

WITH VOLUNTEERING  
LEGISLATIVE TOWARDS  
DEVELOPMENT  
OF LOCAL  
COMMUNITIES

# STRATEGY FOR IMPROVEMENT AND DEVELOPMENT OF VOLUNTEERING IN THE REPUBLIC OF SRPSKA (2014-2018)



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REPUBLIC OF SRPSKA  
GOVERNMENT

STRATEGY  
FOR IMPROVEMENT AND DEVELOPMENT OF  
VOLUNTEERING IN THE REPUBLIC OF SRPSKA  
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## 1. INTRODUCTION

The constitutional basis for developing the Strategy for the promotion and development of volunteering in the Republic of Srpska (2014–2018) is contained in the 32nd Amendment (Amendment XXXII) item 18 to the Article 68 of the Constitution of the Republic of Srpska, according to which the Republic of Srpska regulates and provides other relations of interest of the Republic in accordance with the Constitution. Pursuant to Article 27 of the Law on Volunteering (“Official Gazette of the Republic of Srpska”, No. 89/13) the Republic and local self-government units, in accordance with their responsibilities, may establish measures and activities aimed at supporting the development and promotion of volunteering in the Republic. Measures and activities are related to the adoption of strategies and policies at the level of the republic and local self-government units, support to establishment, operation and networking of volunteer services, establishment of volunteer services and awarding legal and natural persons contributing their work to the development of volunteering and implementation of measures of the adopted strategies and policies.

In accordance with the Law on volunteering, volunteering is considered “an activity of general interest for the Republic of Srpska which contributes to the improvement of quality of life, the active participation of citizens in social life and the development of a more humane and egalitarian democratic society.” Volunteering is an organized voluntary activity or provision of services or performance of activities with the aim of general and common welfare or that of another person without monetary compensation or material gain, otherwise provided in the law. Volunteering helps gain experience and skills necessary and useful for active participation in society, personal development and the common good.

Drafting the Law on Volunteering (adopted in 2008), as one of the first legal frameworks in the region, marked the path of system organization of volunteering in the Republic of Srpska. The Government of the Republic of Srpska provides system support to the promotion and development of these human activities in the Republic of Srpska by adopting the new Law on Volunteering (“Official Gazette of the Republic of Srpska”, No. 89/13) in 2013, as well as by drafting this strategic document. During the monitoring of the implementation of the Law on Volunteering, the need for better access and work on the development of volunteering in the Republic of Srpska was recognized. Thus, the Ministry of Family, Youth and Sport, in partnership with the Youth Council of the Republic of Srpska and Youth Communication Centre, launched the project “Volunteer legislation to community development”, which is funded by the European Union through the European Instrument for Democracy and Human Rights and the Government of the Republic of Srpska, with the aim of establishing a sustainable growth of the promotion and the development of volunteering in the field of economy and social sector supported by the government and local authorities. The project is being implemented over the period of 2012 to 2014, and the expected results are achieved through four groups of activities: participation in the process of creating mechanisms for better implementation of the Law on volunteering of the Republic of Srpska; promotional campaign in order to inform relevant actors on the Law on Volunteering of the Republic of Srpska (presentation of the project to all the heads of local self-government-units of the Republic of Srpska and ten presentations of the Law on volunteering of the Republic of Srpska) and support to the process of adoption and implementation of local volunteer policies in at least 30 local self-government units.



## 2. EUROPEAN TRENDS IN PROMOTION AND DEVELOPMENT OF VOLUNTEERING

Volunteerism has existed since the very beginning of organization of communities and it still exists today as an activity that is carried out for the common good and which animates the noblest aspirations of humankind, such as the struggle for peace, freedom, opportunity, security and justice for all people. Definition of the term “volunteering” in the EU ranges from “the activity that requires the use of time without reimbursement” through “the personal spontaneous activity” to “the voluntary work”. The essential components of the definition of volunteering are: voluntary nature, performing activities or providing services without reimbursement, and performing activities or services for the common good. Through volunteering citizens are helping their neighbours and the community they live in, and at the same time they are developing their own personality while contributing to the general well-being. In 1985, the General Assembly of the United Nations (UN) declared 5<sup>th</sup> December the International Volunteer Day, and the Council of Europe Recommendation No. R (94) 4 recommended Member States to define volunteering, emphasizing its educational aspects and importance to society. The Council of Europe Recommendation 1496 (2001) “Improving the status and role of volunteers in society” recognizes the role and value of volunteer work, asking for the identification and elimination of all obstacles that can prevent a person in voluntary activities, and the adoption and promotion of political and legislative solutions that will stimulate volunteering. The Council of Europe adopted a series of documents, such as the European Convention on the Promotion of a Transnational Long-term Voluntary Service for Young People (ETS no. 175), which further promotes international volunteering of those over 18 and 25 years of age. The General Assembly of the UN declared 2001 the International Year of Volunteers (Document 8917), and on this occasion it also adopted the Resolutions and recommendations on how Member States and the UN can and should support volunteering, and launched various initiatives to promote volunteering. The UN General Assembly Resolution 56/38 (2002) recommends states to create “fiscal incentives, legal and other frameworks, including those relating to the organizations engaged in volunteering” through the introduction of legislation, tax incentives and subsidies, and to facilitate the establishment of partnerships in relation to volunteering in civil society.

The European Union declared 2011 the European Year of Volunteering during which, with the support of the Delegation of the European Commission, over 100 experts in the field of volunteering worked on drafting the recommendations and guidelines for the development of European volunteering policy<sup>1</sup>. This process was coordinated by informal network of European associations and civil society organizations. The European Union and its member states have recognized the need to highlight volunteering as a separate component that influences to a great extent the development of civil society with a focus on specific sectors/areas, such as economy, social sector, lifelong learning etc.

### 2.1. The most important recommendations and conclusions that will serve as a basis for the development of European volunteering policy

Alliance for the European Year of Volunteering in Europe provides recommendations within the document entitled *Policy Agenda for Volunteering in Europe – P.A.V.E.* on more effective and more efficient European framework for the support and promotion of volunteers, volunteering, organizations engaging volunteers and their partners. The recommendations

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<sup>1</sup> Related reading: “*Policy Agenda for Volunteering in Europe (P.A.V.E)*”, Retrieved November, 2013, from [http://www.eyv2011.eu/images/stories/pdf/EYV2011Alliance\\_PAVE\\_copyfriendly.pdf](http://www.eyv2011.eu/images/stories/pdf/EYV2011Alliance_PAVE_copyfriendly.pdf).





include proposals for measures that should respond to different aspects of volunteering identified by the decision of the European Council in 2009, which marked the year 2011 as the European Year of Volunteering. Through communication with the European Commission P.A.V.E. the recommendations promote and support volunteering as a demonstration of European values, providing the driving force for civic participation and the contribution to the growth of economic and social capital.

P.A.V.E. emphasizes the need for a partnership approach that constantly involves all participants to work towards the development of supporting infrastructure for volunteering in Europe. Such infrastructure includes adequate and necessary mechanisms to support volunteers and organizations engaging volunteers, as well as adequate and sustainable funding. This should provide coherence and inter-sectoral approaches that would reduce barriers to volunteering, and development of appropriate framework for volunteers and organizations that engage volunteers, including the respect of their rights and obligations.

P.A.V.E. reflects the fact that, in order to provide the basis for evidence-based policy making, it is necessary to improve the collection of statistical data on the value and impact of volunteering in Europe. Such data should take into account the economic and social value of volunteering, and the measurements should reflect the specific nature of volunteering in order to provide reliable data.

P.A.V.E. also emphasizes the need to improve the access to statistical data and other information regarding opportunities for volunteering as an addition to harmonization of common principles for the provision of quality volunteering in order to increase the number, impact and value of volunteering in Europe. It is now a recognized fact that quality volunteering always stems from harmonized and mutually approved actions among participants, and includes a strong and transparent partnership of multi-sectoral participants.

Acknowledgement of individual and collective achievements of volunteers were identified as crucial for enabling volunteers to implement the acquired knowledge and experience better, through volunteering in other areas of their lives, and thus to increase the impact of volunteering. Improved mechanisms for recognizing volunteering as a contribution to lifelong learning are recommended as a solution.



## 3. VOLUNTEERING IN THE REPUBLIC OF SRPSKA

### 3.1. The history of volunteering in the Republic of Srpska

One of the oldest activities that is similar to and linked with volunteering in its contemporary form and which was applied to our country is *moba*. “*Moba*” is a folk custom of merging labour and the most common form of support in the countryside. The word “*moba*” derives from the Serbian word “*molba*” meaning request. Urgent and immediate tasks surpassing the capacity of a household occurred very often in rural households are often, and it was common practice to invite neighbours to help. The host of the house would then convene *moba*. The work was complimentary and voluntary, and the host was obliged to show hospitality and accommodate the workers in the best possible way. There was also a charity *moba* to which people were coming without being called upon in case of a needy family or when a house was left without a host. In this case, the hosts did not have an obligation to provide food for the people performing *moba*.

In the former Yugoslavia (hereinafter referred to as SFRY) one of the most popular types of volunteering activities was Youth Work Action. Youth Work Actions have arisen in the course of National Liberation Movement. They were especially popular after World War II and aimed to re-establish and build the economy, the infrastructure, the scientific, sporting, cultural and entertainment facilities in the former Yugoslavia. In the first post-war federal work actions millions of young people have built motorways, railways, factories, and even entire cities. The largest federal work actions were occurring in the period from 1946 to 1952. In a new, original way Youth Work Actions were a mechanism to make new friends and to create a unity among young people from the former Yugoslavia, but also from around the world. Data show that more than 20,000 young people from many countries participated in the actions in Yugoslavia<sup>2</sup>. In addition to youth work actions, it is important to mention the Boy Scouts and the Environmental Movement that organized and provided, apart from their regular reforestation activities, a variety of other volunteering activities. The main link in all volunteering activities in the former Yugoslavia was still the volunteer work more related to the construction of infrastructure and less to volunteer activities in the social sector through provision of assistance to socially vulnerable groups. The reason for this was the social and health sector of that period, which did not have any of the problems that these sectors are facing today with - the lack of resources in financial and other terms, which adequately meets the needs of these groups of citizens.

After 1995, various associations based on voluntary work were being formed in the Republic of Srpska. In addition, temporarily interrupted due to ongoing war, the Boy Scouts re-organized again. From 1995 to 2008, when the Law on volunteering of the Republic of Srpska was adopted, the number of different and specialized associations, and their partnership with a variety of social and other participants significantly increased, in the same way as the number of volunteering programs and activities and the engaged volunteers did. During this period, volunteering was characterized by a large shift in terms of end-users/beneficiaries of volunteering. The war had a negative effect on the large increase of socially vulnerable groups of citizens (refugees and IDPs) and destabilization of the economic sector, which is still disadvantaged due to these effects, and as a result an increase in the number of unemployed and socially disadvantaged citizens. For this reason, volunteering is mostly directed towards

<sup>2</sup> Related reading: “The State of Volunteerism in Southeastern Europe and CIS Region”, 2009, (local language only) Retrieved November 2013 from [http://www.smart.hr/dokumenti/UNV%20country%20report\\_CRO%20FINAL.pdf](http://www.smart.hr/dokumenti/UNV%20country%20report_CRO%20FINAL.pdf)

Mihailović, Srećko and Spasojević, Grujica. 1979. Tito na radnim akcijama. Istraživačko-izdavački centar SSO Srbije.



those target groups of citizens and it is beginning to play an important role in the social sector, contributing to the improvement and development of personal and social skills and skills of volunteers, and thus affects the simpler and better employment. In addition to these groups of citizens, volunteering is gradually developing the aspect of aid and assistance for socially excluded groups of citizens such as persons with disabilities, which in the past was not the case. Certainly, one should not forget that volunteering began playing the important role in other sectors such as environmental protection, culture, art, and so on, but not yet to on satisfactory level. New voluntary practice in the Republic of Srpska enabled and developed volunteering for persons with disabilities in that part of their work and psycho-physical abilities, thereby contributing to their socialization as volunteers.

In the Republic of Srpska, since its foundations to the present, several youth organizations – citizens' associations promoting volunteering and its values to society as a whole were prominent. One of these examples would be a citizens' organization Youth Communication Centre (hereinafter referred to as: YCC), due to the number of activities and their continuity. It was founded in 1997 in Banja Luka and it actively focused on the promotion and development of volunteering in the Republic of Srpska. The first volunteer programs YCC were focused on humanitarian activities, summer volunteer camps, long-term international exchange of volunteers and high school students' and college students' volunteering in public institutions. At present, the only active component of previously mentioned projects is the programme for students and high school students volunteering in public institutions and a traditional humanitarian volunteering action "One sweet one child," which has been implemented since 2003, while its further implementation was assumed and continued by the High School Student Councils of the Republic of Srpska. Programme for college students and high school students volunteering in public institutions every year, made it possible for more than 600 high school students to organize volunteering activities as well as other educational, sporting, cultural and entertainment activities for children and youth with special needs and for the elderly placed in homes and public institutions. In 2004, YCC organized the first conference on volunteering in the Republic of Srpska, with active participation of representatives of all sectors, which was very important for the development of volunteering in the Republic of Srpska. In 2005, within the framework of YCC, the first local volunteer service was established the Republic of Srpska. Since then to the present day, YCC has developed local volunteer services, in cooperation with other organizations and local governments, in other local communities also (Mrkonjić Grad, Novi Grad, Gradiška, Laktaši, Derventa, Doboj, Srebrenica, Zvornik, Trebinje, Bijeljina, Srbač, Prijedor and Pale). In collaboration with partners in the region YCC transfers methodology, knowledge and experience related to the development of volunteering infrastructure to other countries in the region (Croatia, Serbia, Macedonia and Albania). In 2010, YCC also supported the development of volunteer centers in China, as part of long-term cooperation with Voluntary Service Overseas (VSO).

In 2010, seven local self-government units (Banja Luka, Derventa, Doboj, Mrkonjić Grad, Srebrenica, Trebinje and Laktaši) began working on the development of local volunteer policies, whose aim was to support the implementation of the Law on volunteering at the local level. In early 2011, the first local volunteer policy was adopted in Mrkonjić Grad. With the adoption of the Law on Volunteering of the Republic of Srpska in 2008, and the new Law on Volunteering in 2013, volunteering became institutionally recognized as an activity of general interest for the Republic of Srpska and opened a new chapter of the promotion and development of volunteering in the Republic of Srpska as one of the positive values of civil society.

Volunteering enables building partnerships among different sectors, such as civil society organizations and social public institutions, within which it is possible to develop new approaches and methodologies in order to strengthen social cohesion and inclusion of socially marginalized groups of citizens in social processes. Civil society organizations play a leading role in the process of the promotion and development of volunteering, because many of them fulfill their vision and mission through volunteering programmes and activities,



by linking relevant participants in finding adequate solutions to the challenges and problems the community is facing. Flexibility and permanent field presence enables organizations to intervene and respond quickly and effectively using volunteering as a major tool in solving community problems.

### 3.2. Status of volunteering in the field - consultations with relevant participants

Within the project »From volunteer legislation to local community development«, jointly implemented by the Ministry of Family, Youth and Sport, YCC and the Youth Council of the Republic of Srpska, ten presentations of the Law on Volunteering were done during 2012 (in Banja Luka, Doboј, Pale, Mrkonjić Grad, Prijedor, Bijeljina, Vlasenica, Višegrad, Trebinje and Nevesinje). During these presentations, citizens, representatives of associations, institutions, and volunteers from 55 local governments presented their suggestions for the improvement of legislation in the field of volunteerism. The aim of the presentation was to familiarize participants with the legal regulations of volunteering, as well as with the current status and trends in the development and promotion of volunteering. In addition, each presentation provided the participants with the opportunity to present their own experience and knowledge gained in the field, and to provide specific comments, suggestions and proposals on the development of the Strategy for the promotion and development of volunteering in the Republic of Srpska and the new Law on volunteering.

The situation in the field identified the following:

- a) Engaging volunteers was mostly done by civil society organizations, while very few of the local self-government units and public institutions engaged volunteers for their own purposes as a result of insufficient knowledge of legislation and specific aggravating administrative barriers;
- b) In most cases, young people were engaged in the role of volunteers, while a smaller number of people over 30 years of age was engaged; c) In most cases organized volunteer activities were organized and aimed at providing assistance and support to socially vulnerable groups in various promotional campaigns and activities related to environmental protection;
- d) There was no unique record system of the number and profile of people interested in volunteering at the local level. In communities where there were active local volunteer services, there was a record system, but this system did not include all the volunteers and participants who were directly involved in various volunteering activities of local self-government units, public institutions and civil society organizations;
- e) There was insufficient information regarding legal regulations of volunteering and misunderstanding regarding the meaning of the term "volunteer" arising from its use in the Labour Law in which it is used to describe trainees without an employment contract, which according to the Law on Volunteering is not defined as volunteering. In most cases, local self-government units and public institutions defined volunteering by the term "volunteer - trainee" and without being familiar with and aware of the existence of the Law on volunteering;
- f) In two of the local self-government units, mechanisms of awarding the most prominent volunteer and organizer of volunteering followed by legal framework for the promotion and development of volunteering at local level were established<sup>3</sup>;
- g) The attitude of representatives of local self-government units, public institutions and

<sup>3</sup> During the presentations, local volunteer policies were adopted in Doboј and Mrkonjić Grad. Currently these policies are being drafted in 30 local self-government units of the Republic of Srpska.



civil society organizations towards volunteering as an activity of general interest for the Republic of Srpska, was that volunteering should be strengthened and promoted as an activity that would create positive values, stronger individual development and contribute to quality education and prepare the young for their future employment, as well as to provide an opportunity for adult education in order to become competitive in the labor market and generally to contribute to building social and economic capital.

### 3.3. Previous financial investments in the area of volunteering in the Republic of Srpska

#### 3.3.1. Financial funds from the budget of the Republic of Srpska

The Ministry of Family, Youth and Sport supports the development of volunteering in the Republic of Srpska, and in the past seven years it has provided over KM 100,000 for funding volunteer projects of high school student councils in the Republic of Srpska and functioning of the Network of high school student councils of the Republic of Srpska. In the same period national awards were presented to the best volunteers and to the best organizers of volunteering in the Republic of Srpska amounting to KM 36,000. From 2011 to the present, The Ministry of Family, Youth and Sports awarded KM 972,485 in the competitions for co-funding of youth projects, where the promotion of volunteering was one of the specific criteria to be met by the projects submitted to the competition. The Ministry of Family, Youth and Sports will co-finance the project »From volunteer legislation to community development« in the amount of KM 60,000, which is implemented in cooperation with the Youth Communication Centre and the Youth Council of the Republic of Srpska from 2012 to 2014, and is actively involved in its implementation. Activities of the Red Cross Youth of the Republic of Srpska are supported in the amount of KM 30.000.

#### 3.3.2. Financial funds from donors and international organizations

The data obtained from the Youth Communication Center, as one of the leading organizations in the area of promotion and development of volunteering, are showing a significant contribution of foreign funds invested in the area of volunteering in the period from 2003 to 2013:

- A total of KM 470,000 were allocated for the development program for volunteering infrastructure (establishment of 14 local volunteer services in the Republic of Srpska) in the period from 2005 to 2013;
- A total of KM 175,000 were allocated for the development programme for legal regulation of volunteering (the Law on Volunteering in the Republic of Srpska, the Strategy for the promotion and development of volunteering in the Republic of Srpska and the local volunteer policy in 30 local communities) in the period from 2010 to 2013;
- A total of KM 500,000 for the volunteer programme for high school students in public institutions (Banja Luka, Gradiška and Prijedor) in the period from 2003 to 2008;
- A total of KM 265,000 for the volunteer programme for college students (Banja Luka and East Sarajevo) in the period from 2010 to 2012, and
- A total of KM 150,000 for a support programme for volunteer activities of the Network of high school student councils of the Republic of Srpska in the period from 2004 to 2007.

The total amount of international financial funds that the Youth Communication Centre provided and spent on the development and promotion of volunteering in the Republic of Srpska in the period from 2003 to 2013 amounted to KM 1,560,000. These funds were provided by various international donors and organizations: the Canadian International Development Agency (CIDA), the Swedish International Development Cooperation Agency (SIDA), the US Agency for International Development (USAID), the Swiss Agency for Development and





Cooperation (SDC), the Volunteer Service Overseas (VSO), the Olof Palme International Center (Sweden), the Balkan Trust for Democracy (BTD), the National Endowment for Democracy (NED), the Dutch Embassy and the US Embassy in Sarajevo, the In Foundation (Netherlands), the Foundation of Youth Communication Centre (Netherlands), the Independent Bureau for Humanitarian issues (IBHI), the Fund for Social Inclusion and the European Union programmes (IPA and the European Instrument for Democracy and Human Rights).

These data suggest that there is a real possibility that a large part of the funds required for the implementation of this strategy can be provided by the foreign funds, primarily keeping in mind the available funds of the European Union, as well as the ones of other donors and international organizations. Certainly, one should take into account that these are the data of only one organization in the Republic of Srpska.

### 3.4. Participation of citizens in volunteering programmes and activities

According to available relevant data<sup>4</sup>, only 5% of the citizens of the Republic of Srpska are volunteering. For the time being these are the only available data on the number of volunteers.

YCC provided real data on the number of volunteers engaged during 2013 in eight local communities in the Republic of Srpska based on the records of local volunteer services (Banja Luka, Doboje, Laktaši, Gradiška, Srebrenica, Novi Grad, Srbač and Zvornik):

1. The area of "Democracy and Human Rights" a total of 69 volunteers engaged and volunteered for 1,893 hours;
2. The area of "Health and Social Protection": a total of 214 volunteers engaged and volunteered for 8,942 hours;
3. The area of "Environmental Protection": a total of 305 volunteers engaged and volunteered for 1,894 hours;
4. The area of "The Media": a total of 49 volunteers engaged and volunteered for 2,365 hours;
5. The area of "Art and Culture": a total of 180 volunteers engaged and volunteered for 2,117 hours and
6. The area of "Computers and Information Technology": a total of 2 volunteers engaged and volunteered for 92 hours.

In 2013, eight local volunteer services in the Republic of Srpska engaged the total number of 819 volunteers who volunteered for 17,303 hours or 2,163 working days. Taking into account the average salary in the Republic of Srpska, the financial value of volunteer work was KM 78,640. Bearing in mind that these data refer only to the eight local communities of the Republic of Srpska and that volunteers engaged by local volunteer services are the only ones listed, we can conclude that these figures are much higher in reality, as well as their financial value.

This is supported by the data regarding the most numerous one-day volunteering action "Let's do it", whose implementation began in 2012 and was a part of the world's major initiative in the area of environmental protection. In 2013, two major environmental activities were implemented: the cleaning action, which was implemented in 107 local self-government units and attended by 47,970 volunteers who removed 5,000 tons of waste, and the action aimed at planting seedlings, which was attended by 9,000 volunteers who planted 230,000 seedlings in 72 local self-government units in BiH (50 local self-government units in FBiH and 22 local self-government units in the Republic of Srpska).

<sup>4</sup> National Human Development Report: "The Ties That Bind: Social Capital in Bosnia and Herzegovina", UNDP, 2009



A large number of citizens participating in volunteering programmes of the Red Cross of the Republic of Srpska operating in the Republic of Srpska for over 20 years. Its programme goals of the Red Cross of the Republic of Srpska are achieved through nine coordinating committees and 63 municipal organizations. The largest number of volunteers are young people performing voluntary work in the following areas: the promotion of human values; social and humanitarian activities; home care programme; health education; first aid; blood donations; preparation and response to disasters; ecology; warnings on the danger of mines. The Red Cross of the Republic of Srpska does not have an updated records of volunteering activities, and there are no precise data on the number of engaged volunteers and hours of volunteering. However, in 2011, a total number of 14,275 volunteers engaged in campaigns and other actions (organizing collecting actions, stamp sales, various humanitarian performances, engaging volunteers in disasters and the like) is recorded.

Hundreds of volunteers over the past few years contributed to the successful implementation of international sporting competitions in the Republic of Serbian, such as the World Rafting Championship, the World Bowling Cup, the ICF World Cup in kayak canoe on white water, the European Karate Championship, the European Youth Chess Championship, the Balkan Kayak Canoe Championship, the Balkan Volleyball Championship, Balkan Judo Championship, etc.

It is also important to mention the “Youth Bank” programme that has been implemented since 2008 by the Mosaic Foundation. Only in 2012, the Mosaic supported 326 volunteering action worth over KM 2,162,831. The implementation of the action in 14 local self-government units in the Republic of Srpska (Brod, Kotor Varoš, Kozarska Dubica, Lopare, Novi Grad, Modriča, Mrkonjić Grad, Pelagićevo, Petrovo, Srbac, Šipovo, Šekovići, Vukosavlje and Zvornik) included 1,988 volunteers who volunteered for 31,717 hours.

These are just rough data, and we certainly should not forget a large number of regular activities of civic associations in the different sectors in which volunteers were engaged. The fact that should not be ignored is the volunteering occurring sporadically and spontaneously, without designated organizer of volunteering, on a voluntary basis and without reimbursement, with the aim of general, common welfare or that of another person, as well as voluntary educational activities for children up to 15 years of age organized for general social benefit, and happening almost every day throughout the Republic of Srpska, and not a subject to the provisions of the Law on volunteering.

### 3.5. Volunteering in formal and informal education systems

The Law on Volunteering in the Republic of Srpska clearly defines the obligation of transferring knowledge related to volunteering to children and young people through formal and informal education. Shifts are visible in the higher education system, due to the fact that the Law on Higher Education defines the opportunity to gain ECTS credits<sup>5</sup> by volunteering. University of Banja Luka in cooperation with the Youth Communication Centre adopted a regulation on the evaluation of student volunteering through ECTS credits, thus opening the door to the promotion and development of volunteering in the higher education system in the Republic of Srpska. During 2012 and 2013, the Youth Communication Centre in collaboration with the University of East Sarajevo, and several private universities developed such rules that will enable the students of these universities to gain ECTS points through volunteering. A large number of civil society organizations planned and implemented various forms of non-formal education (training courses, seminars, informative workshops, etc.). Within these activities,

<sup>5</sup> Articles 38, paragraph 1 of the Law on the Higher Education (“Official Gazette of the Republic of Srpska”, No. 73/10, 104/11 and 84/12), prescribes that a collection of 60 ECTS credits is equivalent to a total of weekly 40 hour student engagement through one year of academic study which consists of the following: a) courses b) independent student work, c) colloquiums, d) final exams, e) drafting of final report, f) practical report and g) performing volunteer work in accordance with the regulations prescribed for this area.



volunteering is a topic often represented, and thus children and young people gain knowledge related to volunteering and the ways how they can engage as volunteers. This is evident through the constant flow of information in connection to the calls for participation in various seminars and training sessions, both internationally as well as locally.

### 3.6. Research in the area of volunteering

There are insufficient reliable statistics on volunteering in the territory of the Republic of Srpska due to the fact that there has been no research in this area. Statistical data are insufficient since this is a voluntary activity that by its nature often remains unrecorded and the efforts of the Ministry of Family, Youth and Sport in the coming period will be to analyze the volunteer activities through an electronic system used by local volunteer services merged into Volunteer service of the Republic of Srpska. However, during the period from 2010 to 2011, the Youth Communication Centre as a part of an informal network of local volunteer services implemented the first study on volunteering<sup>6</sup>, which served as a basis for understanding the situation in the field. The study was organized in the period from April 2010 to March 2011. Starting with the key skills, defined by the European Union as a *set of different skills, knowledge and values that form the basis for lifelong learning and creation of a successful and flexible workforce that can adapt to market demands and enable long-term flexible adaptation and greater employment of the population in European countries* (Hozjan, 2009), the study aimed to assess the impact of volunteering on the development of certain personality characteristics, paying special attention to the development of competences necessary for active participation in social processes and increase of competitiveness in the labor market. For the purposes of this research, a set of standardized questionnaires was created, which collected data on interpersonal competence, metacognitive skills, social distance and specific emotional characteristics among volunteers and non-volunteers. The survey included 1,742 subjects, namely 844 volunteers and 898 non-volunteers categorized by their age. This research was done in seven local self-government units, including five in the Republic of Srpska: Banja Luka, Sarajevo, Tuzla, Dobož, Trebinje, Mrkonjić Grad and Srebrenica.

The highest percentage of surveyed volunteers (36.6%) participated in the activities of helping other people, followed by participation in promotional campaigns (25.2%), provision of assistance in the area of education (16.9%) and participation in environmental actions (15, 3%). Leading motives/reasons for volunteering for both volunteers and non-volunteers are highlighted as follows: desire to help others, to meet new people and socialize, to have a sense of usefulness and to provide contribution to the improvement of society. A large percentage of volunteers (93.2%) and non-volunteers (84.4%) believe that volunteering is a good way to meet new people, while 77.5% of volunteers and 69% of non-volunteers find that volunteering is a good way to acquire professional skills. A total of 90.9% of volunteers and 76% of non-volunteers consider that volunteering offers enriching experience. The results obtained by means of instruments measuring personality traits (IPIP-50) showed that volunteers are statistically and more significantly extrovert, more diligent and willing to cooperate and open to new experiences, and emotionally more stable than non-volunteers. Furthermore, a more detailed analysis indicates that a positive attitude towards people, and understanding of others and the need to help others grow together with the duration of the volunteering experience.

Examination of social skills such as initiating contact, providing emotional support, problem solving, trust in others and assertiveness (Inventory of interpersonal competence), shows that volunteers in comparison to non-volunteers achieve better results, and that they have more

6 Related reading: [http://www.okcbl.org/publikacije/pdf/pro\\_socijalna\\_dimenzija\\_volontiranja\\_u\\_bih.pdf](http://www.okcbl.org/publikacije/pdf/pro_socijalna_dimenzija_volontiranja_u_bih.pdf). Retrieved November, 2013.





developed social skills than non-volunteers. Also, volunteers with longer experience have more developed social skills than volunteers with shorter volunteering experience, which suggests that volunteering affects the development of social skills.

Results on the Inventory of metacognitive awareness show that volunteers have statistically more significant and pronounced knowledge of cognitive processes and the ability to control thought processes. Specifically, with the length of the volunteering experience the ability to regulate thought processes also grows, namely, the awareness of the need for planning, information management, monitoring, evaluation and elimination of errors in the thought process.

The analysis of the research on social distance and inclination towards prejudice, also shows statistically significant differences: volunteers are less biased and are more likely to interact with certain groups of people and minorities than non-volunteers. This situation is reflected by specific vulnerable groups (eg. those with certain mental and physical handicaps, or suffering from an incurable disease). What is interesting is that the level of tolerance and willingness to interact is increasing with the development of volunteer experience, which also reveals this significant potential that volunteering has in reducing prejudices and developing those types of behaviour that will result in the reduction of social exclusion of marginalized groups of citizens.

### 3.7. Issues and difficulties in the promotion and development of volunteering in the Republic of Srpska

During the monitoring of the implementation of the Law on volunteering since 2008 and after a detailed analysis of the conclusions of ten presentations on volunteering, some difficulties in providing continuous and quality promotion and development of volunteering in the Republic of Srpska were noticed. The working group for drafting the Strategy for the development and promotion of volunteering identified four crucial issues to be responded to by this strategy:

1. Due to the lack of awareness of employers and organizers of volunteering, engaging volunteers may be difficult because of the term “volunteer” that appears in the Labour Law and the Law on volunteering;
2. Underdevelopment of volunteering infrastructure (local and national level) that should support all relevant processes to promote and develop volunteering (volunteer centers, local volunteer policies and possible sources of funding, adequate human resources);
3. Volunteering in education systems in the Republic of Srpska, especially in primary and secondary schools, is insufficiently present and
4. Insufficient media promotion of volunteering and the lack of awareness and/or misconception of volunteering by citizens, especially young people, about the role, capabilities, benefits and contribution of volunteering in the development of the individual and the society.



## 4. VALUES, PRINCIPLES, VISION, MISSION AND TIMEFRAME OF THE STRATEGY

### 4.1. Values of the Strategy

Considering that volunteering is an activity based on the principle of voluntariness with the aim of general, common welfare or that of another person, for the benefit of others or society as a whole, without monetary compensation or other material gain, the Strategy seeks to promote and put into practice the following values:

- a) Identification and recognition of traditional humanism and solidarity expressed through volunteering of citizens of the Republic of Srpska;
- b) Encouraging the establishment of a healthy society of conscious and diligent citizen
- c) Promotion of cooperation and a sense of common benefit of all social groups and segments;
- d) Strengthening of social cohesion by creating a sense of trust and solidarity among citizens;
- e) Proper implementation of the legal framework of volunteering;
- f) Increase of public awareness of volunteering and creation of proper culture of promotion and implementation of volunteering;
- g) Preparation of plans, mechanisms and measures of incentives and support for volunteering in all sectors of society (civil society, public institutions, central government and local authorities, education, etc.):
- h) Support the further development of society and human resources through voluntariness and commitment to the processes of social development;
- j) Construction of organized networks of communication and cooperation that promote and develop volunteering simultaneously and dynamically in the Republic of Srpska and
- k) Support to processes and initiatives at European and global level in relation to the promotion and development of volunteering.

### 4.2. Principles of the Strategy

The Strategy will be based on the following principles:

- a) The voluntary nature of volunteer engagement;
- b) Active involvement of volunteers, civil society organizations, institutions, and other relevant participants;
- c) Cooperation and partnership;
- c) Openness and transparency and
- e) Mutual trust and respect.

### 4.3. Vision and mission of the Strategy

**Vision:** The Republic of Srpska actively supports the development and promotion of volunteering as a way of building a democratic society, civic activism and positive values of society, namely humanism, solidarity and altruism.



**Mission:** In the period from 2014 to 2018, the mission is to create a stimulating environment for sustainable growth of the promotion and development of volunteering in the Republic of Srpska through following measures and activities: promotions, education, development of volunteering infrastructure and the establishment of an adequate legal framework, all of which are planned, implemented and coordinated by the relevant actors both on local and national level on the principle of multi-sector partnership and cooperation.

#### 4.4. Timeframe of the Strategy

The timeframe for the implementation of the Strategy is from 2014 to 2018.



## 5. MAIN ACTORS IN THE IMPLEMENTATION OF THE STRATEGY

The main actors who will seek to fulfill the principles, objectives and measures referred to in this document are:

- a) The Ministry of Family, Youth and Sport,
- b) The Ministry of Education and Culture,
- c) The Ministry of Public Administration and Local Self-Government,
- d) Local Self-Government Units,
- e) Volunteer Service of the Republic of Srpska,
- f) Local Volunteer Services,
- g) The media and
- h) The organizers of volunteering and volunteers.

Taking into account the interrelationship and interaction of all the above-mentioned actors, and in order to encourage the promotion and development of volunteering in the Republic of Srpska, it is necessary to promote and support partnerships and involvement of all stakeholders. In this regard, the planned support measures outlined in the strategy will be successful and well implemented with the multi-sectoral approach in the process of developing partnerships and accomplishing common interests in the field of promotion and development of volunteering.

In order to achieve successful implementation of the Strategy, as well as of the overall process of development and promotion of volunteering in the Republic of Srpska, it is necessary to establish and support the continuous operation of a structure that will bring together local volunteer services. For this reason, the Strategy envisages the formation of the Volunteer Service of the Republic of Srpska. Its role is to enable the process of the development and promotion of volunteering through:

- Developing and providing educational services aimed at promotion and development of the capacities of organizers of volunteering;
- Providing expertise and advisory work in order to improve the work of organizers of volunteering;
- Design and implementation of research projects in order to obtain relevant data and statistics related to the development and promotion of volunteering;
- Establishment, networking and coordination of local volunteer services;
- Establishment and coordination of multi-sectoral partnerships aiming to support the development and promotion of volunteering;
- Establishment and implementation of international partnerships in order to improve the methodology, implementation of international projects and other activities in the field of the promotion and development of volunteering.



## 6. STRATEGIC DIRECTIONS AND OBJECTIVES

**General objective of the Strategy** is to provide support to sustainable promotion and development of volunteering, as well as to increase volunteer engagement in the Republic of Srpska..

This general objective will be delivered through four strategic directions and their objectives, providing a response to identified difficulties and issues in the promotion and development of volunteering in the Republic of Srpska:

1. Legal regulations of volunteering,
2. Volunteering infrastructure,
3. Volunteering in formal and informal education systems and
4. Promotion of volunteering.

### 6.1 Strategic direction 1: Legal regulations of volunteering

**Strategic objective:** Establish harmonized and appropriate legal regulation of volunteering effectively and adequately supporting the continued and sustained promotion and development of volunteering in the Republic of Serbian.

#### Description of measures and activities:

- 1.1. *Analysis of the impact of legislation in the area of finance, labor and the like, which directly or indirectly have an impact on the processes of promotion and development of volunteering*

The objective of this measure is to perform a comprehensive analysis of the existing legal regulations in the Republic of Srpska, which directly or indirectly affects the processes of development and promotion of volunteering with the identified list of recommendations and precise proposals for amendment.

- 1.2. *Launching initiatives and participating in the activities of amendments to laws and regulations in the Republic of Srpska based on the results and recommendations of the analysis*

The objective of this measure is to launch initiatives for the amendment of identified legal regulations that have a negative impact on the process of promotion and development of volunteering identified in the implementation measure listed under 1.1.

- 1.3. *Promotion, development and adoption of local volunteer policy*

The objective of this measure is to promote and provide support to local self-government units to create and adopt local volunteer policies/strategies that will identify priorities and measures for the promotion and development of volunteering at the local level.

- 1.4. *Monitoring the implementation of the Law on Volunteering and the Strategy for the promotion and development of volunteering of the Republic of Srpska, and if necessary their improvement*

The objective of this measure is to ensure that the Law on Volunteering is applied successfully and in accordance with the defined rules in the Republic of Srpska by the end of 2018, and, if necessary, to define recommendations for improvements to the Law.



## 6.2. Strategic direction 2: Volunteer infrastructure

**Strategic objective:** *Define and establish adequate and efficient volunteer infrastructure at the local and national level which creates the conditions and opportunities for continued and sustained promotion of volunteering in the Republic of Srpska.*

### Description of measures and activities:

#### 2.1 *Directing local volunteer service towards the establishment of the Volunteer Service of the Republic of Srpska*

The objective of this measure is to establish infrastructure at the level of the Republic of Srpska, whose role would be to support the implementation of all segments of the Strategy. The role of the Volunteer Service of the Republic of Srpska role would be to provide training, expertise, instructive and advisory work, research, establishment, networking and coordination of the work of local volunteer services, and establishing partnerships at the level of the Republic of Srpska and international level.

#### 2.2 *Establishing and defining uniform standards and the role of local volunteer services in the process of promotion and development of volunteering at the local level*

The objective of this measure is to establish and define the common standards of work and the role of local volunteer services in the Republic of Srpska. This would establish a uniform approach and a methodology of work which will enable the processes of promotion and development of volunteering at local levels to take place in an identical and high quality manner.

#### 2.3 *Establishing and developing new local volunteer services in partnership with local self-government units, public institutions and civil society organizations*

The objective of this measure is to provide initial support for the establishment and operation of local volunteer service in the Republic of Srpska in accordance with defined uniform standards. In order to implement this measure entirely and successfully, it is necessary to provide the support and commitment of local self-government units and other relevant actors at local levels.

#### 2.4 *Strengthening the role and actions of college student and student representative bodies in the process of promotion and development of volunteering*

The objective of this measure is to support the programmes and activities of promotion and development of volunteering by college student and student representative bodies. Support to these programs and activities should be primarily directed to the mass volunteer programs and activities that can have an impact on the wider community or more user groups of citizens.

## 6.3. Strategic direction 3: Volunteering in formal and informal education systems

**Strategic objective:** *Establish the framework and methodology for the transfer of knowledge, experience and information on volunteering in formal and informal education systems, and the clearly positioned role of volunteering in the process of lifelong learning in the Republic of Srpska.*

### Description of measures and activities:

#### 3.1 *Development and implementation of informal education on volunteering in educational institutions of the Republic of Srpska*

The objective of this measure is to develop and apply appropriate models of informal education on volunteering in educational institutions of the Republic of Srpska in



order to enable the expansion of the culture of volunteering among young people and to increase the number of volunteers. In addition, young people would then have the opportunity to recognize the potential of volunteering in their personal development, especially the development of competencies that will enhance their competitiveness in the labor market.

3.2. *Development and implementation of volunteering activities of students and college students in the Republic of Srpska*

The objective of this measure is to support the programmes and activities of volunteering of students and college students, in accordance with the Law on Volunteering and the Law on Higher Education. Legal regulations enables students to acquire ECTS credits through volunteering, and pure volunteering in programmes and activities closely related to their studies would enable the acquisition of practical knowledge and development of competencies that will enhance their competitiveness in the labor market.

#### 6.4. Strategic direction 4: Promotion of volunteering

**Strategic objective:** *Constantly promote knowledge, opportunities, examples of good practice and other relevant information related to volunteering by the existing and available electronic, print and other media, and other promotional activities in high quality and adequate manner.*

**Description of measures and activities:**

4.1. *Development and implementation of th promotion of volunteering in the media through partnership with public and private broadcasters*

The objective of this measure is to encourage the public and private media to include volunteering in their programme schedule, and to inform the public on the preparation, implementation and achieved results of volunteering programmes in local communities in order to promote and evaluate the work of volunteers in this way. This measure will support the development and implementation of quality information and educational media programs which should contribute to raising public awareness regarding volunteering and its impact on social development as well as civic engagement.

4.2. *Development and implementation of activities for the promotion of volunteering by the Volunteer Service of the Republic of Srpska and local volunteer services*

The objective of of this measure is to support the promotional activities of the Volunteer Center of the Republic of Srpska and local volunteer service, aimed at raising public awareness regarding the impact of volunteering on the development of society as well as civic engagement.

4.3. *Development and implementation of activities for the promotion of volunteering by the Government of the Republic of Srpska*

The objective of this measure is to support the promotional activities implemented by the Government of the Republic of Srpska: awarding the National Award for Volunteering, celebrating 5 December, the International Volunteer Day, and organizing conferences and professional seminars in the area of volunteering.





## 7. ACTION PLAN FOR IMPLEMENTATION OF THE STRATEGY

### Strategic direction 1: Legal regulations of volunteering

Strategic objective: Establish harmonized and appropriate legal regulation of volunteering effectively and adequately supporting the continued and sustained promotion and development of volunteering in the Republic of Serbian

Measure	Activities	Indicators	Timeframe and financial framework	Responsible actors	Results						
1.1. Analysis of the impact of legislation in the area of finance, labor and the like, which directly or indirectly have an impact on the processes of promotion and development of volunteering.	<ul style="list-style-type: none"> <li>Development, implementation and drafting of the analysis</li> <li>Adoption and presentation of the analysis</li> </ul>	<ul style="list-style-type: none"> <li>The analysis is drafted and adopted</li> <li>The analysis is presented to the public and relevant actors (organizations, government and public intuitions, etc.)</li> </ul>	<table border="1"> <tr> <td><b>1 Jun, to 31 Dec, 2014</b></td> </tr> <tr> <td>2014:0 KM</td> </tr> <tr> <td>2015:0 KM</td> </tr> <tr> <td>2016:0 KM</td> </tr> <tr> <td>2017:0 KM</td> </tr> <tr> <td>2018:0 KM</td> </tr> </table>	<b>1 Jun, to 31 Dec, 2014</b>	2014:0 KM	2015:0 KM	2016:0 KM	2017:0 KM	2018:0 KM	<ul style="list-style-type: none"> <li>The Volunteer Service of the Republic of Srpska (from the date of establishment – 1 Jun, 2014 as provided in the Strategy)</li> </ul>	<p>Performed comprehensive analysis of the existing legal regulations in the Republic of Srpska, which directly or indirectly affects the processes of development and promotion of volunteering with the identified list of recommendations and precise proposals for amendment.</p>
<b>1 Jun, to 31 Dec, 2014</b>											
2014:0 KM											
2015:0 KM											
2016:0 KM											
2017:0 KM											
2018:0 KM											
1.2. Launching initiatives and participating in the activities of amendments to laws and regulations in the Republic of Srpska based on the results and recommendations of the analysis	<ul style="list-style-type: none"> <li>Making initiatives and advocating for the implementation thereof</li> <li>Active participation in the implementation of initiatives</li> </ul>	<ul style="list-style-type: none"> <li>The number of made initiatives and activities for the implementation thereof</li> <li>Number of initiatives in which responsible persons actively participate</li> <li>The number of successfully implemented and adopted initiatives</li> </ul>	<table border="1"> <tr> <td><b>1 Jan, 2015 to 31 Dec, 2018</b></td> </tr> <tr> <td>2014:0 KM</td> </tr> <tr> <td>2015:0 KM</td> </tr> <tr> <td>2016:0 KM</td> </tr> <tr> <td>2017:0 KM</td> </tr> <tr> <td>2018:0 KM</td> </tr> </table>	<b>1 Jan, 2015 to 31 Dec, 2018</b>	2014:0 KM	2015:0 KM	2016:0 KM	2017:0 KM	2018:0 KM	<ul style="list-style-type: none"> <li>The Ministry of Family, Youth, and Sport (hereinafter referred to as: MFYMFYSS)</li> <li>The Volunteer Service of the Republic of Srpska (from the date of establishment – 1 Jun, 2014 as provided in the Strategy)</li> </ul>	<p>Launched initiatives for the amendment of all identified legal regulations that have a negative impact on the process of promotion and development of volunteering and identified in the implementation measure listed under 1.1.</p>
<b>1 Jan, 2015 to 31 Dec, 2018</b>											
2014:0 KM											
2015:0 KM											
2016:0 KM											
2017:0 KM											
2018:0 KM											





<p>1.3. Promotion, development and adoption of local volunteer policy</p>	<ul style="list-style-type: none"> <li>Initiating and establishing cooperation with SGU</li> <li>Establishment of working groups and drafting the local volunteer policies</li> <li>Adoption of the local volunteer policies</li> </ul>	<ul style="list-style-type: none"> <li>The number of SGU with which cooperation is established</li> <li>The number of working group meetings related to drafting the local volunteer policies</li> <li>The number of adopted local volunteer policies</li> </ul>	<p><b>1 Jan, 2015 to 31 Dec, 2016</b></p> <p>2014: 0 KM</p> <p>2015: 40.000 KM</p> <p>Sources:</p> <p>SGU: 15.000 KM</p> <p>Donors: 25.000 KM</p> <p>2016: 40.000 KM</p> <p>Sources:</p> <p>SGU: 15.000 KM</p> <p>Donors: 25.000 KM</p> <p>2017: 0 KM</p> <p>2018: 0 KM</p>	<ul style="list-style-type: none"> <li>Self-government units (hereinafter referred to as: SGU) developing local volunteer policies</li> <li>MFYS</li> <li>The Volunteer Service of the Republic of Srpska</li> <li>Local volunteer services</li> </ul>	<p>By the end of 2016, in 30 local self-government units of the Republic of Srpska the processes of drafting local volunteer policies are initiated.</p>
<p>1.4. Monitoring the implementation of the Law on Volunteering and the Strategy for the promotion and development of volunteering of the Republic of Srpska, and if necessary their improvement</p>	<ul style="list-style-type: none"> <li>Inspection supervision of the implementation of the Law</li> <li>Entry research on the current state of volunteering in the Republic of Srpska and defining recommendations and solutions on improvements to the Law and the Strategy</li> <li>Monitoring and final evaluation of the success of implementation of the Strategy</li> </ul>	<ul style="list-style-type: none"> <li>The number of performed inspection supervisions</li> <li>Report on Entry Research</li> <li>Report on external evaluation of the Strategy implementation performance</li> </ul>	<p><b>1 Jan, 2014 to 31 Dec, 2018</b></p> <p>2014: 10.000 KM</p> <p>Sources:</p> <p>MFYS: 10.000 KM</p> <p>2015: 0 KM</p> <p>2016: 0 KM</p> <p>2017: 0 KM</p> <p>2018: 20.000 KM</p> <p>Sources:</p> <p>Donors: 20.000 KM</p>	<ul style="list-style-type: none"> <li>Republic Administration for Inspection Activities of the Republic of Srpska</li> <li>MFYS</li> <li>The Volunteer Service of the Republic of Srpska</li> <li>Local volunteer services</li> </ul>	<p>By the end of 2018, the Law on Volunteering is applied successfully and in accordance with defined rules in the Republic of Srpska, and if necessary, defining recommendations and solutions to improve the Law.</p>

7 Funds planned to support strategic objectives and directions of the strategy provided in the framework of the minimum funds planned in the Budget of the Republic of Srpska under the Ministry of Family, Youth and Sports intended for the development of volunteering in the period from 2014 to 2018. These amounts of financial support to local self-government units are planned with the consent of the Union of Towns and Municipalities of the Republic of Srpska and the resources provided by donors have realistic expectations based on the analysis of previous participation of above-mentioned sources in the development of volunteering in the Republic of Srpska (see p. 9).



**Strategic direction 2: Volunteer infrastructure**

Strategic objective: Define and establish adequate and efficient volunteer infrastructure at the local and national level which creates the conditions and opportunities for continued and sustained promotion of volunteering in the Republic of Srpska.

Measure	Activities	Indicators	Timeframe and financial framework	Responsible actors	Results
2.1. Directing local volunteer service towards the establishment of the Volunteer Service of the Republic of Srpska.	<ul style="list-style-type: none"> <li>Invitation to all organizations mediating until now between the organizer of volunteering and volunteers in the Republic of Srpska</li> <li>Administrative, technical and financial support to establishment of the Volunteer Service of The Republic of Srpska</li> <li>Support to continuous operations of the Volunteer Service of the Republic of Srpska</li> </ul>	<ul style="list-style-type: none"> <li>The number of organizations which made their response</li> <li>The decision on the establishment</li> </ul>	<p><b>1 Jan, 2014 to 31 Dec, 2018</b></p> <p>2014: 15.000 Sources: MFYS: 15.000 KM</p> <p>2015: 30.000 Sources: MFYS: 20.000 KM Donors: 10.000 KM</p> <p>2016: 30.000 Sources: MFYS: 20.000 KM Donors: 10.000 KM</p> <p>2017: 30.000 Sources: MFYS: 20.000 KM Donors: 10.000 KM</p> <p>2018: 30.000 Sources: MFYS: 20.000 KM Donors: 10.000 KM</p>	<ul style="list-style-type: none"> <li>MFYS</li> <li>Local volunteer services</li> </ul>	Established infrastructure at the level of the Republic of Srpska, whose role is to support the overall implementation of all segments of the Strategy.



<p>2.2. Establishing and defining uniform standards and the role of local volunteer services in the process of promotion and development of volunteering at the local level.</p>	<ul style="list-style-type: none"> <li>The analysis of operations achieved until now and of the role of local volunteer services</li> <li>Development of uniform standards using the analysis, examples of good practice and the needs of local communities</li> </ul>	<ul style="list-style-type: none"> <li>The work analysis of the role of local volunteer services is designed</li> <li>The document on uniform standards of work and the role of local volunteer services is designed</li> </ul>	<p><b>1 Jan, 2015 to 31 Dec, 2015</b></p> <p>2014: 0 KM</p> <p>2015: 0 KM</p> <p>2016: 0 KM</p> <p>2017: 0 KM</p> <p>2018: 0 KM</p>	<ul style="list-style-type: none"> <li>The Volunteer Service of the Republic of Srpska</li> </ul>	<p>Uniform standards of work and the role of local volunteer services in the Republic of Srpska are defined.</p>
<p>2.3. Establishing and developing new local volunteer services in partnership with local self-government units, public institutions and civil society organizations.</p>	<ul style="list-style-type: none"> <li>Providing support for the establishment and operation of new local volunteer services in the Republic of Srpska through the activities of capacity building, monitoring, supervision and evaluation activities, and other support activities</li> </ul>	<ul style="list-style-type: none"> <li>20 new local volunteer services are established in the Republic of Srpska</li> </ul>	<p><b>1 Jul, 2014 to 31 Dec, 2018</b></p> <p>2014: 34.000 KM Sources: SGU: 4.000 KM Donors: 30.000 KM</p> <p>2015: 34.000 KM Sources: SGU: 4.000 KM Donors: 30.000 KM</p> <p>2016: 34.000 KM Sources: SGU: 4.000 KM Donors: 30.000 KM</p> <p>2017: 34.000 KM Sources: SGU: 4.000 KM Donors: 30.000 KM</p> <p>2018: 34.000 KM Sources: SGU: 4.000 KM Donors: 30.000 KM</p>	<ul style="list-style-type: none"> <li>The Volunteer Service of the Republic of Srpska (from the date of establishment – 1 Jun, 2014 as provided in the Strategy)</li> <li>SGU</li> </ul>	<p>At least 50% of SGU of the Republic of Srpska established functional local voluntary services in accordance with the uniform standards of work and the role of the above-mentioned.</p>



<p>2.4. Strengthening the role and actions of college student and student representative bodies in the process of promotion and development of volunteering.</p>	<ul style="list-style-type: none"> <li>Providing support to strengthen the capacity of the college student and student bodies for the preparation and implementation of volunteering programs through the activities of capacity building, monitoring, and supervision and evaluation activities, and other support activities</li> </ul>	<ul style="list-style-type: none"> <li>Minimum of 50% college student and student representative bodies have developed capacities for the development and implementation of high quality volunteering programmes</li> <li>Increased participation of college students and students in existing as well as new volunteering programmes</li> </ul>	<p><b>1 Jan, 2015 to 31 Dec, 2018</b></p> <p>2014: 5.000 KM Sources: MFYS: 5.000 KM</p> <p>2015: 15.000 KM Sources: MFYS: 3.000 KM Donors: 12.000 KM</p> <p>2016: 15.000 KM Sources: MFYS: 3.000 KM Donors: 12.000 KM</p> <p>2017: 15.000 KM Sources: MFYS: 3.000 KM Donors: 12.000 KM</p> <p>2018: 15.000 KM Sources: MFYS: 3.000 KM Donors: 12.000 KM</p>	<ul style="list-style-type: none"> <li>The Volunteer Service of the Republic of Srpska</li> <li>Local volunteer services</li> </ul>	<p>Programmes and activities for promotion and development of volunteering by college student and student representative bodies are supported and successfully implemented.</p>
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### Strategic direction 3: Volunteering in formal and informal education systems

Strategic objective: Establish the framework and methodology for the transfer of knowledge, experience and information on volunteering in formal and informal education systems, and the clearly positioned role of volunteering in the process of lifelong learning in the Republic of Srpska.

Measure	Activities	Indicators	Timeframe and financial framework	Responsible actors	Results
3.1. Development and implementation of volunteering activities of students and college students in the Republic of Srpska.	<ul style="list-style-type: none"> <li>Development of the model of informal education customized to pupils, students and teaching staff</li> <li>Preparation, printing and distribution of educational and promotional materials</li> <li>Planning and implementation of the developed model of informal education in educational institutions of the Republic of Srpska</li> </ul>	<ul style="list-style-type: none"> <li>By the end of 2018, in minimum 30% of the educational institutions of the Republic of Srpska, at least one informal education on volunteering and the importance of volunteering for the development of the entire society of the Republic of Srpska is implemented</li> </ul>	<p><b>1 Jan, 2015 to 31 Dec, 2018</b></p> <p>2014: 0 KM</p> <p>2015: 10.000 KM MFYS: 3.000 KM Donors: 7.000 KM</p> <p>2016: 10.000 KM MFYS: 3.000 KM Donors: 7.000 KM</p> <p>2017: 10.000 KM MFYS: 3.000 KM Donors: 7.000 KM</p> <p>2018: 10.000 KM MFYS: 3.000 KM Donors: 7.000 KM</p>	<ul style="list-style-type: none"> <li>The Ministry of Education and Culture</li> <li>MFYS</li> <li>The Volunteer Service of the Republic of Srpska (from the date of establishment – 1 Jun, 2014 as provided in the Strategy)</li> <li>Local volunteer services</li> </ul>	<ul style="list-style-type: none"> <li>Appropriate models of informal education on volunteering are developed and implemented in minimum 30% of the educational institutions of the Republic of Srpska</li> <li>A minimum of 10% of students and college students attended informal education on volunteering</li> </ul>



<p>3.2. Development and implementation of informal education on volunteering in educational institutions of the Republic of Srpska.</p>	<ul style="list-style-type: none"> <li>Support to the development and implementation of high quality volunteering programmes for students and college students through small grants programme</li> </ul>	<ul style="list-style-type: none"> <li>A minimum of 100 volunteering programs designed and implemented by the college students and students are supported and successfully implemented</li> </ul>	<p><b>1 Jan, 2015 to 31 Dec, 2018</b></p> <table border="1"> <tr> <td>2014: 0 KM</td> </tr> <tr> <td>2015: 30.000 KM MFYS: 2.000 KM Donors: 28.000 KM</td> </tr> <tr> <td>2016: 30.000 KM MFYS: 2.000 KM Donors: 28.000 KM</td> </tr> <tr> <td>2017: 30.000 KM MFYS: 2.000 KM Donors: 28.000 KM</td> </tr> <tr> <td>2018: 30.000 KM MFYS: 2.000 KM Donors: 28.000 KM</td> </tr> </table>	2014: 0 KM	2015: 30.000 KM MFYS: 2.000 KM Donors: 28.000 KM	2016: 30.000 KM MFYS: 2.000 KM Donors: 28.000 KM	2017: 30.000 KM MFYS: 2.000 KM Donors: 28.000 KM	2018: 30.000 KM MFYS: 2.000 KM Donors: 28.000 KM	<ul style="list-style-type: none"> <li>MFYS</li> <li>The Volunteer Service of the Republic of Srpska (from the date of establishment – 1 Jun, 2014 as provided in the Strategy)</li> <li>Local volunteer services</li> </ul>	<p>Increased number of volunteering programmes including college students and students as volunteers.</p>
2014: 0 KM										
2015: 30.000 KM MFYS: 2.000 KM Donors: 28.000 KM										
2016: 30.000 KM MFYS: 2.000 KM Donors: 28.000 KM										
2017: 30.000 KM MFYS: 2.000 KM Donors: 28.000 KM										
2018: 30.000 KM MFYS: 2.000 KM Donors: 28.000 KM										



**Strategic direction 4: Promotion of volunteering**

**Strategic objective:** Constantly promote knowledge, opportunities, examples of good practice and other relevant information related to volunteering by the existing and available electronic, print and other media, and other promotional activities in high quality and adequate manner.

Measure	Activities	Indicators	Timeframe and financial framework	Responsible actors	Results
4.1. Development and implementation of th promotion of volunteering in the media through partnership with public and private broadcasters .	<ul style="list-style-type: none"> <li>• Making initiatives towards public and private media to introduce volunteering in their program schedule</li> <li>• Providing support and cooperation with the media on the preparation and implementation of media promotion of volunteering</li> </ul>	<ul style="list-style-type: none"> <li>• Public and private media create and implement regular informative and promotional content on volunteering</li> <li>• Partnership with at least 20% of existing media on the design and implementation of continuous informative and promotional content on volunteering is established</li> </ul>	<p><b>1 Jan, 2015 to 31 Dec, 2018</b></p> <p>2014: 0 KM</p> <p>2015: 10.000 KM MFYS: 2.000 KM Donors: 8.000 KM</p> <p>2016: 10.000 KM MFYS: 2.000 KM Donors: 8.000 KM</p> <p>2017: 10.000 KM MFYS: 2.000 KM Donors: 8.000 KM</p> <p>2018: 10.000 KM MFYS: 2.000 KM Donors: 8.000 KM</p>	<ul style="list-style-type: none"> <li>• MFYS</li> <li>• The Volunteer Service of the Republic of Srpska</li> <li>• Public and private media</li> </ul>	By the end of 2018, at least 20% of public and private media include volunteering into their programme schedule, and regularly inform the public regarding the preparation, implementation and achieved results of volunteering programs in communities.



<p>4.2. Development and implementation of activities for the promotion of volunteering by the Volunteer Service of the Republic of Srpska and local volunteer services.</p>	<ul style="list-style-type: none"> <li>• Celebrating 5 Decembre, The International Volunteer Day</li> <li>• Annual national work action simultaneously implemented in at least 10 SGU</li> <li>• Development and regular updating of the Volunter Service of the Republic of Srpska web portal</li> <li>• Preparation, printing and distribution of promotional material and brochures in local communities</li> </ul>	<ul style="list-style-type: none"> <li>• The number of volunteers participating in work actions and the number of SGU that supported the action</li> <li>• The public in local communities of the Republic of Srpska is regularly informed on volunteering, volunteering opportunities and examples of good practice</li> <li>• The community recognizes the Volunteer Service of the Republic of Srpska and the local volunteer services as informational and promotional points for the area of volunteering</li> </ul>	<p><b>1 Jul, 2014 to 31 Dec, 2018</b></p> <p>2014: 15.000 KM MFYS: 5.000 KM SGU: 10.000 KM</p> <p>2015: 30.000 KM MFYS: 5.000 KM SGU: 10.000 KM Donors: 15.000 KM</p> <p>2016: 30.000 KM MFYS: 5.000 KM SGU: 10.000 KM Donors: 15.000 KM</p> <p>2017: 30.000 KM MFYS: 5.000 KM SGU: 10.000 KM Donors: 15.000 KM</p> <p>2018: 30.000 KM MFYS: 5.000 KM SGU: 10.000 KM Donors: 15.000 KM</p>	<ul style="list-style-type: none"> <li>• The Volunteer Service of the Republic of Srpska</li> <li>• Local volunteer services</li> <li>• SGU</li> <li>• MFYS</li> </ul>	<p>The Volunteer Service of the Republic of Srpska and the local volunteer services regularly plan and implement activities promoting volunteering throughout the Republic of Srpska.</p>
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<p>4.3. Development and implementation of activities for the promotion of volunteering by the Government of the Republic of Srpska.</p>	<ul style="list-style-type: none"> <li>Awarding the National Volunteer Award for Volunteering and organizing the event to celebrate 5 December, the International Volunteer Day</li> </ul>	<ul style="list-style-type: none"> <li>The National Volunteer Award for Volunteering and the celebration of December 5, the International Volunteer Day, are organized and held every year</li> </ul>	<table border="1"> <tr> <td data-bbox="229 869 300 1158"> <p><b>1 Jul, 2014 to 31 Dec, 2018</b></p> </td> <td data-bbox="300 869 370 1158"> <p>2014: 15.000 KM MFYS: 15.000 KM</p> </td> <td data-bbox="370 869 440 1158"> <p>2015: 15.000 KM MFYS: 15.000 KM</p> </td> <td data-bbox="440 869 510 1158"> <p>2016: 15.000 KM MFYS: 15.000 KM</p> </td> <td data-bbox="510 869 580 1158"> <p>2017: 15.000 KM MFYS: 15.000 KM</p> </td> <td data-bbox="580 869 673 1158"> <p>2018: 15.000 KM MFYS: 15.000 KM</p> </td> </tr> </table>	<p><b>1 Jul, 2014 to 31 Dec, 2018</b></p>	<p>2014: 15.000 KM MFYS: 15.000 KM</p>	<p>2015: 15.000 KM MFYS: 15.000 KM</p>	<p>2016: 15.000 KM MFYS: 15.000 KM</p>	<p>2017: 15.000 KM MFYS: 15.000 KM</p>	<p>2018: 15.000 KM MFYS: 15.000 KM</p>	<ul style="list-style-type: none"> <li>MFYS</li> <li>The Volunteer Service of the Republic of Srpska</li> </ul>	<p>The Government of the Republic of Srpska provides continuous support to promotional activities and evaluation activities of volunteering that are planned and implemented by the competent ministry.</p>
<p><b>1 Jul, 2014 to 31 Dec, 2018</b></p>	<p>2014: 15.000 KM MFYS: 15.000 KM</p>	<p>2015: 15.000 KM MFYS: 15.000 KM</p>	<p>2016: 15.000 KM MFYS: 15.000 KM</p>	<p>2017: 15.000 KM MFYS: 15.000 KM</p>	<p>2018: 15.000 KM MFYS: 15.000 KM</p>						


**SUMMARY OF NECESSARY FUNDS:**

<b>Strategic direction and objective</b>	<b>Measure/activity</b>	<b>Per year</b>	<b>Total</b>
<b>Strategic direction 1: Legal regulations of volunteering</b> <b>Strategic objective:</b> Establish harmonized and appropriate legal regulation of volunteering effectively and adequately supporting the continued and sustained promotion and development of volunteering in the Republic of Serbian.	1.1. Analysis of the impact of legislation in the area of finance, labor and the like, which directly or indirectly have an impact on the processes of promotion and development of volunteering.	2014: 0 KM	0 KM
		2015: 0 KM	
		2016: 0 KM	
		2017: 0 KM	
		2018: 0 KM	
	1.2. Launching initiatives and participating in the activities of amendments to laws and regulations in the Republic of Srpska based on the results and recommendations of the analysis	2014: 0 KM	0 KM
		2015: 0 KM	
		2016: 0 KM	
		2017: 0 KM	
	1.3. Promotion, development and adoption of local volunteer policy	2014: 0 KM	80.000 KM
		2015: 40.000 KM	
		2016: 40.000 KM	
		2017: 0 KM	
	1.4. Monitoring the implementation of the Law on Volunteering and the Strategy for the promotion and development of volunteering of the Republic of Srpska, and if necessary their improvement	2014: 10.000 KM	30.000 KM
2015: 0 KM			
2016: 0 KM			
2017: 0 KM			
	2018: 20.000 KM		



Strategic direction and objective	Measure/activity	Per year	Total
<p><b>Strategic direction 2: Volunteer infrastructure</b></p> <p><b>Strategic objective:</b> Define and establish adequate and efficient volunteer infrastructure at the local and national level which creates the conditions and opportunities for continued and sustained promotion of volunteering in the Republic of Srpska.</p>	<p>2.1. Directing local volunteer service towards the establishment of the Volunteer Service of the Republic of Srpska.</p>	<p>2014: 15.000 KM</p> <p>2015: 30.000 KM</p> <p>2016: 30.000 KM</p> <p>2017: 30.000 KM</p> <p>2018: 30.000 KM</p>	<p>135.000 KM</p>
	<p>2.2. Establishing and defining uniform standards and the role of local volunteer services in the process of promotion and development of volunteering at the local level.</p>	<p>2014: 0 KM</p> <p>2015: 0 KM</p> <p>2016: 0 KM</p> <p>2017: 0 KM</p> <p>2018: 0 KM</p>	<p>0 KM</p>
	<p>2.3. Establishing and developing new local volunteer services in partnership with local self-government units, public institutions and civil society organizations.</p>	<p>2014: 34.000 KM</p> <p>2015: 34.000 KM</p> <p>2016: 34.000 KM</p> <p>2017: 34.000 KM</p> <p>2018: 34.000 KM</p>	<p>170.000 KM</p>
	<p>2.4. Strengthening the role and actions of college student and student representative bodies in the process of promotion and development of volunteering.</p>	<p>2014: 5.000 KM</p> <p>2015: 15.000 KM</p> <p>2016: 15.000 KM</p> <p>2017: 15.000 KM</p> <p>2018: 15.000 KM</p>	<p>65.000 KM</p>



Strategic direction and objective	Measure/activity	Per year	Total
<p><b>Strategic direction 3: Volunteering in formal and informal education systems</b></p> <p><b>Strategic objective:</b> Establish the framework and methodology for the transfer of knowledge, experience and information on volunteering in formal and informal education systems, and the clearly positioned role of volunteering in the process of lifelong learning in the Republic of Srpska.</p>	<p>3.1. Development and implementation of volunteering activities of students and college students in the Republic of Srpska.</p>	2014: 0 KM	40.000 KM
		2015: 10.000 KM	
		2016: 10.000 KM	
		2017: 10.000 KM	
		2018: 10.000 KM	
	<p>3.2. Development and implementation of informal education on volunteering in educational institutions of the Republic of Srpska.</p>	2014: 0 KM	120.000 KM
		2015: 30.000 KM	
		2016: 30.000 KM	
		2017: 30.000 KM	
		2018: 30.000 KM	



Strategic direction and objective	Measure/activity	Per year	Total
<p><b>Strategic direction 4: Promotion of volunteering</b></p> <p><b>Strategic objective:</b> Constantly promote knowledge, opportunities, examples of good practice and other relevant information related to volunteering by the existing and available electronic, print and other media, and other promotional activities in high quality and adequate manner.</p>	4.1. Development and implementation of the promotion of volunteering in the media through partnership with public and private broadcasters .	2014: 0 KM 2015: 10.000 KM 2016: 10.000 KM 2017: 10.000 KM 2018: 10.000 KM	40.000 KM
	4.2. Development and implementation of activities for the promotion of volunteering by the Volunteer Service of the Republic of Srpska and local volunteer services.	2014: 15.000 KM 2015: 30.000 KM 2016: 30.000 KM 2017: 30.000 KM 2018: 30.000 KM	135.000 KM
	4.3. Development and implementation of activities for the promotion of volunteering by the Government of the Republic of Srpska.	2014: 15.000 KM 2015: 15.000 KM 2016: 15.000 KM 2017: 15.000 KM 2018: 15.000 KM	75.000 KM

**TOTAL RESOURCES NEEDED FOR THE IMPLEMENTATION OF THE STRATEGY PER YEAR:**

2014	94.000 KM
2015	214.000 KM
2016	214.000 KM
2017	174.000 KM
2018	194.000 KM

**TOTAL 890.000 KM**



## 8. EXPECTED SHORT AND LONG TERM IMPACT OF THE IMPLEMENTATION OF THE STRATEGY

The adoption and implementation of strategic directions and objectives seeks to contribute to the expansion, development and strengthening of the culture of volunteering, and thus promoting humanism, social cohesion and active contribution of citizens in the development of society.

Identified strategic directions and objectives, and their measures and activities and achieved results will seek to support the implementation of the following both short and long term impacts in the area of promotion and development of volunteering in the Republic of Srpska:

- Different groups of citizens (the young, the unemployed, the elderly and the like) actively participate in social activities;
- Volunteering is promoted and recognized, and volunteers who have achieved remarkable accomplishments and results serve as an inspiration for similar and other volunteering programmes and activities;
- Volunteering is recognized in formal and informal education system as a socially desirable activity of an individual and as the way of expansion and establishment of civic activism, humanity and solidarity;
- Increased influence and capacity of organizers of volunteering for initiating and increasing the number of volunteers and volunteering opportunities;
- National and local government units and institutions actively involved in the development and implementation of volunteering programmes and activities, primarily the ones that directly influence the improvement on the quality of life and social cohesion;
- Established high quality and efficient volunteering infrastructure that provides information regarding volunteering and volunteering opportunities, and the direct and indirect support to development and implementation, and
- The media, within their editorial policies, continually report and promote volunteering, volunteering programmes and activities and volunteers as examples of civic activism



## 9. MONITORING AND PERFORMANCE MEASUREMENT THE OF THE IMPLEMENTATION OF THE STRATEGY

In order to make the strategy successful, its development and implementation should represent a continuous learning process based on theoretical knowledge and empirical data. This learning process includes the following phases:

- defining the strategy (based on the conducted analysis, defined objectives, existing knowledge and evaluation of the impact of measures and activities);
- implementation of the strategy, and
- performance measurement (evaluating the real results of previously defined measures and activities).

Performance measurement based on continuous monitoring of the outcomes of implemented measures and activities is important, since it will thus enable improvement and redefinition of combination of instruments. It is important to ensure that the strategy is regularly updated and adapted to the varying external influences and established priorities.

From the above-mentioned, it is determined that it would be very important, at the initial implementation of the strategy, to conduct entry research that would provide a starting point for the measurement of success of the measures and activities defined by the strategy. The research would, in addition to insights into the current situation, enable the measurement of the performance and the indicators for each year of the implementation of the strategy and planned measures and activities. The evaluation would serve as a comparison of the invested financial and other resources to the results achieved, as well as the comparison of results in the planned-achieved ratio.

The Ministry of Family, Youth and Sports, in cooperation with responsible parties will prepare the annual action plan of the implementation of the Strategy. The Annual action plan of the implementation of the Strategy will be adopted by the Government of the Republic of Srpska, as well as the Report on the implementation of the Annual action plan.

Promotional activities and raising awareness campaigns will include sociological research approaches in order to assess the changes in society's attitude towards volunteering and the overall impact of the implementation of the Strategy.







