

# GETTING THE WORD OUT

## VOLUNTEERING IN AFRICA



### IAVE AFRICA REGIONAL MEETING

Hosted by

### NATIONAL VOLUNTEER NETWORK TRUST

United Kenya Club, Nairobi Kenya, July 11-13, 2011



## About this IAVE Meeting in Africa

It is 2011, the 10<sup>th</sup> Anniversary of the International Year of Volunteers. We are very fortunate to have the opportunity to convene a meeting of volunteer organization leaders from across the continent of Africa. For IAVE, it's very important that during this meeting, we talked about volunteering in Africa—most specifically, volunteering by Africans in Africa. We often hear news of international volunteers traveling across the globe to volunteer in African countries, but we don't often have the opportunity to hear stories of Africans volunteering in their own countries; hence the title and the importance of this report. IAVE would like to thank all the participants who were able to join us in Kenya and shared their experiences their countries. We would also like to thank UPS who generously provided funding in support of this convening.



**Dr. Kang Hyun Lee**

President, IAVE

Dedicated to all the volunteers,  
volunteer involving organizations and institutions in Africa,  
for devoting their verve and optimism to make the world a better place.  
Your diverse acts of volunteerism,  
leadership and devotion are shaping history in the continent.



Participants at IAVE Africa Regional Meeting at United Kenya Club Nairobi, Kenya July 11-13, 2011

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## 1.0 Executive Summary

In Africa, sustainable volunteer impact stories and initiatives are rarely, if ever shared. To address this, IAVE and NAVNET held an African regional meeting in Kenya from July 11 to 13, 2011, with the apt theme “Getting the Word Out- Volunteering in Africa.” Also included was the first ever Africa youth volunteer meeting held on 14<sup>th</sup> July 2011. The two events served as part of IAVE’s celebrations of the International Year of Volunteers 10<sup>th</sup> Anniversary (IYV+10).

Participants from 15 countries and 25 Organization and affiliates across Africa joined the three day meeting. In addition, 22 organizations representing 10 countries participated in the youth meeting. Dr. Kang-Hyun Lee, IAVE President, Kathleen Dennis, IAVE Executive Director and Mark Molloy, IAVE Youth Board Member also participated in the meeting.

There were discussions around volunteerism and some of the myths, practices and misconceptions about volunteerism and challenges faced in creating volunteer programs. There were presentations from meeting participants on the state of volunteerism in their respective countries. IAVE shared information about their network and programs including the Global Corporate Volunteering research project. The Volunteer Involving Organizations (VIO) Network in Kenya made a presentation on their initiatives, achievements and challenges, some of which are globally crosscutting, while National Volunteer Network Trust (NAVNET) shared on the volunteer centre model and general information about Kenya.

In order to learn about NAVNET’s work, there was site visit to Action Network for the Disabled (ANDY), in Kibera. The John Hopkin’s University Volunteer Measurement Tool was introduced to the participants. There was an inspiring presentation about the African Union’s (AU’s) youth volunteering program which is focused on recruiting African Youth to volunteer in other African countries for development (Africans helping Africans).

South Africa Volunteer Centre and NAVNET, Kenya shared about their volunteer centre development. NAVNET in Kenya and Volunteer Centre in South Africa are two of the only few existing “formal” volunteer centers in Africa and there were discussions on how more volunteer centers could be established in other African countries. Discussions included a way forward in expanding the IAVE Africa country network with some very useful insights.

The main priority areas identified by the conference team included creating more awareness on volunteerism using information from IAVE; Creating stronger and sustainable partnerships within Africa; Sharing of Database of African NGOs working on volunteerism; Capitalize on members’ experiences to strengthen the network and all to establish more national and local volunteer centres

- Volunteering has unique contributions to human development as it sustains livelihoods, brings about social inclusion and cohesion, disaster relief and risk reduction as well as contributing to governance and democracy; a win-win situation for everyone involved.
- There is a lack of platform for stakeholders in Africa, such as infrastructure and inter-governmental dialogue and process for volunteer policy.

- We need to influence policy makers to integrate Volunteering into the National Development Policy, Strategies and Plans and make sure it is prioritized.
- We need to make public policy makers to listen; we have to improve public relations to let the public know about the importance of volunteering especially by doing research on the economic value of volunteering.
- According to a psychological research report volunteering is one of the most powerful factors for happiness and volunteers are moved not by money or promotion but by recognition. It is important to recognize volunteers at the right time with the right methods.

International and National Volunteer Organizations and one corporate entity made presentations on their programs. These included;

- BD – Fortune 500 Company based in the United States and Ghana
- 2 Way Development – UK
- Deaf-Aid – Kenya
- Voluntary Services Overseas-VSO Jitolee, Kenya
- African Union
- Kenya Red Cross Society
- St. John Ambulance Kenya
- Action Network for the Disabled (ANDY) – Kenya
- Voliinteer –USA/Gambia
- Young Women Christian Association (YWCA)- Rwanda
- Halley Movement – Mauritius
- Africa Displaced Persons Voice – Zambia
- Association for Research, Studies and Support for advice on Culture and Development Concept (AREA-CCD) - Burkina Faso
- IAVE Nigeria
- Jeunes Volontaties Pour l'Enviornnement – Togo
- Human Service Alliance and Poverty Alleviation (HSAPA)/ Youth Against Drug Abuse and AIDS Trust (YADAAT) – Zimbabwe
- Mwanza AIDS Support Organization (MWASO) – Malawi
- Blessing Welfare Trust - Nigeria.

Small groups discussed tools, methods and ideas and came up with the following suggestions that follow:

**Group 1** discussed the tools, methods and ideas used and generated over the three days of the conference and came up with the following consensus:

- Understand your organization, its vision, mission, goals, competitive advantage, strengths and weaknesses to be able to act as an effective ambassador to the beneficiaries and the community

- It is important to understand what motivates volunteers
- Know your volunteers' strengths and capabilities before matching them with beneficiaries
- It is important to know your beneficiaries/target groups you are dealing with
- It is important to understand the cultural and socio-political dynamics of the community you are working with
- The group was excited by the NAVNET NVC Model and hoped it could be replicated by other African countries, with appropriate modifications to suit local conditions
- The ILO volunteer effort measuring tool was considered very useful and worth putting into use by all
- It was considered important to share information among IAVE Africa, volunteer organizations in Africa, starting with participants at IAVE Africa Regional Conference and considered the possibility of appointing a specific focal point person to handle this.
- Challenges of networking in Africa were acknowledged and it was proposed that the continent be subdivided into sub-regions with regional representatives reporting to the Africa representatives on the IAVE Board.
- It was proposed that to improve networking, there should be a regional representative from east Africa and one from Southern Africa to develop a communications strategy with the African Board representatives and spearhead planning regional activities
- It was proposed that IAVE Africa region have a Facebook presence to ease communication
- It was acknowledged that there is a challenge in supporting national and local volunteers in Africa due to lack of resources
- It was observed that the group had identified challenges but had no ready solutions for them

**Group 2** dealt with challenges of perceptions that only foreigners can offer volunteer service in Africa; people can't afford to volunteer; and whether by paying stipends, we dilute the concept of volunteerism. The following were the agreed issues from the discussions:

On the issue of the perception that only foreigners can help, it was unanimously agreed that the answer was in the negative.

- International volunteering can only work through a partnership process which originates from a local initiative
- It is important to take advantage of locally established African Networks like NAVNET as Spring Boards
- It would be helpful to work with the regional bodies (i.e.) Southern Africa Development Cooperation (SADC) ; Economic Community of West African States (ECOWAS); African Union (AU); Common Market for Eastern and Southern Africa (COMESA); East African Community (EAC)

- Volunteer programs work best when mainstreamed into existing programs
- It is important to involve AU at all regional levels to encourage an African agenda in international volunteer programs
- It would be helpful to enhance Diaspora Volunteering Programs

On the question whether poor people can't afford to volunteer, the following consensus was reached:

- Poverty is relative. There are two categories of poor those materially poor and those poor in compassion.
- Ability of the poor to volunteer depends on the volunteering need, is it skills, time, compassion or monetary resources required?
- There are many rich examples of success stories that can be used as basis of setting up / marketing volunteer programs
- It is necessary to lobby relevant policies that recognize and promote these local volunteer initiatives
- Use successful cases overseas to capacity build these programs
- It would be helpful to profile and market programs vis-à-vis cost benefits factors
- Volunteering away from one's own community should be encouraged

On the issue of paying stipends to volunteers, it was generally agreed that volunteering comes with costs, and the volunteer should be helped to absorb some of these costs. It was however agreed that some guiding principles be followed when fixing the quantum of the volunteer stipends.

- Volunteers who live away from their communities should be enabled to meet the basic needs at the level of local people
- Although stipend limits only apply to supported volunteers, volunteers using their own resources should avoid display of affluence in their daily lives
- There is need to create awareness among locals on the dynamics of survival away from one's own home or community.
- Volunteering should not substitute employment opportunities but create jobs and sustainability

**Group 3** considered the same questions and came up with the following proposals:

- Paid volunteering is not volunteering if the payment goes beyond what is needed to provide food, shelter, transport and clothing.
- International NGOs should listen to local people, acknowledge local knowledge and work with locals as partners
- Trainings should be customized to suit local conditions and an effort made to avoid paying out cash allowances to participants
- Volunteering by poor people gives meaning to their lives and self esteem
- Volunteering should be linked to enterprise and skills development

- Volunteering helps people understand their communities better, do better things and integrate better.

**Group 4** answered the same questions as follows:

- Volunteers should only be given stipends to cover their subsistence expenses
- Volunteering is the act of one's willingness to offer services freely on their own accord (but not because of money).
- It is important to set boundaries on what is paid for in a volunteer placement.
- Volunteerism is universal (it's for the rich and the poor alike)
- Support for different levels (poor people volunteer and at times get external help)
- There has been some level of development due to volunteerism (infrastructure)

### **Lessons learnt**

During the plenary session, the following lessons learnt from the group discussions were agreed on.

- Organizations do not have to be necessarily physical, they can be virtual
- Organizations are at various levels; local, regional and national
- Culture, traditions and level of development dictates the way different organizations operate.
- Volunteerism in different regions has a region-specific focus (Europe – old people; Africa – young people)
- The ILO Manual, the standard tool to measure value of volunteers is a very useful tool that could be adopted by all countries to raise the profile of volunteerism.
- The African Union Youth Volunteer Program needs professional institutional support from IAVE, particularly the Africa Region membership.
- There is general lack of training on volunteer management for those responsible for handling volunteers in organizations.
- Volunteering has a low profile due to lack of advocacy in Africa.
- There are very few countries in Africa with a National Volunteer policy, or any other legal and institutional framework
- There is very little literature or baseline surveys/studies on volunteerism in Africa.
- Regular communication with all network members should be maintained through a dedicated focal point person entrusted with the task.
- IAVE needs to be represented at national and regional level by institutions.
- Establish social network page for Africa. e.g. face book, twitter, Skype. (A page that defines what IAVE is and then narrow it down to Africa.)
- Take forward the gaps mentioned/identified in this workshop for action



## **Way Forward**

- Membership of IAVE must increase in different countries as it only exists in a few at the moment.
- Increase in activities, sectors, regional balances and language.
- Communication between different members, individuals and IAVE needs to improve.
- Communication between the Regional Board Members and the members themselves both Francophone and Anglophone needs to improve.
- There is need for information sharing about activities being carried out e.g. annual reports, best practices, challenges etc.
- There is need to create a most dynamic network with robust membership.

## **Priorities**

- Creating more awareness on volunteerism using information from IAVE.
- Creating stronger and sustainable partnerships within Africa
- Sharing of Database of African NGOs working on volunteerism
- Capitalizing on members experiences to strengthen the network
- AU should establish a Volunteer Centre to promote volunteer work in Africa.

## **IAVE Africa should become a Consultative Organ for AU in Volunteerism**

- There should be advocacy at country level
- There is need for more information on AU initiative in volunteerism
- IAVE could make a presentation to the AU on areas of cooperation and joint programs on volunteerism

## **Tools Needed**

- Funds
- Liaison office
- Research on best practices
- Propose a link for African Union on the IAVE Website.

## 2.0 Country Reports



Africa is the planet's second largest continent and the second most-populous continent (after Asia). It consists of 54 independent states and Western Sahara, a member state of the African Union whose statehood is disputed by Morocco. South Sudan is the continent's newest country.

With just over a billion people (2009 estimate) it accounts for just over 14% of the world's human population. Africa hosts the world's longest River System, (Nile River system) and the largest desert in the world (the massive Sahara Desert). The continent straddles the equator and encompasses numerous climate areas, stretching from the northern temperate to southern temperate zones.

Volunteerism is part and parcel of most African communities. The following Country Reports cover formal volunteering efforts in 12 African countries that participated in the African Regional Meeting in Nairobi, namely; Burkina Faso, Gambia, Ghana, Kenya, Malawi, Mauritius, Nigeria, Rwanda, South Africa, Togo, Zambia and Zimbabwe.



# Burkina Faso

## Country Context

Burkina Faso is a landlocked country located in the middle of West Africa's "hump." It is one of the poorest countries in the world, ranked 161 out of 177 in UNDP HDI Report 2010. More than 80 percent of the population relies on subsistence agriculture, with only a small fraction directly involved in industry and services. The country has a high population density, few natural resources, and a fragile soil.

The Burkina Faso National Volunteer Programme (PNVB) falls within the national strategy of job promotion and the National Youth Policy adopted in 2008 by the Burkina government. Implementation of the PNVB began in October 2006 with support from the United Nations Development Programme and the United Nations Volunteer Programme. The PNVB's mission is to advance, promote and develop volunteerism in Burkina Faso. It aims to structure and manage the development of National Volunteering with the intention of building capacity for the achievement of the Millennium Development Goals.



## At a Glance

**Full name:** Burkina Faso

**Population:** 16.3 million (UN, 2010)

**Capital:** Ouagadougou

**Area:** 274,200 sq. km

**Major languages:** French, indigenous languages

**Major religions:** Indigenous beliefs, Islam, Christianity

**Life expectancy:** 53 years (men), 56 years (women) (UN)

**Literacy:** 30%

**Main exports:** Cotton, animal products, gold

**GNI per capita:** US \$510 (WB, 2009)

## Volunteering in Burkina Faso

### Legal Framework

Law No. 031-2007/AN (2007) gives a comprehensive definition of national volunteerism, mandates health and safety standards for volunteer working conditions and establishes a permanent "National Program of Volunteerism in Burkina Faso" to promote coordination and communication between government and civil society.

### In what Sectors do Volunteers work?

Volunteers mainly work in areas of education, health, the environment, the fight against desertification, economic development and decentralization.

### What do Volunteers do?

Volunteers are involved in capacity building as well as delivery of actual services.

### Types of Volunteers

There are mainly skills based local and international volunteers, students and youth

### What are the Major Challenges Faced?

Burkina Faso is one of the least literate countries in the world. There are more than 70% illiterate adults and an enrolment rate of 44.6%. Also, the country strongly suffers from a lack of teachers at the elementary level.

### Who are the Key Players?

The key players include, Association for Research, Studies and Support for advice on Culture and Development Concept (AREA-CCD), BOBO-BENEVOLAT Association, Volunteer Corps of the Upper Basin. Voluntary Service Overseas (VSO) and United Nations Volunteers (UNV)



# The Republic of Gambia

## Country Context

The Gambia is a strip of land 25 to 50 kilometres wide and 295 miles long on either bank of the Gambia River; except for a short coastline, it is surrounded by Senegal. It is among the poorest countries of the world, ranking 155th out of 177 countries in the 2007/2008 UNDP Human Development Index rankings (HDI). Services account for over 50% of GDP, while Agriculture accounts for 23% of GDP but 75% of the labour force.

Volunteerism has emerged as an essential tool to the attainment of major national development goals and targets. There is an initiative to set up a National Voluntary Services Centre with assistance from UNDP, which will be the entry point for citizen's participation in attainment of Millennium Development Goals (MDGs), Poverty Reduction Strategy Paper (PRSP) and Vision 2020 of Gambia. This initiative will produce a legal framework for volunteerism



## At a Glance

**Full name:** Republic of The Gambia

**Population:** 1.7 million (UN, 2010)

**Capital:** Banjul

**Area:** 11,295 sq.

**Major languages:** English (official), Mandinka, Wolof, Fula

**Major religions:** Islam, Christianity

**Life expectancy:** 56 years (men), 59 years (women) (UN)

**Literacy:** 38%

**Main exports:** Peanuts and peanut products, fish, cotton lint, palm kernels

**GNI per capita:** US \$440 (World Bank, 2009)

## Volunteering in the Gambia

### Legal Framework

There is an initiative to formulate a legal framework that guides volunteerism, enables Volunteer Involving Organizations (VIOs) to become reliable implementers of national development programs and sets up a National Voluntary Services Centre.

### In what Sectors do Volunteers work?

Volunteers mainly work in areas of Health & HIV/AIDS Education and Environment.

### What do Volunteers do?

Volunteers are involved in delivery of actual services.

### Types of Volunteers

The main focus is on youth and International skills based volunteers

### What are the Major Challenges Faced?

Lack of a legal framework is the main challenge to all volunteer organizations. Resource mobilization is also a major challenge, particularly to local organizations, lack of information on Volunteerism, Lack of a VIO network

### Who are the Key Players?

The key players in volunteer work in the Gambia include: Lend A Hand Society, Student Service Learning Association, Wellingara Volunteers, Gambia AIDS Service, Red Cross, CADO- church based group that focus on education and development, Catholic Relief Services, Voluntary Service Overseas (VSO), United Nations Volunteers (UNV) and Peace Corps,





# Republic of Ghana

## Country Context

Ghana is well endowed with natural resources and agriculture accounts for roughly one-third of GDP and employs more than half of the workforce, mainly small landholders. The services sector accounts for 50% of GDP. Gold and cocoa production and individual remittances are major sources of foreign exchange. Oil production at Ghana's offshore Jubilee field began in mid-December 2010 and is expected to boost economic growth.

Ghanaian cultural practices have typically included volunteerism, which were strengthened and linked to nationalism/patriotism in the days just before independence. These practices often reflect the needs of communities to support themselves through activities such as community farm work, helping a neighbour to build his/her house, or spontaneous actions to defend the interest of the community in times of disaster or danger. Of the many forms of volunteering practiced globally, mutual aid or self-help is most often practiced in Ghana.



## At a Glance

**Full name:** Republic of Ghana

**Population:** 24.3 million (UN, 2010)

**Capital:** Accra

**Area:** 238,533 sq. km

**Major languages:** English, African languages including Akan, Ewe

**Major religions:** Christianity, indigenous beliefs, Islam

**Life expectancy:** 57 years (men), 59 years (women) (UN)

**Literacy:** 70%

**Main exports:** Gold, cocoa, timber, tuna, bauxite, aluminum, manganese ore, diamonds

**GNI per capita:** US \$700 (WB, 2009)

## Volunteering in Ghana

### Legal Framework

Ghana has no National Volunteer Policy.

### In what Sectors do Volunteers work?

Volunteers work in the areas of education, environmental and agricultural conservation, health and HIV/AIDS, water sanitation and hygiene promotion and business development.

### What do Volunteers do?

Volunteers are involved in actual service delivery, advocacy and capacity building.

### Types of Volunteers

Mainly skills based volunteers and some corporate volunteering.

### What are the Major Challenges Faced?

A major challenge to Ghana fully realizing the potential of volunteerism for national development is the absence of enabling volunteerism policy, legislation and support structures to coordinate willingness to volunteer.

### Who are the Key Players?

The key players in volunteer work in the Ghana include: Bridge Volta Ghana, Disaster Volunteers of Ghana, Project Consultants for Nonprofits (PCN) volunteers, Plight of the Child International, Sister2Sister for Social Justice & Empowerment, Dorothy Foundation, Poverty Watch Ghana (PWG), Volta Aid Foundation (VAF) Row Education and Programs (REP), Mighty Victory Sporting Club, Sustainable Aid through Voluntary Establishment (SAVE-Ghana), Programme for Economic and Social Sustenance (PESS) Voluntary Service Overseas (VSO), Peace Corps, among others.



# Republic of Kenya

## Country Context

Despite restricted freedoms, Kenya has maintained a level of political stability since independence in 1963 until 2007, when the country was rocked with a near catastrophic ethnic violence following a disputed presidential election. The country has since promulgated a new constitution that addresses the root causes of the violence and is on the path of recovery. Although it is the largest economy in Eastern Africa, Kenya is one of the most unequal societies in the world, with around 56% of the population living under the poverty line. The new constitution partly tries to address this through equitable distribution of resources under a devolved governance system.

Volunteerism is part and parcel of Kenyan culture, mainly informally through communities assisting each other in a concept known as “Harambee”. However this is steadily changing and we are seeing more formal volunteering programs. Although there are a number of international volunteer organizations, National Volunteer Network Trust (NAVNET) is the only local organization that runs a volunteer centre to enable Kenyans to participate in national development through volunteerism.



## At a Glance

**Full name:** The Republic of Kenya

**Population:** 40.8 million (UN, 2010)

**Capital:** Nairobi

**Area:** 582,646 sq. km

**Major languages:** Swahili, English

**Major religion:** Christianity

**Life expectancy:** 56 years (men), 57 years (women) (UN)

**Literacy (in English):** 80%.

**Main exports:** Tea, coffee, horticultural products, petroleum products

**GNI per capita:** US \$770 (World Bank, 2009)

## Volunteering in Kenya

### Legal Framework

A National Volunteer Policy is being developed by a task force consisting of Government and Volunteer Involving organizations Network.

### In what Sectors do Volunteers work?

Volunteers mainly work in areas of Health and HIV/AIDS, Business Development, Education, Disability, IT, Governance, Gender Advocacy, Youth and Environment.

### What do Volunteers do?

Volunteers are involved in provision of actual services, resource mobilisation, advocacy and capacity building.

### Types of Volunteers

Mainly skills based volunteers; youth, active professionals and retirees. There is limited Corporate Volunteering.

### What are the Major Challenges Faced?

Lack of a legal framework is the main challenge to all volunteer organizations. Resource mobilization is also a major challenge, particularly to local organizations.

### Who are the Key Players?

There is a consortium of Volunteer Involving Organizations (VIO) Network that promotes volunteerism as a means of national development. The members include National Volunteer Network Trust (NAVNET), Kenya Red Cross, St John Kenya, Ufadhili Trust, Presidents Award Scheme, Junior Achievers, progressive Volunteers, Voluntary Service Overseas (VSO) Jitolee, and United Nations Volunteers (UNV) among others. The network also organizes the International Volunteer Day activities and Volunteer of the Year Awards (VOYA) annually.



# Republic of Malawi

## Country Context

Malawi is one of the poorest countries in the world, ranked 153 out of 169 on the Human Development Index (HDI) in 2010. Over 65% of its population of 14 million live below poverty line. Most Malawians rely on subsistence farming, but the food supply situation is still precarious as the country is prone to natural disasters of both extremes (drought and heavy rainfalls).

Volunteerism is evident in almost all sectors of society. In recent years, however, it has been particularly evident in the health sector as a response to the HIV/AIDS pandemic, predominantly through community based organizations involved in caring for people living with HIV/AIDS, caring for orphans of HIV/AIDS victims and educating the general public about HIV/AIDS.

While there is limited recognition and understanding of the term volunteerism, most service in Malawi is conceptualized as relatively unstructured volunteering: defined by a desire to assist others and to support social development, with no expectation of financial gain



## At a Glance

**Full name:** The Republic of Malawi

**Population:** 15.6 million (UN, 2010)

**Capital:** Lilongwe

**Area:** 118,484 sq. km

**Major languages:** English, Chichewa (both official)

**Major religions:** Christianity, Islam

**Life expectancy:** 56 years (men), 57 years (women) (UN)

**Main exports:** Tobacco, tea, sugar, cotton

**GNI per capita:** US \$280 (World Bank, 2009)

## Volunteering in Malawi

### Legal Framework

There is no policy that directly governs volunteers, though there is limited instruction or advice available from government in some sectors.

### In what Sectors do Volunteers work?

Volunteers work in areas of Health and HIV/AIDS; Environment; Training & Employment; Community, Social & Economic Development; Advocacy; Peace Building; Physical Infrastructure; Experiential Learning; Skills Development; Public Safety; Arts & Culture; Disaster Relief.

### What do Volunteers do?

Volunteers are involved in actual service delivery, resource mobilisation, advocacy and capacity building.

### Types of Volunteers

Mainly skills based volunteers, community volunteers and youth.

### What are the Major Challenges Faced?

These include a weak policy environment; illiteracy and low standards of education; high burnout and turnover amongst volunteers, often related to poverty; lack of sustainability of programs; lack of capacity; corruption and political interference; donor dependency and discrepancies between benefits for local volunteers on different programs and between local and international volunteers.

### Who are the Key Players?

The key players are Community Based, Faith Based and Non-Governmental Organizations including National Initiative for Civic Education (NICE), Malawi Red Cross Society, CAFOD HIV/AIDS and Home-based Care project, Centre for Victimization of Women and Children (CAVWOC), Voluntary Service Overseas (VSO), World University Service of Canada (WUSC) and Japan International Cooperation Agency (JICA).



# Republic of Mauritius

## Country Context

Mauritius, a volcanic island of lagoons and palm-fringed beaches in the Indian Ocean, has a reputation for stability and racial harmony among its mixed population of Asians, Europeans and Africans. The island has maintained one of the developing world's most successful democracies and has enjoyed years of constitutional order. It has preserved its image as one of Africa's few social and economic success stories.

Once reliant on sugar as its main export, Mauritius has successfully diversified into textiles, upmarket tourism, banking and business sourcing. The strategy helped the island's economy weather the world financial crisis of 2008-9 better than expected.

Various cultures and traditions flourish in peace, though Mauritian Creoles, descendants of African slaves who make up a third of the population, live in poverty and complain of discrimination.



## At a Glance

**Full name:** The Republic of Mauritius

**Population:** 1.3 million (UN, 2010)

**Capital and largest city:** Port Louis

**Area:** 2,040 sq. km

**Major languages:** English (official), Creole, French, Indian languages

**Major religions:** Hinduism, Christianity, Islam

**Life expectancy:** 68 years (men), 76 years (women) (UN)

**Literacy:** 85-90%

**Main exports:** Sugar, clothing, tea, jewelry

**GNI per capita:** US \$7,240 (World Bank, 2009)

## Volunteering in Mauritius

### Legal Framework

There is no National Volunteer Policy in place. Although there is a Corporate Social Responsibility Committee that is legally bound to provide some funding to some NGOs (2%), the allocations are not uniform.

### In what Sectors do Volunteers work?

Volunteers are involved in education, environment and sustainable development, gender and health.

### What do Volunteers do?

Volunteers construct educational facilities in remote areas for under-privileged children; promote safer use of internet among children/young persons, counsel children online.

Many volunteers help/support close family during funeral, weddings ceremonies, reconstruction following a natural disaster and after-hours education to young children.

### Types of Volunteers

Mainly skills based volunteers; youth and community volunteers

### What are the Major Challenges Faced?

Lack of a policy on volunteer allowances sees movement of volunteers to organizations with better stipends. Retaining volunteers on projects is also a challenge.

### Who are the Key Players?

The key organizations promoting volunteerism are Halley Movement, Mauritius Council of Youth Leaders (MCYL), Arc En Ciel Disabled Group, Mauritius Family Planning Association, Indo Mauritian Catholic Association, and Institute for Consumer Protection, Government Servant's Association, and Society for the Welfare of the Deaf and The Heart Foundation.





# Federal Republic of Nigeria

## Country Context

After lurching from one military coup to another, Nigeria now has an elected leadership. Nigeria has a dual economy with a modern segment dependent on oil earnings, overlaid by a traditional agricultural and trading economy. The oil sector provides 20% of GDP, 95% of foreign exchange earnings, and about 65% of budgetary revenues. The subsistence agricultural sector has not kept up with rapid population growth, and Nigeria now imports food. Based on GNP per capita, Nigeria is among the world's 20 poorest countries

The Nigerian National Volunteer Service (NNVS) is a volunteer management institution set up by the Federal Government of Nigeria to complement national development efforts through encouraging, harnessing, managing and effectively deploying volunteer services and activities to both Nigerians in Diaspora and those at home rural communities.

NNVS has the responsibility to coordinate volunteering processes as tool to fight poverty in Nigeria, eliminate anti-development factors and break down barriers and prejudices of tribe, religion and political affiliations that hinder national unity and socio-economic well-being.



## At a Glance

**Full name:** Federal Republic of Nigeria

**Population:** 158.2 million (UN, 2010)

**Capital:** Abuja

**Largest city:** Lagos

**Area:** 923,768 sq. km

**Major languages:** English (official), Yoruba, Ibo, Hausa

**Major religions:** Islam, Christianity, indigenous beliefs

**Life expectancy:** 49 years (men), 50 years (women) (UN)

**Literacy:** 39%-51%.

**Main exports:** Petroleum, petroleum products, cocoa, rubber

**GNI per capita:** US \$1,140 (WB, 2009)

## Volunteering in Nigeria

### Legal Framework

Nigeria has a National Volunteer Service, National Youth Council and National Youth Service Corps Graduate Scheme; but does not have a National Volunteer Policy.

### In what Sectors do Volunteers work?

Volunteers are involved Community Development, Health, Governance and Environment.

### What do Volunteers do?

Volunteers are involved in capacity building and service delivery. Nigeria volunteers were involved in advocacy and trainings for a more transparent and democratic national elections early 2011. They also delivered services in children's homes and health clinics.

### Types of Volunteers

The volunteers are mainly youth.

### What are the Major Challenges Faced?

The major challenges include lack of resources to mobilise volunteers, lack of a National Volunteer Policy, lack of corporate volunteering, lack of public information volunteerism and corruption in government.

### Who are the Key Players?

Some of the key volunteer organizations include IAVE Nigeria, Nigeria National Volunteer Service, National Youth Service Corps, Graduate Scheme, African Union Commission, United Nations Millennium Campaign, Economic Commission for West African States (ECOWAS), New Partnership for Africa's Development (NEPAD) business group, National Youth Council United Nations Volunteers, Voluntary Service Overseas among others



# Republic of Rwanda

## Country Context

Rwanda was embroiled from 1990 in a civil war that culminated in 1994 in genocide and mass refugee flight. The economic impact of these events was severe, with real annual GDP growth was recorded as -10% in 1993, and -49% in 1994. Security has now been restored throughout the country. In addition, and with considerable assistance from international donors, the government has rebuilt and in some cases expanded rural and urban infrastructure and, and managed to contain currency depreciation and consumer price inflation. Poverty nonetheless remains severe.

92% of the population lives in rural areas - the highest percentage in Africa - and almost all the economically active among them work as subsistence farmers. The average size of smallholdings is less than one hectare, which is generally too small for harvests to sustain farmers, let alone provide a marketable surplus. The government's ambitious long-term plan is to transform Rwanda, one of the poorest and most rural countries in Africa, into an information and communications technology-based economy.

Volunteerism in Rwanda is not only regarded as one of the country's important cultural values, but has been taken up by Government, perhaps with too much zeal which in the long run might injure the concept of volunteerism being borne of free will.



## At a Glance

**Full name:** Republic of Rwanda

**Population:** 10.2 million (UN, 2010)

**Capital:** Kigali

**Area:** 26,338 sq. km

**Major languages:** French, English, Kinyarwanda (all official), Swahili

**Major religions:** Christianity, indigenous beliefs

**Life expectancy:** 50 years (men), 54 years (women) (UN)

**Literacy:** 65%

**Main exports:** Coffee, tea, hides, tin

**GNI per capita:** US \$460 (WB, 2009)

## Volunteering in Rwanda

### Legal Framework

Government of Rwanda initiated a National Volunteer framework two years ago, operating under President's Office, aimed at promoting the spirit of volunteerism and its values rooted in Rwanda culture. There is also an Internship Program under Ministry of Youth, new graduates.

However there is no National Volunteer Policy in place.

### In what Sectors do Volunteers work?

Public Administration, Community Development, Economic Development and Governance

### What do Volunteers do?

Volunteers mainly deliver services and capacity building. These include judges and community conciliators in 'Gacaca jurisdictions', Community Health Workers/Advisors, Mentors for OVCs and local authorities' advisors.

### Types of Volunteers

The volunteers are both skilled and un-skilled workers.

### What are the Major Challenges Faced?

The lack of a National Volunteer Policy and a network to coordinate the activities of the volunteer organizations, leading to duplication of effort are some of the challenges.

### Who are the Key Players?

The key volunteer organizations include YWCA-Rwanda, Rwanda Men's Resource Centre and Rwanda NGO Forum on HIV/AIDS & Health Promotion, Voluntary service Overseas (VSO), United Nations Volunteers (UNV), Japan International Cooperation Agency (JICA), Korean International Cooperation Agency (KOICA), Association of Volunteers in International Service.



# Republic of South Africa

## Country Context

Until 1994 South Africa was ruled by a white minority government which was so determined to hang onto power that it took activists most of the last century before they succeeded in their fight to get rid of apartheid and extend democracy to the rest of the population. Despite being the continent's biggest economy, many South Africans remain poor and unemployment remains high.

Despite the many socio economic challenges, the spirit of volunteering remains a strong community force in South Africa. As in most developing countries the word "volunteering" has many connotations and is often misunderstood. The sector does however remain fragmented and is without a strong national focal point. The notion of "volunteer development organizations" as opposed to "volunteer utilizing organizations" is often confused.

The term "volunteer" has not been defined in any legislation or policy. Instead, several laws and policies make reference to the rights or obligations of volunteers as well as the volunteer and charitable purposes the government seeks to encourage. Several laws make reference to the philosophy of Ubuntu, as a sign of respect for indigenous, informal volunteer traditions.



## At a Glance

**Full name:** Republic of South Africa

**Population:** 50.5 million (UN, 2010)

**Capitals:** Pretoria (executive capital);  
Cape Town (legislative capital);  
Bloemfontein (judicial capital)

**Largest city:** Johannesburg

**Area:** 1.22 million sq. km

**Major languages:** 11 official languages including English, Afrikaans, Sesotho, Setswana, Xhosa and Zulu

**Major religion:** Christianity, Islam, indigenous beliefs

**Life expectancy:** 52 years (men), 54 years (women)

**Main exports:** Gold, diamonds, metals and minerals, cars, machinery

**GNI per capita:** US \$5,770 (WB, 2009)

## Volunteering in South Africa

### Legal Framework

The 2010 FIFA World Cup led to the development of a World Cup Volunteer Policy, which may encourage the eventual adoption of a broader national volunteer policy.

### In what Sectors do Volunteers work?

Volunteers mainly work in the areas of Education & Skills development; AIDS & Counselling; Disability, Children; Religion, Youth, Environmental Health; Recreation & Culture and Emergency Services.

### What do Volunteers do?

Volunteers are involved in direct service delivery, advocacy and capacity building.

### Types of Volunteers

The highest incidence of volunteering in South Africa occurs among women, poor communities, Indian and African people. Volunteers include skilled professionals, community members and youth.

### What are the Major Challenges Faced?

These include lack of sufficient resources, diminished enthusiasm among youth, poverty, high unemployment, perceptions that volunteering is for women, stigma surrounding HIV/AIDS and lack of cohesiveness to strengthen the sector's collective impact.

### Who are the Key Players?

The Volunteer Centre has around 300 members and affiliates in its database, consisting of NGO's, community organizations and projects nationally. There are also international volunteer organizations including United Nations Volunteers (UNV), Peace Corps and Voluntary service Overseas (VSO).





Celebrating Nelson Mandela Day in South Africa through volunteer environmental and cultural activities





# Republic of Togo

## Country Context

Togo, a narrow strip of land on Africa's west coast, gained independence from France in 1960. The country has had its fair share of political upheavals over the years and is still grappling with the ever elusive reconciliation.

Subsistence agriculture and commerce are the main economic activities in Togo; the majority of the population depends on subsistence agriculture. Food and cash crop production employs the majority of the labor force and contributes about 47% to the gross domestic product (GDP).

There is successful history of collaboration and involvement between international volunteers and the Togolese people at all levels. Partnering with local and international organizations is an important component of Volunteer project activities. Volunteers work to promote self-sufficiency in the areas of small business development, education, environment, and health. All Volunteers, regardless of sector, are trained in how to promote HIV/AIDS awareness and prevention.



## At a Glance

**Full name:** Togolese Republic

**Population:** 6.8 million (UN, 2010)

**Capital:** Lome

**Area:** 56,785 sq. km

**Major languages:** French (official), local languages

**Major religions:** Indigenous beliefs, Christianity, Islam

**Life expectancy:** 62 years (men), 66 years (women) (UN)

**Main exports:** Cocoa, phosphates, coffee, cotton

**GNI per capita:** US \$440 (WB, 2009)

## Volunteering in Togo

### Legal Framework

Togo has a volunteer policy in place.

### In what Sectors do Volunteers work?

Volunteers work in the areas small business development, education, environment, and health, English as a Second Language, Human Rights, Medicine & Healthcare, Journalism, French Language, Law and Social Work

### What do Volunteers do?

Volunteers are involved in direct service delivery.

### Types of Volunteers

There mainly skills based international volunteers. Local volunteers are mainly women and youth involved in care giving.

### What are the Major Challenges Faced?

These include lack of sufficient resources, diminished enthusiasm among youth, poverty, high unemployment, perceptions that volunteering is for women, stigma surrounding HIV/AIDS and lack of cohesiveness to strengthen the sector's collective impact.

### Who are the Key Players?

The key players include Peace Corp, Project Abroad, Volunteers for Peace, ACAT-France, Global Crossroad, EIL Intercultural Learning, Agir ensemble pour les droits de l'Homme, International Federation of ACAT, International Federation for Human Rights, Franciscans International, World organization against torture, Survie and Secours-Catholique/France among others.



# Republic of Zambia

## Country Context

Zambia is landlocked and sparsely populated by more than 70 ethnic groups, many of them Bantu-speaking. It has some spectacular scenery, including the Victoria Falls along the Zambezi River, the Bangweulu Swamps and the Luangwa river valley.

Zambia's economy has experienced strong growth in recent years, with real GDP growth in 2005-10 about 6% per year. A high birth rate, relatively high HIV/AIDS burden, and market distorting agricultural policies have meant that Zambia's economic growth has not dramatically decreased the high poverty rates.

Volunteerism is part of Zambian culture; people have always rendered assistance to the less privileged through traditional systems like the extended family. Currently there are international, national and local volunteer programs, with local service types dominating. Formal and informal volunteering mainly operates through NGOs and CBOs.

The Government run Public Welfare Assistance Scheme (PWAS), with 55,060 volunteers is the largest formal volunteer program in Zambia.



## At a Glance

**Full name:** Republic of Zambia

**Population:** 13.2 million (UN, 2010)

**Capital:** Lusaka

**Area:** 752,614 sq. km

**Major language:** English (official), Bemba, Nyanja, Tonga

**Major religions:** Christianity, indigenous beliefs, Hinduism, Islam

**Life expectancy:** 49 years (men), 50 years (women) (UN)

**Main exports:** Copper, minerals, tobacco

**GNI per capita:** US \$970 (World Bank, 2009)

## Volunteering in Zambia

### Legal Framework

Policy and legislative frameworks for NGOs operating in Zambia are yet to be developed. While the government supports volunteerism, the Social Welfare Policy (2004) is not clear on roles and responsibilities of government and NGO service providers in the delivery of volunteer services.

### In what Sectors do Volunteers work?

Volunteers mainly work in the areas of Education; Community development; Health; and Cultural/heritage/arts.

### What do Volunteers do?

Volunteers are involved in direct service delivery, advocacy and capacity building.

### Types of Volunteers

There are international, national and local volunteer programs with local volunteering dominating. International volunteers are skills based while national and local volunteers are mainly women and youth hoping to get training and jobs.

### What are the Major Challenges Faced?

NGOs and Government both competing for donor funds; no capacity building programs for NGOs and CBOs to strengthen their management and organizational capacity; hostility by politicians towards the work of service programs; negative competition and limited coordination NGOs; poor infrastructure

### Who are the Key Players?

Some of the key players include: Our Lady's; Foundation of Hope Outreach Program; Zambia Voluntary Community Development Association (ZAVCODA); Public Welfare Assistance Scheme; Children in Need Network; Children in Distress Network; US Peace Corps and Voluntary Service Overseas (VSO).





# Republic of Zimbabwe

## Country Context

Zimbabwe is home to the Victoria Falls, one of the natural wonders of the world, the stone enclosures of Great Zimbabwe - remnants of a past empire - and to herds of elephant and other game roaming vast stretches of wilderness.

Zimbabwe's economy is growing at a brisk pace despite continuing political uncertainty. Following a decade of contraction, Zimbabwe's economy recorded real growth of 5.9% in 2010. But the government of Zimbabwe still faces a number of difficult economic problems, including a large external debt burden, deepening poverty and unemployment.

Volunteering is a feature of African communities seen as a cultural phenomenon. Traditional support systems based on the principles of solidarity and reciprocity have always provided a medium for volunteering. However it is also typical of Zimbabwean volunteers to use volunteering as a stepping stone towards securing employment, particularly given the high unemployment rate estimated to be 60 per cent.



## At a Glance

**Full name:** Republic of Zimbabwe

**Population:** 12.6 million (UN, 2010)

**Capital:** Harare

**Area:** 390,759 sq. km

**Major language:** English (official), Shona, Sindebele

**Major religions:** Christianity, indigenous beliefs

**Life expectancy:** 50 years (men), 50 years (women) (UN)

**Literacy:** 90%

**Main exports:** Tobacco, cotton, agricultural products, gold, minerals

**GNI per capita:** Estimated to be low income: \$995 or less (WB, 2009)

## Volunteering in Zimbabwe

### Legal Framework

There is no overall policy or legislation on volunteerism, but the Private Voluntary Organizations Act, 1996 provides a framework for voluntary organizations to participate in welfare provision. Civic service is also incorporated in health sports and education policies. There is also a National Plan of Action for Orphans and Other Vulnerable Children which incorporates volunteerism.

### In what Sectors do Volunteers work?

Volunteers mainly work in the areas of Education & Skills development; AIDS & Counselling; Disability, Children; Religion, Youth, Environmental Health; Recreation & Culture and Emergency Services.

### What do Volunteers do?

Volunteers are involved in direct service delivery, advocacy and capacity building.

### Types of Volunteers

Community volunteers are predominantly women aged between 14 to 60 years; skills based & youth volunteers.

### What are the Major Challenges Faced?

Stereotyping volunteers as foreign lackeys, high expectations by the beneficiaries, poverty that limits the amount of time volunteers can offer, political interference, increasing number of orphans engenders a sense of helplessness.

### Who are the Key Players?

Mainly local CBOs, FBOs and NGOs, including Human Service Alliance and Poverty Alleviation (HSAPA)/ Youth Against Drug Abuse and AIDS Trust (YADAAAT Young Women Christian Association, Family Aids Counseling Trust, AIDS Counseling Trust, Child Protection Society, Voluntary Service Overseas (VSO), World University Service of Canada (WUSC), and Peace Corps.

### 3.0 National Volunteer Centres

IAVE supports the development of strong national and local volunteer centres throughout the world. The organization's Strategic Plan 2007-2010 includes a commitment to improve the connection between IAVE and the network of National Volunteer Centres (NVC). IAVE has also created a position on the IAVE Board of Directors for a member from the NVC network. It has researched and published the first directory of existing national volunteer centres. Each IAVE World Volunteer Conference offers an opportunity for a network meeting of the NVCs.

Volunteer Centres have developed significant expertise in the area of volunteerism through the development of programs, research, and training. The centres work at resolving issues influencing the way people volunteer by reducing the barriers and promoting safe and meaningful volunteer opportunities. Volunteer Centres provide active leadership in areas such as youth volunteerism, risk management, corporate volunteerism, mandatory volunteerism, community service orders, educational campaigns and many more.

#### **What is a Volunteer Centre?**

A Volunteer Centre is a non-profit organization or groups dedicated to fostering and developing volunteerism in the community as a whole. Volunteer Centres serve the broadest membership: including volunteers and organizations/volunteer-involving organizations. Volunteer Centres reach across the non-profit and public sectors to include organizations working in human and social services, health care, education, the arts and recreation.

Volunteer Centres reflect the needs of the community they serve and exist primarily to foster and develop volunteerism in the community as a whole. They engage in four general kinds of services and activities:

- Promoting volunteerism and raising awareness of the power of service
- Building capacity for effective local volunteering through management consulting on volunteer programs and training of volunteers and managers of volunteer resources
- Providing leadership and advocacy on issues relating to volunteerism and volunteer programs
- Connecting people with opportunities to serve through recruitment and referral of Volunteers to community agencies

Volunteer Centres are not a common feature in Africa. In fact there are only two National Volunteer Centres which could fit the description in Africa. This is the National Volunteer Network Trust (NAVNET) in Kenya and South Africa's Volunteer Centre. Following is a presentation of the two organizations' Volunteer Centre Models.



## The National Volunteer Network Trust Model (Kenya)



The National Volunteer Network Trust (NAVNET) was founded in 2003 as a registered community-based organization and was registered as a trust in 2006. The founders were VSO Jitolee returned volunteers who had completed their placements in various developing countries and recognized the value of their own experience as volunteers outside their country.

NAVNET's core mandate is to advance volunteerism in Kenya through advocacy, developing volunteer programs, running volunteer development and management training for organizations that use volunteers, recruitment and placement of Kenyan volunteers in Kenya. NAVNET partners with other volunteer organizations to promote development of a volunteer culture in Kenya and derives its strength from a broad spectrum of knowledgeable staff and pool of volunteers.

NAVNET addresses Kenyans' desire to improve their quality of life by promoting opportunities for volunteers to use their skills, talent and experience for personal growth through service to others. We serve both individuals and organizations by:

- Setting standards of good practice for volunteerism,
- Providing Skills Training and Consultancy in the Design and Management of Volunteer Programs, Organizational Development, BDS and Value Chains processes,
- Strengthening networks for volunteers and organizations especially Volunteer Involving Organizations (VIOs)
- Providing opportunities for volunteers to serve, and
- Advocating for volunteerism in Kenya and beyond.
- NAVNET takes a national view of volunteerism, striving to serve Kenyans where the need is greatest.

### **Our Vision**

"A just, rich and stable society"

### **Our Mission Statement**

"Promoting, elevating and influencing volunteering"

### **Our Values**

NAVNET observes the following basic values in delivery of its services;

- Service to others
- Building empowering relationships.
- Respect for cultural diversity among peoples.
- Peace and wellbeing for continued improvement in quality of life.
- Maintaining high performance standards and ethical behavior to assure good practice in volunteerism.

## **Our Goals**

1. Pursuit of excellence in volunteer management
2. Create Effective Corporate Partnerships
3. Grow our work with youth
4. Advocate for strong National Policies to support volunteerism in Kenya.
5. Explore possibilities of assisting in setting up similar Volunteer Centres in Uganda; Zimbabwe; Tanzania; South Sudan

## **Membership**

NAVNET is a membership organization with both individual and corporate membership opportunities.

## **Governance**

NAVNET is governed by an elected nine-member Board of Trustees who serve for 3 years, renewable only once. Two of the members, one male and one female, are youth representatives.

## **Geographical Reach**

NAVNET has a national reach, with headquarters in Nairobi and volunteer regional coordinators in all regions of Kenya.

## **Funding**

NAVNET is funded entirely through local resources in terms of membership subscriptions, trainings, consultancy work and specific project grants from partners.

## **Youth Development Unit**

NAVNET's main target in promotion of volunteerism is young people between 18 and 35 years. An autonomous Youth Development Unit has been formed to spearhead the youth agenda.

## **Consultancy Services**

A full-fledged social enterprise has been formed to generate revenue for implementation of NAVNET's not for profit activities.

## National Volunteer Centre, Cape Town (South Africa)



### **Our Vision**

*Helping Build a Nation that Cares*

### **Our Mission Statement**

*To Motivate and Develop Effective Volunteering through Consultation, Training, Information and Placement for the Benefit of all*

Volunteer Centre, established in 1979 remains the only organization of its kind in South Africa which has stood the test of time, adapted its programmatic approach to meet the changing environment. The organization remains non-political and non-religious and provides services and support to volunteers from all communities (local and international) and its member organizations from all sectors (Family Care, AIDS organizations, Children, Animals, Environment, Schools, and Churches).

Volunteer Centre is a non-profit organization based in Cape Town, South Africa that has developed strong National and International Partnership over the past 32 years. We believe that local and international volunteers can make a huge contribution in volunteering their time and skills in projects across all sectors and many other interesting volunteering opportunities.

The Volunteer Centre has headquarters in Claremont, Cape Town and four satellite offices in the Western Cape (Khayelitsha, Mitchells Plain, Beaufort West and Vredendal), where it has done much to promote volunteering over the past few years. This involved training courses in Effective Volunteer Management and orientation and the establishing of four satellite Volunteer Centres

Recognized as a leading practitioner in the field of the volunteer development in South Africa, the Volunteer Centre's main mandate is to motivate and develop effective volunteering through consultation, training, information and placement for the benefit of all.

The centre offers various services to different stakeholders across South Africa. The volunteers benefit from Information Sessions, Volunteer Referral Services and Individual Membership & Support while the Youth gain from the Intergenerational Program, Youth Exchange Programs, and Local Sector Community Projects.

The membership organizations are offered Consultation and Support and Placement Services. The centre runs trainings in Effective Volunteer Management, Various Customized Workshops and Office Volunteer Program.

Factors which have influenced the volunteering agenda in recent years include the end of the apartheid struggle, The democracy of South Africa in 1994, IYV 2001 and National Year of Volunteering 2002, SA Government volunteering policy (or the lack thereof), High unemployment statistics (particularly amongst youth), Funding challenges of the non-profit sector, World Cup Soccer 2010, International Mandela Day, International volunteering and voluntourism (travel which includes volunteering for a charitable cause).

## 4.0 International and National Volunteer Organizations

A number of International and National volunteer organizations participated in the African Regional Conference in Nairobi. Following are their brief profiles.

### The Volunteer Involving Organizations Network, Kenya



The network is an amalgamation of organizations that work in development through/and with volunteers and that promote volunteerism as a means to development. The network has been in existence since 2004, recognizing the unique programs offered by each member organization and partnering equally to enhance volunteerism in Kenya. The current membership is at 27 organizations, with NAVNET acting as the Secretariat. However about only 12 members are actively involved in the ongoing initiatives.

The objectives of the network are to;

- Engage the government and other stakeholders in advocating for volunteerism through policy framework formulation and other forums, and advocate for standards of engagement of players in the volunteerism sector.
- Enhance networking among member organizations, drawing from and impacting their experience in working with and through volunteers.
- Provide a forum for activities that enhance and improve the profile of volunteerism in Kenya, including organizing the International Volunteers Day celebrations and Volunteer of the Year Awards (VOYA) in partnership with relevant stakeholders and disseminating information to the public.
- Build the capacity of network member organizations.

#### Management and Leadership

VIO Management Committee consists of 5 major organizations including NAVNET (the Secretariat), Kenya Red Cross Society, VSO Jitolee, St John Kenya and Ufadhili Trust. UNV sits in the committee as an observer. Chairmanship of the committee is rotational, but will become elective when the network has developed its governance systems sufficiently. The work of the VIO Network is supported by a Network Coordinator hosted by NAVNET.

The key annual activities undertaken so far are the International Volunteer Day (IVD) and Volunteer of the Year Awards (VOYA) since 2008. Other key milestones include organizing of roundtable meetings with both government officials and the Civil Society towards the development of a National Volunteer Policy for Kenya, organization of a National Conference on Volunteerism in 2010 and establishment of a fully operational Secretariat headed by a Network Coordinator.

## Action Network for the Disabled (ANDY) - Kenya



Action Network for the Disabled (ANDY) is a Kenyan Non-Governmental Organization formed by and for youth with disabilities. It is duly registered with the Government of Kenya.

ANDY is dedicated to achieving equality, inclusion and empowerment of youth with disability in Kenya and seeks to mainstream youth with disability into all aspects of

daily life. ANDY is a unique initiative that provides an inspiring environment for people with different types of disabilities – and people without disabilities - to work together.

### **Our Vision**

A barrier-free society fully inclusive of persons with disabilities

### **Our Mission**

To advance and advocate for equal opportunities for youth with disabilities, through promoting proactive social and economic participation

### **Objectives**

- To seek greater involvement of youth with disabilities in development and decision-making processes.
- To facilitate socio-economic empowerment of youth with disabilities through self-sustainable projects. E.g. small-scale enterprises, micro-credit etc.
- To facilitate information and service provision in health, mobility, legal and rights issues for youth with disabilities.
- To encourage and facilitate the integration of disability issues in mainstream development processes in the country.
- To liaise with other organizations to ensure that youth with disabilities gain access to resources, services and programs towards their life improvement.

### **What We Do**

We run programs around these thematic areas:

- Economic Empowerment
- Health and Fitness
- Human Rights
- Capacity Building
- Sports and recreation

## Deaf-Aid - Kenya

Deaf Aid is a Norwegian organization with a vision to work towards inclusion of deaf people in the African community and a focus on deaf children and young people in Kenya, through influencing and actively working for better schooling / education, strengthening access and quality of sign language, providing knowledge and support to parents and general information on all levels of society will lead to a change in attitude and provide a better life and future for the deaf in Kenya and Africa.

The Kenya program targeted at improving the lives of the deaf involves volunteers from Norway, specialized in fields such as education, sports, IT and who come to assist in identified areas of need. The placements involve between 3-4 local and 16 international volunteers.

The program tries to ensure sustainability by ensuring outgoing and incoming volunteers share notes and experiences for continuity's sake. Partner organizations are involved in coming up with job descriptions for volunteers before they are placed.

One of the key challenges faced include not having enough local volunteers who have sign language skills.

## Kenya Red Cross Society



The Kenya Red Cross Society (KRCS) previously existed as a branch of British Red Cross 1939-1965 and was created by an Act of Parliament, Cap 256 of Laws of Kenya of 1965. It currently has 64 branches and 70,000 members/volunteers countrywide.

Its mandate is to: Provide relief to victims of catastrophe or disasters; Carry on and assist in the work for improvement of health, prevention of diseases and reduction of suffering in times of peace or war; Provide aid to the sick, wounded and non-belligerents in times of war, to prisoners of war and civilian sufferers, and relieve the effects of war; Promote the Junior Red Cross Movement among the youth of all races and Disseminate the ideals and humanitarian principles of the Red Cross, with a view to developing a feeling of solidarity and mutual understanding among all human beings and all nations.

The organization runs 4 programs of Disaster Management, Health and Social Services, Water and Sanitation and Organizational Development.

The current challenges faced by the organization's volunteer programs are High Volunteer Turn Over, Low morale, Perceived inadequate compensation/reward, Vast majority of volunteers are youth when employed stop volunteering, inadequate capacity (low staff numbers) to manage about 70,000 volunteers spread across Kenya, Supervision, assigning responsibilities, evaluation by about 500 KRCS staff, and new constitutional dispensation; Alignment of KRCS structures to the new county structures;

In coping with the challenges KRCS had undertaken review of the Volunteering Policy, formulation of Volunteer management guidelines, putting in place Volunteer Award Scheme, Partnering under VIOs to support the process of Developing and a National Volunteer Policy for Kenya.



## St. John Kenya



St. John Kenya was formed in 1928 and recognized under an act of parliament, cap 259, as a charitable organization in 1979. It operates nationally and covers all regions of the country. The current programs include emergency response, volunteers, young people and community health.

There are currently about 19,000 volunteer members in various categories. These categories include badgers (aged 6 years and 11 years in lower primary school), cadets (aged between 12 – 17 years in upper primary and secondary school), adult members (aged 18 years and above) and medical doctors and nurses.

The Volunteer Program Activities include community service where members participate in activities that are geared towards improving the lives of community members e.g. clean up campaigns, tree planting, support to orphans etc.; disaster response and management; first aid training with the goal of having at least one person per household in Kenya equipped with first aid skills; the annual parade and inspection which is the most important event in the calendar of St. John Kenya marked every year in June, during which the strength and effectiveness of the uniformed members is assessed; annual flag day where St. John volunteers participate actively in raising funds to support St. John activities; educational camps and expeditions in which the young members participate in several educational camps held during the weekends and school holidays.



St John Volunteers on a rescue mission

## Volunteer Services Overseas –VSO Jitolee



Established in 1950, VSO is an international NGO which recruits volunteers from 7 different countries and places them in 44 countries worldwide including many of the countries represented at the meeting. It is the largest independent sending volunteer organization in the world and the volunteer term ranges between 3 months and 2 years. The program work focuses mainly

on partnership with local organizations, Exchange visits and Knowledge sharing through which policy is influenced through advocacy. The 6 thematic areas where volunteers are involved include HIV and AIDs, disability, Education, Health, Secure Livelihoods and participation & governance.

The average age of volunteers is 35 years and the fields of expertise vary from developmental interventions to building capacities for leadership at government and non-governmental level. Model examples are involving members of parliament in UK where they would experience the life of an ordinary citizen in a different country supporting Polytechnics in order to build capacities for Youths. VSO works towards strengthening Volunteer Management Systems for local partners.



Training of Maasai women in bead making and value addition to jewelry towards improving their livelihoods



## 2-Way Development - UK



Founded 2003, 2Way Development is a UK social enterprise that places skilled volunteers with established development charities or NGOs worldwide. It has between 120-150 volunteers placed each year for varying durations and attachments. It is not program specific and volunteers fund their own placement to the

tune of £850. It has helped many organizations include assisting one to be part of a CNN series “Be the Change”

Since 2003 there have been over 250 volunteer placements within over 100 charities worldwide across 15 countries. This has enabled volunteers to build up experience on their CVs as the needs of the partner are matched with the aspirations of the volunteer. The challenge is that volunteers pay their own way but are sometimes given accommodation by the receiving volunteering organization.

Past volunteers have offered skills in project management, fundraising, marketing, business and product development, training, education, campaigning, IT, web design, research, accounting and more.

## Africa Internally Displaced Persons Voice– Zambia

Africa IDP Voice's mission is to promote and protect human rights of IDPs through state accountability where IDP rights are upheld. Its vision is to have a world free from internal displacement.

The overriding goal is to foster links among state authorities and humanitarian actors in order to improve response to IDPs' plight and to monitor their protection and humanitarian policies affecting them. This is achieved through advocacy and awareness raising, protection and training, research and publication, promoting HIV/AIDS programs, emergency response and relief, promoting rule of law and security, policy guidance, legal reform and institutional capacity building. The organization also offers consultancy on IDP issues aimed at poverty eradication. The Africa IDP Voice was established in 2001 and began operations in 2002.

Africa IDP Voice monitors internal displacement in Africa and promotes the dissemination and application of the Guiding Principles on Internal Displacement, works with governments in the sub-region, sub-regional and regional bodies, international organizations and civil society to create effective policies and institutional arrangements for IDPs. The Africa IDP Voice, with headquarters in Lusaka, Zambia, advocates for the rights of IDPs and gives internally displaced communities, national authorities and other humanitarian actors, such as NGOs, opportunities for discussion and collaboration, as well as services which meet needs of their humanitarian actors.

Africa IDP Voice has also participated in the International Conference in the Great Lakes Region, a process in which core states have committed themselves to address the root causes of conflict and find lasting solutions to the protracted problems of displaced populations, notably with regard to their peaceful co-existence with resident populations, their voluntary repatriation and return or local integration, with the full involvement of the local authorities and host populations, and within the framework of tripartite agreements where applicable.

## Association for Research, Studies and Support for advice on Culture & Development Concept (AREA-CCD) - Burkina Faso



The organization started in 2004 with the objective of promoting volunteerism to contribute in poverty reduction. So far, the organization has mobilized 50 volunteers to serve as mentors for children in "Space Children" activity during the National Week of Culture in Bobo Dioulasso. This was done in



collaboration with other civil society organizations who are part of a Volunteer Corps of the Upper Basin. Volunteer Bobo hosted the national celebration of International Volunteer Day (IVD) successfully on December 5, 2009 and 2010 in Bobo Dioulasso, with financial support of the United Nations sponsored Burkina Faso National Volunteer Program.

150 school volunteers and club members of ecologic volunteers have been trained with support from the Regional Directorate of Environment and Quality of Life. Promotional materials to promote volunteerism at the Polytechnic University of Bobo-Dioulasso (UPB) have also been distributed. Thirty (30) professionals have been recruited in education and culture to build capacity of civil society organizations for specific activities and on long-term basis.

150 students were recruited and trained as trainers for families in the fight against malaria in the district of Dafra. AREA-CCD organized a day of solidarity with flood victims of Bama village (25km from Bobo City) through mobilization 87 young volunteers to help the victims. We also conducted training on filming and editing digital video for 11 association members and public officers.

Other key achievements include; Celebrated Day of Service at the Regional Youth Senior Basins through plastic waste collection by young people; Training of young volunteers who are beneficiaries of REPAJE Project whose theme is citizenship and volunteering; Bobo-Dioulasso was assigned to the AREACCD and Training of 300



young volunteers. 50 volunteers were mobilized to assist in organization of the fifty years of independence of Burkina Faso national celebrations, launched by the Burkina Faso National Volunteers Program.

*Bobo Volunteers in photo session after training*

## **BD (Fortune 500 Company) - Ghana**

BD is a medical technology company that serves healthcare institutions, life science researchers, clinical laboratories, industry and the general public. It has many ancillary programs running in 50 countries involving 29,000 Associates. It runs a medical volunteer program in Ghana where Medical Practitioners spend 3 weeks in a location volunteering. So far, the program has benefited 3,500 patients.

BD is a donor which has designed its product in such a way as to share its collective knowledge while giving associates an opportunity to serve. It has 2 levels of volunteerism i.e passion and compassion, with passion being of the beneficiaries and the compassion of the volunteers. The volunteers benefit through personal fulfillment and corporate responsibility, the partners enjoy credibility, empowerment and expansion, while the community gets exposure and education, as the corporate plays its role in giving back to society.

So far BD has assisted in 4 campus departments by installing 1 server, constructed 16 latrines, and installed 148 bio sand filters installed in 3 villages, 1 generator to power the hospital and 200 mineral water bottles recycled. The lessons learnt from the BD initiative presentation were; know thyself, discover what is unique, focus and discipline.

## **Halley Movement – Mauritius**

Halley Movement is a voluntary nonprofit making organization founded in 1989. It is managed by a committee of seven executive members. The Movement brings together representatives of various sectors of the economy and regions. It is supported by a technical team comprising psychologists, medical officers including pediatricians and psychiatrists, legal advisers, social scientists (economists) and a team of 'Crisis Workers'

### **Mission Statement**

To protect and promote the welfare of children and families in Mauritius as well as in the African continent through dissemination and advancement through actions

The main volunteer programs at Halley Movement are:

- Basic Education to Adolescents (BETA), a school for under-privileged young persons living in remote areas of the country who benefit from professionals in fields of Education, Science and IT;
- Safe surfing campaign promoting safer use of internet among children and young persons; and
- Online counseling for children.

The challenges faced by the organization include:

- Difficulties in synchronising Volunteers' availability schedules with the organisation's projects' timetables thus affecting project implementation,
- Difficulties in retaining Volunteers on projects for long enough to have an impact
- Lack of formal recognition of NGO's working in the a particular field and more involvement in NGO programs by the media/press.

## **Human Service Alliance and Poverty Alleviation (HSAPA)/ Youth against Drug Abuse and AIDS Trust (YADAAT) - Zimbabwe**

The YADAAT Program was established in 1995 with for the sole purpose of giving young people in secondary and high School an alternative lifestyle of volunteering as opposed to engaging in drugs and alcohol abuse which eventually leads to HIV and AIDS infection. The program involves children between in the ages of 14-20 years from 40 schools in 5 provinces in Zimbabwe. Each year a Train the Trainer Workshop is held in involving 2 representatives from each member school.

In 1998 HSAPA was born to carry the work beyond school going ages now covering ages 0-35 years and has a component of capacity building as hungry people cannot find time to volunteer. Programs are two prongs "Human service/ Volunteer work and Poverty Alleviation/employment creation.

There are Interact Clubs in every school, a club that allows all students to do charity work in support of disadvantaged citizens such as the aged and children in Homes or Alternative Care. They participate in Cleanup operations in hospitals, public places and selected environmentally degraded places, Refurbishments and Repairs in similar places, Recreation activities in Homes and Hospitals children's wings, Provision of food supplements and clothing to Homes and Hospice and Tree planting

The current challenges faced include:

- The current political environment and legislation that limit the freedom to volunteer.
- The economic downturn that saw the country once robust industries coming to a halt has also restricted the ability of people to volunteer as they have to strive for their own survival.
- Lack of coordinated efforts by all volunteers and voluntary organisations at national level leads to duplication of services.
- Policies to govern voluntary work and holding practitioners accountable to good practices and ethics of voluntary service non-existent,
- Lack of global interaction to learn from others and enhance cooperation in service work
- Lack of an environment enabling young people to continue with their spirit of volunteerism after school

All this is now slowly changing with the new government of national unity in place.

## IAVE Nigeria

IAVE Nigeria represented in the meeting by Dr. Rose Ekeleme, Marcel Umesi and Oluchi Agbanyim, encourages and supports worldwide volunteer effort and voluntary participation in improving the quality of life in communities and neighbourhoods in Nigeria. It also provides opportunities for exchange and interaction at international, regional meetings and national gatherings.

IAVE Youths in Umuahia have contributed in tremendous ways to achieving this vision by participating in community development: visits to motherless babies' homes, school of the blind, hospitals and medical centres, environmental cleaning, traffic regulation and others.

So far, IAVE has participated in the IYV+10 in Abuja in March 2011- theme "Volunteers of Nigeria: Towards National Development", in which resolutions were made and participants called on the United Nations Volunteers and its partners to step up effort at raising awareness at the local government and community level, on the importance of volunteering to national development.

IAVE Nigeria participated in deepening of democracy by hosting a meeting attended by Labour representatives, Media, Civil Society, NGOs, etc. to help sensitise the general public and get opinions of stakeholders on the issues concerning the 2011 general elections in Nigeria.

There have been key collaborations by IAVE Nigeria including Transition Monitoring Group (TMG) where 778 election monitors were trained in 4 states; United Nations Volunteer (UNV), in planning and execution of the IYV+10 celebrations, Joint Initiative for Development (JID); Federal Ministry of Youth Development; Fresh and Young Brains Development Initiative (FBI); ECOWAS commission; Nigerian National Volunteer Service (NNVS); African Union Commission; United Nations Population Fund; National Youth Council of Nigeria NYCN; All About Youth Initiative (AAYI); Abuja Green Society (AGS); NEPAD-Business Group; OSSAP-MDGs Office; National Youth Service Corps (NYSC); United Nations Millennium Campaign (UNMC) and Volunteer Service Overseas (VSO).

Currently IAVE Nigeria is assisting the National Assembly in the development of a bill on the Government Policy on Volunteerism. IAVE Nigeria is also working alongside MDGs, NEPAD, FBI, NYSC, NAPEP, NDE, SMEDAN in the poverty reduction group to carry out a 2day pre-training exercise with over 100 youth in book keeping and entrepreneurial skills.

The current challenges faced include:

- Lack of funds to mobilise volunteers
- Lack of legal and policy framework
- High rate of ignorance on Voluntary activities
- Absence of Corporate Volunteerism, and
- Corruption in the Government.

To address these challenges, various measures need to be put in place including a database of Volunteer Organizations, partnerships, infrastructure in setting up NVC, networks and coalitions, corporate global volunteerism, volunteer policy and advocacy of volunteer programs.



## Jeunes Volontaires Pour l'Environnement (Association of Young Volunteers for the Environment) – Togo

The Association's mission is to educate, support and strengthen the capacity of the Togolese youth to involve them in the process of sustainable development.

Our goal is to help youth to flourish while giving disadvantaged youth and rural communities, a better understanding of the challenges facing them and the entire planet.

We provide students, grassroots organizations and rural populations have access to information that previously was not available: access to global information sources, new information technologies and communication, a window on the world closer and distant, and an education that stresses the importance of protecting the world's genetic wealth and the preservation of cultural diversity.

In general, the association works for a society in which no human being will be deprived of the essential means for survival. We have a duty to serve all mankind and preserve a future for young people. Ensure social justice, inter and intra generational equity. It is clear that no sustainable development is possible in the world without the full participation of young people who are the leaders of today and tomorrow.

The participation of all actors in society is crucial to achieve this end. Without being utopian in our expectations "*of a better world*," we believe that the combined strength of all, when we work, can not only change current unsustainable patterns of production and consumption and guided by globalization, but also improve the living conditions of populations.

### Activities carried out

- Participation in workshops, building of NGOs
- Cleaning of public places, first of lakes and rivers
- National Organization for Earth Day (April 22) and water (March 22)
- *weekly* television program *development* on TV2
- Weekly radio program "Corner of the Environment" on Tropik FM
- Organization of the first day in town without a car in West Africa (Lomé, April 22)
- Development of a Local Agenda 21 for the common Danyi N'digbe
- Building International Youth Camps
- Awareness campaign on HIV / AIDS in Lome and Kpélé Tsiko
- Organization of two conference-debates on the Information Society
- Publication of the Journal ISSUE
- Establishment of a multi-stakeholder dialogue on dams and their impact on populations

## **Mwanza AIDS Support Organization (MWASO) – Malawi**

Mwanza AIDS Support Organization (MWASO) is a membership humanitarian non-profit and networking organization for people living with HIV and AIDS in Mwanza. Three quarters of MWASO membership are women. The organization operates in all the 3 Traditional Authority of Kanduku, Nthache and Govati with a population of 78,271 comprising of 52% females and 48% males. Approximately 45 % of the population is under the age of 15 years.

MWASO was formed in 2003, by a few women individuals who were diagnosed HIV positive by a VSO Volunteer from Uganda working at the district hospital. It aims at transforming the health behaviour of the people, restoring hope and improving the well-being of those infected and affected by HIV and AIDS in Mwanza District, Malawi through the creation of a supportive environment free of stigma.

The core activities of MWASO are:

- HIV/AIDs education (awareness campaign and positive living)
- Home Based Care
- Orphans and other Vulnerable Children
- Human Rights
- Gender and Gender Based Violence
- Food Security
- Income And Generating Activities
- Centre For Youth Development
- Information, Education and Communication
- VCT Services

MWASO has 540 volunteers serving 3,450 beneficiaries in the district of Mwanza in various activities. As a networking and volunteering organization MWASO operates through volunteers in the 20 PLHIV support groups, 10 youth clubs, 12 Community groups called STAR , 12 TB Clubs, HBC and OVC Committees to assist all the infected and affected people with HIV and AIDS other disastrous. MWASO partners with other agencies both at national and international like VSO Malawi, WUSC, NAVNET-Kenya and some CBOs and the government agencies in supporting her volunteerism.

National and International volunteers are engaged in the organization with technical aspects in project management, resource mobilization, monitoring and evaluation of project activities/design and programming. However motivation and retention of these technical and community volunteers especially the youth remain a challenge because of inadequate funds to sustain them.

## University of Venda-South Africa



The Community Engagement program of the University engages Local and regional communities, International communities, Targeted communities, rural communities for the purpose of making a difference, contributes to scholarships improved quality of life, Local and regional development, Common understanding for larger community benefits.

The program is responsible for Coordination of the integration of community engagement in teaching, learning and research; and Coordinating public/social responsibility, humanitarian/volunteerism and all other forms of extra-curricular work of the institution; Facilitating the development of policies and procedures for the quality management of community engagement; Facilitation of community partnerships and the mobilization of resources to achieve quality in community engagement as part of the university's core business

Community Engagement is an integral part of teaching and research and the institutional role of the Community Engagement Directorate is Education, Empowerment and support, Advocacy, consensus discussions and Coordination as well as collaboration with schools.

University of Venda believes that a university's contribution to the community mainly consists of knowledge creation, knowledge preservation, knowledge transfer and knowledge application. Although deep integration is seen as best practice; there will still be a need for continuous coordination; guidelines and quality assurance



University of Venda Nursing students on field work



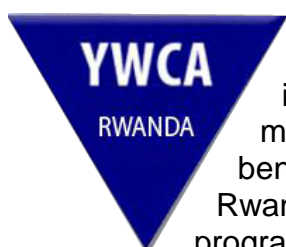
## Volunteer- USA/Gambia



VOLiNTEER, an international non-governmental, non-profit volunteer network, connecting over 100 leaders from over 97 countries, launched at the National Conference on Volunteering and Service in New York in 2010. The organization is dedicated to enhancing the development of global volunteer movements focused on "high impact volunteering" through a knowledge network that provides "peer-to-peer" leadership exchange among U.S. and international leaders. The VOLiNTEER knowledge network combines face-to-face leadership exchanges with online access to a marketplace of ideas and resources. The knowledge network is powered by Meridian International Center and can be found at VOLiNTEER.org.

The volunteer program has brought together 103 community activist, educators and journalists from 97 countries has so far organized simultaneous service projects dubbed International Day of Service (IDS), in more than 50 countries worldwide where 50,000 volunteers participated, touching the lives of approximately 200,000.

## Young Women Christian Association (YWCA) Rwanda



YWCA Rwanda was created in February 1995 with the aim of promoting the living conditions of women and girls in Rwanda. It is affiliated to the World YWCA and has 1,450 volunteer members including peer educators and approximately 15,000 beneficiaries. YWCA Rwanda operates in 4 of the 5 provinces in Rwanda (Kigali Town, South, East and Western Province), with programs targeted to Young women and Children.

YWCA Rwanda's mission is to develop the leadership and collective power of young women and girls in Rwanda to achieve high quality education, health and socio-economic conditions for themselves, their families, and their communities through a variety of trainings and activities. Members play an active role in the development of their society. The organization focuses its efforts on its programmes; women's empowerment, Home Based Care for those living with HIV/AIDS, SRHR education (Power to Change), Gender Based Violence (GBV) and the 'Giving Hope' programme for orphans and vulnerable children.



Young women at a Leadership Training course

## 5.0 African Union Youth Volunteer Corps (AU-YVC)



Africa's youth is one of its biggest assets for the development of the continent, and one of big contributors to peace building. Engaging youth through volunteerism is an excellent way to tap into that potential, benefiting both society at large and the young people themselves. It is also part of the creative, participatory and quick win strategy to tackle the significant challenges facing the youth.

The AU Summit in Banjul, in July 2006 mandated the African Union Commission to popularize and promote the implementation of the African Youth Charter, of which one of the core components is the development of the Youth Volunteerism program. The first group of youth volunteer corps' initial placements was in July 2011

The Constitutive Act of the African Union and the African Union Commission's (AUC) Strategic Plans (2004-2007 and 2009-2012) recognize that the vigorous move towards integration cannot practically take place unless there is a paradigm shift in the role young people play as the most direct route to fast track broad-based development and to overcome the limitations of Africa's leadership evolution and transition. This vision and aspiration of the leaders are fulfilled through the adoption of various vital instruments, among them, the African Youth Charter-(AYC 2006), which emphasizes the importance of the youth participation in the governance and socio-economic development of the continent and the need to address the challenges facing the youth in holistic manner; noteworthy was the Fifth Africa Development Forum (ADF-V) recommendation for the Establishment of the African Youth Volunteer Corps.

At the Global level, the UN General Assembly Resolution [A/RES/56/38] Recommends support for volunteering in developing "specific programs to encourage youth volunteering; and in putting in place systems that recognize and accredit volunteering by youth. This can have a significant impact on the level of youth participation and constitute a sound investment in a country's human resources".

The creation of the AU-YVC is in harmony with the four AU strategic pillars of, i) Peace and Security, ii) Development, integration and cooperation iii) Shared values and iv) Institution and Capacity building.

The AUC has already initiated a continental Volunteer Program (AU-VP) under the leadership of CIDO, which focuses the ways of "harnessing the enthusiasm of Africa's available human resources for development purposes" and addresses number of objectives in link with the contribution of all relevant human resource to the African development at all levels.

The current initiative (AU-YVC) is one of the components under the umbrella of the continental proposal: AU-VP. Thus these components will have the coordination mechanism that will involve the AUC Departments, such as CIDO, HRST, Social Affairs, Peace and Security and Gender Directorates.

The AU-YV program will have a multi-pronged strategy which will adopt an incremental approach, building on what exists and aiming at the same time at pragmatic innovation that is derived from the creativity of the youth themselves.

At continental and regional levels partners will be urged to work and to support the AUC, the RECs and other stakeholders in the promotion, implementation and evaluation of the AU-YVP. Their financial and technical support will be sought in achieving the objectives of empowering African youth and contributing to their growth and enrichment.

At Country level, the strategy will be defined by the member States themselves. Internal organizations in the countries will be called upon to support national Youth Volunteers Program. In addition the UN system will be urged to act and provide opportunities for youth internship by way of preparing them both at national service and possible international recruitment. The promotion of national youth volunteerism program is vital for a long-term viability of the overall promotion of volunteerism in Africa. It is expected that the AU-YV Program will first aim to link up with national volunteer program and be complementary with the later.

The youth engaged in this program range between ages 15 and 35 years and are the direct beneficiaries of the program. A Result-based contribution is the main approach to be used in the service delivery.

The indirect beneficiaries are those projects, communities and organizations in continent who will gain from the services of the youth volunteers, as well as the African Union member States that implement the volunteer initiatives and the AU Commission itself in the support it could receive on its programs at communities' levels.

## **Appendix 1: Definitions of Terms and Concepts**

### **Definition of Volunteering**

There are many different definitions of the volunteering depending on who is doing the defining. Some of the definitions include the following:

1. A Volunteer is a person engaged in an activity which involves spending time, unpaid (except for travel and other approved out-of-pocket expenses), doing something which aims to benefit some third party other than or in addition to a close relative.<sup>1</sup>
2. Volunteering is doing more than you have to - because you want to - in a cause you consider good."<sup>2</sup>
3. Any activity which involves spending time, unpaid, doing something which aims to benefit someone individuals or groups) other than or in addition to close relatives, or to benefit the environment.<sup>3</sup>

According to the United Nations definition, there are three key defining characteristics of volunteering.

First the activity should not be undertaken primarily for financial reward, although the reimbursement of expenses and some token payment may be allowed.

Second, the activity should be undertaken voluntarily, according to an individual's own free-will, although there are grey areas here too, such as school community service schemes which encourage, and sometimes require, students to get involved in voluntary work and Food for Work programs, where there is an explicit exchange between community involvement and food assistance.

Third, the activity should be of benefit to someone other than the volunteer, or to society at large, although it is recognized that volunteering brings significant benefit to the volunteer as well.

Within this broad conceptual framework it is possible to identify at least four different types of volunteer activity: mutual aid or self-help; philanthropy service to others; participation or civic engagement; and advocacy or campaigning. Each of these types occurs in all parts of the world.<sup>4</sup>

### **Voluntourism**

Volunteer travel, volunteer vacations or voluntourism is travel which includes volunteering for a charitable cause. It is a type of tourism which combines traditional travel and tourism with volunteer work. Travelers are given opportunities to contribute money and/or time to causes related to their destinations.

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<sup>1</sup> The 1997 Police Act, UK, (Criminal Records) Regulations 2002

<sup>2</sup> Ivan Scheier, Guerilla Goodness In Context

<sup>3</sup> 1997 National Survey of Volunteering

<sup>4</sup> United Nations Volunteers Report, UN General Assembly Special Session on Social Development, Geneva, February 2001

## Appendix 2: IAVE Africa Regional Meeting Program

Time	Session	Facilitator
<b>Day 1</b>	<b>Monday July 11, 2011</b>	
9:00-10:30	<ul style="list-style-type: none"> <li>Welcome (IAVE and NAVNET)</li> <li>Introductions (name, country, organization)</li> <li>Overview of IAVE</li> </ul>	Dr. Lee, President IAVE Dr. Gichuki Tuesday, NAVNET Mark Molloy, IAVE Board Kathleen Dennis, IAVE
10:30-11:00	Tea Break	
11:00-1:00	<ul style="list-style-type: none"> <li>IYV+10</li> <li>NAVNET Model</li> <li>Kenya Volunteering Overview</li> </ul>	George Oloo, UNV Johnson Ireri, NAVNET Selinah Kibogy, St John Kenya
1:00-2:00	Lunch Break	
2:00-4:00 3:00-4:00	Country reports Country reports	South Africa, Deline Van Boom East Africa, Archimede Sekamana
4:00-4:30	Tea Break	
4:30-5:30	Country reports	West Africa, Oluchi
6:00-8:00	Dinner	United Kenya Club
<b>Day 2</b>	<b>Tuesday July 12, 2011</b>	
9:00-10:30	Day 1 Review Program presentations BD (Ghana) International NGOs in Kenya African Union Volunteer Program	Bernard Gomez, Deline Van Boom Mark Molloy and Kathi Dennis John Ayayee 2-Way Development, Deaf Aid, VSO Jitolee , Joseph Chilengi
11:00-11:30	Tea Break	
11:30-1:00	Challenges of creating volunteer programs in Africa Togo Country Report	John Ayayee  Patrick
1:00-2:00	Lunch Break	
2:00-3:30	Visit to local NGO- Action Network for the Disabled (ANDY)	
3:45- 5:00	Safari Walk	
6:00-8:00	Dinner	Rangers Restaurant
<b>Day 3</b>	<b>Wednesday July 13, 2011</b>	
9:00-1:00	Day 2 Review Advocacy for Volunteering <ul style="list-style-type: none"> <li>ILO tool for measuring volunteering</li> <li>Volunteer Center Development; Universal Declaration on Volunteering</li> <li>Development of IAVE Regional Network</li> </ul>	Nirmal Busgopaul Lamiel Phiri Kathi Dennis Deline Van Boom, Director, Volunteer Center Kathi Dennis
12:30-1:30	Lunch Break	
1:30-3:00	Way Forward and Evaluation, Review tools, priorities and gaps; What should an IAVE Africa Network look like?	Group Discussions and Plenary Reports
3:00-4:00	Visit to Maasai Market	
<b>Day 4</b>	<b>Thursday July 14, 2011</b>	
9:00-12:00	Special Meeting with arranged with Kenya NGOs and Institutions working with youth	Mark Molloy/ Agnetta Nyalita



### Appendix 3: List of Regional Meeting Participants

SN	Name	Organization	Country
1.	Dr. Kang Hyun Lee	IAVE President	Korea
2.	Kathleen Dennis	IAVE Executive Director	USA
3.	Mark Molloy	IAVE Board Member	Scotland
4.	Dr Tuesday Gichuki	NAVNET	Kenya
5.	Agnetta Nyalita	NAVNET	Kenya
6.	Nirmal Busgopaul	Halley Movement	Mauritius
7.	Dr.Rose Ekeleme	IAVE Nigeria	Nigeria
8.	Marcel Umesi	IAVE Board Member	Nigeria
9.	Oluchi Agbanyim	IAVE Nigeria	Nigeria
10.	Blessing Azuru	Blessing Trust	Nigeria
11.	Dike Bernadette	IAVE Nigeria	Nigeria
12.	Ekemele Otega	IAVE Nigeria	Nigeria
13.	Adessou Kossivi	Jeunes Volontaires pour l'Enviornnement	Togo
14.	Bernard Gomez	Volinteer Network	Gambia
15.	John Ayayee	BD Ghana	Ghana
16.	Joseph Chilengi	Africa Internally Displaced Persons Voice	Zambia
17.	Jean Luc Ouattara	AREA/CCD	Burkina Faso
18.	Dr. Lamiel Phiri	Human Service Alliance and Poverty Alleviation	Zimbabwe
19.	Dr. Vhonani Netshandama	University of Venda	South Africa
20.	Deline Van Bloom	National Volunteer Center	South Africa
21.	Machilika Matemba	Mwanza AIDS Support Org	Malawi
22.	Archimede Sekamana	YWCA	Rwanda
23.	Judith Gachathi	St John Kenya	Kenya
24.	Selinah kibogy	St John Kenya	Kenya
25.	Johnson Ireri	KCA University	Kenya
26.	George Oloo	UNV	Kenya
27.	Elton Owusu	VIO Network Kenya	Kenya
28.	George Awalla	VSO Jitolee	Kenya
29.	Gloria Kenyatta	Kenya Red Cross Society	Kenya
30.	Willis Ombai	Kenya Red Cross Society	Kenya
31.	Aluchei Ouko	Action Network for Disabled (ANDY)	Kenya
32.	Sarah	Deaf Aid	Kenya
33.	Stella Opoku Owusu	2 Way Development	UK

## List of Youth Meeting Participants

SN	Name	Organization	Country
1.	Mark Molloy	IAVE Board Member	Scotland
2.	Agnetta Nyalita	NAVNET	Kenya
3.	Umesi Marcel	IAVE Board Member	Nigeria
4.	Timothy K. Korir	University of Nairobi	Kenya
5.	Billy Kanyi	Organization of student Volunteers	Kenya
6.	Lillian Kivuti	Action network for the Disabled (ANDY)	Kenya
7.	Damaris Kihui	Kenyatta University	Kenya
8.	Joy Andati	NAVNET	Kenya
9.	Nirmal Busgopaul	Halley Movement	Mauritius
10.	Michael Khatembo	St John Kenya	Kenya
11.	Caroline Sakwa	Carolina for Kibera	Kenya
12.	Jacob Nyarwati	Kenya Slum Youth Development Organization	Kenya
13.	Archimede Sekamana	YWCA	Rwanda
14.	Dr. Vhonani Netshanda	University of Venda	South Africa
15.	Joseph Kimanthi	Utu Wema	Kenya
16.	Jonah Makau	YMCA Kenya	Kenya
17.	Bernard Gomez	IAVE	Gambia
18.	Gloria Kenyatta	Kenya Red Cross	Kenya
19.	Oluchi Agbanyim	IAVE Nigeria	Nigeria
20.	Ann Karau	Youth Peer Education Network (Y-PEER)	Kenya
21.	Joel Mwaniki	Kijabe Environment Volunteers (KENVO)	Kenya
22.	Alice Wambui Waitthaka	United States International University	Kenya
23.	Odongo Jacob	Ngei1 Development Youth Group	Kenya
24.	Adessou Kossivi	JVE	Togo
25.	Kathleen Dennis	IAVE	USA
26.	Dr. Kyan Hyun Lee	IAVE President	Korea
27.	Dr. Tuesday Gichuki	NAVNET Executive. Director	Kenya

## Appendix 4: Universal Declaration on Volunteering

Universal Declaration on Volunteering, adopted by the Board of Directors of the International Association for Volunteer Effort (IAVE), January 2001, The Netherlands.

Volunteering is a fundamental building block of civil society. It brings to life the noblest aspirations of humankind - the pursuit of peace, freedom, opportunity, safety, and justice for all people.

In this era of globalization and continuous change, the world is becoming smaller, more interdependent, and more complex. Volunteering - either through individual or group action - is a way in which:

- human values of community, caring, and serving can be sustained and strengthened;
- individuals can exercise their rights and responsibilities as members of communities, while learning and growing throughout their lives, realizing their full human potential; and
- connections can be made across differences that push us apart so that we can live together in healthy, sustainable communities, working together to provide innovative solutions to our shared challenges and to shape our collective destinies.

At the dawn of the new millennium, volunteering is an essential element of all societies. It turns into practical, effective action the declaration of the United Nations that "We, the Peoples" have the power to change the world.

This Declaration supports the right of every woman, man and child to associate freely and to volunteer regardless of their cultural and ethnic origin, religion, age, gender, and physical, social or economic condition. All people in the world should have the right to freely offer their time, talent, and energy to others and to their communities through individual and collective action, without expectation of financial reward.

We seek the development of volunteering that:

- elicits the involvement of the entire community in identifying and addressing its problems;
- encourages and enables youth to make leadership through service a continuing part of their lives;
- provides a voice for those who cannot speak for themselves;
- enables others to participate as volunteers;
- complements but does not substitute for responsible action by other sectors and the efforts of paid workers;
- enables people to acquire new knowledge and skills and to fully develop their personal potential, self-reliance and creativity;
- promotes family, community, national and global solidarity.

We believe that volunteers and the organizations and communities that they serve have a shared responsibility to:

- create environments in which volunteers have meaningful work that helps to achieve agreed upon results;
- define the criteria for volunteer participation, including the conditions under which the organization and the volunteer may end their commitment, and develop policies to guide volunteer activity;
- provide appropriate protections against risks for volunteers and those they serve;
- provide volunteers with appropriate training, regular evaluation, and recognition;
- ensure access for all by removing physical, economic, social, and cultural barriers to their participation.

Taking into account basic human rights as expressed in the United Nations Declaration on Human Rights, the principles of volunteering and the responsibilities of volunteers and the organizations in which they are involved, we call on:

All volunteers to proclaim their belief in volunteer action as a creative and mediating force that:

- builds healthy, sustainable communities that respect the dignity of all people;
- empowers people to exercise their rights as human beings and, thus, to improve their lives;
- helps solve social, cultural, economic and environmental problems; and,
- builds a more humane and just society through worldwide cooperation.

The leaders of:

- all sectors to join together to create strong, visible, and effective local and national "volunteer centres" as the primary leadership organizations for volunteering;
- government to ensure the rights of all people to volunteer, to remove any legal barriers to participation, to engage volunteers in its work, and to provide resources to NGOs to promote and support the effective mobilization and management of volunteers;
- business to encourage and facilitate the involvement of its workers in the community as volunteers and to commit human and financial resources to develop the infrastructure needed to support volunteering;
- the media to tell the stories of volunteers and to provide information that encourages and assists people to volunteer;
- education to encourage and assist people of all ages to volunteer, creating opportunities for them to reflect on and learn from their service;
- religion to affirm volunteering as an appropriate response to the spiritual call to all people to serve;
- NGOs to create organizational environments that are friendly to volunteers and to commit the human and financial resources that are required to effectively engage volunteers.

The United Nations to:

- declare this to be the "Decade of Volunteers and Civil Society" in recognition of the need to strengthen the institutions of free societies; and,
- recognize the "red V" as the universal symbol for volunteering.

IAVE challenges volunteers and leaders of all sectors throughout the world to unite as partners to promote and support effective volunteering, accessible to all, as a symbol of solidarity among all peoples and nations. IAVE invites the global volunteer community to study, discuss, endorse and bring into being this Universal Declaration on Volunteering.

*Adopted by the international board of directors of IAVE, The International Association for Volunteer Effort at its 16th World Volunteer Conference, Amsterdam, The Netherlands, January 2001, the International Year of Volunteers*

## **Appendix 5: Putting Volunteering on the Economic Map of Africa – The Global Volunteer Measurement Project.**

The 10<sup>th</sup> Anniversary of the United Nations Year of the Volunteer (IYV+10) offers a unique opportunity to put volunteering on the economic and policy map of Africa, and the world, in a permanent and effective way.

From July 11 to 14, 2011, IAVE hosted a workshop in Nairobi, Kenya to introduce volunteer leaders to the new ILO *Manual on the Measurement of Volunteer Work* and to enlist their help in making sure that the *Manual* is used in Africa.

Nearly 33 volunteer leaders representing 15 countries attended the session. The workshop aimed to familiarize these leaders with the ways that the ILO *Manual* approaches the measurement of volunteer work, to outline the advantages of gathering cross-nationally comparable data on volunteering, and to discuss ways in which volunteer leaders, organizations, and advocates across Africa can help to make certain that the *Manual* is implemented by statistical authorities in their countries.

As explained by Kathi Dennis during the orientation, the ILO *Manual* represents the first internationally sanctioned tool for gathering official data on the amount, character, and value of volunteering. What is more, those data will for the first time be comparable cross-nationally, providing much greater value in terms of evaluating volunteer promotion and management approaches. This has been specifically designed to ensure efficiency, reliability, and consistency by utilizing existing government statistical agencies to collect this information as part of their regular surveys, leveraging expertise and resources already in place, and minimizing the costs otherwise associated with large-scale national surveys.

By implementing the ILO *Manual* (which boils down to adding a few questions to an existing household survey), governments can produce a wealth of new data on volunteerism which will allow countries and stakeholders to compare results in similar and disparate nations, providing hard data to assess their efforts and to better direct their work.

Because use of this *Manual* is optional, and because its greatest value can be derived through implementation in the largest possible number of countries, Johns Hopkins and IAVE are working together to launch a global dissemination, technical assistance, and implementation campaign

### **How you can help**

The success of this campaign is in the hands of volunteer and civil society leaders to apply the pressure necessary to see the ILO *Manual* implemented in their countries. Participants were asked to take several steps to make that a reality by:

- Bring this *Manual* to the attention of your network and of the statistical authorities in your country;
- Get friends, contacts, and colleagues involved and convene meetings of key stakeholders to develop a national strategy for encouraging the authorities to adopt and implement the ILO *Manual*;
- Begin a conversation with labour force statisticians and with people in charge of the statistics department;
- Work in partnership with labour statistics officials to help them implement the ILO *Manual*
- Monitor the implementation process;
- Disseminate the resulting information to assure that it is used widely and to create a demand for regular updates.

We would like to thank all of the workshop participants for their enthusiasm and passion. We look forward to working with you as we move this project forward!



# INFO THE GLOBAL VOLUNTEER MEASUREMENT PROJECT

an overview



## AN UNDERVALUED RESOURCE

Volunteering is a crucial renewable resource for social and environmental problem-solving the world over, but its effective management requires

better information and an enabling policy environment. However, in all but a handful of countries, no reliable data exist to gauge the extent and character of volunteering, and what data do exist are not comparable. As a result, volunteering remains under-valued and its potentials under-realized.

## THE ILO MANUAL ON THE MEASUREMENT OF VOLUNTEER WORK

A unique opportunity now exists to correct this situation and establish a permanent system for boosting the visibility and credibility of volunteering. This opportunity arises from the convergence of the 10th Anniversary of the UN 2001 Year of the Volunteer (IYV + 10) with the release by the International Labour Organization of the first official ILO *Manual on the Measurement of Volunteer Work*, calling on national statistical agencies to measure the amount and economic value of volunteering through regular labor force or other household surveys.

This new *Manual*, drafted by the *Johns Hopkins Center for Civil Society Studies* in cooperation with the ILO and an international Technical Experts Group, represents the first-ever internationally sanctioned approach for gathering official data on the amount, character, and value of volunteering. This approach will generate cross-nationally comparable data on such factors as the number and demographic composition of volunteers, the hours volunteered, the activities of volunteers, and the economic value of volunteer work by field in a cost-effective, efficient, reliable, and feasible way in a wide variety of countries.

## BENEFITS OF THE ILO MANUAL

By making the adoption and implementation of this new *Manual* one of the principal objectives of IYV+10 in your country, you can help to:

- ✓ Boost the visibility and credibility of volunteer work.
- ✓ Improve the management of volunteering.
- ✓ Assess effectiveness of volunteer promotion efforts.
- ✓ Document the enormous economic impact of volunteer effort.
- ✓ Promote a more enabling policy environment for volunteering.
- ✓ Create a lasting legacy for IYV+10.

## HOW CAN YOU HELP?

Implementation of this new *Manual* is not automatic. National statistical offices must be persuaded to adopt the *Manual* and follow its guidelines. To help achieve this, the Johns Hopkins Center for Civil Society Studies, along with IAVE and other partners, have launched the *Global Volunteer Measurement Project*. We need your help to:

### COMMUNICATE

Get the word out about the ILO *Manual*. Bring this new tool to the attention of your network and to the statistical agency in your country through newsletters, blog entries, emails, conferences, and personal visits to the labour force survey personnel in your country's statistical office.

### MOBILIZE

Get friends, contacts, and colleagues involved. Convene meetings of key stakeholders. Engage key foundation leaders, senior government leaders or legislators, nonprofit association leaders, and any others who can attract the key officials within the labour statistics department. Help generate financial support for training and dissemination efforts. Contact Johns Hopkins to coordinate actions. Email [volunteers@jhu.edu](mailto:volunteers@jhu.edu), and visit [ccss.jhu.edu](http://ccss.jhu.edu).

### CONTACT

Begin a conversation with labour force statisticians and with people in charge of the statistics department. Initiate a letter-writing campaign.

### PARTNER

Work in partnership with labour statistics officials. Statistics offices are often short on staff and funds—offer your expertise and technical assistance from JHU/CCSS.

### DISSEMINATE

Make the results widely known. Once the data are available, it is important to disseminate them widely so that they can be used—the more feedback they receive, the more likely it is that statistical agencies will update the data in future years.

For more, including the *Manual's* approach to measuring volunteering, visit [www.ccss.jhu.edu](http://www.ccss.jhu.edu) or email [volunteers@jhu.edu](mailto:volunteers@jhu.edu).

## Appendix 6: About IAVE

The International Association for Volunteer Effort (IAVE) was founded in 1970 by a group of volunteers from around the world who saw in volunteering a means of making connections across countries and cultures. It has grown into a global network of volunteers, volunteer organizations, national representatives and volunteer centres, with members in over 70 countries, and in all world regions. The majority of IAVE members are in developing countries. IAVE is registered as a charity in the USA, in California, with By-Laws which set out the governing principles and procedures. IAVE has special consultative status with the UN ECOSOC Committee, and associate status with the UN Department of Public Information. It is a member of the UN Confederation of NGO's, and has a strong working relationship with UN Volunteers, underpinned by a Memorandum of Understanding.

The mission of IAVE is:

“to foster a culture of volunteering worldwide in order to build a more fair, peaceful, inclusive and compassionate world.”

We do that through these key strategies:

**Convening** – The IAVE World Volunteer Conference every two years and regional conferences in Latin America, Asia-Pacific, the Arab Nations; meetings in Africa, Europe and North America

**Network Development** – The Global Corporate Volunteer Council – a network of leaders of volunteering in global companies who come together to learn from and support one another

**Knowledge Development and Dissemination** – The Global Corporate Volunteering Research Project to assess the state of health of corporate volunteering worldwide; and, the Volunteer Center project to identify, describe and share information among Volunteer Centers throughout the world

**Partnership Development** – with United Nations Volunteers in celebration of the 10<sup>th</sup> anniversary of the United Nations International Year of Volunteers

**Advocacy to Build the Value of Volunteering** – with international NGOs, business, the media and governments

### Aims

IAVE exists to promote, strengthen and celebrate the development of volunteering worldwide. It is the only international organization for which this is the primary aim.

### Our vision

IAVE believes that volunteering brings to life the noblest aspirations of humankind - the pursuit of freedom, opportunity, safety and justice for all people. It is a means by which human values of community caring, service and participation are sustained and strengthened; individuals exercise their rights and responsibilities as members of communities; and connections are made across differences which can push us apart.

IAVE's commitment is to volunteering that it:

- Invites the involvement of the entire community in identifying and addressing the challenges, opportunities and problems which face it
- Encourages and enables people of all ages and from all sectors of society to take leadership through participation in service and social action
- Provides a voice for those who cannot speak for themselves
- Gives anyone the opportunity to participate

- Complements but does not substitute for responsible action by other sectors and the efforts of paid workers
- Enables people to acquire new knowledge and skill to fully develop their personal potential, self-reliance and creativity
- Promotes family, community, national and international solidarity.

### **IAVE's work program**

IAVE is best known for its biennial World Volunteer Conferences and affiliated Youth Volunteer Conferences. The world conferences have run in an unbroken sequence since 1970. These are major events in the world of volunteering, attracting a global audience, distinguished speakers and skilled and experienced workshop presenters. IAVE members in individual countries bid to run the conference, with the result that the conference moves around the world.

In 2001, the UN International Year of the Volunteer, the IAVE World Volunteer Conference, held in Amsterdam in January 2001, was officially recognized as the opening event of the year. The Universal Declaration on Volunteering was adopted at the Conference. IAVE members all round the world played an important part in the Year's events in their country, and one of the closing events of the Year was an IAVE International Youth Conference held in Japan. IAVE is robustly involved in the activities of IYV+10 to commemorate 10 years after the declaration of IYV.

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## Appendix 7: About NAVNET

The National Volunteer Network Trust (NAVNET) founded in 2003 is a **non-profit national volunteer organization formed by VSO Jitolee** returned volunteers who had completed their placements in various developing countries and recognized the value of their own experience as volunteers outside their country.

NAVNET's is the only national organization that recruits Kenyans to offer voluntary service in Kenya. Its core mandate is to advance volunteerism in the East Africa region through advocacy, developing volunteer programs, running volunteer development and management training for organizations that use volunteers, recruitment and placement of Kenyan volunteers. NAVNET partners with other volunteer organizations to promote development of a volunteer culture in Kenya.

### Our Vision

"A just, rich and stable society"

### Our Mission Statement

"Promoting, elevating and influencing volunteering"

### Our Values

NAVNET observes the following basic values in delivery of its services;

- Service to others
- Building empowering relationships.
- Respect for cultural diversity among peoples.
- Peace and wellbeing for continued improvement in quality of life.
- Maintaining high performance standards and ethical behavior to assure good practice in volunteerism.

### Our Goals

- Goal 1:**      **Pursuit of excellence in volunteer management** through delivery of professional volunteer management training programs, becoming the Premier Volunteer Recruitment, Placement, Referral and Coordination organization in Kenya.
- Goal 2:**      **Create Effective Corporate Partnerships** with businesses and corporations to develop employee volunteer programs and projects to support their social responsibility goals
- Goal 3:**      **Grow our work with youth** in Health & HIV/AIDS, Gender, Youth Economic Empowerment, Environment, Climate Change and Education.
- Goal 4:**      Advocate for strong **National Policies** to support volunteerism in Kenya.
- Goal 5:**      Explore possibilities of assisting in setting up similar Volunteer Centres in Uganda; Zimbabwe; Tanzania; South Sudan

### Governance

NAVNET is governed by a nine-member Board of Trustees. The Board comprises of representatives from diverse backgrounds, skills and expertise and have backgrounds in development, most of whom are returned volunteers with international work experience and exposure.

## **Staffing**

NAVNET operates with a full time staff of 4, part time staff and volunteers to run its programs. We also have volunteer regional coordinators in all regions of Kenya.

## **Funding**

NAVNET currently raises funds through specific project grants from other partners, membership subscriptions and consultancy work through NAVNET Professionals Club has therefore had to find ways of funding her entire budget.

## **Where we Work**

NAVNET works in the sectors of Youth Development, Health & HIV/AIDS, Gender, Environment, Climate Change and Education.

## **Membership**

NAVNET is a membership organization that admits all persons with an interest in advancing volunteering for development who have necessary knowledge and expertise and are of good standing in society. There are both individual and corporate membership opportunities.

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