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GRADUATE SCHOOL OF DEVELOPMENT STUDIES
CENTER FOR REGIONAL AND LOCAL DEVELOPMENT
STUDIES**



THE STATE OF VOLUNTEERISM IN ETHIOPIA

A Thesis Submitted to the School of Graduate Studies of Addis
Ababa University in Partial Fulfilment of the Requirement for the
Degree of Master of Arts in Regional and Local Development
Studies (RLDS)

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June 2014

Addis Ababa

Addis Ababa University
School of Graduate Studies

This is to certify that the thesis prepared by Ephrem Amare, entitled The State of Volunteerism in Ethiopia and submitted in partial fulfilment of the requirements for the Degree of Masters of Arts (Regional and Local Development Studies) complies with the regulations of the University and meets the accepted standards with respect to originality and quality.



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Acknowledgments

This study cannot be accomplished without the support of particular individuals and institutions. I would like first to extend my gratitude to My Advisor, Dr. Woldeamlak Bewket for his advice and support from the beginning and to the end. I am also indebted to forward my gratefulness to my wife, Mehret Habte who has been with me from the inception of the research idea to the end. My gratitude also goes to Abyi Tedla, Alemhayu Teshome, Daniel Baker and Judy Price for their usual readiness to be my respondent and share their experiences.

I am also very thankful for support and facilitation of some organizations including Live Addis, Ministry of Women, Children and Youth Affairs, Ministry of Education, Peace Corps, YMCA, Ethiopian Red Cross Society, Ethiopian Scout Association, VSO and UNV.

ACRONYMS

CCRDA	Consortium of Christian Relief Development Association
CCSP	Charities and Civil Society Proclamation
CSO	Civil Society Organization
EDHS	Ethiopian Demographic and Health survey
FDRE	Federal Democratic Republic of Ethiopia
FGD	Focus Group Discussion
GDP	Gross Domestic Product
GTP	Growth and Transformation Plan
HIV	Human Immunodeficiency Virus
MDG	Millennium Development Goals
MoH	Ministry of Health
NGO	Non Governmental Organization
OECD	Organization for Economic Cooperation Development
UK	United Kingdom
UN	United Nations
UNDP	United Nation Development Program
UNFPA	United Nations Fund for Population
UNHCR	United Nations Human Right Convention
UNV	United Nations Volunteers
VIO	Voluntary Involving Organization
VSO	Voluntary Over Seas
WHO	World Health Organization
YMCA	Young Men Christian Association

Abstract

This research is carried out under the title of “ A State of Volunteerism in Ethiopia”. The research aimed at investigating the legal, institutional, socio-cultural context in which volunteerism is being practiced and in addition, development programs of VIOs is assessed to see the level of alignment with that of the government development priority areas. Knowledge transfers from volunteers to local counterparts in host organizations is also one of the objectives of the research. In order to address the above listed objectives, primary and secondary data were collected through employing different data collection methods. Focus group discussions with volunteers and also in-depth interviews with six different VIOs and two host organizations were carried out. In Addition, published and unpublished materials including books, researches, laws, policy and development plans, organizations’ reports have been intensively reviewed and made use of them.

It is found that voluntary specific law is nonexistent in Ethiopia. What exists is the draft legislation on youth volunteerism which is required to be presented to the Parliament for ratification. In relation to the legal framework, organizations specific Charters and bi-lateral and multilateral agreements have been found to be a binding legal documents for some of the voluntary involving organizations. It has been also identified that there are very few VIOs operating in Ethiopia as compared to the total number of civil society organizations in the Country. Moreover, volunteerism is also identified to be incorporated in only some of the government sectoral and national plan. On the other hand, it is found that there is a good level of alignment of VIOs development programs with that of the government development priority areas. Focus is identified to be given to capacity building and skill transfer from international volunteers to national counterparts in host organizations.

CHAPTER ONE: INTROUDCTION

1.1. BACKGROUND

Voluntarism is found and practiced in all societies of the world and it is a universal value of human kind since time immemorial though the forms it takes, the extent and nature varies from society to society. Human beings engage in wide areas of voluntary activities ranging from helping to eliminate poverty and to improve basic health and education, to provide a safe water supply and adequate sanitation, to tackle environmental issues and climate change, to reduce the risk of disasters and to combat social exclusion and violent conflict (UNV, 2011). Moreover Voluntarism is also one of the elements elucidating that humans are not motivated by self-interest alone but also by their deeply held values and beliefs, sense of solidarity and belongingness they associate and develop to one another (UNV, 2011).

Volunteerism forms the backbone of many national and international non-governmental organizations and other civil society organizations as well as social and political movements. It is present in the public sector and is increasingly a feature of the private sector, for example as part of corporate social responsibilities. Corporations, NGOs, universities and faith-based organizations have become increasingly engaged in facilitating internationally based volunteer placements. There are also increasing signs of government support for volunteerism as a form of civic engagement, not only to enhance delivery of services but also to promote the values that underpin social cohesion and harmony (UN, 2005).

Moreover, voluntarism is more and more becoming an event of global, national and local events especially with the ever growth and expansion of communication technologies beyond the developed nations. Recognizing the paramount role of volunteerism in the efforts of promoting development and eliminating extreme poverty in the world, UN has devoted the year 2001 as a year of international volunteers and calls states to work in inculcating, promotion and integration of voluntarism in their respective countries efforts to development (UN, 2001). In addition, The Hyogo Framework for Action at the 2005 World Conference on Disaster Reduction recognized volunteer contributions in disaster risk management. Indeed, the 2005 World Conference on Disaster Reduction declared that the most effective resources

for reducing vulnerability are local community self-help, local organizations and local networks (World conference on disaster reduction, Kobe, Japan 2005).

It has been also well noted that in order to meet international development targets, such as the Millennium Development Goals, the contribution of countless millions of ordinary citizens are needed to strengthen the efforts of governments and international actors (UNV, 2009).

Talking about voluntarism, there is a need to differentiate what voluntary activities from what is not. However, the task of finding a hard and fast definition and getting universal definition of the term voluntarism is not an easy one. There is no agreed methodology for measuring the extent of voluntary engagement (United Nations volunteers, 1999). Albeit there are variations in terms of definition of what voluntary means and the range of activities it considers as voluntary activities all over the world there is a need at least to provide operational meaning to the term so that we minimize confusion and avoid different interpretation. Therefore, voluntarism as defined by UN,

Voluntarism is a feature of all cultures and societies. It is a fundamental source of community strength, resilience, solidarity and social cohesion. It can help effect positive social change by fostering inclusive societies that respect diversity, equality and the participation of all. Such contributions are vital to the three pillars of the United Nations' work – promoting peace and security, advancing development, and protecting human rights and human dignity. That is why every UN agency draws on the spirit of volunteerism, including through the United Nations Volunteers program, to expand the reach of its activities (UN, 2011).

In addition,

Volunteerism is an expression of people's willingness and capacity to freely help others and improve their society. In most cultures voluntary action, under its many names, guises and dimensions, is deeply embedded in long-established traditions of sharing. It brings significant benefits to individuals and communities by addressing specific needs and by helping to nurture and sustain a rich social texture and a strong sense of mutual trust and cohesion. Both of these are essential for a society's stability.
UN Secretary-General Ban Ki-moon Statement for International Volunteer Day, 5 December 2007 (UN 2011).

The Australian Government defined volunteers as:

Skilled individuals motivated to offer their services willingly, without financial gain to make a contribution to a community in a developing country.

UN has also defined voluntary activity as “an activity done freely by individuals to bring benefit to someone other than the volunteer (Verstege and Flood, 2013).

1.2. STATEMENT OF THE PROBLEM

Volunteerism is found in every society in the world and it is a source of community strength and solidarity to one another. From time to time the contribution of Volunteerism to development is increasingly appreciated and acknowledged by different state and non state actors. Recognizing the contribution of volunteerism in promotion of peace and bring about development in all countries of the world, UN has established United Nation Volunteer (UNV) program in 1970 as a development partner. Since its establishment, UNV program has involved wide areas of sectors including humanitarian relief and rehabilitation, human right promotion, electoral and peace building processes, agriculture, health, education, information and communication technology and many other areas.

In its attempt to promote and expand volunteerism worldwide, UNV program has encouraged and solicit development actors- government and non government entities and grass-root community based organizations to integrate volunteerism in their development program in all stages. Especially UNV strongly encourage Red Cross and Red crescents and other volunteer involving organizations to advance in the promotion of volunteerism worldwide. Furthermore, to enhance and promote volunteerism UN has passed many different resolutions in different times. UN resolution 56/38 adopted by the General Assembly in 2002 and resolution 67/38 adopted in 2013, resolution 60/134 are some of them. In addition, UN proclaimed the year 2001 as the International Year of Volunteers (UN Resolution 52/17 adopted in 1997).

Moreover, the Millennium Development Goals (MDGs) constitute the foundation of the mission of UNV of supporting sustainable human development through volunteerism, including the mobilization of volunteers. At the heart of the UNV approach is the conviction that voluntary action by millions of people in program countries and elsewhere is a vastly

under-recognized and under-utilized resource that needs to be strategically engaged if the challenge of attaining the MDGs is to be successful (United Nations volunteer evolution unit, 2011). Informed opinion holds that Ethiopian Government will find it difficult to meet the MDGs, especially in the nutrition, health, education and water sector, without the active intervention of the voluntary sector (Dessalegn, Akalewold and etal, 2010).

In line with UN Resolution 60/134, governments need to make provision for the allocation of resources to volunteering strategies and structures within national budgeting cycles and processes, support the establishment of volunteer infrastructure (e.g. volunteer centers and staff) and monitor and assess the impact of volunteering program on development

There are different factors that help to enhance the development and expansion of voluntarism in a given country. According to a study commissioned by International Association for volunteer effort, UNV, World Alliance for Citizen Participation (CIVICUS), there are four critical factors that deepen and sustain participation in voluntarism. These are opportunities for involvement, good volunteer management, recognition of the value of Volunteering, and an enabling environment created by the mutual actions of government and civil society (UNV, 2011).

The environment including legal and institutional framework, policy and programs of the government and social and cultural context of the society has a determinant impact on the level and stages of development of volunteerism in a given country. However, it is not a one way relationship that exists between the environment and volunteerism. The reverse is also true. Practice and culture of volunteerism if nurtured and developed well can have an impact on the environment. It enforces the formulation of law and policies push forward for the incorporation of volunteerism in a country programs and influence the social and cultural elements in a given society. This is the area of investigation of this study.

Different countries have different experiences and are in different staged of development regarding to voluntarism. Ethiopia is one of the countries of the world where voluntarism is practiced in a wide area of development. There are some governmental and nongovernmental organizations working in promotion of voluntarism in the country. However, the practice is in its earliest stage and a lot is yet to be done to benefit a great deal from voluntarism. Factors, both external and internal (within voluntary involving organizations) contributing to the

development of volunteerism in the country lie in the heart of the research. Therefore, identifying social, cultural, institutional and legal factors that help or deter the development of volunteerism is the one of the focuses of the research.

Little is known about volunteerism in Ethiopia. Information about the sector is scanty, inaccessible and fragmented. What every information available, it is available in the reports/documents of voluntary involving organizations and usually information is limited to and it is about the respective organization. As a result, there is no conclusive data on the following important indicators/issues regarding volunteerism in Ethiopia.

- How many voluntary involving organizations do exist and which sectors are they engaging in,
- the number of volunteers in each year disaggregated by age, sex, education background, employment status etc and the total number of hours they volunteer and
- More inclusively the sector contribution to the country development

In short, there is no virtually any research carried out on the topic. Therefore, this research investigates the characteristics and contribution of volunteerism in Ethiopia and aimed at contributing to the body of knowledge concerning voluntarism in Ethiopia and by doing so is expected to fill the existing gap in the area.

1.3. RESEARCH OBJECTIVES

The research is aimed at achieving the following General and Specific Objectives

General objective

- The overall objective of the research is to contribute to the growth and development of voluntarism in Ethiopia by assessing the real situation and providing recommendations.

Specific objectives

- To identify social, cultural, institutional and legal factors that have a bearing on the development of volunteerism in Ethiopia;

- To assess the status, development and the existing realities of volunteerism in Ethiopia in the context of government policies and development plan and voluntary involving organizations; and
- To assess the extent to which voluntarism practiced in Ethiopia is knowledge and skill based and see the extent of the transfer of these knowledge and skill to the local counterparts.

1.4. RESEARCH QUESTIONS

The following research questions served to provide the focus for the study

- What are the social, cultural, institutional and legal context in which volunteerism is being practiced in Ethiopia?
- Do the government policies and development plans incorporate volunteerism? And how the programs of VIOs are aligned with that of the government priority areas?
- How voluntarism practiced in Ethiopia is skill based?

1.5. RESEARCH METHODOLOGY

To achieve the objectives of this study, primary and secondary data was collected and analyzed. Desk review is carried out to review contribution and current development of volunteerism at national level. On top of secondary source, primary data is also collected using key informant interview and focus group discussion.

1.5.1. Data Source

Voluntary Involving Organizations (VIOs), host organizations which are organizations where volunteers placed to work, government regulatory bodies and the volunteers themselves are source of primary data for this study. In addition, government development plan, policies and laws are analyzed intensively and made use of them. Moreover, other studies in the area of volunteerism, reports, data and other documents from VIOs, host organizations and government constituted part of the secondary data.

1.5.2. Research Design and Procedure

This research is a qualitative and descriptive in its nature. In order to achieve the stated objectives of the research the following research design and procedures have been utilized. A review of published and unpublished documents including different studies, books, reports, legislations and government policies and development plans have been done. On top of reviewing of documents and publications, in depth Key informant interviews were conducted with voluntary involving organizations/institutions and host organizations/institutions operating in Ethiopia. Voluntary Involving organizations are those which recruit and deploy both international and national volunteers and whereas host organizations are those in which volunteers are stationed and do their voluntary works. Moreover, regulatory government bodies were also part of respondents for this study.

The rationale of the selection of voluntary involving organizations is based on two important grounds. These are having a mix of both national and international voluntary involving organizations and having different organizations established and operated in different legal frameworks. This has been done for the purpose of comprehensive understanding of the sector. Therefore, from identified VIOs listed below,

- Ethiopian Voluntary Association
- Young Women Christian Association
- Young Men Christian Association
- Ethiopian Red Cross Society
- Ethiopian Scout Association
- Addis Ababa Youth Association
- United Nations Volunteers
- Rotary International
- Voluntary Service Overseas
- Ethiopian Association for Voluntary Services
- Peace Corps
- Retired Volunteer

Six has been selected for this study on the basis the rationale discussed above. Accordingly, Three VIOs are selected purposely from national and other three from international organizations. On the basis of legal foundation, two of the selected organizations are

established and governed by charities and civil society law, the other two are governed by organization specific Charters and the remaining two are operating in Ethiopia on the basis of bi-lateral or multilateral agreement. The following are the ones the study focused on.

- Ethiopian Red Cross Society (National and governed by Charter)
- Ethiopian Scout Association (National and governed by Charter)
- Young Men Christian Association (National and governed by Charities and Civil Society law)
- United Nations Volunteers (International and governed by multilateral agreement)
- Voluntary Service Overseas (International and governed by Charities and Civil Society law)
- Peace Corps (International and governed by bilateral agreement)

In the same token, in order to get a balanced view of the work of volunteerism from different context of host organizations, one governmental and one non government organizations have been also selected purposefully. These are:

- Live Addis (Nongovernmental organization)
- Ministry of Education (Government)

Three government regulatory bodies have been also selected on the basis of their peculiar importance in relation to volunteerism. Ministry of Women, Children and Youth Affairs was selected because it has program on youth voluntarism. In fact, it is the only government institution having program on volunteerism. Charities and Civil society Agency is also selected because it is the one governing civil society organizations in Ethiopia. The third regulatory body is Addis Ababa Finance and Economy Development Bureau. The Bureau is responsible for the appraisal of program and projects of civil society organizations at Addis Ababa level.

In addition to the key informant interview with VIOs and host organizations and interview with regulatory bodies, interviews and focus group discussion were carried out with both international and national volunteers working in a wide areas development work in relation to the above organizations. The selection of volunteers has been done randomly with the facilitation of respective VIOs. A total of 26 individuals participated in the interviews and focus group discussions carried out for the accomplishment of this research paper.

1.5.3. DATA COLLETION AND ANALYSIS

Before the commencement of actual data collection it was found important to identify relevant institutions and rapport was established. Semi structured / open ended guiding questions were prepared for key informant interview and focus group discussion. Appropriate information was provided on the objective of the study and the importance of valid responses. In all cases, interviews and focus group discussions were carried out by the researcher himself and efforts was made to minimize inconvenience of respondents and ensured a comfortable interview environment.

Data was recorded using digital recorder. Note was also taken to accompany the recording and especially when a recording is not possible due to reasons from the interviewee side. The data collected from the interviews and FGD is kept and used for the final analysis. Recorded data have been also transcribed and then after, the findings are categorized thematically based on the result from the document review, key informant interview, focus group discussion and observations.

1.6. SIGNIFICANCE OF THE STUDY

On a theoretical level the study is believed to contribute to the body of knowledge on volunteerism in Ethiopia. It also leads to other studies in the area for better understanding of the topic since this study on volunteerism is the first in Ethiopia as far as the knowledge of the researcher is concerned.

On a practical level, the study provides enlightenment to involving stakeholders including VIOs, volunteers host organizations, and regulatory bodies so as to improve their practices for greater positive impact of volunteerism on organizational development in particular and on national development in general. Moreover, government in particular will appreciate the value of volunteerism and incorporate volunteerism as one of the strategies in its development plan across the sectors.

1.7. SCOPE OF THE STUDY

Civil society organizations, as it is well understood are voluntary sector. Voluntary Involving Organization (VIOs) are also part of civil society organizations but different from the other civil society organizations in that they are mainly established to promote volunteerism and

achieve their goals mainly through the work of volunteers. They also vastly utilize volunteers in direct service provision. For VIOs recruiting, training and deployment of volunteers are the main reasons of their existence. The focus of the paper is on such type of voluntary sector organizations.

United Nation Volunteer (UNV) has described four different broad types of voluntary activities as it is going to be discussed later. These are Mutual aid (self help), service to others, civic engagement and advocacy (campaigning). However, this paper dealt with only voluntary activities described as “services to others”. In the scope of this research ‘Service to others’ further divided in to service in the governance of civil society organizations and service in direct service provisions to beneficiaries.

The paper dealt with only formal voluntary activities- voluntary activities associated with and facilitated by voluntary involving organizations. Therefore, informal, spontaneous, and individually initiated and unplanned voluntary activities are not the focus of this research. The study focused on formal volunteering, that is help given through an organization or group, and did not include informal volunteering, that is help given as an individual. And last virtual volunteerism (through internet) is out of the focus of the research

1.8. LIMITATION OF THE STUDY

Some materials have been found to be inaccessible for review. The major ones are Draft legislation on volunteerism and Multi-lateral agreement between The Ethiopian government and UNV. As a result, the main issues in the document have been discussed with relevant individuals in respective organizations in the course of data collection. Moreover, prior studies on volunteerism in Ethiopia were not found and as a result it has not made any benefit out of such prior studies.

1.9. ORGANIZATION OF THE PAPER

This research paper is organized under four chapters. The first chapter introduces the research in its introductory part and presents statement of the problem, research objectives, methodology, limitation and significance of the study. Chapter two provides the detailed review of concepts, theories, and existing studies on the matter under investigation. Chapter three deals with the research findings and discussion and the last chapter, chapter four makes some conclusion on the basis of the findings and provide recommendations.

CHAPTER TWO: LITERATURE REVIEW

2.1. TERMINOLOGIES AND CONCEPTS

a. Volunteerism

“An activity done freely by individuals to bring benefit to someone other than the volunteer and relatives.” (UNV, 2011).

An Activity to be called voluntary, it must fulfill the following three criteria.

1. The action should be carried out voluntarily, according to an individual’s own free will, and not as an obligation stipulated by law, contract or academic requirement. The decision to volunteer may be influenced by peer pressure, personal values or cultural or social obligations but the individual must be able to choose whether or not to act. “Mandatory volunteering,” such as community service as an alternative to military duty is not considered as voluntary activities.
2. The action should not be undertaken primarily for financial reward. Some reimbursement for expenses or stipend-type payments, or payments in kind such as provision of meals and transport, may be justified. Indeed, these kinds of payments are often regarded as good practice as they make opportunities for volunteer action more accessible and inclusive
3. The action should be for the common good. It should directly or indirectly benefit people outside the family or household or else benefit a cause, even though the person volunteering normally benefits as well. In many cultures, a volunteer is often described as “someone who works for community wellbeing” (United Nations volunteers, 1999).

b. Formal volunteerism versus Informal volunteerism

Formal voluntarism is help given through an organisation or group and activities associated with and facilitated by organizations. Whereas

Informal volunteerism is help given as an individual and usually spontaneous, and individually initiated and unplanned (Machin and Paine,2008).

c. Regular and occasional volunteers

Regular volunteers are those carrying out formal volunteering activities at least once in a month. Whereas

Occasional volunteers are those carrying out volunteering activities less frequently than once a month (Machin and Paine, 2008).

d. Bonding and bridging volunteerism

Bonding volunteering is volunteering carried out by one member of a social group for the benefit of the social group to which they belong, or for the benefit of another member of the same group. Whereas

Bridging volunteering is volunteering which is not primarily carried out in order to benefit a member of the same social group as the volunteer (United Nations Volunteers and United Nations Development Programme - Bratislava Regional Centre, 2009).

e. Voluntary organization

A voluntary organization is defined as an independent, self-governing body of people who have joined together voluntarily to take action for the benefit of the community. A voluntary organization may employ paid staff or volunteers, but must be established otherwise than for financial gain (Volunteering in the European Union Country Report, United Kingdom, 2009).

Civil society organizations are, therefore, voluntary sector as a whole and they have a volunteer board or general Assembly as a governing body, this also what is required by law, but not necessarily utilize volunteers in direct service in any way. On the other hand Voluntary Involving Organization are also part of civil society organizations but different from the other civil society organization in that that they are mainly established to promote volunteerism and achieve their goal mainly through volunteerism and utilize volunteers in direct service provision.

f. Sending and Hosting organizations

Sending organizations are those which recruit and deploy both international and national volunteers and whereas

Host organizations are those in which volunteers are stationed and do their voluntary works for temporary period which usually last from 3 months to 2 years (Volunteering in the European Union Country Report United Kingdom, 2009).

There are also different categories of voluntary activities as described by UNV. These are:

1. **Mutual aid or self-help:** In many parts of the developing world this form of voluntary action constitutes a mainstay of social and economic support systems. From small, informal kinship and clan groupings, to more formal, rotating credit associations, voluntary collective activity is central to people's welfare.
2. **Philanthropy or Service to others:** Citizens volunteer time through formal and informal organizations in fields such as health, social welfare, housing, literacy and sports. The service may be local, national or international in scope, and may involve government program, non-government organizations or the private sector.
3. **Participation or civic engagement:** Volunteering is a proven and valuable component of good governance. Examples of this are representation on government consultative bodies, user involvement in local development projects, and parents' and teachers' participation in school associations.
4. **Advocacy or campaigning:** This is a diverse category, encompassing activist movements whose aims are to raise wider awareness about local and global issues (UN, 2011 and United Nations volunteers, 1999).

2.2. SOCIAL AND ECONOMIC THEORIES ON VOLUNTEERISM

2.2.1. Social Exchange Theory

Social exchange theory evolved from different disciplines including psychology, sociology, and economics to explain human behavior based on self-interest and choices made to accomplish personal goals. The basic premise of the theory is that people make choices to maximize rewards and minimize costs. A key concept of social exchange theory is the idea of reciprocal exchange. Reciprocal exchange refers to the two ways benefit that both people from the giving side and receiving side get something valuable for what they do. Most importantly the theory makes distinction between tangible and intangible rewards (Lum, 2008).

This is one of the most important theories explaining basically why people volunteer and better adequately show the basic intent of people volunteering. Social exchange theory is chosen to explain the act of volunteerism because of the following important points.

- The theory from the beginning clearly indicates that people choose to do things or not to do on the basis of free will which is also the basic criteria of the act of volunteerism. In the same token in order to call the act of volunteerism, volunteerism it has to fulfil the requirement of doing voluntary work on the basis of free will.
- The theory talks of and distinguished between tangible and intangible rewards. People volunteers for various reasons. These reasons may include psychological and spiritual satisfaction which could be categorized to the intangible rewards and career development can also fit to tangible rewards.

Moreover, the theory also gives important insights for voluntary involving organizations to meet volunteers' needs of both tangible or intangible needs other than the financial rewards in order continue tap the potential available in volunteers.

2.2.2. Self actualization and self transcendence

Maslow is renowned psychologist who has developed a theory named self actualization and self transcendence, for which he became famous. Self-actualization and self-transcendence are two concepts that describe the process of people developing their potential. Self actualization refers to people's natural inherent tendency to reach their innate potential. Self-transcendence is an extension of self-actualization, where people carry their potential beyond themselves to self-fulfilment, which emerges in companionship with others and ultimately a higher state of being that some call God (Heylighen 1992). Self actualization can be considered as the highest stages in the life span of human and the last staged of human development.

Maslow's theory offers an additional and unique perspective for understanding volunteerism. Although volunteerism cannot be fully explained by this theory alone since volunteerism is complex phenomenon, volunteerism may simply be an activity that allows people to experience self-actualization and self-transcendence. This also relate that humans are not

governed by low order self interest but consider and act on the interest of others with the ultimate goal of achieving the stage of self transcendence- the highest order of needs.

2.2.3. Investment Model

The investment model refers to the direct benefit which the volunteer can obtain through volunteer work. One return is the potential increase in the volunteer's labor market value as a result of voluntary activity. This could be achieved through human capital accumulation as the volunteer may receive training and acquire new skills, through the acquisition of useful contacts or through the opportunity to signal one's ability to prospective employers. According to this theory, all these measures will enable the volunteer to find, get, and perform jobs that have higher pay than those jobs which the volunteer would be able to acquire without his or her volunteer experience. Since present resources and returns are forgone for future returns, volunteering on the basis of exchange considerations can be regarded as investment behavior (Ziemek, 2003).

This theory has common features with social exchange theory mainly in the type of returns-tangible or intangible. In the case of social exchange theory the return can be either tangible or intangible whereas investment model emphasized the tangible return which can be explained getting skill and improving future carrier. The three social and economic theories discussed above gives different perspectives for the act of volunteerism by human. When the three viewed together, they give a better understanding of volunteerism. It is within this theoretical perspectives that volunteerism is viewed.

2.3. WHY PEOPLE VOLUNTEER?

There are a multitude of answers for the question why people volunteer? The answer really depends on the specific persons volunteering. As many study indicated that the reason why people volunteering ranges widely. People the world over engage in volunteerism for a great variety of reasons: to help to eliminate poverty and to improve basic health and education, to provide a safe water supply and adequate sanitation, to tackle environmental issues and climate change, to reduce the risk of disasters and to combat social exclusion and violent conflict. In all of these fields, volunteerism contributes to peace and development by generating well-being for people and their communities (UNV, 2011).

But the question raised above goes beyond that. It entails a psychological and philosophical aspect in it. The motives of volunteers vary from person to person. This includes to enhance ones personal social capital, family tradition, peer pressure, be a voice for Vulnerable people, to be part of the democratic process of society, create meaning in your life, to help people, etc (<http://www.etwelfare.com/analnr1.htm>). Some people also see volunteering as an investment for gaining skills and experience, which is typically the case for apprentices in many European countries (Anheier and Salamon, 1999). There are also so many reasons as to why people volunteer. The reasons includes enjoyed doing so, to make new friends, enjoyed the satisfaction of seeing the results of their Work, to stay active, for the social recognition they gained in the community and uphold their basic religious or political values(Ibid).

All the above reasons of motivation for volunteering in one way or another can be best summarized in to three. These are altruistic, instrumental and obligatory.

- Altruistic motives include notions of a sense of solidarity for the poor, compassion for those in need, identifying with Suffering people , and giving hope and dignity to the disadvantaged.
- Instrumental Motives are defined as a desire to gain new experience and new skills, to do something worthwhile in one's spare time, to meet people, and personal satisfaction. Finally,

obligation motives include moral and religious duty, contributing to the local community, repaying debt, and a political duty to bring about change (Anheier and Salamon, 1999).

The 2011 first report of UNV on volunteerism indicated that people are not only self centered but also altruistic individuals that are not motivated by self-interest alone but also by their deeply held altruistic values and beliefs and that is why people volunteer to help other. As contrary to the above point Ayn Rand- a prominent philosopher in the 21 century believes that altruism does not exist at all.

... Altruism has never been alive. ... if any civilization is to survive, it is the morality of altruism that men have to reject (Ayn Rand, 1982).

Whether humans are e altruistic or not has been debated for long time over centuries. Whatever the multitude of reasons and motives people have to volunteer, voluntarism and its multifaceted contribution to development is being appreciated and acknowledged more and more worldwide. The reasons why people volunteer can also viewed in terms of different theoretical perspective as it is presented below.

2.4. BENEFIT OF VOLUNTERISM

In the 21 century, more than ever, the act and benefits of Volunteerism is more and more being acknowledged and appreciated for its invaluable contribution to the national development of countries. As a result of this acknowledgement, countries have taken measures ranging from formulating laws, polices, strategies, establishment of agencies and supporting other independent voluntary organizations to reap the fruits of voluntarisms (Anheier and Salamon, 1999).

Various literatures highlight benefits of Volunteerism in two major categories, as economic and social. Furthermore, some other literatures also add another category as ‘benefits to the voltmeters themselves’. (Economic and social capital benefits of volunteerism and personal benefits for the volunteers themselves). In order to understand the wide range benefits of voluntarism, It is worth looking at the various benefits of volunteerisms one by one in a bit detail manner.

2.4.1. Economic benefits of volunteerism

With regard to the economic benefits, volunteering makes an important economic contribution to overall economic output and reduces government spending. This economic contribution is meant huge especially when and where a state is unable to provide/cover funding for public services (UNV, 1999). Although volunteering undoubtedly makes an important economic contribution very little is known about the scale of its impact on the national economy because Volunteering is excluded from the United Nations System of National Accounts and few governments have attempted to collect Systematic Information on volunteering (Anheier and Salamon, 1999 and UNV, 1999). Virtually no statistical office collects data on volunteering as part of its regular, ongoing reporting (Ibid).

While international volunteering is an important and longstanding component of international development programs, the evidence about its impact is weak (Hawkins, verstege and etal, 2013).

In most countries information is still very limited, even more scant and non systematic, and as a result cross-national and long-term information that would allow comparisons based on a consistent methodology in terms of definitions, data collection, and sampling procedures is very difficult. Therefore, information drawn from different surveys that vary in terms of the comparability, time frames, and topics covered is the only option at hand to explain the economic benefit of voluntarism (Helmut K. Anheier and Lester M. Salamon, 1999 and UNV 2011). Moreover, the Informal nature of many voluntary organizations, the sheer numbers of people involved and the diversity of volunteering undertaken by individuals contribute to the problem of getting accurate information on the contribution of voluntarism to national economy (Volunteering in the European Union Country Report United Kingdom 2009).

Nonetheless, as few studies and surveys indicate it is possible to provide general indicative information about the economic contribution of volunteerism in different countries of the world. a survey of volunteering in the UK in 1997 suggested that half the adult population took part in voluntary work, contributing a notional £40 billion to the economy per annum. While survey in Canada suggested that over five million Adults volunteered, adding some \$16 billion to Gross Domestic Product. A Survey in eight European countries in 1994 found an average participation rate in Volunteering across the continent of 23% and 22-Nation study in Europe reported on by the Johns Hopkins Institute in 1998 found volunteer involvement running at an average of 28%, equivalent to almost 10.5 million full-time Employees (UNV, 1999).

The household labor-based survey in Bangladesh revealed that a total of 16,586,000 people over 15 years of age volunteered in 2010. The survey estimated the contribution of volunteering to the Bangladesh economy in 2010 at approximately 1.66 billion US dollars. The findings also showed that the economic value of volunteering in 2009-2010 was equivalent to 1.7 per cent of GDP (UNV, 2011).

In addition, a study on the economic contribution of voluntarism was carried out in 36 countries of the world in 2008. The countries where the study was carried out are from all

continents and are a mix of developed, developing and countries in transition. According to the study voluntarism contributes an average of 1.1 % of GDP to the countries as a whole. More, specifically a 2.7.% GDP contribution to the developed countries and 0.7 % to developing and transitional countries. Kenya, Tanzania, Nigeria and South Africa are countries included in the study from Africa (UNV, 2011).

The EC mapping study produced in Mid- 2008 estimates that between 2004 and 2007 NGOs budget for over 2000 projects throughout the country come to 10 billion birr. Other evidences suggest that the organizations' annul resource investment is equivalent to 25 percent of the government's annual budget (Dessalegn, Akalewold and etal 2010). However the contribution of volunteers alone in the economy is not available to make some comparison with other countries so as to analyze the stage of development in relation to others.

2.4.2. Social Capital Benefit

There is growing empirical evidence that social capital contributes significantly to sustainable development. Social capital refers to the internal social and cultural coherence of society, the norms and values that govern interactions among people and the institutions in which they are embedded. Social capital is considered as the glue that holds societies together and without which there can be no economic growth or human well-being. Some literature goes further to the extent that without social capital, society at large will collapse (Kähkönen, 1999).

The role of volunteering in helping to develop active citizenship and social cohesion is widely acknowledged. Volunteering helps in the building of strong and cohesive communities. It fosters trust between citizens and helps develop norms of solidarity and reciprocity which are essential to stable Communities. Moreover, by helping to build this 'social capital' volunteering also plays a role in economic regeneration (UNV, 1999, and Paine, Howlett and etal, 2007).

Furthermore, there is mounting evidence that volunteer engagement promotes the civic values and social cohesion which mitigates violent conflict at all stages and that it even fosters reconciliation in post-conflict situations. There is growing evidence supporting the claim that volunteerism has the potential to contribute to easing inter-communal and intra-communal tensions and violent conflict (Caprara, Mati and etal, 2012).

In his classic study of regional government in Italy concludes that differences in performance between regions can be accounted for largely by differences in levels of social capital. This he defined as 'features of social organization, such as trust, norms and networks, that can improve the efficiency of society by facilitating coordinated actions'. One of Putnam's key measures of social capital was participation in voluntary associations, or horizontal 'networks of civic engagement'. Other international institutions see a strong link between individual participation in public life, volunteering, and democracy. In this sense, governments are resounding the Tocquevillian notion that volunteers are part of the social glue that holds modern societies together, counteracting what are seen as the divisive tendencies of increased individualism and greater materialism (Anheier and Salamon, 1999).

A great deal of evidence shows that volunteering, when properly managed and supported, can foster social integration within and between communities. It is pointed out that when young people are able to participate in and reflect on voluntary activities within their communities they develop a sense of responsibility for the well-being of that community And many empirical evidences suggested that it is to be a reality (UNV, 2011).

2.4.3. Benefits to the Volunteer

As many findings indicate volunteering also bring benefits to the volunteers themselves. These benefits various across people depending on personal differences specially age and sex. However all findings unanimously conclude that Volunteering enables people to meet new friends; learn new skills; gain confidence and self-respect. Perhaps above all, volunteering brings personal satisfaction (UNV, 1999 and Hawkins, Verstege and etal 2013). In one study in the UK volunteering was identified as the second greatest source of joy behind dancing (Volunteering in the European Union Country Report United Kingdom, 2009).

More specifically, voluntarism brings age specific benefits to those who are involved in it, for unemployed people volunteering can improve employability by providing essential work experience and opportunities for skills development and training. For young people volunteering offers opportunities for self-development and risk-taking and provides a valuable grounding in the practice of citizenship. For older people volunteering has a positive contribution to make to the process of 'active ageing' by helping the newly retired adjust to

life without the structure of the workplace, by providing opportunities for life-long learning and by improving physical and mental well-being (UNV, 2011 and Hawkins, Verstege and etal, 2013).

There are sufficient empirical evidences in different parts of the world regarding the increased employability of volunteers after their services. an assessment carried out in Ground Breakers program in South Africa, showed that following a year's service as peer educators, the young people who served as Ground Breakers were significantly more likely to access additional education, training or employment than the national average among their peers. In this way, youth service was instrumental in placing these young people on a career path that strongly influenced their prospects for mobility and sustainable livelihoods (Caprara, Mati and etal, 2012).

In other study in Gambia, Cape Verde, Lesotho, Zambia and Malawi, youth volunteer programs have given the participants access to microcredit, mentorship for environmental projects, knowledge for savings and personal finance plans in partnership with banks, and other entrepreneurial skills boosting self-sufficiency. Moreover, in the Gambia, Cape Verde, Lesotho, Zambia and Malawi, youth volunteer programs have given the participants access to microcredit, mentorship for environmental projects, knowledge for savings and personal finance plans in partnership with banks, and other entrepreneurial skills boosting self-sufficiency (Ibid).

Moreover, Volunteering brings particular benefits to those suffering from social exclusion. For people with disabilities participating in volunteering can aid social integration and challenge negative stereotypes of disabled people as passive recipients of care (CIVICUS, IAVE and UNV, 2008). Through service, the excluded individuals achieved a clear degree of empowerment: from being passive members of society they at least started becoming actors. Secondly, thanks to this transition, they appear to have gained a sense of self-worth (Gillette, 2003). Regarding to the benefits of voluntarism to marginalized people, Gillette summarized the benefits in to three levels. One is their freshly-empowered role in society: 'I'm now inside rather than outside and can influence what happens inside.' Another is attitudinal: 'I can give as well as take.' And a third is more technical: 'I've acquired experience and skills that enable me to continue as a more fully-fledged citizen (Ibid).

2.5. MISCONCEPTIONS ABOUT VOLUNTEERISM

There are a number of misperceptions that cloud a proper understanding of the universality of volunteering. These illusions need to be erased in order to reveal the true nature and characteristics of volunteerism and its contributions to development in general. Therefore, it is necessary to list down the dominant misconceptions about volunteerism one by one and show empirically the true nature of voluntarism for correct understanding of the term and the concept embedded in it.

Misconception 1. Volunteering occurs only through legally recognized, formal and structured NGOs, usually in developed countries, with some type of agreement between the volunteer and the organization.

This is one of the misunderstood ideas in the discourse of volunteerism. In practice actually volunteerism occurs in all society of the world albeit its form, nature and type vary from place to place. Moreover, scholars in the area categorized volunteerism in to formal and informal type of volunteerism, where the latter is practiced widely in the developing world (UNV, 2011 and United Nations Volunteers and United Nations Development Programme - Bratislava Regional Centre, 2009).

Misconception 2. Volunteerism takes place only in the civil society sector.

As many studies suggest, this is false because there are immense program sponsored, lead, and coordinator by governments all over the world. Immunization and illiteracy campaigns are some of the programs in which different governments recruit and use thousands of volunteers in many parts of the world. Moreover, Since the 1990s the involvement of private sectors in volunteerism is growing. These private sectors stated involvement in volunteerism as part of corporate social responsibilities. Source 2011 report of unv. What is true is that volunteerism is a phenomenon occurring in both civil society and government sectors and recently it is becoming more and more apparent in private sector as well (UNV, 2011 and United Nations Volunteers and United Nations Development Programme - Bratislava Regional Centre, 2009).

Misconception 3. Volunteerism is the preserve of the well-off and well-educated, those who have disposable time and income.

However, the empirical evidences in different studies do not allow us to make a straightforward conclusion in this regard. Contrary to the perceptions and stereotypes held by some people, volunteers are not only wealthy people helping those with less. Many volunteers are in fact living in poverty themselves or face other challenges but are taking action to improve the conditions of their own lives and those of the communities in which they live (CIVICUS, IAVE and UNV, 2008 and Caprara, Mati and etal, 2012).

Misconception 4. Volunteerism is the domain of amateurs who are unskilled and inexperienced.

False again. Many examples show that volunteers are a diverse group of people engaged in a myriad of activities. Young and old, men and women, professionals and amateurs, people of all faiths and shades, disabled and able bodied, poor, rich and everything in between, (CIVICUS, IAVE and UNV, 2008). For example, Since 1958, Voluntary Service Overseas²⁷ (VSO) has sent more than 30,000 volunteers to developing countries. Typically, these individuals are skilled professionals, from a range of nationalities, backgrounds and ages. At present there are approximately 1,500 VSO volunteers, working in 34 countries (Volunteering in the European Union Country Report United Kingdom, 2009).

Misconception 5. Women make up the bulk of volunteers.

Wrong again. Many studies and reports indicated that there is almost equal percentage of both sex in the voluntary sectors. This has been confirmed in various studies and data from voluntary involving organizations (United Nations Volunteers and United Nations Development Programme - Bratislava Regional Centre, 2009, Anheier and Salamon, 1999 and UNV 2011 report). Generally speaking there is no statistically significant difference in volunteering between men and women. Even there are cases where the number of male volunteers surpasses that of female counter part in terms of number (UNV 2011 Report).

Misconception 6 Young people do not volunteer.

This is a misconception; On the contrary young people take up the lion share in terms of the number of volunteers worldwide. In the works of Peace Corps, 28 is the average age of volunteers and UNV 2011 report. Moreover Around 80 per cent of online volunteers mobilized through the UNV Online Volunteering service are between the ages of 18 and 35 (Website: social.un.org/youth year)

Misconception 7 Volunteering takes place face-to-face.

Significant new developments in digital technology mean that volunteerism is not limited to activities that entail face-to-face contact. UNV has on line voluntary program and it has by far more on line volunteers than volunteers working with physical presence (UNV 2011).

2.6. THE ENVIRONMENT CONTEXT

2.6.1. REGULATORY FRAMEWORK

Legal context is one of the determinant of the level and stages of development of volunteerism in a given country, therefore, it is very important to assess legal context in which volunteerism is being practise. For a clear understanding of the issue under discussion, the study divides the laws as voluntary specific law and other laws having a bearing on volunteerism. For example law on taxation, employment, resident permit, social security policy and others can have an indirect either positive or negative effect on volunteerism (United Nations Volunteers and United Nations Development Programme - Bratislava Regional Centre, 2009, and Volunteering in the European Union Country Report United Kingdom, 2009). In practice, however, As it is indicated widely, in many courtiers of the world and in even in many European countries with high levels of volunteering, such as the United Kingdom volunteerism specific legal framework is nonexistent (ibid).

There is no one piece of legislation that refers explicitly to volunteers in the UK, rather general areas of law that apply to all UK citizens as individuals cover volunteers." UK study Though there is no law on volunteering in the UK, the Compact Code of Good Practice on Volunteering is in place (Volunteering in the European Union Country Report United Kingdom, 2009).

The purpose of the compact code is to recognize the value of volunteering and sets out undertakings to enable more people to become involved in voluntary activity as well as to influence behavior to tackle the various barriers to volunteering. And therefore, strictly speaking, this compact of code is not legally binding (Ibid).

In a study carried out in sub Sahara Africa on volunteerism, it is indicated that the work of volunteerism is unregulated there are virtually no legal frameworks that recognize, regulates and protect their rights of volunteers (Caprara, Mati and etal, 2012). Nevertheless, certainly, a comprehensive law on volunteering is perceived as the best way to ensure a legal environment that nurtures volunteering in a given country. As a result of this understanding many countries of the world are in the process of having voluntary specific law. This is true in most south eastern European counties. These countries made serious attempts to introduce laws on volunteering. These attempts have had various degrees of success (United Nations Volunteers and United Nations Development Programme - Bratislava Regional Centre, 2009). There are also examples from African counties. Kenya and Ethiopia are in the process of having legal framework on volunteerism soon (UNV, 2011).

Though there is no specific law about volunteerism in Ethiopia, there are other laws that have impact on the work of volunteerism. After a long period of time, very recently in 2009, Ethiopia has formulated and enacted a new proclamation known as Charities and Societies proclamation that governs the civil society organization in the country (proclamation No. 621/2009) Since voluntary involving organizations are part of the civil society this law has a direct bearing to the work of voluntary involving organizations.

Though the great majority of civil society and NGOs, be it local and international, operating in Ethiopia are governed by the above mentioned law, there are some other civil society and NGOs which are not governed by the above law. At this juncture, two types of categories exist. One is civil society organizations which are formed by organization specific charters (FDRE, Federal Negarit Gazita, N. 33, 1999 and Negarit Gazita, N.11, 1950). and second is organizations operating in Ethiopia on the basis of bilateral or multi lateral agreement between governments (FDRE, Federal Negarit Gazita, N. 33, 1999). Ethiopian Red Cross and Ethiopian Scout Association are best examples for the former and Peace Corps and United Nation Volunteering are for the latter. Being in one or other category has its own



benefits and disadvantages in terms of the work of volunteerism in particular and the organizations' work in general. This is going to be surfacing in the analysis part of the paper.

2.6.2. INSTITUTIONAL FRAMEWORK

When we talk of institutional framework for voluntary work, there are some categories of institutions responsible for voluntary work in given a country. Generally speaking various literatures in the field identified three independent bodies having different role in the work of voluntarism. These are public, voluntary involving organizations and network or forum of established by involved institutions be it public or voluntary or by a combination (United Nations Volunteers and United Nations Development Programme - Bratislava Regional Centre, 2009 and Volunteering in the European Union Country Report United Kingdom, 2009).

Each of these institutions has their own peculiar role. The public sector or government has a role of leveling a plat form and creating enabling legal and institutional framework mainly expressed in terms of developing legislations, policies and incorporating the work of volunteerism in its development programs, whereas the voluntary involving organizations are the frontline implementers which recruit and deploy volunteers. The networks or forums, where they exist and function, can play a very important second-tier role in supporting frontline voluntary involving organization ,especially because the vast majority are small and have few resources. Moreover, they also play a role in carrying out researches, doing coordination of the work of the sector as a whole and have a role in promoting best practice in the relationship between government and the third sector (Ibid). Moreover, UN has acknowledge and urged in one of its legislation, legislation A/RES/67/138, that each of this to play their respective role in the development of voluntarism in a given country (UN, 2013).

As it has been well noted, formal form of volunteerism is well developed in west and there are also strong and large number of Civil society in the west. For example, between 180 000 and 200 000 organisations exist in Sweden and 170,905 voluntary sector organizations in the UK (<http://www.etwelfare.com/analnr1.htm> and Volunteering in the European Union Country Report United Kingdom 2009). Contrary to the above there are about 2305 NGOs operating in Ethiopia, which is by far below the many of African countries (Dessaegn

Akalewold and etal, 2010). In addition to the small number, civil society organizations are not that developed in terms of diversity and capacity (Ibid).

2.6.3. POLICIES AND PROGRAMS

Designing and implementing of Policy and program that aim at the promotion and development of volunteerism has an important role in the work of volunteerism in a given country. UNV program has also Recognizes that volunteerism is an important component of any strategy aimed at such areas as poverty reduction, sustainable development, health, education, youth empowerment, climate change, disaster risk reduction, social integration, social welfare, humanitarian action, peace building and, in particular, Overcoming social exclusion and discrimination (UN, 2013).

UNV contributes to peace and development by advocating for recognition of volunteers, working with partners to integrate volunteerism into development programming, and mobilizing an increasing number and diversity of volunteers, including experienced UNV volunteers, throughout the world. Moreover, understanding the importance of volunteerism UNV *Calls upon* Member States and other stakeholders to favor the integrating of volunteering in all relevant issues of the United Nations, in particular to contribute to accelerated achievement of the Millennium Development Goals, as well as giving appropriate consideration to the issue in the discussions on the post-2015 United Nations development agenda (Ibid). The Final Declaration of the 1995 U.N. World Summit on Social Development in Copenhagen called for the promotion of volunteering and requested governments to make appropriate resources available to support such work (Anheier and Salamon, 1999 and UNV 2011).

In proclaiming the International Year of Volunteers ten years ago, the international community recognized the essential contributions which volunteers make to the progress, cohesion and resilience of communities and nations. Yet, as nations strive to accelerate progress to reach the Millennium Development Goals by 2015, the contributions of volunteers are not always factored into development strategies and often remain at the margins of development debate. The United Nations Volunteers programme took the initiative to commission this first-ever United Nations report on volunteering as a way of marking the tenth anniversary of the International Year of Volunteers. By emphasising the untapped potential of volunteering, the report shows that the current development architecture

is incomplete where it omits to include the contributions volunteers can make (UNV 2011). In addition, to the above important legislations, the importance of the contribution of voluntary work has been also reflected in international disaster reduction strategies. The Hyogo Framework for Action adopted at the 2005 World Conference on Disaster Reduction explicitly recognized volunteer contributions in disaster risk reduction (CIVICUS, IAVE and UNV, 2008).

Neglecting to factor volunteering into the design and implementation of policies and national development programs could entail the risk of overlooking a valuable asset and undermine traditions of cooperation that bind communities together.

(UNV, 2011).

With the understanding of the importance of designing policy and programs on volunteerism, there is different practical experience in the world. In some of the countries there are voluntary specific policy and program and in others government try to incorporate the work of volunteerism in different sectors. For example in the UK there are two government programmers: Millennium Volunteers and Young Volunteer Challenge (Volunteering in the European Union Country Report United Kingdom, 2009). And The voluntary service is well incorporated in the development strategies of most of eastern Europe countries (United Nations Volunteers and United Nations Development Programme - Bratislava Regional Centre, 2009).

There is also different voluntary programs initiated by African government. In Liberia, Nigeria and Ghana Kenya and Ethiopia, for example, has voluntary programs focusing on youth service. However, it is well noted that a lot has to be done in order countries to be benefited from the fruit of volunteerism. Many of the programs are in Africa are not scaled up and largely focused on only youth service and most importantly are not continuous and lack legal foundation and institutional framework (Caprara, Mati and etal, 2012).

Informed opinion holds that eth. Government will find it difficult to meet the MDGs, especially in the nutrition, health, education and water sector, without the active intervention of the voluntary sector (Dessalegn, Akalewold and etal, 2011).

2.6.4. SOCIAL AND CULTURAL CONTEXT

Voluntarism is found and practiced in all societies of the world and it is a universal value of human kind since time immemorial though the forms it takes, the extent and nature varies from society to society. Human beings engage in wide areas of voluntary activities ranging from helping to eliminate poverty and to improve basic health and education, to provide a safe water supply and adequate sanitation, to tackle environmental issues and climate change, to reduce the risk of disasters and to combat social exclusion and violent conflict (UNV, 2011). Moreover Voluntarism is also one of the elements elucidating that human are not motivated by self-interest alone but also by their deeply held values and beliefs, sense of solidarity and belongingness they associate and develop to one another (Ibid).

There is growing empirical evidence that social capital contributes significantly to sustainable development. Social capital refers to the internal social and cultural coherence of society, the norms and values that govern interactions among people and the institutions in which they are embedded. Social capital is considered as the glue that holds societies together and without which there can be no economic growth or human well-being. Some literature goes further to the extent that without social capital, society at large will collapse (Kähkönen, 1999).

There is compelling literature documenting the positive association between the social and cultural dimensions and volunteering in different parts of the world (United Nations Volunteers and United Nations Development Programme - Bratislava Regional Centre, 2009). However, the challenge is the extent to which social capital can be generated through participation. Generally speaking, however, there are strong messages concerning the cultural and social benefits of volunteering, particularly in terms of social inclusion (Gillette. 2013).

Volunteers are influenced to volunteer through s family and friends, the organization they belong to, and churches and congregations. In other words, social capital—the sum of connections individuals has to social institutions—serves as a social inclusion mechanism by making people more likely to volunteer (Anheier and Salamon, 1999).

Religion is strongly related to concepts such as duty, community and virtue, which are key to shaping how different communities volunteer. Different religious traditions have different understandings of these concepts and, thus, have encouraged the development of

correspondingly different volunteer traditions and institutions. Religious organizations are involved in volunteerism not only as VIOs but also in a variety of other ways: in promoting more universalist values of volunteerism; as the beneficiaries of volunteerism (for example, when members of a local congregation volunteer to participate in the upkeep of a church, mosque or temple); and as powerful social forces that can influence government policy and public opinion on a wide range of issues (United Nations Volunteers and United Nations Development Programme - Bratislava Regional Centre, 2009). Various assessment shows that People in one or other religion volunteer more than others who are not in a religion. In addition those who are more active in their religion volunteers more than people who are in a religion but not active (Son and Wilson, 2012 and United Nations Volunteers and United Nations Development Programme - Bratislava Regional Centre, 2009).

CHAPTER THREE: FINDINGS AND DISCUSSION

3.1. THE ENVIRONMENT CONTEXT

3.1.1. LEGAL FRAMEWORK

3.1.1.1. Draft Proclamation On Volunteerism

Regarding to legal framework, it is found that there is no voluntarism specific laws in Ethiopia. The gap, that is the nonexistent of legal framework and the need of it is well understood and acknowledged by involving stakeholders including government bodies, voluntary involving organizations and volunteers. As a result, it came out from the various discussion held for this study that there is a draft proclamation on youth volunteerism. According to information gathered from Ministry of Women, Children and Youth Affairs, the draft law is expected to be presented to the Parliament for its ratification soon.

It was found that one of the limitations of the proclamation as it has been highlighted by many of the voluntary involving organizations, as they are well informed and engaged in the process, is that the proclamation focuses only on youth voluntarism. Since voluntarism is not bounded by one or other age group this automatically excludes volunteers from other age groups especially of senior citizens and elders. As a result, if the draft proclamation is approved as it is now, it is going to be partial and will have far reaching negative consequences on volunteerism and voluntary involving organizations.

On other development, Ethiopia has ratified African Youth Charter recently. In the African youth Charter, youth is from age 14 to 35 which encompasses more age groups than the Ethiopian definition of youth which is 15 to 29. So due to the ratification of African youth charter by Ethiopian government, Ethiopia may need to extend the age limit of youth to 35. This automatically extends the application of the proclamation to more people as per the age group. But it would still not be possible to acknowledge legally and provide necessary support for voluntarism by elders and senior citizens.

3.1.1.2. Other Laws

Other laws and legally binding documents having a bearing on volunteerism include:

- Charities and Societies Proclamation 621/2009
- Organizations specific Charters
- Bi-lateral and multi-lateral agreements

Table 1. Laws and its Scope of Application

S/N	VIOs	Governing Laws		
		Charities and Society Proclamation	Charters	Bi- lateral agreement
1.	YMCA	X		
2.	VSO	X		
3.	Ethiopian Red Cross Society		X	
4.	Ethiopian Scout Association		X	
5.	Peace Corps			X
6.	UNV			X

Source: CCS Proclamation, Charters and Bi lateral agreement, and arranged by the researcher.

3.1.1.2.1. Charities and Societies Proclamation 621/2009

There is other law that has an indirect bearing on volunteerism. This is Charity and Society Proclamation, Proclamation 621/2009. This is a law governing the great majority of civil societies in Ethiopia. This is a law enacted in 2009 and became operational since then. Most of voluntary involving organizations (VIOs), though there are very few operating in Ethiopia, are also governed by this law. The law has categorized CSOs in six different categories. These categories include Adoption, Consortium, Ethiopian Charities, Ethiopian Resident Charities, Ethiopian Societies, Ethiopian Resident Societies, and Foreign Charities.

VIOs are found in the categories of Ethiopian Resident Charities, Ethiopian Society and Foreign Charities. Young men Christian Association (YMCA), is in Ethiopia Resident Charity category whereas, Ethiopian Scout Association¹ is in Ethiopia society category. Moreover, VSO is found in Foreign Charity category. The need of looking at these different categories of organizations is derived from the fact that there are rights given and restriction

¹ Ethiopian Scout Association has also organization specific Charter- (proclamation No. 11/1950) and the leaders of the Association also claim that the Association has to be governed by the charter not by the Charities and Societies Proclamation. But still they have also registered as Ethiopian Society Organization by the Charities and Society Agency

imposed on the basis of the categories or in other words on the basis to which category a given organization belongs to.

Voluntary involving organizations in foreign charity, Ethiopia residents' charity and Ethiopian resident society for example, have greater restrictions in terms of possibilities of areas of engagement than organizations found in Ethiopian Charity category or Ethiopian Society. Human rights promotion, Advocacy, involvement in electoral and peace building processes is an example of areas of engagement not possible for such organizations found in the former three categories. Similarly organizations in the former three categories have fewer rights than the latter. For example in terms of legal rights, Ethiopian charity and society aggrieved by the decisions of the board may appeal to the Federal High Court, but Ethiopian resident charities or society and foreign charities do not have such a right, the decision made by the board is the final (FDRE, Proclamation No. 621/2009).

Keeping the annual budget in the balance of maximum 30% for administration and 70% or above for program cost is one of the requirements that all civil society organizations governed by the law under discussion should fulfill. This is one of the challenges to many of civil society organizations irrespective of the categories they belong to.

As it has been clear from the onset, this law governs the overall operation of civil society and it is not a law on volunteerism. However, the idea of volunteerism is reflected in some of the articles of the law that worth discussing at this juncture. The first point that we found in the law about volunteerism is associated with membership in the general assembly and board of civil society organizations. In fact, the law requires the founding members, general assembly and Management board of civil society organizations to be volunteers and that they are not entitled any payment for the services in the governance of the civil society organizations. The second point mentioned in the law is about voluntary donation for public use. This can be considered as one form of volunteerism. Other than the above two cases, there nothing exists in the law about volunteerism. Specially, there is no a single article about volunteerism in direct service provision.

Practically it is also found that Voluntarism in the governance and management of civil society by being members of general Assembly or board is much more a reality in the civil society organizations than volunteering in direct service provision. There is lack of culture of volunteerism in general and specifically utilizing volunteers in direct service provision by

civil society organizations. This has been also attested by a study carried out by Task Force on enabling environment for civil society in Ethiopia (CSO, Task Force, 2011).

Therefore, looking at this proclamation is important not because it has direct impact on volunteerism but because it is the law that regulates voluntary involving organizations in the same way as other civil society organizations. So whatever restriction imposes and rights given is equally applied to voluntary involving organizations as it does to other civil society organizations. Here what is important to conclude is that the law treats all VIOs on the basis of their category indiscriminately in a similar fashion as it has been briefly discussed above.

3.1.1.2.2. Organization Specific Charters

There are two voluntary involving organizations governed by organization specific charter in Ethiopia, not by Charities and Societies proclamation mentioned above. These are Ethiopian Red Cross Society and Ethiopian Scout Association. They are governed by charters of Ethiopian Red Cross society, Proclamation No. 153/1999 and Charter of the Boy Scout Association of Ethiopian, proclamation No. 11/1950 respectively. Since the Charters are designed exclusively on the basis of the organizations specific situation, they fit them and found to be enabling and less restrictive. These organizations do not have restrictions mentioned above in the case of civil society organizations governed by Charities and Civil Society Proclamation. For instance, they do not have areas of engagement restrictions and are not forced to comply to the requirement of maintaining administration cost at 30 % or below out of the total yearly expenditure. This is one of the challenges for other civil society organizations.

In addition, the two organizations in this category enjoy an immense support from the government. The government support can be explained in terms of various aspects. First of all either the president of the country or someone appointed by the president is the patron of both Societies. Second of all they have budget subsidies from government, this is true in the case of Red Cross, and they have also better access to own land. For example, the chief scout and managing director of Ethiopian Scout Association has mentioned that the Association has been given 30,000 m² of land free of any charge. As understood from the interviewees, this is unthinkable for many of Civil Society organizations governed by charities and societies law. Let alone big land as it is the case here, getting a small plot of land for office premise is truly found to be difficult for the majority of CSOs governed by Charities and Societies proclamation.

The status of Ethiopian Scout Association in terms of legal foundation is swing between Charter of the Boy Scout and Charities and Civil Societies Proclamation. This has been disputable for some years now. However, the leadership of the Association strongly believes that the Association should be governed by the Charter. The preference comes from the fact that the Charities and Civil Societies Proclamation is more restrictive than the Charter. The restrictiveness of the charities and society proclamation to the operations of civil society organizations has been also indicated in a study carried out by (Dessalegn, Akalewold and etal, 2010).

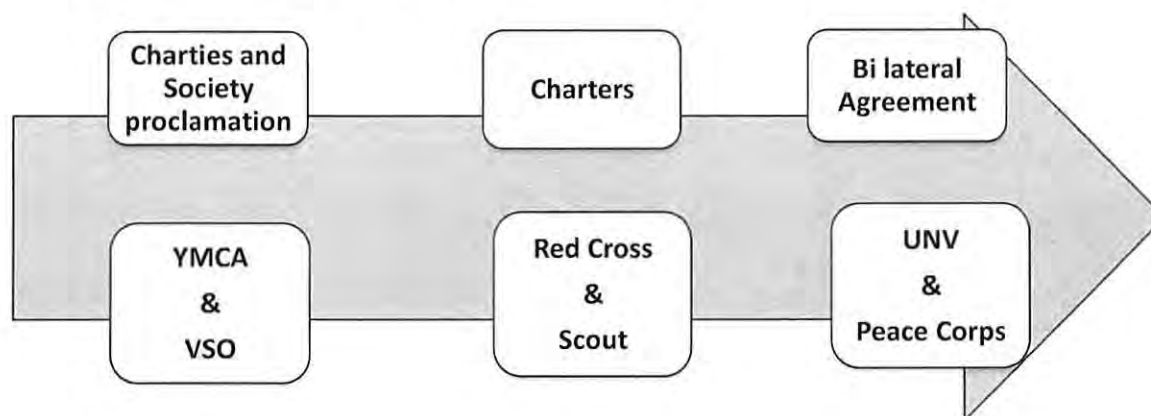
3.1.1.2.3. Bi-lateral Agreement and Multi-lateral Agreement

From the onset, the Charities and Societies proclamation, in its scope of application clearly indicated that the proclamation is not applicable to international or foreign organizations operating in Ethiopian on the basis of bi-lateral and multi-lateral agreement at government level (FDRE Proclamation No. 621/2009). Here, what is governing is the agreement entered between Ethiopian government and one or more other independent governments. Peace Corps and United Nations Volunteers (UNV) are the two voluntary involving organizations having a bi-lateral and multi-lateral agreement with the government of Ethiopia. Accordingly, they have freer working environment and have limited restrictions than other organizations especially organizations governed by Charities and Societies proclamation. They do not have neither restriction on intervention areas and nor required to keep the 30 % and 70% budget balance discussed above. In fact, advocacy, human rights and involvement in electoral process and peace building which are not possible for civil society organizations governed by the Charities and Societies proclamation, are the major areas of intervention of UNV.

Similarly they have more rights to enjoy including tax exemption from income and duty free importation of personal belonging, Free of visa charges, and entitlement of multiple entry visas. This exemption equally works for all volunteers and staff of the voluntary organizations. Moreover, representative and his or her families are accorded status equivalent to that accorded to administrative and technical staff of the diplomatic mission (Agreement between the Ethiopian government and the United States of America, 2007). UN Volunteers have also different benefits including living allowance intended to cover housing, basic needs and utilities. In addition, volunteers have life, health and permanent disability insurance.

The following diagram depiction summarized what is discussed above in the section of “legal framework.”

Figure 1. Legal Framework and VIOs



As we go further in the direction of the arrow, we find that voluntary involving organizations are getting freer environment, more and more rights and less and less restrictions.

3.1.2. POLICY AND DEVELOPMENT PROGRAMS

3.1.2.1. Government Policy and Programs on Voluntarism

UNV has been always encouraging and reminding its member states to understand and acknowledge the benefits of volunteerism for overall development of countries and urge them to incorporate volunteerism in their development policies and programs in order bring a lasting and sustainable development. This urge has been reflected in various documentations of the UNV and different legislations that the UNV enacted. UNV emphasizes that without the utilization of millions of volunteers, it would be unthinkable to achieve many of the millennium development goals (UNV, 2011).

Accordingly, different countries are in different stage of development in terms of incorporating the issue of volunteerism in their development policies and plans. With regard to Ethiopia, the issue of volunteerism specifically youth volunteerism is highlighted in its Five years Growth and Transformation Plan (GTP). The plan envisions increasing the number of youth volunteers. In addition to the development plan, the issue of volunteerism is also incorporated in youth policy of the country. Creating enabling conditions for the youth to participate in voluntary environmental protection and social service and thereby benefit themselves and the community at large is one of the pillars of the youth policy of the country (FDRE, Ministry of Youth, Sport and Culture, 2004). And on the basis of the policy,

Ethiopia has also youth development package in which the work of volunteerism is highlighted as one of the strategic issues to be addressed.

Most importantly, in order to implement the voluntarism part of the above policy and youth package, Service Standard on the delivery of voluntary service is prepared by Ministry of Youth and Sport (Ministry of Youth and Sport, 2010). The standard provides detail information about the intended activities, its objective and strategies to follow and most importantly identified the responsibilities of different sector Ministries and other stakeholders. The standard is the first voluntarism specific document issued by the government. However, the most important limitation of the standard and the program, and also as it has been the case to the draft proclamation on volunteerism is that it does not acknowledge volunteerism by other groups of the society. Or it does not recognize voluntary activities by other groups of the society except the youth. Since the work of volunteerism is not bounded by age categories, it is really an important concern to take in to account. Focus could be given to youth volunteerism without excluding volunteerism by other age groups.

Other than what is mentioned above, the issue of volunteerism is not incorporated in other government development policies and programs.

3.1.2.2. Alignment of Programs of Voluntary Involving Organizations with that of the Government Priority Areas

The Paris Declaration on Aid Effectiveness is an International agreement reached in 2005 between countries of both developed and developing nations and bi-lateral and multi-lateral donors to make aids channeling to the developing nations more effective than ever. More than 90 countries of the world, of which Ethiopia is one of them, 26 bilateral and multi lateral donor organizations and 14 civil society organizations participated in the process. This declaration is endorsed by all the participating countries and more other countries have also endorsed the declaration later on (OCED, 2005). In order to make aids channeling to developing countries more effective, different strategies and programs have been formulated. This declaration is followed by Accra Agenda for Action in 2008 in order to concretize and realize the agreement on the ground (ibid). One of the strategies formulated to make aid effective is aid alignment. The article read as follows,

“Donors base their overall support on partner countries’ national development strategies, institutions and procedures.”

The point in consideration, therefore, has two inter-related issues pertinent to Voluntary Involving Organizations. These are:

- How the programs of voluntary involving organizations are aligned with the overall country national development policies and plan? and
- How are voluntary involving organizations working with existing institutions, systems and procedures without creating new ones when there is no real necessity?

Regarding to the second question posited above, all international voluntary involving organizations targeted in this study are found to deploy volunteers in the already existing government and non government organizations. It is found that there are no new institutions formed for the services they are supposed to provide. Volunteers are deployed in various levels of government institutions at Ministries, and at regional counter parts, service providing institutions like health and education institutions and in other community based institutions.

In order to address the first question, there is a need of reviewing voluntary involving organizations' programs against that of the government development policies and plans. First it is important to see a practical and procedural aspect of how programs and plans of civil society organizations are approved and implemented in Ethiopia. There is a common understanding that any development activities should support the ongoing government long term development plan. Civil society organizations in general and voluntary involving organizations as part of the former needs to get the approval of its work(projects and programs) from pertinent government bodies before any implementation is started.

One of the responsibilities of Charities and Civil Society Agency as it is reflected on the proclamation (FDRE,Proclamation No. 621/2009) is to oversee whether the activities of civil society organizations are on the basis of the country's long term development direction or not. In addition to the oversee by the Charities and Civil Society Agency, The main government body responsible for project appraisal is Ministry of Finance and Economy Development and its downward counterpart at regional, zonal and woreda level. Depending on the types of project in terms of sectoral compositions additional one or more Ministries are also involved in the approval process.

There are checklists used in the process of approval of projects prepared by civil society organizations. One of the check lists that concern us here is that any project is checked

whether it is aligned with the government development plan and priority areas or not. This is one of the mandates and the responsibilities given to appraisal bodies (Addis Negarit gazeta, proclamation 15/2001). These appraisal bodies technically support, and advise and urge for the alignment of the project with that of the government development plan and priorities. In addition, with the discussion with VIOs and Addis Ababa Bureau of Finance and Economic Development, it was possible to see and attest that this is how practically projects are appraised.

What can be concluded here is that the government existing law requires voluntary involving organizations work to be aligned with the government priority areas. In addition to the law, it is also a practical procedure as it is attested from Addis Ababa Bureau of Finance and Economy Development. So the conclusion is that there is a practical system and procedure at project/program approval stages. This is one way of looking at the alignment of the VIOs programs to that of the government priority development areas.

In addition to the practical system and procedure discussed above, it is found that volunteers are deployed in different governmental and nongovernmental organizations on the basis priorities, needs and gaps identified by respective host organizations. This also strengthens the degree of alignment to national priorities in general and the needs of institutions benefiting from the knowledge and expertise of volunteers in particular.

Case One

In the partnership between VSO and Ministry of Education, ten International volunteers are currently deployed in the Ministry itself and different higher education Institutes. These volunteers are expected to support the activities of the Ministry and that of higher education institutes. Bringing a change in the current teaching methodology, which is dominantly a conventional lecture method, is the main underlining objective of the work of these volunteers.

Active learning, action research and continuous assessment are prioritized by the Ministry of Education on the basis of need identification done during the planning of higher diploma program for teachers' education in the year 2000 in Ethiopian Calendar.

In order to address the gaps identified by the Ministry and Higher Education Institutes, utilization of volunteers is taken as an asset and one way of dealing with the problem. Accordingly, volunteers are selected on the basis of practical experiences in areas of active

learning, action research and continuous assessment and agreement has been reached between involving partners. Doing assessment and identifying gaps, module preparation, training provisions are the main activities volunteers are engaged in. In addition, playing an advisory role on the issues and program mentioned above is one of the roles of specially those volunteers placed in the Ministry. Their engagement is purely capacity building targeting both candidate teachers attending in different higher education institutes and higher education institutes' teachers with the assumption that the trained ones will take over and sustain it in their respective institutes.

Source: Summarized from Interview with expert at MoE

It is also important to look the details of programs of voluntary involving organizations to investigate how the programs are practically aligned with the priority areas of the government.

United Nations Volunteers

United Nation Volunteer (UNV) is one of the voluntary involving organizations operating in Ethiopia. UNV aims at promoting peace and development and engage in wide areas of intervention including technical cooperation, humanitarian relief and rehabilitation, human right protection, health, education and agriculture. While working in these wide areas of interventions UNV as part of the UN development agency has a responsibility of upholding and aligning its programs on the country's development policies and programs since UN is one of the agencies endorsed the Paris declaration on aid effectiveness.

Regarding to UNV development programs, 31% and 41% of its program focuses on poverty eradication and MDG achievement and crisis prevention and recovery respectively. 24 % goes to democratic governance, 4% environment and sustainable development (UNV, 2011). The above program focus tells us that there is a high level of similarities between UNV program and Ethiopia's priorities of which poverty eradication and MDG achievement takes the prominence in its development endeavor as it has been witnessed in various government development plans.

Voluntary Service Overseas

Voluntary Service Overseas (VSO) has program on health and education programs in Ethiopia. With regard to the health program it focuses on improving maternal health, strengthening health management system, promoting family planning, reproductive health

and has services for prevention of mother to child transmission. Regarding to education the organization has program focusing on improving education quality, promoting learner centered approach, practicing inclusive education and has early childhood education development program.

Improving Maternal Health is one of the eight MDGs that Ethiopia has been implementing various programs to achieve it. Strengthening health management system is exactly what is prioritized in the health policy of Ethiopia. Moreover, prevention of HIV from mother to child is also one of the programs that Ministry of Health is implementing and the ministry has also a Guideline for it. The same level of alignment also exists in education sector. Quality education assurance is the priority areas of the Ministry of Education and is also reflected in the five years development plan of the country - Growth and Transformation Plan. Promoting learner centered approach and inclusive education are among the ministry's strategies and priority areas to ensure the quality and expansion of education in the country. The early childhood care and education is also one of the areas that the Ministry of Education has been aggressively working on. The Ministry has recently formulated a plan for the expansion of zero-class initiatives² to be established in all primary schools in the country.

Peace Corps

Peace Corps Project is based on a national agenda but focused locally. Education is one of the major areas of Peace Corps in Ethiopia, where more than 50% of Peace Corps volunteers are engaged in. As various studies carried out in Ethiopia indicate language proficiency in English is one of the critical problems of students in high school and students in the universities. It is also a problem of many English teachers. (Haimanot, 2011). As a result of this real problem, the English Language Improvement project was initiated by Ministry of Education and the British Council on the basis of the request made by the Ministry of Education(www.britishcouncil.org/englishagenda).

Peace corps has also health program including nutrition, food security, community health. With the objectives of improving nutrition, food security and community health water management, composite preparation, double digging, awareness on malaria and hygiene and sanitation are some the activities Peace Corps volunteers are dealing with. These are areas also emphasized by the government. Disaster risk management and food security is the

² Zero class initiative is an attempt of the Ministry of Education to establish early childhood education centers in primary schools

largest program implemented by Ministry of Agriculture and rural Development (Ministry of Agriculture and Rural Development, 2010). In the same token, reducing incidence of malaria is targeted in the Growth and Transformation Plan and malaria has been also one of the 17 health packages implemented by the Ministry of Health in its health extension program.

Ethiopian Scout Association and Young Men Christian Association

Ethiopian Scout Association and Young Men Christian Association are among the target organizations for this study. They work widely on the production of ethically good citizens. Children and youth are trained to have high moral standard on the basis of national and globally accepted principles and to be faithful and honest to themselves and others. Members of the Scout and YMCA have expected to fulfill their responsibilities for the society they live in. This is exactly what Ministry of Education has been doing in its Civics and Ethics education starting from primary education. One of the objectives of the education policy is to provide education produce citizens who stand for democratic unity, liberty, equality, dignity and justice and who are endowed with moral values. The same level of alignment is also found with the programs of The Federal Ethics and Anti Corruption Commission of Ethiopia in its attempt to create an ethical society that condemns corruption.

Ethiopian Red Cross Society

Ethiopian Red Cross Society has various programs implemented by volunteers across the country. Volunteers are the backbone of programs including ongoing service provisions like ambulance service, first aid, and emergency and disaster prevention and rehabilitations programs. These programs have been always complementing that of the government.

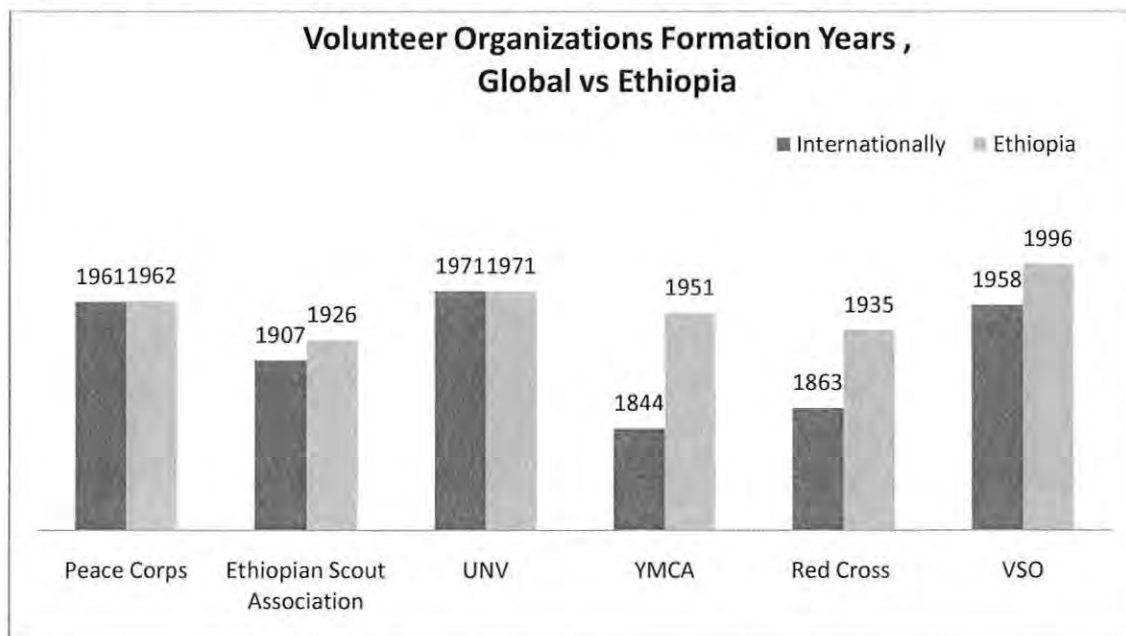
3.1.3. INSTITUTIONAL FRAMEWORK

As various literatures on volunteerism indicated and the experience of other countries shows there are three different types of institutions that have impact on the work of volunteerism. These are government/public body which govern, lead, coordinate and facilitate the work of volunteerism, the second one is Voluntary Involving Organizations which are the frontline implementers of the work of volunteerism, and the third one is network/forum established by either of the former two or by a combination of the two types of Institutions mentioned above. This is what is witnessed in countries where volunteerism flourished. All have a determinant and peculiar role for the growth of volunteerism.

According to the information from Charities and Civil Society Agency, there are 3,010 Civil Society organizations operating in all over the country in wide areas of interventions. This number is very small even by African standards and most of them are small organizations operating in smaller geographical areas with very limited annual turnover (Dessaegn, Akalewold and etal 2011). Among the above civil society organizations, what is most important to notice is that only a handful of them are Voluntary Involving Organizations. These are organizations established with the goal of promoting volunteerism and strives to achieve their goals mainly through the work of volunteers in the direct service provisions. According to the Charities and Society Agency and CCRDA these kinds of organizations are very few in the country.

These Voluntary Involving Organizations are both local and foreign civil societies. These include Ethiopian Red Cross Society, Ethiopian Scout Association, The Young men’s Christian Association are among local organizations and Peace Corps, United Nations Volunteers, Voluntary Service Overseas, are International organizations working on promotion of volunteerism in Ethiopia.

Figure 2, Years of Establishment of VIOs internationally and nationally



Source: From website of respective organizations

There are also few other voluntary involving organizations which are not targeted for this study. The remaining great majority civil society organizations with little or no emphasis on utilizing of volunteers in their service provisions are not Voluntary Involving organizations by their own nature and they do not uphold the promotion and development of volunteerism as their main strategy in their program implementations. Therefore talking about the institutions, though all civil society organizations could be a potential areas(Institutions) where volunteerism could be practiced and nurtured, the current situation tells us that only a handful of them are promoting voluntarism and engaged in it as their main areas of intervention.

The second important types of institutions which have a pivotal role in the growth of volunteerism are public bodies. In this regard, Charities and Civil Society Agency is government body mandated to licenses, register and supervise the civil society organizations and to enable and encourage civil society to achieve their goals. The Agency could play an important role in terms of licensing and registering civil society which engaged in the work of volunteerism. Other public body worth mentioning here is Ministry of Women, Children and Youth Affairs. This Ministry has a program on youth volunteerism. This is actually the only government program on volunteerism and the ministry is responsible for ensuring its implementation.

Other than the above, there is no government body directly responsible for voluntarism. Precisely speaking there is no government agency responsible for governing, coordinating, leading and managing volunteerism in the Country. No single government agency is collecting information, doing research and direct voluntary involving organizations on their promotion of voluntary work in the country. As a result information about volunteerism including the number of volunteers in the country and their level of contribution to the development endeavor of the country is none existent. What exists is very fragmented, scanty and partial information available in various organizations.

The third important institution literatures on volunteerism discuss is Network/Forum or Consortium among the various voluntary involving organizations. A network established by voluntary involving organizations or by government with the objectives of developing volunteerism does not exist in Ethiopia. This has been attested by information from the different organizations targeted by this study. In addition, information from Charities and Society Agency also confirm the non existence of such consortium in the country.

What has been noticed is that voluntary involving organizations meet on occasional base in non continuous manner. As respondents indicated this kind of getting together take place during the commemoration of International Volunteers Day. Other than this there is no any institutionalized network or forum among voluntary involving organizations.

In one study it has been also identified that civil society organizations do not have a culture of cooperation and weak in working together (Dessalegn, Akalewold and etal 2011). Partly due to the absence of such forum, there is a duplication of efforts between the few voluntary involving organizations. Peace Corps and VSO were mentioned to have such challenges that they end up working in the same school on the same issues.

3.1.4. SOCIAL AND CULTURAL ELEMENTS

The social and cultural context/elements play a big role for the growth and development of volunteerism in a society. As it has been well acknowledged, volunteerism in its different types, forms and magnitude is the universal culture of human society all over the world. In this regard, there is no exception to Ethiopia. First and foremost volunteerism in its informal form has been practiced since long in Ethiopia. There is a good culture of helping each other. The existence of institutions like Idir, debbo and mahber indicate that volunteerism in Ethiopia is the oldest in practice. Moreover, an extending family system exists and membership in community groups is common in Ethiopia. The principal function of this system is to support each other. Such social inclusion mechanism can give an opportunity to the development of formal volunteerism in the country.

Ethiopia has been renowned by many foreigners in its culture of hospitality and international volunteers contacted in the course of data gathering for this study also proved that. They said that they are most welcomed by the Government of Ethiopia and the people that they work with (counterparts). This is a positive element for the increment of foreign volunteers' involvement in wide areas of development interventions in the country.

Different studies carried out in different parts of the world indicated that there is a positive relationship between volunteerism and religions. In a society where religion dominates, the level of volunteerism is high. People in some religion better volunteer than people with no religion. Moreover, people who are active in their religions even better volunteer than people in a religion but not active (United Nations Volunteers and United Nations Development

Programme - Bratislava Regional Centre, 2009). The majority Ethiopians are followers of Christianity and Islam. About half of the population are Orthodox Christians, one third are Muslims and eighteen percent are Protestants (EDHS 2012). All religions mentioned above preach strongly about the need of helping each other and highly value doing good for others. This is identified to be one of the favorable conditions for the development of volunteerism in the country.

The other finding worth mentioning is that Ethiopian counterparts who are supposed to work with volunteers are considered as lacking a spirit and culture of team work which has a pivotal role in the work of volunteerism. This has been greatly emphasized by some of international volunteers contacted for this study.

3.2. VOLUNTEERS' CHARACTERISTICS

3.2.1. Education and Experience

Different voluntary involving organizations have different qualification requirements in order to recruit and deploy volunteers. A minimum of degree and two to five years of experience is a requirement in the case of VSO. UNV requires volunteers to have a Master degree and 5 to 10 years of experience while Peace Corps commonly require at least a four year degree or four years of full time work experiences. In addition, volunteers of Peace Corps are required to achieve an intermediate level of language proficiency in either Amharic, Afan Oromo or Tsegreña depending on volunteers' placement. For this purpose, the first three months of voluntary service is dedicated to language class.

A fixed and definite requirement in terms of education and experience is not found in the case of Ethiopian Red Cross Society, Ethiopian Scout Association, and Young Men Christian Association. The great majority of Ethiopian Red Cross Society and Young Men Christian Association's volunteers are found to be young people who have a qualification of matriculation whereas Ethiopian Scout Association has volunteers who are almost exclusively elementary and high school students. Therefore, it is possible to conclude that foreign or International voluntary involving organizations have volunteers who are better educated than volunteers of national voluntary involving organizations.

3.2.2. Number of Volunteers

There are definitely known number of volunteers in the case of International organizations like UNV, VSO and Peace Corps but, however, Ethiopian national voluntary involving organizations lack such precise information. Partly the problem arises from the fact that they engage in very large number of volunteers compared to international voluntary involving organizations. Therefore, what we can talk here is an estimated number of volunteers of the organizations. According to information from the organizations, Red Cross has more than 30,000 volunteers in all over the country and the number rises to 100,000 during disaster and emergencies. Ethiopian Scout Association has more than 70,000 member students in different elementary and high schools spreading in all regions of the country. More than 1,000 volunteers are also volunteering in YMCA.³ It is also worth noting that the majority of these volunteers are occasional volunteers, volunteers volunteering less than once in a month or only during national events of different sorts.

In international voluntary involving organizations, we found smaller number of volunteers as compared to that of national voluntary involving organizations. However, though the number is smaller, the volunteers are regularly engaged in their voluntary assignment during their stay in the voluntary services. According to the information from the respective organizations, currently UNV has 272 nationals and 32 International volunteers, Peace Corps has 200 International volunteers and whereas VSO has 62 international volunteers.

³ The volunteers are those who are deployed in direct service provisions; the discussion does not include volunteers in the board and general assembly of respective organizations.

Table 2. Summary of Education, Experience and Total Number of Volunteers

S/N	VIOs	Requirement		Current No. of volunteers	Remark
		Education	Experience		
1.	UNV	MA	5 to 10 years	304	
2.	VSO	Degree	2 to 3 years	62	
3.	Peace Corps	Degree	Or 4 years full time job experience	200	In the case of peace corps the minimum requirement is either Degree or 4 years of experience not both as a minimum requirement
4.	Ethiopian Red Cross Society	Most of them post matriculation		>30,000	
5.	Ethiopian Scout Association	Elementary and high school students		>70,000	
6.	YMCA	Most of them post matriculation		>1,000	

Source: From respective organizations

3.2.3. Origins of Volunteers

In terms of origin of volunteers, there are three types of volunteers volunteering in Ethiopia. These are local or national volunteers, international volunteers who are further divided into volunteers from developed nations and volunteers from the developing nations and Diaspora volunteers. Voluntary involving organizations operating in Ethiopia utilize and deploy local, international or Diaspora volunteers or a combination of two or three of them in voluntary services. Peace Corps utilize only international volunteers, in fact only Americans, whereas UNV has both national and international volunteers. On the other hand, VSO has all types of volunteer- national, international and Diaspora volunteers in its voluntary services.

The North to South Model where volunteers from developed nations come and serve in developing countries is the dominant model. Literatures and studies indicated that when volunteers are coming from developed countries to developing countries and especially when the majority is young and inexperienced the greater benefits deviate to the volunteers themselves and the sending counties rather than the supposed target groups. They used the hosting organizations and hosting countries as a field of practical learning where ultimately the benefits go to the sending country (Caprara, Mati and etal, 2010). Assessment on the

qualification of volunteers deployed by international voluntary organizations indicated that first Degree is the minimum requirement and some years of experience is also required.

Those voluntary involving organizations have to balance their voluntary work in terms of origin of volunteers and qualifications of volunteers to benefits the supposed target community better in the services. Moreover, ensuring and supporting community volunteering approach which works on recruiting and deploying of national volunteers is also has to be an integral part of their work. As some studies indicated this has also a bearing on cost effectiveness and sustainability (Wijeyesekera, 2011 and Caprara, Mati and etal, 2010).

Ethiopian Scout Association deploys local volunteers whereas Ethiopian Red Cross Society and Young Men's Christian Association volunteers, to a greater extent, are national volunteers, though they have also few foreign volunteers coming and serving in Ethiopia. Diaspora volunteerism is also practiced by other group of Ethiopian people living abroad, but this one is more occasional and usually not through formal organization.

3.2.4. Placement

UNV and VSO place their volunteers in both governmental and nongovernmental organizations. UNV has mainly place its international and national volunteers in UN agencies including UNHCR, WFP, UNOPS, UNFPA, and UNICEF and different governmental organizations. Hospitals and higher education institutes and to a lesser extent Ministry of Education and Ministry of Health are the main government Institutions where the majority of volunteers placed by VSO. Different from both UNV and VSO , Peace Corps places their volunteers only in governmental organizations.

On the other hand, Ethiopian Red Cross Society, Ethiopian Scout Association, and Young Men Christian Association recruit and use a large number of volunteers to achieve their own respective goals. In other words they do not assign volunteers other than their own organizations.

3.3. VOLUNTARY PROGRAMS

3.3.1. Length of Service

It is identified that the length of services provided by international volunteers varies across volunteers. Both short terms, service for one year or less and long term, for more than a year, voluntary services exists in Ethiopia. The service period varies from three months to two years. 3 months, 6 months, 1 year and 2 years of voluntary services are found to be the length of services commonly provided in the case of international volunteers. UNV and VSO all have volunteers volunteering for the time frame mentioned above. The story is different in the case of Peace Corps. Peace Corps has a uniform voluntary program which lasts for 27 months of which the first three months are training and preparation period. There are few cases in which some highly qualified volunteers serve for a period of a year or less.

In addition to the above service time frame, there are also some instances of services below 3 months and above 2 years, but not common. Voluntary service for shorter period as understood from voluntary involving organization is high impact assignment usually for highly qualified and experienced volunteers whose service is highly required and they could not afford to spend more time.

VSO has Diaspora voluntary program. This is a voluntary program in which service is given by Ethiopians Diaspora. It is a three month voluntary service, since the time is so limited and in order to come over the challenges associated with the time limitation, the three month in person voluntary service is accompanied by another three month e-volunteering to help volunteers complete their assignments successfully.

The determining factors for the duration of services of international volunteers are different. Generally factors/reasons can be categorized in to three major blocks. These are volunteers related, organization related and reasons associated with the nature of the work.

Volunteers Related

Here, the length of duration of services is determined by reasons associated with volunteers themselves. Volunteers who are married and have children are usually willing and able to volunteer relatively for shorter period of time. For instance volunteers of Peace Corps volunteer for two years and when the data looked up in terms of marital status, the great majority (93%) are unmarried. It is also found that very high qualified professionals, like

medical professionals usually could afford to volunteer for shorter period, even for few days in some instances. There are also other personal reasons like education and other personal priorities determining the duration of services on the part of the volunteers.

Organization Related

Resource is found to be the main determining factor for the duration of volunteer service on the part of the Voluntary Involving Organizations. Recruiting and deploying international volunteers requires substantial finance for various expenditures including flights, training, accommodations and medical and safety insurance and many other costs. This has also its own limiting role in the duration of services of volunteers.

The Nature of the Work

Here, the determining factor is the nature of the work. Some work needs shorter time to accomplish and other longer. One time training and short term capacity building can be accomplished within shorter period. When it is a particular input of skill on physiotherapy for medical personnel, for instance, a volunteer or group of volunteers can deliver the training within short period of time. On the other hand, community based programs, system building and some activities in organizational development can take longer period. Here the duration of the services purely depend on the nature of the work. IT system development in universities is one of the activities which take longer period of time, as it is understood from the information gathered. The work involves different phases like the design, bidding, procurement of equipment, all of them are found to be time demanding.

Working with community also needs substantial time for building trust and partnership and to develop an understanding of local context before anything happens. Voluntary service for an extended period helps volunteers to build trust and develop an understanding of the local situation they are placed in and able to complete what are they expected to. This is what has been highlighted by all host organization, sending organizations and the volunteer themselves. Short term voluntary service, especially that of three months is criticized to be less contributing since volunteers themselves needs two to three months to adopt to a new situation – new country, new organization, cultural aspect etc. Some few months is really required to understand what the host organization is doing and internalize the existing gaps. In short it is time of learning, not contributing to the host organizations. In the case of Peace

Corps, for example, the first three month is a time of learning local language and culture and it is preparation stage in general.

It is also emphasized that the current infrastructure situation –poor telecommunication and transport system, electricity worsen the situation and put more pressure on the already shortened time. This is the practical challenges volunteers are encountering. In order to overcome the challenge imposed as a result of shorter duration of service, a follow up visits and e-volunteering is a solution in some voluntary services. This is a practice exists in some of the voluntary involving organizations. There seems a consensus and common understanding between professionals in the field that short term voluntary services should only be practiced for special assignments that can surely and successfully be accomplished. High input skill training for professionals can be an example.

3.3.2. YOUTH FOCUSED VOLUNTEERISM

Volunteerism in Ethiopia highly focuses on youth. This is especially true in direct service provisions. The participation of adults and seniors is noticed to be largely limited to in the governance of civil society as member of board and general assembly. This is true in the case of Ethiopian Red Cross Society , Ethiopian Scout Association, Christian Young men's Association. And the dominance of youth in the voluntary service is also true in Peace Corps, and to a lesser extent, as compared to formers to VSO, UNV. Ministry of women, children and youth program on volunteerism is exclusively targets voluntary services provided by youth(Ministry of Youth and Sport, 2010).

The Youth Policy of Ethiopia has defined youth to be between the age of 15 and 29. This is the age groups that the voluntary program targets to engage. This is actually related to the mandate given to the Ministry. However, looking at the national level and in the broader perspective, not giving a room to the involvement of adults in the voluntary service can be cited as shortcoming. However, Ethiopia has recently endorsed the African Youth Charter which extends the youth up until 35 years of age. So there will hopefully be more space to involve more age groups.

Focus on youth could be one of the characteristics of volunteerism in Ethiopia and the focus could continue, however, proportional focus should be given for other age group for greater benefits to the target groups or to the community in general. Interviewee experts in the area of volunteerism indicated that there is real need to benefit from the experience of adults,

elderly and senior citizens. There is also a need to create a forum where intergenerational learning between generations takes place by involving adults and seniors in the process.

Literatures and studies indicated that when volunteers are more and more young, the greater benefits deviate to the volunteers themselves rather than the supposed target groups. The problem is worse when these younger volunteers are coming from abroad as international volunteers. They used the hosting organizations and hosting countries as a field of practical learning where ultimately the benefits go to the sending country. This is particularly evident in the case of programs that send volunteers straight from school into a voluntary service experience, with the risk that they derive greater benefit from the experience than the host communities and organizations they are meant to serve.

3.3.3. VACATION FOCUSED VOLUNTEERISM

Summer vacation (July and August) is found to be the convenient period for volunteerism and it is also when the majority voluntary services are carried out in the case of Ethiopian/national voluntary involving organizations including Ethiopian Scout Association, and Christian Young men's Association. Ethiopian Red Cross society also intensifies its activity in this period. This is also true to voluntary program organized by the Ministry of Women, Children and Youth Affairs. This clearly limits the contributions from the voluntary service work. Understanding this, the Ministry of Women, Children and Youth Affairs has recently designed and initiated different programs that can be carried out in the other seasons (Bega program as they call it). As it has been reported from the Ministry, coupled with the involvement of high school students, Bega voluntary programs increased the number of volunteers and volume of voluntary work carried out.

However, this is not the case for International Voluntary Organizations operating in Ethiopia. They have voluntary service programs throughout the year in a manner of even distribution across the seasons.

3.3.4. TYPES OF VOLUNTEERISM

Literatures speak of two types of volunteerism, regular and occasional. The division here is on the basis of regularity of the voluntary services provided by the volunteers. If the voluntary service is provided at least once in a month in one year period by a volunteer that is going to be regular volunteerism whereas if it is less than once in a month that is going to be

occasional. This divisions automatically excludes international volunteers coming to the country to serve because once they are here they are here to give services up until the end of their contract. So we do not speak of regularity and occasional in the case of international volunteers. Therefore, the discussion here is limited to national volunteers.

Ethiopian Red Cross Society has regular and occasional volunteers as well. In the case of Ambulance, first aid services and home based care, for example, volunteers are regularly engaged. The Society has also a large number of volunteers who can be categorized as occasional volunteers who are mobilized in the case of emergency, disaster or some national events. The society calls these volunteers as spontaneous volunteers who are mobilized whenever such disaster occurs or national events take place. In the case of Ethiopian Scout Association membership is for life long, at least in principle. If a person becomes a scout once he or she is supposed to be a scout lifelong. However, the voluntary services provided by the members tend to be occasional.

The story is different in the case of Ministry of Women, Children and Youth Affairs and their counterpart at regional and local level, they usually mobilize volunteers for some cause including event organizations, training, campaign etc. The same applies to Christian Young Men's Association. So the distinction between regular and occasional may not fully capture the pictures in the case of some voluntary involving organizations.

3.4. BENEFIT TO THE VOLUNTEERS

Case Two

Kifele Asfaw has been a volunteer for more than 10 years now in Ethiopian Red Cross Society. In his earliest stage as a volunteer, especially in the first 5 years of voluntary services, he had been involved in a multitude of voluntary activities including tree plantation, provision of awareness and trainings on HIV/AIDS in the community and school clubs, delivery of home care services to HIV patients and elders and involved in many other emergency situations.

In the last five years, he almost exclusively has been focusing on first aid provision and he is a voluntary trainer on first aid. In this regard, he trained many people from government and non government organizations in all over the country and helped them to have first aid kit in their own organizations. In his voluntary work, Kifele mentioned that

he travelled many different places and able to know the country better. This is one of the benefits kifle counts on as a personal benefit in the course of his voluntary services. Moreover, knowledge he has developed on first aid and many other issues through voluntary service indicated as benefits he gained. Moreover, Kifle says,

“Voluntary service helped me to keep myself from addiction like chat while many of my friends are captive of it.”

A key concept of social exchange theory is the idea of reciprocal exchange. In the process of providing voluntary services both service giver and receiver benefit. Both theoretically and as many empirical studies in the areas indicate voluntary service ensures mutual benefits. It is found to be true in this research as well that volunteers benefit much in the process of delivery of voluntary services and after. Learning new skills and knowledge on thematic areas that they are engaged in and generic knowledge including communication and coordination skill and skills on planning and organizations are mentioned to be important skills and knowledge they got from voluntary service. As a result of the above, building confidence mentioned to be important benefits volunteers are acquiring.

Contacted volunteers mentioned that voluntary placement helps them in their personal and future career development through a chance that would not have been possible other than volunteering. There are also many cases where volunteers successfully secure jobs after voluntary services. Respondent Volunteers told that because of experience they get from volunteering and because they widened their horizon, they are invited for short term assignments in many occasions in which they generate a good income. Event organizations like great run, national and international conference, sport tournaments are mentioned as examples. Skills of event organization are also identified to be one of the important skills that volunteers develop in the process. This is especially true in and among Volunteers of Ethiopian Red Cross Society, Ethiopian Scout Association and YMCA.

Case Three

Kebede Endalkachew is one of the volunteers volunteering in Ethiopian Red Cross Society. He has been a volunteer for the last 7 years in the organization. He is involved as ambulance attendant and first aid trainer. As the benefit of volunteering, he mentioned psychological satisfaction to be the first benefit he got from and

because of these long years of services he considers himself as specialist in first aid. Volunteering gives him a chance to be someone capable of doing something.

And interestingly volunteering helps Kebede to shape his future career. Due to his involvement in health related voluntary work, he was able to pursue his education on nursing and as a result, he is now looking for full time job.

Moreover, an assessment carried out by VSO on Ethiopian volunteers also confirms that 80% of volunteers secure jobs after their voluntary services. Respondent from Peace Corps also mentioned that almost one third of Americans working in USA Embassy in Ethiopia were Peace Corps volunteers previously. Besides, youth volunteers also benefit from the assignment because they would get the chance to practice in a working environment before they embark to the real world of work.

Development of cultural awareness and fostering a sense of global communities and global citizenship is important benefits international volunteers getting from the services of volunteering as it has been indicated by some of the international volunteers.

3.5. MOTIVATING MECHAISMS

There are different experiences in different countries to motivate people to volunteer and maintain them in volunteering for longer period possible. With the objective of attracting more new volunteers and maintaining the existing ones, there are benefits to be provided either during or after voluntary services. Generally speaking the possible benefits, though it varies from country to country and from organization to organization, includes cancelation of full or partial student loans, receive health and medical coverage while serving, vacation, get extra training and education and get non competitive eligibility for jobs and many others.

As it is repeatedly discussed above, there is no any legal framework and national policies designed to guide and promote volunteerism in Ethiopia. What exist is voluntary programs implemented by both government and non government organizations and organizations specific guidelines and standards whose application is limited to the specific organizations and institutions. In other words, it is not a national binding instrument. Some call it volunteers' guidelines, others call it Volunteers' management and Administration Manual and still others call it volunteer service standard. Whatever the names it is organizationally

binding document guiding volunteer service and stipulating volunteers' rights, responsibilities and benefits. Other than this kind of documents, Ethiopia does not have nationally binding document that stipulates rights, responsibilities and benefits of Volunteers.

Looking at the guidelines, it is found that there are some motivating elements to attract and motivate people to volunteer. In the case of YMCA, volunteers are exempted from service fee for using gymnasium, other various sports facilities. Live Addis stated in its volunteer's management and administration manual that volunteers may be given priorities for employment opportunity based on competence and job advertisement. Certification and letter of accomplishment is used as motivating mechanisms in Ethiopian Red Cross Society. Ethiopian Scout Association use certifications like others and in addition, it has very rare international travel for scout members who achieved an extra-ordinary work.

In the case of Ethiopian Red Cross Society, it is found that many employees of the organization were once volunteers and there is a practice of giving priority to volunteers when vacant post is available. This is a practice which does not have a defined written system in the organization. The practice rests up on the willingness of individuals in the management.

Youth voluntary service standard prepared by the Ministry of Women, Children and Youth Affairs has also some articles aimed at motivating youth to volunteers. This includes provision of standardized certificates to all participating youths to be given up on accomplishment, prizes of gold, silver and bronze for extraordinary accomplishment of voluntary work and monetary gift when possible. However, so far it is only the certification part is materialized. An evaluation carried out by the Ministry of Women, Children and Youth Affairs on youth program funded by UNICEF, indicated that youth volunteers recognized certificate provision as motivating but not sufficient. The encouragement support should include considering voluntary services as one of the criteria for some relevant vacancies and job opportunities. According to the participants, such gap in turn hampered further movements of voluntary services (Ministry of Women Children and Youth Affairs, 2012).

What is more worth mentioning is that the youth voluntary service standard has provided a health package to be given to volunteers for accident or health hazardous happens during voluntary services. This is a very good practice and similarly also practiced by Peace Corps, UNV and VSO. Volunteers' safety and health is number one priority for these international

voluntary involving organizations. They have also insurance mechanisms. Global experience shows that the absence of such health insurance is one of the issues identified to be one of the major reasons that keep people from volunteering (Volunteering in the European Union Country Report United Kingdom, 2009).

Coverage/reimbursement of basic costs which may include transport and lunch allowance that volunteers spend during volunteering is considered as best practice and on the other hand, not reimbursing discourages many from volunteering. Reimbursement serves as one of motivating elements. On the other hand, paying more than reimbursement in the name of per-diem put volunteerism at risk and affects its true spirit. This is one of the biggest challenges that voluntary involving organizations specially those of national organizations is facing. Moreover, some voluntary involving organizations are accused by people working in the areas of voluntarism as paying a sum amounted more than the salary of an equivalent permanent employ counterpart in other organizations.

Ethiopian Red Cross Society, Ethiopian Scout Association and Young Men Christian Association and VSO (only in the case of national volunteers of VSO) pays a little more than the actually cost. In the case of international volunteers of Peace corps, UNV and VSO, What we know is that every cost is covered by the voluntary involving organizations. However, in the case of national volunteers of UNV, volunteers have a kind of payment which is by far more than the actual cost. Here, the right question is that 'is money paid equivalent to market price or more?' Difficult to answer, however, if it is, it is going to be principally the question of whether that is volunteerism or not.

As some comments it is really either equivalent to the market price and in some occasions the payment is also above the market price in the Ethiopian context. Because there are many employed citizens in both government and in non government organizations with equivalent educational level and experiences but earning far lower than these volunteers. On the other hand, it is also important to notice that the payment is lower than the standard of United Nations Volunteers and also other UN agencies payment to their employed staff. So the conclusion is that the payment is higher when viewed in the broader country perspective and it is lower in the standard of UN.

3.6. CAPACITY BUILDING

Capacity building can have different levels. It can be at individual level as ordinary member of society, at professional level as service provider, at organization level to strength the organization system, procedures and at community level when targeting the community as whole. Whatever the level, the issue of skill development and skill transfer as they are embedded in capacity building is very important to look into as it has a bearing on sustainable development. For long lasting and sustainable development of host organizations in particular and host country in general, there is an agreement that volunteers' roles have to focus on capacity building of the beneficiaries- individuals or host organizations. When discussing about the capacity building is not the capacity building of volunteers but the beneficiaries as individuals or organizations. In the process of executing voluntary activities involved volunteers can learn and develop skill as it is dealt with the section of volunteers benefit above. The question is then what about volunteers' role in terms of capacity building for targeted by their voluntary work?

Emphasis has been given to the role of volunteers that they have to focus on capacity building of target beneficiaries. Some of the articles of the resolution adopted by the General Assembly of UN (resolution 67/138- integrating volunteering in the next decade) made a straight forward point on the importance of capacity building and skill transfer in the work of volunteers. One of the articles reads as follows.

"..... Member States to support intergenerational solidarity and Knowledge transmission through volunteering program."

Greater emphasis to the capacity building part of assistance on the basis of the real needs and priorities of aid recipient countries be it financial and technical is also the central theme of the Paris declaration.

What has been discussed above is the theoretical aspect. The relevant question is then "is capacity building and skill transfer taking place on the ground in the work of volunteers and voluntary organizations?"

To deal with the question, capacity building is highlighted in the programs of Voluntary involving organizations. In the case of Peace Corps, for instance, helping others to help themselves is greatly emphasized and listed as one of the role of volunteers. Here, in the case of Peace Corps volunteers are considered as catalysts and they are not allowed to implement activities directly.

The majority, more than 50 % of Peace Corps volunteers serve as English teacher in different schools in all over the county. This is directly a capacity building activities of the voluntary involving organization in consideration. However, as it came out from my in depth interview with one of the expert in Peace Corps, the volunteers are involved in direct teaching in the class room. In this strategy the multiplying power of services is highly limited and moreover, it would have been more sustainable if the training is given to teachers with the expectation that teachers cascade in their respective schools. As to why this is not done, the expert mentioned two major reasons. One is that teachers are too busy and second there is a per-dime demand from the teacher's side. This direct teaching could be beneficial to the students who can access the chance, but presumable these are small number of students as compared to if the opposite strategy is utilized- training existing teachers with the expectation that they would cascade to students and most importantly the strategy ensure sustainability.

Peace Corps has been also involved in Health and Agriculture sectors. In an effort to improve nutrition and food security, Community Health Volunteers and their counterparts facilitated nutrition workshops in conjunction with Urban Gardening Techniques. The training encompasses water management, compost preparation and double digging. Volunteer efforts also include organizing training of trainer sessions for health and agricultural extension workers, preparing demonstrations at farmers' training centers and model farms. As it is mentioned by the Peace Corps volunteers, they are mainly engaged in capacity building activities like teaching and providing trainings and by doing so they make people do the activities required. Other than this they are not allowed even to involve in the direct activity execution and that is not their role as volunteers.

Capacity building role of volunteers is also emphasized in the work of other volunteers from VSO and UNV. The service provision of volunteers from VSO is accompanied by partly education based and partly by skill based intervention. Education on IT to target beneficiaries, physiotrapy training to nurses and other medical personnel at hospitals, installation information system in the universities and involvement of organizational

development of local host nongovernmental organization in the areas of fund raising, project proposal writing and establishment of resource centers are some of the areas.

VSO has three major types of volunteers in terms of their origin. These are international volunteers, Ethiopian Diaspora volunteers and national volunteers. The voluntary work by the first two tends to focus on capacity building whereas the third one tends to service provision. In the capacity building efforts both government and non government organizations are targeted. The target areas include system development in education and health sectors like health management information system and train the necessary human power and improve the management in the different sectors. On the basis of needs of civil society organizations, organizational capacity building in various issues including fund raising, proposal writing, development of resource centre are some of the areas volunteers work in. Direct beneficiaries are also some times targeted in terms of capacity building. For instance, teaching how to use media and internet and computer training for youth are some of the capacity building training.

One of the challenges identified as a big problem in terms of capacity building and knowledge transfer is the fact that counterparts who work with volunteers in a constant manner are not assigned in the host organizations. Professionals in the host organizations who are supposed to work with volunteers are on and off and constantly changing. This is identified to be one of the recurring challenges and put a big hindrance to carry on the activities initiated by volunteers after the departure of the volunteers.

The other challenge is the technical support in terms of availing volunteers is not accompanied by financial support. This is especially very important for small host organizations like Live Addis. In order to utilize volunteers fully and benefit the most out the process, some funding related to the volunteer work found to be necessary. For example, a volunteer who came in to engage in IT related program like establishment of resource centre, a host organization may need to buy some computers, install internet facilities and cost for organizing trainings.

On the other hand, at a general level, capacity building is not emphasized in the national voluntary involving organizations. This is true in the case of Ethiopian Red Cross Society, Ethiopian Scout Association and YMCA. They have a large number of volunteers who are engaged in the direct service provision. Ambulance service, first aid, home care, national and

international event organization, tree plantation are the major areas of engagements which has little room for capacity building efforts. In other word, these volunteers are not taking up the capacity building role. This is partly related to the fact that the majority of them are young and inexperienced. Elders and senior citizens participation in voluntary activities in direct service provisions that can be higher, middle or lower level profession is so limited and they are predominantly serving organizations in the higher governance level where there is no or little possibilities for capacity building to take place. Moreover, because of this structural challenges and no existing forum where both senior citizens and youth meet and work together, there is a limited chance of intergenerational learning to take place between generations.

On the other hand, capacity building is better taking place in the case of education focused voluntary work by Ministry of Women, Children and Youth Affairs. This is partly because of its emphasis on education in the form of tutorial class. This helps capacity building to be automatic in the process.

Case Four

Live Addis is an Ethiopian resident charity established in 2007 by a group of people who has envisioned bringing about a radical change in the lives of vulnerable women children and youth though mainly vocational and life skill trainings. So far Live Addis hosted more than 60 volunteers who contributed at various levels for the achievement of the organization vision. In addition to this the organization has also volunteers abroad who have been contributing financially, material wise and expertise and advice.

The organization highly values the contribution of volunteers and benefited a lot from dozens of national and international volunteers. Promoting volunteerism is also one of the organization core values. Voluntarism has been also incorporated as one strategy in five years strategic plan of the organization. Most importantly as a result of substantial gain from people volunteering Live Addis has developed volunteer management and administration manual to regulate and systematise volunteers' service with the objective of benefiting the organization most out of the process. The manual is very compressive and touched up on critical issues. The manual clearly depicts how volunteers are recruited, assigned, managed and ultimately terminate the service. Moreover, it has components of rights and duties of volunteers in their stay with Live Addis.

Live Addis is one of volunteer hosting nongovernmental organizations in the partnership with Voluntary Service Overseas. Since 2007 Live Addis successfully hosted 3 different volunteers sent by Voluntary Service Overseas and benefited from the services of these volunteers in many diversified ways. One of the volunteers is an international volunteer who worked for 8 months full time and the remaining two are Ethiopian Diaspora who volunteers for a total of 6 months of which the first 3 month with physical presence to the organization and the second is e- volunteering. The idea of e-volunteering is to help volunteers accomplish all their tasks satisfactorily.

Live Addis requested volunteers on the basis of identified needs and gaps of the organization and the organization also prepare terms of reference and provide role description to guide volunteers. It is, therefore, on a real felt needs that volunteers are engaged in their stay with Live Addis. Resource is one of the big challenges as a result all three of the volunteers are in one way or another engaged in activities that enhance the capacity of the organization in terms of resource mobilization. Preparation of gender training manual, training of staff and beneficiaries, designing fund raising strategy, formulation of project proposal writing, report writing and resource centre establishment are the major activities accomplished by these volunteers in their stay with Live Addis.

The Director of Live Addis is very grateful to the contribution of these volunteers and the Director said that the projects Live Addis has been implementing since 2012 up until now is the result of capacity building efforts made by the first volunteer who is Scottish and worked full time for 8 months in 2007. Moreover, the volunteer has still contact with Live Addis and has been supporting in terms of fund raising and advice from where he is. This has been mentioned by the Director as the value adds of volunteerism.

However, voluntary service for the period of three month is felt to be too short to do a meaningful job successfully. The current bad situation of the country in terms of transportation, communication- telephone and internet services and electricity has put an additional impact on the already shortened duration. The idea of consequent e- volunteering which is supposed to give more room and enable volunteers to complete their tasks, has also accompanied by a number of problems. After departure volunteers get back to their normal lives and it is found to be difficult that they keep

on doing what is expected of them. There is no also follow up and enforcing mechanisms. Existing Poor communication and internet services is also part of the problem in the success of e-volunteering.

Therefore, as mentioned by the Director of Live Addis and also indicated by volunteers, three month voluntary program needs an improvement. The first solution is obviously extending the duration of services to at least 6 months and if possible one year. Clearly this has cost implication and also getting volunteers for more than three months is a challenge. Therefore, the other remedies to improve the effectiveness of the program includes establish a strong follow up and enforcing mechanisms during the second part of volunteering- e-volunteering, lower the ambitions and the number of assignments and be better acquainted about the organization and the assignment volunteers are going to do before their departure for the voluntary services are also among the remedies. This can be done through exchange of information through internet.

Availing of volunteers to host organizations is not accompanied by financial support. The financial support required for cost of activities expected to be carried out by the volunteers. This is also mentioned by the respondents to be one of the areas that need some improvement in the voluntary program.

Otherwise Diaspora volunteering is an innovative voluntary program that should be continued with some improvement as mentioned above because it has a mutual benefit to both the hosting organization and also the Ethiopian Diaspora. It is really giving them a chance to serve their country with knowledge and expertise they have accumulated for long period of services abroad.

3.7. THE READINESS OF HOST ORGANIZATIONS

Leaders in my several host organizations all attest to their commitment to benefit from my service. Some are experienced with volunteers and use them to full advantage, while others are not so good at using or benefitting from their volunteers. Hopefully, the host organizations learn from our motivation, commitment, and willingness to work very hard.

By one of the volunteers from Peace Corps

The readiness and commitment of host organizations has a pivotal role in terms of getting the most out of the volunteers' skills and knowledge. Without a real commitment of host organizations nothing actually can be achieved. On a general level the impression is that volunteers are most welcomed by the Government of Ethiopia and the people that they work with (counterparts). However, real commitment requires other more practical issues to be met. Readiness can be assessed in terms of many variables. This may include providing working space and allow office equipment to use, availing the necessary resources for the work, involving the volunteers, most importantly acknowledging and owning the work and assigning counter parts to work with volunteers.

Regarding to the first two variables - providing a working space and allowing office equipment to use, nothing is found as a problem. Some host organizations have difficulty in providing the necessary resources required. This is partly related to financial capacity, the technical support in terms of availing volunteers is not usually accompanied by financial support. In other instances the challenge arises as a result of procedural requirements. Long time taking bidding and procurement process is the best examples for the point under consideration. Poor logistics and infrastructures especially no or poor internet access is indicated to be one of the challenges faced by volunteers in host organizations.

A language barrier is also identified to be the key challenge in the delivery of voluntary services by international volunteers. To really engage at a community level where development problems persist language matters a lot. Finding a person who knows English at community level is hardly possible. Some volunteers mentioned that they are not fully involved in the work they are supposed to do. The system is condemned not to be inclusive. As some volunteers explained meetings are carried out in Amharic even when English was possible. Some staff are also suspicious of volunteers and sometimes volunteers are considered as spies. On top of barriers associated with language, the spirit of team work is mentioned to be poor. It has been emphasised that unless volunteers placed in a committed team or community that wants to make the change happen, nothing sustainable can happen.

Not assigning a constant counterpart is found to be the most important challenge from the part of some of the host organizations. Every time people are changing and not a permanent individual or group of individuals is responsible. This is specially a challenge for assignments that takes longer period. This is a problem for successful skill transfer and taking over the activities onwards on a sustainable manner. In the case of Peace Corps, for example, primary

school teachers are mentioned to be too busy and over occupied with regular activities. Partly as a result this recurrent challenge Peace Corps has shifted its strategy from training the teachers to direct teaching in the class room.

CHAPTER FOUR: CONCLUSION AND RECOMMENDATION

4.1. Conclusion

The paper first dealt with the environment in which volunteerism takes place and practiced. The environment including legal, institutional, social and cultural aspects in relation to voluntarism are assessed. The paper found that there is no volunteerism specific law in Ethiopia and identified the need of it for greater benefits for the country development. This has been felt by various stakeholders including government, VIOs and volunteers. On the other hand, there are other laws which have a bearing on volunteerism. These are Charities and Society Proclamation which governs the civil society organizations in the country and the proclamation found to lack emphasis on voluntarism. VIOs specific charters for Ethiopian Red Cross Society and Ethiopian Scout Association, and bi-lateral and multi-lateral agreement governing the work of UNV and Peace Corps are also among the legal frameworks governing operation of volunteerism in the country.

Institutional framework and social and cultural environment have been also assessed. In the case of institutional framework, it has been found that there are only few VIOs operating in the country. This coupled with absence of government body dealing with exclusively with volunteerism makes the institutional framework in the country very weak. It is also found that there are some social and cultural elements that can play a positive role in the development of voluntarism in the country

In addition to the environment assessment, government policies and programs have been reviewed in terms voluntarism. Accordingly the study concluded that government has program on youth volunteerism which automatically excludes voluntary activities by other age groups of the society. The government is also in the process of formulation of legislation on youth volunteerism, which will be hopefully presented to the parliaments for its ratification very soon. Moreover, the concept of volunteerism is also reflected in some of the government development plans and policy including GTP and youth policy. Review also has been done with the objective of gaining an understanding of how the program of VIOs is aligned with that of the government plan and accordingly it is found that there is a good level of alignment between the two.

Volunteers of International VIOs are found to have better education and experiences than volunteers of national VIOs. First Degree is the minimum requirement in the case of the former whereas the majority volunteers are at a level of matriculation and below in the latter. On the other hand, the number of volunteers in international VIOs and national VIOs are incomparable. It is found that tenth of thousands in latter whereas a few hundred in the former. Generally speaking time bounded voluntary service, focus on capacity building, placement of volunteers in other organizations are characterizes volunteerism in the case of international VIOs whereas national VIOs work on volunteerism tends to be occasional, youth and vacation focused volunteerism and placement in their own organizations.

The study also identified various benefits to volunteers, host organizations and volunteer counter parts in the process of delivery of voluntary services. This benefits ranges from psychological satisfaction, gaining skills, knowledge to future career development on the part of the volunteers and organizational capacity building in terms of system installation, trained personnel, having working manuals and procedures are real benefits on the part of host organizations. What can be concluded here is that there exist mutual benefits to both parties- the service provider and also receiver. This confirms the real application of the social exchange theory and also investment model where volunteers gain skills and knowledge and shape their future carrier.

Some issues that need to be dealt with are also come out in the study. These include imbalance between the duration of service and assignments to be executed, lack of commitment from some of host organizations and absence or lack of motivating mechanisms and non existence of volunteer data base in the case of national VIOs.

4.2. Recommendations

Government

- The need to have a legal framework on volunteerism is felt by all stakeholders and it should be the top priority of the concerned government body to enact a legal framework for greater benefit from volunteerism. The law should take the following important points in to consideration.

1. Establishing a separate government agency which to be responsible for governance of VIOs and their operations.
 2. Recognizing and encouraging the voluntary work delivered by people outside the age groups of youth. The law could give emphasis to youth voluntarism without neglecting the voluntarism by adults and senior citizens.
- Since Ethiopia ratified the African Youth Charter which defined youth between the age group of 15 and 35, this needs an automatic amendment of the Ethiopian definition of youth in terms of age limit, which was between 15 and 29. This gives an additional room for the participation of more youth in voluntarism within the existing government youth focus voluntary program.
 - Government Ministries and their regional counterpart should have and incorporate voluntary programs in their own respective development program focus areas to benefit most out of voluntarism.

Government and VIOs

- There is a need to have a forum/network of VIOs and responsible government bodies for learning and experience exchange.

VIOs and Civil Society Agency

- Civil Society Organizations should maximize the utilization of volunteers in their direct service provisions.
- VIOs should increase the involvement of adults, senior citizens and elders in their direct voluntary service programs so as to get the most out of the experiences of these people.
- Extend the duration of voluntary services in such a way that it commensurate the expected assignment.
- International VIOs should support local voluntary efforts in terms of technical support and expertise they have developed through working world wide.



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Interview Guide

A) Interview guide for Voluntary Involving Organization and Host Organizations

1. What are the opportunities and challenges working as a voluntary involving organization in Ethiopia?
2. Is there any network established by Voluntary involving organizations for the purpose of learning, sharing of idea and exchanging experiences?
3. Which laws of the country have an impact (direct or indirect, positive or negative) on your operation as voluntary involving organization? How Civil society proclamation impacting your work?
4. How supportive is the policy and development program of the country to your operation? On the other hand how aligned your program with government policy and program? any illustrations and examples?
5. What support do you get from government?
6. What social and cultural elements (context) that enhance or deter the development of volunteerism do exist in Ethiopia?
7. How do you express are qualifications of most of the volunteers in terms of the following variables?
 - educational level
 - field of study
 - work experience
 - age
8. How regular are your volunteers? (this question apply only for some of voluntary involving organization.
9. How many hours per-day do your volunteers engage? How many days in a week?
10. Do you do performance assessment on your volunteers?
11. What do you do to motivate your volunteers? Is there any think like certification, reward, providing opportunities like education etc?
12. How do you see the readiness and commitment of host organization to benefit from the deployed volunteers?

B) Interview guide for volunteers

1. How do you explain your experience working as a volunteer in Ethiopia?
2. What are your qualifications in terms of the following variables?
 - educational level
 - field of study
 - work experience
 - age
3. How are you supported by training (pre- service and on service training), language and culture related orientation etc ?
4. How regularly are you engage in voluntary work?
5. How many hours per-day are you engaged in voluntary work? How many days in a week?
6. What are the opportunities and challenges working as a volunteer in Ethiopia?
7. What social and cultural elements (context) that enhance or deter the development of volunteerism do exist in Ethiopia?
8. How convenient is the work place for you, is there challenges that hinder your contribution as a result of inconveniency of work place?
9. How do you see the knowledge and skill transfer to host organizations?
10. What is the benefit of volunteering for yourself? What do you get from volunteering?

11. How do you see the readiness and commitment of host organization to benefit from your service?

C. The Basis of Legal Foundation of Voluntary Involving Organization

S. n	VIOs	Legal foundation in Ethiopia			Remark
		By Charter	CSO proclamation	Bi- lateral or multi- lateral agreement	
1.	Ethiopian Red Cross				
2.	Ethiopian Scout Association				
3.	Young men Christian Association				
4.	Peace Corps				
5.	UNV				
6.	VSO				

D. Origin of Volunteers

S. n	VIOs	Origin of volunteers			Remark	
		Local	Foreign			Both
			From south	From North		
1.	Ethiopian Red Cross					
2.	Ethiopian Scout Association					
3.	Young men Christian Association					
4.	Peace corps					
5.	UNV					
6.	VSO					

E. Length of Services by Volunteers

S. n	VIOs	Length of services by volunteer					Remark
		3 moths	6 months	1 year	2 years	More than 2 years	
1.	Ethiopia Red Cross						
2.	Ethiopian Scout Association						
3.	Young men Christian Association						
4.	Peace corps						
5.	UNV						
6.	VSO						

List of Respondent

Voluntary Involving Organizations

Daniel Baker - Peace Corps

Mekdes Belaye – Peace Corps

Meron Ashenafi - VSO

Elizabeth Agitta – UNV

Gebere Alebachwe – Red Cross

Abiy Tedla - Red Cross

Mola Terefe – YMCA

Captain Shambel Paulos- Ethiopian Scout Association

Ato Essayas - Ethiopian Scout Association

Government offices

Yeshi work Ayane – Ministry of Women, Children and Youth Affairs

Seleshi Tadesse- Ministry of Women, Children and Youth Affairs

Abeje - Addis Ababa Bureau of Finance and Economic Development

Host Organizations

Alemayhu Teshome - Live Addis

Yasamo Worknehe - Ministry of Education

Volunteers

Judy Price

Sabrina Aberra

Victoria Hemming

Claus Hamburg

Eyeruslam Azemarwe

Shemeles Marigne

Tamirat Beyene

Kifle Assfaw

Kebede Endalkachwe

Mandefero Negashe

Mesaye Kifle

Haile yesus Agonafer

Declaration

I, the undersigned, declare that this study entitled "The State of Volunteerism in Ethiopia" is my own work. I have undertaken the research work independently with the guidance and support of the research advisor. This study has not been submitted for any degree or diploma program in this or any other institutions and that all sources of materials used for the thesis have been duly acknowledged.

Declared by

Name: Ephrem Amare

Signature: E.A.

Date: 17/07/2014

Place: Addis Ababa, Ethiopia



Advisor: Woldeamlak Bewket (PhD)

Signature: [Handwritten Signature]

Date: _____