



Skills4Teams 2020 – 2022

FUNDACJA
CULTUREshock



AMIGOS
DE
EUROPA

Benchmark protocol

Based on the project TPM meetings



Co-funded by the
Erasmus+ Programme
of the European Union



Welcome

By bringing together assets of international cooperation within the project Skills4Teams carried out between 2020–2022 in Poland, Slovenia, Spain and Greece we developed a brief benchmark protocol based on experiences and research in our countries. These insights will help in initial glance at the topics of:

1. Adults as volunteers – existence or extinction?
2. Young adults in NGO – a dream career or mission?
3. Work burnout prevention and policy in NGO sector.
4. Cooperation with authorities in my region/of my city.

More information about the project on the [website](#).



Cooperation
with authorities
in my region/of
my city -
support and
cooperation
with state/state
funding

GREECE

Useful links:

<https://www.arc2020.eu/karditsa-field-trips/>

<https://relocal.eu/karditsa/>

<https://slidetodoc.com/the-collaborative-ecosystem-of-karditsa-heteropolitics-volos-april/>

<https://gr.boell.org/en/2018/07/17/developing-social-economy-karditsa-social-ecosystem>

We have a wide network of organisations that we cooperate with. Karditsa is well known for the ecosystem of cooperation, a network between the key partners of the area, Municipality, Regional Authority, Development Agency, Cooperative bank, Chamber of commerce, the women centre of Karditsa and the University.

Helix participates in this informal network, we participate in all network events, organise events within the network, there is a signed protocol of cooperation and we invite key speakers from this network to present their work in our event.



Work burnout prevention and policy in NGO sector

Useful links:

<https://digitalcommons.uncfsu.edu/jri/vol3/iss1/1/>
<https://www.frontiersin.org/articles/10.3389/fpsyg.2021.820074/full>

There is no an official legislated policy for burnout prevention in the NGO sector and in social and humanitarian workers in Greece.

Very few of them provide psychological and burnout prevention assistance by their initiative and means.

GREECE



Young adults as
NGO workers – is
work in NGO
attractive for young
professionals in
your country?

Why yes, why no,
what are the
wages, what path
of career is
predominantly
chosen by young
adults?

GREECE

Useful links:

<https://link.springer.com/article/10.1007/s11266-017-9851-3>
https://ec.europa.eu/migrant-integration/library-document/greece-country-report-impact-covid-19-crisis-labour-market-integration_en

Financial crises can inflict serious damage on the nonprofit sector, mainly through a sharp decline in revenues. However, the Greek case shows that a crisis can also have some positive effects on NGOs: many nonprofits introduced reforms that increased efficiency, the number of volunteers reached record levels, and there was a spectacular rise in funding by private philanthropic foundations.

However, Greek NGOs continue to be dependent on external funding, unable to raise large sums from their members and the wider public. Organized Greek civil society continues to be turned upside down: dependency on EU and state funds is being replaced by dependency on private foundations.



Adults as volunteers – adults after 30. – do they volunteer in your country? Why not, why yes? Are there given any benefits for adults who volunteer? What is the drive of adults to volunteer and why they don't?

GREECE

Useful links:

https://eures.ec.europa.eu/european-year-youth-volunteering-2022-05-12_el

<https://taxvoice.gr/εργατικά/εθελοντική-εργασία/>

Greece is rated among the countries in Europe with a low percentage of volunteerism (<10%) but the growth rate is developing (among the highest). In Greece volunteers are mainly between 30-50 years old, of Greek nationality, high educational level, workers, more often women, they work mainly in the private sector, and their political beliefs are usually characterized as centrist or leftist.

It should be noted that although women participate more often in voluntary actions, the representatives of voluntary organizations are more often men.

The main drive in volunteering is mainly altruistic and the reason they don't volunteer is the lack of time and the as the need to reform of the existing institutional context and the utilization of volunteering cooperatively with specific other actions.



Cooperation with authorities in my region/of my city - support and cooperation with state/state funding

Useful links:

<https://um.warszawa.pl/-/ponad-42-mln-zl-warszawa-dla-organizacji-pozarzadowych>

<https://api.ngo.pl/media/get/22434>

<https://um.warszawa.pl/waw/ngo/-/program-rozwoju-wspolpracy-do-2025-roku>

As a capital city, Warsaw allocates funds for different fields of NGO activities, i.e. art and culture uniformization.

The Cooperation Program (CP) is a mandatory document defining the principles of cooperation between local authorities with non-governmental organizations, church organizations and social cooperatives (NGOs).

The first PW in Warsaw was enacted in 2004. There are about 9,000 active foundations and associations in Warsaw, half of which work for the benefit of residents. October 14, 2021. The Warsaw City Council has adopted a new multi-year program to develop cooperation with non-governmental organizations, which will set the direction of activities for the coming years. The program's main objective is to build collaboration between the City of Warsaw and non-governmental organizations as critical partners in creating public policies and effectively implementing general tasks. The collaboration will occur in three fields: dialogue, financial non-financial partnership and cooperation.

Work burnout prevention and policy in NGO sector

POLAND

Useful links:

https://burnout-aid.eu/uploads/podsumowanie_desk_research_burnout_aid-608bcd3f59182.pdf

In Poland, the non-governmental community has started a debate on professional burnout – activists and activists admit that they have suffered from the syndrome, the undesirable practices in NGOs are getting louder. Studies of the condition of the of the Polish third sector has been conducted for years, but only in early 2020 did the first nationwide 2020 the first national survey on professional burnout and mental crisis in the NGO sector was conducted

In Poland over the past year, the NGO.pl portal, which is the primary source of information for Polish NGOs, has featured several articles and interviews on the topic of professional burnout, including "activist burnout" (Paluszek 2019, Grigoryan 2019, Trawińska 2019, Charycka 2019, Grzymała-Moszczyńska, Górka, Besta, Jasko 2019). A novelty is the public "coming-outs" of people in the NGO sector, the emergence of support groups and networking processes, and awareness-raising and dissemination of the problem of burnout among male and female activists. Social activist, trainer, researcher and consultant Natalia Sarata (Sarata 2019) created the "RegenerAkcja" initiative and ran support and development groups for "tired" activists and activists. Portal ngo.pl, together with "RegenerAkcja," encouraged people to speak out on the subject. The problem of "leader burnout" affected 31% of NGOs in 2010, 30% in 2012, 36% in 2015 and 47% in 2018. It is more common in associations than foundations, in organizations longer operating (especially over 10 years) compared to younger ones (up to 5 years), and applies not only to organizations from large cities, but also from smaller cities and from rural areas (Charycka 2019). By the end of 2019, no other data on burnout professional burnout in Polish NGOs was not available.



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adults

Useful links

<http://vademecumrynku.pracy.pl/jak-sie-pracuje-w-ngo/>

<https://api.ngo.pl/media/get/137381>

The large number of organizations makes the third sector very diverse. Only one in five organizations employs staff on a contract basis. Another 35 percent are entities that establish cooperation, for example, in the form of commissions. The remaining NGOs base their activities solely on community service. There is a very important conclusion from the above information – cooperation with an NGO is usually a part-time commitment, with flexible working hours, sometimes on weekends. Such an offer can therefore be attractive to all those people who are unwilling or unable to devote 8 hours every working day all year round to professional activity.

According to the report "Is it possible to earn well in NGOs?", the median salary of people working in NGOs in 2019 was PLN 4,578 gross (in addition, men received a salary of PLN 897 more than women). NGOs offer a total of over 140,000 full-time jobs, which means that every hundredth full-time employee in Poland is associated with the third sector

Adults as volunteers – adults after 30. – do they volunteer in your country? Why not, why yes? Are there given any benefits for adults who volunteer? What is the drive of adults to volunteer and why they don't?

According to experts, a problem that often occurs in small organizations is the smooth transition from volunteering to paid work in organizations. This is because in small organizations the transition from purely volunteer activities to full-time employment is very difficult (due to high labor costs).

As a result, it is much more common to have a model in which volunteers, over time, for some tasks are paid. This blurs the boundaries between voluntary community service and paid work. This approach results in demands on female employees (including those who have not passed the volunteer stage), exceed what is implied by their contract and role.

Cooperation with authorities in my region/of my city – support and cooperation with state/state funding (Zavod Voluntariat showcase)

Useful links

<https://mreza-kroj.si/>

<https://ljubljana.cityoflearning.eu/dashboard/12328?s=cy9BWVBRdmQwQlNlMmpzaDEzOFVNaS8w>

<https://www.ljubljana.si/sl/moja-ljubljana/mladi-v-ljubljani/aktivnosti-za-mlade/mladinske-organizacije/zavod-voluntariat-sci-slovenia/>

<https://sloga-platform.org/mreza-most-pripravlja-cikel-podpore-za-mednarodne-mobilnosti-mladih/>

- We have a longlasting cooperation with the Office for Youth of the Municipality of Ljubljana;
- Financial support each year for 2 of our youth programs: approximately 9000 eur per year
- Partnership in the Network KROJ since 2020, financially supported by our municipality – the aim of the network is to provide space for supporting career development of youth (by developing tools, organizing promotion events, trainings, empowering youth workers, connecting youth and employers through sensibilising them for the recognition of skills and competences of youth, acquired through non-formal learning activities
- Coordination of the Network MOST (Bridge), financially supported by our municipality – providing support and guidance to NGOs and public institutions in our municipality to enter in ERASMUS+ and ESE programs for youth;
- Collaborating with the initiative »Ljubljana City of Learning«, coordinated by Institute TiPovej – platform transforms cities into successful learning ecosystems. Learners, organizations and public institutions can map learning opportunities, combine local and digital experiences through playlists, and issue or receive digital Open Badges to recognize and record learning and achievement.

Work burnout prevention and policy in NGO sector

Useful links:


<https://burnout-aid.eu/sl>

The research on »BURNOUT IN NON-GOVERNMENTAL ORGANIZATIONS IN POLAND, CROATIA AND SLOVENIA: CONCLUSIONS EXPERT INTERVIEWS 2020«, implemented in the frame of ERASMUS+ project, for Slovenia showed:

Work in NGOs creates conditions for burnout – more due to organizational reasons and socio-political context operations of these rganizations, however, that it would be a direct consequence of the type recipients of NGO activities. General obstacles for the introduction of various types of treatment measures on a permanent regular basis lack of time (both: both employees and managers), too little team and insufficient financial resources.

SLOVENIA





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SLOVENIA

In general, we find it interesting that many young adults would like to work with us despite low salaries. But more or less they use the work with us as an advantage to get more experience – by working in international environment, having multiple tasks and learning many various skills, travelling for workshops, trainings, project meetings, and search for a better paid job after 2 years.

Many employers recognize the experience in our working environments as very beneficial and positive to those candidates. Some of these young people would like to continue working with us but they often don't have an opportunity because we don't have further funds to employ them. In general, young people, especially those who are clear with their future career path, are not ready anymore to work for low wages in NGO sector.



Adults as volunteers – adults after 30. – do they volunteer in your country? Why not, why yes? Are there given any benefits for adults who volunteer? What is the drive of adults to volunteer and why they don't?

SLOVENIA

After 30 years old, there is a significant drop out of the interested volunteers. One of the reasons is that people create families, find jobs and take less time for volunteering. Sometimes, we have some interested people with families who would like to attend short term volunteer camps. The other reason is that the programs for people after 30 are not (co)financed anymore (as for those before 30 – often from ERASMUS+ or ESC schemes).

For this reason, people are not ready to even pay to volunteer (in the context of international volunteering). In later ages, when kids grow and the career development is towards the end, people search again for volunteering options in their communities, mainly for the purpose of feeling useful, and in often on the field of humanitarian volunteering.



Cooperation with
authorities in my
region/of my city
– support and
cooperation with
state/state
funding
(Amigos de
Europa
showcase)

SPAIN

Useful links:

<http://amigosdeeuropa.eu/cuerpo-europeo-de-solidaridad/>

<http://amigosdeeuropa.eu/erasmus-y-cuerpo-europeo-de-solidaridad/>

<http://amigosdeeuropa.eu/que-hacemos-2/>

<http://amigosdeeuropa.eu/cooperacion-con-instituciones-publicas/>

<http://amigosdeeuropa.eu/europa-en-cordoba-academia-de-desarrollo-de-proyectos-juveniles-y-de-solidaridad/>

For example, thanks to the support of the Provincial Council of Cordoba, in 2021 we have been able to carry out the project "Europe in Cordoba: Academy for the development of youth and solidarity projects", in which we have been able to train young people who lacked experience in the preparation, implementation and justification of projects included in the Erasmus + programme and in the European Solidarity Corps. The people who have trained with us have done so both individually and with the interest of applying the knowledge learned in the organisations to which they already belonged. As a culmination of this project, we can indicate that all the participants in this project, together with other people, designed an Erasmus + project that was applied for in the call for Erasmus + projects in February 2022.



Work burnout prevention and policy in NGO sector

SPAIN

Useful links:

<https://www.autonomosyempreendedor.es/articulo/actualidad/tribunales-comienzan-reconocer-baja-sindrome-trabajador-quemado-que-afecta-muchos-autonomos/20220225151402026163.html>

https://elpais.com/economia/2019/06/11/actualidad/1560269922_158486.html

https://www.insstes/documents/94886/326775/ntp_705.pdf

<https://www.emprendedores.es/gestion/empresas-estres-burnout/>

<https://www.20minutos.es/noticia/4919147/0/el-38-de-espanoles-dice-haber-sufrido-el-sindrome-del-trabajador-quemado-podria-ser-la-proxima-pandemia/>

Burnout syndrome is already an occupational disorder according to the World Health Organisation (WHO). It is included in the International Classification of Diseases and already exists for the international community, however, it is not yet recognised in Spain, despite the fact that many workers, both salaried and self-employed, may be suffering from this illness at the moment. Among the reasons behind this syndrome we can mention: stress, excessive workload, abuse of technology (hyperconnectivity increased by the pandemic), lack of social interaction and lack of support policies in Human Resources. The COVID-19 pandemic has had and continues to have multiple other effects on the health of the Spanish population. One of them is related to physical and mental health and work. Specifically, almost 4 out of 10 Spanish people say they have suffered burnout since the pandemic began. 37% of Spanish people say they have suffered burnout since the pandemic began. Thirty-seven percent of Spanish people (five percentage points higher than the global average) say their mental health has worsened as a result of the pandemic.



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SPAIN

Useful links:

<https://plataformavoluntariado.org/wp-content/uploads/2018/10/la-poblacion-espanola-y-su-implicacion-con-las-ong-2015.pdf>
- <https://www.bewanted.com/blog/uno-cada-cuatro-jovenes-ong>
- <https://www.guiadongs.org/noticias/casi-el-15-por-ciento-de-los-jovenes-espanoles-colabora-en-una-ong-2-1-1886/>

Young people cite "feeling good and useful by helping others" (86.4%), "changing the world and this society for the better" (81.2%) and "maturing personally and professionally" (70.1%) as the main reasons for their involvement. Although men and women think practically the same about this question, depending on age, some nuances stand out: the youngest people (18 to 24 years old) are those who are most in favour of the value of volunteering to promote social justice (almost nine out of 10 answer a lot or quite a lot); those who show less relative agreement are between 25 and 34 years old (two out of 10 answer little or nothing); and those who have more doubts are people over 65 years old, among whom there is a higher percentage (9.8%) of ignorance or no response. Looking at other social variables, there are only significant differences of opinion depending on the employment situation: 20.6% of unemployed people answered "little or not at all", while 90.5% of students answered "a lot or quite a lot".



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SPAIN

Useful links:

<https://plataformavoluntariado.org/wp-content/uploads/2018/10/la-poblacion-espanola-y-su-implicacion-con-las-ong-2015.pdf>

- <https://plataformavoluntariado.org/wp-content/uploads/2019/03/voluntariadoenespaaarticulo.pdf>

- <https://es.statista.com/grafico/706>

If we analyse the data by age bracket, financial collaboration clearly increases with age, while volunteering is inversely proportional, although the figures are more stable. The highest percentage of volunteers is found among those aged between 14 and 24, and the lowest among those aged between 35 and 54. In all age groups there is a tendency for financial collaboration to increase (it has almost doubled in the case of the youngest people), with a particular increase in those aged over 45, which is also the group with the highest rate of financial collaboration. In the case of volunteering, in all age groups the data remains fairly stable despite a significant decrease in the May 2014 study of the youngest volunteers, which is the group with the highest rate of volunteering (13.1%). Although the data show that a higher percentage of younger people are joining volunteering –something important for generational change–, overall, almost half of the volunteers (48%) are still over 45 years of age, but this proportion is decreasing compared to 2014 and the proportion of young people is increasing. In terms of volunteer profiles according to employment status, almost half (47.5%) of those who are pensioners collaborate financially, in contrast to the percentage of students (9.6%), who nevertheless have the highest rate of volunteering (13.2%). Those who are employed are the highest percentage (43.9%) of those who collaborate, followed by those who receive a pension and therefore have a financial income.





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