



Learning as Peace Work



#IVS4Peace
Inclusive Voluntary Service for Peace
the booklet

The content of this Booklet has been collectively developed among a wide variety of authors. The project partners include: Coordinating Committee for International Voluntary Service, Alliance of European Voluntary Service Organisations, Youth of European Nationalities, Compagnons Bâisseurs Belgium, Egyesek, Elix and Solidarités Jeunesses, its Steering Team members (Alban Surmely, Eva Schubert, Helen Christiansen, Serena Verlato, Tamas Mahner, Thibault Lezy, Tilemachos Boni, Victoria Lovelock and Zhuoling You), the project facilitator (Clara Giberga) and the impact research expert (Francesco Volpini).

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**Field research, data and policy
recommendations on the inclusion
of young migrants, asylum seekers,
refugees and youth from minority
groups in the International
Voluntary Service movement**



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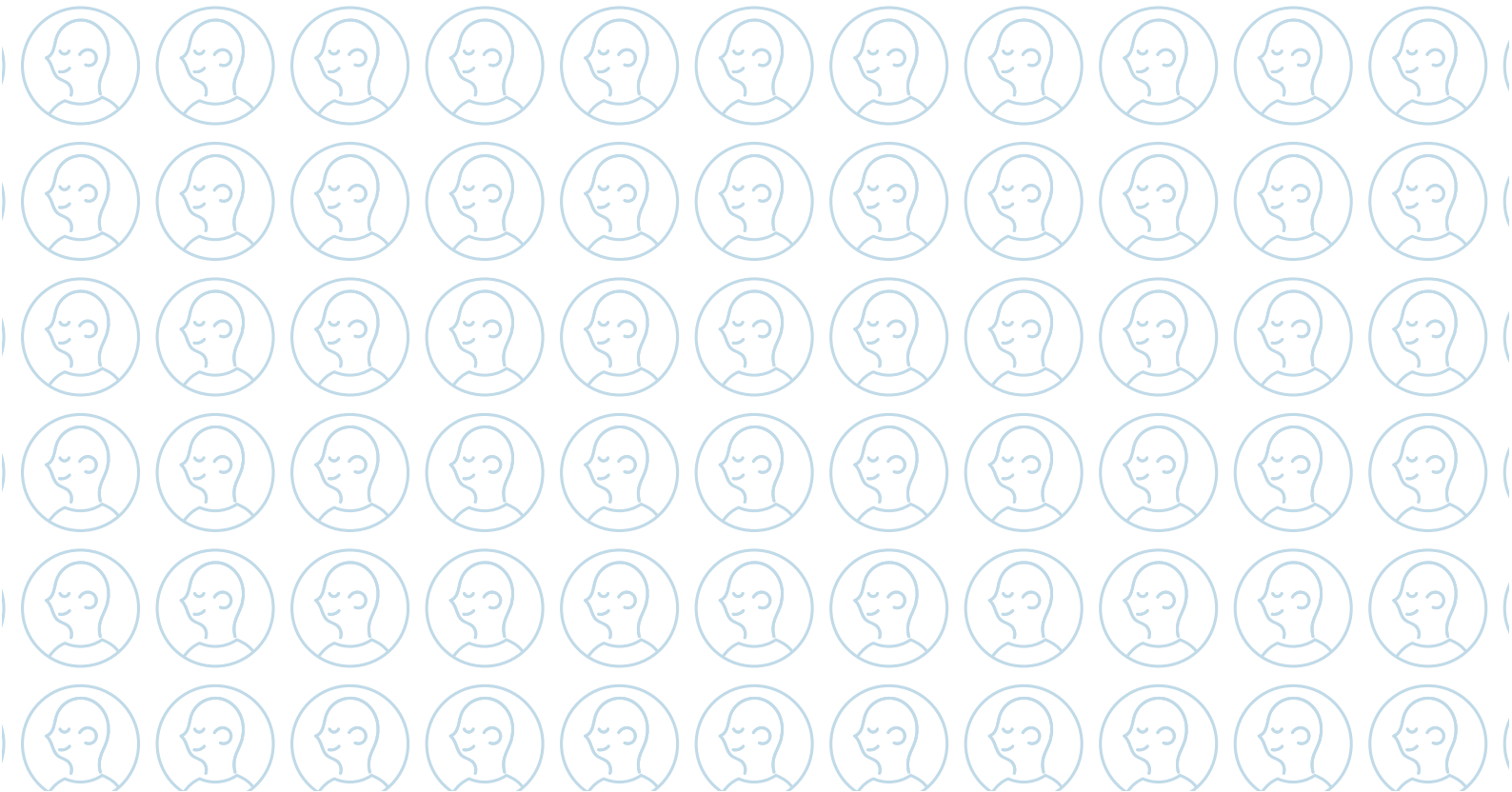
impact





Learning as Peace Work

Field research, data and policy recommendations on the inclusion of young migrants, asylum seekers, refugees and youth from minority groups in the International Voluntary Service movement



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Introduction & Methodology

Introduction

The #IVS4Peace Inclusive Voluntary Service for Peace project has focused on improving the strategies of the IVS movement in facilitating the participation of young migrants, asylum seekers, refugees and youth from minority groups in workcamps (international voluntary service - IVS - projects). Along the three and a half years of the project we have created a common strategy to improve the inclusiveness of our workcamps and to ensure that these are spaces for a broad profile of young people that is representative of the diverse realities in our societies and communities.

This document aims at bridging the key learnings that the project partnership has developed along the process, the outcomes of the quantitative and qualitative research carried out at the volunteers and field projects level, and the evidence-based recommendations proposed by the #IVS4Peace partners to the IVS movement, to other youth and international organisations as well as to political institutions. Ensuring social inclusion needs to be a shared and coordinated effort among a wide variety of stakeholders, and we consider that demonstrating the positive impact IVS projects have on all stakeholders is a key element in leveraging institutional partnerships and support to make these projects possible, improve their quality, extend their outreach and ensure their sustainability.

The following pages bring together the policy recommendations developed during the project and the evidence gathered from the field and from the participants themselves through quantitative and qualitative research.

In order to evaluate the learning and competences development perceived by the volunteers themselves, we utilized a set of quantitative constructs through pretest/posttest questionnaires that were prepared in a participative way by CCIVS and its partner organizations over the 2013- 2017 period. The data collected before and after the projects from over 80 participants with a refugee, asylum seeker, migrant or minority group background could thus also be compared with almost 600 surveys from volunteers having served in other programs, helping us better understand the specificities of their experience and of the positive impact of the partners' inclusion practices.

Based on a set of commonly agreed, concrete learning objectives, this part of the research aimed at confirming the expected results that the participation in international voluntary service projects brings to disadvantaged and marginalized youth. These outcomes are described in detail in the central part of this document *The Impact of Taking Part in a Workcamp for Volunteers With Fewer Opportunities*,



which highlights the growth reported by the participants themselves in terms of communication skills, conflict management, problem solving skills, teamwork and group integration, cultural openness, active participation and engagement, and ultimately personal wellbeing and life satisfaction.

In parallel to the analysis of the quantitative surveys, the project adapted the Implementation Research framework of the World Health Organization to the needs and challenges of IVS partners: this part of the impact assessment work carried out during the project held a more explorative nature, aiming at identifying both successful practices and crucial obstacles to inclusion in each of the seven specific outcomes expected in the different phase of the projects: before (Acceptability, Adoption, Appropriateness), during (Feasibility, Fidelity, Coverage) and after (Sustainability) the activities.

Findings from a series of field visits, observations, individual interviews and focus groups conducted according to the Implementation Research framework and covering all partner countries are therefore illustrated in the following pages - together with the policy recommendations they refer to and with extracts from the quantitative data results analysis - with the idea of underlining the converging work lines of #IVSPeace research, training and field activities pillars towards the overall better understanding, improvement and recognition of inclusive volunteering practices.

Because a deliberate choice was made of avoiding lengthy discussions about the eight key element of Implementation Research, the implementation cost, in order to focus on the best practices and different field challenges beyond the financial implications, this document does not report the needs of partners and local communities in this field. Needless to say, the reality shared by all interviewees still reflects the enormous efforts and investments that inclusion work requires in terms of human resources, time and finances, and we should always remember that the positive outcomes hereby presented are only possible when structured, long term partnerships are in place and all the stakeholders involved contribute proportionally to the financial sustainability of social inclusion practices.

Researchers analysed 33 in-depth semi-structured interviews and focus groups and **81 COMPLETE PRE-POST SURVEYS** from young migrants, asylum seekers, refugees and youth from minority groups from 29 different nationalities, territories and cultures. Data were compared with the 582 responses from previous research utilising the same questions and constructs (Changing Perspectives 2015, PATH 2017, Raising Peace 2019, IVS for Climate Justice 2019). Volunteers answered the same series of questions before and after their participation in a project, self-reporting their agreement or disagreement with different statements on standard 1-5 or 1-7 Likert scales. In order to test the convergent and discriminant validity of the constructs, survey items were factored together. A Principal Components Analysis (PCA) was completed to determine appropriate indicators for the disparate concepts originally proposed. For all the categories presented, all items loading on the various components were greater than .40—indicating good convergent validity, i.e. variables within a single component are sufficiently correlated to indicate a distinct and common construct. After underlying constructs were identified, the internal consistency of the constructs was tested using Cronbach’s alpha statistics. An internal reliability coefficient of a = .70 or higher was set as the minimal threshold for composite variables. These variables were then used as a single composite variable in the regression analysis when describing an “outcome”: all the composites introduced here met or exceeded this minimum reliability coefficient. Correlations, chi-square and t-tests were run, as appropriate to the level of each construct, to examine differences before and after volunteers participated in the projects and to determine whether such differences were statistically significant and not due to error or chance. The threshold for all analyses was set at 95% confidence, a standard commonly used in social sciences: all outcomes reported here satisfied this criterion and can be considered reliable differences. Multivariate regression analyses were also performed in order to better understand how the volunteers demographics and different practices (e.g. individual and program variables such as prior volunteer experiences, pre-departure orientation, etc.) were related to outcomes.



QUALITATIVE DATA

Implementation Research in Social Inclusion - Semi-structured interviews grid

Implementation outcome	Working definition	Inequalities and discrimination
Acceptability	The perception among stakeholders (for example local partners, community representatives, volunteers, families, authorities, policy makers) that volunteering is an agreeable intervention for the target group concerned	What are factors that relate to the acceptability of volunteering as a positive intervention for the target group concerned (for example relative advantage on other activities, credibility of the organisations, proven records of success)?
Adoption	The intention, initial decision, or actions to actually try to employ volunteering as a new intervention for the target group	What makes the partners and stakeholders decide to uptake volunteering as an intervention, what is their intention in trying out the tool?
Appropriateness	The perceived fit or relevance of the volunteering intervention for the particular settings and/or for the particular target audience and issues	What is according to the partners and stakeholders the relevance, perceived fit, compatibility, perceived usefulness and suitability of volunteer projects?
Feasibility	The extent to which the participation in volunteer projects can be carried out in a particular setting or organisation	Is the participation in volunteer projects practical, does it represent an actual fit with the stakeholders and target group needs, what is its perceived utility, is it possible to implement trials without negative impact on the participants?
Fidelity	The degree to which the volunteer projects were implemented as they were designed in the original protocols, plans, and policies of the organisation and of its partners and project stakeholders	What is the adherence of the volunteer project to the initial plans, was it delivered as intended and in its integrity, was the quality of programme delivery respected, was the delivery adapted and adjusted to the need of the target group?
Implementation cost	The incremental cost of the implementation strategy (for example, how the volunteer projects are organised and adapted in a particular setting, how staff and materials are utilised according to specific needs).	What is the marginal cost of implementing one or several volunteer projects with the target group(s), partners and stakeholders concerned, what is the total cost including staff time and materials during the whole project cycle, what is currently not covered that impacts Feasibility and Fidelity?
Coverage	The degree to which the target groups, partners and stakeholders that are intended to benefit from the volunteer projects actually participate in them.	What is the outreach, access, spread or effective coverage of the volunteer projects (focusing on the target group and program delivery of sufficient quality, combining Coverage and Fidelity)? To which degree are volunteer projects integrated in the general settings and services of the partners and stakeholders vs punctual adoption and drop off?
Sustainability	The extent to which volunteer projects are maintained or institutionalised in a given setting	What is the situation with the organisations, partners and stakeholders in terms of maintenance, continuation, durability, institutionalisation, routinisation, integration, incorporation of volunteer projects in their larger programs?

Adapted from Peters, D. et al. (2013), Implementation research in health: a practical guide, WHO

BEFORE

Acceptability - Adoption - Appropriateness

Acceptability

the importance of networking

Most IVS organisations at the moment do not work on a daily basis with young people with fewer opportunities nor with youth from migrant, asylum seeking or refugee backgrounds or youth from minority groups. In order to improve the representativity of our organisations and workcamps and to learn from the experts, we must cooperate with migrant, asylum seeking, refugee or minority organisations and organisations that work on inclusion of these targets. Here we are talking about self-representing organisations, organisations that ensure access to basic rights (accommodation, legal aid, health, education) to migrant, asylum seekers, refugees or minority groups in a non-patronising way, organisations that are rooted in the local community and that are connected with its inhabitants.

Recommendations to IVS organisations

- Seeking a balance between the need to dedicate resources to the removal of accessibility obstacles and the importance of communicating IVS goals and values and the objectives of the project.
- Enhancing inclusion as a means and not as a goal.
- Moving from an integration approach, where the focus is on how the volunteer needs to adapt to the organisation, to an inclusion approach, where the organisation understands their challenges to be open to all diverse profiles.

Recommendations to institutions

- Stronger financial support for youth organisations in order to ensure the preparation phase of all actors involved is covered and we can apply an inclusion approach rather than a patronising/integration approach.



BEFORE

Hard Data

The inclusion projects carried by the four #IVS4Peace national partners in cooperation with their national and local partners made it possible to welcome participants from 18 countries, territories and cultural minorities under- or not represented in the IVS network (Afghanistan, Albania, Burundi, Cameroon, Congo, Gambia, Guinea, Iraq, Ivory Coast, Kurdistan, Mali, Niger, Pakistan, Palestine, Roma nation, Rwanda, Senegal, Syria).

This represents an increase of 24% of the cultural diversity present in the camps: today almost 20% of the overall 92 countries and territories involved in IVS - one fourth of the nationalities and cultures - can only be present thanks to the inclusion process put in place by a few organisations. These volunteers, still very few in numbers, show the incredible potential of inclusive practices in promoting a wider and truly global intercultural understanding.

From the field

Field implementation research and observation underline the richness but also the fragility of such cooperation initiatives that often rely on personal engagement and connections rather than on long term shared goals and objectives between the IVS organisations and their counterparts. While the turnover is therefore high in terms of partnerships, promising examples show the possibility of integrating the experience of IVS within a more structured cooperation: including not only workcamps but also shorter and longer term volunteering possibilities for the potential participants, regular training and leadership activities, and the organisation of joint initiatives with the partner organisations, including their role as weekend and classic workcamp hosts.

Acceptability: The perception among stakeholders (for example local partners, community representatives, volunteers, families, authorities, policy makers) that volunteering is an agreeable intervention for young refugees, asylum seekers, migrants and members of minorities.

The partners and participants in the #IVS4Peace projects report this phase as the most natural of the inclusion process, one that sees all potential stakeholders generally agreeing on the potential of volunteering for personal and social development; relevant obstacles are sometimes encountered at the level of the perspective volunteers' initial motivation, as well as in terms of community preparedness to welcome and deal with forms of diversity that are still perceived as threatening or challenging the understanding of individual roles and participation in the life of the hosting society.



Adoption & the preparation process of volunteers

During the preparation process of volunteers, there are two key moments to consider: the interview and the training. During the interview, the Sending Organisation gets to know the volunteer better as well as their interests and needs and can better support the placement process of that volunteer in a suitable workcamp. Also, the pre-departure training is an essential process of the preparation phase, where volunteers get to know other youngsters that are going to be involved in workcamps and reflect on their future experience.

Recommendations to IVS organisations

- Importance of communicating IVS goals and values and the objectives of the project properly to the prospective volunteers.

Recommendations to institutions

- Stronger financial support for youth organisations in order to ensure the preparation phase of all actors involved is covered and we can apply an inclusion approach rather than a patronising/integration approach.



BEFORE

Hard Data

The #IVS4Peace inclusion process contemplates an individual interview and the completion of additional registration forms for all participants. All volunteers receive a personalised support, and depending on their needs and the nature of the project they join they also take part in preparation activities with other volunteers.

57% of the volunteers participating in the program took part in common pre-departure trainings (52% among those with migrants, asylum seekers, refugees status), a much higher percentage compared to the overall number of participants joining such activities before their camps globally (27%).

From the field

The very demanding reality of the inclusion process often obliges IVS organisations to focus more on practical matters of accessibility and on removing technical and administrative obstacles rather than on the content and values of volunteering and of the specific camps. The comparative lower emphasis on the global IVS goals and values can hinder the long-term impact of the projects on the participants: data show a strong statistical correlation between the volunteers' perception of having done meaningful work during their project and their individual scores after the camps. This correlation is much stronger for projects inserted in larger IVS campaigns that clearly connect local activities with common global causes and issues, while it is the weakest among #IVS4Peace participants, leaving an important space for future improvement.

Adoption: The intention, initial decision, or actions to actually try to employ volunteering as a new intervention for the target group.

The participation in an international Workcamp is often the major step in a wider involvement of the perspective participants in volunteering that can start with shorter-term activities, participating in meetings, trainings and weekend camps that provide an initial insight of the intercultural and group volunteering environment. When institutional partnerships are in place with specialised organisations, information sessions run with perspective volunteers at hosting centres highly contribute to a wider adoption by young refugees, asylum seekers and migrants, including through the testimony of youth from the same organisations and institutions having taken part in camps before.



Appropriateness & the preparation process of camp coordinators and hosting organisations

The camp coordinator is the person who leads and facilitates the group and makes the link between the hosting organisation and the volunteers. Given the significance of the role of the camp coordinator in the group dynamics, it is utterly important to train camp coordinators with an inclusive approach before they start their preparation for the workcamp. On the other side, the hosting organisation is the local organisation based in the community where the camp takes place and leads the project where the volunteers will get involved. Hosting Organisations are the link between the volunteers and the local community. Given the importance of their role, it is crucial to ensure the Hosting Organisation is on board to organise an inclusive workcamp.

Recommendations to IVS organisations

- Stressing the preparation of camp coordinators.
- Stressing the preparation of hosting organisations.
- Moving from an integration approach, where the focus is on how the volunteer needs to adapt to the organisation, to an inclusion approach, where the organisation understands their challenges to be open to all diverse profiles.
- Considering the demographic diversity in the local community and ensuring representativity of the community in the participating volunteers.
- Introducing an intersectional and gender perspective into the networking strategies with local social organisations.

Recommendations to institutions

- Stronger financial support for youth organisations in order to ensure the preparation phase of all actors involved is covered and we can apply an inclusion approach rather than a patronising/integration approach.
- Undergoing a demographic research on the reality of youth with fewer opportunities, young migrants, asylum seekers, refugees and youth from minority groups and share that with youth organisations so they can better take care of representativity.
- Introducing an intersectional and gender perspective into youth and volunteering programmes.



BEFORE

Hard Data

56% of the #IVS4Peace participants identified as male, up to 78% when taking into account only those with a migrant, asylum seeker or refugee background. Considering that international workcamps in the project partners' countries often see a much larger participation of volunteers identifying as female (reaching over 70% in several projects), it is essential that the preparation of coordinators and hosting communities includes gender sensitiveness. This can support them in anticipating and preparing all stakeholders, including experienced ones, for the different issues that might arise in the camps and to fully utilise the learning potential of gender and cultural diversity.

From the field

Implementation research underlines the importance of the practical tasks that volunteers perform - individually and as a group - during the camps, as they appear as the essential element supporting the participants' learning and the development of different skills and competences. This highlights the fundamental role of the coordinators in charge of the practical and work activities with the group, and the relevance of this role being either assumed by individuals coming from, and trained by, the IVS organisation itself, or – when the technical leadership is the responsibility of the partner or local organisation – having been trained and sensitized to the IVS goals, objectives and values, including work values and ethics.

Appropriateness: The perceived fit or relevance of the volunteering intervention for the particular settings and/or for the particular target audience and issues.

Several project partners relayed the perception of local hosting communities and organisations that they feel less prepared to work with participants having had potentially traumatic experiences and/or ongoing mental health issues in comparison with hosting volunteers with physical disabilities or social and economic difficulties. This initial lack of perceived fit from the hosting communities requires a strong investment by the IVS organisations in the preparation of the hosts to guarantee the conditions for a reciprocal positive experience exist and that the weight of inclusive practices does not rely exclusively on the shoulders of the camp coordinators and the volunteers themselves.



DURING

Feasibility - Fidelity - Coverage

Feasibility and fidelity making it real

The expertise of the #IVS4Peace project partners guaranteed that once the difficult process of outreach and preparation of the volunteers, camps coordinators and hosting communities and organisations finalised, the adaptive framework of international Workcamps would provide all participants with an extraordinary learning experience of personal and social development. The detailed results of the learning path taken by young refugees, asylum seekers, migrants and minority representatives during their volunteering are presented in the following pages of this documents, as evidence of the capacity of IVS organisations to implement successful inclusion practices in the field.

Recommendations to IVS organisations

- Prioritising medium and long-term partnerships and involving the concerned organisations in the planning and implementation of grants and activities from the early stages in order to ensure larger outreach and stronger support for the preparation and participation of volunteers.

Recommendations to institutions

- Targeted funds and grants that support long-term partnerships and projects facilitating and integrating IVS activities with local organisations representing young migrants, asylum seekers, refugees and youth from minority groups.



DURING

Hard Data

Average age

23,1 years old

#IVS4Peace

21,9 years old

average International workcamps (2015)

Been abroad before

75% yes **25%** no

#IVS4Peace

91% yes **9%** no

average International workcamps (2015)

41%

OF THOSE WITH MIGRANT, REFUGEE OR ASYLUM SEEKER STATUS HAD NEVER BEEN ABROAD OR PARTICIPATED IN AN INTERNATIONAL PROGRAM

Took part in a pre-departure training

57%

of the #IVS4Peace participants

52%

of those with migrant, refugee or asylum seeker status

27%

of volunteers taking part in IVS projects

96%

RECEIVED PERSONALISED INFORMATION, SUPPORT AND FOLLOW-UP

Feasibility and Fidelity: The extent to which the participation in volunteer projects can be carried out in a particular setting or organisation and the degree to which the volunteer projects were implemented as they were designed in the original protocols, plans, and policies of the organisation and of its partners and project stakeholders.

The partners report a wide range of unique experiences of adaptation depending on the individual participants' needs, motivation, experience and status: nevertheless, the structured learning framework of Workcamps delivered in all cases the positive and constructive experience designed with the partners and the volunteers themselves, with quantitative data confirming an even stronger impact of the camps on youth from refugee, asylum seeker, migrant and minority backgrounds.



Coverage

reaching out to youth, youth reaching out

The #IVS4Peace project allowed partner organisations to work within a larger timeframe than usual with their counterparts and local stakeholders, ensuring a better outreach and follow-up with the participants and hosting communities. An important percentage of returned volunteers reported further engaging in volunteering and active citizenship activities after their camps, both through additional opportunities provided by IVS organisations and via stronger links and inclusion opportunities in their hosting societies. Such a multiplying effect was documented by field observations and interviews in all the countries concerned, and more visible when strong partnerships were established with refugee, asylum seekers and migrants organisations beyond the scope of the participation of youth in the #IVS4Peace volunteer projects only.

Hard Data

Gender

44% female **56%** male

#IVS4Peace

74% female **26%** male

average International workcamps (2015)

22% female **78%** male

those with migrant, refugee or asylum seeker status

Occupation

44% student **25%** worker **30%** unemployed

#IVS4Peace

84% student **12%** worker **3%** unemployed

average International workcamps (2015)

44% unemployed

those with migrant, refugee or asylum seeker status

From the field

Qualitative interviews and observations underline how local organisations that work on a daily basis with youth with fewer opportunities, young migrants, asylum seekers, refugees and youth from minority groups have a key role in ensuring their social inclusion. IVS organisations often collaborate with them in the outreach and preparation process; these connections are rich but still fragile, and partnerships between IVS and local organisations therefore appear to be most often volatile, operated on a case-by-case logic, and rarely inserted in a longer-term framework of shared objectives.

Volunteer experience

54% yes **46%** no

#IVS4Peace

56% yes **44%** no

average International workcamps (2015)

52% yes **48%** no

those with migrant, refugee or asylum seeker status

Coverage: The degree to which the target groups, partners and stakeholders that are intended to benefit from the volunteer projects actually participate in them.

Project partners report important progress in moving from a case-by-case approach to a more structured cooperation with partner organisations and institutions that allow for better outreach, information and preparation of potential volunteers and hosting projects in relation to refugee, asylum seekers, migrants and minority issues. The shared goal of an inclusive approach that welcomes all diversity in international Workcamps still ideally privileges individual participation of all perspective volunteers in group projects, but the important number of camps taking place today in refugee and asylum seeker centres permits a wider involvement of youth with less opportunities and mobility and facing limitation to their freedom of movement because of their status.



The impact of taking part in a Workcamp for volunteers with fewer opportunities

The impact research framework developed participatorily within the CCIVS network, under the leadership of #IVS4Peace project partner Solidarités Jeunesses France and with the support of the University of Illinois at Urbana-Champaign, assesses the perceived learning and change after the projects in the volunteers' knowledge, skills, attitudes and perspectives towards key issues and competences, when looking at inclusive practices and the specific outcomes reported by youth with a refugee, asylum seeker, migrant or minority background the possibility of disaggregating the data collected and comparing results with a wider set of participants. This allows us to point out relevant and statistically significant differences, indicating in particular how the feeling of growth is even more pronounced in the participants of the #IVS4Peace and thus confirming that to stronger deployment of resources and partnerships correspond outstanding, potentially life-changing outcomes. While the pages on networking and sustainability remind us of the fragility of such results that depend for their durability on the long-term commitment – including financially – of all stakeholders, data simply show that such investments generate not only personal and social development among the participants, but also accrued well-being.

COMMUNICATION



More than two thirds of volunteers consider the relation with the other participants the most important element of their project

Inclusive processes often begin with an emphasis on communication. Participants in the #IVS4Peace project received language support and could benefit from the international environment of the camps, where different cultures interact and intergroup contact and dynamics produce cognitive and affective changes among the participants. This is confirmed by data indicating how young refugees, asylum seeker and migrants self-assessed their ability to communicate both verbally and non-verbally, as well as to express feelings and needs. This last aspect also influenced other participants and local community representatives, who were able to learn the reality of the #IVS4Peace volunteers and deconstruct prejudices and stereotypes about their experiences.

Verbal and non verbal

+0.467

After the
IVS4Peace
camps

**+0.563 for those with
migrant, refugee or
asylum seeker status**

Versus +0.285 on average
on the other IVS projects

- I feel able to communicate in a foreign language
- I feel able to communicate with people from different countries and cultures, even if we do not speak the same language

Thoughts and feelings

+0.690

After the
IVS4Peace
camps

**+0.911 for those with
migrant, refugee or
asylum seeker status**

Versus +0.285 on average on
the other IVS projects

- I tell others what I need and feel
- I tell others when they make me uncomfortable
- I expect others to know what my feelings or needs are



DURING

CONFLICT AND PROBLEM AVOIDANCE



Not all the indicators utilised reflect a process of skills accumulation: negative change can be extremely beneficial when it concerns the participants' fears and avoidance. Volunteers in the #IVS4Peace project reported much lower levels of discomfort in front of potential conflicts and problems, being less affected emotionally and feeling more prepared to actively deal with the necessary interactions and cooperation bringing to solutions. The important element of hands-on work has to be stressed in particular for its strong correlation with such positive changes, which seem to also mirror an accrued sense of autonomy and self-confidence coming from the recognition – external and internal – of one's own practical and social abilities.

DURING

TEAMWORK AND PROBLEM SOLVING

The fact that over one third of the volunteers considered the practical work performed during the camps as the most important element of their projects confirms the relevance of the actual 'doing' in learning by doing, and of the concrete 'work' aspect of Workcamps that is sometimes underestimated by IVS organisations themselves. Inclusion also passes through the possibility of participating directly in the improvement of the hosting society – whether in a village or town or inside the very same refugee centers that host the volunteers - and in the recognition by the local community of the reciprocal benefits and interests. Using and sharing skills, but also discussing and negotiating group solutions to common challenges, are all vehicles of deep cultural and social exchanges that are often extremely limited for young refugees, asylum seekers, migrants and minorities by their marginal position and are unlocked by their participation in the camps.

Team interaction, work and skills

+0.697

After the
IVS4Peace
camps

**+0.897 for those with
migrant, refugee or
asylum seeker status**

Versus +0.112 on average on
the other IVS projects

- I am confident taking part in debates and discussions
- I can easily accept new responsibilities when the job demands it
- I feel I can integrate in a group
- I feel I can be a part of a team : to work, to play, to cooperate
- I think I have some work-related skills (such as using tools or techniques, working with my hands, team work, etc.)

Problem solving

+0.433

After the
IVS4Peace
camps

**+1.037 for those with
migrant, refugee or
asylum seeker status**

Versus +0.300 on average on
the other IVS projects

When I encounter problems I usually...

- Try to find ways to improve the situation
- Find some alternatives and help to change the situation
- Understand them as opportunities that will improve my life and myself

33%

**ONE THIRD OF THE VOLUNTEERS
CONSIDERS THE WORK DONE THE MOST
IMPORTANT ELEMENT OF THE PROJECT**



CULTURAL OPENNESS

The most significant change that data reflects is the IVS network's belief that by working and living together Workcamps participants develop a deeper understanding of their own and other cultures, which we consider as the steppingstone towards the realisation of a culture of peace. On one side, quantitative data analysis confirms that youth from migrant, asylum seeking or refugee backgrounds and youth from minority groups report the highest increase in terms of cultural openness, and of their willingness and ability to understand and interact with people with different cultural and societal backgrounds, among all participants. The same change of mindset is found among the interviewees in the local communities touched by the projects: qualitative data show a constant reference by local representatives and youth workers to the importance of first-hand contact with a diversity of cultures. This brings to the realisation that such complexity of different values, habits and ethics can become an ally in the shared pursuit of solutions to common challenges, and results in many community members reporting an overall better understanding of the interdependence of local and global issues.



Cultural openness

+0.825

**After the
IVS4Peace
camps**

**+1.410 for those with
migrant, refugee or
asylum seeker status**

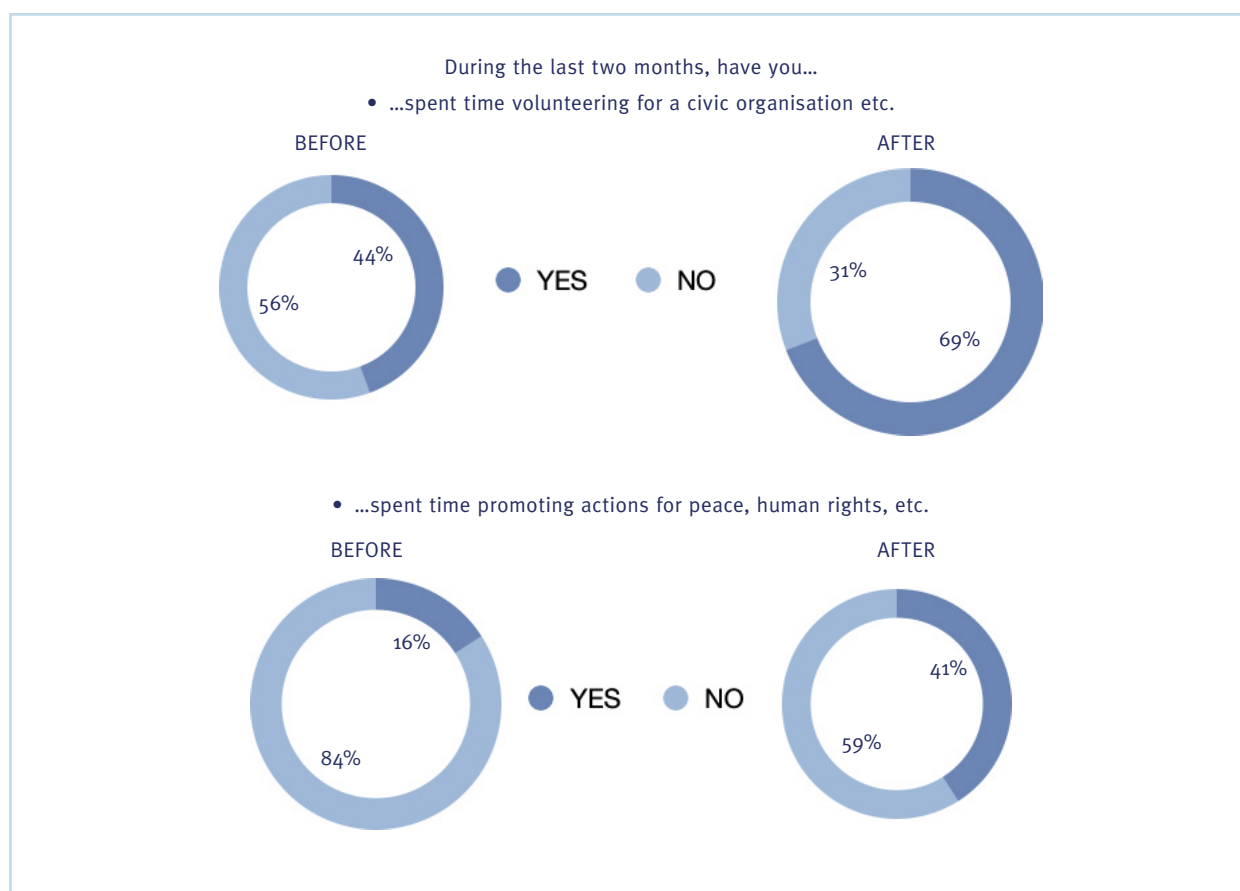
Versus +0.172 on average on
the other IVS projects

- I like to meet people from other cultures
- I'm open when it comes to interacting with other cultures including religion, economy, etc.
- I think I have a good level of understanding of people with different societal and cultural backgrounds
- I respect people who hold different values, heritage and identity other than my own
- I am motivated to learn about cultures and habits of people in my own country and abroad

DURING

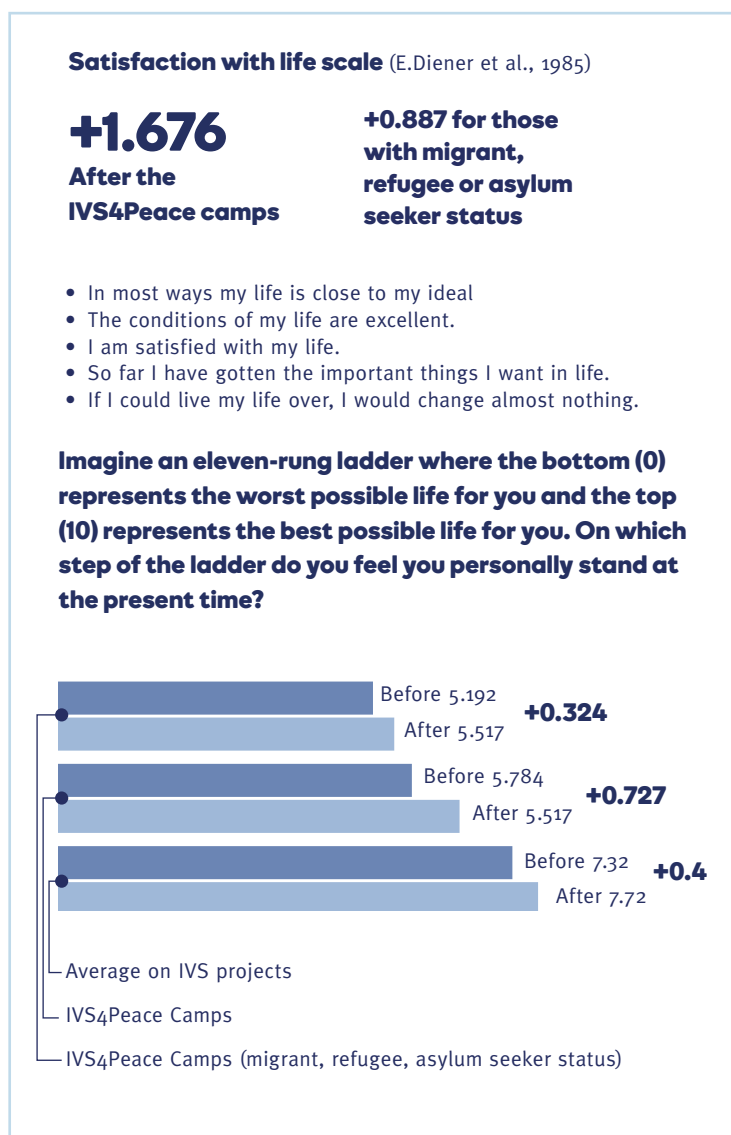
ACTIVE PARTICIPATION

One of the crucial aspects of the inclusion work implemented by IVS organisations is the support provided to the participants - directly or through the local partner organisations - in order to further engage in the life of the hosting society and develop their own path of active citizenship. Quantitative data show a very important increase in the number of young refugees, asylum seekers and migrants that have continued their volunteer commitment in different contexts well after their #IVS4Peace projects. But the field visits and interviewees' insights also highlighted how the success of individual experiences can often hide the lack of institutional long-term cooperation that characterises many of the partnerships, and how a constant turnover and lack of resources endanger the sustainability of otherwise extremely promising inclusion practices. In this sense, the leverage point suggested by both youth workers and IVS organisations appears to be the valorisation of the learning aspects of the volunteer experience and its inclusion in multi-years projects that allow for a complete cycle of empowerment through complementary training activities: these would guarantee an increased autonomy not only on the part of the young participants, but also of the institutions and workers involved in further engaging in the improvement of their society.



SATISFACTION WITH LIFE

Finally, the increase in the participants' perception of a general improvement in their life satisfaction corresponds well to both the potential and the limits of the volunteering experience for young refugees, asylum seekers and migrants. Several well-being determinants like social relationships, meaningful work and learning activities are integral parts of the Workcamp experience and support the participants' increase on the standard Satisfaction with Life Scale. But while the average change for the #IVS4Peace camps is significantly high, big differences are found between the more positive experience of members of cultural minorities and the positive, but limited, improvements for youth with a refugee or asylum seeker status. Far from instilling a doubt on the real impact of IVS projects, this reminds us that larger structural challenges are at stake for the volunteers after their return, and that IVS as a tool for inclusion should be progressively integrated into wider common efforts to change the way we deal with the promise of a just society for all.



To understand life satisfaction scores, it is helpful to understand some of the components that go into most people's experience of satisfaction. One of the most important influences on happiness is social relationships. [...]

Another factor that influences the life satisfaction of most people is work or school, or performance in an important role such as homemaker or grandparent. When the person enjoys his or her work, whether it is paid or unpaid work, and feels that it is meaningful and important, this contributes to life satisfaction. When work is going poorly because of bad circumstances or a poor fit with the person's strengths, this can lower life satisfaction. When a person has important goals, and is failing to make adequate progress toward them, this too can lead to life dissatisfaction.

A third factor that influences the life satisfaction of most people is personal – satisfaction with the self, religious or spiritual life, learning and growth, and leisure. For many people these are sources of satisfaction.”

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AFTER
Sustainability

Sustainability the importance of evaluation and follow-up with the participants, the partner organisations and the local communities

Many IVS organisations do not stop their work with the volunteers and partner organisations once the workcamp has finished but welcome them back at the end of their international experience and go through an evaluation and participation process at a local level. The quantitative data presented in the previous pages demonstrate the extent and importance of the learning outcomes for the participants and communities involved in terms of communication, dealing with conflict, problem-solving, working in a team, cultural openness, involvement in the community and ultimately life satisfaction. Evaluation practices provide the necessary moments of reflection allowing participants to recognise the skills and competences acquired and plan their utilisation for the betterment of their life. Similarly, the partnerships with likeminded refugees, asylum seekers and migrant organisations and hosting communities require constant monitoring and evaluation in order ensure the coherence of the shared objectives and the durability of common activities and practices.

Recommendations to IVS organisations

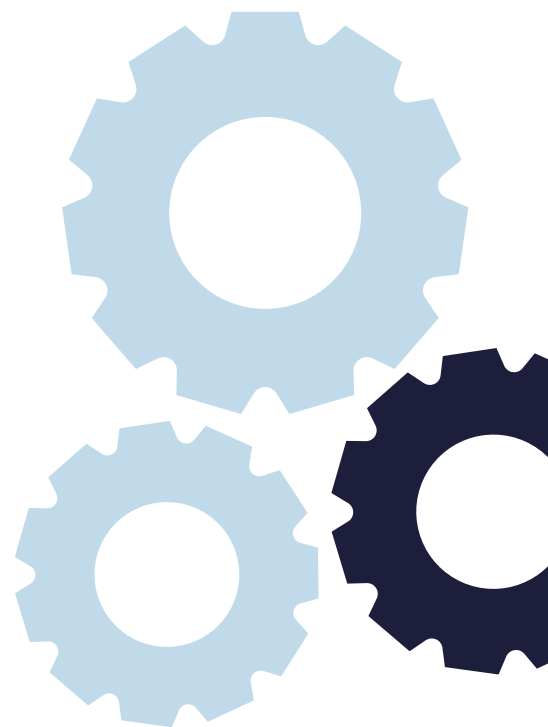
- Systematically include the evaluation process with the participants and with the partner organisations in the project cycle.

Recommendations to institutions

- Structurally increasing and/or (re-)introducing in the existing grants the financial and human resources dedicated for the evaluation process and the recognition of projects and learning outcomes.
- Respect of the right to Freedom of Movement.

UN UDHR Article 13:

“Everyone has the right to freedom of movement and residence within the borders of each state. Everyone has the right to leave any country, including his own, and to return to his country.”



AFTER



From the field

Implementation research points to the relative scarcity of evaluation activities and/or the difficulty of transmitting the necessary information to support such evaluation by the participants themselves and the partners after the end of the projects. Several project partners still managed to use evaluation, and in particular the post-test surveys and interviews, as a key element of the participants' learning process. This supported the recognition of outcomes both by the volunteers themselves and by the other stakeholders involved, facilitating personal and organisational development and partnerships.

Sustainability: The extent to which volunteer projects are maintained or institutionalised in a given setting.

Several #IVS4Peace partners have progressively integrated long-term partnerships at the national level with partner organisations that support the coherence and ensure better outreach to youth with refugee, asylum seeker, migrant and minority background. Nevertheless, such partnerships have mostly a local character and the essential spirit of international voluntary service still confronts barriers to mobility of volunteers within the European space. Extending the current structural partnerships developed by IVS organisations at the national level to the European and international level remains a crucial step toward the sustainability of inclusion processes using international voluntary service that are proven successful.



Defending the right to Freedom of Movement

The starting point for youth from migrant, asylum seeking, refugee or minority backgrounds is not the same as other youth in their local communities who want to get involved in volunteering. Even when other conditions would give them the same opportunities to take part in international workcamps abroad, the reality is that there are a lot of administrative troubles or restrictions for them to be able to enjoy their freedom of movement.

As stated in the IVS movement's Freedom of Movement position paper below, some young people who want to take part in workcamps and the organisations that want to support them, find themselves increasingly hampered in this work by movement restrictions that deny many individuals the opportunity for hands-on experience in different countries than their own, learning of other people and cultures as they contribute to host communities that simultaneously gain insight into each other's background and values. At present it is only a tiny minority of the world's population who enjoys anything like real freedom of movement.



“ We, as networks and organisations engaged in the management of international voluntary service projects, are committed to a world in which all people and peoples are free to move and free to settle. This right is universal, inalienable and to be exercised without distinction of any kind, such as ‘race’, colour, gender, sexual orientation, language, religion, political or other opinion, national or social origin, economic situation, birth or other status.

We strive for a healthy and sustainable world in which fairly shared resources and social justice lead towards the development of communities living in harmony and solidarity. That is the key objective of all international voluntary service organisations. In thousands of projects throughout the world every year volunteers from all corners of the globe come together to put these principles into practice.

Yet we find ourselves increasingly hampered in this work by movement restrictions that deny many individuals the opportunity for hands-on experience in different countries than their own, learning of other people and cultures as they contribute to host communities that simultaneously gain insight into each other’s background and values.

At present it is only a tiny minority of the world’s population who enjoy anything like real freedom of movement.

While need and opportunity are abiding drivers of migration we are currently witnessing a movement of peoples and people driven by war, persecution, discrimination and the real danger of death, injury and torture. The scale of this movement surpasses even that seen in the aftermath of World War II. Wars and repressive regimes in the world have caused many to flee, making perilous journeys to what are seen as places of safety.

It is not the purpose of this position paper to examine the causes of those conflicts much less to attribute responsibility to the policies pursued by nations to which migrants and refugees seek entry. The responsibility of those nations pre-exists by virtue of the obligations they have undertaken. For example, Article 13 and 14 of the United Nations Universal Declaration of Human Rights and Article 2, Protocol No 4 of the European Convention on Human Rights provide for freedom of movement, freedom of choice of residence and to seek asylum.

We express our deep dismay that far from applying such provisions of international law in an open-minded, measured and fair way we witness national reactions and attitudes that are unwelcoming, mean-minded, grudging and overly defensive.

AFTER

On behalf of the International Voluntary Service Movement we call on all countries to immediately:

- Support the vision of a world without borders and facilitate the free movement of all people;
- Educate populations on the value of cultural diversity and multicultural societies and also the advantages for all nations of welcoming migrants and refugees;
- Implement programmes to assist migrants and refugees to settle within the communities in which they find themselves;
- Cooperate with one another to facilitate a fair and just application of the principles enshrined in the 1951 Refugee Convention
- Close detention centres in which migrants and refugees are imprisoned, in humiliating conditions;
- Keep families together and provide protection and a secure environment
- End human trafficking and protect unaccompanied minors;
- Make available to refugees and migrants the same health, education and welfare facilities and civil rights that are provided for the citizenry of the host country;
- Pursue policies that bring to an end war, oppression and poverty in the countries from which refugees and migrants have fled.
- End the arms trade which fuels violent conflict.

We call on all national and international networks of voluntary and non-governmental organisations to join us in this call and in this campaign for freedom and justice for all people”

International Voluntary Service stands for Freedom of Movement

The Coordinating Committee for International Voluntary Service (CCIVS), Service Civil International (SCI), the Alliance of European Voluntary Service organisations and Network for Voluntary Development Asia (NVDA) believe in a just world without discrimination where all people can fully enjoy their Human Rights including freedom of movement. We strive for a world in which every citizen has the opportunity to participate actively in the construction of a just global society. We consider that we should work towards a more inclusive society, campaigning widely against laws which restrict movement across the world. We strongly believe that our ability to join forces for the implementation of the Freedom of Movement position paper will bring more power to our movement so that together we can change the situation regarding freedom of movement and active global citizenship

Our vision:

A society which allows freedom of movement in which all members without distinction are empowered to exercise active citizenship’ (White Paper for International Voluntary Service 2011-2021)

We call on IVS organisations and networks to:

- Include the information about the position paper in info-sheets,
- Implement special planned activities and workshops in workcamps,
- Organise an activity to promote freedom of movement in your countries
- Campaign for freedom of movement in your countries at local and national levels



#IVS4Peace
Inclusive Voluntary Service for Peace
the booklet

www.ccivs.org

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**Field research, data and policy recommendations
on the inclusion of young migrants, asylum seekers,
refugees and youth from minority groups in the
International Voluntary Service movement**