage within the community is by offering pro-bono services. This is where a professional firm gives a community group or charity professional advice free of charge, such as a legal firm giving free legal advice.



Why do companies engage in the community?

There is a growing understanding of the benefits of employee community engagement not only for the community but also for the company and its employees. We often refer to this as the 'business case' and it is the reason why companies should act more responsibly and take part in this sort of activity.

Not only do the companies benefit but the employees have much to gain from volunteering. They can develop both personal and professional skills such as greater self-confidence, improved communication skills and specific management skills which can help with their career progression and development.

For example, research conducted by Community Service Volunteers (CSV) in March 2009 looked at the impact in the workplace of 261 people who had volunteered from 2000 to 2009. Some 89% believed their employment prospects had improved as a result.

In order to increase the presence of employee community engagement throughout Europe and beyond, BITC has three key employee volunteering initiatives: Give & Gain Day, ENGAGE Key Cities and the European Employee Volunteering Awards.

Give & Gain Day mobilises employees to volunteer their expertise and time during work hours to support communities that are in the greatest need. This year, in celebration of the European Year of Volunteering 2011, BITC has linked up with partners of its CSR360 Global Partner Network (CSR360 GPN) to offer Give & Gain Day activities internationally in 11 countries.

Give & Gain Day has proven to be a successful mechanism to encourage new employees and new companies to try volunteering for the first time. In June 2010, 62% of employees that volunteered were new to volunteering during work time, 42% of whom were new to volunteering altogether. Almost all of the volunteers said that they would be interested in volunteering through their company again, with 99% reporting a desire to take part in Give & Gain Day 2011.

ENGAGE Key Cities brings together community partners and companies in 20 locations internationally to work in collaboration on employee community engagement projects. It was created in 2002 by the International Business Leaders Forum (IBLF) and BITC and is a model that has proven its worth.

Each project is designed and funded locally by groups of 5 to 15 multinational and local companies in order to address some of the key social issues in that community. The involved companies include some of BITC's own members such as Allen & Overy, Alliance Boots, APCO, Aviva, British American Tobacco, CITI, Freshfields Bruckhaus Deringer, Glaxo Smith Kline, IBM, KPMG, Linklaters and TATA Consultancy Services. By working together, they are able to pool available resources, creating a sustainable project with increased impact.



Positively impacting society through employee community engagement

BITC and 22 partner organisations also organised the **European Employee Volunteering Awards** that recognised companies' employee volunteering programmes from across Europe. The aim was to raise the awareness of volunteering during the European Year of Volunteering 2011 and to inspire more companies to increase their activities.

The applications were judged in the following five categories: Large Company, Small Company, Newcomer, Innovation and Public Authorities. The following case study of the winner of the Newcomer Category shows how companies can direct their employees' time and skills to improve the employability skills of young people.

About Business in the Community

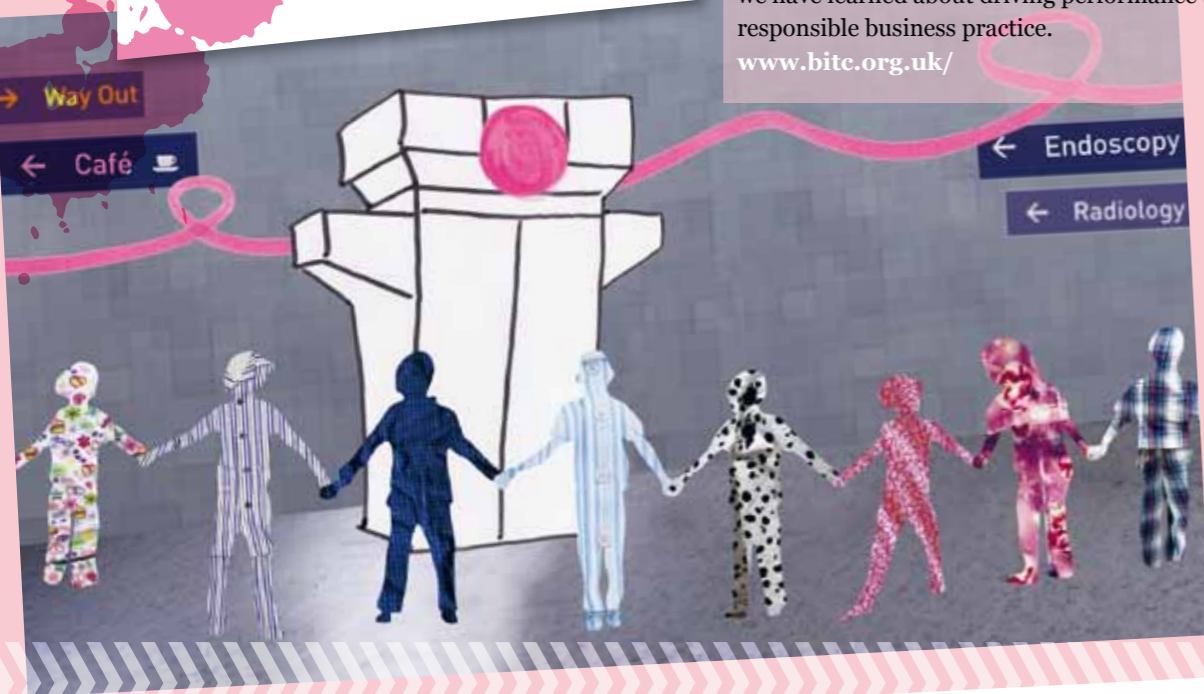
Business in the Community stands for responsible business.

We are a business-led organisation with a growing membership of 850 companies, from large multinational household names to small local businesses and public sector organisations.

We advise, support and challenge our members to create a sustainable future for people and the planet and to improve business performance.

Our members work with us to define what responsibility looks like in the workplace, marketplace, community and the environment – and we share what we have learned about driving performance through responsible business practice.

www.bitc.org.uk/



Further reading

Give & Gain Day 2011
www.bitc.org.uk/community/employee_volunteering/give_gain_day/give_gain_day_1.html

ENGAGE Key Cities
www.bitc.org.uk/global/engage_key_cities.html

The European Employee Volunteering Awards
www.bitc.org.uk/global/european_volunteering_awards/index.html



Winner of the Newcomer Category in the European Employee Volunteering Award

Company name: Abbott (Ireland)

Programme name: Abbott Science Programmes



In response to the worrying decline in young people's interest in science as a career in Ireland, Abbott Ireland launched two unique science programmes in 2009: Abbott Family Science and Operation Discovery. Abbott recognises that it is critical to reverse this trend and increase the number of students studying the sciences, both at secondary level and subsequently in science courses at university level, in order to increase students' employability in the science and engineering sectors.

Abbott Family Science brings together primary school students, parents, teachers and Abbott volunteers for a hands-on evening focused on basic science skills (observation, problem solving and teamwork) and building confidence as science learners. Disadvantaged schools or those without a dedicated science programme are targeted in order to reach students who otherwise might not have the opportunity to consider science as a career.

Operation Discovery brings secondary students and their teachers to Abbott sites to work directly with Abbott scientists. These scientists serve as role models to the students and facilitate authentic, hands-on activities in small groups that introduce students to some of the tools and procedures that Abbott employees use every day in their work.

In 13 months of running both programmes, 990 students, 487 parents and 60 teachers at 18 schools have participated across Ireland.

Students who participate in Operation Discovery say:

	Before	After
'I would enjoy studying science.'	41%	80%
'Working in science would be fun.'	39%	73%
'Working in a science laboratory would be fun.'	29%	68%
'Every citizen should understand science.'	45%	80%

As we have seen, there are many ways in which companies are making a positive difference in the areas in which they operate through enabling and supporting their employees to be active in their communities. Whilst it is very important to recognise the many achievements that the business world and their employees are having, we must keep the goal in mind and continue to encourage and inspire other businesses to step up to the challenge.



An invitation to... enter the zone of co-operation ... by people with no common sense



by Marios Epaminondas

mepaminondas@yahoo.com

A sign in the buffer zone, in front of a building, which has become contrary to certain impossibilities, an 'Educational Centre and Home for Co-operation' says: 'The Association for Historical Dialogue and Research invites YOU to enter the Zone of Co-operation'. Does this make any sense to YOU? Probably not! That's why we are providing a glossary!

Buffer zone

The term buffer zone refers to a ceasefire line, stretching from the east to the west coast of Cyprus with a width ranging from 3.3 metres to 7.4 km that de facto divides the island of Cyprus, and the capital city of Nicosia, in two. It is maintained 'between the Turkish and Turkish Cypriot forces in the north and the Greek Cypriot forces in the south'.¹ The buffer zone is currently under the control of a peacekeeping mission of the UN. The buffer zone is often referred to as the dead zone, not because there is no life in it (in fact it has been a safe haven for Cypriot wildlife for years), but because it was the theatre of violent conflicts in the past and it is for the most part inaccessible to civilians.

Crossing the buffer zone from one side to the other in Nicosia was unthinkable for decades. Even when restrictions of movement were partly removed in 2003 and civilians could cross from one sector of the city to the other, the buffer zone itself remained a 'dead zone', a 'no man's land' separating the city, the country and the minds of Cypriots. In popular thinking the 'dead zone' has become an almost perennial symbol of confrontation: confrontation of armies, arguments, interests, histories. It is in a sense the 'reification of confrontation'.



Certain impossibilities

The confrontation of the 'two sides' impedes understanding and praxis in at least two ways: it reinforces the idea that there must be two versions of everything and it mistakenly suggests that the Greek Cypriot and Turkish Cypriot communities are uniform 'within themselves', thus downplaying all other forms of intra-community differentiations and otherness.

When, in 2005, the Association for Historical Dialogue and Research (AHDR) came up with the idea of establishing an inter-communal educational centre in the buffer zone, even some of the most passionate adherents of co-operation maintained that this idea was IMPOSSIBLE for at least three reasons:

- a) It was impossible to be granted permission by the United Nations Peacekeeping Force in Cyprus (UNFICYP) and all other relevant armies and authorities for construction projects in the buffer zone: no other civilian or group of civilians had ever done that in the past.
- b) It was impossible to secure adequate funding for renovation (estimated at no less than a million euros) bearing in mind that a buffer zone is by default the most insecure place for any sponsor to invest money.
- c) It was impossible to find a suitable establishment in the buffer zone available for sale. Only one half-ruined house had the prerequisites to become the Home for Co-operation. However the main owner clearly had stated in the past that he was not willing to sell it, in addition to the fact that he had 17 other co-owners spread all over the world!

All these arguments were easy to grasp. All one needed was common sense. However, the AHDR board members were not people of common sense ...

Association for Historical Dialogue and Research

Established in 2003 by a group of young Cypriots, the Association for Historical Dialogue and Research has enlisted members from various ethnic, linguistic and professional backgrounds working at various educational levels in Cyprus. Its board, comprising Turkish Cypriot and Greek Cypriot educators and historians, is a brilliant example of how productive co-operation, creative ideas and respect can blossom across a divide.

The ADHR of Cyprus has as a mission to defend and promote productive dialogue and research in issues regarding history and history teaching and to strengthen peace, stability, democracy and critical thinking.

At the heart of every activity of the AHDR lies the concept and practice of multiperspectivity: the ability and willingness to seek out, assess critically and incorporate new perspectives in an attempt to reach a higher level of understanding.



An invitation to enter the zone of co-operation

by people with no common sense



Educational Centre and Home for Co-operation (H4C)

Located in the buffer zone of Nicosia, Cyprus, the H4C is aiming to break the common perception of the buffer zone by contributing to turning it from a dead-zone symbol of separation to a zone of co-operation. It will function as a shared space for inter-communal co-operation and dialogue, hosting conferences and exhibition spaces, a library, an archive and offices.

More specifically it will:

- provide opportunities for NGOs and individuals to design and implement innovative projects, which will help the empowerment of civil society and the enhancement of intercultural dialogue;
- enable young people, educators, historians, researchers, activists and other agents of change to develop knowledge and critical thinking through programmes on education, training and research;
- encourage Cypriots to demonstrate the benefits of co-operation across the existing divide;
- enhance awareness of the complexity and diversity of history and support the conservation of the cultural heritage of Cyprus.

Zone of co-operation

For the AHDR, peace does not simply mean the absence of armed conflict; it entails the shifting of the state of mind in a way that adopting the perspective of the 'other' becomes a way of life; it entails entering a zone of co-operation. Achieving this might mean breaking certain conventions of common sense. After all, now we have enough evidence to 'prove' that challenging what is considered common sense can be productive.

After months of laborious work, eventually UNFICYP and other authorities granted the needed relevant permissions and funding was secured. The establishment of the Home for Co-operation is supported by the EEA (European Economic Area) financial mechanisms; by the major donors Norway, Iceland and Liechtenstein; by Sweden, Switzerland, Cyprus and the Netherlands and also by individuals, organisations, local authorities in Cyprus and abroad. The United Nations Development Programme – Action for Co-operation and Trust in Cyprus (UNDP-ACT) is providing support through the Multiperspectivity and Intercultural Dialogue in Education (MIDE) project, which is a two-year research and education initiative being implemented by the AHDR.

The main owner of the house in the buffer zone, and the rest of the owners, were talked into selling it. Learn more about the idea behind the H4C and meet the former owner of the house, Avo Mangoian, who tells the story of the house in the AHDR's video blog:

'New Faces, Old Places: A History of Home'

<http://www.youtube.com/watch?v=VDhjYCxQjzM&feature=related>

Construction work on the H4C began in February 2010 and the occasion was marked by a traditional Cypriot-style street festival with grilled meat, music and games on 6 February 2010: Groundbreaking Fiesta! Watch coverage of this event and learn more information on the H4C: **'History on the Grill'**

<http://www.youtube.com/watch?v=PEQu8WKZjM>



YOU

YOU are young people, youth workers, activists, educators, historians, and researchers based in Cyprus or anywhere else; you are people who find the effort to transform dead zones into co-operation zones worthwhile. You are the ones who will give life to 'that building in the buffer zone' and transform it from a set of premises to a home for co-operation. Some of YOU, based in Cyprus, are already becoming some of us. You are preparing to enter an era in which you will have the opportunity to interact in a space located in Cyprus, which is neither 'this side' nor the 'other side'; in an era during which differences will not be the sources of dead-end confrontations, but the basis for productive dialogue.

The rest of YOU are encouraged to send comments and ideas to ahdr.mide@gmail.com

The inauguration festivities took place in May 2011.

For more information look at:

http://www.ahdr.info/about_h4c.php

Rana Zincir Celal – Project Consultant:

'In my own world, taking my first steps in the buffer zone was a little like walking on the moon for me – totally alien terrain, a bit frightening but also exhilarating, life-changing even. What struck me was the contradiction I felt between the deep sadness evoked by being surrounded by remnants of a conflict on the one hand, and an overwhelming sense of possibility and hope on the other.

Co-operation across the divide is an idea, whereas conflict is a reality embedded in our everyday lives and encounters. Herein lies what makes the Home for Co-operation so special, that it will be a visible, tangible representation of co-operation. Beyond its immediate functional purpose (also very important), the H4C will provoke the imagination: what thoughts will people have when they walk through the Buffer Zone and see a dynamic, lively space where Greek Cypriots and Turkish Cypriots are working, eating, thinking and creating together?'

Chara Makriyianni – AHDR President

'Why is H4C special?

Because giving children and young people the means to make sense of and weigh the multiplicity of pasts offered in various accounts, across the existing divide, is the most excellent gift we can offer the new generation – because knowledge is contested, is transient, and is subject to nonstop change. H4C, with its shared spaces for debate and dialogue, can contribute to this ongoing adventure of research and learning.

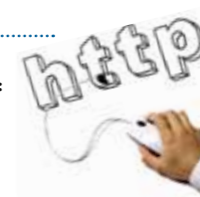
Because engaging in this paradigm shift – from a discourse of intolerance to one of co-operation, based on understanding and mutual respect – is the way forward.'

Some resources

Association for Historical Dialogue and Research:
www.ahdr.info

United Nations Peace Keeping Force in Cyprus
<http://www.unficyp.org>

European Economic Area and Norway Grants
<http://www.eeagrants.org/id/1560>



1. Retrieved from http://www.unficyp.org/nqcontent.cfm?a_id=778&tt=graphic&lang=1

The H4C was inaugurated on 6 May 2011

Who is the coach?

by Mark Taylor

'Marker' is a regular column in Coyote, written by Mark Taylor, looking at issues in training and hoping to encourage debate, questions and a fusion between 'tarte flambée' and a rock.

Contact: brazavil.training@yahoo.com



Coaching, mentoring, guiding, listening, contacting, monitoring – the list goes on and on so that it's almost like one of those old adverts for Coke drinks. I've been thinking about coaching in long-term courses and came up with a dilemma or two and thought it might be nice to put them here and maybe even find out if you share some of the concerns...

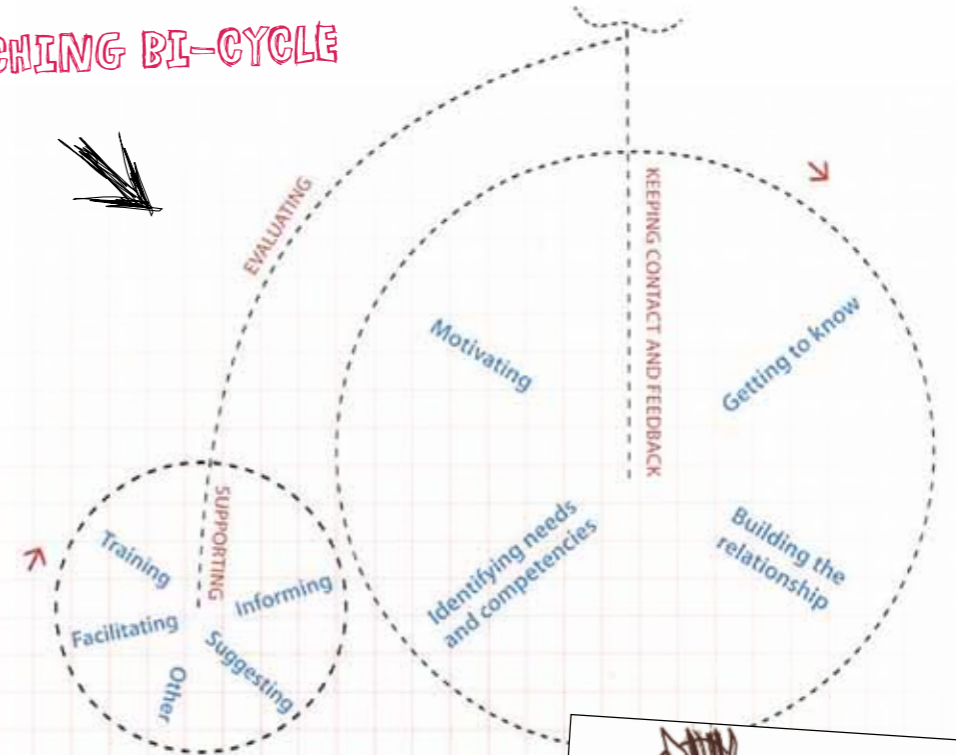
Research will probably come up with some answers about when the first long-term training courses (LITCs) were implemented in our field of international youth non-formal learning/education. I remember very well the excitement around the European Youth Centre's first LITC in 1990. The idea that people come together and learn things, go away and (try to) put them into practice in projects and THEN come back together and review all their experience and even go further – a revolution!

Along the way all sorts of pieces have been added to the picture, with one of the biggest steps being: there should be some form of organised contact between the trainers and the participants. What for? For a host of reasons, some of them listed here:

- To help the learning process
- To keep a sense of community (or community of practice)
- To check up if the participants are 'doing their homework'
- To find out what needs to be addressed in the next seminar/meeting/online session
- To give the trainers something to do between meetings
- To make the participants feel like Big Brother/Sister/Sibling is watching them
- To show that this course is also as serious as other ones
- To increase the loveness-ness (no, don't ask me to explain that one)
- To facilitate the re-alignment of goal-setting for trainers and participants...

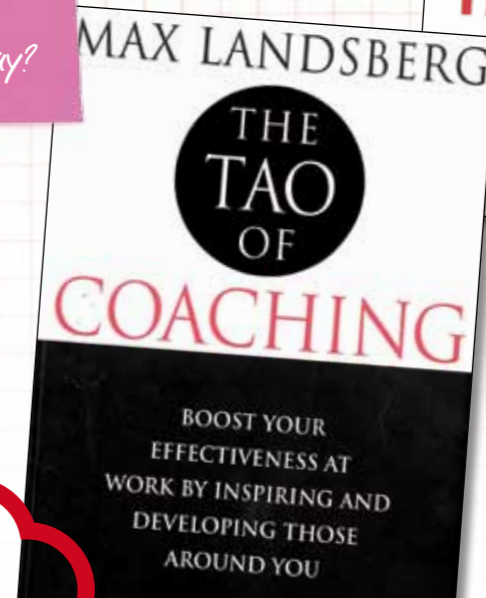
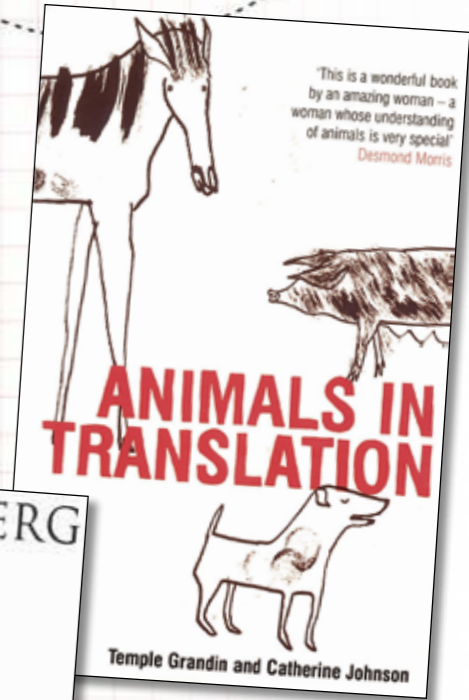
The list can go on. Not everything is valid for each course. Of course.

COACHING BI-CYCLE



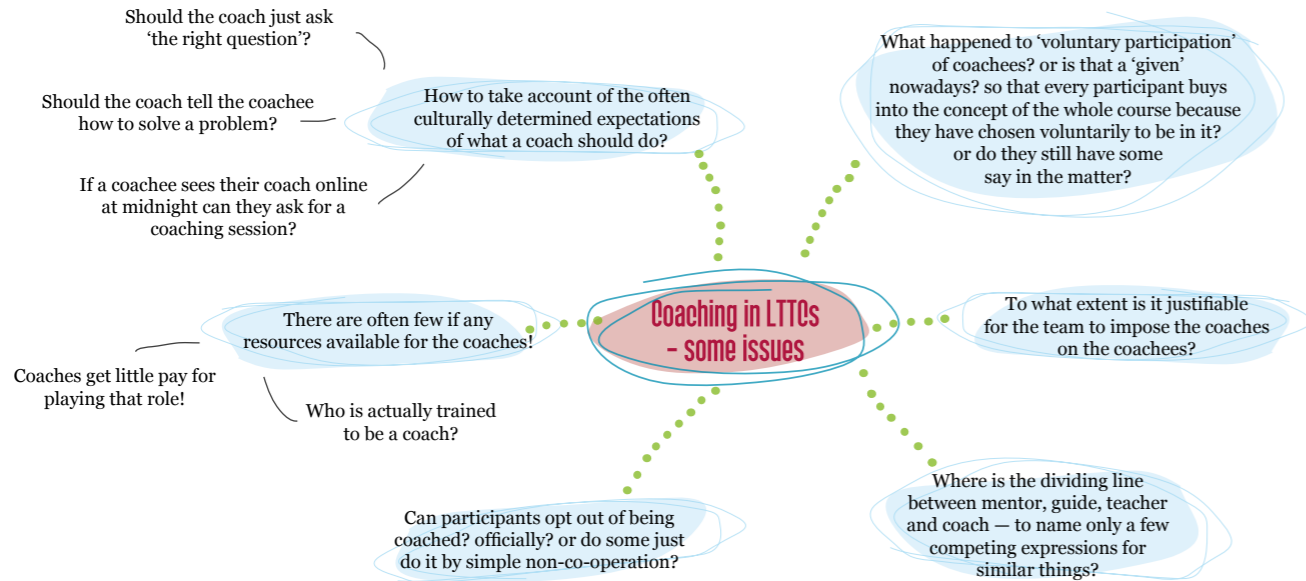
There was a fashion a while ago to talk about 'mentors', 'mentees' and 'mentoring' which has given way mainly to 'coaches', 'coachees' and 'coaching'. And I wonder about it, not only because I am involved with others in attempting to put together a little publication ostensibly about coaching. As time goes on, I find myself returning increasingly to two key questions, which Rui Gomes of the Youth and Sport Directorate asked of practitioners, policy makers and researchers about non-formal learning/education:

Can we say what we do?
And...
Can we do what we say?



Who is the coach?

A big step was surely taken in the production of the Coaching Guide (see reference below) where principles of coaching are applied to coaching youth initiatives. Within the specific situation of LTTCs this reflection is only beginning and before deciding about including coaching as being something just totally 'natural', I think we need to look more closely at the following issues:



And finally

Thanks again to those who write – it helps. During a recent course in which I participated we had a workshop of silence. As part of the introduction, the trainer was talking about the reasons for doing this together and not on your own: 'because being silent with others is different'. And it surely is. Next time we go into the 'pataphysics of animal whispering. (Strangely I have always missed the Jarry¹ apostrophe before the word 'pataphysics – sorry about that, I am striving for better control of such things).

Sounds, words, inspirations

Agnes Obel (2011), *Philharmonics*
 Eddie Vedder (2011), *Ukulele Songs*, Universal Records
 Gil Scott-Heron (1977), *Race track in France*, Arista Records
 Helmut Schmidt/Giovanni di Lorenzo (2010), *Auf eine Zigarette mit Helmut Schmidt*, Kiwi paperback. ISBN: 978-3-462-04215-3
 Mario d'Agostino et al (2008), 'Coaching Guide – Coaching Youth Initiatives', SALTO-YOUTH Participation Resource Centre, Brussels
 Max Landsberg (1997), *The Tao of Coaching*, Harper Collins. ISBN: 0-00-638811-6
 Temple Grandin & Catherine Johnson (2005), *Animals in Translation*, Bloomsbury. ISBN: 0-7475-6669-0
 The Shins (2001), *New Slang*, Sub Pop Records
 watch out, some say this song can change your life!
 Or is it the other one? "The Celibate Life"?

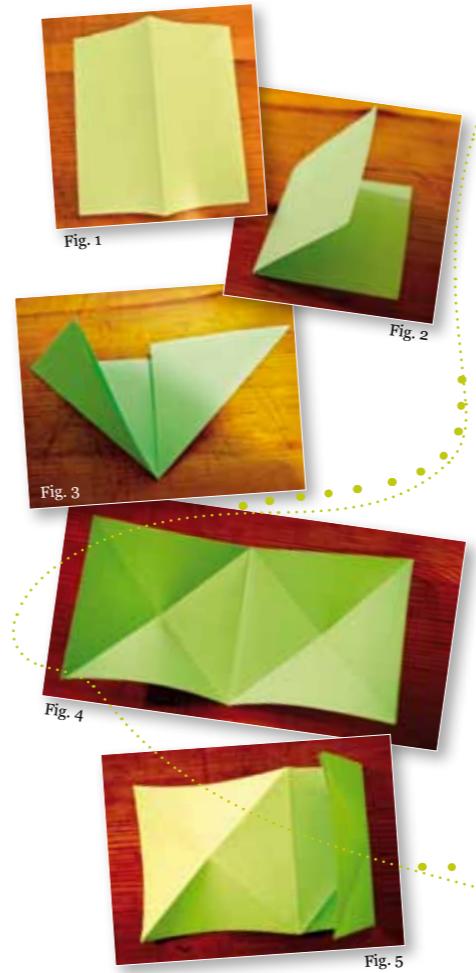
1. End note
<http://en.wikipedia.org/wiki/Pataphysics>

Froggy the frog is looking for a friend (or when geometry meets learning styles).

by Gisele Evrard
 giseleevrard@gmail.com

Summer. It's 23.37, getting late. 34°C outside; feels like 45°C inside. A good time to wonder how to explain how to make an origami frog... isn't it?

And that's the point: how? As you know, Coyote likes asking questions... and perhaps, sometimes, manages to provide you - dear readers - with some answers.



LET'S GIVE IT A TRY!

- 1. Take a square paper and fold it into two (Fig. 1). You now have a rectangle, which you will fold again into two, to obtain a little square. (Fig. 2) The objective is to mark the paper while folding it.
- 2. Open it again. Take the bottom right corner and lift it up to the middle of the rectangle, to obtain a triangle on the right side of the paper. Repeat the process with the left side. You have now a triangle! (Fig. 3)
- 3. Open the triangle again, turn the page upside-down and repeat the same process with the two angles you haven't used yet. Then open it again.
- 4. At this stage, your paper should look like it is full of crosses, as in Fig. 4

COMPLICATED? IPARA NADA!

- 5. Turn your paper over. Fold the right part to the middle (Fig. 5) You should now have a little rectangle of paper folded over the big one.
- 6. Repeat the same process with the left part of the big rectangle. You now have a square again!
- 7. Turn the paper over again. You have a sort of little square bridge. Gently push down the two little rectangles you folded a minute ago.
- 8. To get the expected result, you need to push them with one finger each, right in the middle of each folding.

Froggy the frog is looking for a friend (or when geometry meets learning styles).



Fig. 6



Fig. 7



Fig. 8



Fig. 9



Fig. 10



YEAH, WE KNOW... NOW IT IS GETTING A BIT COMPLICATED... BUT HEY, YOU'RE GETTING THERE!

- 👉 In principle, you should now have four little triangles clearly marked, thanks to the folding. Try to do as if you would like to gather their vertices towards one another (Fig. 6)
- 👉 They will automatically tend to go towards the middle of the rectangle. If this happens, don't worry!! This means that YOU ARE DOING IT WELL!
- 👉 Follow the natural movement of the paper and you will now have two new triangles forming... a square again! Of course! (Fig.7) Flatten it as much as possible. You should now have a square with four flaps.
- 👉 Take one of the flaps, and fold it to the inner edge. Repeat this with the three other flaps. (Fig.8)
- 👉 Take the top corners of the little flaps you just made (you, YOU DID IT!) and fold them towards the external edge of the latter. Repeat the process with the three other flaps.

YOUR FROG NOW HAS LEGS! (Fig. 9)

- 👉 Turn the shape over, in order to have the legs facing down.
- 👉 If you place the shape in order to have the edges of the legs forming an imaginary horizontal line, take the two corners in the middle of the shape (left and right ones) and bring each of them to the middle line (Fig. 10)

NOW YOU SHOULD ALREADY SEE THE SHAPE OF THE FROG! (Fig.11)

- 👉 Take the back of your frog and fold it towards the middle. It should form a little triangle and you should be somehow blocked because of the two little back legs. If so: good! (Fig.12)
- 👉 You will have two little 'pockets' on each side of this little triangle: place the corners on the back, to keep them in place. (Fig. 13)

And there you are! Froggy is ready to meet his/her/hir friend!



Fig. 11



Fig. 12



Fig. 13

Was it difficult? If yes, why?

Did you read the description or just try to follow the photos? Would it be easier if we had just told you to get a piece of green paper and make a frog? If you hadn't seen it? If you had seen it 'for real'? If you could touch it, unfold it and discover all the mysteries of the origami frog?

Were you alone when doing it? Did someone help you?

'Learning styles' are terms we use a lot in training...

But are we really aware of what they mean, even with a little exercise like this?

Now, do you have any idea how long it took to figure out how to explain to you how to make this? Hours... In Strasbourg AND in Cologne!!

Time to rest... and let Froggy the frog discover a brand new world!



Notes on contributors

Volunteers in the revolutions

By Corinne Grassi, Emilie Petit, Taymour Senbel and Marwa Turki. With the support of Reem Kassem.

Corinne has been living in Alexandria for the past three years, working for the Anna Lindh Foundation. When the revolution happened, she chose to stay and help where she could. Her photos have been seen around the world on such web sites as Rue89.

Emilie lived in Alexandria for a year and a half as part of a European Voluntary Service placement in the cultural and artistic field. She went back to Marseilles (France) a few months before the revolution in Egypt.

Taymour is involved in activities of the Agora Youth Club in Alexandria and, like Emilie, he is a close friend of those developing and managing the club's projects.

Marwa lives in Sfax (Tunisia) and studies graphic design. Photography is one of her passions.

Reem works for the Bibliotheca Alexandrina (Arts Center), where she is in charge of youth events and activities. She is also founder and manager of the Agora Youth Club.

The challenge of volunteering for young people in Meda countries

An interview of Bernard Abrignani
By Federica Demicheli.

Bernard Abrignani is the co-ordinator of SALTO-YOUTH EUROMED Resource Centre and project director for technical assistance for the EuroMed Youth Programme IV. He works at the French National Institute for Youth and Community Education (INJEP). Since 2000, he has been the co-ordinator of the SALTO-YOUTH EUROMED and Educational Good Practices Resource Centre on behalf of the European Commission (DG EAC). His fields of expertise are youth participation, community development, education, crime prevention, intercultural learning and international youth work. He has organised and co-ordinated numerous national and international training courses and published a number of books and articles.

Federica Demicheli is project officer at SALTO-YOUTH EUROMED. She is a trainer as well as a social worker. Her areas of expertise are co-operation with Arab countries as well as youth policies.

Volunteering - Why does it matter?

By Gabriella Civico

Gabriella is from the UK but has lived for many years in Spain and Portugal. She has a degree in Social Policy and Education from Surrey University (UK) and a Master's in Education in E-learning from the University of Hull (UK). Her professional background is in business and the Youth NGO sector where she has worked as an administrator and also as a trainer and expert. Through her work in the youth field she was involved in the campaign to establish 2011 as the European Year of Volunteering. Gabriella has volunteered since childhood in a variety of fields including youth advocacy, international development, disability, environment, immigration, human rights, sports, etc. Gabriella is now the EYV 2011 Alliance Project Manager.

The European Year of Volunteering 2011 The view from the European Commission

By John Macdonald

John holds a Bachelor's degree in economics from the University of Cambridge, which he complemented with subsequent studies in law at Cambridge and Heidelberg (Germany). His studies in Germany culminated with a Master's degree in European Economic Studies at the Europe Institute of the University of the Saarland. John is currently the Head of the European Commission's Task Force for the European Year of Volunteering 2011.

Love Volunteering Love

By Gülesin Nemetlu Ünal

Photos/Illustrations by Marlies Pöschl

Gülesin Nemetlu is a freelance trainer and consultant currently working under the label of her learning design office called tekne and is based in Istanbul. She has worked for a variety of organisations, institutions and enterprises throughout Europe and Turkey. Her major areas of work include: training of trainers, human rights education, volunteerism, civil society development and youth work. Her recent work involves educational game design. She is passionate about pirate stories.

Notes on contributors

'This is for Liberia'

By Sarah-Jane Mungo

Sarah-Jane is a UN Volunteer from Trinidad and Tobago. She has been an AIC Specialist with the United Nations Volunteers (UNV) programme in Liberia since July 2009.

IVY+10, from 2001 to 2011 - So what?

By Philip Sen

Philip Sen is Communications Officer for the International Year of Volunteers +10 at the United Nations Volunteers programme.

A rights-based approach to volunteering

By Magdalena Kurz

Photos/Illustrations by Marlies Pöschl

Magdalena Kurz has been Policy Officer on Participation at the European Youth Forum since February 2009 and has been involved in youth policy issues within the UN Student Forum, Model OSCE, the Austrian National Youth Council and other projects. Magdalena wrote her Master's thesis in Political Science on 'Non-formal education in youth organisations as a key element to active citizenship in Europe'.

The price of volunteering

By Delon Pereira

Delon Pereira lives in Toronto (Canada) and is actively involved with human rights work in Canada and India. Delon participated in an ICYE volunteer programme from India to Belgium in 2000-2001. She founded the 'Kardel Education Trust Fund' in Bangalore (India) that promotes education for children in rural India.

The economic value of volunteering

By Andreea Melania Nagy

Andreea Melania Nagy comes from Romania. She is an EVS volunteer at CEV, the European Volunteer Centre where she assists with communication-related tasks. Having completed her studies in the field of Philosophy and Foreign Languages, she currently takes great interest in the voluntary action sector. Andreea has volunteered for several years in youth and art projects.

The art of volunteering

By Marlies Pöschl

Marlies Pöschl is a visual artist currently based in Vienna. She completed her studies in Art and Communicative Practices and German in Vienna and Utrecht (NL) and is now involved in video-related projects. She also works as a freelance media designer and film operator.

Online Volunteering doesn't ask much

By Darko Buldioski

Darko is one of the founders of NewMediaMK - Internet marketing agency and the non-profit New Media Center. He actively started to work in the new media field six years ago as a blogger and continued as a lecturer, trainer and consultant.

After the earthquake in Lorca

By Agnieszka Byrczek

Agnieszka (known as Aga) is a Polish volunteer engaged in her EVS placement with Cazalla-Intercultural, an internationally minded NGO in Lorca (Spain).

Positively impacting society through employee community engagement

By Jenny Todd

Photos/Illustrations by Marlies Pöschl

Jenny Todd is the ENGAGE Key Cities programme manager for the International Campaign of Business in the Community. (www.bitc.org.uk/international)

An invitation to enter the zone of co-operation

By Marios Epaminondas

Marios Epaminondas has studied pedagogy, art and history. He has been involved in youth work since the time that 'Youth in Action' was called 'Youth for Europe'. He believes in the capacity of people to make positive changes in their societies. An ideal Saturday for him includes a session of beach volleyball and grilled fish for lunch.

Edito, Marker, The adventures of Spiffy

By Mark Taylor

Mark Taylor (editor) is a trainer and writer and is glad to be part of both the Unique network and via Experientia (the International Academy of Experiential Education) as they make life challenging and even a joy. As a recent convert to the ukulele he discovers the need to convert others! A founding member of the Coyote editorial team, he has yet to meet Spiffy.



The adventures of Spiffy

Mark Taylor • The Big Family

N° XXXX
[sic]

Spiffy gets into volunteering



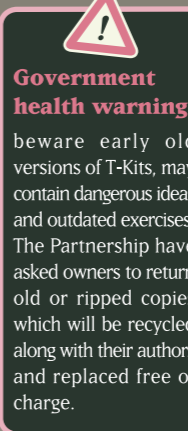
Depression strikes Spiffy once again...



Spiffy goes in search of answers



The answers are not so inspiring!



This could be the way!



Watch out for the 'Youth on the Move' flag ship!

Could be coming to a town near you! In fact, please could you let us know where it has gone as it appears to have moved too fast. Usual reward conditions apply.



Spiffy gets addicted to volunteering!



You can't please all the people all the time, it seems...





'Coyote - a resourceful animal whose blunders or successes explain the condition of life in an uncertain universe.'

(In: Jack Tresidder, *The Hutchison Dictionary of Symbols*, 1997)

Coyote is a magazine addressed to trainers, youth workers, researchers, policy makers and all those who want to know more about the youth field in Europe.

Coyote wants to provide a forum to share and give new insights into some of the issues facing those who work with young people. Issues relate to diverse training methodologies and concepts; youth policy and research; and realities across this continent. It also informs about current developments relating to young people at the European level.

Coyote is published by the partnership between the European Commission and the Council of Europe in the field of Youth. The main activities of the partnership are training courses, seminars, and network meetings involving youth workers, youth leaders, trainers, researchers, policy makers, experts and practitioners. Their results are disseminated through different channels including this magazine.

Coyote can be received free of charge (subject to availability; please contact: youth-partnership@coe.int) and is available in an electronic format at:

<http://youth-partnership-eu.coe.int/youth-partnership/>

Coyote is not responsible for the content and character of the activities announced in this magazine. It cannot guarantee that the events take place and assumes no responsibility for the terms of participation and organisation.

Coyote aims to use a form of English that is accessible to all. We aim to be grammatically correct without losing the individuality or authenticity of the original text. Our aim is that the language used in the magazine reflects that used in the activities described.

Some articles are offered by contribution and others are commissioned specifically by the editorial team in order to achieve a balance of style and content. If you have an idea for an article then please feel free to contact the editor.

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