
Volunteer Corps

Submission to Irish
Aid on the
establishment of a
Volunteer Corps as
part of the White
Paper Review

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Introduction

Since the publication of the 2006 White Paper on Irish Aid, interest in overseas volunteering has grown significantly in Ireland. Opportunities for volunteering have increased as a result of globalisation and unprecedented global movements of people, advances in technology and greater interest from the private sector.

There is a strong commitment to volunteering in Ireland, both domestically and internationally. In 2002 volunteers in Ireland contributed between €204 million and €485 million to the Irish economy¹. The 2006 Hidden Landscape survey reported that 465,000 hours were spent volunteering in that year, of which 9% was overseas. Annual estimates on the economic value of volunteering in Ireland range from €200 million to €600 million².

Volunteering remains an integral element of development cooperation. Since the publication of the current White Paper on Irish Aid, international Volunteer Sending Agencies (VSAs) have continued to move towards greater professionalism, efficiency and accountability. These organisations traditionally sent volunteers from North to South, but many increasingly facilitate volunteer flows in a number of directions, including the recruitment of volunteers from the South and diaspora volunteering, where volunteers return to volunteer in their home country in the South.³

This paper is the result of research carried out by a number of Irish VSAs by way of responding to the review of the White Paper on Irish Aid and the programme for government's objective to establish a Volunteer Corps as envisaged within the programme for government 2011-2016. This paper looks at the current state of volunteering in Ireland, examples of volunteering modalities around the world and recommendations on how a Volunteer Corps could be established and operated.

¹Houses of the Oireachtas Joint Committee on Arts, Sport, Tourism, Community, Rural and Gaeltacht Affairs (2005), *Volunteers and Volunteering in Ireland*

www.oireachtas.ie/documents/committees29thdail/jcastrag/reports/Volunteers.pdf accessed 11 April 2012

The cost of volunteers in that same period was between €3.45 and €4.37 million

² Donoghue, Freda (1999) *Uncovering the nonprofit sector in Ireland: its economic value and significance*, National College of Ireland and Houses of the Oireachtas Joint Committee on Arts, Sport, Tourism, Community, Rural and Gaeltacht Affairs (2005), *Volunteers and Volunteering in Ireland*

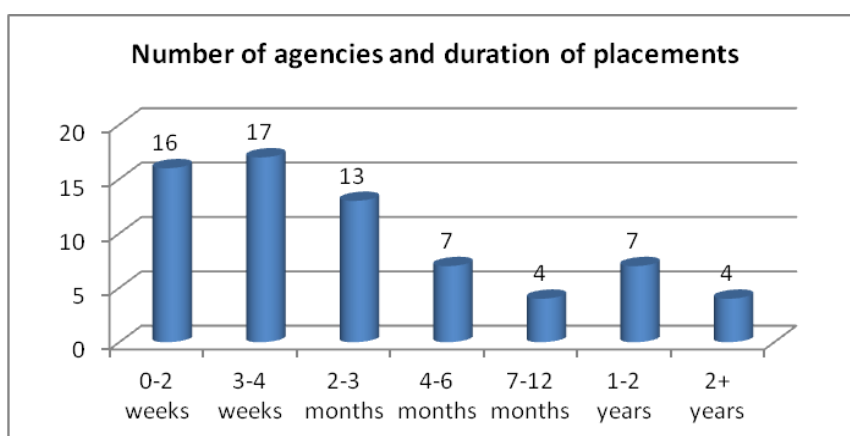
³Devereux, Peter (2008), *International volunteering for development and sustainability: outdated paternalism or a radical response to globalisation?* *Development in Practice* 18(3), June 2008 p.359

Baseline information for Ireland, and statistics on long and short term volunteers

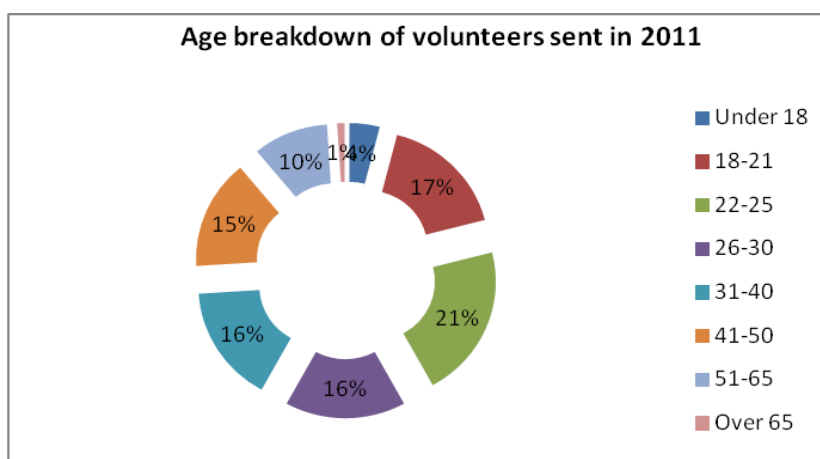
Section One

According to the 2006 Census, 553,255 Irish people were engaged in voluntary activities, or 16.4% of the adult population. The Hidden Landscapes survey, also carried out in 2006, found that Irish organisations engaged 1,570,408 volunteers, or 37.1% of the population and 8.7% of these volunteers were working overseas.⁴

In December 2011, 40 Irish VSAs⁵ were surveyed by Comhlámh on their volunteer-sending activities in 2011. In total, these organisations sent 3,009 volunteers overseas that year.⁶ Most organisations offered a number of different placement lengths but the majority of them focus on relatively short-term placements, usually lasting less than three months.



Irish VSAs also focused primarily on young people with the age breakdown of volunteers sent by these organisations in 2011 as follows:



⁴ Donoghue, Freda, Geraldine Prizeman, Andrew O'Regan, and Virginie Noël (2006), *The Hidden Landscape: First Forays into Mapping Nonprofit Organisations in Ireland*, Centre for Nonprofit Management, School of Business, Trinity College Dublin. Available at http://www.dochas.ie/Shared/Files/4/Hidden_landscape.pdf, accessed 7/4/2012.

⁵ Action Lesotho, Africa Direct, Agape Adventures, Alan Kerins Africa Projects, Camara, Chernobyl Children International, Children Educational Development Fund, Christina Noble Children's Foundation, Comber, EIL, Foundation Nepal, Friends of Londiani, Friends in Ireland, Global Brigades, Global Schoolroom, Habitat for Humanity Ireland, Habitat for Humanity NI, Hope Foundation, Irish Friends of Albania, Link Community Development, Music Harvest, Niall Mellon Township Trust, Nurture Africa, Outreach Moldova, Playing for Life, Progressio, Serve in Solidarity, Ireland, Skillshare International, Sli Eile (Magis Ireland), Suas, The Volunteer Projects, UCDVO, Umbrella Foundation, USIT, Viatores Christi, VLM, VSI, VSO, VMM, Zamda. Of the 40 surveyed, 38 VSAs responded with some fields left incomplete. The statistics will be updated when information becomes available.

⁶ Organisations that are not included in this survey include GOAL and the Irish Red Cross.

Of the 3,009 volunteers sent, 1,305 were male and 1,704 were female. VSAs were equally divided on whether or not they recruit volunteers with a specific skill-set, with 17 reporting that they require specific skills in their volunteers and 17 reporting that they do not.

Comhlámh gathered additional informal information to gain an overview of total volunteer activity from Ireland in 2011, and estimated that over 5500 volunteers travelled overseas, as follows⁷:

Source of Information	No	Type
Comhlámh Code of Good Practice signatories	2,650	Long and short term
Eastern European Aid and Development Network ⁸	1,000	Long and short term
Misean Cara	848	AR stats 2009 – typically long term
Other agencies	650	Haven and others
Approximate total	5,148	

A similar survey carried out by Irish Aid Volunteer and Information Centre in 2010 found the following figures for Irish overseas volunteers in recent years:

Year	2007	2008	2009
Numbers – all Ireland	2987	3511	3210

According to Volunteering Ireland (2002), individuals with a Third Level Qualification are more than twice as likely to volunteer as those with Primary Certificates (49% compared with 23%). Statistics also show that the proportion of volunteers with the lowest level of education has dropped significantly in the last decade.⁹

These volunteers engaged in a wide range of activities including building, teaching, religious activities, providing medical services and capacity-building in partner organisations. In line with international trends, the majority of volunteers are engaged in education, and a significant number provide labour for construction projects.

Steps taken by volunteers before they go overseas and upon return to build support and awareness for development

Almost all Irish VSAs surveyed by Comhlámh in 2011 provide some form of pre-departure training, ranging in length from 1 day to two weeks. Approaches to post-placement debriefing are diverse and depend on the capacity of the VSA, but the majority offer debriefing to all returned volunteers, ranging in length from half a day to two days¹⁰.

Comhlámh’s research in Northern Ireland on ‘Engaging Returned Development Workers in Development Education’ (2011) characterises support for returned development workers by volunteer sending agencies (VSAs) as ‘episodic’, and reliant on the returned development worker to ‘make the running’. The report attributes this to a lack of capacity in VSAs.¹¹

⁷ This reflects little of the volunteers travelling from Northern Ireland, which are captured in Irish Aid statistics

⁸ Eastern European Aid and Development Network, some of which are signatories of the Code of Good Practice. This figure relates to non signatory organisations.

⁹ Volunteering in the European Union. A Final Report submitted by GHK for the Educational, Audiovisual & Culture Executive Agency (EAC-EA), Directorate General Education and Culture (DG EAC), 17 February 2010, p.75

¹⁰ A distinction was not made between operational and personal debriefing

¹¹ Comhlámh (2011) Engaging Returned Development Workers in Development Cooperation

Comhlámh's earlier study 'Research into Barriers to Continuous Engagement' (2009) found that approximately half of the Irish returned development workers and volunteers that responded¹² have been actively engaged in development issues in Ireland since returning home from their overseas placement. Among those still active, their engagement typically included: intercultural education; fundraising; administrative/office work; organising/supervising activities such as volunteer pre-departure training; and serving in a voluntary capacity as a member of a board or committee.

The majority of these volunteers still active (62%) were engaged through their VSA. Overall, participating volunteers expressed a higher level of interest for activities such as speaking about volunteering to groups of potential volunteers, school groups or the general public, than for fundraising and engaging in political campaigning and lobbying.¹³

¹² The overall number of survey respondents was relatively small (104) and so the limitations of the research findings should be noted.

¹³ Comhlámh Volunteering Options (October 2009) Research into Barriers to Continuous Engagement as Experienced by Returned Volunteers and Returned Development Workers

Valuing Volunteering

Section two

Volunteering for international development brings value to host communities and organisations, to the volunteer and to the volunteer's home community.

Volunteering is a critical worldwide renewable resource that makes an enormous contribution to the world economy. It is estimated that voluntary work represents 1.79% of Ireland's gross domestic product¹⁴, and volunteers can have an even greater impact on the economic development of developing countries.

The economic value of volunteering

There are a number of initiatives underway to create common metrics for systematically and continuously measuring the economic value of volunteering¹⁵. To date, these studies have shown that volunteering has considerable economic value. The Johns Hopkins Comparative Nonprofit Sector Project studied voluntary activity in 36 countries between 1995 and 2000. It found that the number of volunteers working through voluntary organisations in those countries was equivalent to the world's ninth biggest country in terms of population. Worldwide, volunteers contribute 44% of the workforce of non-profit organisations.¹⁶ In purely economic terms, volunteers contribute more value to these organisations than cash donations by individuals, corporations and foundations combined, by a factor of three to one.

However, institutional difficulties, difficulties in comparative quantitative analysis, limited statistics on voluntary organisations, a lack of consensus on economic data and the fact that volunteering has a distinct non-economic value mean that efforts to generate a composite picture of volunteering by country or region remain in their infancy.

The social value of volunteering, and the role of volunteering in development

The value of volunteering should be seen in more than simply economic terms. To quote the 2008 General Assembly of the European Volunteer Centre, 'Measuring and presenting the economic value can be a good way of winning recognition for volunteering especially with policy makers. But it has to be employed cautiously and together with other measurement tools for the so far "immeasurable impacts" of volunteering, such as on social capital, social cohesion, personal development and empowerment.'¹⁷

International volunteers relieve suffering and work to improve the quality of life of millions of people around the world. They make a unique contribution to development cooperation, reaching far beyond what money and technical assistance can accomplish. Volunteers can develop capacity and raise awareness of issues of poverty, development and global interdependence, and they work and communicate with people at a range of levels in society, from regional and national government to community based groups, civil society organisations marginalised and geographically isolated communities.

¹⁴ Volunteering in the European Union. A Final Report submitted by GHK for the Educational, Audiovisual & Culture Executive Agency (EAC-EA), Directorate General Education and Culture (DG EAC), 17 February 2010 p.135

¹⁵ These include studies carried out by the Johns Hopkins Comparative Nonprofit Sector Project, the Hudson Institute Index of Global Philanthropy, the Corporation of National and Community Service, and Washington University in St. Louis, Center for Social Development.

¹⁶ Johns Hopkins Comparative Nonprofit Sector Project: European Volunteer Measurement Project http://www.cev.be/113-the_evmp_measuring_the_value_of_volunteering-en.html retrieved April 7 2012

¹⁷ European Volunteer Centre (CEV) (April 2008) Putting Volunteering on the map of Europe. Final report paper presented at the CEV General Assembly Conference, Brussels, Belgium.

When they return, volunteers bring invaluable skills and experience back with them, which can improve their opportunities in the labour market, and in turn contribute to the Irish economy. Volunteers play an important role in development education, and they motivate people to get involved at both an individual and a community level.

The value to volunteers

International volunteering serves to 'promote new perspectives of the world and shared social responsibility, develop leadership and organizational skills, enhance communication and problem-solving skills, and improve the ability to work effectively with different cultures.'¹⁸ Volunteering increases volunteers' knowledge of cultural differences and respect for diversity, and provides them with a global perspective.¹⁹ International volunteers are more likely to volunteer in their own communities when they return. For example, Canadian volunteers who have served overseas in developing countries are among the most active volunteers in Canada, and nearly two thirds of Canadian returned overseas volunteers regularly volunteer at home.

Many returned volunteers report that international volunteering changed the course of their lives and careers, and that the experience improved both their performance in their jobs and their chances of finding work. Returned volunteers often report that their time overseas was 'transformative' or a 'turning point' in their lives, and that it led to them becoming more committed to volunteering and service both at home and abroad.²⁰

A recent survey of twenty-four Australian employer representatives and human resource managers and over 200 returned volunteers found that there is considerable overlap between the skills gained by international volunteers and those that are highly valued by employers²¹. It found, however, that the value of international volunteering experience is undervalued by employers and recommends that volunteers and volunteering sending agencies (VSAs) take steps to promote the recognition of the employability of returned volunteers, and to encourage private sector volunteering.

¹⁸ Lough, Benjamin, Amanda Moore McBride and Margaret Sherraden (2009) Perceived effects of international volunteering: Reports from alumni [CSD working paper 09-10]. St. Louis, MO: Centre for Social Development (CSD)/Washington University in St. Louis, p.7

¹⁹ South House Exchange and Canada World Youth (2006) Canada World Youth impact assessment: Synthesis report, Montreal, Quebec; Cook, P., and N. Jackson (2006) Valuing volunteering: A route to professional development, views from VSO volunteers and managers, Chartered Management Institute & VSO, London; Jones, A. (2005) Assessing international youth service programmes in two low income countries, *Voluntary Action: The Journal of the Institute for Volunteering Research*, 7(2), pp. 87-100

²⁰ Lough, Benjamin (2008), *Impacts of International Volunteering and Service*, George Warren Brown School of Social Work, Washington University in St. Louis, p.11. Lough cites Grusky, S. (2000) International service learning: A critical guide from an impassioned advocate, *The American Behavioral Scientist*, 43(5), pp. 858-867 and Rieffel, L., & S. Zalud (2006) International volunteering: Smart power, Washington DC: Policy Brief #155: The Brookings Institution. Also Starr, J. M. (1994) Peace Corps service as a turning point, *International Journal of Aging and Human Development*, 39(2), pp. 137-161.

²¹ Brook, Jennifer, Bruce Missingham, Russell Hocking and Dimity Fifer (2007) *The Right Person for the Job: International Volunteering and the Australian Employment Market*, Monash University and Australian Volunteers International

Volunteer modalities

Section three

Comhlámh uses a number of broad classifications to differentiate between volunteer models. These categories are not definitive, with exceptions in each category and other terms such as development worker is frequently used across the different models.

Short –Term Volunteers		Medium – Term Volunteers	Long-Term Volunteers	Development Professionals
0-3 months		3 months > 1yr	1 year +	Varying durations, but typically contracts of 1 year +.
Non-professional skills required	Professional skills – e.g. teacher training, IT training, health services	Non-professional skills (although not exclusively)	Professional skills	Development Professional, Humanitarian Worker, Missionary, Human Rights Worker
Generic Volunteer Role	Specific role relating to area of expertise.	Generic Volunteer Role	Specific role relating to area of expertise.	High level technical/professional skills and experience
Predominantly volunteer groups/joining other volunteers	Often volunteer groups	Travel as an individual, often on a ‘gap year’ type programme	Travel as an individual, work closely alongside local colleagues	Travel as an individual, work closely alongside local colleagues
Fee usually charged for volunteer placement &/or fundraising required		Fee usually charged for volunteer placement &/or fundraising required	On a volunteer contract. Usually receive a stipend and expenses	Paid employee on a staff contract.
Volunteers usually return to their usual place of work/study post-placement, and carry on their interest in development through further voluntary activity.				Career in development sector

Literature on volunteering for development identifies a number of variants that affect outcomes, notably length of placement, the degree of internationality, motivations and accountability mechanisms²². Other factors linked to the value of volunteering include the degree of cultural immersion, qualities of the VSA and continuity.

International volunteering placements vary in length from one week to two years or more, with the average around six or seven months²³. There are benefits and drawbacks associated with volunteer placements as they approach either end of this spectrum.

This section will examine key differences between group and individual volunteering, and three emerging forms of volunteering – diaspora volunteering, private sector volunteering and reciprocal volunteer opportunities.

²² Lough (2008) Impacts of International Volunteering and Service, George Warren Brown School of Social Work, Washington University in St. Louis, p.54

²³ State of the World’s Volunteerism Report, and also Sherraden, Margaret, Benjamin Lough and Amanda Moore McBride (2008). Impacts of international volunteering and service: Individual and institutional predictors (CSD Working Paper 08-06). St. Louis, MO: Washington University, Center for Social Development, p. 404

Short-term volunteering

The UN's State of the World's Volunteerism Report 2011 points to a trend towards more short-term volunteering, and an average placement of less than six months. The report raises the question as to 'whether short-term international volunteerism is more beneficial as a learning experience for the volunteers themselves or for the host communities'²⁴ and notes that the programme is a determining factor. It goes on to find that in reality international volunteering is a two-way street, benefiting both volunteers and host communities. For host communities, programmes of differing lengths may be appropriate for specific types of service activities' and 'Short-term volunteers may breathe fresh life into otherwise routine social service activities', while for volunteers they may gain new skills and develop a new personal commitment to service at home and abroad as a result of the experience.

Research on volunteering often divides volunteers into two groups – those focused directly on development cooperation and humanitarian relief, and those that are focused on building international understanding and that see improvement of cross-cultural relations through volunteering as a development end in and of itself. '[T]he concept of "new volunteering" [has emerged], where volunteers are less concerned about meeting the needs of those in the hosting nation but see volunteering as a means to achieve their own individual needs, such as professional development and skills training'²⁵.

Benjamin Lough argues that for the latter group, 'although a degree of mutuality and shared understanding is expected, activities are expected to primarily benefit volunteers. On the other hand, IVS for development assistance typically recruits professionals with significant experience that work to build community capacity through an infusion of technological know-how, human resources, capital, and additional special skills requested by the host community.'²⁶

Voluntourism

Within the short-term volunteer category, there has been a growth in 'Voluntourism' placements. In this type of programme the volunteer component is often subsumed within a wider tourism package and may even be limited to visiting projects, although marketed as a 'volunteer' opportunity.

These placements are primarily tailored to meet the needs and interests of the volunteer²⁷. Very short-term volunteering, or 'voluntourism', has been criticised because 'Participating volunteers tend to lack relevant qualifications, experience and training. They therefore undertake simpler tasks, smaller in scale, and with minimal impact, and they can even be a burden on local resources. Some experts argue that the voluntourism industry should be regulated in order to ensure that it benefits sustainable development.'²⁸ Peter Devereux argues that short-term volunteering is likely to

²⁴ State of the World's Volunteerism Report p.30. See also Perold, H. (2009). What is the impact of an increasing number of international volunteers coming to South Africa? Paper presented at the Ubuntu Conference on Voluntarism & Volunteer Work: Impacts on, Bonn, Germany and Smith, J. D., A. Ellis and G. Brewis (2010) Cross-national volunteering: A developing movement? In: J. L. Brudney (Ed.), Emerging areas of volunteering. ARNOVA occasional paper series, 1(2), pp. 63-75.

²⁵ Lough, Benjamin (2008) Impacts of International Volunteering and Service, George Warren Brown School of Social Work, Washington University in St. Louis, p.22

²⁶ Ibid. p.46

²⁷ State of the World's Volunteerism Report p.30

²⁸ State of the World's Volunteerism Report p.31. See also Morgan, J. (2009) Volunteer tourism: What are the benefits for international development <http://www.voluntourism.org/news-studyandresearch62.htm>, retrieved 7 April 2012, and Comhlámh Volunteer charter and sending organization code of good practice: Short term volunteering for long term development <http://www.comhlamh.org/assets/files/pdfs/Code-of-Practice11.pdf>, retrieved 7 April 2012

offer 'fewer long-term benefits for "the visited" and greater potential for adverse impacts or the reinforcement of stereotypes'²⁹.

Long-term volunteering

In contrast to shorter-term international volunteer placements, programmes emphasizing longer-term international volunteerism tend to put a high priority on matching volunteers' skills with the needs of host communities.³⁰ Some researchers argue that long-term volunteering placements have greater potential to achieve long-term development outcomes, and can be more successful for the transfer of skills and experience between volunteers and host communities.³¹

However, there is a danger that partner organisations will seek long-term volunteers as an alternative to hiring local staff or engaging local volunteers. Another drawback of long-term volunteering is that it can be impractical for very highly-skilled volunteers to commit to long-term placements.³²

Group vs. Individual Volunteering

Group volunteering placements have the potential to achieve more in terms of tangible contributions such as houses built, but individual placements provide greater cultural immersion and the development of relationships between volunteers and their host communities.

Individual volunteering placements are also more resource-intensive than group placements, which benefit from economies of scale in training, transportation accommodation and administration.

Some studies have suggested that groups of international volunteers that are themselves ethnically or culturally diverse may 'develop greater cultural awareness, and may respond to host communities more effectively and with greater sensitivity and competence than homogenous volunteer groups'³³.

Diaspora Volunteering

Diaspora volunteering involves skilled volunteers from migrant communities returning to their country of origin on short-term volunteer placements. Diaspora volunteers often benefit from knowledge of the language and culture of the countries in which they work, and their connection to the country can assist them in building relationships and influencing people. A diasporic connection can also be a factor in motivating people to volunteer overseas.

This form of volunteering has expanded in recent years, and it has been the subject of relatively little study. According to the UNV's State of the World's Volunteerism report (2011), however, it 'merits special attention given its enormous potential for development in those countries with significant populations living abroad.'³⁴

Diaspora volunteering placements tend to concentrate on the transfer of knowledge and skills, targeting highly skilled professionals for short-term placements. Another model of diaspora

²⁹ International volunteering for development and sustainability: outdated paternalism or a radical response to globalisation? Peter Devereux *Development in Practice* Vol. 18, Iss. 3, 2008 p.360

³⁰ State of the World's Volunteerism Report p.31

³¹ Sherraden, Margaret, Benjamin Lough and Amanda Moore McBride (2008). *Impacts of international volunteering and service: Individual and institutional predictors* (CSD Working Paper 08-06). St. Louis, MO: Washington University, Center for Social Development, p. 404

³² *Ibid* p.405

³³ *Ibid*

³⁴ State of the World's Volunteerism Report p.32

volunteering involves sending young expatriates on short-term volunteer placements with the aim of providing an experience that will lead to long-term engagement.³⁵

Private Sector Volunteering

Corporate social responsibility has expanded to include overseas volunteering by employees of private companies. Approximately one in three companies supports volunteering by its employees, and increasingly, VSAs are partnering with corporations. The UN Global Compact encourages its member 'Business Associations' to mobilise volunteers to contribute to the Millennium Development Goals.

The 'Global companies volunteering globally' study³⁶ reports that corporate volunteering is a "big tent" that encompasses a broad range of activities, philosophies, approaches and management structures'. However, it identified partnership with NGOs as an important element of successful corporate volunteering. NGOs that work with corporations can help to inform and focus their development activities, and gain access to a pool of skilled potential volunteers.

CSR Europe and organisations like Business in the Community are actively engaged in encouraging companies to facilitate staff volunteering. Although staff volunteering is usually focused on working in communities local to the company, international volunteering is increasing as a staff activity.

Increasingly, companies are recognising the benefits of volunteering in personal and professional development and group cohesion. In Malta, for example, employees are entitled to paid or unpaid leave for voluntary activity, and in France employees can take unpaid leave for nine 'representation days' to carry out voluntary activities. Similarly, the Employer Volunteer Scheme encourages volunteering in the UK.

³⁵ Terrazas, Aaron (August 2010), Connected through Service: Diaspora Volunteers and Global Development, Washington DC: Migration Policy Institute, p.2

³⁶ Allen, Kenn, Mónica Galiano, Sarah Hayes (2011) Global companies volunteering globally: The Final Report of the Global Corporate Volunteering Research Project

Models of Volunteering

Section four

Volunteering for development is practised in most developed countries around the world and has taken a number of different forms resulting from different motivations and drivers. Below are brief introductions to different models employed in peer nations such as Australia, the US, the UK, France, Germany and Norway. These countries were chosen as their models represent best practice in different thematic areas as follows:

- **Business Volunteering – Australian Business Volunteers Australia**
- **Centralised support to promote volunteering – France Volontaires**
- **Graduate volunteering - Peace Corps USA**
- **Youth Volunteering – International Citizen Service UK**
- **Youth Volunteering – Weltwärts Germany**
- **Reciprocal Volunteering - Fredskorpset Norway**

Business Volunteering - ABV Australia

ABV, formerly Australian Business Volunteers, is an organisation that recruits business experts to act as mentors to clients in developing countries to address their business and organisational needs. Its aim is to help businesses in developing countries to grow and become sustainable, and in turn to improve economic stability, confidence, prosperity and independence.

ABV works through sending volunteers, developing programmes and organising training courses. Volunteer placements last between one and six months, with the overall objective of increasing the business capacity and skills base of partner companies. ABV volunteers are usually mature, experienced professionals, business managers and tradespeople.

Volunteer placements are driven by partner businesses that request assistance from ABV, and specific placement objectives are developed jointly by ABV and their partners. ABV identifies the specific needs of partner businesses, and these businesses essentially recruit volunteers from a pool provided by ABV.

ABV is supported by the Australian Agency for International Development (AusAID). In 2011, ABV had a total income of AUS\$4.4 million, of which AUS\$2.7 million (€2.1m) was contributed by the Australian Government, through Australian Volunteers for International Development (AVID).³⁷

France Volontaires

Founded in 1963, France Volontaires is a platform of French VSAs with a mandate to support the international volunteering sector in France, the aim of which is to contribute to the quality and quantity of different forms of voluntary work and international solidarity. It mobilises various stakeholders worldwide – government, local authorities, sending organizations, partner associations in order to:

- Support sending and welcoming organizations in their tasks (establishing partnerships, designing assignments, recruiting, training, managing volunteers), especially through sharing experiences and networking
- Widen public knowledge about international volunteerism
- Strengthen the recognition of international volunteers and organisations

³⁷ ABV Annual Report 2010-2011, p.36 http://www.abv.org.au/images/uploads/pdfs/ABV_7656_Annual_Report_2010-11.pdf retrieved 7 April 2012

- Inform and guide people willing to get involved in international projects on a voluntary basis³⁸

France Volontaires is also itself a volunteer-sending agency, sending approximately 200 long-term volunteers every year, operating in 60 countries and the organisation has an annual budget of €17 million.

Peace Corps

The Peace Corps is a youth-focused VSA which, since its foundation in 1961, has sent over 200,000 volunteers to work on two-year placements in 139 countries. It currently has over 9,000 volunteers overseas in 76 countries, with an average age of 28. Peace Corps volunteers typically have a third level degree, and work in the areas of social and economic development.

The Peace Corps responds to requests for volunteers from the governments of host countries. Peace Corps volunteers work with local communities, partner organisations and other arms of the US government to address the development needs of the communities in which they live and work. They promote American culture and values, and on their return, enriched by their experiences overseas, [they] bring a deeper understanding of other cultures and traditions back to their home communities in the United States.³⁹

Its work is focused on both technical assistance and promoting mutual understanding between cultures, which is reflected in the Corps' three core goals:

1. To help the people of interested countries in meeting their need for trained men and women;
2. To help promote a better understanding of Americans on the part of the peoples served;
3. To help promote a better understanding of other peoples on the part of Americans.

The Peace Corps is an agency within the Executive Branch of the United States Government. Its Director is appointed by the President and approved by Congress. It is funded almost entirely by a Congressional appropriation which in 2011 was \$374.25 million (€286m), or approximately one per cent of the US overseas aid budget.⁴⁰

Volunteering in the US is well established and the following information gives us an interesting insight into demographic trends in overseas volunteering from the US⁴¹:

- Nearly one in four volunteers going overseas come from households earn \$100,000 p/a or more, which indicates that higher status professions are more likely to be asked to volunteer
- People under 25 are the most likely to volunteer overseas. 85% of Peace Corps volunteers, for example, are under 30
- Volunteers over the age of 65 have shown a substantial increase recently, and nearly a quarter of US volunteers are 55 or older
- Of all age groups, people 25-34 are least likely to volunteer
- Education is one of the strongest and most consistent predictor of volunteerism – in the US, more than half of all international volunteers have a bachelors degree or higher, and three quarters have attended at least some college

³⁸ Solidarity with emerging and developing countries: Which future for European volunteering <http://www.france-volontaires.org/IMG/Who%20are%20we.pdf> retrieved 7 April 2012

³⁹ Proclamation by President Obama on the 50th Anniversary of the Peace Corps, February 2011

⁴⁰ Peace Corps Annual Report 2011 p.22

⁴¹ Lough, Benjamin (2008), Impacts of International Volunteering and Service, George Warren Brown School of Social Work, Washington University in St. Louis, pp. 28,29

- In the US, paradoxically when compared to Ireland, men are more likely to volunteer overseas than women. Men are 40% more likely to volunteer internationally, but when domestic volunteering is included, women are more likely to volunteer than men.

International Citizen Service

International Citizen Service (ICS) is a youth volunteering initiative which was launched by the UK government in March 2011. It is funded by the Department for International Development (DfID) and implemented by a consortium of six VSAs led by VSO UK. The programme has a budget of £55m (€66m) over three years.

The six agencies represent different models of volunteer-sending in a range of different countries, and the long-term future operation of ICS will be based on a comparison of these approaches. The programme is managed by a Programme Coordinating Body which sets core standards and assesses each stage of the volunteers' journey against them.

An 18 month pilot, which is ongoing, aims to send 1250 British citizens aged between 18 and 22 on volunteering placements in developing countries lasting between 10 and 12 weeks, led by 170 team leaders aged 23 and older. ICS is largely funded by the UK Government, with some income from means-tested contributions made by participants. The maximum contribution is £2,000 (€2,400).

ICS is focused on providing benefits to both participants and host communities. At its launch, Prime Minister David Cameron said 'I want young people from this country to have the chance to really understand the challenges faced by people in very poor countries, by living and working alongside them to improve their lives. International Citizen Service will not only help the world's poorest communities, but it will be a life changing experience for our young people: giving them new perspectives, greater confidence and higher aspirations'⁴². An aim of the initiative is to ensure that volunteers represent a cross-section of British society, and in order to ensure representation from a range of economic backgrounds a means test is included in the volunteer selection process.

Youth Volunteering – Weltwärts Germany

Weltwärts ('towards the world') is the largest state-funded overseas volunteering programme in Europe. Volunteers are sent through German-based VSAs, and to date 242 agencies have registered with Weltwärts to act as sending agencies. 2,257 volunteers were sent in 2008, 3,525 in 2009 and in 2010 4,288 were sent. The programme aims to encourage women and people from lower income groups to volunteer, and in 2009 women accounted for 60% of volunteers sent. Weltwärts receives over 10,000 applications from potential volunteers each year.

The length of placement ranges from six months to two years, but the majority of participants spend 12 months overseas in developing countries in Latin America, Africa and Asia. Volunteers work in 'youth service, health, environmental protection and preservation of resources, democratisation and human rights'⁴³.

Weltwärts has an annual budget of €70 million. This budget is administered through the Federal Ministry for Economic Cooperation and Development (BMZ). VSAs receive funding of up to €580 per volunteer per month from the BMZ. Up to €350 is for expenses directly related to the volunteer, and up to €230 is for special educational support and for support for partner projects in the host country. A major aim of this funding is to lower the financial barriers that young people face in volunteering overseas.

⁴² VSO Press Release 'Young people across UK wanted to help overseas' <http://www.vso.org.uk/news/press-release/30802/young-people-across-uk-wanted-to-help-overseas> retrieved 7 April 2012

⁴³ From Contribute to Change, <http://www.contribute-to-change.eu/index.php/67.html>, retrieved 9 April 2012

Reciprocal Volunteering

FK Norway (Fredskorpset) is a Norwegian government VSA that specialises in facilitating exchanges between Norway and developing countries in Africa, Asia and South America for well-qualified professionals and young people aged from 22 to 35.

FK Norway is fully funded from the national budget through the Norwegian Ministry of Foreign Affairs. It was modelled initially on the US Peace Corps, but was later reorganised around a model of mutual and equitable partnership, with placements lasting on average one year. In 2010 it received NOK187 million (€24M), which funded 576 volunteers between over 500 organisations in 56 countries. Volunteers worked in business development, environment, government, health, education, culture and a wide range of other fields.

FK's model is fundamentally different to that of a traditional VSA. The organisation encourages partnership between organisations in the North and the South, and its role is to 'essentially support the relationships to function and facilitate the voluntary exchange of personnel between the partner organisations'⁴⁴ Organisations that FK supports include private companies, governmental and community organisations. These organisations set the objectives for their exchanges, and are responsible for their planning and implementation. Partners exchange personnel on a one-for-one basis, and for an equal amount of time.

"Companies in Norway and in the South form a partnership, which, with funding from Fredskorpset, exchanges personnel and expertise within the same sector or line of work. It is the partnership that sets the goals for the exchange and assumes responsibility for planning and implementation of the Fredskorpset project. The partnership recruits, sends and receives the participants. Fredskorpset assists in project development as well as quality control. It funds the project wholly or in part, and coordinates training and follow-up activities for participants in conjunction with the partnership. Fredskorpset invites the partners to participate actively in its international network."⁴⁵

Comparing Modalities

The success or failure of volunteering depends on many other factors, and success can be measured in many ways. As Benjamin Lough argues, 'Preliminary research suggests that some models of volunteerism and service may be more effective than others at achieving various development outcomes ... Depending on programme characteristics, one model may be successful at increasing community capacity, [while] the other may only increase the skills and cross-cultural understanding of the volunteers. However, much more rigorous research is needed to isolate which characteristics lead to each result. An awareness of these impacts is necessary to guide policies and practices that maximise the effectiveness of service delivery, sustainability, and long-term impacts among the many different options available.'⁴⁶

⁴⁴ Allum, Chris (2007) International Volunteering and Co-operation: New Developments in Program Models, prepared for IVCO 2007, p.10

⁴⁵ Ibid, quoting FK Norway Primary Programme

⁴⁶ Lough (2008) Impacts of International Volunteering and Service, George Warren Brown School of Social Work, Washington University in St. Louis, p.9

Volunteer Corps recommendations

Purpose

The overarching purpose of this project is to create a world-class volunteer programme for Ireland.

Ireland has a long and proud history of sending volunteers to work in developing countries. From the first Irish missionaries to, in more recent years, volunteers sent by Irish development NGOs. These volunteers have built a strong reputation internationally for the quality of their work.

The purpose of the Volunteer Corps is to provide a platform from which to improve both the quality of volunteering opportunities available to the Irish public and the quality of service provided by Irish overseas volunteering in achieving development aims. In addition, it will measure the impact of Irish volunteers for development with a particular focus on the role of volunteers in achieving the Millennium Development Goals.

The work of the Volunteer Corps will incorporate, build on, and be complementary to the services provided by Irish VSAs, Comhlámh and the Irish Aid Volunteering and Information Centre.

The aim of the Corps is to create efficiencies and clearer terms for cooperation and peer support, and to allocate government funding for any volunteering that is not funded directly by Irish Aid.

The Volunteer Corps will work to better engage the Irish public on the value of volunteering and the role that they can play in the fight against global poverty by volunteering overseas.

Principles

In line with the Comhlámh Code of Good Practice (CoGP) for Volunteer Sending Agencies (VSAs) and the Volunteer Charter, the Volunteer Corps will be underpinned by the principles of partnership, quality, security, encouraging appropriate volunteer attitudes, valuing volunteering, sustainability, solidarity, and the importance of contributing to development⁴⁷.

The Volunteer Corps will promote the values of partnership, solidarity and respect between volunteers, VSAs and host communities, and the principle of reciprocity in volunteer placements.

Reciprocity will be achieved by encouraging exchanges between Irish volunteers and volunteers from host countries and will aim to have a minimum proportion of programmes that involve an element of reciprocity.

Another core element will be the evaluation of the impact of the volunteering sector and an identification of its added value in order to inform and continuously improve the principles by which the sector operates.

⁴⁷ Introduction to Comhlámh's Code of Good Practice for Volunteer Sending Organisations, 2011, p 1

Objectives

The Volunteer Corps will reinforce commonly agreed baselines of best practice for Irish volunteer sending agencies, as defined in the Comhlámh Code of Good Practice⁴⁸, in order to promote and incentivise this best practice and to encourage greater professionalism in the sector.

The Corps will work to achieve objectives in the following areas:

- Increased numbers of higher quality international volunteers
- Improved quality in international volunteering
- Increased value addition for all stakeholders at home and overseas
- Funding of placements and support mechanisms
- An increase in continuous engagement by returning volunteers
- Raising the profile of volunteering in the minds of the Irish public
- Cooperation on commonly-supplied services to reduce costs
- Representation of the diversity of Irish society in volunteer-sending

In five years, the Volunteer Corps will have:

- Enhanced and developed stronger and supported links between all the member organisations
- Developed and strengthened formal procedures for peer-to-peer support to ensure that all member organisations are striving to work to the highest standards by committing to and implementing the Comhlámh code of good practice
- Ensured that impact can be measured against baselines to show how volunteering contributes to development and the creation of human capital
- Supported returned volunteers and development workers are to engaged and contributing to Irish society, as measured against agreed baselines
- Ensured that Ireland has an innovative and forward thinking approach to supporting knowledge transfer and solidarity with the developing world
- Have raised the profile of overseas volunteering with the Irish public and Irish employers

Increased numbers of higher quality international volunteers

In 2011, 40 Irish VSAs sent over 3000 volunteers overseas to work on a wide range of activities including building, teaching, religious activities, providing medical services and capacity building in partner organisations. The Hidden Landscape survey reported that 465,000 hours were spent volunteering in 2006, of which 9% was overseas⁴⁹.

The Volunteer Corps will work to maintain volunteer numbers at their current level while improving the quality of volunteers sent by Irish VSAs.

A high quality volunteer is one who:

- has the relevant aptitude, skills and experience for the role overseas;
- has received the appropriate training and pre-departure orientation;
- is adding to and not displacing local effort;
- has a placement that is well defined and understood and requested by a partner;
- is on a placement where outcomes are measurable as part of an overall programme.

Improved quality in international volunteering

To ensure Ireland develops a world class volunteering programme, the Volunteer Corps will conduct a longitudinal research into the impact and value of volunteering for development from

⁴⁸ Minimum standards are being finalised for introduction in 2012 by Comhlámh and the Volunteering Options Working Group, which includes representation from the broad range of VSAs, funder and CoGP supporter organisations.

⁴⁹ From The Hidden Landscape: First Forays into Mapping Non-Profit Organisations in Ireland, pp. 11, 62

Ireland. The results of this work will inform future best practice and how we develop, measure and evaluate volunteering programmes.

In the interim, baselines will be taken and common monitoring and evaluation processes will be developed and implemented by member VSA's to measure and evaluate the impact of volunteering on volunteers and host communities. As a core part of existing monitoring and evaluation of international volunteering, Comhlámh will continue to monitor the implementation of good practice standards among VSAs signatory to the CoGP. The Corps will draw on international best practice, the CoGP, and member organisations current processes, which will later be informed and developed following the results of the longitudinal survey.

Increased value addition for all stakeholders at home and overseas

The Volunteer Corps will promote international volunteering, highlighting the benefits that it offers to volunteers, to host communities and Irish society. Central to this will be the increasing role that volunteering plays in development cooperation, the skills and experience gained by international volunteers and the greater contribution that returned volunteers can make to a knowledge economy.

To achieve this, the Volunteer Corps will work with Comhlámh to strengthen implementation of the Comhlámh CoGP and Volunteer Charter of Conduct. These will be regularly reviewed to incorporate new innovations in international best practice and the findings and the longitudinal research on the impact and value of volunteering for development from Ireland.

The Corps will also work with Volunteer Ireland and member VSAs to organise placements in Ireland for volunteers from target countries who take part in exchange programmes; reciprocity in the form of overseas partners volunteering in Ireland will further increase Irish communities' understanding of development, bring equality to the relationship with the overseas partner, and encourage greater bonds between both communities.

In line with understanding the development needs of overseas communities, the Volunteer Corps will also identify Irish strategic needs and look to encourage placements of benefit to both communities at home and overseas.

The Volunteer Corps will also encourage international volunteers and potential volunteers to become informed about issues of global justice and development, cultural differences and to become more engaged global citizens. Given Comhlámh's existing peer support network and role in convening the Volunteering and Development Education Committee, Comhlámh will supporting member VSAs to develop and run volunteer-focused development education initiatives, enabling the Volunteer Corps members to work to raise public awareness of the causes of global poverty and the role that Ireland plays in development cooperation.

Funding of placements and support mechanisms

In recent years, economic circumstances in Ireland have made it more difficult for Irish people to commit time and resources to volunteering overseas.

The Volunteer Corps will act as a funding body for VSAs to ensure predictable and flexible funding for volunteer placements. It will provide funding for volunteering not covered under existing agreements with Irish Aid, VSA capacity building grants, and will also provide an innovation fund to promote cooperation and joint programming between VSAs, as well as new forms of volunteering and volunteer support.

In addition, it will develop an annual figure that will represent the in-kind cash contribution of volunteer effort that will be recognised by donors as co-financing in programme proposals and as part of the contribution from the Irish public to development programmes overseas. Precedence

exists in Canada on how such a figure can be calculated and efforts are ongoing to influence the EC to insert a similar clause in the next European Development Fund.

An increase in continuous engagement by returning volunteers

The Corps will also offer a benefit to Irish society by linking overseas and domestic volunteering and by encouraging returned volunteers to become more active volunteers in their own communities.

The Volunteer Corps will work in association with Comhlámh and Volunteer Ireland to build a bridge between overseas and domestic volunteering. Returned overseas volunteers have been shown to be significantly more likely to volunteer in their home countries on their return and volunteers who return from placements with Volunteer Corps member organisations will be referred to Comhlámh and Volunteer Ireland and encouraged to continue, on a path of active global citizenship, volunteering in their own communities as part of the effort to educate others and advocate for a more just world.

Similarly, applicants who apply to volunteer with members of the Corps and are not sent on placements overseas will be directed to Volunteer Ireland.

Raising the profile of volunteering in the minds of the Irish public

Highlighting and promoting the powerful role that international volunteering can play in development education and in encouraging informed active global citizenship will be a major theme of the Corps in order to raise the profile of volunteering with the Irish public and Irish employers.

Cooperation on commonly-supplied services to reduce costs

The platform will also coordinate service provision for commonly provided services by assigning responsibility for individual services, such as Garda vetting, to an individual member of the platform, and by negotiating collectively for services such as travel, insurance and medical services. This strategy was successfully employed previously in the case of Garda Vetting via Volunteer Ireland's Safeguard Programme. This cooperation will ensure value for money in overseas volunteer-sending by reducing transaction costs for all stakeholders.

Representation of the diversity of Irish society in volunteer-sending

The Corps will work to ensure that international volunteers represent a broad spectrum of Irish society by encouraging the recruitment of volunteers from all socio-economic, ethnic and age groups, including providing opportunities for older people to share their skill with international NGOs at home and overseas.

This will be achieved through offering additional support to volunteers of disadvantaged backgrounds and setting specific targets for certain target groups.

Value Added

By bringing Irish volunteer sending agencies together in this way, the Volunteer Corps will work to strengthen and develop the existing work over the past decade to maximise the quality and effectiveness of international volunteers they send and ensure that their work has the greatest possible impact for their host communities and for the volunteers themselves.

By creating efficiencies through cooperation between Irish VSAs, it will also maximise the return on the investment that these agencies make in volunteers, and ensure greater value for money in volunteer sending. A commonly agreed monitoring and evaluation system will ensure measurement of effort to inform improvement in the placement of volunteers and their ultimate impact on overseas and domestic communities. Combining resources in this way will help Ireland develop a multi-faceted programme of opportunities whilst at the same time ensure learning is

shared across the sector to bring about a world class programme.

The benefit to Irish society will be twofold. Firstly, the Volunteer Corps will ensure Irish volunteers skills and experiences are utilised in the best way and that they are fully supported and this will promote more informed and beneficial volunteering and encourage others to volunteer. Providing funding support for quality placements will mean agencies can plan effectively and thus facilitate quality placements. Secondly, by building a bridge between VSAs and NGOs working in Ireland, the Volunteer Corps will encourage Irish people who are interested in volunteering to donate their time and skills in their own communities as well as overseas. Reciprocal programmes to Ireland will indirectly bring the experience home to Ireland for those who cannot volunteer overseas and thereby provide a channel for them to volunteer with an international programme in Ireland.

Operation of the Volunteer Corps

The Volunteer Corps will not be a distinct organisation but a bringing together of the strengths of the sector to provide a diverse range of high quality volunteering opportunities to the Irish and overseas publics. It will build on the existing standards contained within the Comhlámh CoGP and the supporting network of VSAs, and the work of the Irish Aid Volunteering and Information Centre in promoting opportunities to volunteer for development.

The work of the Volunteer Corps will be carried out by a permanent secretariat, which will have responsibility for financial matters, co-ordination of common services, setting of baselines and monitoring and evaluation of the impact of international volunteer programmes, and work with members to raise the profile of volunteering. The secretariat will not be a distinct legal or corporate entity, but will be housed within and employed by the lead member of the Volunteer Corps, nominated by the Steering Committee. The secretariat will report to the Volunteer Corps Steering Committee and will be line managed by the lead member of the Volunteer Corps.

The Steering Committee of the Volunteer Corps will be a platform comprising one representative each from Irish Aid, the Volunteers Corps lead member, Comhlámh, Volunteer Ireland, Misean Cara and four others to be drawn from Irish volunteer sending agencies and volunteering experts, two of each respectively.

Funding allocations will be made by recommendation of the secretariat to the steering committee. Applications for funding will be required to meet certain baselines and agreed formats for monitoring and evaluation purposes. Applicant organisations will be required to have conformed to the Comhlámh codes of good practice and agree to participate in peer-to-peer learning and support fora and mechanisms.

For VSAs that do not qualify for membership, peer support and training will be provided to reach the commonly agreed quality standards. The baseline standards promoted by the Corps will be in the areas covered by the Code of Good Practice, including monitoring and evaluation, pre- and post-departure training and briefing for volunteers, the promotion of continued civic engagement, both in Ireland and overseas, and reciprocity of programmes to ensure engagement with the Irish public.

Conclusion

The Volunteering Steering Group⁵⁰ suggests the establishment of a Volunteer Corps, membership of which will be open to all Irish-based VSAs that reach agreed quality standards based on the

⁵⁰ The Steering group comprises representatives of Camara, Comhlámh, Habitat for Humanity Ireland, SERVE, Suas Educational Development and VSO Ireland.

Comhlámh Code of Practice for Volunteer Sending Organisations and the Volunteer Charter. The Group propose the operation of the Corps as outlined above.

Appendix 1 – Input from VSA’s for White Paper Review

In December 2011, all signatories and pre-signatories to the Comhlámh Code of Good Practice for Volunteer Sending were contacted in to provide answers to the following questions –

- 1. How has Irish Aid dealt with the White Paper commitments/decisions in relation to the theme on which your group focuses?**
- 2. What positive impact have the changes brought about by the White Paper had in the area of overseas volunteering?**
- 3. What is the current context/major challenges relating to the theme on which your group focuses?**
- 4. What key recommendations will you make to Irish Aid as part of the White Paper Review process?**

Responses were received from 23% of signatories, and two signatories declined to respond. Of these responses, a wide range of views were expressed, with some consensus on a number of issues.

Responding organisations expressed universal support for the Irish Aid Volunteering and Information Centre, and felt that the government should continue to fund it. Support was also expressed for Africa Day. It was felt, however, that there is potential for information on volunteering to be better communicated to the Irish public. One respondent made the point that the role of the Volunteering Centre could be expanded to include policy as well as communications. It was felt that Irish Aid should continue to engage with the media and the public on development issues.

A number of organisations highlighted the role of returned volunteers in development education, and some felt that this aspect of volunteering has been neglected. They referred to the fact that international volunteering can promote civic engagement and global citizenship.

A number of organisations feel that more should be done to encourage dialogue between volunteer-sending organisations to create partnerships and share resources, and to facilitate the sharing of best practice that can be adapted, implemented, replicated and scaled up on a sustainable basis. It was felt that Irish Aid should continue to promote high standards for VSAs.

It was pointed out that while the current White Paper recognises the contribution of volunteering to Ireland’s work in development cooperation, it includes very little information on volunteering, and it is felt by one organisation that there is no overall strategy or thinking about the role of volunteering in development and how it can be supported in the next decade. Suggestions included a standalone government policy on volunteering, independent of the White Paper on Irish Aid, and the mainstreaming of volunteering into government policy.

Suggested priorities for the White Paper include recognition of the unique and essential role of volunteering in Irish society and the connections between Irish people and the developing world, volunteer safety, the protection of children and vulnerable adults, inclusiveness in volunteer recruitment, the continued support (through Comhlámh) for outgoing and returned volunteers, encouraging debate on ways to encourage ‘voices from the South’.

Respondents also suggested that the White Paper should –

- Support research through requesting that some of the funding to Third Level look at specific research needs within this space.

- Encourage one of the Universities to establish a Certificate or Diploma in Volunteer Management. Clear standards within Health and Safety would also be appreciated.
- Establish a student-specific award within the Simon Cumbers Fund
- Continue support of Garda vetting safeguard project, the Public Service Pension Scheme and Volunteer Development Worker Credits.
- Consider enhancing/improving volunteering infrastructure
- Support volunteering initiatives that build bridges between groups and communities, and links to democratic institutions
- Acknowledge and budget for informal volunteering
- Reinstate a specific budget line for volunteering personnel in the Irish Aid budget
- Volunteering should challenge inequality, especially gender inequality
- Champion the well-being and volunteering agendas as part of the post-MDG framework for sustainable development
- Encourage greater involvement and participation of volunteers in shaping development policies
- Introduce measures to further incentivise volunteering, e.g. additional leave for public sector workers who give up their holidays to volunteer.
- Learn from our EU partners, in particular the German programme Weltwaertz, and the Polish government's support for international development, including volunteering.
- Support policy development through having a clear owner within IA
- Reiterate a commitment to a managed transition by Irish religious missionaries towards indigenously managed programmes through increasing grant support to Mísean Cara and associated Faith Based Organisations.
- Consolidate and build on service provision by Irish Missionary organisations through capacity building support and funding in their efforts to indigenise their overseas programmes.

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