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Empowering Youth Volunteers Through Sport in the Mediterranean Region

Guide to Good Practices on Volunteering for Social Inclusion through Sport

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I. Introduction

In most regions of the world, volunteerism serves as a key element in civil society. Volunteerism can be considered as a basic expression within human interaction (UN Volunteers, 2020). While it is an essential step for social integration within the younger community, people from around the world volunteer for a variety of reasons. Thus, volunteerism contributes to the general wellbeing of a cohesive community. To define volunteerism, it is the time willingly given to benefit society and the volunteer. In some cases, volunteerism embraces non-formal education where one can acquire skills, gain experience, and meet diverse people from all walks of life.

Moreover, volunteering is a contributing factor in building more cohesive communities through fostering greater trust between citizens and by developing norms of solidarity and reciprocity which are essential to stable communities (Mihajlovic, et al., 2010). In modern societies, volunteerism is a form of civic engagement.

The Sports sector attracts more volunteers than any other. In turn, many European countries rely on volunteers within the Sports sector (EU Commission, 2011). There are a variety of roles that volunteers can perform in sport organisations and sport events such as: coaching, administrating, officiating, fundraising for community organizations, sport clubs, schools, and sport governing bodies. All these roles can produce various benefits.

Social benefits linked to sport volunteerism support the participation of communities in various sport activities for increased productivity of people in the community. These include reduction of medical costs, reduction of juvenile crime, development of character and social values associated with sport such as fairness, ambition, etc. In addition, it can be a tool for building social capital, social cohesion and increasing civic engagement (Stewart et al., 2004).

- Promote the concept of sport volunteering for social inclusion
- Promote sport volunteering to develop youth's skills
- Collect and disseminate Good Practices on the use by youth and civil society organisations of sport as a tool for social transformation
- Analyse existing normative and practical conditions
- Deliver training action plans on social development through sport
- Formulate policy recommendations to promote sport volunteerism at different levels

The invaluable contribution of voluntary work to sport and its implicit economic value, is not only vital to the sustainability of grassroots sports but also to deliver tangible social development outcomes as widely acknowledged in the 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015.

In relation to volunteerism within the Sports sector a two-year project known as Empowering Youth[1] Volunteers Through Sport (EYVOL) was created as a transnational and multi-sectoral cooperation initiative co-funded by the European Union within the Erasmus+ Programme. EYVOL is partnered

[1] There is no universally agreed international definition of the youth age group. For statistical purposes, however, the United Nations—without prejudice to any other definitions made by Member States—defines 'youth' as those persons between the ages of 15 and 24 years. The European Union defines young people to be between 15 and 29 years old. (UN: age 15 to 24; EU: age 15 to 29).

with the Olympic Movement, the United Nations, Academia and Civil Society. The aim of the collaboration is to develop and implement innovative educational methods to train youth volunteers on the use of sports as a tool to promote intercultural dialogue, peace, and socio-economic development.

Inspired by Save the Dream, EYVOL is coordinated by the International Olympic Truce Centre (IOTC) in partnership with the "Comité Olímpico de Portugal (COP)", the "Comitato Olimpico Nazionale Italiano (CONI)", the International Council for Coaching Excellence (ICCE), the European Platform for Sports and Innovation (EPSI), the European Non-Governmental Sports Organisation - ENGSO Youth, the "Université Paris 1 Panthéon-Sorbonne", the "Universitat de les Illes Balears", "Fundación del Centenario del Sevilla FC", Orama Neon – Youthorama and garagErasmus Foundation. The United Nations Alliance of Civilizations (UNAOC) and the Association of IOC Recognised International Sports Federations (ARISF) are official supporters of this initiative, which also envisages the participation of Roma Cares Foundation and Al Sharq Forum.

While embracing the whole international dimension of sport volunteerism, EYVOL mostly focuses on the Mediterranean Region, including the Middle East through promoting the role of sport to minimise the gap between the North and South of the Mediterranean Basin.

The main aim of this Guide, developed by the "Université Paris 1 Panthéon-Sorbonne" and the Olympic Committee of Portugal[2], is to create a better environment that supports the development of skills of youth volunteers for future employability. In addition, the Guide will serve sport organisations and the sports industry that recruit volunteers.

The Guide invites all stakeholders making use of sport volunteerism to question their current volunteerism practices and gather ideas and good practices on how to benefit the personal and social development of volunteers recruited by the organisation.

Sport is a vehicle for positive development in society, however social inclusion, cohesion, and intercultural dialogue have always been broadly recognised. The combination of sport, youth activities and education produce positive results, because youth volunteers can better exploit the educational potential of sport activities when applied in accordance with the educational value of best practices, respect of universal and fundamental ethical principles, as well as social responsibility.

Through dialogue, this Guide emphasises the importance of setting sports volunteerism in motion, while embracing the continuous development of good practices for social inclusion through sport.

Constructed as a living document, the Guide should support organisations to note developments in the area of volunteerism in sport, while also including them in their daily recruitment system and thereby creating sustainable systems. It is based on inputs received from 83 good practices using sport as a tool for social inclusion and soft skill's development of volunteers in the sport sector

[2] These two organisations are co-leaders of working package 2 of EYVOL's project: *Analysis on good practices on volunteering for social inclusion through sport in the Mediterranean Region*. The implementation of WP2 lead to the obtention of this main deliverable: Guide to Good Practices on volunteering for social inclusion through sport (IO1).

II. Acknowledgements

The EYVOL Project Team would like to sincerely thank all organisations and individuals who contributed to the development of this Guide.

Specifically, EYVOL would like to thank the coordinators of this working package; João Paulo Almeida, General Director, and Joana Gonçalves, Project Manager from the National Olympic Committee of Portugal (COP), and Professor Laurent Vidal, Head of the Research Department Sorbonne Public Private Economic Law and co-chair of Sorbonne Sport Law.

In addition, EYVOL and its partners express its most sincere gratitude to all 83 organisations that completed the survey. Without your support and commitment in the field of sport, volunteerism, and social inclusion this Guide would have not been a reality.

EYVOL will continue with its work in the field by supporting the development of training materials for youth volunteers and policy recommendations at the European and international level.

III. Executive Summary

The Guide to Good Practices on Volunteering for Social Inclusion through Sport has been designed to support organisations to:

- incorporate the values and maximise the benefits of sport volunteerism
- develop effective volunteering strategies and practices, including those addressing a social inclusion component
- involve volunteers in activities that contribute to the outcomes of the organisation's work and volunteers' personal development
- ensure the protection of the rights of volunteers and that volunteers are properly supported to carry out their assigned roles and responsibilities
- highlight the implementation of sport volunteerism as a tool for the development of social inclusion practices in the community.

The collected practices were identified based on a criteria and methodology agreed by EYVOL project's partners. Each of the project's partner identified a minimum of five (5) practices from their geographical scope of intervention resulting in a total of 83 good practices from sport organisations from around the world and four (4) good practices in volunteering at major sporting events.

Volunteering is a contributing aspect to young peoples' lives; it is an added-value to youth educational background and it can support the development of their professional careers.

At the same time, volunteerism is proven to be valuable and important to the sports sector, as such this Guide, incorporates the following four principles:

- The involvement of volunteers should be part of the organisation's strategic development plan, thus aligned to the organisation's strategic aims and incorporated into its evaluation framework.
- Effective volunteer involvement requires organisational leadership and a structure supporting the values and the role of volunteers.
- The rights of volunteers, including the right to work in a safe and supportive environment with appropriate infrastructure and effective management practices have to be respected.
- Volunteers have responsibilities, which include acting responsibly, being accountable for their actions, and respecting the organisation's values and principles.

The good practices collected have been classified based on a declarative methodology and on the above-mentioned principles into ten different categories:

1. Sports Event
2. Education/Academia
3. Partnerships with Schools and Universities
4. Educational Value
5. Training/coaching
6. Communication
7. Political and Social Action
8. Health Actions
9. Promoting the adhesion of disabled people in sport; and
10. Promoting volunteers in activities.

The latter lead to a recommended six-step action plan to be followed by any sport organisation wishing to promote a proper volunteering policy. These six steps are:

1) The recruitment of volunteers should be done in a transparent, open, inclusive and equal opportunity process.
2) The organisation should be prepared for a cooperative and supportive working relationship with the volunteers.
3) The volunteer's assignments should be based on his/her experience, interest, and objectives.
4) The recruited volunteers should be assigned to a role that aligns with the needs, expectations, and capabilities of the volunteer and create opportunities for the volunteers to showcase and enhance their skills and capabilities.
5) The organisation should provide a safe and secure environment for the volunteers.
6) The organisation should provide feedback and mentorship for the volunteers and therefore enhance their development, capacities, and competencies also in the context of social inclusion.

Finally, based on the above-mentioned steps, eight good practices are presented.

Good Practice n° 1. The governing body and the management of the organisation should lead and promote a positive culture towards sport volunteerism and implement an effective management system to support the volunteers' involvement.

Good Practice n° 2. An inclusive volunteer culture is promoted through vision, planning and resourcing, and supports the organisation's strategic direction.

Good Practice n° 3. Volunteer recruitment and selection strategies are previously planned, consistent and meet the needs of the organisation and the volunteers. Therefore, sport organisations should set their own standards for the recruitment of volunteers, with clear guidelines and measurable goals.

Good Practice n° 4. Volunteers are engaged in meaningful roles contributing to the organisation's purpose, goals, and objectives.

Good Practice n° 5. Volunteers understand their role and gain knowledge, skills and experience to effectively carry out their duties.

Good Practice n° 6. The contribution, value and impact of the volunteers are understood, appreciated, and acknowledged.

Good Practice n° 7. The health, safety and wellbeing of volunteers are protected in the workplace.

Good Practice n° 8. The effective involvement of the volunteers results from a system of good practices, constructive feedback, and continuous improvement.

IV. Methodology

The Guide was designed so that every actor in the field of sport volunteerism can participate regardless of their size and activity.

The collected practices are based on a prior commonly agreed criteria and methodology by the EYVOL consortium. There were 83 practices collected from sport organisations worldwide, with a focus on the enlarged Mediterranean region.

Policies and good practice examples were collected through a questionnaire which provided dynamic and integrated answers. The questionnaire was produced on the basis of the so-called “declarative methodology”. The questions were addressed to sports organisations which agreed to participate in the study and whose answers have proven to be relevant, clear and informative regarding the social inclusion perspective. The aim was to collect as many good practices as possible.

The questions asked were subjected to a strength test to ensure that they were neutral and not repetitive and that they did not introduce any scientific bias.

The technical results of the questionnaire are shown below under section V. Analysis and Classification. SurveyMonkey was used to prepare the questionnaire for the survey.

V. Good Practices

a) Good Practices in Sport Volunteering

There are eight volunteer management practices described in this Guide. These eight good practices focus on essential volunteer management, supporting social inclusion practices and the development of skills for youth volunteers.

STEP 1. The recruitment of volunteers should be done in a transparent, open, inclusive and equal process.

Good Practice n° 1. The governing body and the management of the organisation should lead and promote a positive culture towards volunteering and implement an effective management system to support volunteer involvement.

Good Practice n° 2. An inclusive volunteer culture is promoted through vision, planning and resourcing, and supports the organisation's strategic direction.

Examples:

- **Portuguese Rugby Federation:** Established a partnership with a school of sports management. They also actively involve their volunteers in various activities throughout the year cooperating with other sport event organisers. They provide recommendation letters to the volunteers, depending on their involvement, workload and outcome.

- **Street Child United:** Evaluation of the volunteers' experience with the organisation to know how and where to set the improvements, enabling the latter to gain more experience, and improve their status as a more effective group at events, as well as through the valuable feedback of volunteers.

  Deliver volunteer trainings ahead of major events, bringing all volunteers together and providing them with the opportunity to network, to familiarize with the work and values of the organisation, and also to learn about their roles at the event.

  Building rest days into the volunteer programme to support the welfare of the volunteers taking part. Having daily briefings for exchange of thoughts, issues and celebrate success.

  Ensuring all volunteers have had a DBS check processed (the UK version of a police/criminal records check, to ensure they are safe to work with young people).

  Provide multiple opportunities for training on safeguarding to ensure all volunteers are equipped to proactively safeguard the vulnerable young people.

  Sign a code of conduct with everyone involved in the work with the organisation.

STEP 2. Recruit volunteers and welcome them.

Good Practice n° 3. Volunteer recruitment and selection strategies are planned, consistent and meet the needs of the organisation and the volunteers. Sport organisations should set their own standards for the recruitment of volunteers, with clear guidelines and measurable goals.

- The willingness of the sport organisation has to reflect the vision and ethos of the structure.
- The objectives of the sport organisation should reflect a balance between service delivery (providing a service for someone else), mutual aid (expressing a shared enthusiasm for the sport and allowing it to be played) and rewarding social relations.
- Before recruiting volunteers, the rules and expectations must be clearly defined.

Example:

- **National Sport Centre Libertas**: The organisation launches awareness raising campaigns about local volunteer opportunities. Provide proposals to young people with no previous experience in volunteerism, focus on peer communication. Personal volunteer positive experiences are most effective to attract new interest. The campaigns and projects are built on paths aimed at promoting volunteering in the sports field.

STEP 3: Assign specific roles to the volunteers.

Good Practice n° 4. Volunteers are engaged in meaningful roles contributing to the organisation's purpose, goals and objectives.

Examples:

- **Federação Portuguesa de Rugby:** As a result of the volunteers' punctuality, teamwork and efficiency of the role and responsibility, some of them have been able to widen their experience through invitations by other partners and have been involved in the organisation of other sports events. Some of the school sports management students have been able to accept work proposals from the organisation's partners.

- **Centro Nazionale Sportivo Libertas:** Volunteers have the opportunity to combine the experience of volunteerism with the knowledge of the needs of those who are at a psycho-physical disadvantage, development of socially transversal relationships.

STEP 4: Reinforce the volunteers in their role by allowing them to improve their skills and by recognizing their work.

Good Practice n° 5. Volunteers understand their role and gain knowledge, skills and experience to effectively carry out their duties.

Example:

- **ProeMAID**: Development of swimming techniques for refugees who have previously suffered in Spain. Professional volunteers help in rescue and first aid tasks. They engage volunteers in different fields (based on their professional profile) as deck officers, machinery personnel, seamanship, cooks, lifeguards, rescue patterns, physiotherapists, health personnel, etc.

Good Practice n° 6. A Volunteer's contribution, value and impact is understood, appreciated and acknowledged.

Examples:

- **Italian Federation of Rafting**: U19 & U23 World Championship. Fundamental to work as a team, always seeking the collaboration of others and excluding authoritarian systems.

- **European Hockey Federation**: Highlights volunteer efforts and achievements; provide networking opportunities with other youth leaders; brings influential speakers who volunteers know and respect.

- Developing volunteer management skills is a long- term assurance for the organisation.
- Volunteers bound by the shared enthusiasm for the sport/activity and the positive social relationships.
- All studies conducted on volunteering in sports outline the crucial role of official acknowledgment of volunteers' contribution.

STEP 5: Secure environment for volunteers.

Good Practice n° 7. The health, safety and wellbeing of volunteers is safeguarded in the workplace.

Examples:

- **Street Child United**: Create a safe space for children to play and develop and set up child protection policies.

- **The International Erasmus Games**: An initiative of the Erasmus Student Network (ESN) in the field of health and well-being. Unite students from all over Europe in an effort to promote sports as a universal language of international understanding. Efforts break barriers which separate the communities of Europe and bring together people from all backgrounds and nationalities under the motto of healthy competition and a sense of a common identity.

- Creating an environment where volunteers feel they belong to an entity and want to stay relies also on health and safety measures.

STEP 6: Evaluate actions of volunteers, give guidance and constructive feedback.

Good Practice n° 8. Effective volunteer involvement results from a system of good practice, constructive feedback, and continuous improvement.

Examples:

- **Project "Youth Volunteering in sport" Bulgaria**: Created a "Sports Volunteer Handbook", many volunteer programmes have been developed in sports organisations, as well as an online volunteer database - "Be a volunteer!

- **Project "Disc-respect" in Germany**: Recruitment of 100 volunteers for the World Ultimate Championship 2019. Good experience and in many cases insight into sport organisations. The volunteer handbook provided details ahead of the recruitment process.

b) Good Practices in Volunteering for Major Sporting Events

One of the ways to promote volunteerism in sports is by volunteering at a Major Sporting Event (MSE). MSE refers to one-time or annual sport competitions. Major sporting events provide an opportunity for individual and community development through volunteer work. Indeed, community development may be a formal objective of a hosting committee, in terms of leaving a legacy of volunteerism in the community. Therefore, such a legacy may be defined as the carryover effect of ongoing community support.

Both – Sport organisations and Local Organising Committees (LOC) need to be involved in the designing of a volunteer programme. The size and length of the event will have a direct impact on the development of the volunteering programme.

The management of volunteers can be considered as a crucial activity. Besides recruitment and training which are key to ensure a successful event. There are two types of volunteers who are dedicated to make major sporting events a reality. The first type are the planning volunteers, who are involved from several months up to several years leading up to the event; The second type are the on-site volunteers, who are involved during the event itself.

In this sense, one of EYVOL's objectives is to create awareness about the topic of sport volunteerism and its impact on the personal and professional development of young people, either continuously through a sport organisation or as a one-time experience during a major sporting event.

MSEs should seize the opportunity to provide employment and skills development opportunities through volunteerism for young people because of the immense benefits they can bring to the MSE – high levels of talent, energy, and ambition to contribute to successful MSE's delivery.

Each phase of the MSE lifecycle presents opportunities to employ young people and develop volunteer programmes that will enable people to learn new skills. These programmes should focus on reaching young professionals.

With proper planning, young professional programmes are feasible and may not incur any additional costs to the MSE.

During the period of gathering good practices for this Guide, EYVOL had the opportunity to collect information on volunteerism during four major sporting events, mainly:

- ❖ The International Olympic Committee (IOC) and the International Labour Organisation (ILO)

The ILO and IOC are committed to promoting the "development of individual potential of creative talents and productive skills", by:

a) establishing national collaborative frameworks for sport and development initiatives involving sport bodies, NOCs, UN agencies and ILO constituents, along with employers, workers' representatives and ministries of labour.
b) identifying sport-related skill sets which enable access to job opportunities; and
c) benchmarking these skills against existing employability skills frameworks.

Moreover, the ILO makes concerted efforts to harness the utility of sport as a social and economic lever, particularly to the benefit of youth. Its Youth Sport Programme (YSP), supported by the IOC, assessed needs, identified job opportunities within sport and developed youth employability skills within the sport sector.

The ILO coincides that skills developed in the practice of sport and the organisation of sports events enhance the employability of young people, making them more attractive to future employers.

The Olympic Games represent a unique opportunity for a host country to provide significant employment opportunities and skills development programmes for its young professionals. The past several editions of the Olympic Games have offered many young professionals the opportunity to build their capability, gain experience and develop advanced skills in sport and event management.

The lifecycle of the Organising Committee for the Olympic and Paralympic Games (OCOG)'s lifecycle present opportunities for Game organisers to prepare for and implement employment and skills development programmes for young professionals. Typical initiatives include internships and apprenticeships, new graduate recruitment programmes, bespoke staff development programmes, role-based skills training, and on-the-job experience and capability building (International Olympic Committee, 2020).

- ❖ 2019 FIFA Women's World Cup - Recruitment, training and deployment of volunteers

"FIFA Women's World Cup could not happen if it was not because of all the volunteers that helped with the event. To give everyone a perspective, only in the final match of the World Cup, 2500 volunteers worked to make it happen".

Laura Georges, Secretary General of the French Football Federation (FFF)

Volunteers for the 2019 FIFA Women's World came from 75 different countries, and their age ranged from 18 to 80 years old. Volunteers had strong motivation and a positive environment.

Regular seminars and workshops were held by the LOC that gathered more than 200 volunteers each time. The seminars provided the volunteers with up-to-date information and a sense of belonging and responsibility.

The 2019 FIFA Women's World volunteer programme was promoted using four different ways:

- National campaigns promoting the event with the help of some of the football players. These campaigns were launched in different websites, TV and social media.
- The French Football Federation constantly visited the schools to gather regular and disabled children.
- An e-learning tool to promote the volunteering programme.
- Most powerful tool "bouche à oreille" (word of mouth).

In the interviews, volunteers were asked questions to be assigned to their roles and to identify their skills according to their experience and knowledge. If the candidate showed real enthusiasm, the volunteer was selected, and some missing skills were acquired along the process.

After the event surveys and interviews were conducted with the volunteers. In addition, the extra information collected during the event was put into a highlight summary.

❖ UEFA Euro 2020 – Rome

UEFA Euro 2020 - Rome recruited approximately 12.000 volunteers from different nationalities ranged between 18 to 75 years of age. 50% of the volunteers were young students and professionals, 30% were people who liked football very much and most of them came from partner stakeholders, schools, federations and local clubs; the last 20% were people who wanted to have the experience of volunteering and master their skills around the area.

The volunteers were assigned to a specific task to be completed around 25 different functional areas (FA) accreditation, welcoming, events, logistics, etc.

UEFA, when organising an MSE like the Euro, seeks to promote inclusion through their volunteering programmes, in line with the Olympic Values.

One of the projects implemented during the UEFA Euro is the Play Green Project, that aims to create volunteering opportunities for young people focused on sport and the environment through the development of an innovative volunteering format. A permanent document, within the football association, that will last after the two months tournament, is being created to help build a permanent strategy and a good legacy.

- The Paris 2024 Olympic and Paralympic Games

During the Paris 2024 Olympic and Paralympic Games more than 10.000 volunteers will be helping out to make the event happen.

For the Paris 2024 Olympic and Paralympic Games a social charter was created and implemented, which enabled both workers and employer's union to be represented in the LOC executive board, aiming to promote decent treatment for workers, including volunteers. It also aims to promote and transform the volunteering work into an opportunity for unemployed people to be integrated into society. In addition, through these Olympic Games, the LOC is trying to make the volunteering opportunity a valid work experience by giving away a certificate that states that the volunteers developed certain skills which are useful outside the volunteering world.

With the integration of the social charter to the Games, there is also the aim to promote and encourage social development through sports and inclusion. The Games look forward to integrating people from any kind of cultural backgrounds, disability, age and gender, always trying to promote social impact created through the Games and looking at a long-lasting legacy that will be left after the Games conclude.

c) List of sport organisations involved in the study

1. ACES Europe
2. Aris Wheelchair Basketball Club
3. Associação Sójovem das Saibreiras
4. Associazione Sportiva dilettantistica di volontariato VITERSPORT
5. British Gymnastics
6. Bulgarian Sports Development Association
7. Carlisle United
8. CEAR Comision Española de Ayuda al refugiado
9. Centro Nazionale Sportivo Libertas
10. Centro Sportivo Italiano
11. CES Proyecto Hombre Sevilla
12. Comité Olímpico Español
13. Creu Roja
14. Directorate for Sport and Social Projects
15. Disc-Respect
16. Egyptian Olympic Committee
17. Eju general secretary Ezio Gamba
18. EMCA
19. ENDU - MySDAM - ENGAGIGO - Sportlab
47. International platform on sport and development (sportanddev)
48. International SAMBO Federation (FIAS)
49. International School Sport Federation
50. International University Sports Federation (FISU)
51. Italian Boxing Federation
52. Italian Cycling Federation
53. Italian Fencing Federation
54. Italian Hockey Federation
55. Italian Rowing Federation
56. Italian Taekwondo Federation
57. Italian Triathlon Federation
58. Italian Weightlifting Federation
59. Italian Weightlifting Federation
60. Katowice Internationals Foundation
61. KEDHL
62. Lapland University of Applied Sciences
63. Mairie de Vigneux-sur-seine / et PSG Handball

20. ESN Italia
21. ESN Sevilla
22. European Hockey Federation
23. European University Sports Association
24. Faros
25. Federação de Andebol de Portugal
26. Federação de Andebol de Portugal
27. Federação de Campismo e Montanhismo de Portugal
28. Federação de Ginástica de Portugal
29. Federação De Patinagem De Portugal
30. Federação Portuguesa de Badminton
31. Federação Portuguesa de Natação
32. Federação Portuguesa de Rugby
33. Federação Portuguesa de Vela
34. Federação Portuguesa de Voleibol
35. Federação Portuguesa Taekwondo
36. Federation Equestre International
37. Federazione Italiana Hockey
38. Federazione Italiana Rafting
39. Federazione Italiana Rugby
40. FIDASC
41. FIFA
42. Foundation for Sport, Development and Peace
43. Foundation Sevilla FC
44. GaragErasmus4Yerevan
45. Generations for Peace
46. International Erasmus Games by Erasmus Student Network
64. Ministry of Youth and Sports
65. OC Volunteer Programme, Hungary
66. Portimão Council
67. Portuguese Cycling Federation
68. ProeMAID
69. Qatar Basketball Federation
70. QOC
71. Raggisolaris Faenza
72. Rwanda Youth Clubs for Peace Organisation
73. Save the Dream
74. SPORSORA
75. Street Child United
76. Street Child United Brazil
77. Swedish Basketball Federation
78. The Ideas Partnership
79. The Naz Foundation India Trust
80. Three Cultures of the Mediterranean Foundation
81. Trentino Sviluppo
82. Universitat Illes Balears (UIB) - Oficina De Cooperación Al Desarrollo Y Solidaridad
83. World Chess Federation
84. Youthorama

d) List of good practices

The chart below presents a complete list of all sport and youth organisations that accepted to be part on the survey. The chart includes the unprocessed responses, as they have been received through the EYVOL questionnaire. The questionnaire has been set up on a so-called declarative methodology.

Organisation	Country	Type of Organisation	Good Practice	Description provided/other good practice mentioned
Aris Wheelchair Basketball Club	Greece	Sports Organisation	Amateur Basketball Team	https://www.facebook.com/aris.wheelchair/?pageid=376617859204054&ftentidentifier=1153048898227609&padding=0
Associação Sójovem das Saibreiras	Portugal	NGO	Football Team of Sójovem	Created a league where all the local teams play together. The selection for the team is open for every youngster and our international volunteers help organising this and they even participate. Volunteer participate in the organisation, promotion and logistical part of the events. Promotion of social inclusion and health through sport. The volunteers have gained new organising skills and they made something that caused impact in the local community. https://www.sojovem.org/index
Associazione Sportiva Dilettantistica di Volontariato VITERSPORT	Italy	Sports Association	Training related to Paralympic sports (Technicians, Instructors, Therapists)	https://youtu.be/nV5ibsaUpZc https://youtu.be/mjUo3KRKv1k Our association is totally founded on volunteering. 15 are the volunteers registered, plus the occasional volunteers. Over half are young adults. They have training (students or professional) related to Paralympic sports (technicians, instructors, therapists).

				http://vitersport.blogspot.com/
British Gymnastics	UK	UK National Governing Body for the sport of Gymnastics	My Leadership Academy & Make a Difference volunteering programmes for young volunteers and older volunteers.	https://youtu.be/QWczvK_PRB8 - clear pathways in the sport highlighted https://www.british-gymnastics.org/
Bulgarian Sports Development Association	Bulgaria	NGO	"Plogging in Sofia"	What is the concrete target group the survey refers to... We have different events for different target groups - some of them include volunteers and some of them are initiated by the volunteers themselves. https://en.bulsport.bg/
Carlisle United	UK	Sports Club	n/a	Volunteers are given projects they are enthusiastic about and they complete that using our players. https://www.carlisleunited.co.uk/
CEAR - Comision Española de Ayuda al refugiado	Spain	NGO	Volleyball women team	Recruitment of asylum seeker women. Development of skills and physical progress; trusting each other and creation and enlargement of social networks. CEAR volunteers have also started 2 football teams. https://www.cear.es/

Centro Nazionale Sportivo Libertas	Italy	National Sports Center	Development of Projects, about the possibility of volunteerism in each area.	To provide interesting proposals to young people who had never approached volunteering, we focused on peer communication. The story of positive volunteer experiences is more effective than any conference on the subject. The projects are built on paths aimed at promoting volunteering in the sports field. The sports sector is connected to the idea of play and fun, and therefore more active as a first volunteer experience, especially for the younger ones. Other BP: Project: Giovani Sport Volontariato. The project works as a model for promoting volunteering in sport among young people, carried out through an awareness campaign built by young people for young people, with a view to peer-to-communication peer. The goal is to spread, within the world of amateur sport, methods for the promotion of active volunteering among those young people who, starting from their passion for sport, can approach the numerous social promotion and inclusion activities carried out through sports: eg sports for the disabled, activities for the elderly and other disadvantaged people, initiatives to promote multiculturalism, etc. The communication campaign will be built through the collaboration of the volunteers involved in the project and identified within the Libertas network a peer-to-peer communication campaign, consisting of short video interviews and other multimedia content focused on the experiences of the

				young people themselves and on the usefulness of the voluntary service they found. Sports operators, managers, Libertas territorial delegates will be trained through the FAD platform on the reform of the third sector and the possibilities it offers (see Universal Civil Service) and on how to concretely activate volunteer paths in sport. The involved young people will experience the concept of sport as an instrument of integration, and promote a fairer and more inclusive society, where anyone has right to pursue one's well-being. All volunteer paths will be monitored and their impact on the quality of life of young people will be assessed, both to verify the effectiveness of the model of promotion of the volunteering experimented, and to spread scientific knowledge on the positive impact of volunteering on skills and youth relationships. http://www.gsvlibertas.it/ https://www.libertasnazionale.it/
Centro Sportivo Italiano	Italy	Volunteer Association	Various Projects	Share spaces and organise activities, create network between different association and organisation, Promoting the volunteering, Training and recognition of competences. Project for volunteers: “Move.Eat” - The project combines lifestyles and educational intentionality, within a renewed framework of the relationship between welfare and sport. 38 volunteers from Italy participated. Duration: 1 week. http://www.csi-net.it/index.php?action=pspagina&idPSPagina=3278 https://www.csi-net.it/index.php?idWEBSezione=1

CES Proyecto Hombre Sevilla	Spain	NGO	Sports Workshops and Activities	Valuing sport as a therapeutic tool and healthy alternative to a better lifestyle. Volunteering is integrated into the organisation in a clear, effective and important way. https://proyectohombresevilla.com/
Comite Olimpico Español	Spain	National Olympic Committee	NOS Spain has a programme of volunteers	https://www.coe.es/2012/COEHOME2012.nsf/FHomeDemo?OpenForm
Directorate for Sport and Social Projects	Russia		International Championships (major and minor event)	Universiade-2013, Fina World Championship-2015, FIFA Confederation Cup-2017, FIFA World Cup-2018. https://en.dspkazan.com/
Disc-Respect	Germany	Event Organiser	World Ultimate Championship 2019	Recruitment of 100 volunteers for World Ultimate Championship 2019. Good experience and in many cases insight into Sport organisation. Excellent technical and sport support Other BP: We created a volunteer handbook providing details up front. http://disc-respect.com/
Egyptian Olympic Committee	Egypt	National Olympic Committee – Sports Confederation	In our point of view, the best practice when using volunteers in sport related projects is to make them fully involved, understand their needs and what they expect out of this experience of volunteering and treat them as a very important asset in the	Usually the target groups addressed for volunteering in sport events are university students and being part of sports events gives them a degree of experience that might serve them in the job market, and some universities require activities like volunteering and social services and consider them graded activities for their students. http://www.egyptianolympic.org/

			process, not as help or free service.	
EMCA – European Multisport Club Association	Belgium/ Europe	Continental Sports Federation	Erasmus+ Projects	https://www.multisportclubs.eu/
ENDU-MySDAM - ENGAGIGO - Sportlab	Italy	Event Organiser Company	From Lake to Sea - Desenzano Municipality The Biciclettiadi	https://mysdam.net/staff_trusted/endu/?lang=en
ESN Italy	Italy	Volunteer Association	Erasmus and Sport	They had the chance to do sport despite the fact of living abroad. https://www.esnitalia.org/
ESN Sevilla	Spain	International Organisation	Gymkhana	Involving people with different handicaps, social tournament to donate food for the needed people and other social activities with the target of improving knowledge about social impact and different social causes. https://www.youtube.com/watch?v=EZtzvIpgMP0 https://esnsevilla.org/
European Hockey Federation	Europe	Sports Federation	Various Events	Highlighting their efforts and achievements; providing networking opportunities with other youth leaders; bringing in influential speakers who they know and respect. https://eurohockey.org/
European University	Slovenia	Non-Profit Association	Erasmus+ Small Collaborative Partnership Project	Project European Solidarity Corps: European Solidarity Corps helps young people from Europe and programme countries to develop their sense of solidarity by participating, either

Sports Association			1. Project European Solidarity Corps 2. Project ENACT EUSA Volunteer Programme – Sports Events	individually or in group, in non-profit, unpaid voluntary activities. The Project aims to foster solidarity in European society, engaging young people and organisations in accessible and high-quality solidarity activities. https://www.eusa.eu/projects/european-solidarity-corps Project ENACT: The project aims to support female leaders with leadership skills through sport and volunteering, to engage them to the European sport sector, while we fight against the lack of access in sport for female leaders by identifying opportunities for youth employability and professional development in Europe. The project thrives to have impact at different levels as local clubs, universities and sport federations to foster a better cooperation between European countries and institutions of sport. ENACT wishes to achieve sustainable strategic plans to enforce gender balanced decision maker's participation at university sport events, thus we start to work on it with current EUSA athletes and volunteers. The involved participants will be learning through non-formal education by leaders with experience on the field of martial arts, women empowerment and/or gender equality. Target groups: volunteers, decision-makers, athletes, future sport officials, event organisers. (Duration 2 years, ended January 2020). http://enact.eusa.eu

				EUSA volunteer programme: For 2019, 46 Volunteer Places opened for the duration of the European Universities Championships. Priority was given to those with academic eligibility in European institutes of higher education can apply, aged 17-30 (students or graduates). https://www.eusa.eu/projects/eusa-volunteer-programme https://www.eusa.eu/
Faros	Greece	NGO	Combining street-work with sports initiatives for gaining trust from beneficiaries	The sports activities assist to improve self-awareness and self-confidence. https://faros.org/
Federacão de Andebol	Portugal	National Sports Federation	Time for planning	https://www.slideshare.net/randorinho/report-euro-masters2017fv?from_m_app=ios Final EuRo Masters 2017. https://portal.fpa.pt/
Federacao de Andebol de Portugal	Portugal	National Sports Federation	Handball Events	Volunteers are dedicated to the organisation of events, which is very important in terms of manpower. https://www.youtube.com/watch?v=Z6rFg91Ke7g https://www.youtube.com/watch?v=oEtBHiBvoiQ https://portal.fpa.pt/
Federacão de Campismo e Montanhismo de Portugal	Portugal	National Sports Federation	Collaboration in mountain and camping activities	Another example of good practice is the promotion of hiking for health reasons of practitioners and the environment. http://www.fcmportugal.com/
Federacão de Ginástica de Portugal	Portugal	National Sports Federation	Direct cooperation with one public school	Increased the responsibility of the students. https://www.gympor.com/

Federacão de Patinagem	Portugal	National Sports Federation	Sports volunteers	https://fpp.pt/
Federacão Portuguesa de Badminton	Portugal	National Sports Federation	Various Events	air play, sportsmanship, anti-doping, anti-racism, anti-violence, inclusion, integration, citizenship. https://fpbadminton.pt/portal/
Federacão Portuguesa de Natacão	Portugal	National Sports Federation	Various Events	We intend that the volunteers that work with us, present themselves in a correct way, be on time, and be helpful and proactive during the time they are working in the event. we can see, when some events are in the same are, the same volunteers, which is a proof of success. It is easier when the volunteers are the same, since they understand what we asked from them, and even the people associated to the event (for instance athletes) recognize the volunteers and creates a bonding between them. https://fpnatacao.pt/
Federacão Portuguesa de Rugby	Portugal	National Sport Governing Body	Various Sports Events	We established a partnership with a school of sports management. We also actively involve our volunteers in various activities throughout the year with other sports events organisers. We also provide letters of recommendation for the volunteers, depending on their collaboration. One of our first female volunteers is now in Japan preparing herself for the 2019 Rugby World Cup and the 2020 Olympic Games. Previously she worked for our Union and then went on to work for the EPCR. http://www.fpr.pt/

Federacão Portuguesa de Taekwondo	Portugal	National Sports Federation	Working with national schools programme for event management studies	https://fptkd.pt/
Federacão Portuguesa de Vela	Portugal	National Sports Federation	Handicap sailing schools	https://www.portugalvela.pt/
Federacão Portuguesa de Voleibol	Portugal	National Sports Federation	Major Events	Participation of volunteers from all social backgrounds in major events. The target groups benefited from the interaction with their favourite players, new experiences outside their usual environment, taking responsibilities in teamwork tasks, etc. https://www.fpvoleibol.pt/index.php
Fédération Équestre International	Switzerland	International Sports Federation	Education System	https://www.fei.org/
Federazione Italiana de Hockey	Italy	National Sports Federation	Adotta Una Madre – Adopt A Mother	Project “Studenti - Atleti” – Project: “ Students – Athletes”. http://www.federhockey.it/home/fih/comunicati-stampa/archivio-comunicati-stampa/10770-studente-atleta-di-alto-livello-stagione-2018-19.html Project "Scuole Apertre Allo Sport" – Project: “Schools open to Sport”. http://www.federhockey.it/home/scuola-e-promozione/11125-scuole-aperte-allo-sport-miur-e-coni-insieme-elettra-bormida-testimonial-per-l-hockey.html www.federhockey.it

Federazione Italiana Rafting	Italy	National Sports Federation	Rafting U19 & U23 World Championships	It was fundamental to work as a team, always seeking the collaboration of others and excluding authoritarian systems. https://www.federrafting.it/
Federazione Italiana Rugby	Italy	National Sports Federation	Welcoming activities in the stadium during matches of Italian Rugby Team	https://www.youtube.com/watch?v=PzhcF2Wx9u8 https://www.federugby.it/index.php
FIDASC - Federazione Italiana Discipline Armi Sportive da Caccia	Italy	National Sports Federation	Organisation of grand events, occasionally	http://www.fidasc.it/it/
FIFA	Switzerland	International Sports Federation	FIFA Tournaments and events	Establishment of a Global Volunteer Community. On-site the volunteers are managed by their respective functional managers. https://www.fifa.com/
FISU	Switzerland	International Sports Federation	FISU International Volunteer Leader Academy	https://www.fisu.net/
Foundation for Sport Development and Peace	South Africa	Foundation	training/coaching	https://www.foundationforsportanddevelopmentandpeace.com/
Fundacion Sevilla FC	Spain	Football Club	"Mundialito de la inmigración"	a football championship with 20 foreign mixed countries and around 300 people involved in this example of inclusion between different kind of people https://www.sevillafc.es/en

Fundacion Sevilla FC	Spain	Football Club	Sevilla marathon volunteers	https://www.edpmediomaratondesevilla.es/se2-voluntariado Volunteers Portal – Registration https://www.sevillafc.es/en
GaragErasmus 4Yerevan	Armenia	NGO	Sports Project in school	New organisation – only one project implemented. Volunteers were actively involved. http://garagerasmus4yerevan.org/
Generations for Peace	Global	Non-Profit Organisation	Various Events	https://www.generationsforpeace.org/en/achieving-a-life-work-volunteer-balance/ https://www.generationsforpeace.org/en/building-resilient-communities-international-volunteer-day-2018/ International Volunteer Day 2018. https://www.generationsforpeace.org/en/
International Erasmus Games	Europe	European Initiative of Erasmus Student Network	Sports Competition Healthy Lifestyle Campaign	https://ec.europa.eu/programmes/erasmus-plus/news/201700919-getting-sporty-international-erasmus-games_en The concept is two-folded. Firstly, the International Erasmus Games are a sports competition organised by an average of 30 ESN volunteers coming mostly from the higher education sector across 13 countries, including 11 EU member-states. The competition takes firstly place in the local campus of the participating higher education institutions. Local volunteers invite international students to form teams and compete in usually futsal, basketball and volleyball. All the winning teams then gather at a national event to find the national champions in each modality. Finally, the winning team at the national level

				will represent their mobility country in an international competition. In total, four editions of this competition have been organised and approximately more than 2500 international students have engaged in it at all three levels. It is important to highlight that the players in each national team are from a multitude of countries. This means that, for example, the team representing Bulgaria would have no Bulgarians in it, but instead many international students currently studying in Bulgarian institutions. Secondly, the initiative is a continuous campaign to promote a healthier lifestyle among international students. ESN's nearly 30-year experience with international students has shown that international students, on one hand, live an unhealthy lifestyle and that, on the other, are more open to new experiences. This scenario creates space for a continuous online campaign promoting a healthier lifestyle through sports and better food. This work is part of ESN's contribution to the European Union Youth Strategy. By raising awareness to the importance of a healthier lifestyle, IEG contributes to: 1) Increase the health literacy of international students → healthier citizens as foreseen by the EUYS & EU strategy. 2) Provide space for intercultural dialogue → EUYS point XYZ and very important in today's divided Europe. We want to create a generation on internationally minded Europeans who feel at home anywhere in the continent. 3) Promote volunteering and active citizenship. 4) Promote social inclusion: disability; gender balance; all backgrounds participate; some they pay the students (but highlight it is very far from optimal and that this prize can help funding future editions), etc. We unite students from all over Europe to promote sports as a

				universal language of international understanding. Our efforts break barriers which separate the communities of Europe and bring together people from all backgrounds and nationalities under the motto of healthy competition and sense of a common identity. https://ieg.esn.org/
International SAMBO Federation FIAS	Russia	International Sports Federation	sporting events, anti-doping programmes, commissions	https://sambo.sport/en/
International School Sport Federation	Belgium	International Organisation	Special Olympics Events	Involvement of high school students. https://www.isfsports.org/
Italian Boxing Federation	Italy	National Sports Federation	National Championships and tournaments organisation	https://www.fpi.it/
Italian Cycling Federation	Italy	National Sports Federation	n/a	https://www.federciclismo.it/it/
Italian Fencing Federation	Italy	National Sports Federation	GPG national competition for athletes from 10 to 15 years old	https://www.federscherma.it/
Italian Rowing Federation	Italy	National Sports Federation	2018-2019 Rowing for Ever (#R4E) Vodafone Italia Foundation, call OSO 2018 2017 Rowing for All (# R4A) Vodafone Italia Foundation, call OSO 2017	The projects carried out by the Italian Rowing Federation in the last year in the field of sport for social inclusion are projects aimed to the integration and inclusion of physical and intellectual disabilities through rowing.

			Rowing together, with Region Lazio 2017 Para-Rowing Development Camp-Gavirate International Par Raowing 2016 regatta FISA / FIC / Agitos Foundation Para-Rowing Development Camp-Gavirate International regatta Par Raowing 2016 - PARA ROWING PARTY, European Erasmus + Sport Call, 2/10/2016, Milan 2015 - PARA ROWING Laboratory with the Cariplo Foundation 2014 - COURAGEOUS CAPTAINS, Sport, Inclusion, Socialization and Different Skills with Cariplo Foundation	Project Rowing for Ever (#R4E): The project dedicated to sport and disability that represents the natural evolution of Rowing for All and the goal is to contribute, through sport, to the creation of a more inclusive society. https://ognisportoltre.it/contenuti/rowing-for-ever-r4e-un-progetto-d-inclusione.action Video: https://www.facebook.com/watch/?v=340443493244204 http://www.canottaggio.org/index1.shtml FB page: https://www.facebook.com/Canottaggio1888/posts/1677516655629265
Italian Taekwondo Federation	Italy	National Sports Federation	Euro Champ 2008 GRAND PRIX 2018 GRAND PRIX 2019	National and International Solidarity Activity https://www.taekwondoitalia.it/
Italian Triathlon Federation	Italy	National Sports Federation	Sports Events	https://www.fitri.it/it/

Italian Weightlifting Federation	Italy	National Sports Federation	European Youth and Under 15 Championships - Milan - 22/29 July 2019	The volunteers shared the team spirit and they felt tangibly the organisation of a large international event. http://www.federpesistica.it/
Italian weightlifting federation	Italy	National Sports Federation	European Youth&U15 Weightlifting Championships	Great opportunity for volunteers to be part of the team and experience the organisation of an international weightlifting event. http://www.federpesistica.it/
Katowice Internationals Foundation	Poland	Foundation	Football World Cup annually	Recruitment of international and local volunteers. Important role in organising such a big event (in terms of manpower). Other BP: Football trainings. https://www.katowiceinternationals.org/
KEDIL	Greece	Public Benefit Organisation of Municipality of Levadia	Lessons for Refugees	English and Greek Lessons for Asylum Seekers and Refugees that are in Greece. “ESTIA II: Rental Accommodation Scheme for asylum seekers in Livadia”. https://dimoslevadeon.gr/c/%ce%ba%ce%b5%ce%b4%ce%b7%ce%bb-%cf%80%cf%81%ce%bf%ce%b3%cf%81%ce%b1%ce%bc%ce%bc%ce%b1-%ce%bc%ce%b5%cf%84%ce%b5%ce%b3%ce%ba%ce%b1%cf%84%ce%b1%cf%84%cf%84%ce%b1%cf%84%ce%b7%cf%84/
Lapland University of Applied Sciences	Finland	University	Volunteering in major sport events	https://www.lapinamk.fi/en

Mairie de Vigneux-sur-seine/et PSG Handball	France	Volunteer Organisation	1998: World Football Club 2005: World Athletics Championship 2017: Men's Handball World Championship	Setting up of the company TPS Conseil "Surf Programme" of the European Center of Management and Sports Reinforced by the training of project manager and sports equipment. http://www.mairie-vigneux-sur-seine.fr/ The organisation of the Men's World Handball Championships in 2017 in France and in Paris had repercussions on the subscription of new licenses for young people from 11 to 15 years old and economic returns on the investment of parents to equip their children. Recognition of French handball on the international scene by its popularity with young audiences who have joined the project of these 2017 world championships and the media. Broadcast on the 2019-2020 season of all the matches of the national handball league "LIDL/STARLIGUE" and champion's league on BEIN. Sports season of 2019-2020: all Handball matches are broadcast on television with an effect on the subscription of youth licenses in my club of the Handball club Val de Seine in categories from 11 years to 15 years Mixed.
Ministry of Youth and Sport	Bulgaria	Governmental organisation	Project "Youth Volunteering in sport" - information campaign	A "Sports Volunteer Handbook" has been created, many volunteer programmes have been developed in sports organisations, as well as an online volunteer database - "Be a volunteer! http://mpes.government.bg/Default.aspx

OC volunteer Programme Hungary	Hungary		Complex Volunteer Programme design	
Portimão Council	Portugal		EUROPEAN SPORT CITY 2019; SPORTS VACANCY; EUROPEAN VOLUNTEER SERVICE	https://www.cm-portimao.pt/portimaodesporto2019/index.php?option=com_content&view=article&id=218&catid=28&lang=pt&Itemid=146 https://www.cm-portimao.pt/portimaodesporto2019/index.php?option=com_breezingforms&view=form&Itemid=143&lang=pt
Portimão Council	Portugal		MAMARATONA Event	Algarve oncologic association and Mamaratona event is a very good example
ProeMAID	Spain	NGO	Swimming lessons and adaptation to the environment for refugee people in danger	We work with refugees who have had a difficult experience in the maritime environment. Thanks to the volunteers, and using sport as a method, we develop swimming techniques to learn to overcome difficulties. We work with refugees who have had a difficult experience in the maritime environment. We started with 12 children in 2016 and in the last edition we have had 248 participants. Thanks to the volunteers, and using sport as a method, we develop swimming techniques to learn to overcome adversity, manage fear and control emotions. The objectives achieved were: Emotional development, intercultural ties and improvement. After having suffered traumatic experiences in the sea, refugees have lost their fear to water and enjoy swimming again. The ones who did not know how to, were taught, of course. Each year the project has a greater recognition because each year it grows. This is thanks to the project objectives fulfilment. Word of mouth has been very important, not only to grow in volunteering hands to help refugees, but also to get support from local people and media. This year we were going to have for the first time an evaluation

				that was going to be carried out by a Spanish University. But due to the circumstances, we had to postpone it. The general work of the volunteers has been magnificent in each of the teams, the classes have been improving and evolving thanks to them, until reaching a very strong point of solidity. Other BP: ProemAID's first objective was to help with rescue actions at sea. https://www.dropbox.com/s/7y9azl9c8r68bi0/Rescate%20Mediterr%C3%A1neo%20Central.%20V%C3%ADdeo%20Corto%20logo.mp4?dl=0 https://www.proemaid.org/en/
Portuguese Cycling Federation	Portugal	National Sports Federation	Events organisation	https://www.fpciclismo.pt/
Qatar Basketball Federation	Qatar	Sports Club	Emir Cup Final – participation with a show	Basketball para team - volunteers had assist physically challenged players with their personal attendants during their presence at the sport club players. Very good feedback from the audience. http://www.qatarbasketball.qa/en/
Qatar Olympic Committee	Qatar	Governmental Organisation	n/a	Volunteers from different nationalities and ethnic backgrounds. Dealing directly with volunteers by the manager, made them more confident. http://xn--igbhee6kbhwv.xn--wgbl6a/en/Pages/default.aspx#
Save the Dream	Multiple locations: Doha,	NGO	Let's go to Haiti Project (2015), in cooperation with	Organisation of daily activities in support of children and effective management of locally established sport centres. Contributing to the psychological well-being of youth and

	London, Brussels, Lisbon		Centro Sportivo Italiano (CSI)	children in societies affected by natural disasters, famine or conflicts. Relief to 18,000 children. https://www.youtube.com/watch?v=SkC0Ncy4tQQ Other BP: Darfur Dreams Project, 50 Young Agents of Change trained and engaged as volunteers in the organisation of Sport Festival in Darfur (23,000 people attending) and in the delivery of sport activities for the benefit of up to 20,000 children across Darfur. http://savethedream.org/
SPORSORA	France	Association	Various Events	Source volunteers in partner schools and universities, keep time for training, adapt missions to volunteers' skills, make sure that volunteers can also enjoy the event (keep free time, organise turnovers). https://sporsora.com/
Street Child United	Brazil	Non-Profit Organisation	A safe space for children to play and develop	Child protection policy. https://www.streetchildunited.com/
Street Child United	UK	NGO	Events organisation – Major sport events	We evaluate our volunteers' experience with us, enabling us to improve on their experience, and make them a more effective group of supporters at our events. We deliver a volunteer training weekend, in advance of our major events., bringing all the volunteers together to meet each other, develop their understanding of our work, learn about their roles at the event, and prepare themselves to travel.

				We build in rest days into our volunteer programme and look out for the welfare of the volunteers taking part. We hold a daily briefing where volunteers can raise any issues and celebrate successes together. We take safeguarding very seriously, ensuring all volunteer have had a DBS check processed (this is the UK version of a police/criminal records check, to ensure they are safe to work with young people). We also providing repeated training on safeguarding, to ensure all our staff and volunteers are equipped to be proactively safeguard the vulnerable young people we work with. And we ask everyone to sign a code of conduct, agreeing to the expectations we all need to have of each other. We conduct a thorough recruitment process, with written applications, interviews, and training. Generally, volunteers have a very positive experience at our events, and we have a large group who come back time and time again. https://www.youtube.com/watch?v=bcP1tWzDv3M https://www.streetchildunited.org/
Swedish Basketball Federation	Sweden	National Sports Federation	Volunteer administration platform, clear communication, early scheduling	https://www.basket.se/sidorsominteanvands/SwedishBasketballFederation

The Naz Foundation Indian Trust	India	NGO	Naz established a Care Home for HIV positive children	https://nazindia.org/
Three Cultures of the Mediterranean Foundation	Spain	Foundation	Immigration soccer tournament	https://www.flickr.com/photos/tres-culturas/albums/72157709076533441 http://tresculturas.org/en/
Trentino Sviluppo	Italy	Governmental Organisation	Volunteers at the 2013 Trentino Winter Universiade	The assessment was carried out by a certified third party in order to have an objective feedback loop on the entire Universiade. It included a chapter on volunteers, involvement of university/school students - we had 2.100 officially recruited volunteers, 200 student, 15 disabled volunteers, 38% university students. Volunteers recruited, editorial: https://www.montura.it/file_public/editing_editoria/21/VOLUNTEERS.pdf https://trentinosviluppo.it/
UIB – Universitat de les Illes Balears	Spain	University	Solidarity Sports Day Solidarity Running	UIB Portal de Voluntariat - UIB Volunteer Portal: The Volunteer Portal promotes the participation of the university community in a pioneering and innovative way, since it allows automatically crossing the volunteer demands published by the entities and the profiles of the registered people, so that everyone finds what they are looking for. In addition, this space will also provide you with other information of related interest (training, events, testimonies, etc.) that you can consult from any device and at any time.

				Whoever wishes to volunteer, signs up for the Portal. Define their profile, availability and preferences, so they can receive the results that best suit them and decide if their opportunity to participate has arrived. Already, 849 registered people and 125 entities have registered. https://voluntariat.uib.cat/ca/ https://www.uib.eu/
World Chess Federation	Global	International Sports Federation	Various Events	Volunteers learnt how to work in a team and at such an international level. Foreign language and professional skills, practice. Practice of chess skills, team playing skills https://www.fide.com/
Youthorama	Greece	NGO	"A Ball for All" International Campaign	“A Ball for All” Campaign as part of the Erasmus+ Youth Mobility Project “A Ball for All Youngsters”. The basic aims of the programme were respect for ourselves and others, communication and social skills, responsive to the goals and priorities of the Erasmus + YOUTH. In this project, through various activities, we covered the issues of volunteering and Inclusion through sports for all, as contemporary issues that concern all citizens, especially young people, who must be aware of them. Campaign: https://www.youtube.com/watch?v=QqNkE2k4xrw It includes interviews from volunteers https://www.youthorama.gr/

e) Analysis and Classification

In this section this Guide classifies the 83 practices collected. The classification is based on the principles previously described and does not intend to be an assessment of any kind.

The good practices have been classified into ten different categories:

1. Sports Event
2. Education/Academia
3. Partnerships with Schools and Universities
4. Educational Value
5. Training/coaching
6. Communication
7. Political and Social Action
8. Health Actions
9. Promoting the adhesion of disabled people in sport; and
10. Promoting volunteers in activities.

Once classified, a description of the goals/objectives accomplished by the good practices during its implementation is provided. Lastly, a short explanation of the practices, as exactly given by the respondents, is included followed by the name of organisation and country where the activities were implemented.

Type of practices	Good practices with regard to projects – including but not limited to the field of sport for social inclusion- implemented by the organisations with an active involvement of volunteers	Organisations	Country
(1) Sports Events			
Creation of a league	Football Team of Sójovem The football team of Sójovem, is responsible for the organisation of the training. Within the league, all the local teams play together. The selection for the team is open for every youngster, while the international volunteers contribute to the organisation of the events, apart from participating. The volunteers have acquired new organising skills and have made something that caused impact on the local community. The volunteers can see the feedback on social media. The organisation gives freedom to the volunteers to be creative and to organise the things on their way. The mentor always supports the volunteers and helps them to be creative and free. The incentive that the organisation provides to the volunteers is the accommodation. The organisation has good events ongoing that the volunteers can participate. Specific measures in place covering the retention of volunteers are the training on the arrival, as well as the contribution of a tutor and mentors designed to help and support the volunteers in their personal life and in their activities.	Associação Sójovem das Saibreiras	Portugal https://www.sojovem.org/index

Championships	Rafting U19 & U23 World Championships The organisation recruits' volunteers of various kinds, including police and friends. The achievements of the organisation include the realization of a high-level sporting event with the involvement of passionate people. Some positive results were accomplished thanks to the motivation and the education of the volunteers. Preliminary reconnaissance was carried out among all the athletes and associates, as the volunteers were carefully selected.	Federiazione Italiana Rafting	Italy (European Youth and Under 15 Championships)
	Participation of Volunteers in Organisation of Sports Events at National & International Level Federação Portuguesa de Rugby is a National Sports Federation which has established a partnership with a school of sports management. The Organisation also actively involves student volunteers, between the ages of 15-26, in various activities throughout the year with other sports events organisers. Volunteers have been involved in the organisation of several sports events with duration from 2 to 35 days, depending on the event. ❖ At National level: • National Finals (top male senior Championship, Cup Final, Super Cup final) • Junior National Finals (boys and girls) ❖ At International level: • National senior team's European Championship Matches at Home • European U20 Championship	Federação Portuguesa de Rugby	Portugal

	• Other Official International Sport Events Among others, some of the practices of the volunteers and the organisation, includes: • A daily debrief with the event manager, in order to make sure that all roles are understood and correctly undertaken. • Feedback is provided on a 1x1 basis when possible. • A certificate of participation, event t-shirt or jersey (depending on the time of year). • Information concerning the volunteers to other private sports events organisers and that are our partners, so that they can be considered again for future sports events. As a result of the volunteers' punctuality, teamwork and efficiency of the role and responsibility, some of them have been able to widen their experience through invitations by other partners and have been involved in the organisation of other sports events. Some of the school sports management students have been able to accept work proposals from the organisation's partners.		
	World Ultimate Championship 2019 Disc-Respect organised successfully the World Ultimate Championship in 2019. Thanks to the involvement of the volunteers the organisation has achieved excellent coverage of required tasks. For the World Ultimate Championship, the Organisation recruited 100 volunteers, aged between 18 – 24. The knowledge of foreign languages played an important role for	Disc-Respect	Germany http://disc-respect.com/

	the recruitment of volunteers, as the participations consisted of 29 different countries. Some concrete results produced with the recruitment of the volunteers, such as the fact that after the training the scoring function was well covered. The incentive to induce the volunteers is the provision of room, board, and small gifts during the event. The recognition with certificate is proposed as a recommendation on how sport volunteerism could strengthen future employability and inter-cultural dialogue.		
	European Youth&U15 Weightlifting Championships One of the best practices that the Italian Weightlifting Federation has accomplished is the European Youth&U15 Weightlifting Championships. The Organisation conducts some activities with the involvement of volunteers, such as the recruitment in the world of weightlifting, at local and national level. The concrete result achieved thanks to the volunteers was the fact that the coordination and the involvement was well conducted, as all volunteers worked successfully.	Italian Weightlifting Federation	Italy http://www.federpesistica.it/

	All volunteers were recruited between their associated and this was a great opportunity for them to be part of the staff and experience the organisation of an international weightlifting even. The volunteer recognized association to handle Doping controls during the event was one the best practices about the use of volunteers in sport-related projects.		
	"Mundialito de la inmigración" One of the projects within the field of sports for social inclusion is “Mundialito de la inmigración". It is a football championship with 20 foreign mixed countries and around 300 people involved in this example of inclusion between different kind of people. Volunteers involved with the Liga matches at the Sanchez Pizjuan stadium. They are in charge of the ball boys, they were working in the protocol area and also supporting accommodation. A concrete result achieved thanks to the volunteers was the fact that a hundred of volunteers organised a football event for 40.000 supporters. The volunteers did a very good job in attention and look after the protocol area and also with VIPS visits during the year. The Organisation promotes or advertises volunteering opportunities through social media. Volunteers between the ages of 25 and 34 years are able to be recruited by the Organisation.	Fundacion Sevilla FC	Spain https://www.sevillafc.es/en
	Participation in International Events The Organisation has recruited volunteers in several events:	Mairie de Vigneux-sur-seine / et PSG Handball	France

	• 1998 Football World Cup • 2005 Marathon at the World Championships in Athletics • 2017 Men's Handball World Championship on team match statistics with the IHF, responsible for the statistics of the matches for the PSGHANDBALL in Champion's league and National Handball League. During the 2017 World Handball Championships for men in France and Paris the Organisation was focused on the new licenses for young people aged 11-15 years old, as well as on the economic returns on the investment of parents that had equipped their children. The organisation recruits' volunteers from 25 to 34 years old. The involvement of volunteers in the team sports has enhanced their social relations and the spirit of friendship.		http://www.mairie-vigneux-sur-seine.fr/
Gymkhana	Social Tournament ESN Sevilla is a volunteer-based organisation, which aims at the empowerment of young people and raising awareness about health, well-being, environment, poverty, discrimination. The organisation has conducted different activities organised with the participation of volunteers, like social sports tournament, visiting an elderly care centre, activities with other associations, danza mobile, etc. ESN Sevilla recruits volunteers between 18 and 24 years old. The incentive to induce the volunteers is the participation in an open minded and	ESN Sevilla	Spain https://esnsevilla.org/

	friendly environment. The Organisation uses induction/pre-volunteering training as the main training of volunteers. Gymkhana, ESN Sevilla's best practice concerning the participation of volunteers, is a project involving people with different handicaps, a social tournament to donate food for the needed people and other social activities with the target of improving knowledge about social impact and different social causes. https://www.youtube.com/watch?v=EZtzvIpgMP0		
Matches/Events	Participation & Contribution in Events/Trainings for the Protection of the Rights of Children Street Child United is an NGO, working on the protection of children's' rights and the access to them, no matter the child's background. Some good practices in working with volunteers include: The organisation, 1. Enables the volunteers to improve on their experience and make them a more effective group of supporters at the events. 2. Delivers a volunteer training weekend, in advance of the major events, bringing all the volunteers together to meet each other, develop their understanding of the work, learn about their roles at the event, and be prepared to travel. 3. Builds in rest days into their volunteer programme and looks out for the welfare of the volunteers taking part. The Organisation holds a	Street Child United	UK https://www.streetchildunited.org/

	daily briefing where volunteers can raise any issues and celebrate successes together. 4. Takes safeguarding very seriously, ensuring all volunteers have had a DBS check processed (this is the UK version of a police/criminal records check, to ensure they are safe to work with young people). The Organisation also provides repeated training on safeguarding, to ensure all the staff and volunteers are equipped to proactively safeguard the vulnerable young people they work with. Also, the Organisation asks everyone to sign a code of conduct. 5. Conducts a thorough recruitment process, with written applications, interviews, and training. The organisation carries out activities with the involvement of the volunteers, like football coaching, cricket coaching, arts facilitation, conference facilitation, event management, media/press management, video/photo, digital work, youth work, media training for young people, logistical support. The Organisation promotes or advertises volunteering opportunities through the webpage and social media, network organisations, and by directly contacting societies and communities which may be interested. Sort of activities carried out by volunteers in the organisation: • Management and administration support (e.g., treasurer, secretary, project assistance) • Research • Communication support • Board/committee member		

	• Protocol and hospitality • Sales/fundraising • Instructing and coaching • Officials (e.g., referee, umpire, scorers) • Safety/security (e.g., stewards, race marshals) • Media/marketing/communications The Organisation enacts specific measures covering the recruitment of volunteers, like the application process, the recruitment, the designing, and the development of the "volunteer journey", the interviews, the safeguarding, the training etc. The Organisation has specific measures covering the retention of volunteers, like social activities, opportunities for further engagement and involvement in the decision making, marketing etc. https://www.youtube.com/watch?v=bcP1tWzDv3M		
	"Handball 4 All" The project "Handball 4 All" is regarded as a specific policy in place to recruit people with disabilities in volunteering initiatives. Issues addressed: Building, Promoting, Logistic, Helping in the handball field. The Organisation has some incentives to induce the volunteers, like the accommodation, the provision of food and the full access to the events they help.	Federacão de Andebol de Portugal	Portugal https://portal.fpa.pt/

	In all events the Organisation works with volunteers. Specific measures in place covering the recruitment of volunteers: Contact with the local organisations where they share the profile of the volunteers they need. https://www.youtube.com/watch?v=Z6rFg91Ke7g https://www.youtube.com/watch?v=oEtBHiBvoiQ		
Games	The International Erasmus Games Project: The International Erasmus Games are an initiative of the Erasmus Student Network (ESN) in the field of health and well-being. The concept is two-folded. Firstly, the International Erasmus Games are a sports competition organised by an average of 30 ESN volunteers coming mostly from the higher education sector across 13 countries, including 11 EU member-states. The competition takes firstly place in the local campus of the participating higher education institutions. Local volunteers invite international students to form teams and compete in usually futsal, basketball, and volleyball. All the winning teams then gather at a national event to find the national champions in each modality. Finally, the winning team at the national level will represent their mobility country in an international competition. In total, four editions of this competition have been organised and approximately more than 2500 international students have engaged in it at all three levels. It is important to highlight that the players in each national team are actually from a multitude of countries. Secondly, the initiative is a continuous campaign to promote a healthier lifestyle among international students.	Erasmus Student Network	Multiple locations around Europe https://ieg.esn.org/

	Through this programme ESN addresses the following issues: • Social inclusion through sports • Prevention of alcohol and drug abuse by students on exchange • Inclusion in local society for exchange students by means of sport • Tackling unhealthy nutritional habits • Tackling racism, nationalism and sexism through sport During the programme, all activities were organised and carried out by volunteers. The programme reached over 2500 participants with IEG games, with the involvement of over 500 volunteers joining Health challenges, organised five editions in a row of the international stage of the competition in 5 different European countries, which led to the establishment of a strong community of sports enthusiasts.		
(2) Education/ Academia			
	Collaboration with schools/universities for Management Studies Event Federacão Portuguesa de Taekwondo is collaborating with national schools' programmes for management studies event. For these event management studies, the organisation involves student volunteers from high schools and universities. Volunteers have contributed in the organisation and management of the Portugal Taekwondo National Championships.	Federacão Portuguesa de Taekwondo	Portugal

	The Organisation has achieved some concrete results, such as the improvement of the knowledge of Taekwondo around the future players in event management. Sort of activities are carried out by volunteers: • Management and administration support (e.g., treasurer, secretary, project assistance) • Communication support • Board/committee member • Protocol and hospitality		
	Sports Events with student volunteers The best practice implemented by Federacão de Ginástica de Portugal was the cooperation with one public school for the organisation of sports events, that lasted from 7 to 15 days. The active involvement between the two entities, meant the recruitment of about 20 student volunteers. The volunteers were responsible for activities related to: • Communication support • Media/marketing/communications • Food and catering Through this opportunity of volunteering, students showed more responsibility and eagerness, which led to the success of the events. Some	Federacão de Ginástica de Portugal	Portugal

	of the students got further regular involvement in the Federation, as long-term volunteers.		
(3) Partnerships with schools and universities			
	Participation in events SPORSORA aims to improve communication, marketing and innovation in Sports by addressing real issues and providing leading services, events, skills, networks and knowledge. So far, numerous events have been organised with the support of student volunteers, who were able to enjoy the events and start building their own network. In event organisation, the allocation of roles, as well as the training session was the best achievements that the Organisation accomplished. The organisation searches for volunteers in partner schools and universities, keeps time for training, adapts missions to volunteers' skills, makes sure that volunteers can also enjoy the event. The Organisation achieved some positive results that benefited the target groups, such as the opportunity to start connecting with the sport business network. Sort of activities carried out:	SPORSORA	France

	• Protocol and hospitality • Food and catering		
	Multi-sport Event: Trentino Winter Universiade The Trentino Winter Universiade, which took place in 2013, can be described as the best practice of the Organisation related to volunteerism. The actions carried out with the involvement of volunteers included the training in all the activities linked with the organisation of the 2013 Trentino Winter Universiade. Approximately 2.100 volunteers were involved. The Universiade was identified by the Council of Minister for Sport as a "paradigmatic example of integration between sport and innovation". The assessment was carried out by a certified third party in order to have an objective feedback loop on the entire Universiade (it included a chapter on volunteers, involvement of university/school students – the Organisation had 2.100 officially recruited volunteers, 200 student stapp, 15 disabled volunteers, 38% university students. Sort of activities carried out by volunteers: • Communication support • Protocol and hospitality • Safety/security (e.g., stewards, race marshals) A special recruitment strategy put in place consisting in a series of phases (sometimes overlapping): screening needs, mapping existing resources, promotion, collection requests, interviews, integration, general training, specific training, geographical allocation, accreditation and delivery, feedback).	Trentino Sviluppo	Italy

	“Solidarity Sports Day” - “Solidarity Running” The best practices of UIB regarding the involvement of volunteers were “Solidarity Sports Day” and “Solidarity Running” events. The activities carried out with the involvement of volunteers included sports activities management / hydration points / check in controls / information. The conduct of the activities proposed, as well the participation was a positive result. The main background of the organisation's volunteers comes from the field of social sciences.	UIB – Universitat de les Illes Balears	Spain
(4) Educational values			
	Volunteering Programmes: “My Leadership Academy” & “Make a Difference” The Organisation has implemented volunteering programmes for young and older volunteers, the most successful being “My Leadership Academy” and “Make a Difference”, which can be described as the best practices of British Gymnastics regarding volunteerism. “My Leadership Academy” Programme The programme introduces Young Leaders to the various roles and opportunities available within gymnastics, helps them to identify their strengths and the aspects of gymnastics they enjoy and encourages	British Gymnastics	UK https://www.british-gymnastics.org/

	leaders to stay within the sport for longer, creating a larger and stronger workforce for the future. The activities carried out with the involvement of volunteers: 1. My Learning (Gymnastics Specific courses) 2. My Development (formal qualification e.g., first aid) 3. My Volunteering (experience at events) 4. My Future (development plan) 5. My Project (running a project e.g., raffle). "Make a Difference" Programme The programme will help clubs to identify their specific volunteer needs. The club, with support from British Gymnastics, where needed, will run a short recruitment workshop with parents, friends, family and members of the local community to recruit new volunteers to meet the club's needs. This can include a variety of different roles that are all vital to a club's success. The club will be provided with free resources on how to recruit, train and support these volunteers in order to increase retention. Post workshop there will be funding available to support the training of the newly recruited volunteers. Best practices about the use of volunteers in sport-related projects: • Providing clear job descriptions with learning outcomes at events to keep volunteers engaged and give them an experience. • Rewarding by including an annual Award section 'Young Volunteers' 'Volunteers' Sections.		

	• Recognising with certificates and CPD. Mostly Women & Girls e.g. (80%) are recruited in volunteering initiatives. The policies that recruit people with disabilities in regard to volunteering initiatives take into consideration equality and diversity. https://youtu.be/QWczvK_PRB8 - clear pathways in the sport highlighted		
	Education through Sport programmes CSI is a volunteer-based organisation that aims in “Education through Sport” through its initiatives and projects. Some good practices of the projects implemented are: • Sharing spaces • Organising activities • Creating networks between different associations and organisations • Promoting the volunteering • Training • Recognition of competences. Organisation's target group regarding the recruitment of volunteers from 18 to 24 years old. The status of the organisation's volunteers depends on the type of activity they have to perform. On-site learning is the type of training provided to the volunteers. Sort of activities carried out by volunteers:	Centro Sportivo Italiano	Italy https://www.csi-net.it/

	• Management and administration support (e.g., treasurer, secretary, project assistance) • Research • Communication support • Instruction and coaching • Safety/security (e.g., stewards, race marshals) • Media/marketing/communications http://www.csi-net.it/index.php?action=pspagina&idPSPagina=3278		
	Programmes & Initiatives that promote the Olympic spirit The QOC's responsibilities are to encourage sports participation at every level, bring world-class sports events to Qatar, ensure sporting success and promote Olympism. The QOC strives to use innovation to advance sports development and many of its programmes, initiatives and events are the first of their kind in the Middle East. The Organisation accepts volunteers from different nationalities and ethnic backgrounds. The involvement of volunteers has achieved some concrete results, such as better communication and teamwork. Sort of activities carried out by volunteers in the organisation: • Communication support • Protocol and hospitality • Media/marketing/communications • Food and catering	Qatar Olympic Committee	Qatar http://xn--igbhee6kbhwv.xn--wgbl6a/en/Pages/default.aspx#

	The promotion of the volunteering opportunities is conducted through the webpage.		
(5) Training/ coaching			
Personal Development	Protection, Empowerment and Psycho-Social Counselling for unaccompanied refugee minors Combining street work with sports initiatives for gaining trust from beneficiaries is the Organisation's best practice. The project's objective is the protection, empowerment and psycho-social counselling of refugee and asylum-seeking minors, especially the unaccompanied minors in Greece. Currently, Faros has recruited about 10 volunteers, trying to create a long-term engagement of youth, in order to secure stability and create a bond of trust between the volunteers and the minors. Specific steps taken in place covering the recruitment of volunteers: • Recruitment • Training • Volunteer contract • Focal point • Incentives The activities carried out with the involvement of volunteers include the individual sports activities e.g., football once per week, cricket etc.	Faros	Greece

	The long-term engagement of youth is the concrete result that the Organisation has achieved.		
	Volunteer training dedicated to Paralympic sports VITERSPORT is an association focused on disabilities, based completely on volunteer work. The association currently has 15 volunteers registered, plus about 10 occasional volunteers. Over half are juvenile-young adults. Depending on the experience and the skills the volunteers have they are provided with training (study or professional) on subjects related to Paralympic sports, including technicians, instructors, and therapists. Through these trainings' volunteers acquire professional competences and skills, as well as awareness of disability and Paralympic activities. Sort of activities carried out by volunteers: • Management and administration support (e.g., treasurer, secretary, project assistance) • Instructing and coaching • Officials (e.g., referee, umpire, scorers) • Safety/security (e.g., stewards, race marshals) • Technical maintenance The project has supported increasing the number of people with disabilities practicing sports.	Associazione Sportiva Dilettantistica di Volontariato (VITERSPORT)	Italy http://vitersport.blogspot.com/
Opportunities	Development of a volunteer network	European Hockey Federation	Portugal

	The Organisation highlights the efforts and the achievements of the volunteers, provides networking opportunities with other youth leaders, and brings in influential speakers who the volunteers know and respect. Activities carried out by volunteers in the organisation: • Management and administration support (e.g., treasurer, secretary, project assistance) • Board/committee member • Officials (e.g., referee, umpire, scorers) • Media/marketing/communications Specific measures in place covering the recruitment of volunteers include the certification of umpires and technical officials via courses. The incentives to become a volunteer concern the travel to hockey events and the expenses paid for by EHF.		Italy
	Swimming lessons to refugees and asylum seekers The Organisation works with refugees who have had difficult experiences in the maritime environment. Thanks to the volunteers and using sport as a tool for social inclusion and adaptation, the Organisation develops swimming techniques to overcome adversity, manage fear, and control emotions. The activities carried out with the involvement of volunteers include swimming lessons and adaptation to the environment.	ProeMAID	Spain https://www.proemaid.org/en/

	The general work of the volunteers has been magnificent in each of the teams, the classes have been improving and evolving thanks to the volunteers, until reaching a very strong point of solidity. Sort of activities carried out by volunteers: • Media/marketing/communications, • Technical maintenance. The free rescue courses provided to the volunteers is the incentive to induce them.		
(6) Communication			
Peer communication	Volunteering proposals using the story of positive volunteering experiences Centro Nazionale Sportivo Libertas has developed several projects, which aim at informing about the possibility of volunteering in your area. To provide interesting proposals to young people who had never approached volunteering, we focused on peer communication. The story of positive volunteer experiences is more effective than any conference on the subject. The projects are built on paths aimed at promoting volunteering in the sports field. The sports sector is connected to the idea of play and fun, and therefore more active as a first volunteer experience, especially for the younger ones. The average duration of the projects is from 6 months to 1 year. Through these projects, the organisation addresses issues related to: • active citizenship	Centro Nazionale Sportivo Libertas	Italy http://www.gsvlibertas.it/

	• solidarity and social equity • constructive relationship with others Overall, volunteers have the opportunity to combine the experience of volunteering with the knowledge of the needs of those who are at a psycho-physical disadvantage, development of socially transversal relationships. Volunteers are responsible for: • communication and awareness raising activities peer to peer • monitoring and evaluation groups • recognition of volunteer hours in training credits • communication campaigns with user generated content • free remote training for sports managers on volunteering in sport and on Voluntary Sector legislation So far, through the contribution of volunteers the projects have achieved: • involvement of schools in projects • training aimed at promoting volunteering • testimonials on volunteering for effective digital communication • hundreds of young people trained to volunteer in the sports sector		
	“A Ball for All” International Campaign “A Ball for All” International Campaign was part of the EU, Erasmus+ Youth Mobility Project “A Ball for All Youngsters”. The basic aims of the programme were: • respect for ourselves and others	Youthorama “A Ball for All”	Greece https://www.youthorama.gr/

	• communication and social skills • responsive to the goals and priorities of the Erasmus + YOUTH. In this project, through various activities, Youthorama covered the issues of volunteering and social inclusion through sports for all, as contemporary issues that concern all citizens, especially young people, who should be aware of them. Volunteers from different nationalities (Greece, Turkey, Spain, Hungary, Cyprus) participated and contributed significantly in the organisation of the open events "Blindfolded Penalties Shootout Tournament". Volunteers sharing their experience, video: https://www.youtube.com/watch?v=QqNkE2k4xrw	International Campaign	
(7) Political and social actions			
	The Organisation developed a volleyball team for the asylum seeker women in Seville, Spain. Through this sport activity, the participants: • Develop skills and physical progress; • Include physical exercise as part of their daily life which leads to health improvement; • Create a bond and a culture of trust with each other as a team. Volunteers play an important role in the CEAR projects, as they are responsible for several activities. Currently, CEAR has recruited about 80 volunteers in Seville. Specifically, in the development of the refugee	Comision Española de Ayuda al refugiado	Spain https://www.cear.es/

	volleyball team, volunteers carried out activities such as the search for the training place, the coordination of all participants, and the training itself. Volunteers also were responsible as referees of the matches. Due to the success of the refugee volleyball team, CEAR volunteers have also set up 2 football teams.		
	Project: Let's Go to Haiti (2015) The project, which lasted 12 months, aimed at youth and children and its main objective was to provide relief through sport to 18,000 people, by contributing to their psychological well-being in societies affected by natural disasters, famine or conflicts. Through the project "Let's Go to Haiti",17 international and 110 local trained volunteers seized the opportunity to participate and contribute to tasks such as: • Organisation of daily activities in support of children • Effective management of locally established sport centres More specifically, volunteers helped to organise managed camp activities of football, volleyball and basketball, providing a welcome focus for children that are from disadvantaged areas including those without family or homes. Among others, some of the lessons learnt is the promotion of the volunteering opportunity in the course of Italian Series A matches, the pre-deployment training by CSI, as well as the development of materials and tools to support volunteers' work.	Save the Dream Let's Go to Haiti Project (2015), in cooperation with Centro Sportivo Italiano (CSI)	Multiple locations: Doha, London, Brussels, Lisbon http://savethedream.org/

	Project summary: https://www.youtube.com/watch?v=SkC0Ncy4tQQ Project: Darfur Dreams Save the Dream implemented a project to promote peace and development through sport targeting Internally Displaced People (IDPs) in Darfur, Sudan. The project "Darfur Dreams" provided intensive training to 50 young leaders from different IDP communities to develop their "Skills to act as Agents of Change" and strengthened their abilities in the fields of capacity building, community engagement and social inclusion, as well as gender equality and empowerment of girls through sport. This initiative contributed in the engagement of volunteers in the organisation of Sport Festival in Darfur (23,000 people attending) and in the delivery of sport activities for the benefit of up to 20,000 children across Darfur. Sort of activities carried out by volunteers: • Management and administration support (e.g. treasurer, secretary, project assistance) • Research • Officials (e.g. referee, umpire, scorers) • Food and catering The type of the training provided to the volunteers was: Induction/Pre-volunteering training. Project summary: https://www.youtube.com/watch?v=6E_2hqD_mHc	Darfur Dreams Project in cooperation with Qatar Charity and Qatar Fund for Development (QFFD)	

	Development and Management of an EU, Erasmus+ Small Collaborative Partnership Project, by a volunteer Project ENACT: The project aims to support female leaders with leadership skills through sport and volunteering, to engage them to the European sport sector. The organisation fights against the lack of access in sport for female leaders by identifying opportunities for youth employability and professional development in Europe. ENACT wishes to enforce gender balanced decision maker's participation at university sport events. The involved participants will be learning through non-formal education by leaders with experience in the field of martial arts, women empowerment and/or gender equality. The ENACT Project was completely run by a long-term volunteer in the organisation. Among others, she was responsible for: • Administrative tasks • Project management • Event organisation Project website: http://enact.eusa.eu EUSA Volunteer Programme The main aim of the programme is to give a chance for young students, who are interested in sports and in organising sport events, to get the opportunity of experiencing a unique adventure, learning about the values of sport, and gaining valuable work experience through volunteering. The participants will raise their competencies and skills in organising sport event in the European level, get new experiences in different fields, will be	European University Sports Association	Slovenia https://www.eusa.eu/

	useful for the Organising Committee, exchange knowledge, learn about the culture of the country, get new friends all over the Europe and much more. The Volunteer Programme includes for example working for the Organising Committee, supporting the organisers in the competition fields (global coordination, manning information desks, communication between organisation committee and referees, guests).		
	Swimming lessons to refugees and asylum seekers The Organisation works with refugees who have had difficult experiences in the maritime environment. Thanks to the volunteers, and using sport as a tool for social inclusion, the Organisation develops swimming techniques to overcome adversity, manage fear, and control emotions. Sport is used as a method to help refugees who have previously suffered, adapt in the new conditions. The activities carried out with the involvement of volunteers include swimming lessons and adaptation to the environment. The general work of the volunteers has been magnificent in each of the teams, the classes have been improving and evolving thanks to the volunteers, until reaching a very strong point of solidity. Sort of activities carried out by volunteers: • Media/marketing/communications, • Technical maintenance. The free rescue courses provided to the volunteers is the incentive to induce them.	ProeMAID	Spain https://www.proemaid.org/en/
(8) Health actions			

	Addiction problems, especially in adolescents (Young Project) The project values sport as a therapeutic tool, it uses sport as a tool to: • Understanding sport as a healthy alternative to a better lifestyle. • Attaching sport to a real free time option • Believing that sport brings benefits in itself. • Acquiring sports practices as a habit to combat addiction. Volunteers carry out a fundamental work in the organisation. Volunteers implement sports workshops throughout the year and activities in which volunteers use the programmes to practice sport as a therapeutic tool. Some concrete results achieved thanks to the involvement of volunteers relate not only to the programmes, but to the volunteer themselves who obtain a non-tangible benefit (feel good about what has been done) that makes this have continuity in time. The practices (and given the satisfaction we mentioned above) have a personal recognition that extends to the rest of the volunteering, and this makes the "dissemination" effect have an impact in maintaining and expanding the group of volunteers. The organisation conceives volunteering as an active part of the team and is a point to take into account in the day-to-day of the work. the Organisation's Volunteer Coordinator is responsible for the coordination and management of the volunteers. Currently they have around 85 volunteers supporting their work.	CES Proyecto Hombre Sevilla	Spain https://proyectohombresevilla.com/

(9) Promoting the adhesion of disabled people in sport			
	The Basketball Paralympic team was invited to present a show at the break of the Emir Cup Final The main aim of this show was to showcase to youth spectators how the young people with physical disability are able to play and entertain the spectators. Volunteers had to support the players with regard to their physical challenges and assist them as personal attendants during their presence at the sport club players. The activity lasted for 6 hours, and the managers of the club and coaches were in charge of the volunteers. The volunteers are young people who know the club and love the basketball game.	Qatar Basketball Federation	Qatar http://www.qatarbasketball.qa/en/
	Volunteer training dedicated to Paralympic sports VITERSPORT is an association focused on disabilities, based completely on volunteer work. The association currently has 15 volunteers registered, plus about 10 occasional volunteers. Over half are juvenile-young adults. Depending on the experience and the skills the volunteers have they are provided with training (study or professional) on subjects related to Paralympic sports, including technicians, instructors, and therapists. Through these trainings' volunteers acquire professional competences and skills, as well as awareness of disability and Paralympic activities.	Volunteer Amateur Sports Association Associazione Sportiva Dilettantistica di Volontario (VITERSPOR)	Italy http://vitersport.blogspot.com/

	Sort of activities carried out by volunteers: • Management and administration support (e.g., treasurer, secretary, project assistance) • Instructing and coaching • Officials (e.g., referee, umpire, scorers) • Safety/security (e.g., stewards, race marshals) • Technical maintenance The project has supported increasing the number of people with disabilities practicing sports.		
	Projects aimed to integration and inclusion The projects carried out by the Italian Rowing Federation in the field of sport for social inclusion are projects aimed to the integration and inclusion of physical and intellectual disabilities through rowing and are supported by more than 200 volunteers. The main projects organised are the following: • 2018-2019 Rowing for Ever (#R4E) Vodafone Italia Foundation, • call OSO 2018-2017 Rowing for All (# R4A) Vodafone Italia Foundation, • call OSO 2017. Rowing together, with Region Lazio 2017 • Para-Rowing Development Camp-Gavirate and international Para-Rowing 2016 regatta FISA / FIC / Agitos Foundation • Para-Rowing Development Camp-Gavirate and international regatta Par Rowing 2016	Italian Rowing Federation	Italy https://ognisportoltre.it/contenuti/rowing-for-ever-r4e-un-progetto-d-inclusione.action

	• Para-Rowing Party, European Erasmus + Sport Call, 2/10/2016, Milan http://www.pararowingparty.eu/it/ 2015 • Para-Rowing Laboratory with the Cariplo Foundation 2014 • COURAGEOUS CAPTAINS, Sport, Inclusion, Socialization and Different Skills with Cariplo Foundation The issue addressed by these projects are in support to physical and intellectual disabilities. The objectives achieved by the projects were the improvement of the interrelational capacities of participants, help to families in the process of child integration, and overall improvement of psychomotor skills The main projects had a duration of 6-8 months. The involvement of volunteers supported the project in reducing costs and implementing activities that could not have take place without the contribution of the volunteers that support the organisation.		
(10) Promoting volunteers' initiatives			
	Promoting the self-development of volunteers through sport by encouraging them to actively take part to the projects	Federacão Portuguesa de Natacão	Portugal https://fpnatacao.pt/
	FIFA Established a Global Volunteer Community with the aim of centralising all volunteer management activities for FIFA. Volunteers are an important part of the Workforce at all FIFA Tournaments and events. The activities carried out by volunteers are:	FIFA	Switzerland

	• Specific sporting event(s) support • Protocol and hospitality • Safety/security (e.g., stewards, race marshals) On-site the volunteers are managed by their respective functional managers. Volunteers add to the local aspects of organising a FIFA World Cup, and leave a legacy afterwards. The duration of each tournament is 6 weeks. At FWC Russia 2019 FIFA employed 2'400 staff and around 17'000 Volunteers.		
	The organisation focuses exclusively on sports projects. They were co-organisers of the local Armenian ''sportland'' event intended for school pupils. The event had the active participation of more than 120 school pupils as participants and organisers. Volunteers were actively involved, during a period of two days, as organisers, judges and coaches of the event. The concrete results achieved thanks to the involvement of volunteers was the opportunity to involve different school pupils and that communication was kept at the highest standards before, during, and after the event.	GaragErasmus4 Yerevan	Armenia
	A "Sports Volunteer Handbook" has been created, many volunteer programmes have been developed in sports organisations, as well as an online volunteer database - "Be a volunteer!	Ministry of Youth and Sport Project "Youth Volunteering in sport	Bulgaria http://mpes.government.bg/Default.aspx

f) Analysis of the figures

a. Analysis of the content and methodology of the questionnaire

(1) Characterisation of the questions

a. of fact (expresses a reality)
b. or of opinion (expresses a personal conviction)
c. filter (question that depends on a previous answer, allows to select people)
d. qualitative
e. or quantitative

Form of questions according to the nature of the answers	Numbering of the questions	Statistics
Of fact	Q1, Q2, Q3, Q4, Q5, Q6, Q7, Q8, Q9, Q10, Q15, Q16, Q17, Q18, Q19, Q20, Q21, Q22, Q23, Q24, Q25, Q26, Q27, Q28, Q29, Q31, Q32, Q33, Q37, Q38, Q39, Q40, Q41.	80,50 %
Of opinion		
Filter		
Qualitative	Q34, Q35, Q36.	7,30 %
Quantitative	Q11, Q12, Q13, Q14, Q30.	12,20 %

a. opened (free answer, a word, a sentence ...)
b. closed (the answers are proposed):

- ❖ binary choice (only one answer or check box)
- ❖ multiple choice (cafeteria type: single answer from the list or several possible answers)
- ❖ on a scale of value (give an order of preference, classify the proposed elements)
- ❖ at appraisal scale (give an opinion or describe a situation from a proposed list).

Form of questions according to the possibilities of the answers		Numbering of the questions	Statistics
Opened		Q1, Q2, Q4, Q5, Q6, Q7, Q8, Q9, Q41.	21,95 %
Closed	Binary choice	Q16, Q17, Q21, Q22, Q24, Q25, Q26, Q27, Q28, Q29, Q37, Q38, Q39.	31,70 %
	Multiple choice	Q3, Q10, Q11, Q12, Q13, Q14, Q15, Q18, Q19, Q20, Q23, Q31, Q32, Q33, Q40.	36,60 %
	On a scale of value	Q30.	2,44 %

	At appraisal scale	Q34, Q35, Q36.	7,31 %

b) Analysis of the wording of the questions and the proposed answers

	Survey
Sample	❖ 23 countries are listed as such in the sample, 16 of those are Mediterranean countries ❖ Two regional initiatives and one global initiative are listed in the sample. ❖ 23 of the countries in the sample responded. ❖ Three of the initiatives listed are lacking clear information of their nature
	Comments: ❖ The sample is representative. ❖ In the sample, 41% of the responses come from other countries. ❖ 14 responses come from Italy and 10 responses from Portugal, meaning that 37% of the responses come from two Mediterranean counties.
Number of answers	**100 %** (83/83): Q2, Q3, Q10, Q11, Q12, Q13, Q14, Q15, Q16, Q17, Q18, Q19, Q20, Q21, Q22, Q23, Q24, Q25, Q26, Q27, Q28, Q29, Q30, Q31, Q32, Q33, Q34, Q35, Q36, Q37, Q38, Q39, Q40 92,85 % of respondents answered all questions.
	95,2 % (80/04): Q4
	94 % (79/05): Q5, Q6
	92,85 % (78/06): Q7
	80,95 % (68/16): Q8
	75% (63/21): Q9

Albania		0.00%	0
Algeria		0.00%	0
Croatia		0.00%	0
Cyprus		0.00%	0
Egypt		1.19%	1
France		2.38%	2
Greece		5.95%	5
Italy		21.43%	18
Israel		0.00%	0
Lebanon		0.00%	0
Libya		0.00%	0
Morocco		0.00%	0
Portugal		16.67%	14
Spain		10.71%	9
Turkey		0.00%	0
Tunisia		0.00%	0
Other (please specify):	Responses	41.67%	35
TOTAL			84

	45,23 % (38/46): Q41
	Comments: ❖ In terms of completeness: very satisfactory results (92.5% of respondents answered more than 90% of questions). ❖ In terms of representativeness of the sample: satisfactory results. ❖ In terms of coherence of answers: the results are logical: the questions for which the response rate is the lowest correspond to the open questions; and the more opened is the question and the more the question requires lengthy development, the lower the response rate is (Q8, Q9 and Q41, which offer no explanatory factor - choice of answer), whereas Q4, Q5 and Q6 propose choices of reply).
Vocabulary adapted to the recipients of the survey	❖ Satisfactory. ❖ There was no correlation between the response rate to the questions and the vocabulary used.
Content of questions adapted to the recipients of the survey	❖ Satisfactory enough. ❖ The N/A response rate remains reasonable: Q8 (6 N/A) Q9 (9 N/A) Q10 (2 N/A) Q13 (24 N/A) Q14 (12 N/A) Q15 (13 N/A) Q16 (15 N/A) Q17 (13 N/A) Q18 (13 N/A) Q19 (23 N/A) Q20 (4 N/A) Q23 (7 N/A) Q24 (14 N/A) Q26 (8 N/A) Q31 (16N/A) Q32 (19 N/A) Q33 (46 N/A).
Length of questions	❖ Satisfactory. ❖ No correlation between the response rate to the questions and their length has been established.
Accuracy of questions	❖ Satisfactory. ❖ No correlation between the response rate to the questions and their accuracy has been established.
Response rate N/A	❖ Not insignificant. ❖ The N/A response rate remains reasonable: Q8 (6 N/A) Q9 (9 N/A) Q10 (2 N/A) Q13 (24 N/A) Q14 (12 N/A) Q15 (13 N/A) Q16 (15 N/A) Q17 (13 N/A) Q18 (13 N/A) Q19 (23 N/A) Q20 (4 N/A) Q23 (7 N/A) Q24 (14 N/A) Q26 (8 N/A) Q31 (16N/A) Q32 (19 N/A) Q33 (46 N/A).
Influence of the wording of the question on the answer (value judgment)	❖ Satisfactory. ❖ No correlation between the wording of the question and the answer provided has been established.

c) Conclusion

1. Representativity of the sample: acceptable.
2. Nature of the questions asked: ratio opened questions/closed questions (20/80) adapted to the objectives of the survey.

3. Quantity of responses within the sample: very satisfactory.
4. Coherence between the nature and phrasing of the questions asked and the response rate.
5. Form of the survey: satisfactory. Clear presentation and wording (length/accuracy of questions and adaptation of vocabulary to survey objectives). The document is easy to fill, to strip...
6. Content: the document is understandable, easy to read. It allows to reach the intended goals. All questions are useful and adapted to the objectives of the survey. No specific bias in the questions was noted.
7. Administration: issuer identification (yes), return instructions (yes), data confidentiality assured (yes), access rights to the computerized file (?).

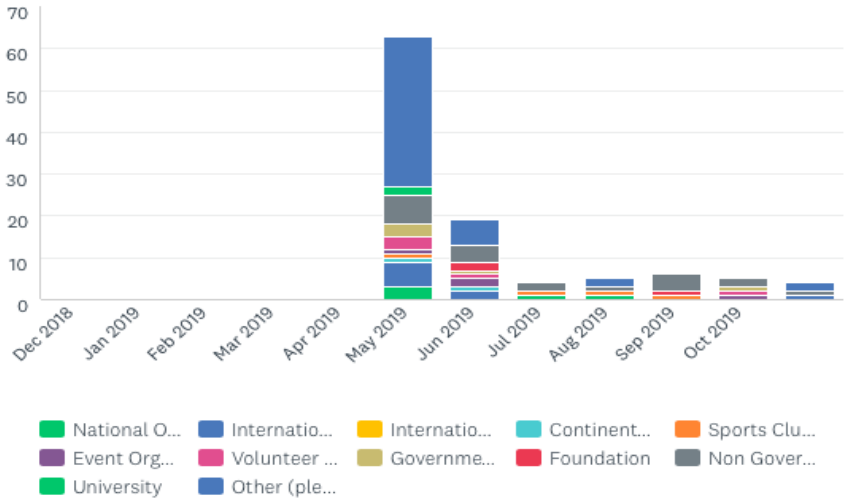
The methodology adopted for the elaboration of the survey is therefore satisfactory.

g) Data

This section is dedicated to present the trends of the answers received to the questions. It intends to give a snapshot information to the reader about statistics on those organisations that participated in the survey.

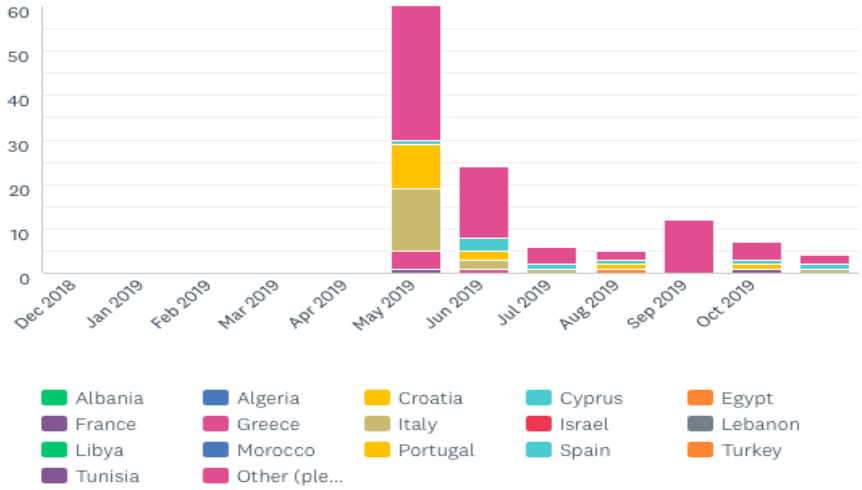
Type of organisation

Answered: 83 Skipped: 0 First: 5/2/2019 Período: Dec 2018 até Nov 2019



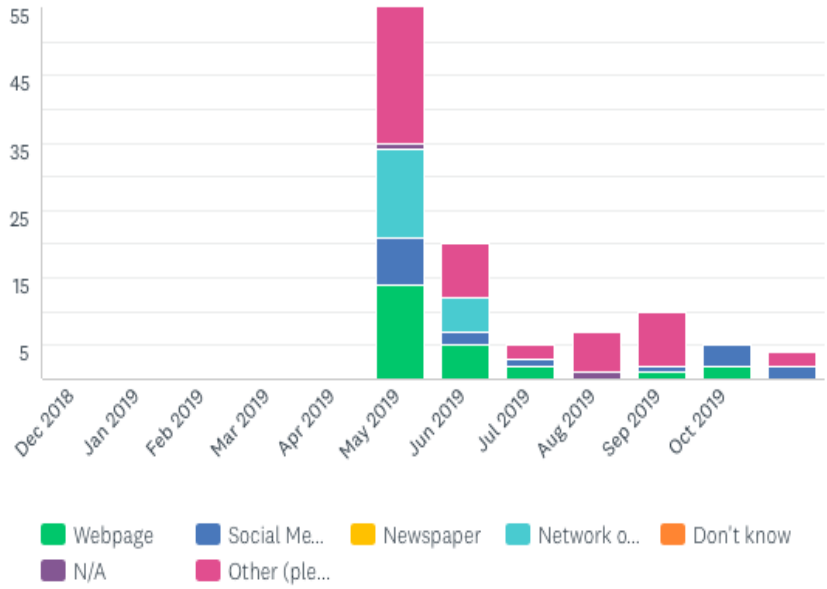
Country

Answered: 83 Skipped: 0 First: 5/2/2019 Período: Dec 2018 até Nov 2019



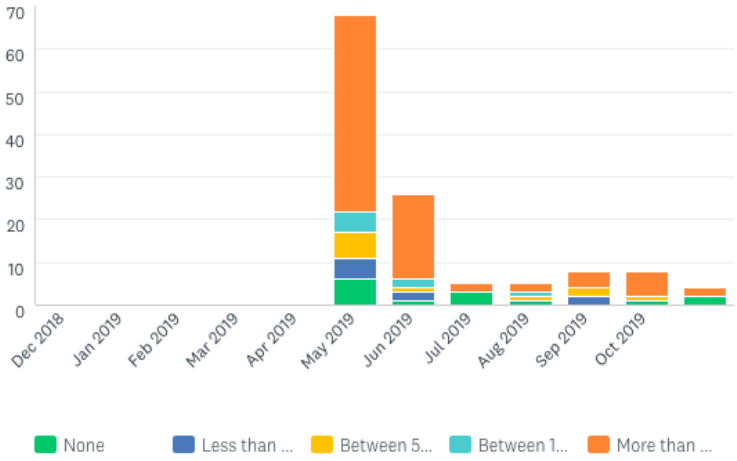
How does your organisation promote or advertise volunteering opportunities?

Answered: 83 Skipped: 0 First: 5/2/2019 Período: Dec 2018 até Nov 2019



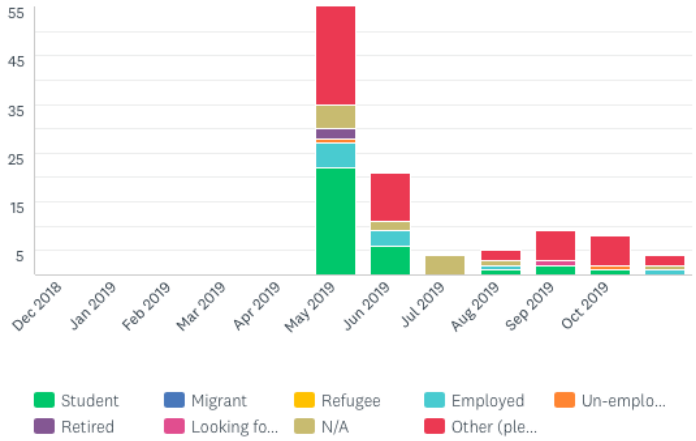
Approximately, how many volunteers are currently involved in your organisation? (NB Volunteers are people doing anything for the organisation, other than playing, for which they receive no payment other than expenses)

Answered: 83 Skipped: 0 First: 5/2/2019 Período: Dec 2018 até Nov 2019



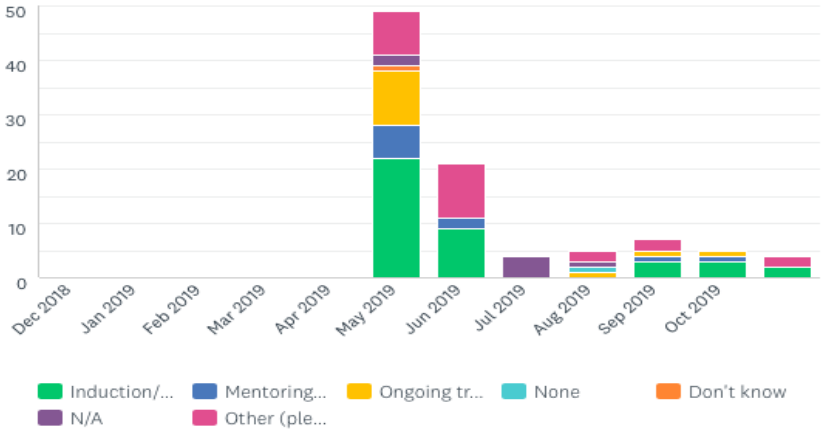
What is the status of your organisation's volunteers?

Answered: 83 Skipped: 0 First: 5/2/2019 Período: Dec 2018 até Nov 2019



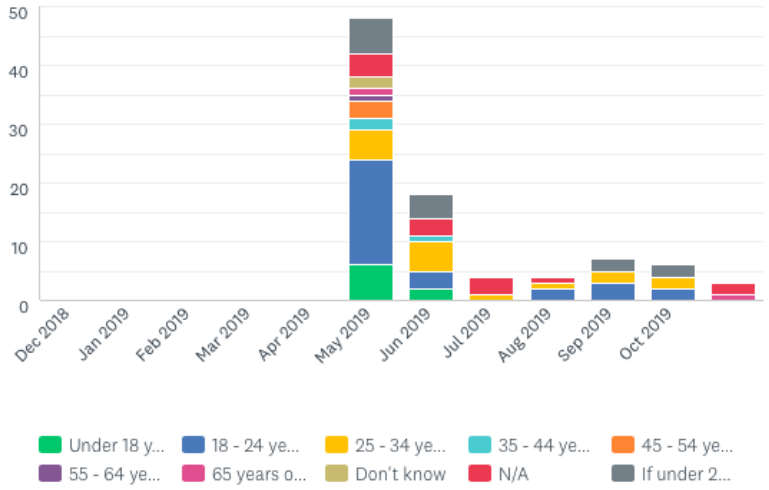
What type of training does your organisation provide to their volunteers?

Answered: 83 Skipped: 0 First: 5/2/2019 Período: Dec 2018 até Nov 2019



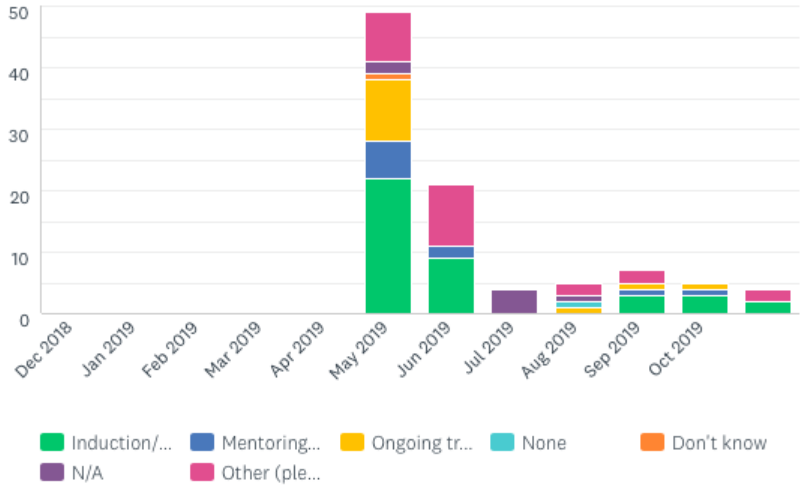
Please specify your organisation's target group regarding the recruitment of volunteers from the following

Answered: 83 Skipped: 0 First: 5/2/2019 Período: Dec 2018 até Nov 2019



What type of training does your organisation provide to their volunteers?

Answered: 83 Skipped: 0 First: 5/2/2019 Período: Dec 2018 até Nov 2019



VI. Conclusion

With this Guide, EYVOL intended to offer objective data and identified good practices on the use of volunteers in sport organisations as agents of change. The focus was on intercultural and inter-faith dialogue, equality, peace, and conflict resolution. The Guide aimed at encouraging reflection, discussion, and creativity to propose policy recommendations on utilising sport volunteerism to reduce social exclusion risks.

Volunteerism and the development of skills in and through sport is a topic gaining importance within the framework of social development. Nonetheless, there is a lack of research and robust evidence on the subject. Mapping good practices on sport volunteerism helps to build capacity, empower and maximize the added value of youth volunteers in the sport sector. As such, this Guide contributed to the topic by:

- providing a collection of good practices that gives a more comprehensive and accurate outlook of the benefits of sport volunteering.

- outlining trends, opportunities, challenges, similarities and differences through data and content analysis.

- identifying possible avenues for future cross-sectorial and transnational policies and strategies, to be further developed in other intellectual outputs of EYVOL.

- building a pool of projects, practical actions and good practices for resource exchanging, empowerment, sharing expertise and transfer knowledge.

Through the wealth of the experiences and good practices gathered in this Guide, it was possible to conclude that good practices in sport volunteerism can be found in all types of organisations, regardless of their size, location, or sports' discipline, and that these practices can gradually impact the governance of the sport organisation through strong leadership.

In addition, it was possible to determine that the development of skills of young volunteers to promote social inclusion should be combined with policies that motivate and support sport organisations to promote sport volunteerism.

Despite recent progress, there are still important challenges for organisations to be able to untap the potential of sport to achieve their goals. As such, as a next step of this report, EYVOL will be developing and implementing innovative training methods and practices based on sport for the benefit of youth leaders and youth volunteers.

Another innovative output of the project will be the self-assessment skills web-app which will enable young volunteers to identify possible gaps in their skills to carry out sport-based volunteering activities. The web-app will be linked to EYVOL's educational programme and other external resources.