

# Germany

[BUNDESREPUBLIK DEUTSCHLAND]

RESEARCH PARTNER CENTRE  
ZENTRUM FÜR ZIVILGESELLSCHAFTLICHE ENTWICKLUNG (ZZE)  
CENTRE FOR DEVELOPMENTS IN CIVIL SOCIETY

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**COUNTRY FACT SHEET**

- **Population** 2007: 82,314,900
- **Area** 357,114.25 sq. km
- **Population density** approx. 230 per sq. km
- **System of government**  
 The German state is a parliamentary democracy and a federal state with a two chamber system: *Bundestag* (Parliament) and *Bundesrat* (Council of Constituent States). Members of parliament are elected by German citizens. Members of the *Bundesrat* are representatives of the 16 federal states.
- **European elections** 99 European parliamentarians (2007)
- **Social security and welfare system**  
 Social security is provided in the health, pensions, care and unemployment areas. The German welfare system is financed in equal measure by employees and employers. Taxation is a further means of welfare enhancement, e.g. through tax benefits for parents. Also, basic provision is made for people unable to work or pensioners with a very low income.
- **Public health system**  
 Almost all German citizens have a health insurance. About 88% are covered by statutory health insurance and just under 12% by

private insurance schemes. A discussion on the future funding of the health system is currently in progress.

- **Level of education**  
 20-24 years old who have completed secondary schooling 2007: 92.8%  
*(Haupt-, Realschulabschluss, Fach-/Abitur)*  
 25-64 who have completed secondary schooling 2007: 86.5%  
*(Haupt-, Realschulabschluss, Fach-/Abitur)*  
 plus 10% with a degree from a polytechnic college.
- **Immigration rate** 2007: 0.828% (680,766 people)
- **Growth rate** 2008  
 Births 8.299%  
 Deaths 10.251%
- **Employment rate** 2008: 69.1%  
 15-64 years old  
 (total - male- female) 2007: 69.4% - 74.7% - 64.0%  
 55-64 years old  
 (total - male- female) 2007: 51.5% - 59.7% - 43.6%
- **Unemployment rate**  
 15-64 years old  
 (total - male- female) 2007: 8.7% - 8.7% - 8.8%

## **zze Centre for Developments in Civil Society**

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The Centre for Developments in Civil Society - *Zentrum für zivilgesellschaftliche Entwicklung (zze)* is a centre of excellence for topics like voluntary involvement, good governance, and corporate responsibility. Independent research, scientific policy advice and qualification are the services offered to support the federal government as well as individual state governments, regions, local communities, the third sector and other organisations. The common goal is to guide and support processes in the realm of civil society in Germany and Europe. Society undergoes constant change. Actors such as the state, enterprises and the body of citizens are allocated new tasks and roles. Society's structure is subject to demographical changes and its ability to act is challenged in many ways, which in the end puts to test the cohesion of today's society. The zze observes and analyses these societal developments, evaluates approaches to take on these challenges in form of pilot projects, creates policy strategies and settings. In doing so, it provides expert advice for new developments and processes within civil society on a national and international level.

### **History of the institute**

The Centre for Developments in Civil Society emerged out of the focus area *Bürgerschaftliches Engagement* (Civic Engagement)–Research and Consultation at the Agency for Applied Research in Freiburg, Germany. Since 1996, zze has been responsible for the evaluation of the federal programme for promoting civic engagement in Baden-Württemberg and its thereupon based scientific reports. For the past years, zze, founded and still directed by Professor Thomas Klie, has expanded step by step working on a wide spectrum of themes and questions concerning civil society on the communal, regional and national level, as well as on European and international levels. It combines fundamental research and evaluation with consulting services, transfer into practice, as well as offers for further qualification.

### **Range of Services**

Being a competent partner in the fields of research, consulting services, moderation, training and education, zze adapts to the specific and individual requirements of its clients and their projects' concerns. zze characterises itself by a combination of theory and practice: the conjunction of expert advice and scientific monitoring is a central quality feature of its work. Both aspects are brought together so that the function of each approach remains, while synergy enfolds: its research results are regularly woven into its theory-based practical consultation. In its research operations, zze follows an approach that is committed to applied research that focuses on a regular feedback of research results with

partners and target groups. In the process, sophisticated instruments of modern quantitative and qualitative research are used. Its research approach comprises of multiple perspectives and displays the different points of view of each involved partner. Interdisciplinarity evolves through the wide range of subjects, which are represented by the members of staff.

zze considers events, platforms and networking as important forums for developing civil society. Hence, the professional moderation of events (workshops, open spaces, summer schools, seminars, etc.) has its own special place in its service offer portfolio. At the same time, it takes over the development of custom-tailored concepts and develops creative methods for their realisation. Specially trained staff is available for the organisation of different kinds of events. It consults ministries,

local authorities, charities and church organisations in the development and realisation of concepts, in order to foster *bürgerschaftliches Engagement* (voluntary involvement for the benefit of the community) and corporate community involvement. It shapes and supports politics for involvement (*Engagementpolitik*), local Agenda 21 processes and sustainable development. It also facilitates processes for strategic development. zze staff members regularly hold classes at the Protestant University of Applied Sciences in Freiburg in bachelor and master modules. Furthermore, students from the University of Applied Sciences are able to gather first practical scientific experience as research assistants working in zze. Students can also do a practical during their studies in the area of social work sciences focusing on different themes, as well as write their thesis about a subject linked to zze.

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# Glossary

## 1 DEFINITIONS

### VOLUNTEERING ACROSS EUROPE

#### 1.1 VOLUNTEER AND VOLUNTEERING

In Germany, there is no single definition for the English term “volunteering”. *Bürgerschaftliches Engagement* (civic activity/engagement) is the term that has been favoured by the Study Commission on the Future of Civic Activities established by the *Bundestag* (German Parliament) in 1999. This term emphasises that volunteering activity is based on citizens and their self-organised activities for the common good. *Bürgerschaftliches Engagement* can consist of the donation of time and/or money to services for the common welfare and the common good and does not get paid. The term was generated to cover the various forms of civic activities. Nevertheless, terms like *freiwilliges Engagement* (voluntary involvement), *Freiwilligenarbeit* (voluntary work), *Bürgerengagement* (civic activity), *Selbsthilfe* (self-help), *Soziales Engagement* (social involvement) are also still used to illustrate activities carried out on a voluntary basis. In different fields of voluntary activities, the preference for individual terms varies, since all of them are related to a certain concept that goes along with the voluntary activity. *Ehrenamt* (honorary post) is the traditional term that still plays a role in the field of volunteering. Nowadays, it is used in contrast to *Bürgerschaftliches Engagement* which can be carried out by everybody, while one has either to be elected or appointed into an office by others to hold an *Ehrenamt*.

#### 1.2 VOLUNTEERING ACTIVITY

*Bürgerschaftliches Engagement* has several characteristics. It is carried out on a voluntary basis (i.e. without coercion) and without striving for material benefits; it is intended for the common good, it is public or takes place in the public space and it is commonly carried out in cooperation with others. Its benefits are considered to be: growth in social capital, democratic competencies and informal learning. Besides *Bürgerschaftliches Engagement*, there is also an area that has become known as “informal volunteering”. Informal volunteering includes activities that are not specifically considered to be civic activities under the above definition, but are carried out voluntarily, e.g. helping one’s neighbour or home care within the family. This aspect of volunteering has not yet been looked at in more detail by the research. Nevertheless, it is gaining importance and is likely to provide a field for future study. A wide range of activities can be carried out as *Bürgerschaftliches Engagement*: Being a member of a *Verein* (registered not for profit or-

ganisation) or of political bodies, being involved in a protest as part of a citizens' initiative, taking part in a self-help group, training a sports team, acting as a lay judge or being a member of a parents' council at school. *Bürgerschaftliches Engagement* can take place in many different fields. The German Survey on Volunteering classified different areas of volunteering activities:

Table 1 Volunteering by field of activity (in %)

Volunteering Activities	Percentage
	of people above the age of 14 that volunteered in 2004
Sports and Exercising	11%
School and Kindergarten	7%
Church and Religion	6%
Culture and Music	5.5%
Social Affairs	5.5%
Leisure and Social Activity	5%
Fire Brigades and Rescue Services	3%
Professional Interest Groups	2.5%
Politics and Political Interest Groups	2.5%
Environmental and Animal Protection	2.5%
Youth Work and Education	2.5%
Local Community Involvement	2%
Health Services	1%
Justice and Criminal Issues	1%

Source: *Freiwilliges Engagement in Deutschland 1999-2004*.

### 1.3 VOLUNTARY ORGANISATION

A voluntary organisation is usually considered to be an organisation that is solely run by volunteers e.g. a *Verein*, a self-help group or a citizens' initiative. It can also be a not for profit organisation that has some paid staff but also relies on the support of volunteers in order to be able to carry out its activities, e.g. environmental organisations like BUND (Friends of the Earth) or NGOs supporting refugees.

### 1.4 VOLUNTEER SUPPORT CENTRE

In many cities, *Freiwilligenagenturen* (volunteer centres) can be found. They offer advice for people that are considering to volunteer and consult charitable organisations that are interested in involving volunteers. The *Freiwilligenagenturen* bring together prospective volunteers and organisations that would like to involve volunteers. Some of these agencies also coordinate voluntary services, such as intergenerational voluntary services (*Freiwilligendienst aller Generationen*) or voluntary social/ecological years (*Freiwilliges Soziales Jahr/Freiwilliges Ökologisches Jahr*), in which people commit themselves for a set period of time to a regular voluntary activity with a set amount of weekly hours and educational seminars and obtain a financial reimbursement. Sometimes these agencies are run by paid staff, more often they are run by a team consisting of paid staff as well as volunteers. There are different modes of funding for these agencies: some are funded by their local authority, by religious welfare organisations like Caritas or *Diakonie* or by non-denominational welfare organisations, while some maintain their independence through the acquisition of their own funds. Generally, welfare organisations play an important role in the field of volunteering and in support of volunteering, also outside specific volunteer centres. Therefore, these should be considered only as one form of volunteer support in Germany. Many of these *Freiwilligenagenturen* are member of the umbrella association of German volunteer agencies (*Bundesarbeitsgemeinschaft der Freiwilligenagen-*

turen e.V.) in order to enable the exchange of information and experiences and to jointly lobby for their interests. Apart from volunteer centres, there is another group of agencies that deal with volunteering: in Germany, about 250 cities have a *Seniorenbüro*, a sen-

ior citizens' office. A *Seniorenbüro* focuses on providing information and advice on issues related to ageing and specific needs of this age group. Additionally, it often functions as a volunteer agency for elderly people.

# Historical overview

## 1 BACKGROUND, EVOLUTION AND DISTINCTIVE TRAITS

### VOLUNTEERING ACROSS EUROPE

Because of historical developments, the German tradition of active civic society (*Bürgergesellschaft*) is rather weak compared to other western countries. A large part of German history is marked by a separation between non-political citizens and a strong and paternalistic state. This has had implications on politics, administration and behavioural patterns of members of political communities. Subsequently, changes taking place in the development towards a stronger civic society bring about alterations in the relationship between state and citizens. The interaction of the state, economy and society/family sectors has to be looked at, if one wants to understand changes that have taken place and currently take place concerning the role and function of the third sector. One concept that strongly influences the developments within the third sector is the *Subsidiaritätsprinzip* (subsidiarity principle). Its main feature is the clear priority that is given to not for profit organisations in the field of welfare services, which was fully developed after the Second World War. The other important trait that exerts a lot of influence in Germany is its corporatist structure: the many links existing between the public sector at national, regional and local level and other actors, especially large (welfare) associations.

## 2 ROOTS: BEFORE 1900

Doing something for the common good has a long tradition in Germany. The first foundations have been established as early as the medieval times, especially for social and charitable purposes. About 180 foundations, set up in the 16<sup>th</sup> century, still exist especially in the field of care and accommodation for the poor, elderly people and people suffering from illness. Those are the oldest forms of civic involvement that continue to exist nowadays.

From the beginning of state modernisation in the 17<sup>th</sup> and 18<sup>th</sup> century, German monarchs integrated third sector organisations into German governance arrangements and cooperated closely with them in various policy fields.

At the beginning of the 19<sup>th</sup> century, the *Stein-Hardenbergschen-Reformen* in Prussia advanced the self-administration of local communities through various administrative reforms. The emergent bourgeoisie was included (not always voluntarily) in the local administration through honorary posts (*Ehrenamt*). Depending on what someone did, "honour" could be achieved in areas beyond the professional career. Based on these traditions, the term *Ehrenamt* is still used nowadays in the field of registered organisations (*Vereine*) and elected offices. Alongside the developments in Prussia, there are still influential traditions in Southern Germany that have evolved at around the same time, such

as the *Gemeindeliberalismus* (Communal Liberalism) in Baden, which also consisted of reforms that gave more rights at local level and that forms the roots for traditions of civic activities still unfolding their effects in today's society.

The beginning of the era of the registered organisations can be dated back to the mid 18<sup>th</sup> century. The foundation of organisations was an important part of the emancipation process of the population, because it offered a new form of organisation where one could join or leave voluntarily. Organisations enabled the cooperation between people beyond one's own origin, religion, profession or possessions. Therefore, this was an important contribution to the establishment of a civic social order and to the generation of a new civic public ethos. The 19<sup>th</sup> century saw the rise of the *Vereine* as the predominant form of organisation in the third sector. To begin with, it was established among the *Bürgertum* (bourgeoisie). Later on, its importance grew in the workers' and women's movements.

However, the third sector in Germany developed in interaction with the state, especially in areas where the feudal state and the bourgeoisie shared interests, e.g. in the field of education, free trade and economic development. The fact that the German not for profit sector has never developed a real opposition to the state marks a difference to other European countries, where there has been a separation.<sup>1</sup> Therefore, the close cooperation between state and third sector can still be observed today. One important development has been the introduction of the German Welfare State by Chancellor Bismarck in the 1870s. From then on, a contribution based insurance system was launched by the state that took over a regulating role. The main purpose was to safeguard workers against risks that were posed by industrial labour. The unemployed poor did not fall under state protection at that time and therefore had to be looked after by churches or

community charities. This way, a division of responsibilities was established: caring for workers fell into the realm of the federal government and other poor people were looked after by the local government. This led to the rise of local social services and in addition to that public institutions were set up. The welfare reform, which took place in 1883, gave these welfare organisations a public status.

### 3 THE BRIEF CENTURY: 1900 - 2000

In the course of the 20<sup>th</sup> century when equal rights for everybody in the field of politics, civil rights and the social sphere were granted by the state, women were also granted the same rights and opportunities for societal participation. Due to German historical developments there has always been a close link between voluntary activities and social involvement. The churches played a big part in this development fostered by the relative weakness of the German bourgeoisie when compared to other countries. In the 1920s, many charity groups were united under national umbrella organisations, e.g. Caritas (linked to the Catholic Church) and *Diakonie* (linked to the Protestant Church). The period of the Weimar Republic was also the era when registered organisations (*Vereine*) reached their peak. The principle of subsidiarity, which has its origins in the frictions between secularity and religion, developed fully after World War II. Its main characteristic is that it gives priority to not for profit services over public services in the field of social services. This facilitated the development of large welfare-organisations.<sup>2</sup> In order to carry out the tasks assigned to them, the welfare-organisations are entitled to receive public funding to be able to sustain their services.

During the period of National Socialism, the liberalism of local ad-

<sup>1</sup> Salamon L. M., Anheier K., Seibel W., "Defining the Nonprofit Sector: Germany", *Working Papers of the Johns Hopkins Comparative Nonprofit Sector Project*, 1993, p.3.

<sup>2</sup> The other four largest welfare organisations in Germany are *Partitätischer Wohlfahrtsverband* (Association of Non-Affiliated Charities), *Arbeiterwohlfahrt* (Worker's Welfare Organisation), *Deutsches Rotes Kreuz* (German Red Cross) and *Zentralwohlfahrtsstelle der Juden in Deutschland* (Central Welfare Agency of Jews in Germany). Those organizations together with Caritas and *Diakonie* range among the largest not for profit organisations worldwide.

ministration was disturbed and centralised structures were introduced, in 1935, with the *Gemeindeordnung*. Nevertheless, the local and regional identifications remained strong. During National Socialism, the number of registered organisations founded decreased. This was due to the fact that registered organisations and non-governmental organisations were subject to enforced (political) conformity (*Gleichschaltung*) and most non-governmental organisations were banned. The rise of free registered organisations restarted in the early days of the Federal Republic of Germany and began to stagnate in the 1960s and 1970s. In the German Democratic Republic (GDR), registered organisations pursuing their own interests were banned. There were so-called voluntary activities that were imposed by the *Sozialistische Einheitspartei Deutschland-SED* (Socialist Unity Party of Germany), which cannot be considered voluntary in the usual sense of the term. On 3 October 1990, the two German states were reunited. The former GDR adopted the legal and institutional system of the Federal Republic of Germany with the signature of the Unification Treaty. After the end of the rule of the Socialist Unity Party, in Eastern Germany there was an immediate rise in the foundation of registered organisations, which has decreased again at present. It can be said that, in general, the degree of civic organisation in the Eastern part of Germany is lower.

In the 1960s, *freie Wohlfahrtsverbände* (free welfare associations) were the most important providers of social services apart from the government in Western Germany. In due course, professionals like social workers have started to replace volunteers and clerical personnel that were active in the field beforehand. This explains the growing trend in professionalisation of registered associations that can be observed, especially in the fields of social services, health and education. The New Social Movements and self-help groups started their success in the 1970s and have become very important for the German welfare state during the economic crisis because of their manifold political and solidarity activities in the fields of unemployment, homelessness, feminism, ethnic minorities or environmental protection. In the 1990s, two keywords have exerted strong influence

on welfare organisations: *Marktorientierung* (market orientation) and *Wettbewerbsneutralität* (neutrality of competition). These two principles, that were statutory regulations imparted by the European Union, asked for the mainstreaming of welfare-organisations and private enterprises e.g. in the area of care. These regulations caused a decrease of the market shares of welfare organisations, which in consequence lead to a decrease of the role that volunteering plays in this sector and at the same time caused a rise of business principles in the sector.

#### 4 WHERE WE STAND: 2001 - 2008

Civic Engagement (*Bürgerschaftliches Engagement*) is considered as one essential requirement for the cohesion of society by the German government. Therefore, German parliament has established a study commission on the Future of Civic Activities in 1999. Its aim was to carry out a thorough analysis of the third sector in Germany, to help promote civic activities and to contribute to the further development of civil society. An analysis of the status quo and the development of recommendations for future developments were at the core of the work of the study commission. In 2006, a subcommittee was installed in the German Parliament (*Unterausschuss*) that was allocated the task to work on the implementation of the study commission's recommendations.<sup>3</sup> Within the analysis of the study commission not only the manifold forms of citizens' civil engagement should be looked at, but also the socio-political dimensions. One central observation has been an alteration in the motivations for volunteering. In the past, people were dedicated to one organisation, and volunteered for it most of their lives. In the meantime, there has been a shift towards a kind of volunteering that is rather project-based, which takes place more spontaneously and which should fit to the individual personal circumstances. Self-reliance and self-determination have gained importance and since volunteering is associated with the aim of pursuing these interests, it also poses new challenges for more par-

<sup>3</sup> For detailed information, please refer to *Ausschuss-Drucksache* 16(13)013 [www.bundestag.de/bundestag/ausschuesse/a13/buerger\\_eng/eins\\_beschluss.pdf](http://www.bundestag.de/bundestag/ausschuesse/a13/buerger_eng/eins_beschluss.pdf)

ticipation. These tendencies at micro-level have to be reflected at macro-level as well. Therefore, the strengthening of civic society (*Bürgergesellschaft*) has been defined as one of the political reform processes that should be worked on. The concept of civic society (*Bürgergesellschaft*) consists of a network of self-organised, voluntary associations and is an area of action in between the state, economy and family sectors. Within these sectors, new paths have to be explored that tackle the separation of a political public and a non-political private-sphere, which will create new options to overcome traditional corporatist structures and bureaucracy. The state has the responsibility not only to support civic engagement, but to protect and foster it, which implies that a new relationship between state, economy and society has to evolve, where civic engagement plays an important role. Enterprises that act responsibly in the community form part of civil society as well and have to find their role as good citizens.<sup>4</sup>

If one compares the status quo in Germany to that of other countries, a high level of state regulation and a lack of self-confident civic traditions have to be stated. This poses difficulties for stakeholders in the field of civic engagement to enforce interests against being taken over by the state, by professional structures and by large bureaucratic organisations. Therefore, public bodies are requested to open up for more participation and to respect the autonomy of self-organised society. In this context three factors play an important role:

- High dependence on public funding: self-financing through donations, foundations and the like is not well developed.
- Dominance of large and powerful associations.
- High level of professionalisation within the social sector.<sup>5</sup>

In order to support networks and organisations that act within the third sector and to pool the various activities, the *Bundesnetzwerk Bürgerschaftliches Engagement*-BBE (National Network for Civic Engagement) has been founded in 2002.

Generally, the following recommendations for action were developed by the study commission:<sup>6</sup>

- Further development of public bodies and organisations within civil society, in order to generally agree on adequate support of civic engagement, which requires changes within these organisations and in the way they act externally.
- Development towards a citizen-oriented administration, with more open communication and transparency.
- Strengthening of societal participation, e.g. more direct democracy on the local level and national level.
- Further improvement of the acknowledgement of voluntary activities and of qualification of volunteers.
- Creation of networks and infrastructure that can act as a service centre for people interested in volunteering, as well as organisations interested in involving volunteers and in lobbying for the cause of volunteering at local, regional and national level.
- Stronger inclusion of enterprises as stakeholders within the civic society via Corporate Citizenship, which enables companies to contribute to solving societal problems as members of society (good corporate citizens).
- Changes in the law concerning public benefits (*Gemeinnützigkeitsrecht*) and the law concerning donations (*Spendenrecht*).
- Improvements concerning liability and accident insurances for volunteers and some changes concerning tax-free reimbursement for expenses that occur while carrying out the voluntary activity.
- Gaining more knowledge about civic involvement and its role within civic society through further empirical research and development of theories.
- Stabilisation of civic engagement, e.g. through the implementation of a commission within the German parliament and cooperation between different departments.

<sup>4</sup> Enquete-Kommission Zukunft des Bürgerschaftlichen Engagements, Deutscher Bundestag, Bericht; *Bürgerschaftliches Engagement: auf dem Weg in eine zukunftsfähige Bürgergesellschaft*, Opladen, Leske-Budrich, 2002, p.8-9.

<sup>5</sup> Ibidem, p. 97-98.

<sup>6</sup> Ibidem, p. 19-26.

In the past years, an area that can be called *Engagementpolitik* (politics of engagement) has evolved. Its importance is still relatively modest, compared to the importance other (traditional) stakeholders have in the field of civic engagement and third sector politics.<sup>7</sup> Nevertheless, a National Forum has recently been launched and a reporting system has been implemented both aiming at engaging federal public activities in national politics of involvement (*Nationale Engagementpolitik*). Voluntary Services are constantly gaining more and more importance and also new kinds of voluntary services have been established recently. Already well-known and established are the *Freiwilliges Soziales Jahr* (Voluntary Social Year), *Freiwilliges Ökologisches Jahr* (Voluntary Ecological Year), *FSJ Kultur* (Voluntary Social Year in the Field of Culture). In 2009, about 38,000 young adults have taken up such a service either in Germany or abroad.

Additionally, the programme *weltwärts* (Development Volunteers Service) was launched two years ago by the *Bundesministerium für wirtschaftliche Zusammenarbeit und Entwicklung* (Federal Ministry for Economic Cooperation and Development). In 2008, more than 2,200 young adults started this voluntary year abroad. Only recently another voluntary service has been introduced by the *Auswärtiges Amt* (Federal Foreign Office), which is called *Kulturweit* (Bridging Cultures) with nearly 200 young people taking up their voluntary service soon. In the future, more attention should be paid to those voluntary activities taking place in the informal realm. So far, voluntary support taking place in the family or for friends is not regarded as a voluntary activity according to the definitions given for volunteering. If involvement in the field of social services gains importance in the future, supporting other people, either through formal or informal volunteering, will become something to be considered by stakeholders at all levels. Especially in the field of care at an informal level,

a supportive infrastructure is considered to be important.<sup>8</sup>

The question of monetary compensation for voluntary activities is at present being controversially discussed in Germany: Where should the line be drawn between the reimbursement of expenses and payments? This issue in particular is being discussed with regards to voluntary services (*Freiwilligendienste*) that have attracted an increasing number of volunteers in the past years. On the normative level, there are different attitudes: some researchers and politicians support the idea of paid voluntary activities, others emphasise that volunteering by its nature cannot be something one receives payment for. One approach is to focus on a semantic differentiation and to consider activities for the *Gemeinwohl* (common good) as a voluntary activity that either can be practiced as a paid or unpaid activity.

## 5 VOLUNTEERING NOW (INTERVIEWS)

The interviewees agree that volunteering currently plays an important role in Germany. It is believed that volunteering receives recognition within society and that the framework for volunteering has improved over the past years. The influence not for profit organisations can exert on some political discussions and decision-making processes also illustrates their importance, e.g. in the field of environmental protection or social policies. Furthermore, volunteering is also done for one's own personal fulfilment, not only with the aim of doing something beneficial for others. It will be interesting to observe future developments, e.g. in how far the infrastructure for volunteering will be further improved, whether opportunities will be created that enable more people to volunteer and whether a stronger recognition of voluntary activities by employers will be shown. In that respect,

<sup>7</sup> Olk T., Klein A., "Engagementpolitik: ein neues Politikfeld und seine Probleme", *Bürgergesellschaft als Projekt: eine Bestandsaufnahme zu Entwicklung und Förderung zivilgesellschaftlicher Potenziale in Deutschland*, edited by Bode I., Wiesbaden, VS Verl. für Sozialwissenschaften, 2009, p.24-25.

<sup>8</sup> Bundesministerium für Familie, Senioren, Frauen und Jugend (ed.), *Bericht zur Lage und zu den Perspektiven des bürgerschaftlichen Engagements in Deutschland*, 2009, p.149.

some people interviewed stated that they notice a difference in what politicians promise and what actions are taken in the end. Although it was appreciated that Germany is a welfare-state, it was concluded that the state cannot take on all duties and some areas should be left to volunteers. Many services also would not function without the active contributions of volunteers. This also raises the question of the role the state can play in many social services due to a crisis of the welfare-state and the question of how these services shall be funded, now and in the future. Partly the distinction of voluntary and paid work has been mentioned: there is an area that cannot clearly be defined as either voluntary or paid work. The future will show whether a new kind of volunteering that includes some monetary compensation will be introduced or whether volunteering will remain unpaid work.

Who took part in the interviews agreed that volunteering should play an important role within society. Acknowledgement of the volun-

teers should be guaranteed, either by showing appreciation or also by providing volunteer cards that offer reductions for certain services. Generally, volunteering should be something that everybody does and that is not mainly carried out only by certain societal groups, though it was emphasised that there should be no coercion to take on a voluntary activity. Also, volunteers should not get the impression that they are needed because limited financial means of the welfare-state require the support of volunteers in areas previously covered by professionals. A completely different aspect is that of normative expectations that go along with volunteering: generally, volunteering is considered to be something positive. This can be a danger because for example right-wing extremists offering youth work on a voluntary basis are volunteers as well, but they follow a cause that is not desirable. Therefore, the definition of basic values that should go along with volunteering should be considered.

## 1 OVERVIEW OF LAWS AND REGULATIONS

### VOLUNTEERING ACROSS EUROPE

From the perspective of political sciences, the third sector is understood as a pluralistic entity of public organisations and groups based on voluntary activities of citizens aiming at the accumulation of social capital in different ways and representing aspects of common welfare against the state or in public frameworks. In Germany, institutions of the third sector include charities (*Wohlfahrtsverbände*), environmental associations (*Umweltverbände*), human rights organisations (*Menschenrechtsorganisationen*), churches and other civil society organisations such as registered organisations (*Vereine*), citizens' initiatives, foundations, etc. There is a lot of diversity in the shape and structure of these NGOs in the third sector. This diversity is historically grown and rooted in the so called *Gemeinnützigkeitsrecht* (Charity Law), which is part of the German tax laws. It is typical of the German legal system that different legal regulations apply to different organisational forms, areas of charity activities and civic involvement. An important foundation for the self-organisation of citizens has been established through the constitutionally secured freedom of association and the law of association in the German Civil Code (*Bürgerliches Gesetzbuch*–BGB), essential for third sector organisations. The accreditation of their charitable status and the resulting privileges are determined through fiscally recognised public benefit service.

The most relevant legal regulations are the following:

- Constitution. Section 8,9 of the *Grundgesetz* (GG) Basic Law for the Federal Republic Of Germany: Freedom of Association and Freedom of Assembly (*Koalitions- und Versammlungsfreiheit*).
- Civil code. Section 21 in the German Civil Code (BGB): Association Law (*Vereinsrecht*).
- Charity Law. Section 55 in the *Abgabenordnung*: Fiscal Code.

### 1.1 HISTORICAL OVERVIEW OF THE LEGAL FRAMEWORK

There is a long tradition of the third sector and civil society in Germany. Of particular importance are the so called *Wohlfahrtsverbände* (charities) which are the most essential stakeholders, from an economical perspective as well as in the role they play in providing the infrastructure for voluntary work. The roots of charities and their legal privileges can be traced back to the 19<sup>th</sup> century. They play an important role within the denominational charities (*Caritas* and *Diakonie*), The German Red Cross (*Deutsches Rotes Kreuz*), National Association for Workers' Welfare (*Arbeiterwohlfahrt*), the Association of Non-Affiliated Charities (*Paritätischer Wohlfahrtsverband*) and the Central Welfare

Agency of Jews in Germany (*Zentralwohlfahrtsstelle für Juden in Deutschland*). Their importance was acknowledged and outlined in the German Social Law after World War II in connection with the so called principle of subsidiarity. With regulations on competition under European law increasingly being applied and also affecting the social sector, the privileges for charities have been limited. Voluntary work and organisations of citizens on a local level root in the Stein-Hardenberg administrative reform of the late 18<sup>th</sup> century, which even today is characterised by communal self governance and organisational structures.

From the late Seventies onwards, privileges under Tax Law for public benefit organisations have been differentiated and privileges under Income Tax Law for income from public benefit activities were developed alongside the Income Tax Law Reform.

The area of voluntary work was subject to a detailed analysis in the late Nineties within the work of the Study Commission on the Future of Civic Activities.<sup>9</sup> Following this enquiry, privileges under social law were outlined, in particular for volunteers (inclusion in the statutory accident insurance). Meanwhile, liability insurance coverage, which volunteers used to lack, has been fully secured by the federal states in the federalist structured Republic of Germany. In 2007, the German Ministry of Finance initiated the law for further strengthening civic activities that was passed by the German *Bundestag*. Through this law, additional tax-based privileges of income and expenses related to voluntary work were implemented. Further improvements for volunteers were achieved in 2009 by the *Bürgerentlastungsgesetz* (Law for Relief of Citizens) and other detailed legal regulations as well as regulations on youth volunteer services in 2008 (*Jugendfreiwilligendienste*), that particularly affect the intergenerational volunteer service (such as the opportunity to receive child benefit and the safeguarding of accident insurance). Finally, legal regulations on liability

for members of the managing committee were defused to their benefit (abandonment of the debt-independent liability in fiscal law). However, a frequently requested fundamental reform of Charity Law that includes an extensive division of the Charity and Fiscal Law has not yet been carried out.<sup>10</sup>

## 1.2 NORMS SUPPORTING VOLUNTEERING

German law supports voluntary activities and voluntary organisations in various ways while the legal position is complicated and primarily dominated by Tax Law. At the same time, there has been a growing commitment by the German legislature in the last years to further promote the advancement of the legal structure for voluntary activities.

### 1.2.1 SOCIAL LAW

German Social Law includes different forms of support and appreciation of honorary duties, but also provides a guaranteed protection of volunteers. It is important under social law to distinguish a non-paid activity and a partially paid activity (flat-rate expense allowances). Even in the case of an insignificant payment being made, a volunteer activity might count as employment liable to social insurance. In connection with paid voluntary work (*Monetarisierung*), it becomes harder to differentiate non-paid and paid activities in the voluntary sector. One of the most important legislative innovations of the last years is the inclusion of volunteers in the legal accident insurance according to Code of Social Law - SGB VIII.<sup>11</sup> In case of an accident or an injury, volunteers are entitled to the services of an accident insurance. Activities in the voluntary sector aren't recognised for re-

<sup>9</sup> See Deutscher Bundestag, *Bericht der Enquete-Kommission Zukunft des Bürgerschaftlichen Engagements*, Deutscher Bundestag Drucksache 14/8900.

<sup>10</sup> See Strachwitz R. (ed.), *Reform des Stiftungs- und Gemeinnützigkeitsrecht. Ein Projektbericht an die Bertelsmann Stiftung*, Arbeitsheft 13, Maecenata-Verlag, 2004.

<sup>11</sup> *Sozialgesetzbuch Aches Buch* (SGB VIII) Section 2, Subsection 1, No.5, 9, 10, 12, 17 SGB VII.

tirement pension purposes in German law. An exception is made in the legal recognition of domestic care time, for caring for relatives in particular, but also for volunteers in the care sector if their activity comprises at least 14 hours per week. Civic involvement is also partially included in employment promotion. Civic engagement may not constitute integration into employment, but may also be performed by unemployed persons. Unemployment and volunteer activities no longer are mutually exclusive.<sup>12</sup> As a novel means of facilitating volunteer activities in the care sector, the German Care insurance includes limited funds<sup>13</sup> that serve the promotion of civic activities in the field of care. This does not promote payments for volunteers but is meant to support professional local cooperation and procurement structures. The German health insurance receives similar support under Social Law for promoting volunteer ambulatory hospice care.<sup>14</sup>

### 1.2.2 LABOUR LAW

If citizens pursue volunteer activities, they often conflict with their duties as employees. German law includes a special work leave of absence for volunteer engagement in particular cases, such as the performance of public elective offices at national, state or local level.<sup>15</sup> To perform volunteer activities in the youth work sector, employees from the age of 18 onwards can claim a special leave of absence of up to 12 working days a year. Special leave regulations are integrated in federal law, e.g. the exemption regulations for employees for causes of youth work from 14 April 1980.<sup>16</sup>

#### Honorary posts of public interest

There are different collective agreements and the right of work

exemption and continued payment for some kind of volunteer activities that serve the safeguarding of public benefit causes. This is especially true for participation in election committees during public elections or the performance of public honorary posts, such as lay assessor or juror, as well as honorary posts in the context of danger defence (fire brigade, military, water or dike service).

## 2 PARTICIPATION IN PUBLIC POLICY MAKING

Typically, different political areas that also incorporate NGOs and NPOs (Not for Profit Organisations) are structured corporatively in Germany. That is especially true for the social sector. Charities and self-help organisations are incorporated in a variety of panels according to legal regulations, such as the health insurance system (organisations for patients in the common federal committee) and the non-governmental welfare organisations in the Federal Care Committee of Care Insurance (*Bundespflegeausschuss der Pflegeversicherung*). Through the Federal Network for Civic Engagement (*Bundesnetzwerk Bürgerschaftliches Engagement*) funded by the Federal Government, a growing participation of not for profit bodies has been facilitated which, however, is not legally protected. In the legislative process at national and federal level, NGOs and NPOs are permanently involved. Youth welfare organisations have a special status at local level since they are to be involved through the so called Child and Youth Welfare Committee according to the Child and Youth Welfare Law (SGB VIII). New approaches in the governance-oriented local politics assume that there will be a systematic participation of citizen initiatives, entities and other (civic) organisations in all relevant local polit-

<sup>12</sup> *Sozialgesetzbuch Achtes Buch* (SGB III) Section 118a.

<sup>13</sup> In *Sozialgesetzbuch Achtes Buch* (SGB XI) Section 45d.

<sup>14</sup> According to *Sozialgesetzbuch Achtes Buch* (SGB V) Section 39a, Subsection 2.

<sup>15</sup> Section 48 GG (*Grundgesetz*), Section 160 WRV (Weimar Constitution).

<sup>16</sup> BayRS 2162-3-K.

ical areas, which will culminate in the concept of the citizens' community (*Bürgerkommune*). Some German communities have established binding rules for participation of citizens within citizen initiatives. The so called Agenda 21 Process as well as the establishment of the Aalborg Commitment attaches great importance to the participation of volunteers and volunteer organisations. However, these regulations and commitment agreements are rarely regulated by law and depend on decision making in local politics.

### 3 FISCAL POLICIES

German charity law is based on tax law guidelines and is also following the fiscal political logics.

#### 3.1 TAX LIABILITY OF CORPORATE BODIES

In Germany, volunteer-involving not for profit organisations are primarily organised as registered organisations. Not for profit organisations qualify for exemption of corporate tax under certain conditions for specific income,<sup>17</sup> if their activities focus on the not for profit advancement of common good.

#### 3.2 TURN-OVER TAX

In general, not for profit corporations are enterprises under Value Added Tax Law as long as they independently and sustainably

work towards realised income. There is no value added tax on donations and membership fees. In addition, the Value Added Tax Law (UStG) includes a number of tax exemptions that are not connected to the public benefit status but are nevertheless relevant for not for profit organisations, such as:

- Section 4, Subsection 12a: Rent and lease of property (relevant for sport clubs and rental of sports ground against payment).
- Section 4, No.18: Services of the charities unless they are directly rendered to persons in need.
- Section 4, No.20: Turn-over of cultural institutions.
- Section 4, No.22a: Events that have an academic or educational character, if the revenues are mainly used to cover the expenses.
- Section 4, No.22b: Other cultural or sports events, provided that charges consist in participant fees.
- Section 4, No.25: Child and Youth Welfare Institutions.

#### 3.3 CHARITY LAW

Tax exemptions depend to a large extent on the organisation's recognition as a public benefit body which is defined by certain criteria of the General Tax Code (*Abgabenordnung-AO*). The recognition requires that a corporation is charitable (Section 55), exclusive (Section 56) and directly applicable (Section 57), to pursue tax reducible causes (beneficent or church causes, Section 51) and, by doing so, to meet certain requirements. The criteria for tax exemptions need to be recorded in the bylaws of an organisation. Section 52, Subsection 2 lists examples of public benefit causes, such as sports,<sup>18</sup> beneficent causes,<sup>19</sup> Church causes.<sup>20</sup>

<sup>17</sup> Section 5, Subsection 1, No.9, Tax Law for Corporate Bodies (*Körperschaftsteuergesetz KtG*).

<sup>18</sup> Section 52, Subsection 2, No.2, Sentence 1 AO (the promotion of non physical leisure activities can be recognised as sport like causes).

<sup>19</sup> Section 53 AO requires the activities to aim at the support of people in need with the goal to bring relief or resolve their emergency situation.

<sup>20</sup> They are pursued by a corporation when the activity is focused on the selfless promotion of a religious fellowship that is a corporate body of the public law, Section 54, Subsection 1 AO.

Community organisations, local exchange trading systems or volunteer agencies can't claim a charitable status if their goal solely lies in mutual support. However, corporations and organisations that promote civic involvement are charitable. The privileges under Tax Law that result from the status of charity do not cover every activity of a charitable organisation, namely, not those of economic nature (Section 64 AO), which don't directly support the charitable causes of an organisation (such as selling refreshments or food in sport clubs).

### 3.4 TAXATION OF CIVICALLY INVOLVED PERSONS AND ENTERPRISES

If citizens are involved in a charitable organisation, they often carry out work without compensation. Once they obtain allowances or compensations for the work they accomplish, the question of taxation of such fees is raised. Reimbursement of out-of-pocket-expenses is insignificant under Income Tax Law if it only covers generated expenditures (costs for travel, postal or telephone charges). Significant under Income Tax Law is all other income including the so called reimbursement expenses. If, for example, a volunteer sports trainer obtains a regular reimbursement, this counts as income in Germany. However, there are privileges under the Income Tax Law (EStG) for income from voluntary activities. An important regulation in this context is found in Section 3 No.26 EStG, the so called *Übungsleiterfreibetrag*, an exemption for trainers in specific contexts. Income from certain public benefit activities is tax free up to a maximum of € 2,100 a year, provided that the activity is not performed in a professional context, pursues the aim of public benefit and typically is of pedagogic nature. According to Section 3 No.36 EStG, income from care or domestic services is tax free up to the amount of the prevailing allowance for nursing care in Germany, if carried out by relatives or volunteers in fulfilling a moral duty towards the person in need. In general, expenditure for civic involvement is not tax-deductible. In 2007, a legal provision was passed in Section 33 EStG that includes a flat-rate deductibility for expenditure amounting to € 300 per annum.

## 4 ROLLS AND REGISTERS

There is no nationwide register where registered organisations (*Vereine*) are listed. Many cities and some regions or federal states have a database where registered organisations in a certain area can be looked up. Every *Verein* has to register at a local court if it wants to have the legal status of *eingetragener Verein* (registered organisation).

*Verbände* (associations) are also not registered nationally. There are some databases (see Internet Resources) where associations can sign up and be looked up. The German *Bundestag* also publishes a list of *Verbände* once a year, but it is not a compendium of all associations.

Foundations can be looked up at several sources, but there is also not one comprehensive source that includes all foundations registered in Germany (see Internet Resources). The same applies to community foundations (*Bürgerstiftungen*) for which you also find an Internet Resource at the end.

## 5 LIST OF LAWS AND REGULATIONS

Basic Law for the Federal Republic of Germany, 23 May 1949 - *Grundgesetz für die Bundesrepublik Deutschland* (GG)

German Civil Code (Association Law), 2 January 2002 - *Bürgerliches Gesetzbuch (Vereinsrecht)*

Law of Relief of Citizens, 16 July 2009 - *Gesetz zur verbesserten steuerlichen Berücksichtigung von Vorsorgeaufwendungen (Bürgerentlastungsgesetz)*

Tax Law for Corporate Bodies, 15 October 2002 - *Körperschaftsteuergesetz* (KtG)

Value Added Tax Act, 21 February 2005 - *Umsatzsteuergesetz* (UStG)

General Tax Code, 1 October 2002 - *Abgabenordnung* (AO)

Income Tax Act, 8 October 2009 - *Einkommenssteuergesetz* (EStG)

Code of Social Law VII, 7 August 1996 - *Sozialgesetzbuch Siebtes Buch* (SGB VII)

Code of Social Law III, 24 March 1997 - *Sozialgesetzbuch Drittes Buch* (SGB III)

Code of Social Law XI, 26 May 1994 - *Sozialgesetzbuch Elftes Buch* (SGB XI)

Code of Social Law V, 20 December 1988 - *Sozialgesetzbuch Fünftes Buch* (SGB V)

Code of Social Law VIII, 14 December 2006 - *Sozialgesetzbuch Achtes Buch* (SGB VIII)

Weimar Constitution, 31 July 1919 - *Weimarer Verfassung* (WRV)

# Volunteers involving organisations

## 1 ORGANISATIONAL FORMS

### VOLUNTEERING ACROSS EUROPE

There are many different forms of voluntary organisations in Germany. *Vereine* (registered organisations) constitute the most important kind of voluntary organisation. Further organisational structures are *Verbände* (associations), self-help groups, *Bürgerstiftungen* (community foundations) and new social movements/independent interest groups.

The *Verein* is the predominant form of organisation within the field of volunteering. It covers a large range of activities and can be regarded as a functional organisation for people who share similar interests, who want to join and intend to work together on a permanent basis. Several surveys carried out in the mid 1990s came to the conclusion that approximately 50 percent of the population in Germany over 15 belongs to at least one registered organisation.

*Verbände* are similar to federations and can be found within different areas. Certain professional branches can associate themselves in a *Verband*, but also welfare organisations or special interest groups of individuals can do so. A *Verband* mostly strives for the achievement of specific interests of its individual members or member organisations and acts in the field of politics and policy-making. In some of these associations, the activities are carried out by voluntary involvement (*Bürgerschaftliches Engagement*), while others function with employed staff.

*Genossenschaften* (cooperatives) are another form of organisation that plays an important role in Germany. With regards to third sector activities and voluntary involvement, *Dienstleistungsgenossenschaft* (cooperatives delivering services) and *Konsumgenossenschaften* (cooperatives providing consumer goods) have to be mentioned. The aim of cooperatives delivering services, e.g. for senior citizens, is to safeguard independence by mutual support. They can function by a system in which members who are able donate time (by practical help) to members that need support. The time they invest is recorded and when they are in need of support they receive it in exchange for their previously donated time. Cooperatives providing consumer goods are often established in areas with a low population density. These regions very often do not have a supermarket nearby. Therefore, in the past years, many shops have opened as retail cooperatives based on voluntary initiatives that supply people with food and daily goods, for which they otherwise would have to travel long distances.

Self-help groups are run by people who share similar problems or interests, most commonly in the field of health, (chronic) illness, disabilities or difficult circumstances. It has been estimated that there are about 70,000–100,000 self-help groups in Germany. In 2003, a health survey showed that approx. 9% of the adult population participates in such groups. The main purpose of these groups is to exchange information and share experiences, as well as mutual support and motivation. Some groups also reach out to the public for the purpose of awareness-raising, supporting research or lobbying for their political interests. Many of these groups are also registered organisations (*Vereine*), but

they also function without any legal status as a loose network of people. They are all run on a voluntary basis.

*Bürgerstiftungen* (community foundations) have started to spread all over Germany. This approach has been adapted from the United States of America. In contrast to classic foundations, every citizen can become a founder in a *Bürgerstiftung*. A *Bürgerstiftung* is run by citizens of one city and serves the purpose of enhancing the quality of life at local level. Its participatory approach marks out its major difference from other foundations. Depending on the aims of the respective community foundation, projects in the community are supported and profit from being independent. Volunteers play an important role for community foundations. About 150 community foundations have been established in Germany since 1997. More than 10,000 citizens have become donors in the meantime, the total assets mount up to approx. 75 million Euro. Notably, from the 1960s onwards, special interest groups like *Bürgerinitiativen* (citizens' initiatives) have started to prosper in Germany. They were founded in order to advocate for certain topics, especially in the field of the peace-movement, social equality and environmental protection and aimed at finding new organisational structures that differed from the established *Vereine*. In the 1980s, the so called *Neue Soziale Bewegungen* (new social movements) started to develop and created a new system of voicing political interests next to the established political parties. Nowadays, *Bürgerinitiativen* are founded for a large variety of issues like urban planning or traffic planning and are always run by volunteers.

## 2 RULES AND FUNCTIONING

### 2.1. OVERVIEW

As mentioned above, there are different organisational structures for not for profit organisations.

#### *Vereine* (organisations)

*Vereine* can be registered at the district court and subsequently

claim their legal status as *eingetragener Verein* (e.V.) (registered organisation). A *Verein* has to have at least seven members, if it wants to be legally recognised. Among its members, a committee has to be elected, that bears legal and financial responsibility for the actions taken by the *Verein*. While all members of a *Verein* are considered to be *bürgerschaftlich engagiert* (carrying out civic engagement), at least three members of the board (chairperson, vice-chairperson, treasurer) also hold an *Ehrenamt* (honorary post), since they have been elected into that post. If a *Verein* is registered, its members can request their *Verein* to be recognised as a charitable organisation. This status has to be granted by local tax offices. In that case, they may not strive for profit and are allowed to hand out receipts for donations that can be used for tax returns. Since there is no nationwide register for *Vereine*, its number cannot be determined exactly. It is estimated that there are more than 500,000 *Vereine* in Germany, half of which are recognised as charitable.

#### *Verbände* (associations)

*Verbände* are also located in the realms between state, economy and families/society and in so far share similarities with *Vereine*. Additionally, many *Verbände* are also organised as a registered organisation. However, there are differences with regards to their aims and purposes. Associations usually pursue the interests of their members. They are mostly active in the field of politics, such as economy/employment, social affairs, leisure/recreation or religion/culture/science. In doing so, the organisations don't follow the agenda of civil society in aiming to do something for the common good, but rather strive for the realisation of their specific interests. Therefore, paid professionals can usually be identified as main stakeholders within that organisational form and volunteering does not play an important role.

#### *Genossenschaften* (cooperatives)

In order to be recognised as a cooperative, an organisation has to be registered and to establish a committee in the same way as it is required for registered organisations. In addition, a supervisory board has to be established. Every cooperative has to be member of an auditing

organisations for cooperatives that regularly checks the finances of its members in order to protect the interests of its members and creditors. Concerning the aims of a cooperative, two regulations are obligatory. Firstly, all members of a cooperative are treated equally, regardless of their contribution of capital. Secondly, it has to fulfil the terms of solidarity self-help while being organised like a private company.

### **Stiftungen** (foundations)

Foundations are another organisational form that can be found within the third sector. A main difference between organisations, associations (*Vereine* and *Verbände*) and foundations lies in the fact that the former are based on people being actively involved. In contrast to that, a foundation has a material basis. While the decision-making process in associations is ongoing and flexible regarding the aims and activities of the organisation, the purpose of a foundation is determined by its founder at the time of establishment and then remains the same. Within the realm of *Stiftungen* (Foundations), community foundations (*Bürgerstiftungen*) constitute an interesting subgroup. Foundations, in general, do not involve volunteers to any great extent, whereas community foundations do so. First of all, volunteers contribute to the daily running of a community foundation. Secondly, - an important characteristic of community foundations is to support volunteers and charitable projects, often based on civic involvement. Modern foundations, in general, are an important donor of capital for the third sector. About one third of the German foundations actively promote charitable purposes, e.g. run hospitals, museums, homes for elderly people or other organisations. In order to set up a foundation, the founder has to design a statute that defines the purpose of the foundation and its processes. A *Stiftungsrat* (supervisory council) has to be established that usually has five to fifteen members and controls the actions of the community foundation. Additionally, a board is created which is responsible for the daily running of the foundation or delegates this to a third person. The board is elected by the supervisory council. In order to register a community foundation, it has to be approved by the regional government (*Bezirksregierung*). If somebody wants to set up a foundation, relevant information and docu-

ments have to be handed to the regional government, e.g. name of the foundation, its purpose, details about the organisational structure, the assets of the foundation and information on the juridical form of foundation that shall be established.

## 2.2 VOLUNTEER INVOLVING ORGANISATIONS

It can be said that only voluntary organisations and not for profit organisations involve volunteers. It is not common for volunteers to become active in profit organisations. However, enterprises increasingly allow their employees to carry out a voluntary activity in their working time, e.g. to get a few days of special leave for volunteering. Another activity that has started to develop in the past years is "corporate volunteering". This is one form of corporate social responsibility, i.e. corporate citizenship: the company takes on responsibility as a "citizen" in the community it is located in and works for the common good on a voluntary basis. Corporate citizenship can take place by donating time, knowledge or resources of the company. Another strand of corporate volunteering is its implementation as a tool for human resources development. In this case, employees volunteer in a charitable organisation and receive some supervision with the aim of developing their social skills or to train for leadership by means of volunteering.

## 3 RELATIONSHIP WITH PUBLIC SECTOR

### 3.1 OVERVIEW

Generally, organisations involving volunteers can act independently and are allowed to pursue the aim of their organisation. When topics that are of interest to certain not for profit organisations are discussed at local, regional or national level, very often round table talks or other methods are used to enable these organisations to voice their interests. Sometimes, these organisations are also included in decision-making-processes. In Germany, the public sector and third

sector organisations are closely interconnected at all levels (state, region, municipality). The origins of this close relationship have been described in more detail in the chapter about the historic developments of the third sector in Germany. Due to the close links between these two sectors, a discussion is currently in progress about the role the state plays within third sector organisations. Corporatist structures offer a high degree of stability, but they lack openness to react to new developments. Changes have to take place within old corporate structures in view of current demographic changes in society which will require new stakeholders to react to the upcoming new needs and new forms of social interaction (*Gesellungsformen*). Systems of governance have to be negotiated in order to find new and transparent solutions for newly arising challenges. Possibilities are being discussed on how *Engagementpolitik* (politics concerning volunteering) can be established at state level in order to establish a framework for third sector activities that safeguard the independence of the sector.

Several developments influence this discussion. Changes taking place within the welfare system give rise to the importance of the third sector. The delivery of social services that cannot be safeguarded by the state any longer is partly allocated to social organisations within the third sector and thus volunteering acquires new importance, becoming involved in activities that formerly belonged to the realm of the welfare state. Recently, volunteering activities and a compensation for them have explicitly been introduced within the social law, especially in the care sector (see chapter on the legal framework). For this reason, it becomes more and more important to clearly define the roles that the state, economy and third sector should have and to discuss which role civil society should play within that triangle. One strategy might be to provide a solid financial infrastructure for third sector organisations which then take over certain tasks on the basis of self-determination. Nevertheless, attention has to be paid to the risk of usurpation of social organisations and civil society taken over by the state. Additionally, the question of what can be considered a voluntary activity has to be discussed: Especially in the areas of care and social support there is a growing grey area between volunteering and paid work. Payment and expense allowances cannot al-

ways be separated clearly and wages of professional staff sometimes do not differ much in amount from allowances for volunteers.

### 3.2 FROM OUR POINT OF VIEW (INTERVIEWS AND QUESTIONNAIRES)

The experiences of interviewees vary, depending on how much contact they have with the public sector, whether they act at local, regional or national level and whether they are dependent on funding from the public sector.

At local level, cooperation seems to be positive, even though financial support is not always granted. But, apart from funding, cooperation at local level can also take place through the acknowledgement of voluntary activities by the local authority, regular attendance of meetings of voluntary organisations by representatives from the local authority or by including the expertise of a voluntary NGO in political discourses. Cooperation between voluntary organisations and the public sector is considered to be rather difficult when it comes to funding. Sometimes, a lot of lobbying has to be carried out in order to receive financial support. If it is granted, a lot of administration and financial control is required, which is a burden for voluntary organisations. Depending on which public bodies have to be dealt with, there is a good acceptance of the aims voluntary organisations strive for. On the other hand, the voluntary organisations sometimes do not seem to be taken seriously. Therefore, they would like to see a change in the attitude of public bodies in so far as volunteering should be regarded as something positive by all organisations. Mostly, the relationship between organisations involving volunteers and the public sector is considered to be positive by the respondents to the questionnaire, at the level where actual cooperation takes place, e.g. at local level or in joint working groups. With regards to funding, needed by many voluntary organisations, the dependence on the public sector is the reason for considering partnership work as very important. One organisation answering the questionnaire emphasised the importance for voluntary organisations to maintain their independence

even though they may have to rely on public funding. According to another respondent, volunteer centres generally are considered to be part of civil society. Since civil society is considered as a crucial element for democratic development, politics should support the volunteer sector and enable activities within civil society. A sound legal basis, public support and the appreciation by public bodies are reasons for a positive relationship, but more clarification in some legal aspects would still be considered helpful.

It is considered to be of importance that the voluntary sector is

involved in the development of public policies. One reason for this is seen in the growing importance of voluntary activities. But, at the same time, it is stated that including volunteers in the creation of public policies is not self-evident. One should make sure that volunteers do not replace professionals, since volunteering should always be something additional. At local level, the participation of the voluntary sector is shown in the fact that in areas like urban planning, participation of citizens (nearly) always takes place. Voluntary organisations and associations are involved to a large extent in these processes.

# Data overview

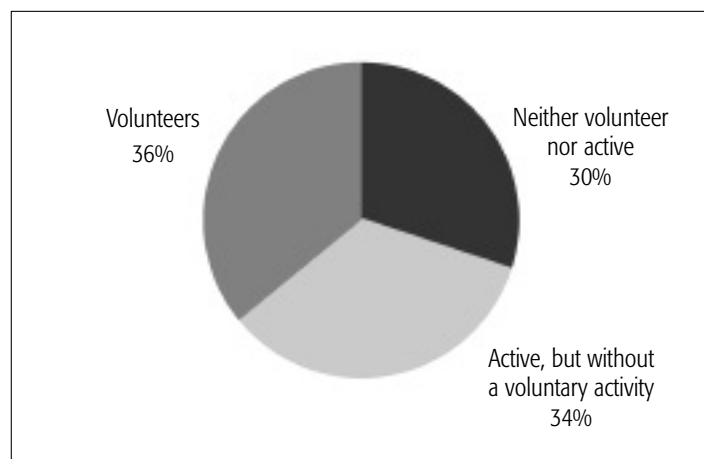
## 1 RESEARCH AND STATISTICS HIGHLIGHTS

# VOLUNTEERING ACROSS EUROPE

As illustrated in the chapter on the current situation in Germany, the study commission on the Future of Civic Activities has played an important role in raising the topic of voluntary involvement and the role of civil society (*Bürgergesellschaft*).

Besides the findings of the study commission, the survey on volunteering in Germany<sup>21</sup> provides a vast amount of information on the issue in question. So far, surveys have been conducted in 1999 and 2004. The next survey has been carried out in 2009 and its results will subsequently be published. Important findings of these two surveys are presented below. In 2004, 36% of the inhabitants of Germany have carried out a voluntary activity. This is an increase of 2% in comparison to 1999.

Table 2 **Volunteers and active citizens (2004)**



Source: *Freiwilliges Engagement in Deutschland 1999-2004*.

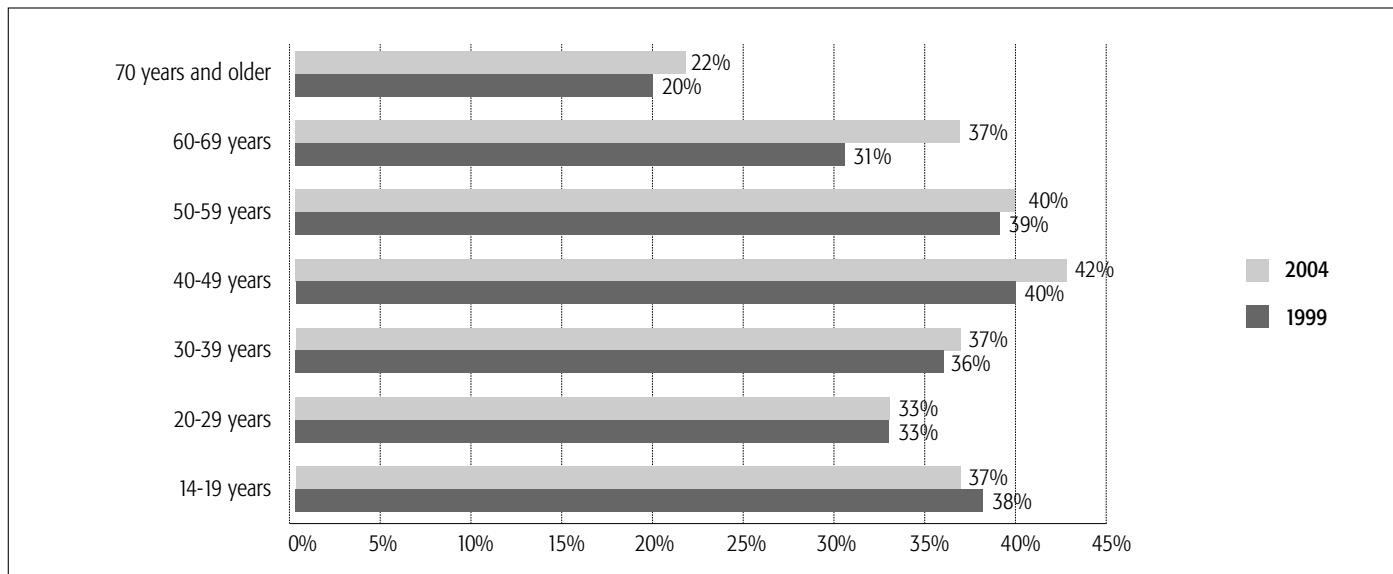
<sup>21</sup> Gensicke T., Picot S., Geiss S., Deutschland/Bundesministerium für Familie, Senioren, Frauen und Jugend, *Freiwilliges Engagement in Deutschland 1999-2004*, Ergebnisse der repräsentativen Trenderhebung zu Ehrenamt, Freiwilligenarbeit und bürgerschaftlichem Engagement, Wiesbaden, VS Verlag für Sozialwissenschaften, 2006.

More men (39%) than women (32%) volunteer in Germany. However, the percentage of men has not changed in comparison to the survey in 1999, whereas the percentage of women has risen from 30% in 1999 to 32% in 2004.

Volunteers can be found in all age groups. Nevertheless there are some who volunteer to a larger degree than others:

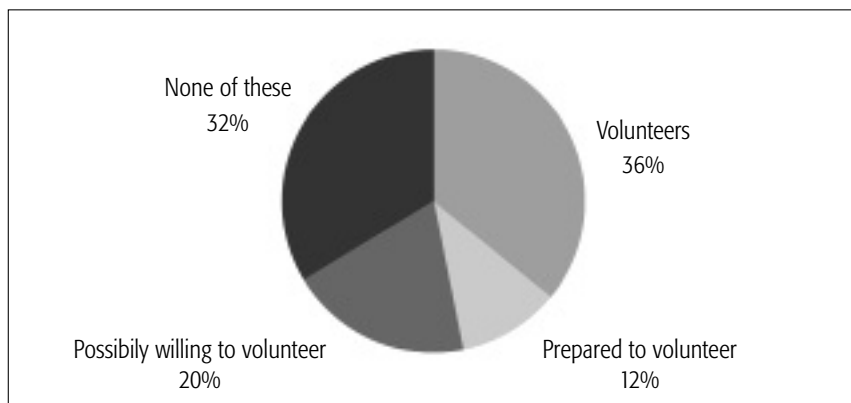
When asked whether people volunteer or whether they would be willing to take up a volunteering activity, in 2004, there was an interesting 32% that are either prepared to volunteer or might possibly be willing to volunteer. Attention should be paid to this group, since it shows the potential for gaining new volunteers in Germany. In comparison to 1999, when this group amounted to 26%, this potential has risen.

Table 3 Volunteers in different age groups (in 1999 and 2004)



Source: *Freiwilliges Engagement in Deutschland 1999-2004*.

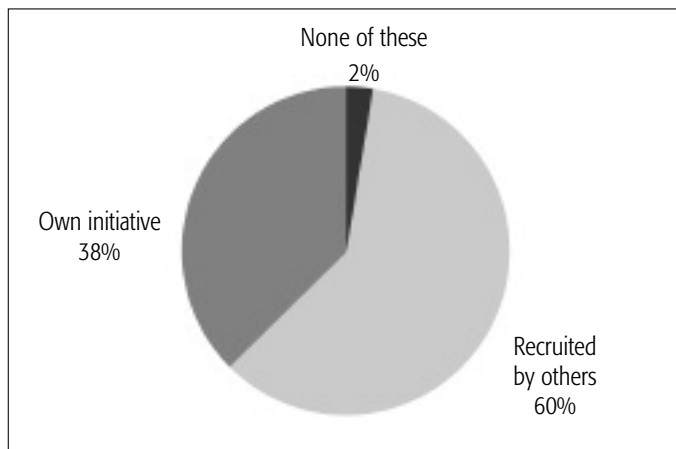
Table 4 Volunteering and readiness to volunteer



Source: *Freiwilliges Engagement in Deutschland 1999-2004*.

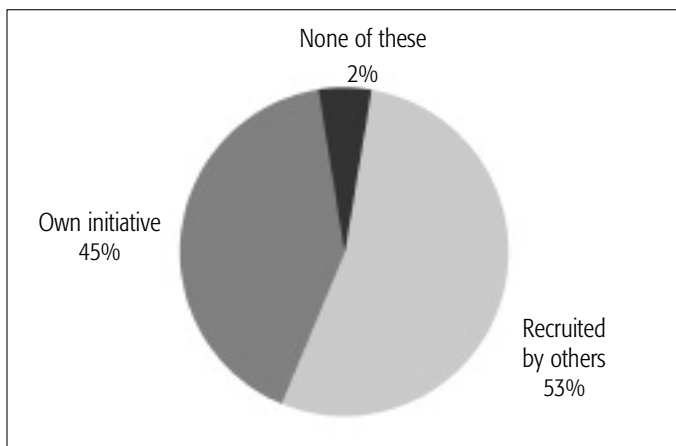
People who volunteer have been asked how they found the organisation they volunteer for. It can be observed that in 2004, in the former West German states, “being recruited” by people they knew played the most important role. In unified Germany, this way of finding the voluntary activity was relevant for 53%, whereas more people found their volunteering activity on their own.

Table 5 Mode of recruitment of volunteers in the former West German States



Source: *Freiwilliges Engagement in Deutschland 1999-2004*.

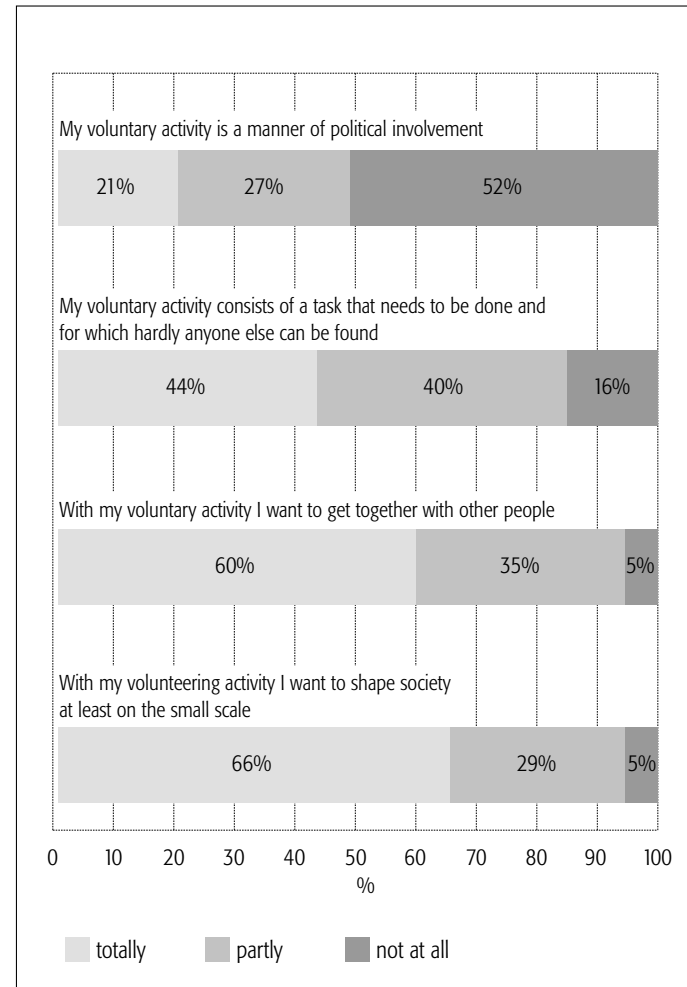
Table 6 Mode of recruitment of volunteers in unified Germany



Source: *Freiwilliges Engagement in Deutschland 1999-2004*.

Looking at the reasons for which people take on a voluntary activity, the following answers were given.

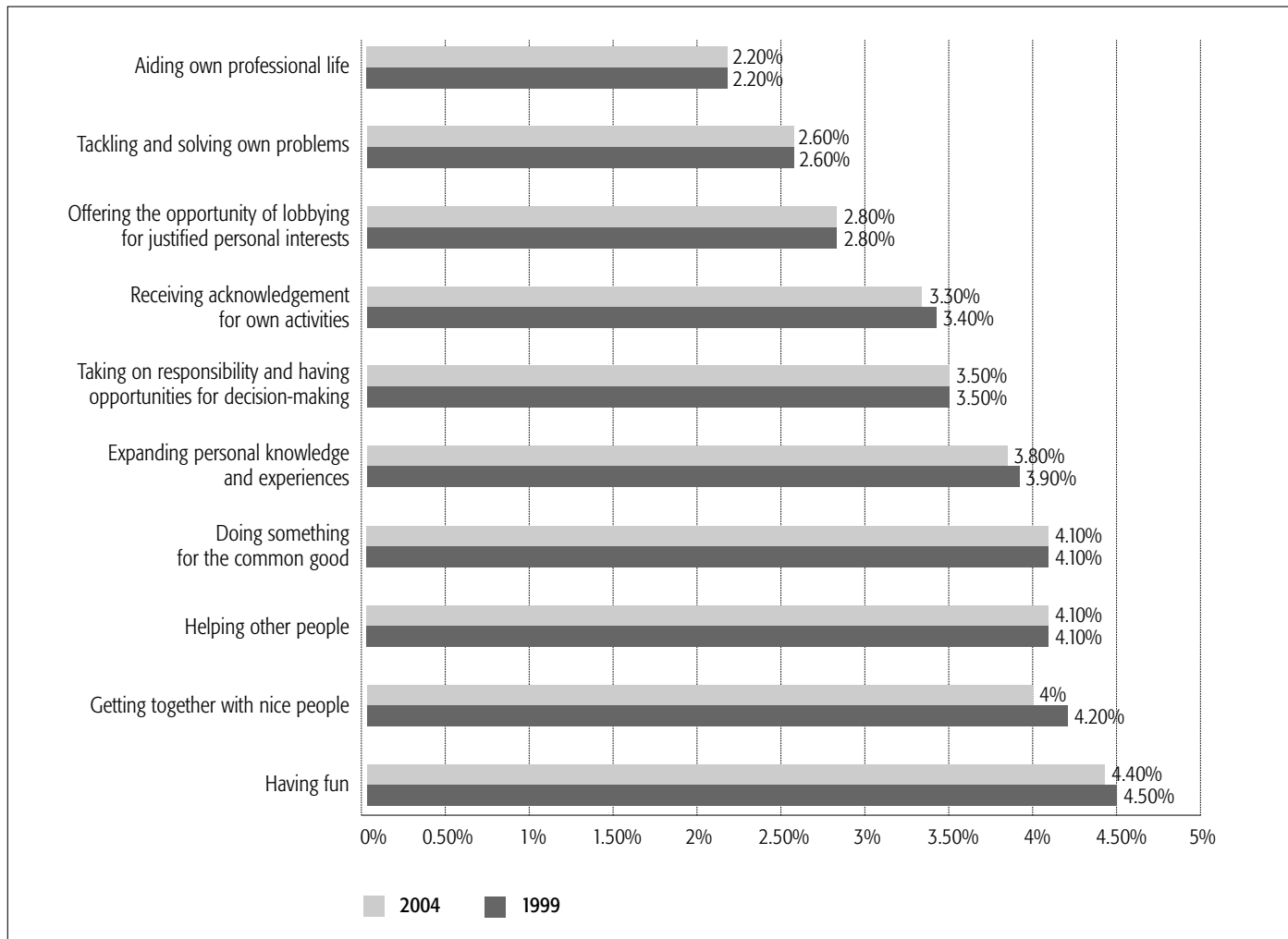
Table 7 Motivations for volunteering, volunteers over 14 (agreement in percentage)



Source: *Freiwilliges Engagement in Deutschland 1999-2004*.

Volunteers have many different expectations concerning their voluntary activity.

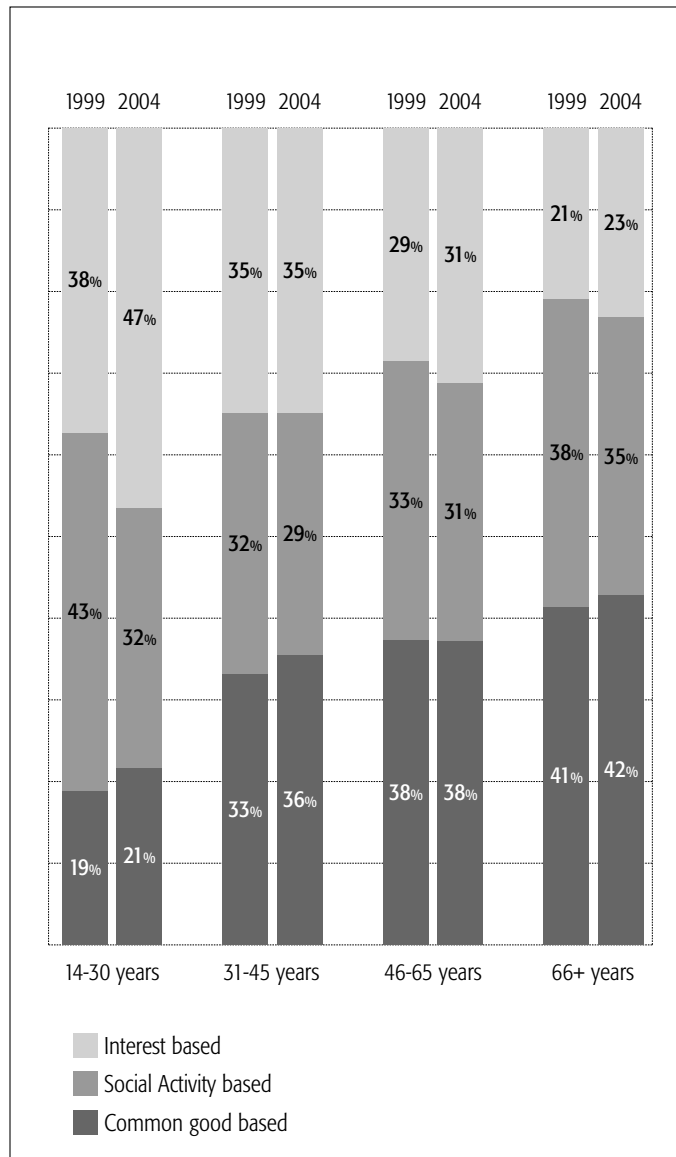
Table 8 What people expect from volunteering



Source: *Freiwilliges Engagement in Deutschland 1999-2004*.

These expectations can also be categorised and it can be observed that different age groups have different kinds of expectations towards their voluntary activity.

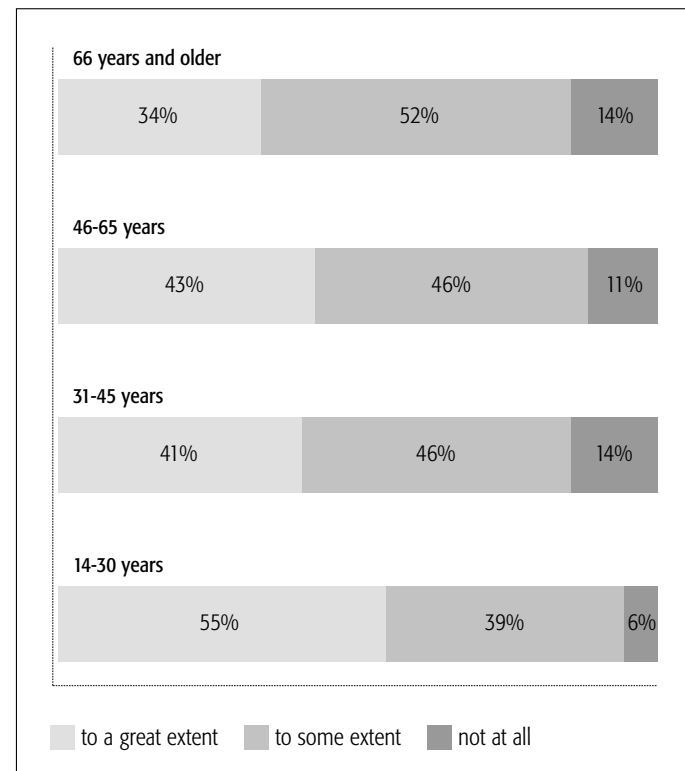
Table 9 Types of expectations by category and age group



Source: *Freiwilliges Engagement in Deutschland 1999-2004*.

Even though many motives for volunteering and expectations towards the volunteering activity are oriented on public-benefits, a personal benefit can be observed by many volunteers.

Table 10 Competences acquired, volunteers' perspective. How relevant are the competences acquired through volunteering?

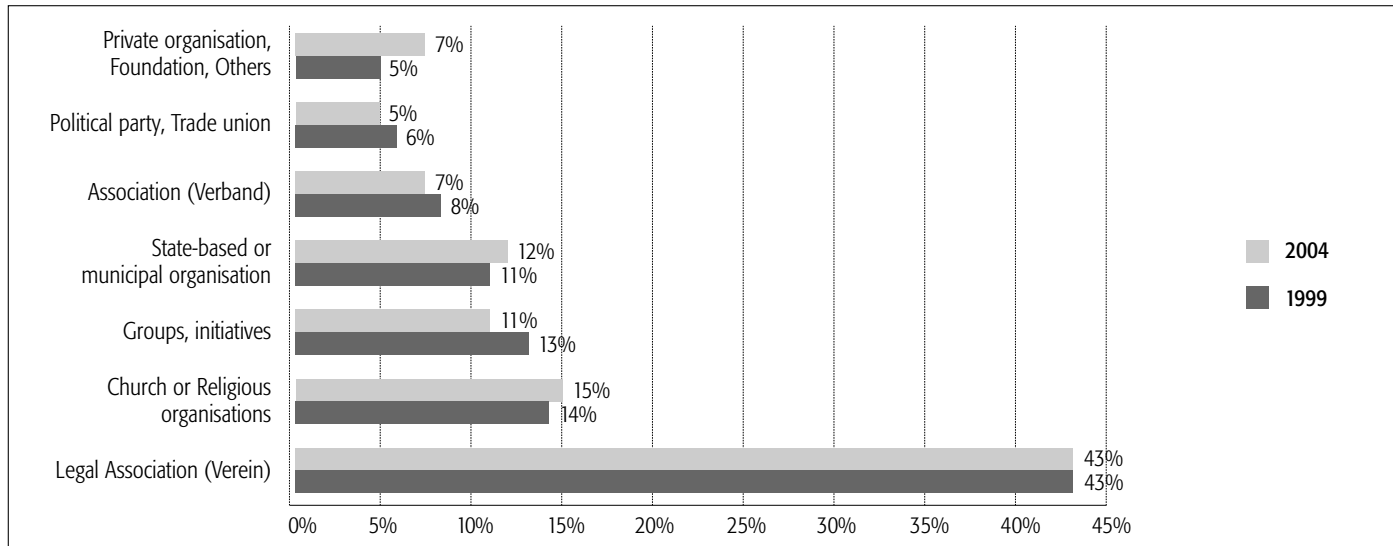


Source: *Freiwilliges Engagement in Deutschland 1999-2004*.

It also has been investigated in which kinds of organisations people volunteer. The outcome illustrates clearly the important role registered organisations play in Germany.

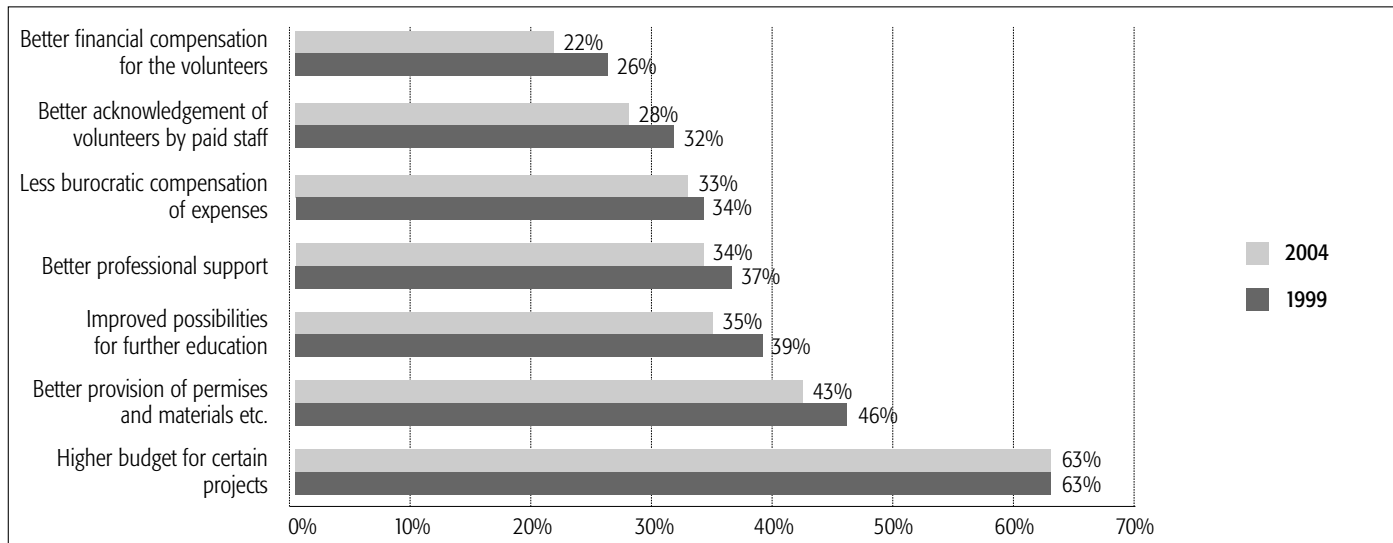
In order to find out more about the general conditions volunteers find in their organisations, they were asked what improvements they would wish for in the organisations they volunteer for and also which support could be given by the state and general public.

Table 11 Organisational form of voluntary activities



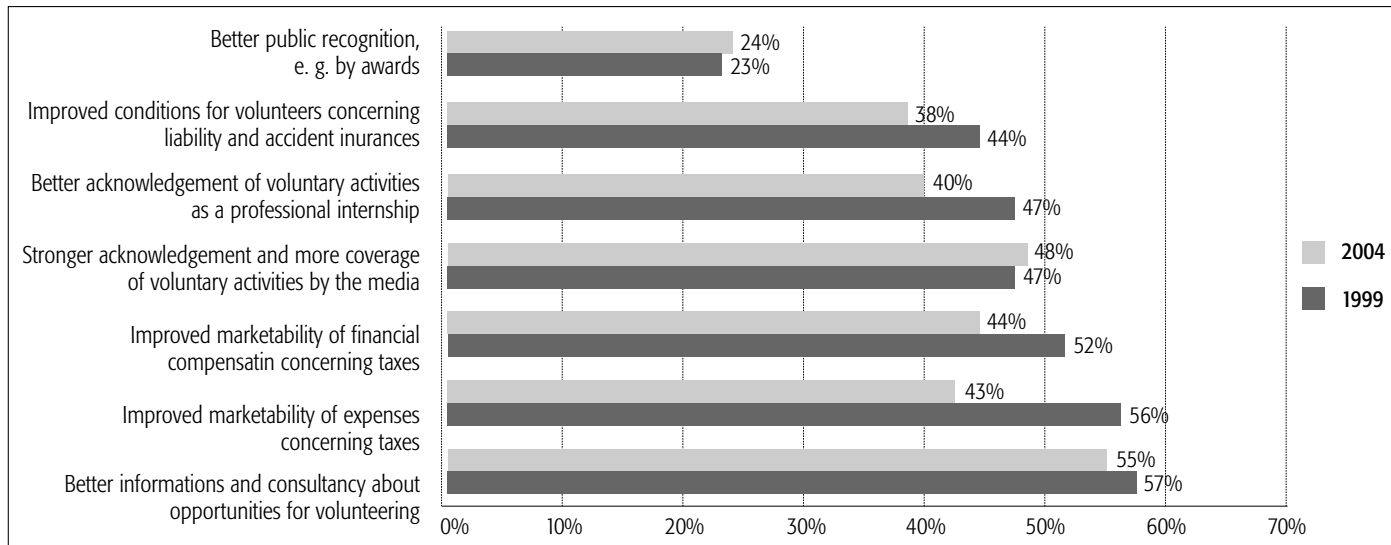
Source: *Freiwilliges Engagement in Deutschland 1999-2004*.

Table 12 Areas the organisation should improve, volunteers' perspective



Source: *Freiwilliges Engagement in Deutschland 1999-2004*.

Table 13 Areas the State should improve, volunteers' perspective



Source: *Freiwilliges Engagement in Deutschland 1999-2004*.

### Outcomes of a study on the Situation of Volunteer Support Organisations

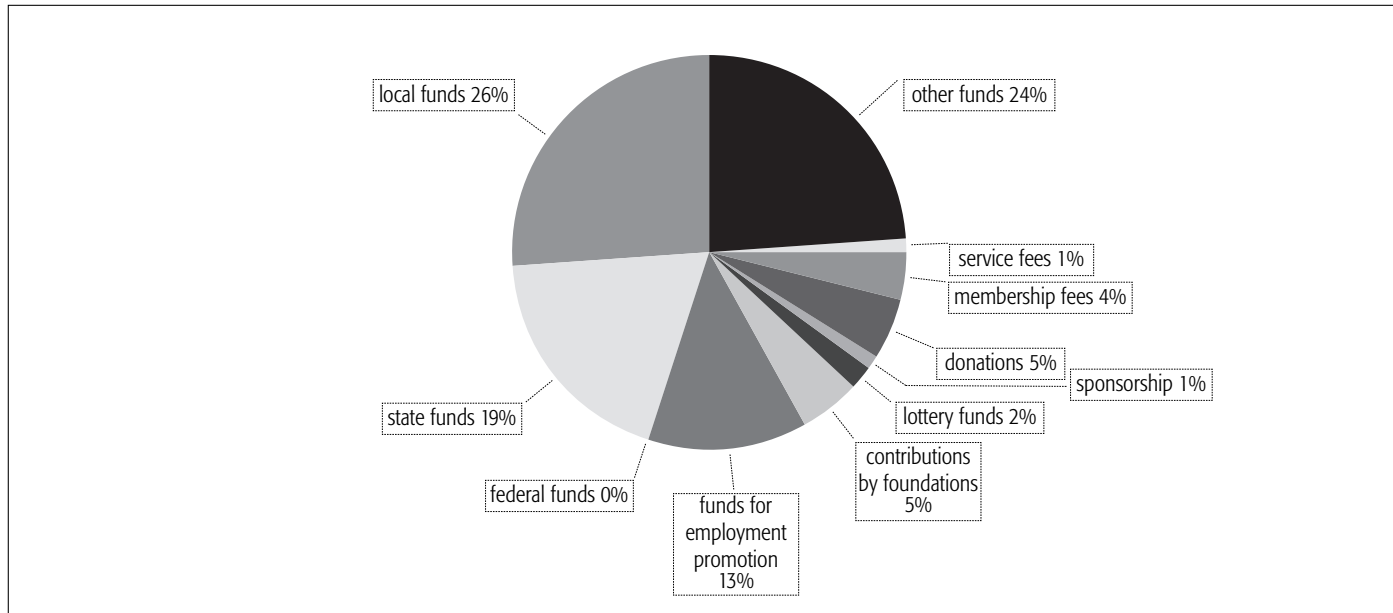
In 2002, a survey initiated by the Federal Association of Volunteer Centres (*bagfa*) investigated the present situation of Volunteer Support Agencies in Germany. 190 organisations active in the field of promoting voluntarism received a questionnaire in 2001. 80 of them filled in the questionnaire.<sup>22</sup> Concerning the funding of these agencies, the survey clearly brought to light that the agencies base their work on a mix of funds that is not secure. Therefore, many of the Volunteer Support Agencies have to struggle to maintain their organisation on a yearly basis. Volunteers play an important role in the day to

day running of Volunteer Support Agencies. 72 agencies stated that they work with volunteers whereas nine agencies solely involve volunteers and no professional staff at all.<sup>23</sup> Depending on the number of staff and its professionalisation, the range of services each agency offers varies. Core services such as information about volunteering and advice for prospective volunteers and for organisations that want to involve volunteers are offered by all of them. Public Relations work, qualification and education for volunteers, project development/implementation and support for local participation processes are mostly carried out by agencies with professional members of staff that also have a higher number of staff.

<sup>22</sup> Bundesministerium für Familie, Senioren, Frauen und Jugend (ed.), Ebert O., Hartnuß B., Rahn E., Schaaf-Derichs C., *Freiwilligenagenturen in Deutschland. Ergebnisse einer Erhebung der Bundesarbeitsgemeinschaft der Freiwilligenagenturen (bagfa)*, Band 227, Schriftenreihe des Bundesministeriums für Familie, Senioren, Frauen und Jugend, Verlag W. Kohlhammer, 2002, p.37.

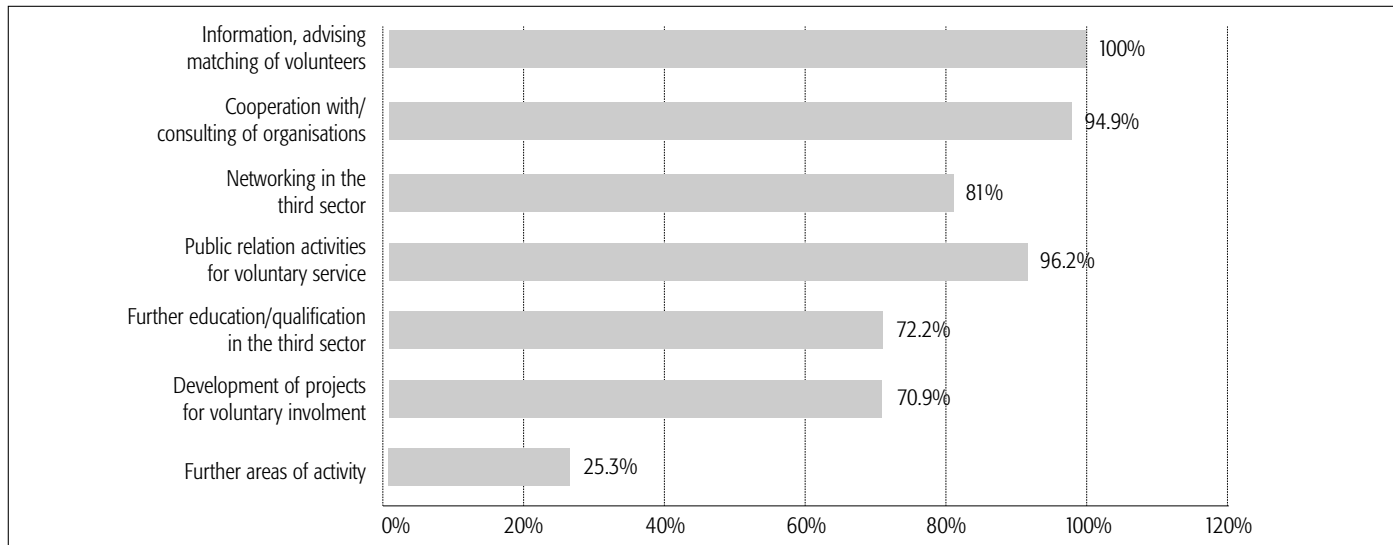
<sup>23</sup> *Ibidem*, p.55.

Table 14 Composition of Volunteer Support Agencies Annual Budget in 2001



Source: *Freiwilligenagenturen in Deutschland. Ergebnisse einer Erhebung der Bundesarbeitsgemeinschaft der Freiwilligenagenturen (bagfa), 2002.*

Table 15 Areas the organisation should improve, volunteers' perspective



Source: *Freiwilligenagenturen in Deutschland. Ergebnisse einer Erhebung der Bundesarbeitsgemeinschaft der Freiwilligenagenturen (bagfa), 2002.*

Table 16 Number of volunteers in the volunteer support agency

	in total number	in %
Total (agencies)	80	100
No volunteer	8	10.0
1 or 2 volunteers	20	25
3 to 5 volunteers	18	22.5
6 to 10 volunteers	17	21.3
More than 10 volunteers	17	21.3

Source: *Freiwilligenagenturen in Deutschland. Ergebnisse einer Erhebung der Bundesarbeitsgemeinschaft der Freiwilligenagenturen (bagfa), 2002.*

Table 17 Number of full-time employees

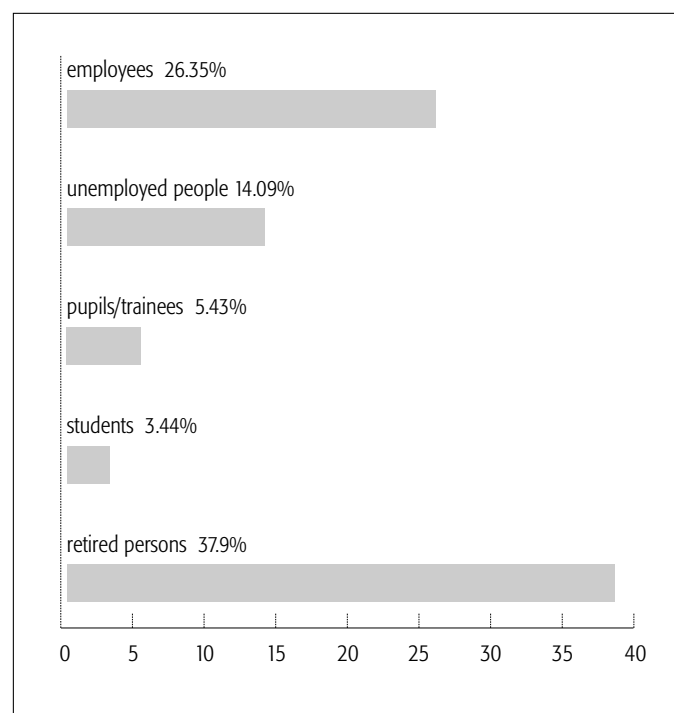
	in total number	in %
Total (agencies)	80	100
No full-time employees	9	11.3
Up to 1 employee	32	40.0
Up to 2 employees	21	26.3
3 employees	13	16.3
More than 3 employees	5	6.3

Source: *Freiwilligenagenturen in Deutschland. Ergebnisse einer Erhebung der Bundesarbeitsgemeinschaft der Freiwilligenagenturen (bagfa), 2002.*

Concerning the users of volunteer centres, women frequented them more often than men, with 69% compared to 31%. If one looks at the age groups of people visiting volunteer support agencies, the largest group consisted of people aged between 50 and 65. The sec-

ond largest group ranged from 30 to 49 years.<sup>24</sup> Statistics of the Association of Volunteer Centres within Caritas and of other volunteer support agencies have shown that more than two third of the visitors at the volunteer centre have not volunteered before. This proves to the volunteer centres that their activities help to address people that otherwise might not have become volunteers.<sup>25</sup>

Table 18 User groups of Volunteer Support Agencies



Source: *Freiwilligenagenturen in Deutschland. Ergebnisse einer Erhebung der Bundesarbeitsgemeinschaft der Freiwilligenagenturen (bagfa), 2002.*

<sup>24</sup>Bundesministerium für Familie, Senioren, Frauen und Jugend (ed.), Ebert O., Hartnuß B., Rahn E., Schaaf-Derichs C., *Freiwilligenagenturen in Deutschland. Ergebnisse einer Erhebung der Bundesarbeitsgemeinschaft der Freiwilligenagenturen (bagfa)*, Band 227, Schriftenreihe des Bundesministeriums für Familie, Senioren, Frauen und Jugend, Verlag W. Kohlhammer, 2002, p.75.

<sup>25</sup>Ibidem, p.70.

## 2 ECONOMIC AND STATISTICAL INDICATORS

Currently, there is a lack of knowledge concerning data about civic engagement and the third sector in Germany. In order to gain more knowledge, the project *Zivilgesellschaft in Zahlen* (Civil Society in Numbers) has been launched by several foundations.<sup>26</sup> Some figures presented in the Johns Hopkins Working Paper illustrate the importance of welfare organisations in Germany.<sup>27</sup> In 1991, 68,466 institutions in the area of health care, youth, family services and services for people with disabilities, elderly and people on low income were run by welfare organisations. 70% of all family services, 60% of all services for the elderly, 40% of hospital beds and 90% of all employment of people with disabilities were provided by them. Employment in the third sector has considerably gained importance in the past decade. It is estimated that this sector employs about 3 million people. However, it has to be stated that a large proportion of these jobs are part time.<sup>28</sup>

### 2.1 FUNDING

The close relationship between the state and the third sector can not only be observed in terms of subsidiarity. The funding of third sector organisations also heavily relies on public funding. The Johns Hopkins Comparative Nonprofit Sector Project compiled data on the funding structure of the third sector in Germany. Around 64.3% of the finances of not for profit organisations derive from public funding. Only 3.4% come from donations and sponsoring and 32.3% consist of membership fees or revenues generated by the organisations themselves. If one takes a closer look, it becomes apparent that the dependence on public funding varies between different sectors. Health care, education, research and social services have the highest rates of public funding.

Table 19 Sources of income of the not for profit sector, 1990 and 1995

Field of Activity	Public Funding %		Donations %		Organisations' Revenues %	
	1990	1995	1990	1995	1990	1995
Culture and Leisure	16.8	20.4	9.4	13.4	73.8	66.2
Education and Research	69.9	75.4	2.0	1.9	28.1	22.6
Public Health Sector	83.9	93.8	2.6	0.1	13.4	6.1
Social Services	82.6	65.5	7.3	4.7	10.1	29.8
Environment and Nature Protection	23.2	22.3	3.7	15.6	73.1	62.1
Housing	57.2	0.9	0.0	0.5	42.7	98.6
Citizens' and Consumers' Interests	41.9	57.6	4.5	6.6	53.6	35.8

Source: "Defining the Nonprofit Sector: Germany", *Working Papers of the Johns Hopkins Comparative Nonprofit Sector Project*, 1993, Chart 4.2.3.2.

<sup>26</sup> *Stifterverband für die deutsche Wissenschaft; Fritz Thyssen Stiftung; Bertelsmann Stiftung.*

<sup>27</sup> Salamon L.M., Anheier K., Seibel W., "Defining The Nonprofit Sector: Germany", *Working Papers of the Johns Hopkins Comparative Nonprofit Sector Project*, 1993, p.19-20.

<sup>28</sup> Bundesministerium für Familie, Senioren, Frauen und Jugend, *Bericht zur Lage und zu den Perspektiven des bürgerschaftlichen Engagements in Deutschland*, 2009, p.70.

## Employment in the third sector

An analysis aiming to shed some light on employment in the third sector led to some interesting findings. About 6% to 9% of employees in Germany, 2.1 to 3 million people, can be found in the third sector.<sup>29</sup> If one looks at these findings in more detail, it can be observed that three quarters of all employees in the third sector are women. Two other characteristics are that within the third sector, the percentage of part-time jobs is much higher than in the public or private sector. Part-time employment has visibly increased since 1996 and 2007.<sup>30</sup> The other characteristic is the high quota of temporary contracts, which illustrate the dependence on public funding and the yearly budgets on local, regional or national level. 70% of people that are employed in the third sector have a temporary contract opposed to around 40% that started under these conditions in the private sector.<sup>31</sup>

## 2.2 TYPES AND RANGE OF NOT FOR PROFIT ORGANISATIONS

So far, no reliable data is available allowing a detailed description of not for profit organisations in numbers. The project called *Zivilgesellschaft in Zahlen* (Civil Society in Numbers) is expected to publish the first data in 2010. Moreover, it was suggested that the local registers for legal associations, foundations etc. should be merged to national registers so that data can be obtained more easily in the future.<sup>32</sup>

## 2.3 FORMS OF FUNDING AND PUBLIC ASSIGNMENTS

As described earlier, public funding plays an important role within the third sector and also for organisations involving volunteers. Due to the federal system applied in Germany, many policies at national level are interconnected to policies at state level. Therefore, a clear distinction cannot always be made. Generally, it can be said that at national level, primarily model programmes are implemented and fiscal regulations, e.g. tax concessions for volunteers, are made in order to set new impulses. Activities to provide an infrastructure for volunteering are mostly carried out at local level by local authorities. Currently, the manifold activities taking place at the different levels are not coordinated. Besides, there is no database that offers an overview on the national or regional level providing information about which ministries or authorities make available funds for civil society organisations. Therefore, the amount of money spent for civil society and organisations involving volunteers cannot be established exactly. It is currently being discussed whether and, if yes, how a specific area of *Engagementpolitik* (politics of voluntary involvement) should be developed. For this purpose, an expertise has been compiled on behalf of the Federal Ministry for Families, Senior Citizens, Women and Youth by the *Wissenschaftszentrum Berlin*<sup>33</sup> that explores the current status of civic engagement in Germany and that has developed policy recommendations for future developments.

<sup>29</sup> Depending on how the third sector was defined the outcome differed. See Hohendanner C., *Der Dritte Sektor in Deutschland. Eine Analyse des IAB-Betriebspanels*, 2009, p.12.

<sup>30</sup> Hohendanner C., *ibidem*, p.17.

<sup>31</sup> Hohendanner C., *ibidem*, p.18.

<sup>32</sup> Bundesministerium für Familie, Senioren, Frauen und Jugend (ed.), *Bericht zur Lage und zu den Perspektiven des bürgerschaftlichen Engagements in Deutschland*, 2009, p.29.

<sup>33</sup> Bundesministerium für Familie, Senioren, Frauen und Jugend (ed.), *Bericht zur Lage und zu den Perspektiven des bürgerschaftlichen Engagements in Deutschland*, 2009.

### National level

There are many programmes fostering volunteering at national level. Apart from special voluntary services, there are programmes that offer further education for senior citizens to become Senior Trainers, a qualification aiming at preparing elderly people to voluntarily support not for profit organisations. Local authorities and regions have received small funds as an incentive in the model programme *Aktiv im Alter* (Active Ageing). This programme supports the establishment of projects that especially address senior citizens in order to achieve their voluntary involvement in the community and in order to strengthen their political participation. Nearly all the model programmes that have been launched in the past years were implemented by the Federal Ministry for Families, Senior Citizens, Women and Youth.<sup>34</sup> Besides, there are funds in the framework of *Bundesjugendplan* (National Scheme For Youth Work) or *Pflegeversicherung* (care-insurance) that offer financial support for voluntary activities.

### State level

At state level, several federal states have initiated programmes that aim at strengthening voluntary activities. States may make use of different tools to foster volunteering. They may set up funding schemes, set up rules for the framework conditions for volunteering to some extent and develop strategies that correspond to the situation of the respective state.<sup>35</sup> In some states, for example, cities and villages can join networks in which they share their experiences about fostering voluntary involvement at local level. Programmes are offered qualifying as multipliers for voluntary involvement aimed at supporting voluntary activities in not for profit organisations. The setting up of networks as a coordinating and supportive measure has proved to be essential for helping to provide a volunteering infrastructure.

In many states, *Ehrenamtscards* (Volunteer Discount Cards) have been launched or are intended to be. These cards are issued to people that volunteer for a certain amount of time. They offer discounts for cultural facilities, swimming pools and the like. Apart from this, some federal states also support voluntary services and provide funds for organisations to take part in these schemes. The focus varies in different states. Sometimes, families and education receive special attention; sometimes, sports or special attention is paid to providing a volunteering infrastructure by financing volunteer centres, self-help offices or senior-citizens' offices.

### Local level

In many cities, community foundations have been set up in the past years. These foundations aim at supporting not for profit activities in their field of action in order to provide finances in areas that very often have difficulties in obtaining sufficient funding. Besides, local authorities themselves play an important part when it comes to funding not for profit organisations, e.g. sports organisations, youth clubs, social activity clubs and the like, where manifold voluntary activities take place. As described in the section about volunteering infrastructure, local authorities often make financial contributions to local volunteer centres.

### Civil Society Organisations

Within the field of civil society organisations, there are some areas like sports, culture, environmental and animal protection or self-help that are mostly or even solely based on the activities of volunteers. Since these organisations, mostly organised as registered organisations (*Verein*), very often do not have professional staff, umbrella organisations play an important role. They support the volun-

<sup>34</sup>A list of model programmes implemented by the Federal Ministry for Families, Senior Citizens, Women and Youth is published in Bundesministerium für Familie, Senioren, Frauen und Jugend (ed.), *Bericht zur Lage und zu den Perspektiven des bürgerschaftlichen Engagements in Deutschland*, 2009, p.153-154.

<sup>35</sup>Enquete-Kommission Zukunft des Bürgerschaftlichen Engagements, Deutscher Bundestag, Bericht: *Bürgerschaftliches Engagement: auf dem Weg in eine zukunfts-fähige Bürgergesellschaft*, Opladen, Leske-Budrich, 2002, p.351.

tary organisation, provide qualification and offer a certain level of infrastructure. Within the field of social affairs like youth work, health care, homes for the elderly and hospitals, a high level of professionalisation can be observed. Most of the time, these organisations are run by paid staff and are supported by volunteers. These organisations run their own schemes to attract, qualify and support volunteers that are involved in their organisation. Especially in the areas of youth work, welfare and care for people with disabilities, it is not always easy to define what can still be considered a voluntary activity.

### Foundations

There are many foundations in Germany that also supply funds for voluntary organisations. Some act at national, regional or local level. There is also a large variety of areas that are supported by these foundations. Various databases on German foundations help not for profit organisations to look for foundations that might be interested in supporting their cause.

## 3 OF VOLUNTEERS AND ORGANISATIONS (INTERVIEWS)

### 3.1 MOTIVATIONS AND BARRIERS

All the interviewed volunteer in their organisation because they want to make a difference to people benefitting directly from their volunteering activity and to their respective organisations, shaped by its volunteers. The personal motivation and the assumption concerning the motivation of others fit together. The following motivations were mentioned by the interviewees:

- Informal learning opportunities: developing new competencies, facing challenges, thematic interests.
- Altruistic reasons: wish to help and empower others, share one's own knowledge.
- Personal gain: doing something together with others, getting to know new people through volunteering, doing something meaningful, advantages when looking for jobs.

- Political interests: taking part in shaping an organisation, taking part in the formation of societal change.

Barriers to volunteering were seen at two levels: one takes into account the personal situation and attitude of people, the other focuses on the knowledge and promotion of volunteering. Concerning the personal situation, a lack of interest, a lack of time and a fear of commitment were the reasons that were mentioned most often. A lack of public promotion of and lobbying for volunteering in general and a lack of knowledge about access to volunteering possibilities were regarded as one of the reasons for not reaching some potential volunteers at the moment. These people could possibly be addressed and attracted by campaigns and voluntary activities promotion. Then, there are people who will not be motivated to take up volunteering because of a lack of interest in their local surroundings or society.

### 3.2 NEEDS AND CHALLENGES

The needs that were mentioned by the volunteers interviewed centred around two key aspects. One focuses on the voluntary organisation or the organisation involving volunteers itself and the other on the framework for volunteering.

Concerning the organisations themselves, functioning structures, resources to pay for some professional staff for coordinating tasks, as well as education and training for volunteers were listed. Considering the framework for volunteering, legal constraints, the lack of clear legal regulations, insecure or insufficient financial conditions, the need for insurances and clarification of liabilities for the volunteers were mentioned. For some organisations, it was considered important to have a (paid) person that takes care of the administrative tasks, ensuring overall coordination and continuity. Where funds are provided, a less complicated administration of the funds was seen as desirable. As for the recruitment of new volunteers, it was stated that the ever growing pressure to perform and lack of time hindered the taking up of volunteering by pupils or students. If volunteering were part of the

official educational curriculum of children and young people, this problem could be solved to some extent. As to the way organisations work, the need to form strategic alliances with other organisations and the gaining of importance in political processes were mentioned. The difficulties encountered closely relate to the challenges posed to the organisations the volunteers are actively involved in:

- Fear of commitment because of lack of time and an uncertain fu-

ture poses a big problem when it comes to recruiting new volunteers.

- Need to make clear that volunteering brings about chances for personal growth and benefits and that it is not necessarily something completely altruistic.
- Stronger political participation alongside practical support for voluntary and volunteer-involving organisations from administration and politics are considered to be helpful.

# Representation and coordination bodies

## VOLUNTEERING ACROSS EUROPE

### 1 NETWORKS AND FEDERATIONS

There are many networks dealing with the issue of volunteering in Germany. Many of them are financed and coordinated by the federal government, regional government or communities. This illustrates the fact that in Germany the state plays a strong role within the third sector and provides funding for many networks that foster volunteering. Nevertheless, some foundations put emphasis on volunteering and third sector issues and therefore provide resources for research and practical work. Apart from this, there are also some independent networks that support groups of volunteers dealing with the organisations' issues, e.g. in the area of human rights politics, environmental protection, anti-nuclear-power movement. Generally, it can be said that the emphasis can usually be placed in the following areas:

- Volunteers support: infrastructure, knowledge, training, public relations materials.
- Lobbying for the cause: presentation of activities and needs to politicians/ associations; development of strategies or concepts to deal with current issues, e.g. paid voluntary work (*Monetarisierung*); acknowledgement of voluntary activities.

Further information about some organisations that support volunteers can be found in the chapter Focus on Support Bodies. Additionally, the repertory of essential Internet Resources offers many addresses.

### 2 NETWORKING (INTERVIEWS)

Most voluntary organisations or organisations involving volunteers cooperate with other organisations. This can take place at local level, when several organisations form networks to help improve their community or in order to host certain events in cooperation with local actors. At larger level, national or international, a lot of cooperation takes place with other organisations active in the same area of involvement. The cooperation can be, for instance, joint lobbying, supporting projects with human resources, offering facilities for other groups, sharing cross-sectional tasks or sponsorship of a volunteer programme.

# Support bodies

## 1 SUPPORT MEASURES (QUESTIONNAIRES)

In the past years, campaigns to raise awareness for volunteering and new model programmes like the voluntary service for all generations (*Freiwilligendienst aller Generationen*) have been implemented by the government. Nevertheless, there are still problems relating to Germany's federal structure: many responsibilities and tasks are shared by the state, federal states and local communities and, due to this structure, questions concerning the enhancement of voluntary activities are shifted from one level to the other with no one feeling responsible to deal with certain questions. Other respondents also state the need to strengthen networking at national and local level. Concerning the local level, the establishment of volunteer centres is considered to be successful. They seem to function well, the number of newly founded volunteer centres continues to grow, even though public funding for them is insufficient. One volunteer centre states that questions of legal liability have been improved and also the acknowledgement of voluntary activities seems to have changed for the better. Nevertheless, financial allowances and structures for voluntary involvement range on a low level.

## 2 VOLUNTEER SUPPORT CENTRES

Volunteer centres mainly serve the following purposes:

- Functioning as information point for people that would like to receive information about volunteering or who are interested in becoming

ing a volunteer and in finding a suitable organisations to volunteer for.

- Matching volunteers to suitable organisations.
- Providing a contact point for organisations interested in working with volunteers.
- Offering qualifications for volunteers in skills like communication, conflict resolution, public relations, team work, etc.
- Lobbying for volunteering issues at local level.
- Providing placements for set voluntary services, like *Freiwilliges Soziales Jahr* (Voluntary Social Year), *Freiwilliges Ökologisches Jahr* (Voluntary Ecological Year) or *Freiwilligendienst aller Generationen* (Voluntary Service for all Generations) and European Voluntary Service.
- Acting as intermediary organisation for corporate volunteering.
- Implementing projects that promote volunteering in schools.

The nationwide list of volunteer centres obtainable at the German National Organisation Of Volunteer Support Centres (*Bundesarbeitsgemeinschaft der Freiwilligenagenturen e.V.-bagfa*) contains addresses of 300 volunteer centres in Germany. The organisation and funding differ within the organisations. Volunteer centres can be funded by the community they are located in, some volunteer centres are run by denominational or non-denominational welfare organisations and some acquire their own funding through sponsorship from enterprises, project-related funds and donations.

In most cases, paid staff is responsible for the management of the volunteer centre and is often supported by volunteers. Nevertheless, there are also volunteer support organisations that are solely run by professional staff.

# Focus on support bodies

(Questionnaires)

## **bagfa German National Organisation of Volunteer Support Centres**

[CONTACT]  
Bundesarbeitsgemeinschaft  
der Freiwilligenagenturen (bagfa)  
**German National Organisation  
of Volunteer Support Centres**  
Torstr. 231  
10115 Berlin - Germany  
tel. +49 3020453366  
bagfa@bagfa.de  
**www.bagfa.de**

*bagfa* is the association of local and regional volunteer centres in Germany. The organisation acts as a nation-wide network and independent interest group of voluntary centres. The *bagfa* office in Berlin is the service point for professional and organisational support in the field of volunteering. It promotes the foundation of volunteer centres as well as project and quality development. It offers opportunities for networking and exchange for its 126 members. Besides, it holds a constant dialogue with politics, science and for-profit organisations in order to inform activities, current developments and needs in the field of volunteering and volunteer centres.

Member of *Bundesnetzwerk Bürgerschaftliches Engagement - BBE* ( National Network for Civic Engagement).

## QUESTIONNAIRES

**bagfa German National Organisation of Volunteer Support Centres**

- |                                   |   |
|-----------------------------------|---|
| ▪ Territory covered               | Germany   |
| ▪ Volunteers                      | none  |
| ▪ Staff                           | 7 part time for volunteer support activities  |
| ▪ Volunteering support activities | Promotional Activities<br>Meetings and conferences<br>Fundraising Activities<br>Publications<br>Consulting and Assistance<br>Consultation concerning insurances<br>Project writing and presentation of bids   |
| ▪ Projects                        | Resource Centre ( <i>Kompetenzteam</i> ) for the Voluntary Service of all Generations. <ul style="list-style-type: none"> <li>• Rural Areas: implementation of a project that trains active volunteers in areas without a volunteer support centre to act as volunteer guides that foster civic engagement within their community.</li> <li>• Migration: Working Group on migration that fosters exchange.</li> <li>• Corporate Volunteering: Working Group in cooperation with some private sector companies.</li> </ul> |

## **BBE National Network for Civic Engagement**

[CONTACT]

Bundesnetzwerk Bürgerschaftliches Engagement (BBE)

**National Network  
for Civic Engagement**

Michaelkirchstr. 17-18  
10179 Berlin - Germany  
tel. +49 3062980110  
info@b-b-e.de  
[www.b-b-e.de](http://www.b-b-e.de)

The National Network for Civic Engagement-*Bundesnetzwerk Bürgerschaftliches Engagement* (BBE) is a “trisectional” network linking associations from the third sector, business/work life and federal/community institutions. It was founded following an initiative of the National Council of the International Year of Volunteers (IYV 2001) on 5 June 2002. BBE meanwhile consists of 230 member organisations including churches, unions, corporations, foundations and government institutions, as well as the full scope of the German civil society associations on national level (with many of them being sectorial umbrella organisations). The cooperation within the network is based on mutual trust and partnership, relying primarily on dialogue, cooperation and practical stimuli for the promotion of commitment and civic involvement. Everyone involved benefits from the cooperation and moves closer to the common goal: strengthening civil society and civic engagement. Key objective is the improvement of the general legal, organisational and institutional conditions for civic involvement. BBE strives to encourage and support concrete projects for actual practice in civil society, the state and business as well as to raise and activate political awareness. Specific focus is on:

- Developing better qualifications and education for civic involvement.
- Strengthening local civil society and support for local alliances.
- Elaborating effects of the demographic change for civil society.
- Expanding and further developing corporate citizenship of companies.
- Promoting the civic involvement of migrants.

BBE wants to intensify the sharing of experience at national, European and international level and make the findings of academics and research on the topic of civic involvement accessible to a broader public.

Member of

- European Volunteer Centre (CEV)
- Informal European Network of National Civil Society Associations (ENNA)

## QUESTIONNAIRES

**BBE National Network for Civic Engagement**

▪ **Territory covered** Germany

▪ **Volunteers** none

▪ **Staff** 12 full time, 8 part time, 4 interns

▪ **Volunteering support activities**

**Promoting Involvement** BBE promotes civic involvement in all social areas and forms (e.g., in social work and health care, sports, cultural activities, environment, education and academics, politics and business). Civic involvement means holding an honorary post, doing volunteer work or participating in self-help projects. People are involved in clubs, associations, political parties, (civic) foundations, networks, citizens' initiatives or social movements.

**Strengthening Cooperation** BBE's work focuses on the model of an active civil society in which citizens play a key role in shaping their communities. It wants to strengthen a sense of responsibility, the involvement and the personal development of citizens, while creating new opportunities to take part in making societal decisions and in shaping society.

**Shaping the Civil Society** Achieving these objectives means breaking down bureaucratic barriers and improving the general legal conditions for involved citizens in the sense of a state which enables and activates its citizens. Organisations and institutions of civil society must also open up further to encompass citizens' activities and contributions. Moreover, it is essential to promote corporate involvement so that the acceptance of social responsibility by companies acting as good corporate citizens grows. Thematic activities of the network are carried out in project groups. They are kept completely open in the sense of unrestricted networking to enable contributions of content and uncomplicated access for participation. The project groups work on a broad range of topics and issues. This is where concrete projects and practical examples of promotion of involvement are developed or launched.

**National Forum for Engagement and Participation** In Spring 2009, the Federal Ministry for

## QUESTIONNAIRES

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### **BBE National Network for Civic Engagement**

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Family, Senior Citizens, Women and Youth (BMFSFJ) has taken the initiative to start a process within the German Cabinet to develop a National Strategy for Civic Engagement. BBE was asked to set up and coordinate a civil society forum to monitor and advise this process. This “National Forum for Engagement and Participation” gathered around 350 third sector-experts and delivered a comprehensive agenda that will be considered by the German government and implemented within the National Strategy. The National Forum will keep up its advisory function alongside the political process throughout the year 2010.

## **Association of Volunteer Support Centres within the German Caritas**

[CONTACT]

Verbund Freiwilligen-Zentren  
im Deutschen Caritasverband

**Association of Volunteer Support  
Centres within the German Caritas**

Karlstr. 14

79104 Freiburg - Germany

tel. +49 761200153

[freiwilligen-zentren@caritas.de](mailto:freiwilligen-zentren@caritas.de)

[www.freiwilligen-zentren.de](http://www.freiwilligen-zentren.de)

The aim of the Association of Volunteer Centres within the German Caritas is the promotion of voluntary engagement and the responsible shaping of societal circumstances in Germany. Volunteer centres set a sign “against indifference” and promote a “culture of solidarity” and by this contribute to the further development of the German Caritas in its role as a promoter of solidarity. The Association of Volunteer Support Centres is a union of volunteer centres in Germany and of one volunteer centre in Austria. The association is open to new members and cultivates cooperation with many associations, working groups and networks that promote voluntary activities. The exchange of experience and mutual support between staff of the different volunteer centres plays an important role. Currently the Association has 54 members.

## QUESTIONNAIRES

**Association of Volunteer Support Centres within the German Caritas**

▪ Territory covered	Germany	
▪ Volunteers	2	
▪ Staff	2 part time	
▪ Volunteering support activities	PROMOTIONAL ACTIVITIES	Promotional campaigns on mass media Public events Meeting and conferences Festivals, expositions, fairs Publications Research divulgation
	CONSULTING AND ASSISTANCE	International volunteering and networking European Voluntary Service
	TRAINING	Courses, with or without stage
	INFORMATION AND DOCUMENTATION	Information office Books, manuals, leaflets Magazines and periodicals Videos Collection of laws: regulations, fiscal norms, etc.
	COMMUNICATION	Database Press release Press conferences Creation of special communication events Presence in local and national newspapers Presence on other media Periodical publications or newsletters Production of lecture notes, books, manuals Own web-site Networking

## Halle-Saalkreis e.V. Volunteer Agency

### [CONTACT]

Freiwilligen-Agentur Halle-Saalkreis e.V.

**Halle-Saalkreis e.V. Volunteer Agency**

Leipziger Str. 37

06108 Halle (Saale) - Germany

tel. +49 3452002810

halle@freiwilligen-agentur.de

[www.freiwilligen-agentur.de](http://www.freiwilligen-agentur.de)

Halle-Saalkreis e.V. Volunteer Agency has been founded in 1999. It is an independent agency active in the development of civic engagement. Its aims are the encouragement of civic engagement in organisations, institutions, schools, administration and companies in the region of Halle. The Volunteer Agency acts as a link between interested citizens and organisations that might be interested in supporting a voluntary service. Further aims consist of the promotion of volunteering, to create appropriate forms of voluntary services and to foster the social acceptance of civic engagement in order to develop a "new culture of engagement". The activities take place in form of innovative, demand-orientated and continuous forms of civic engagement in Sachsen-Anhalt and are developed by the agency together with partners. By means of projects, campaigns and lobbying, the Volunteer Agency makes a contribution to enhance the framework of civic engagement.

Member of

- European Volunteer Centre (CEV)
- *Bundesnetzwerk Bürgerschaftliches Engagement*–BBE ( National Network for Civic Engagement)
- *Bundesarbeitsgemeinschaft der Freiwilligenagenturen e.V.-bagfa* (German National Organisation of Volunteer Support Centres)
- *Landesarbeitsgemeinschaft der Freiwilligenagenturen (lagfa) Sachsen-Anhalt e.V.*

## QUESTIONNAIRES

**Halle-Saalkreis e.V. Volunteer Agency**

▪ Territory covered	City of Halle and the Region Halle-Saalkreis in Sachsen-Anhalt	
▪ Volunteers	over 100	
▪ Staff	4 full time / 2 part time	
▪ Volunteering support activities	<p>PROMOTIONAL ACTIVITIES OF CIVIC ENGAGEMENT</p> <p>CONSULTING AND ASSISTANCE OF CIVIC ENGAGEMENT</p> <p>TRAINING</p> <p>INFORMATION AND DOCUMENTATION</p> <p>COMMUNICATION</p>	<p>Promotional campaigns on mass media</p> <p>Public events</p> <p>Meetings and conferences</p> <p>Festivals, expositions, fairs</p> <p>Publications</p> <p>Fiscal and administrative</p> <p>Insurance</p> <p>Legal and notarial</p> <p>Project writing and presentation of bids</p> <p>Training processes</p> <p>Event organisation</p> <p>Fundraising</p> <p>Communication</p> <p>International volunteering and networking</p> <p>Courses, with or without stage</p> <p>Individual classes or seminars</p> <p>Information office</p> <p>Magazines and periodicals</p> <p>Database</p> <p>Press release</p> <p>Creation of special communication events</p> <p>Presence in local and national newspapers</p> <p>Presence in other media</p> <p>Periodical publications or newsletters</p> <p>Production of lecture notes, books, manuals</p> <p>Videos and CDs</p> <p>Own web site</p>

## Saxony Joint Voluntary Services gGmbH

[CONTACT]

Paritätische Freiwilligendienste

Sachsen gGmbH

**Saxony Joint Voluntary Services gGmbH**

Am Brauhaus 8

01099 Dresden - Germany

tel. +49 3514916610

birgitta.mueller-brandeck@parisax.de

[www.parisax-freiwilligendienste.de](http://www.parisax-freiwilligendienste.de)

The Saxony Joint Voluntary Services gGmbH was founded as a charitable not for profit company in 2005. It offers voluntary services that are independent from any political parties and that are nondenominational. The not for profit company offers voluntary services for young people aged between 15 and 27. Additionally, it follows current developments in the field of voluntary services and civic engagement in order to consult people that are interested in voluntary activities comprehensively and to shape own services according to current developments. The not for profit company considers itself as a partner for volunteers and organisations working with volunteers. The maintenance and improvement of the framework for volunteering, of a culture of recognition are of importance for the organisation. According to the organisation's philosophy, every person that volunteers should be respected and the voluntary involvement be acknowledged.

Member of

- *Bundesarbeitskreis FSJ*
- FÖJ, GÜF and LIGA (Working Groups for the different forms of voluntary services, e.g. in the field of social affairs, ecology, intergenerational voluntary services)

## QUESTIONNAIRES

**Saxony Joint Voluntary Services gGmbH**

▪ Territory covered	State of Sachsen
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▪ Volunteers	191
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▪ Staff	1 fulltime / 10 part-time
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▪ Volunteering support activities	CONSULTING AND ASSISTANCE	Paid staff management
		Communication
	TRAINING	Courses, with or without stage
		Individual classes or seminars
	INFORMATION AND DOCUMENTATION	Information office
		Videos
		Database
	COMMUNICATION	Press release
		Own web site

## Augsburg Volunteer Centre

[CONTACT]

Freiwilligen-Zentrum Augsburg

**Augsburg Volunteer Centre**

Philippine-Welser Str. 5a

86150 Augsburg - Germany

tel. 0049 8214504220

krell@freiwilligen-zentrum-augsburg.de

[www.freiwilligen-zentrum-augsburg.de](http://www.freiwilligen-zentrum-augsburg.de)

The Augsburg Volunteer Centre aims to promote volunteering and to take part in shaping civil society in Augsburg. Since the foundation of the Alliance for Augsburg (*Bündnis für Augsburg*), the volunteer centre closely cooperates with this local network that fosters volunteering. The volunteer centre offers information and advice to people, that are interested in volunteering and informs them about possible activities which they can take part in. There are many areas people can get involved in as a volunteer, e. g. in the field of social affairs, cultural activities, religious activities, ecology, sports and the like. The Volunteer Support Centre informs and advises about possibilities for volunteering in many areas; advises public organisation, projects, initiatives that consider to work together with volunteers; supports projects based on volunteering in the framework of *Werkstatt freiwilligen Engagements* (workshop of voluntary involvement), which includes the conceptualisation, organisation and PR of projects.

Member of

- *Landesarbeitsgemeinschaft der Freiwilligen-Agenturen und Freiwilligen-Zentren in Bayern* (Regional Bavarian Association of Volunteer Centres)
- *Verbund Freiwilligenzentren im Deutschen Caritasverband* (Association of the Volunteer Centres of Caritas Germany)

## QUESTIONNAIRES

**Augsburg Volunteer Centre**

▪ Territory covered	City of Augsburg	
▪ Volunteers	32	
▪ Staff	1 fulltime / 4 part-time	
▪ Activities	SOCIAL ASSISTANCE	Social Secretariat Support for Learning
	CULTURAL AND CULTURAL GOODS	Work orientation Attendance in museums and art/historic sites
	CITIZENS RIGHTS AND TUTELAGE	Tutelage of citizens and participation
▪ Volunteering support activities	PROMOTIONAL ACTIVITIES	Promotional campaigns in mass media Public events Meetings and conferences Philanthropic events Cultural events Fundraising activities Festivals, expositions, fairs Publications Research divulgation
	CONSULTING AND ASSISTANCE	Fiscal and administrative Insurance Legal and notarial Paid staff management Management (of volunteers) Technology Project writing and presentation of bids

**QUESTIONNAIRES**

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**Augsburg Volunteer Centre**

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CONSULTING AND ASSISTANCE

Training processes  
 Events organisation  
 Fund raising  
 Communication  
 International volunteering and networking

TRAINING

Courses, with or without stage  
 Distance learning courses  
 Individual classes or seminars

INFORMATION AND DOCUMENTATION

Information office  
 Books, manuals, booklets  
 Collection of laws (regulations, fiscal norms etc.)  
 Database

COMMUNICATION

Press releases  
 Press conferences  
 Presence in local and national newspapers  
 Presence in other media  
 Periodical publications or newsletters  
 Own web site

## “MehrWERT” Volunteer Support Centre

[CONTACT]

Freiwilligenagentur MehrWERT

**MehrWERT Volunteer Support Centre**

Ernst-Toller Str. 9a

06766 Bitterfeld-Wolfen - Germany

tel. +49 3494383648

fa.mehrwert@web.de

[www.engagiert-in-anhalt-bitterfeld.de](http://www.engagiert-in-anhalt-bitterfeld.de)

The *MehrWERT* Volunteer Support Centre informs, places and qualifies people that want to become volunteers. They are integrated in projects and public-benefit organisations or associations in the region of Anhalt-Bitterfeld. Depending on their interests volunteers are placed in the field of culture, social affairs, sports or education. It is the task of the volunteer centre to get in contact with stakeholders in the community and to promote the incorporation of volunteers. Organisations that want to work together with volunteers receive consultation and are supported when starting the cooperation with a volunteer. These activities are aimed at promoting civic engagement. In order to raise awareness, public relations work is carried out and interests of the Volunteer Support Centre are lobbied for.

Member of

- *Lokales Bündnis für Familie in Anhalt- Bitterfeld* (Local Network For Families In The Region of Anhalt-Bitterfeld)
- *AG Ehrenamt und Freiwilligendienst* (Working Group on Volunteering and Voluntary Services)

QUESTIONNAIRES

**“MehrWERT” Volunteer Support Centre**

▪ Territory covered	County of Anhalt-Bitterfeld (Landkreis)	
▪ Volunteers	6	
▪ Staff	2 fulltime / 1 part-time	
▪ Volunteering support activities	PROMOTIONAL ACTIVITIES	Promotional campaigns on mass media Public events Meetings and conferences Festivals, expositions, fairs Publications
	CONSULTING AND ASSISTANCE	Administration Insurance Management Project writing and presentation of bids Communication
	INFORMATION AND DOCUMENTATION	Information office Database
	COMMUNICATION	Press releases Press conferences Presence in local and national newspapers Own website

## **“Zwischenraum” (Interspace) Community Foundation**

[CONTACT]

Bürgerstiftung Zwischenraum

**Zwischenraum (Interspace)**

**Community Foundation**

Am Rähmen 27

07743 Jena - Germany

tel. +49 36416349558

info@buergerstiftung-zwischenraum.de

**www.buergerstiftung-zwischenraum.de**

The Community Foundation promotes and supports civic engagement, fosters the quality of life in the region and improves the community sustainability. Supporting initiatives for self-help has a high priority. In order to achieve the realisation of these aims, citizens and enterprises in the region are to be motivated to become active and to take on responsibility for societal and social tasks. The community foundation supports social and cultural organisations, educational institutions, citizens' initiatives and groups of volunteers. In order to do that, they receive either funding, benefits in kind or support by volunteers. Two volunteer agencies have been founded by the Community Foundation in order to realise their aims and provide a model for other agencies. Apart from running these volunteer agencies, three or four projects in the region receive funding in the range of 500 to 1000 Euros or benefits in kind. The Community Foundation collects monetary donations as well as the donation of time.

Member of

- *Bundesarbeitsgemeinschaft der Freiwilligenagenturen-bagfa* (German National Organisation Of Volunteer Support Centres)
- *Thüringer Ehrenamtsstiftung* (Volunteering Foundation for Thuringia)
- *Paritätischer Wohlfahrtsverband* (Paritetic Welfare Association)

QUESTIONNAIRES

**“Zwischenraum” (Interspace) Community Foundation**

▪ Territory covered	City of Jena and county of Saale-Holzland	
▪ Volunteers	12	
▪ Staff	2 fulltime / 1 part-time	
▪ Volunteering support activities	PROMOTIONAL ACTIVITIES	Promotional campaigns on mass media Public events Meetings and conferences Philanthropic events Cultural events Fundraising activities Publications
	CONSULTING AND ASSISTANCE	Fiscal and administrative Project writing and presentation of bids Training processes Events organisation Fund raising
	TRAINING	Courses, with or without stage Distance learning courses Individual classes or seminars
	INFORMATION AND DOCUMENTATION	Information office Books manuals, booklets Magazines and periodicals Videos Database
	COMMUNICATION	Press releases Press conferences Presence in local and national newspapers

**QUESTIONNAIRES**

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**“Zwischenraum” (Interspace) Community Foundation**

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COMMUNICATION

- Presence in other media
- Periodical publications or newsletters
- Production of lecture notes, books, manuals
- Videos and CDs
- Own web site

## German Alzheimer Association

### [CONTACT]

Deutsche Alzheimer Gesellschaft  
e.V. Selbsthilfe Demenz

### German Alzheimer Association

Friedrichstr. 236

10969 Berlin - Germany

tel. +49 3025937950

info@deutsche-alzheimer.de

[www.deutsche-alzheimer.de](http://www.deutsche-alzheimer.de)

The German Alzheimer Association and its members are self-help organisations. They advocate for the improvement of conditions for people who suffer from dementia and their families on a national level. In the 1980s, groups of relatives of people affected by dementia associated themselves and their professional helpers in self-help groups, in order to combine the interests of those affected and those that support them. The German Alzheimer Association is the national association of organisations at state level and of regional and local organisations. It was founded in 1989 as a not for profit registered association and most of the work is carried out by volunteers. The national office is located in Berlin with twelve members of part-time staff. The organisation pursues the following aims:

- To raise understanding and support of the population for Alzheimer's and other dementia diseases.
- Initiation of health- and socio-political initiatives.
- Support of affected people and of the abilities for self-help by relatives.
- Relief for helpers by information, emotional support and local help.
- Cooperation and professional exchange with the regional associations.
- Support of research on the issue and possibilities for the prevention of Alzheimer disease.
- Development and testing of new forms of support and care.

Member of

- Alzheimer Europe
- Alzheimer Disease International
- *BAG Selbsthilfe* (German Umbrella Organisation for Self-Help)
- Network of German Patients' Organisations
- Network of Organisations for the Elderly

## QUESTIONNAIRES

**German Alzheimer Association**

▪ Territory covered	Germany	
▪ Activities	HEALTH SOCIAL ASSISTANCE  CITIZENS RIGHTS AND TUTELAGE	Promotion and coordination of self-help Support, relation and animation activities Research, studies and documentation Telephone helpline Protection of consumers
▪ Volunteering support activities	PROMOTIONAL ACTIVITIES  TRAINING INFORMATION AND DOCUMENTATION  COMMUNICATION	Promotional campaigns and mass media Public events Meetings and conferences Publications Courses, with or without stage Books, manuals, booklets Magazines and periodicals Press releases Press conferences Presence on other media Periodical publications or newsletters Production of lecture notes, books, manuals Own web site

## **DOSB German Olympic Sports Federation**

[CONTACT]

Deutscher Olympischer Sportbund  
(DOSB)

**German Olympic Sports Federation**

Otto-Fleck-Schneise 12

60528 Frankfurt - Germany

tel. +49 6967000

info@dosb.de

**www.dosb.de**

With about 27 million members in 91,000 sports clubs, the German Olympics Sports Federation-*Deutscher Olympischer Sportbund* (DOSB) is Germany's largest association of individuals and the largest sports family. It considers the 97 member organisations and their subdivisions, which shape and organise sports in Germany, as the "sports family". The clubs and associations adhere to a humanistic idea of mankind and to fair play. The range of activities pursues a motion and body oriented holistic development of the personality as well as physical, mental and social health. Health oriented sports form an inherent part of activities. Especially for children and youths, a sports club represents an essential platform, in addition to family and friends, to acquire social skills. At the same time, clubs and associations implement a wide range of action, games and sports in the field of education. The idea of sports according to DOSB includes taking pleasure in physical activity, the interest for competition and the identity-creating effects of competitive sports for individuals and the community. DOSB delegates national teams to the Olympic Winter and Summer Games.

## QUESTIONNAIRES

**DOSB German Olympic Sports Federation**

▪ Territory covered	Germany	
▪ Volunteers	8,700,000	
▪ Staff (at DOSB Headquarters)	120	
▪ Activities	SPORTS	Promotion of Sports Practice
▪ Volunteering support activities	PROMOTIONAL ACTIVITIES	Public events Meetings and conferences Sports events Fundraising activities Festivals, exposition, fairs Publications Research divulgation
	CONSULTING AND ASSISTANCE	Fiscal and administrative Insurance Legal and notarial Paid staff management Technology Training processes Event organisation Fundraising Communication
	TRAINING	Access to European Funds Distance Learning Courses Individual Classes or Seminars
	INFORMATION AND DOCUMENTATION	Information office Books, handbooks, booklets Database

**QUESTIONNAIRES**

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**DOSB German Olympic Sports Federation**

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COMMUNICATION

- Press releases
- Press conferences
- Creation of special communication events
- Presence in local and national newspapers
- Presence on other media
- Periodical publications or newsletters
- Production of lecture notes, books, manuals
- Own web site

## 1 PUBLIC INCENTIVES

### VOLUNTEERING ACROSS EUROPE

There are many different kinds of public incentives that value and promote volunteering. Some examples are listed below, but due to the many activities that take place at local, regional and national level, it is impossible to give an exhaustive overview.

#### 1.1 ACKNOWLEDGEMENT OF VOLUNTEERING

##### Honours

Every year, exceptional volunteers are honoured by the German president, a process which also receives coverage in the national media. Apart from that, many regions or cities honour a certain number of volunteers annually.

##### *Ehrenamts cards* (Discount cards for volunteers)

In many cities and regions, special discount cards have been issued that offer concessional rates for cultural and leisure institutions or that offer reductions in some shops in order to acknowledge the involvement of volunteers in enhancing public benefit. One special kind of discount card is *juleica*, a card launched on national level for young volunteers aged 16+ that take part in at least 30 hours of qualification classes, e.g. on group pedagogies and first aid, and who have to volunteer on a regular base.

#### 1.2 PROMOTION OF VOLUNTEERING

##### National Model Programmes

There are many programmes that have been set up by the government (Ministry of Families, Social Affairs, Women and Youth), aiming at promoting and qualifying volunteers. For example, there has been a programme that trained elderly people to become Senior Trainers with the aim of qualifying them for the support of voluntary organisations and organisations involving volunteers or to set up their own voluntary projects. An intergenerational volunteer service has been set up a few years ago with the aim of attracting people from all age groups to voluntary services. Another programme addresses local authorities and regions, encouraging them to create more opportunities for

active societal participation and volunteering for the elderly; the programme also focuses on the participation of elderly people, in order to define the needs and to develop projects accordingly.

### Awareness Raising

In 2009, the fifth national week of volunteering (*Woche des Bürgerschaftlichen Engagements*) with the motto "Volunteering Generates Strength" (*Engagement macht stark*) was launched by BBE (National Network for Civic Engagement). During this week, stakeholders in the field of volunteering were asked to host events and activities helping to draw attention to volunteering. In 2008, several hundred organisations and initiatives took part in that campaign and acted on the local, regional and national level. The major national TV stations also hosted a thematic week that put a special focus on volunteering in Germany and showed many reports and documentations dealing with the subject of volunteering.

### Regional Support for Civic Engagement

Several of the German federal states offer special programmes that aim at creating structures for the support and qualification of volunteers. Partly, they fund volunteer centres and support the cooperation and networking of stakeholders in the field of volunteering by creating regional association especially dedicated to this purpose.

## 2 CIVIL SOCIETY INITIATIVES

### 2.1 AWARDS

Within the third sector, there is an even bigger number of activities that aim at valuing and promoting volunteering than in the public sector. Many foundations, associations and initiatives offer awards to volunteers. Sometimes, they focus on certain topics (e.g. a competition that awards innovative approaches to enhance volunteering activities within migrant communities, *Teilhabe und Integration von Mi-*

*grantinnen und Migranten durch bürgerschaftliches Engagement*, by the foundation *Bürger für Bürger*), sometimes the geographical area is of importance (e.g. USable, by the Körber Foundation, offering a yearly award for the transfer of concepts from the USA to Germany or vice versa). Additionally, there is a range of stakeholders that also honour enterprises for their voluntary involvement in ways of corporate citizenship activities (e.g. LEA *Mittelstandspreis für gesellschaftliche Verantwortung*), to name but a few.

### 2.2 PROMOTION ACTIVITIES

In order to promote the idea of volunteering, many local volunteer centres offer information seminars on what volunteering is about. Sometimes, this is combined with city-wide volunteer action days. By trying to receive media coverage voluntary activities taking place on the local level are made public and possibly attract new volunteers. Generally, organisations involving volunteers can act independently and are allowed to pursue the aim of their organisation. When topics that are of interest to certain not for profit organisations are discussed on the local, regional or national level, round table talks or other methods are used very often to enable these organisations to voice their interests. Sometimes, these organisations are also included in decision making processes.

### 2.3 ACKNOWLEDGEMENT OF VOLUNTEERING

Apart from special incentives, the appreciation of a volunteer's time, commitment and knowledge by the host organisation or by those who benefit from the volunteering activity plays an important role. Certificates documenting the voluntary activity can be helpful for professional careers. Many organisations thank the volunteers for their activities in other ways such as small scale events like a yearly dinner or excursions.

### 3 ON INFRASTRUCTURE FOR VOLUNTEERING (INTERVIEWS AND QUESTIONNAIRES)

The state measures that are offered by means of different model programmes are considered useful. The problem concerning those programmes roots in the fact that funding is only provided for a set period of time and then either the organisations manage to find new funding sources or the programmes cease to exist. Funding that supports organisations and associations as such decreases constantly. Instead, most of the funding is project-based. The pressure on people working in organisations that take part in these projects grows, because there is a constant need to apply for new funds and to develop or participate in new projects. An even stronger encouragement for people to take up a voluntary activity and more coordination and qualification within the different voluntary services were two aspects that were mentioned as areas that could still be improved. One interviewee also pointed out that there is a risk that governmental measures supporting volunteering programmes are used for the sake of certain political interests.

According to the opinions expressed concerning the support to volunteering, the main issue where volunteering should be supported is funding. Regular funds are considered to be helpful for a steady functioning of voluntary organisations and voluntary support organisations. A higher recognition of volunteering at all political levels (national, regional and local) and efforts to encourage more people to take up voluntary activities were voiced, as well as the wish for reducing bureaucracy. Besides the realm of politics, companies should also encourage volunteering to a greater extent by supporting employees that volunteer. The media should also take on the issue of volunteering more often and report about volunteering. Concerning the volunteers themselves, desirable support measures that were mentioned were: stronger support of volunteers by professionals; monetary compensation (for instance, if volunteers carry out tasks on a regular basis); the introduction of a Volunteer Card (*Ehrenamtskarte*) that offers discounts to cultural institutions or some shops to volunteers. In order to encourage more people to take up voluntary activities, it was

also suggested that the idea of volunteering should be promoted in schools, in order to try out volunteering and to get pupils to develop a positive attitude towards volunteering when they are young.

Concerning the current situation, respondents to the questionnaires concluded that volunteering has gained importance in politics in recent years. Some laws and regulations have been passed that strengthen volunteers and voluntary services.

Cooperation in networks has helped to further develop certain areas in the field of volunteering at national, regional and local level. Problems the organisations have to deal with are mostly of a financial nature. There are difficulties in funding the infrastructure for volunteers; due to short-term funding, there is a high level of insecurity that makes it difficult to plan for the long-term. Furthermore, the various programmes run by government always provide funding for a certain period of time after which the organisations have to provide their own funds, if they want to continue the project. Besides, it was mentioned that in organisations that are solely run by professionals, there still is a considerable amount of scepticism concerning the involvement of volunteers.

### 4 STRATEGIC GOALS

As far as development strategies are concerned, an important goal is to create good framework conditions for volunteering in Germany. Based on the recommendations of the Study Commission on the Future of Civic Activities, many steps have been taken already, for instance, the introduction of a general accident insurance for voluntary activities or an improvement of tax regulations. Nevertheless, funding of third sector institutions remains a big issue that will be important within the next years. Since certain social services e.g. in the field of care, depend on voluntary support because of limits of public provision, it needs to be negotiated which infrastructure and which conditions for volunteering will be provided in the future.

Going along with this, the question of monetary compensation for volunteering and the boundaries with paid work have to be defined

more clearly. A huge potential is seen in the age group of senior citizens at the moment. Therefore, several federal programmes have been launched to help activate senior citizens and to make use of their competences. At local level, attention moves towards those people that do not volunteer at the moment, but generally might be prepared to take up voluntary activities: how can these people be addressed successfully? Another group of citizens that receives increasing attention is ethnic minorities. Efforts are being made to motivate them to volunteer and thus improve the societal integration of migrants.

### **5 EUROPEAN PERSPECTIVE (INTERVIEWS)**

Three interviewees didn't have any ideas about volunteering in other countries. Those who had some ideas or have had personal experiences emphasised that it would be interesting to get to know the different ways volunteering is supported or to find out how organisations are structured and how they run. It has been observed that the current situation concerning certain issues varies considerably in dif-

ferent European countries. The interviewees see the launch of an exchange programme so volunteers can meet, find out how volunteering is practiced in other countries and create new networks, profit from each other's experiences and to broaden one's horizon as a potential European initiative in support of volunteering. The European Union could take on an active role, start an initiative for volunteering, it could promote good projects and take on a coordinating role in bringing together volunteers and voluntary organisations. Also, a European initiative might be an opportunity for financial support. Only one interviewee stated that the European Union and Europe were "too far away" and that it would be more useful to concentrate at local level. There are different factors that draw interest in getting to know volunteers involving organisations in other countries. It was considered to be interesting to learn from each others' experiences, to possibly adapt best-practice approaches in certain thematic areas, to discuss different approaches and attitudes, to develop a new point of view and to broaden one's own horizons by getting to know other cultures. It might be useful to have an exchange with voluntary organisations dealing with similar issues in order to find common solutions.

## LIST OF PERSONS INTERVIEWED

### Enno **Eike-Nottemann**

Member of the Board of the *Bund der Pfadfinderinnen und Pfadfinder* (Inter-Denominational Federation of Scouts), an association aiming at carrying out modern children and youth work in the tradition of the German youth movements.

### Anneliese **Kron**

Senior Trainer (specialised training for retired people on how to use their expertise in charitable projects) and leader of the Working Group Establishment of Voluntary Services, which is active in the City of Hamburg and runs a round table of voluntary organisations.

### Sabine **Lais**

Member of the Board of *Bürgergemeinschaft Eichstetten* (a citizens' group in the village of Eichstetten) that developed and implemented a project enabling elderly citizens to maintain residence in their village even in old age and to provide care that is needed with support of volunteers.

### Carlo **Riva**

Member of the Board of *Arbeitsgemeinschaft der Ausländerbeiräte Rheinland-Pfalz* (Working Group of the Councils of Foreigners), that

advocates for the interests of migrants at local level in the German state of Rheinland-Pfalz.

### Ami **Sarfeld**

President and founder of *Ehrenamt für Kultur in Dortmund e.V.*, a voluntary organisation that supports cultural facilities in the City of Dortmund.

### Helmut **Scharpf**

Vice president of *BUND Niedersachsen* (Friends of the Earth in one of the German states), an organisation that strives for sustainable development and environmental protection.

### Jörg **Schnitzerling**

President of the *ASC Göttingen* (a sports association with about 8,000 members).

### Thomas **Schrecker**

Member of the board of *Lebenshilfe e.V.* (Federal Association for People with Special Needs in Freiburg), an organisation that strives for equal opportunities for people with disabilities.

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[English]

**INTERNET RESOURCES - INSTITUTIONAL****Akademie für Ehrenamtlichkeit Deutschland****German Academy for Voluntarism**

Organisation that offers training on volunteer management and other topics in the field of volunteering.

[www.ehrenamt.de](http://www.ehrenamt.de)

[German] [English]

**Aktiv im Alter**

Website of the National Model Programme On Active Ageing, which offers fund to municipalities for setting up structures that involve elderly citizens on the political level and/or as volunteers.

[www.aktiv-im-alter.net](http://www.aktiv-im-alter.net)

[German]

**Arbeitsgemeinschaft der Ausländerbeiräte Rheinland-Pfalz**

Working Group of the Councils of Foreigners in Rhineland-Palatinate, that advocates for the interests of foreigner on the local level in one German state.

[www.agarp.de](http://www.agarp.de)

[German]

**Arbeitskreis Aktivierender Staat der Friederich Ebert Stiftung**

Working Group Activating State of the Friedrich Ebert Foundation. Working group for civil society and activating state.

[www.fes.de/buergergesellschaft](http://www.fes.de/buergergesellschaft)

[German]

**ASC Göttingen**

Sports Association in Göttingen with about 8,000 members.

[www.asc46.de](http://www.asc46.de)

[German] [English]

**ATTAC Vereinigung für eine Besteuerung von Finanztransaktionen zum Nutzen der Bürger**

Activist organisation for the establishment of a tax on foreign exchange transactions.

[www.attac.de](http://www.attac.de)

[German]

**Bundesarbeitsgemeinschaft der Freiwilligenagenturen e.V. (bagfa)**

German National Organisation Of Volunteer Support Centres.

[www.bagfa.de](http://www.bagfa.de)

[German]

**Bundesnetzwerk Bürgerschaftlichen Engagements (BBE)**

National Network for Civic Engagement.

Nationwide network linking organisations and associations from the third sector (not for profit organisations), civil society and business, federal and community institutions.

[www.b-b-e.de](http://www.b-b-e.de)

[German] [English]

**Bewegungsstiftung**

Foundation for Social Movements.

Consultancy for social movements that aims at promoting social change.

[www.bewegungsstiftung.de](http://www.bewegungsstiftung.de)

[German] [English]

**Bund der Pfadfinderinnen und Pfadfinder**

Interdenominational Federation of Scouts.

An association that aims to carry out modern children and youth work in the tradition of the German youth-movements.

[www.pfadfinden.de](http://www.pfadfinden.de)

[German] [English]

### **BUND Niedersachsen**

Friends of the Earth in Lower Saxony.

An organisation that strives for sustainable development and environmental protection.

[www.bund-niedersachsen.de](http://www.bund-niedersachsen.de)

[German]

### **Bundesarbeitsgemeinschaft Selbsthilfe von Menschen mit Behinderung und chronischer Erkrankung und ihren Angehörigen e.V. (BAG SELBSTHILFE)**

National Umbrella Organisation for Self-Help Groups for People with Disabilities and Chronic Diseases and their Relatives.

[www.bag-selbsthilfe.de](http://www.bag-selbsthilfe.de)

[German]

### **Bundesarbeitsgemeinschaft Seniorenbüros e.V. (BaS)**

Association of Senior Citizen's Offices in Germany.

[www.seniorenbueros.org](http://www.seniorenbueros.org)

[German]

### **Bundesministerium für Familie, Soziales, Frauen und Jugend**

Federal Ministry of Families, Social Affairs, Women and Youth.

[www.bmfsfj.de/bmfsfj/generator/BMFSFJ/engagementpolitik.html](http://www.bmfsfj.de/bmfsfj/generator/BMFSFJ/engagementpolitik.html)

[German]

### **Bundesverband Deutscher Stiftungen**

Umbrella Association for German Charitable Foundations.

[www.stiftungen.org](http://www.stiftungen.org)

[German] [English]

### **Bürgergemeinschaft Eichstetten**

Citizens' Association in Eichstetten.

Development and implementation of a project that enables elderly citizens to maintain residence in their village even in old age and to provide care that is needed with support of volunteers.

[www.buergergemeinschaft-eichstetten.de](http://www.buergergemeinschaft-eichstetten.de)

[German]

### **Bürgerstiftungen**

Website including an index of German Community Foundations.

[www.buergerstiftungen.de/cps/rde/xchg/buergerstiftungen/hs.xml/db.htm](http://www.buergerstiftungen.de/cps/rde/xchg/buergerstiftungen/hs.xml/db.htm)

[German]

### **Deutsche Gesellschaft für Verbandsmanagement e.V.**

Claims to be a leading association for associations lead by professional staff in Germany.

[www.verbaende.com](http://www.verbaende.com)

[German]

### **Deutscher Kulturrat**

German Board for Culture.

Umbrella organisation in the field of culture.

[www.kulturrat.de](http://www.kulturrat.de)

[German]

### **Deutscher Paritätischer Wohlfahrtsverband**

Association of Non-Affiliated Charities.

[www.der-paritaetische.de](http://www.der-paritaetische.de)

[German] [English] [French] [Spanish] [Turkish] [Polish] [Russian]

### **Ehrenamt für Kultur in Dortmund e.V.**

Volunteers for Culture in Dortmund.

Voluntary organisation that supports cultural facilities in the City of Dortmund.

[www.prokultur-dortmund.de](http://www.prokultur-dortmund.de)

[German]

### **Enquête Kommission "Zukunft des Bürgerschaftlichen Engagements"**

Study Commission on the Future of Civic Activities.

Summary of the report of the Study Commission on the Future of Civic Activities.

<http://webarchiv.bundestag.de/cgi/show.php?fileToLoad=112&id=1040>

[German] [English] [French] [Turkish]

**Freiwilligendienst aller Generationen**

Voluntary Service for all Generations.  
[www.freiwilligendienste-aller-generationen.de](http://www.freiwilligendienste-aller-generationen.de)  
 [German]

**“Geben gibt” Bündnis für Engagement**

“Giving is rewarding” Alliance for Engagement.  
 German Award for Volunteering. This award was assigned for the first time in 2009 and honours voluntary activities from different societal realms. One prize is awarded by a jury, a second prize is assigned by the public.  
[www.geben-gibt.de/wettbewerb.html](http://www.geben-gibt.de/wettbewerb.html)  
 [German]

**EFI Deutschland e.V. SeniorTrainer - Erfahrungswissen für Initiativen**

Establishment of Voluntary Services by Senior Citizens that function as multipliers.  
[www.efi-d.de](http://www.efi-d.de)  
 [German]

**Initiative Bürgerstiftungen - gemeinsam Gutes anstiften**

Association that gives advice to those interested in setting up a community foundation.  
[www.die-deutschen-buergerstiftungen.de](http://www.die-deutschen-buergerstiftungen.de)  
 [German]

**Juleica (National Youth Discount Card)**

National website with information about the discount card that has been issued for youth volunteers aged 16+.  
[www.juleica.de](http://www.juleica.de)  
 [German]

**Kulturweit - Der Freiwilligendienst der Auswärtigen Amts**

Culture Wide -The Voluntary Service of the Department for Foreign Affairs.  
[www.KulturWeit.de](http://www.KulturWeit.de)  
 [German]

**Lebenshilfe e.V**

Federal Association for People with Intellectual Disabilities.  
 An organisation that strives for equal opportunities for disabled people.  
[www.lebenshilfe.de](http://www.lebenshilfe.de)  
 [German]

**Maecenata Institut**

Institute of the Humboldt-University in Berlin for research and teaching about civil society.  
[www.maecenata.de](http://www.maecenata.de)  
 [German] [English]

**Nationale Kontakt- und Informationsstelle zur Anregung und Unterstützung von Selbsthilfegruppen [NAKOS]**

The National Clearing House for the Encouragement and Support of Self-Help Groups.  
[www.nakos.de](http://www.nakos.de)  
 [German] [English]

**Pro Asyl**

Association and foundation that supports and advocates for refugees in Germany.  
[www.proasyl.de](http://www.proasyl.de)  
 [German] [English]

**Selbstbestimmt Leben e.V.**

Self Determined Living.  
 Organisation and aggregation of disabled people.  
[www.isl-ev.de](http://www.isl-ev.de)  
 [German]

**Stiftung Mitarbeit**

Foundation for Cooperation.  
 Service point for civil engagement independent of parties or alliances.  
[www.mitarbeit.de](http://www.mitarbeit.de)  
 [German] [English]

germany

**Stiftungszentrum Stifter für Stifter**

Organisation that assists foundations and founders.

[www.stiftungszentrum.de](http://www.stiftungszentrum.de)

[German]

**Weltwärts - Der Freiwilligendienst des Bundesministeriums für wirtschaftliche Zusammenarbeit und Entwicklung**

Going into the World -The Voluntary Service of the Federal Ministry for Economic Cooperation and Development.

[www.weltwaerts.de](http://www.weltwaerts.de)

[German]

Germany in:  
Volunteering across Europe. Organisations, promotion, participation.  
Bulgaria, Slovenia, Germany, Sweden, Estonia.  
v.V.  
Rome, Spes, 2010. pp. 99 - 178.

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