

E-IAVE

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Celebrating Women Volunteers

Kylee Bates, IAVE World President

As we celebrate International Women's Day this month (8th March) and the contributions of women to the world it is fitting that we also celebrate one of IAVE's great women – our very own centenarian and Founding President, Mary Ripley who turns 100 this month.

With already a lifetime of volunteer service behind her, Mary was among a small group of women who had the audacious idea of creating an international organisation dedicated to promoting volunteering. IAVE owes a great debt to Mary and her contemporaries. Their leadership, their passion, their inspiration and above all, their commitment to

the ideals of volunteering created the foundations for an organisation that I believe can become *the* global voice on volunteering.

As I reflect on Mary's lifetime of volunteer work and the theme of International Women's Day 2015 *Empowering Women, Empowering Humanity: Picture It!* I am mindful of the contributions that women around the world make every day to their communities through volunteering. In countries such as Australia¹, England² and the United States³ statistics show that women volunteer in greater numbers than do men and they make significant impacts across all sectors.

However the contribution of women in many countries remains largely unaccounted for or under-valued - due in significant part to the unpaid and 'informal' nature of their voluntary work.

Although the 2010 UN Economic and Social Affairs report *The World's Women 2010: Trends and Statistics* highlights that "Time use studies show that women spend more time on housework and community and volunteer work than men do"⁴ it is apparent that volunteer work in many countries is either not measured at all, or the grouping of classifications of types of unpaid work together makes it difficult to separate the rates of volunteering from other forms of unpaid work.

As IAVE continues our Call to Action to have the role of volunteers recognised in the Post-2015 Development Agenda and the proposed Sustainable Development Goals, reliable statistical information on the contribution of all groups - including women – through volunteering is essential if we are to be truly effective at empowering and mobilising people to volunteer.

My birthday wish for Mary is that the contributions of all women volunteers are honoured this International Women's Day, and properly accounted for in years to come.

Happy birthday Mary.

¹ 38% of women volunteer compared to 34% men – *Voluntary Work, Australia 2010* Australian Bureau of Statistic (ABS)

<http://www.abs.gov.au/AUSSTATS/abs@.nsf/Latestproducts/4441.0Main%20Features22010?opendocument>

² 46% of women volunteer compared to 42% of men - *UK Civil Society Almanac 2013* National Council of Voluntary Organisations (NCVO) -

<http://data.ncvo.org.uk/a/almanac13/who-volunteers-in-the-uk-2/>

³ 28.3% of women volunteer compared to 22% men – *Volunteering in the United States 2014* Bureau of Labor

<http://www.bls.gov/news.release/volun.nr0.htm>

⁴ p.16 Department of Economic and Social Affairs United Nations *The World's Women 2010: Trends and Statistics*

Save the Date: IAVE's Upcoming Webinars

For 2015, IAVE has planned out a series of webinars for our members and the volunteer community. This year you will learn more about Digital Volunteering, team building through volunteering, The SDGs and Impact 2030, youth and employment, and much more.

IAVE has approximately 40 Webinars scheduled for this year. Audience groups include: IAVE members, GVCV companies, National Volunteer Centers and their representatives, corporations, and the general global volunteer community. We will also be hosting several webinar sessions in Spanish for Latin America Companies and NGOS.

Save the dates for March:

March 10: "Team Building through Corporate Volunteering and CSR" by John Ciriboga Ycaza. [Click here](#) to register for the webinar (*Spanish*)

March 19: "Senior Volunteering" by Peruvian NR, Oscar Bravo. Open only to members of the Global Network of National Volunteer Centers. GNNVC members should expect a notification soon.

More to come! Stay tuned for future webinar schedules.

Preparing for Global Youth Service Day 2015

Raaida Mannaa, Project Manager, IAVE Global Youth Volunteers

On Thursday February 26 at 7:00am EST, IAVE and Youth Service America (YSA) partnered to bring to our members a webinar about Global Youth Service Day (GYSD), which will take place on April 17-19.

As YSA's signature campaign, GYSD is the largest service event in the world that activates and celebrates the millions of children and youth who find their voice, take action, and have an impact on vital issues. Since its very beginning in IAVE has been a key-global partner for GYSD, empowering members to participate and spreading its message worldwide.

The webinar served a space to explore the partnership between IAVE and YSA, the activities planned for GYSD in 2015 and to share stories of youth that have done activities in their countries.

Silvana Gómez, from Youth Colombian Leaders, Asiya Naqvi from the People's Institute for Development and Training in India, and Alberto Velasco from Fundación Nosotros los Jóvenes in Mexico, shared the different activities they have done in their countries, as well as some ideas for their GYSD actions in 2015.

IAVE and YSA will host a version of this webinar in Spanish on Wednesday March 18. Stay tuned to our Facebook and Twitter for more details about how to register and participate.

GCVC's First Webinar of 2015

Sarah Hayes, Consultant Director, IAVE's Global Corporate Volunteer Council

On February 25 and 26 IAVE's Global Corporate Volunteer Council held its first official Webinar of 2015 – the title being **DIGITAL VOLUNTEERING – VIRTUALLY ON TREND**. We began the year with this dynamic topic because so many companies and NGOs are practicing or at least exploring ways of utilizing virtual volunteering practices to meet community needs – and in a surprising variety of ways.

We had four presenters on these webinars: Michael Evason and Raquel Godoy from IBM (Corporate Citizenship and Corporate Affairs Manager), Elise Vouet from UNV (Manager of Online Volunteering Service), and IAVE's Monica Galiano (Senior Consultant).

Monica provided a powerful overview of the technological world we live in and its benefits and difficulties and how it affects the world of volunteering. Her four main themes included: networking, technology, mobility, and solidarity through digital volunteering. Monica drew on her recent publication *Voluntariado Digital*, sponsored by Telefonica.

Raquel and Mike shared several different models of digital volunteering, which are used at IBM for different reasons, including assisting in the Ebola crisis. There were three IBM programs that they highlighted – 1) On Demand Community – which focuses on making a wide range of knowledge and expertise available online to IBM volunteers, communities and partner organizations worldwide; 2) World Community Grid – which enables anyone with a computer, smartphone or tablet to donate their unused computing power to advance cutting-edge scientific research on topics related to health, poverty and sustainability, and 3) IBM Mentor Place – an online mentoring program that links the knowledge, dedication and enthusiasm of teachers and students with the talent, skills and volunteering spirit of IBM employees.

Elise from UNV shared about the revamped UNV on-line volunteering program (www.onlinevolunteering.org) as it relates to company involvement within UNV's Strategic Framework for 2014-2017.

GCVC members who participated were engaged in the topic, and this webinar set the foundation for many future discussions on virtual volunteering within company employee volunteer programs going forward.

News from IAVE Members

IVD Celebrations in Togo

By **Kokou Edouwossi**, President, Mission Des Jeunes, IAVE Member

Mission Des Jeunes (MDJ), Togo, in partnership with Association Sauvons-Les and the Collective of the Associations of Voluntary service (CAVO) participated in International Volunteer Day through a service activity on December 05th, 2014.

The service event consisted of cleaning up the Adidogome District Hospital. Moreover, we also

hosted educational programs in various high schools throughout Lomé about the importance of volunteering in the development our country and the variety of national volunteering organizations that exist today.

MDJ also had the honor of helping draft the new strategy to promote national voluntary services in Togo. We also took part in the ceremony celebrating 500 national volunteers who will be working with various NGOs and corporate establishments nationwide. The launch ceremony was hosted by the National Voluntary Service Program (PROVONAT), along with the financial sponsorship of the State and various organizations in Togo.

The Value of Volunteering and Measuring its Impact

Paula Speevak-Sladowski, President & CEO, Volunteer Canada & IAVE National Representative, Canada

On January 19, 2015, Volunteer Canada brought together leaders and practitioners from the public, private and non-profit sectors for *Value of Volunteering: A National Dialogue on Measuring Impact*. The objective was to explore the benefits and approaches to measuring the social and economic value and impact of volunteering from the perspective of organizations, communities, businesses, governments, educational institutions and volunteers.

Volunteer Canada's policy statement about the economic value of volunteering:

"Volunteer Canada recognizes the need to demonstrate the value and impact of volunteering through a clear measurement of volunteer time and volunteer programs and that in doing so, valuing volunteerism will take many forms. Determining the impact of the contribution of volunteerism is complex and multifaceted, as there are benefits to people served, organizations, the community, and to the volunteer themselves. Volunteer Canada believes that any measurement on the value of volunteer involvement must consider the resources needed to support volunteering and the social and economic development volunteering generates, integrating qualitative and quantitative measurements. Both aspects of measurement must be considered equally valid and compelling and each measurement presented in isolation of the other presents an incomplete picture of the true value of the contribution of volunteers."

The benefits of volunteering go further than a simple calculation of time using a labor-market valuation approach. We must start by identifying all the possible benefits to the volunteer and all key players. Some are easier to value than others, but they must all be acknowledged.

By the fall of 2015, Volunteer Canada will create a space on volunteer.ca to share existing tools and resources designed to measure the impact of volunteering. Eventually, the goal is to build an online, customizable measurement tool.

Player/Stakeholder	Value/Impact/Benefits
Volunteers	<ul style="list-style-type: none"> • Connection to community • Empowered to shape the community • Skills-development • Social and business networking • Self-confidence/self-esteem/sense of purpose
People Involved/Served	<ul style="list-style-type: none"> • Access to programs and services • Participation in activities • Sense of someone caring about them • Increased sense of wellbeing
Organizations	<ul style="list-style-type: none"> • Increased capacity to serve • Access to specialized skills • Champions in the community who know what they do • Strengthened stakeholder engagement • Infusion of diverse perspectives • Enhanced cultural competencies
Businesses	<ul style="list-style-type: none"> • Stronger relationship with the community • Increased ability to recruit top talent • Enhanced employee engagement • Positive Public Profile • Team building and Professional development for employees
Neighbourhoods/Communities	<ul style="list-style-type: none"> • More engaged citizens • Stronger social networks • Enhanced collective capacity to address common issues
Educational Institutions	<ul style="list-style-type: none"> • Students gain practical experiences and develop skills • Student retention increased through community engagement • Opportunities for students to explore career options • Strengthened campus-community connections
Governments	<ul style="list-style-type: none"> • More engaged citizens • Increased community resiliency • Enhanced democracy
Society	<ul style="list-style-type: none"> • Citizens act upon societal values • Citizens ensure that legislation reflects societal values • Society is more inclusive

What is an Ethical NGO?

Susan Danish, IAVE
National Representative,
United States of America

“Ethics” is a big topic in the NGO sector in the United States of America. NGOs and their leaders must earn the trust and confidence of those they serve and those who support them. One U.S. organization, Independent Sector (IS), has served as a “thought leader” on the topic. IS is a “national organization that brings together nonprofits, foundations, and corporations engaged in every kind of charitable endeavor.” In February, IS released an updated version of their resource, *Principles for Good Governance and Ethical Practice*. It contains “33 principles broadly accepted by many nonprofit and philanthropic organizations as the foundational guide for charities’ and foundations’ self-governance.” This release marks the first major update to the resource since 2007.

At my organization, The Association of Junior Leagues International, Inc., I have used the Principles since they were first issued. I annually review how my organization is doing versus the principles and share my thoughts with my board of directors. The Principles fall into four major categories: Legal compliance and public disclosure, effective governance, strong financial oversight and responsible fundraising. For example, the Principles maintain

that organizations should have a written code of ethics, a written conflict of interest policy and a written “whistleblower” policy – a policy that protects employees or volunteers who report illegal practices or violations of organizational policies.

I know that our IAVE community is made up of many different NGOs with different national regulations, standards and different funding models. Nevertheless, I share a link to a PDF of the 33 Principles for anyone who might be interested. The PDF is free of charge. There are more detailed resources that can be purchased through IS. [Click here to download](#) *Principles for Good Governance and Ethical Practice*.

A New Volunteer Renaissance in Russia

Galina Bodrenkova, IAVE National Representative, Russia

In the past three decades, Russia has made great strides in the development of volunteering in the nation.

Russia first began to lay the groundworks for volunteering from 1990-1995. With the rise of democratic reforms in the nation, Russian NGOs began to accumulate knowledge and professional experience for the development and promotion of volunteerism. With the assistance of IAVE, Russia laid the basic foundation of volunteerism in the nation and acknowledged the importance of volunteering as a fundamental basis of civil society.

The second wave of development in volunteering emerged in 2006 up until the 2010s. The Russian government and the society as a whole began to focus more attention on volunteers. As a result, more legal and economic policies formed in favor of volunteering and volunteers.

Now in the second decade of the 21st century, Russia is experiencing a renaissance in the development of volunteering. This is due to the influence of several factors. For one, the state’s ongoing support of public efforts are helping volunteering organizations produce meaningful work. Active engagement of the leading Russian volunteer centers in Moscow, St. Petersburg,



Perm and other Russian cities, along with the help of European and global volunteer leaders such as IAVE, CEV, and UNV have been influential in the development of volunteering in our nation. With the increased number of local and regional volunteer centers, the development and dissemination of volunteer efforts have also increased. Lastly, with IAVE’s support and recognition, the Russian Volunteer Development Center (MCH) will become a part of IAVE’s Global network of National Volunteer Centers, a network to enhance volunteering worldwide through harnessing and developing the influence, capacity and leadership of organizations at a national level.

Tamm: Consider it Done

Patricia Nabti, Founder and Director, The Association for Volunteer Services, & IAVE Regional Representative, Arab Nations

The “Tamm” Volunteer Network was launched in Qatar on February 8 to encourage youth to give back to society through voluntary work and civic responsibility. It was co-founded by Silatech, the Social Development Centre (SDC), Reach Out To Asia (ROTA), and the Qatar Center for Voluntary Activities (QCVA). Tamm, which means “consider it done” in Arabic, brings together the currently existing volunteer programs and initiatives in Qatar into one comprehensive online database. It seeks to engage youth (ages 16-30) in volunteering through the [Tamm portal](#), where young people can search for the volunteer opportunities of most interest to them. They can also go to the portal's online Knowledge Center to learn about the benefits of volunteering and their rights and responsibilities as volunteers, as well as how best to choose a volunteering opportunity. In addition, through the portal Tamm aims to maintain a database of well-trained volunteers to meet Qatar's current needs—and to prepare for the World Cup in 2022.

Tamm encourages all organizations in Qatar that are interested in engaging volunteering to join the Tamm network so that they can post their volunteer opportunities on the portal and find the best possible volunteers for their projects. They can also visit the online Knowledge Center to learn about the importance of training volunteers, and how to recruit and retain volunteers.



Tamm offers free training both to volunteers and member organizations, including training of youth as they progress from “beginner” to becoming “advanced” volunteers. It provides organizations with information about best practices in volunteer programs, and it plans to organize an annual forum to keep member organizations updated on best practices and give them the opportunity to share experiences and discuss challenges.

One of Tamm's four co-founding organizations, the Qatar Center for Voluntary Activities, has been the IAVE National Representative for Qatar since December 2012. It's chairperson, Aisha Al-Kuwari, said at the Tamm launching event: “Tamm connects organizations interested in volunteering activities together with volunteers in order to develop future partnerships and new volunteer opportunities throughout Qatar. The network unifies the efforts of different organizations and provides them with best practices in volunteer programs. Tamm will also help Qatar Center for Voluntary Activities in achieving our future plans and will be a centralized source of information and tools for volunteer organizations.”

Building Bridges of Friendship for a Nonviolent Planet

Kanupriya Gupta, Editor, The Peace Gong, IAVE Member, India

Peace Gong is a unique journey that we began in October 2012 when the first issue of The Peace Gong was launched. It began with a humble effort to build bridges of friendship amongst children worldwide in efforts to prepare them to work towards a nonviolent planet. The Peace Gong is an online platform for children across the world to write on social concerns. We currently publish in print format as well as digital format via our website. We have been working with a number of partners like the IAVE India, the Food and Agriculture Organization of

the UN, United Nations Volunteers, and the Rehabilitation Council of India. We are also now working with the South Asian Initiative to End Violence against Children, an apex body of SAARC on ending violence against children in South Asia. Through this partnership we hope to reach out extensively to children throughout South Asia and raise our collective voice against violence towards children. Through IAVE India and the People's Institute for Development and Training (PIDT) we have also instituted the "Peace Gong Award" commending children or schools for their strong sense of social responsibility in their communities. PIDT presents the award during Global Youth Service Day at the Children's Social Conclave in New Delhi.

In the past two years, we have been able to bring together children throughout India. We have Peace Gong teams from Manipur to Jammu and Kashmir; Kerala to Madhya Pradesh and West Bengal. Our network also spans beyond India. We currently have friends from other countries that are part of Peace Gong. Children from Nepal, Pakistan, Germany, Morocco and several other countries have joined our team to promote intercultural dialogue and peace through media literacy education. Our first editor, Spandana Bhattacharya, had written in one of the previous issues of the Peace Gong, *"All of us have the light in us, a light powerful enough to purge the darkness around. We all have the spark in us, just waiting to be kindled! We are all peace warriors trying to work day and night for a better tomorrow. And that's exactly what our platform, The Peace Gong advocates – humanity."*

A significant achievement for the Peace Gong team was when our Kashmir Bureau was awarded the [MyWorld Volunteerism Award in 2013](#).

The Peace Gong is not just a platform for children to write on social concerns but is also a vehicle to promote youth participation for community building. It is also a vehicle to promote child rights issues. Our former Associate Editor and now Coordinator, Syeda Rumana Mehdi, have succinctly articulated the importance of media literacy education for peace. Media has always played a poignant role in inspiring the youth to stand up against nonviolence. Today's generation is much more sensitive to the media, the greater the exposure, the more they are forced to think and react. So young people who acquire communication and media literacy skills are in a position to use these dexterously and contribute to the culture of peace and nonviolence in a greater way.

Rumana has articulated the Guiding Principles of the Peace Gong, *"Let every dream become Martin Luther King's dream, let every step towards peace become Mahatma Gandhi's Salt March and let every obstacle in your path become Nelson Mandela's painful twenty-seven years in prison. Promise yourself that you will contribute your best to make the phenomenon of violence outdated, promise yourself that you will try to motivate your friends to walk on the path of nonviolence."*

The world today is seeing a large number of cases of violence against children. So if you want rise in answer to hostility, the time is now. We, the Peace Gong team invite children from all cross-sections of the society to initiate dialogues and discourses to end brutality against your brothers and sisters, to make a canvas out of the uncolored pictures, to get to your feet not for yourself but for the sake of others.

News from the Global Volunteer Community

Bite-size Volunteering with Microvolunteering Day

April 15th is Microvolunteering Day. It promotes bite-sized, on-demand, short-term volunteering efforts that benefit a worthy cause. The day provides a unique opportunity for micro-volunteering platforms, volunteer organizations, and individuals to join together in a synchronized effort to

demonstrate the empowering potential of the micro-volunteering concept.

Microvolunteering Day aims to engage individuals in micro-volunteering tasks and to inspire organizations to embrace the concept of micro-volunteerism.

The day also hopes to stimulate further discussion on micro-volunteering and its role in the volunteer community. Those who are celebrating Microvolunteering Day are encouraged to share

their experiences and pictures on social media platforms with the hashtag #microday.

To learn more about Microvolunteering Day and micro-volunteering, watch this short [YouTube video](#), and visit the Microvolunteering Day [website here](#).

[Click here](#) to read the report on 2014's Microvolunteering Day events and get inspired for this year!

Sustainable Development Goals: France's Youth Civic Engagement Schemes

In line with the United Nation's recognition of volunteering as a strong asset to successfully implementing the sustainable development goals, France's president, President François Hollande made an announcement on February 5th for plans to strengthen the nation's civic engagement schemes as a method of strengthening social cohesion, particularly pertaining to the youth.

President Hollande announced that as of June 2015, youth residents between 16-25 years old who are interested in civic voluntary service will be given a volunteering assignment ranging anywhere from 6 to 12 months in length, with indemnity. France hopes to create over 150,000 volunteering openings within the coming months. The civic service scheme will be adapted to include a reinforced international dimension, in the framework of the current French International Solidarity Volunteering Scheme (VSI). This initiative aims to foster and multiply the number of young French that volunteer abroad.

Prior to the January terrorist attack in France that prompted Hollande's announcement, there were already talks of setting a universal civic service in France. Currently, a civic service scheme already exists in the nation, with 4 candidates for every opportunity, involving 40,000 volunteers each year. Consultations are underway with volunteer organizations to establish ways to upscale and

encourage greater engagement from the general youth populace. Furthermore, the civic service scheme will be adapted to include a reinforced international dimension, in the framework of the current French International Solidarity Volunteering Scheme (VSI). It aims to increase more young people to volunteer abroad.

France's Secretary of State for Development also commended the recognition of volunteering by the United Nations in the [Secretary-General Synthesis Report](#). It states that volunteering can help to localize the post-2015 agenda by providing new areas of interaction between governments and their people for concrete and scalable actions. The discussions about a new post-2015 agenda have focused among others on the need to address inequalities and to leave no one behind.

Useful Links:

Stay up-to-date on Post-2015 activities by UNV and its partners [here](#).

In Memoriam: Lady Judith Hay

We note, with sadness, the death of Lady Judith Hay, founder of the Canterbury Volunteer Centre in Christchurch, New Zealand. She served for some years as IAVE's National Representative there.

Her obituary, in the February 14, 2015 edition of The Press in Christchurch, read in part:

"Kind and caring, she was a tireless volunteer worker. She was modest to the point of shyness. Denied tertiary education, she promoted it for women to achieve financial independence.

"Son James says his mother valued the participation of women in leadership roles, the importance of volunteering and the need to protect and support vulnerable families. [He said,] 'She committed fully...working late and restlessly for the causes she supported. Public life was always an intrinsic part of her...She was a natural, with her grace, insight, vision and diligence, and her passion.'

"Representing New Zealand on the world stage, she fearlessly promoted women's rights. She was prominent also in the women's suffrage movement, children's health camps and holiday camps, and Girl Guides."

Lady Hay was 87 when she died.

I had the privilege of visiting Lady Hay and her colleagues during my term as World President of IAVE, immediately after the conclusion of the 14 years that she served as "First Lady" of Christchurch while her husband, Sir Hamish Hay, served as mayor. She was a committed volunteer, a true believer in the importance of local and national leadership organizations for volunteering, both of which she helped to create, and a great friend of IAVE.

--- **Kenn Allen**