



## 1. SHORT INTRODUCTION ABOUT ROLE AND SITUATION OF VOLUNTEERING IN CZECH REPUBLIC

### Patterns and values of volunteering in Czech Republic

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30% of population in Czech Republic devote to organized volunteering by civic societies (non-profit, non-state organizations), meaning formal volunteering.

38% of CZ population devote to **non-formal, individual volunteering**. Especially neighbourly help in which 72% informal volunteers participated.

**Organized volunteers in Czech Republic** works approximately **11 hours per month**. Most of them participate on volunteering for a **long time period** (60% of volunteers works more than 3 years for one organization) and on **regular basis** (past year 75% of volunteers volunteered at least once a month).

In Czech population, we can find volunteers **most often in sports and traditional hobby activities**, such as hunting, gardening, growening, collecting etc., **volunteers firefighters**. Quite large percentage of volunteers also deals with **culture**.

Volunteers are mostly consisted by high school educated or college educated people and over all it is the same amount of men and women.

32% of **young people aged between 15 – 24 years** are involved in **organized volunteering**. The same pattern can be found in others age groups till 55 years old category (ratio of volunteers are 32-33%). In category of older people, we can see slight decrease and in category over 65 years, there are only 22% of volunteers.

We can find young people mostly participated in youth activities, where volunteers aged 15-24 makes 38% of all volunteers, in area of nature conservation 26%, sports 18% and volunteers firefighters 17%.

### Czech volunteering has professionalized face.

We are talking about professional volunteer managing or „managerial“ type of volunteering. In Czech volunteering dominates activities for organizations, which doesn't have employers and from that point of view, they are more amateur than professional (62% volunteers).



How many volunteers have met volunteers coordinator, how many volunteers had training or how many of them received written job description? (Source Fryč, Pospíšilová VHD, 2009)

Indicators of professionalization of volunteering (%)	the proportion of volunteers, who met this practise in current organization.
Volunteers coordinator is present in organization	55
They went through targeted training	45
They went through initial interview	34
Received job description	24
Reference was required	16
Have signed contract with the organization	15
Were sent by volunteers centre	6

Half of volunteers experienced at least two parts of professional volunteers leading and one fifth met with four or more parts of professional management. High professionalization is not essential base, to which volunteering should lead to (in all areas and without differences). Nevertheless, Czech volunteering is relatively highly professionalized.

### Image of volunteering

Not all inhabitants in Czech Republic take such positive attitude to volunteering as it might seem by image of volunteering, that is shared within the community of non-profit sector, or is presented in the media. The trust of inhabitants in meaningfulness of volunteering is not automatic. Up to 1/4 people seeking and finding behind volunteering manipulation, that was typical for socialism, which discredited volunteering.

On the other hand, almost 3/4 respondents perceive volunteering positively and see it like alternative, respectively way out of consumer society.

However, barriers inherited from socialism to the spread of volunteer ideas are still largely remain

and it's needed to count with them in process of gaining new volunteers.

### Volunteers motivation

The most spreaded motivation of new volunteers is nice way of spending free time or self-realization.

Most respondents also „feel“, that is important to help the others without any reward expected.

### Average Czech volunteer

Average Czech volunteer works regularly and long-term - up to 3/4 volunteers work more than two years for the same organization. He's organizations loyal member also because he finds there friendly environment and strong emotional bonding to the other members. Mostly it's smaller hobby organization (club, association, guild) without employers with low level of professionalisation of volunteers management. This organization operates mainly in the areas of sports, culture and recreations. Motivations of average volunteer are a free time and leisure - he enjoys his activities, he's having good time.



## 2. NATIONAL OVERVIEW OF EXISTING TRAINING PROGRAMMES FOR IMPROVING PROFESSIONALISM IN VOLUNTEERING IN CZECH REPUBLIC

### **VOLUNTEERING MANAGEMENT I (HESTIA PRAGUE)**

(basic course for volunteers coordinators)

**The course is accredited by the Ministry of Labour and Social Affairs as part of lifelong learning for social services workers.**

This course is determined for anyone interested in basic information about the volunteering management and for the volunteers coordinators beginners in organizations. The aim of the course is to introduce the principles of volunteering, with up to now experiences and volunteering barriers in the Czech Republic, with the methodology of acquisition, preparation and evidention of volunteers, with preparation of volunteers coordinator for his role in organization, with the law of voluntary service and the including volunteers in social services. On the course, participants will form the basis of the volunteering project in their own organization. **The course is outgoing 3 days, with period of 24 hours, for 15 to 20 participants.** The course costs are **CZK 5,100** (4,215 + 21% VAT) and includes **2x overnight stay, all day meals, course fee, study materials and CD with documentation of volunteers programs and centres.**

### **VOLUNTEERING MANAGEMENT II (HESTIA PRAGUE)**

(ongoing course for volunteers coordinators)

**The course is accredited by the Ministry of Labour and Social Affairs as part of lifelong learning for social services workers.**

**The course is determined for volunteers coordinators and other interested persons, who are familiarized with basic informations about the volunteering management and they already have work experiences with leading of volunteers.** The course is more deeply focused on personal and professional role of volunteers coordinator, the risks of working in the helping professions and analysis of specific topics related to the individual volunteer programs (work with volunteers, burnout syndrome, supervision and evaluation, self-knowledge). Part of the course are experiential and supervisory techniques and processing syllabus of the volunteer program, respectively project supervision and evaluation of the volunteer program. The course is **outgoing 3 days, with period of 24 hours for 15 participants maximum.** The course costs are **5,100,- CZK** (4,215 + 21% VAT) and includes **2x overnight stay, all day meals, course fee, study materials and CD with documentation of volunteers programs and centers.**

HESTIA - National volunteers centre in Prague is holder of accreditation and courses are usually 3 times a year.

Graduates receive a certificate. Two Volunteers Centre lectures are **recognized lectures of MD I and MD II** (Mgr. Lenka Černá and Mgr. Ivana Vlčková).

### **Training for leaders of workcamps in Czech Republic (INEX SDA)**

Intensive **weekend training** under the leadership of experienced trainers and camp leaders

- Two terms every year: April and May
- We start on Friday at noon and the end is on Sunday around 15 pm
- The program is based on interactive games, simulations and methods of experiential education
- Working language in some parts is **English**
- Part of the preparation is also hygienics seminar

**Participation on this training is mandatory for those, who are interested in workcamp leadership with INEX-SDA.**

The training aims to equip future leaders with set of practical skills and information needed to successfully manage an international project management (workcamp)

### **3. IDENTIFICATION OF CONCRETE OPPORTUNITIES FOR FUTURE IMPLEMENTATION AND DISSEMINATION OF FINAL RESULTS**

Worked up and complete powerpoint presentations of results (in national language and in English), methods and recommendations for national and regional conferences and for training of small group of disseminators.

Summary of visions and values, that stands above the practical work and which are condition for understanding and successful implementation.

The preparation of follow-up project for the next two partner from former Eastern Block (Poland, Slovakia, Hungary, Slovenia?) and two Western Europe countries.

Representative package of photographs illustrating the quality and values we are follow, so that everyone would say „We want that too“

## **SOURCES**

**The council of volunteers centres Northwest** (Ústecký and Karlovarský regions) – since 2007 non-formal intervention meetings of volunteers coordinators four times a year.

**Management accreditation of volunteer service** (Ústecký region) – our program for 19 partners organizations, that they have to identified a volunteers coordinator. Our role it to train volunteers, contracts and documentations with volunteers, insurance and communication with volunteers coordinators.

**Jan Evangelista Purkyně University in Ústí nad Labem** – active cooperation, interest in establish student volunteer centre at the university campus.

**Labour office in Ústí nad Labem** – active cooperation, we realize 5x a year motivational course about volunteering for long-term unemployed and Labour office staff. New activity for 2015 – motivational courses for youngest unemployed aged 15-18 (modification of methodology „Životní volby“ – life choices from Canada)

**Program KOMPAS®** - social program, where 2 volunteers meets with group of 6 children and they are spending together one evening per week with some activities: trips, art or sport activity, cooking, playing games.