

# Slovakia

[SLOVENSKÁ REPUBLIKA]

RESEARCH PARTNER CENTRE  
**C.A.R.D.O.**

Alžbeta Mračková  
Jana Vlašicová

## COUNTRY FACT SHEET

■ <b>Population</b>	5,387,000 inhabitants (2005)
■ <b>Area</b>	49,035 sq. km
■ <b>Population density</b>	109 inhabitants per sq. km.
■ <b>System of government</b>	Parliamentary Republic
■ <b>European elections</b> (10-13 June 2004)	14 European parliamentarians

■ **Social security and welfare system**

The basic elements that make up the social structure in Slovakia are as follows: 1. the State and its bodies, 2. employers, 3. trade unions and employers' unions, 4. municipalities, 5. charity organisations and NGOs, 6. citizens and family units. Even in this wide range of social actors, the State maintains its own decisive and firm role. The most important principles of social welfare policy in Slovakia are those of social justice, social solidarity, subsidiarity and social participation. In the 1990s, many social welfare institutions were privatised, and nowadays many welfare services are provided by NGOs. The NGOs that provide these services are partially funded by the State. Social security in Slovakia is provided by a State institution, which is responsible for providing sickness benefits and pensions. In addition, it also provides benefits to the unemployed, and other subjects, and it has also set up initiatives related to pension funds as of January 2005.

Moreover, social partnership, social dialogue, tripartite negotiations on social and economic issues, as well as collective negotiations on human rights and freedom are a very important part of social system in Slovakia. Tripartite negotiations on social and economic issues can be described as the economic, social partnership between the State, employers, and employees - based on the process of joint negotiations, co-operation and implementation of agreements.

■ **Public health system**

The Slovak health system is based on a mandatory social health insurance system. Contributions are shared between employers and employees and the State provides contributions for the non-active members of the population such as the unemployed, students, women on maternity leave, prisoners, soldiers, and people who receive social security allowances. In Slovakia, in addition to the State health insurance, there are also several private health insurance companies that provide this service.

Several health sector reforms took place in the 1990s aimed at restricting State control in this sector. Several sections of the latest progressive reform, implemented in 2003, were revoked after political changes in 2006.

■ **Level of education**

20-24 years old who have completed secondary schooling (2006)	91.0%
25-64 years old who have completed secondary schooling (2006)	83%

■ **Immigration rate** 0.06 % (2005)■ **Growth rate**

Birth rate per 1,000 population	9.2
Death rate per 1,000 population	13.2

■ **Employment rate**

15 - 64 years old (2005):	total 57.2%
	male 63.9%
	female 50.5%
55 - 64 years old (2005):	total 28.7%
	male 44.8%
	female 14.9%

■ **Unemployment rate**

15 - 64 years old (2006):	total 16.2%
	male 15.4%
	female 17.2%

## C.A.R.D.O.

The civic organisation *C.A.R.D.O.* was founded in 2004. The main goal of this organisation is to strengthen international co-operation in three areas of the NGO sector in Slovakia:

- promoting volunteering;
- caring for the elderly, sick, and terminally-ill; and
- co-operation of churches in the area of ecology.

Volunteering has gradually become a priority for *C.A.R.D.O.* Together with experts at national and international levels, *C.A.R.D.O.* is creating a network of expert volunteers working in social and health-care institutions both in Slovakia and abroad. It prepares and tests training modules for volunteers, provides training to the staff of institutions in the area of volunteer management, and has produced a manual for social and health care institutions that would like to work with volunteers.

In 2006, *C.A.R.D.O.* set up a pilot project of a virtual voluntary centre on the internet to provide services and information regarding Slovak volunteering ([www.dobrovolnictvo.sk](http://www.dobrovolnictvo.sk)). *C.A.R.D.O.*'s main objectives are to:

- support and promote the importance of volunteering for the development of civil society;
- create public prestige and strengthen the status of volunteers in Slovakia;
- activate the exchange of know-how among voluntary organisations;
- raise funds and create the legal framework of volunteering;
- develop corporate volunteering;
- encourage potential volunteers within different voluntary positions throughout Slovakia;
- map and develop Slovak voluntary organisations: operations, volunteer management, develop professionalism among volunteers;
- map and develop virtual volunteering.

*C.A.R.D.O.* is an associate member of the *CEV - European Volunteer Centre*, which provides a source of inspiration and expertise for the future in developing the voluntary sector in Slovakia.

## [CONTACT]

C.A.R.D.O.  
 Uršulínska 3  
 P.O.Box 300  
 814 99 Bratislava  
 Slovakia  
[www.cardo-eu.net](http://www.cardo-eu.net) [bratislava@cardo-eu.net](mailto:bratislava@cardo-eu.net)

PARTNER CENTRE FACT SHEET	
<b>VSVw</b>	
■ Population served	5,387,000
■ Geographic area	national level
■ Number of member organisations	none
■ Organisations served	35
■ People employed:	Full-time: 2 Part-time: 7

■ Number of volunteers	On the Board and in controlling organs: 9.
■ Annual budget year 2004	19,144 Euro
■ Agencies (number and type of branches / offices)	1 branch in Banska Bystrica
■ Services offered	Training Advice Information Practical resources Representation International networking Communication: Virtual Volunteer Centre

INDEX - Slovakia

<b>GLOSSARY</b>	p. 90	2.5	Human resources	103
		2.6	Areas of improvement	103
1	Volunteers	90		
2	Volunteering	91		
3	Voluntary organisation	91		
			<b>3</b>	<b>Juridical and organisational forms of volunteering</b>
		3.1	Juridical framework of volunteering in Slovakia	105
		3.2	Civic organisations	105
		3.3	Not for profit organisations providing public benefit services	106
		3.4	Foundations	107
		3.5	Non investment fund	108
		3.6	Organisations with an international element	108
		3.7	Rolls and registers of organisations that engage volunteers (national, regional, local, thematic)	108
		3.8	Brief historical overview of the juridical framework and the most important changes of the last decade	109
		3.9	The need for a law on volunteering	109
			<b>4</b>	<b>Relations with public institutions, collaboration and common projects</b>
				110
			<b>5</b>	<b>Forms of funding</b>
		5.1	Allocation of funds in favour of NGOs from paid taxes	112
<b>OVERVIEW OF THE SECTOR</b>	93			
<b>1</b>	<b>Historical background</b>	93		
1.1	The Middle Ages and feudalism	93		
1.2	Capitalism in Slovakia	93		
1.3	The 1918 - 1945 period	94		
1.4	The 1945 - 1989 period	95		
1.5	The development of NGOs after 1989	95		
1.6	Volunteering in Slovakia - development over the last decade	96		
<b>2</b>	<b>Importance and extent of non profit and volunteering in Slovak society</b>	97		
2.1	Importance and problems regarding volunteering in Slovak society	97		
2.2	Dimension, trends and areas of activity	98		
2.3	Regional distribution	101		
2.4	Areas of activity	101		

<b>SUPPORT BODIES</b>	114	5	The Slovak Humanitarian Council - SHC	119
		6	The Youth Council of Slovakia	121
<b>1</b>	<b>Promotion of volunteering</b>	114	7	Iuventa
1.1	Awards for volunteers	115	8	The Advisory Board for Social Work - BASW
1.2	National and regional coordination	115		123

			<b>LIST OF ORGANISATIONS WHO COLLABORATED TO THE RESEARCH</b>	125
<b>FOCUS ON SUPPORT BODIES</b>	116			
1	The Volunteering Centre - a civic organisation	116	1	List of experts interviewed
2	SAIA Prešov Voluntary Centre	116		
3	The First Slovak Not-for-profit Service Centre - 1.SNSC	117		
4	The Social Workers and Supervisors Organisation - ASSP	119		
			<b>LIST OF LAWS AND REGULATIONS</b>	126
			<i>Bibliography</i>	127

Despite the fact that volunteering has a long tradition in Slovakia, the terms “volunteering” and “volunteer” are not defined in any official document, legislation or code. Until now, no extensive research has been conducted in Slovakia regarding the public’s perception of voluntary activities or what the general public understands by the term “volunteering”. Despite this fact, some opinions and concepts have been obtained from the outcome of smaller studies published in Slovak and Czech, and from the opinions and definitions gathered from interviews with experts in the field of volunteering. Definitions of volunteering have also been taken from foreign sources: literature, internet sources, and lectures.

## 1 VOLUNTEERS

Only one research project has been conducted on the general public’s perception of the term volunteer. This study was carried out by YMCA in December 2004 on 335 people in the largest manufacturing and trade businesses in Slovakia. These people were asked to describe the qualities of a volunteer. One described a volunteer as follows: “A volunteer is more likely a woman than a man, a person who is interested in people, not self-centred - and whose primary interest is not focused on his/her image.” According to the group of people questioned, a volunteer generally has lower or middle-class social status.

Based on particular sources and definitions available in Slovakia, a volunteer is somebody who provides his/her time, energy, knowledge and skills in favour of other people and society, without financial gain (Tošner J., Sozanská O., 2002). According to the “Levoča Group”, who were involved in the preparation of the International Year of Volunteers in 2001, a volunteer is a person who freely, out of his/her initiative, decides to devote his/her time and skills in favour of other people and/or society without financial gain through a formal or informal group. (Mydlíková et al., 2002).

The Slovak volunteers who were interviewed during this research, confirmed and completed these definitions. A volunteer is somebody who devotes his/her motivation, energy, time and experience in favour of others without financial gain. A voluntary activity needs to have some sense for the volunteer. Some experts state that despite the fact that a volunteer works for free, he/she is at the same time, aware of the benefits gained through volunteering. A volunteer is - according to some opinions - motivated not only by altruistic help to others, but also by the need of self-realisation and self-development, the need to be helpful, the need to do something meaningful and have a “good feeling” about work.

## 2 VOLUNTEERING

Two research projects were carried out in Slovakia regarding the characteristics of volunteering. The people (human resources professionals) in the research, conducted by the YMCA, perceived volunteering as an activity which is socially or environmentally oriented. They related it to words such as help, care, protection, work. 17% of those interviewed in this study were unable to define volunteering.

However, the majority considered it as a form of charity, help given to people in need, for environmental protection, or help given to children, etc. (YMCA Slovensko, 2004).

According to another research project, conducted by *Iuventa* in 2006, regarding 223 young Slovak volunteers, the respondents perceived voluntary activity as an activity carried out without financial gain for certain groups of people such as the elderly, the sick, pensioners, people in need, the homeless, etc. However, this does not mean that the respondents really do these activities nor that they are active in these fields as volunteers (Iuventa, 2006).

Special terminology to describe volunteering in Slovakia is based on a definition of a General Declaration on Volunteering accepted by IAVE in 1990 (Mydlíková et al., 2002).

In this document, volunteering is defined as something that:

- is based on personal motivation and free decision;
- is a way to support active civic participation and interest in community development;
- has the form of a group activity implemented usually within a specific organisation;
- increases human potential, the quality of everyday life, and strengthens human solidarity;
- provides answers to important challenges of present-day society and contributes to the creation of a better and more peaceful world;
- contributes to the vitality of the economy, but also to the creation of job opportunities and new professions.

All the Slovak volunteering experts that were interviewed for this research report mentioned at least one of the above-mentioned char-

acteristics of volunteering. Some of them completed the definition. During these interviews, a further two characteristics of volunteering were mentioned: “a quite creative and engaging activity” and “a flexible activity based on the actual needs of a community”.

Three experts defined volunteering as an organised activity that should be related to certain responsibilities within the organisation’s structure. “Volunteering is an activity that a person carries out regularly for a certain target group within some kind of organised institution and is responsible for this activity. I think that we do not talk about the responsibility of volunteers much in Slovakia. Actually, we never wanted volunteers to take on the responsibility. We have always pretended that we would be happy to have them, if we had them, and if they didn’t join, nothing would really happen.”

While defining volunteering or voluntary activity, one expert on volunteering expressed the idea that a volunteer should, and in some Slovak organisations does, obtain financial remuneration for his/her work to cover his/her basic expenses. This issue is not a question that Slovak experts are currently focused on; however, the answer to this question could influence the general view on volunteering and its definition.

## 3 VOLUNTARY ORGANISATION

The term “voluntary organisation” is not a legal term in Slovakia, nor is it defined in any Slovak publication or study. It is used very rarely; it is more common to hear terms such as not for profit organisation, civic organisation and NGO sector. Perhaps this is why the research project, above mentioned, conducted on human resources professionals indicated that more than one third of the respondents were unaware of any voluntary organisation in the country. Several respondents indicated activities such as blood donation etc., instead of naming a specific organisation (YMCA Slovensko, 2004).

Among the experts, a voluntary organisation is viewed as an organisation with legal personality, thus a kind of organisation belonging to the NGO sector that works directly with volunteers, or

an organisation in which the members work as volunteers. In Slovakia, voluntary organisations are perceived as organisations working directly with volunteers or those who organise voluntary activities and meet their goals also through volunteers.

A study specifically related to youth volunteering was conducted by *Juventa* in 2006. The outcome of this study was published in the form of a *National Report on the Implementation of Common Goals for Voluntary Activities of Young People in the Slovak Republic* by the European Commission. This study consisted of analysing the replies given by 23 experts in the field of volunteering in the form of structured interviews and questionnaires distributed to young volunteers (223 respondents) throughout Slovakia.

According to this study, the majority of young volunteers work for NGOs (civic organisations and foundations), followed by volunteering for schools and active work within religious organisations, organisations and societies. With regards to the origin of volunteers, the ratio of “community volunteering” (when an organisation recruits volunteers from their members) and “managerial volunteering” (when volunteers are recruited from the general public) is almost equal. In the past, community volunteering prevailed. However, some large voluntary organisations and organisations still recruit volunteers among their members (*eRko, DOMKA, Slovak Scouting, ZKSM*, etc.).

According to this study, young volunteers are mostly interested in working in the sports sector (20.2%), in working with children and youth (19.5%) and working in the environmental protection area (12.2%). The lowest level of interest was found to be in the political field (1.5%), advocacy of civil rights (2%), international activities and humanitarian work (2.6%).

This study also focused on volunteer training. According to the experts interviewed, the situation regarding training has improved recently - education is more targeted, and many organisations utilise concepts of volunteer training from abroad. Topics such as motivation of volunteers, burn-out, team building, etc. are also included in volunteer training courses. More than 50% of the volunteers interviewed indicated that they participate in training activities. The partial recruitment of volunteers from some university faculties in Trnava, Banská Bystrica, Bratislava, and Prešov is also a new phenomenon which is seen as very positive because students can obtain credit points for their voluntary activities.

All large national or regional youth organisations, as well as some of the smaller ones, prepare and implement internal training programmes, along with evaluation activities for volunteers and volunteer co-ordinators of volunteers, many of which are tailored-made. Even though volunteering in Slovakia is quite a local issue, young people are also interested in international activities or voluntary service abroad. However, the majority of organisations active in the field of volunteering are focused on local or regional work with volunteers.

There are some obstacles preventing active co-operation with foreign organisations in this area, such as the lack of professional workers with the young, lack of language skills, lack of contacts with foreign organisations, financial backing of international activities, etc. Similar factors also influence information-sharing and co-operation with foreign organisations in regard to volunteer preparation and training. However, the situation has improved as some organisations have become members of international networks.

## Overview of the sector

### VOLUNTEERING ACROSS EUROPE

#### 1 HISTORICAL BACKGROUND

The founding and development of the NGO sector in Slovakia can be divided into several periods influenced by the socio-political situation in the country and characterised by different levels of qualitative development. The form of political system has always played a decisive role in the development of NGOs.

##### 1.1 THE MIDDLE AGES AND FEUDALISM

The founding of the first NGOs in Slovakia is closely connected to the activity of the Catholic Church (especially organisations providing social welfare and health care, but also education) and with the development of the commons since the Middle Ages. Religious, health and social welfare organisations (leprosaria, lazarettos, and hostels) were not connected to the State as no State health care and social welfare policy existed at that time. These organisations often owned property, mills, fishing rights, orchards, farming lands, cattle, etc. and therefore they could raise the necessary funds to maintain these facilities. The majority of these facilities, whose premises remained more or less the same from the Middle Ages to the end of the 18th century, were then replaced by municipal and county hospitals administered by the State, the Church or both. (Dudeková, 1998)

Alliances of a religious nature were another form of so-called “voluntary organisation”; their role was to provide mutual support and education, but also to advocate for social rights. In the 14th century, in addition to religious groups, intellectuals and miners also created their own “associations”. Miner “unions” were typical organisations found in mining regions located in central Slovakia. (Dudeková, 1998)

Since the 14th century, craftsmen and commons in towns have established religious (funeral) guilds with the aim of building chapels and altars to ensure dignified funerals for their members and to provide social support for the surviving relatives.

Foundations have also existed since the Middle Ages. A foundation was considered a patrimony in the form of assets, real estate, etc. managed by a person or organisation which could be used only for specific purposes. (Dudeková, 1998)

##### 1.2 CAPITALISM IN SLOVAKIA

Associations founded by scholars and priests with the aim of spreading culture and knowledge in the spirit of the

Enlightenment were the most widespread form of organisations in the 18th century. Their activities focused primarily on publishing newspapers and magazines. For example, *Slovenské učené tovarištvo* (1792 - 1800) based in Trnava, attempted to revive the Slovak language; it had 450 members and was the most remarkable association of this type at the time. (Dudeková, 1998)

Together with the advent of capitalism, organisations in Slovakia began to form middle-class associations and clubs that were widespread in western Europe in the late 1830s. Representatives of the Slovak National Revival saw these organisations as an important way to national emancipation - Slovak newspapers, at that time, informed the general public about the advantages of these organisations and published petitions for the establishment of different organisations (educational, but also economic). (Dudeková, 1998)

Self-help cooperatives arose in the mid-1840s, such as the *Self-Help Co-operative or Farm Institution - Svojpomocný Hospodársky, čili Gazdovský ústav* (the first organisation of this type in continental Europe) was established in 1845. (Dudeková, 1998)

The 1848-49 Revolution furthered capitalism even more. In this period, freedom of association was proclaimed for the first time. However, the post-revolutionary period known as Bach's Absolutism blocked the development of associations due to persecution. Up to 1860, there were only a limited number of authorised organisations, while others existed only in secrecy. Only after 1860, when State and police pressure lessened, especially towards ethnic minorities, was it possible to establish a national cultural institution - *Matica slovenská* (1863), which became the most important representative of the Slovak national movement. But soon after, in 1867 with the "one State - one language" policy, discrimination towards non-Hungarian nationals was evident even among associations. In 1875, *Matica slovenská* was ordered to close because it was accused of carrying out political and subversive activities. (Dudeková, 1998)

In this period, there were great delays in authorising the statutes of associations, and that is why many operated without the State's permission. Despite these obstacles, the number of charity, self-help and firemen organisations increased considerably. (Dudeková, 1998)

During the Habsburg Monarchy period, a great number of foundations existed in Slovakia. They were divided into church and secular foundations. Their most important function was to implement democratic principles, and they played an important role in the process of building civil society. (Dudeková, 1998)

### 1.3 THE 1918 - 1945 PERIOD

The development of the NGO sector could freely resume only after 1918 in the Czechoslovak Republic, when the middle class developed also in Slovakia. In this period, the State supported the expansion of the voluntary sector; especially organisations that were active in the social field. This period was deservedly labelled as the "Age of Associations"; in fact, there were more than 16,000 organisations in Slovakia at that time, with many thousands of them operating in Bratislava. Unions and foundations were created with specific aims but also according to ethnic, religious, and professional or political affiliation. (Dudeková, 1998)

In 1919, *Matica slovenská* reassumed its activities and played a central role in re-launching local culture. Jewish organisations were also numerous; the Czechoslovak Republic was the only country in Europe where Jews had the status and rights of a minority. There was also a huge boom in the set up of local branches of large organisations - especially those working in the social and health care sectors. In the 1930s, due to increasing dissatisfaction at a national and economic level, several unions and associations (especially workers organisations, sport clubs, and cooperatives) were incorporated into political parties. The first were the German sports associations in order to strengthen the requests of the German minority group in Slovakia. After Adolf Hitler's rise to power, the requests of these organisations became more radical and the sport activities of these organisations were replaced by paramilitary training. (Dudeková, 1998)

Another crisis in this area took place during World War II, when the new political regime of the Slovak Republic abandoned the democratic tradition of the Czechoslovak State. Although the

Constitution protected civil rights, the establishment of associations was restricted and, in a short time, all the social-democratic, national-socialistic, and Jewish organisations were declared illegal, and the activity of *Matica slovenská* was put under strict control; in short, everything was censored. (Dudeková, 1998)

### 1.4 THE 1945 - 1989 PERIOD

The 1950s were the most difficult years of the totalitarian regime in Czechoslovakia; this had a negative impact also on the NGO sector. In 1951, Law No. 68 determined the development of this sector for the following thirty-five years. According to this law, all existing organisations had to change into voluntary organisations, merge into existing State organisations or cease to exist. In this way, the NGO sector was incorporated into the political system of the State lead by the Communist Party of Czechoslovakia.

Pressure on civil society in the communist period created discontent among people, who began to manifest their feelings under the Alexander Dubček government. However, after the occupation of Czechoslovakia by the armies of Warsaw Pact in 1968, the 1970s was a period dedicated to policies focused on stabilising the economy and creating a system of social security, when the population was focused on their own individual needs. In the same period, there were organisations for every age group that promoted political and civil involvement, and membership to these organisations was obligatory. Freedom of thought, whether it be political or social, could only be expressed in unlawful activities and dissident movements, such as *Charter 77*. (Dudeková, 1998)

In the second half of the 1980s, during the Perestroika period, when political support from the Soviet Union weakened, civic activities were once again supported. In 1987, five dissident organisations were established in Czechoslovakia, and in 1989, there were already thirty-nine. Environmentalists also began to play a more decisive role through their magazine *Ochranca prírody*, publishing articles on "prohibited" topics.

On March 25th 1988, the so-called *Candle Demonstration* was held in Bratislava. This was the first mass demonstration against the regime, followed by the *August Organisation* in Prague. Public pressure forced the Communist Party to re-organise leadership of the party, followed by the resignation of President Husák in December 1988 and the establishment of a coalition government. Activists of former illegal civic organisations became the grass roots of the newly established political and State bodies. (Dudeková, 1998)

### 1.5 THE DEVELOPMENT OF NGOS AFTER 1989

Following 1989, there was a favourable period for the development of civil society. Legislation, which till then had been unfavourable towards the establishment of voluntary civic organisations and unions, was changed. In 1990, the Law on Organisation of Citizens came into force. This law was based on the right to associate freely without the approval of a State body.

The right to associate is the most utilised civil right in Slovakia, which is demonstrated by the increasing number of NGOs. In 1993, there were 6,000 NGOs registered in Slovakia, and at the beginning of 1996, there were already 12,000. Positive trends have been recorded not only in terms of numbers, but also in terms of the quality of these organisations. (Dudeková, 1998)

In 1991, for the first time in history, the so-called "Stupava Conference" of NGOs was held. From 1994 to 2003, the Stupava Conference was held every year in order to assess the state of the NGO sector, to determine the aims for the upcoming year and to elect members of the *Gremium* of the Third Sector (this elected body represents the sector and ensures the exchange of information within the sector). The *Gremium* was elected for the first time in 1994. In connection with the new regional division of the country, regional *Gremia* were also established to represent the sector. After 1990, foreign grant programmes also appeared in Slovakia.

After the division of Czechoslovakia in 1993, even the federal NGOs were divided and the Slovak NGO sector started to head its

own way, influenced by different political trends.

In 1997, the web site of the Third Sector - [www.changenet.sk](http://www.changenet.sk) - was launched in Slovakia. Its aim is to inform the general public about the events in the sector, the grant schemes, conferences, and to activate people within different campaigns. So far, [www.changenet.sk](http://www.changenet.sk) is the most comprehensive internet site for the NGO sector including voluntary organisations.

As is evident from the historical background, NGOs in Slovakia have often been active in politics and implementing political activities. The increased number of NGO activities in this field is especially evident in the periods preceding the elections. For example, in 1998 many initiatives focused on encouraging Slovak citizens to participate in the elections. These activities were repeated to a large extent also before the national elections in 2002 and to a much lesser extent before the elections in 2006, owing to a shortage of funds for this type of activity.

In June 1999, a group of NGOs started the *Civic Initiative for the Good Law on Access to Information*. Thanks to this campaign organised and supported by 120 NGOs, an extraordinary democratic law on access to information was successfully passed and this law has consequently had a direct impact on society in Slovakia. ([www.changenet.sk](http://www.changenet.sk))

As many NGOs have gained particular know-how in implementing political activities, after 1999, many of them started to transfer this know-how to other transition countries or countries where democracy was threatened. Slovak NGOs have worked and are still working in the Ukraine, Belarus, Kazakhstan, Serbia, Kosovo, as well as in Cuba and Iraq. In addition to training programmes, they also organise humanitarian and development aid initiatives.

In 1999, the *Government Committee for NGOs*, a government advisory body, was established to represent NGOs to the government. However, since 2004 the committee has not been operative.

In 2001, an initiative to draft a Code of Non-Profit Law with the goal to uniting all legislation related to the NGO sector in Slovakia, including laws related to volunteering, was strongly opposed by a group of environmental organisations. The main reason that led

many NGOs to oppose this idea was that this type of juridical regulation was too rigid and formal and would simply control the existence and activities of NGOs. The drafting of a legal framework for NGOs was stopped as the sector itself was unable to come to a compromise on this issue. In 2005, the question of drafting this code was taken up by the Slovak Ministry for Justice and in 2007, the work on this legal framework will continue in co-operation with different platforms existing within the NGO sector. The code should be approved in 2008.

#### 1.6 VOLUNTEERING IN SLOVAKIA - DEVELOPMENT OVER THE LAST DECADE

The involvement of volunteers in activities regarding the NGO sector is an important criterion for the successful and effectiveness of NGOs. In the second half of the 1990s, NGOs became interested in setting up initiatives focused on volunteer involvement. Even though voluntary activities were also implemented prior to this period, volunteers became systematically involved in activities and projects of individual organisations only then.

In 1997, the *Pontis Foundation* (formerly the Foundation for Civil Society) organised a Volunteering Day in Slovakia under the slogan: *"Devote One Hour of Your Time"*. This initiative invited the general public to help finish the reconstruction of the *Sunny Children Crisis Centre* for abused and neglected children in Dolné Štítare. This activity was followed by others focused on developing volunteering - in 1998, the *Pontis Foundation* organised Volunteering Day with community foundations throughout Slovakia. In the same year, the *Pontis Foundation*, in co-operation with *UNICEF*, organised a fundraising volunteering activity, the so-called *UNICEF Walk*, which was organised in Slovakia for the first time.

The year 1998 was a turning point in volunteering also because on December 5th 1998, International Day of Volunteering, the Voluntary Centre *SAIA-SCTS* was established. This centre started several successful activities focused on increasing awareness and participation of the general public in volunteering and mobilisation of the

general public towards voluntary activities. In November 1998, the Voluntary Centre *SAIA-SCTS* started to implement training programmes focused on the management of voluntary organisations, and in 2000 the number of trainees reached a total of 126. The Voluntary Centre also set up several activities promoting voluntary work which contributed to the positive recognition of voluntary activities, such as the awareness-raising campaign "Volunteers Week" and an award for exceptional volunteers called "Heart on a sleeve". (Annual report of SAIA, 2000)

The activities of the Voluntary Centre SAIA-SCTS came to an end in September 2002 after fundraising activities were unable to raise sufficient funds to continue running the organisation, despite the general public's appreciation of their activities. Since 2002, after this voluntary centre ceased to exist, no service centre of volunteering in Slovakia that provides information and consultancy in the area of volunteering has been set up, nor is there any centre that recruits volunteers for organisations, institutions or concrete initiatives. (Annual report of SAIA, 2002)

## 2 IMPORTANCE AND EXTENT OF NON PROFIT AND VOLUNTEERING IN SLOVAK SOCIETY

This chapter is based on some previous studies and on interviews to eleven experts (see 4.10 List of experts interviewed) who have been involved in volunteering in Slovakia for many years.

### 2.1 IMPORTANCE AND PROBLEMS REGARDING VOLUNTEERING IN SLOVAK SOCIETY

Why is volunteering important for society? The interviewees see the importance of volunteering for Slovak society as a way to:

#### **Discover solidarity and fellowship.**

Volunteering is seen by four experts as a form of discovering sol-

idarity and fellowship, the creation of positive relationships, and as a way to eliminate rivalry, competition, and do something that does not only originate from egoistic reasons. According to three experts interviewed, voluntary work is an activity that should not be paid, otherwise it would lose its importance for society.

#### **Fill the gaps left by the State.**

Volunteering is not only a tool, but also a system which covers areas that State institutions or municipalities are unable to cover.

#### **Flexibly meet the new needs of society.**

Volunteering is a creative and spontaneous activity that meets the needs of a changing society.

Notwithstanding these important characteristics, awareness and prestige of volunteering in Slovak society is still low: these problems can be seen from three viewpoints:

#### **The general public does not know what volunteering means and why it is important.**

The experts agreed on the fact that national media campaigns or joint events of voluntary organisations focused on all age groups of volunteers would be the best way to gain the general public's attention to volunteering. Activities such as concerts, stories of celebrity and ordinary volunteers, and publicising voluntary activities in the media could also be useful.

#### **Volunteering has insufficient prestige.**

In Slovakia, there is the need to give volunteering certain credit: according to one expert, *"Volunteers need somebody to appreciate their work, and they need the State and society to support them. Volunteers need to be aware of the fact they are doing a job that is publicly beneficial. The current opinion on volunteers needs to be changed..."*. At a national level, it would be beneficial to launch a mass media campaign that would draw the attention of the general public to the issue, by illustrating the work of celebrity volunteers as well as common volunteers.

**Lack of information on voluntary activities.**

The lack of a voluntary service centre or information internet source is the greatest drawback according to experts. The set up of such a tool could significantly improve the awareness and promotion of volunteering in Slovakia.

Possibly, the main difficulty in increasing the number and the social appreciation of volunteers is that volunteering in Slovakia is an activity carried out almost exclusively by young people, as it is seen by the older population as a heritage of the Communist period. Middle-aged people and seniors are not involved into volunteering in Slovakia: *"...I think volunteering is seen as something negative because the socialistic brigades implemented it in the past: everybody was obliged to attend these brigades... The middle-aged generation remember brigades where they spent eight hours doing nothing. It seems that brigades and volunteering have become synonyms for some people. I think this is the reason why more young people volunteer in Slovakia, because the older generations were forced to work, supposedly voluntary...."*

Based on these opinions, we can state that the involvement of older-age groups of volunteers will increase after the awareness of the importance and options of volunteering are explained, and after economic conditions of people are improved. We also heard another sceptical view on the involvement of middle-aged people and seniors into volunteering: *"Owners of businesses grew up at the time of compulsory volunteering, so it is hard to persuade them that volunteering is good when they simply consider it a waste of time. One or two generations will have to pass before the mentality changes towards volunteering."*

**2.2 DIMENSION, TRENDS AND AREAS OF ACTIVITY**

More extensive studies related to the work of the NGO sector were conducted only after 1998. Since then, activities of the NGO sector have been mapped through the publication of report entitled: *"Slovakia - A Global Report on the State of Society"* published annually by the Institute for Public Affairs, and also through the drafting of the NGO Sustainability Index for EEC and Eurasia (since 1998, a specific part of this publication has focused on the Slovak NGO sector). At the same time, there are different studies and research projects on specific areas of the NGO sector, such as area of funding, co-operation with the business sector, volunteering, and the utilisation of 2% financing scheme, etc.

However, in Slovakia there are very few research projects specifically on volunteering, and no study has been conducted since the year 2000, which prevents us from carrying out a comparative analysis of current state of volunteering. On the other hand, increasing interest in this area recently (in the form of studies, conferences or even grant programmes focused on volunteering), indicates progress in this field. We only have partial studies at our disposal in the area of volunteering. With regards to the numbers of volunteers (organisations that work with volunteers keep their own records for internal use), figures provided by the Statistics Office of the Slovak Republic are summarised in the following table:

**Number of not-for-profit institutions, employees and volunteers**

Indicator	1997	1998	1999	2000	2001	2002
<b>Number of NGOs</b>	<b>13,800</b>	<b>17,043</b>	<b>17,814</b>	<b>21,282</b>	<b>23,566</b>	<b>26,210</b>
Civic organisations	8,458	9,576	9,942	11,685	12,903	14,654
Church/religious organisations	2,786	2,875	2,986	3,270	3,356	3,128
Condominiums	1,485	2,557	3,335	4,614	5,426	6,304
Foundations	388	390	456	491	518	530
Interest organisations of legal entities	311	373	392	504	575	614
Non-investment funds	136	198	230	279	297	341
Professional organisations	140	195	205	218	225	141
Other	96	879	268	221	266	498
<b>Total number of paid workers</b>	<b>14,391</b>	<b>14,521</b>	<b>15,739</b>	<b>19,299</b>	<b>16,593</b>	<b>16,658</b>
Sport and recreational activities	1,938	1,887	1,396	1,066	1,026	1,224
Not for profit organisations	8,817	7,739	9,106	12,313	9,505	7,562
Church/religious organisations	3,100	4,050	4,007	4,197	4,491	4,309
Condominiums	45	105	40	277	180	464
Foundations	289	235	211	487	335	594
Interest organisations of legal entities	21	310	760	756	801	709
Non-investment funds	12	14	7	15	24	88
Professional organisations	169	181	212	188	231	169
Number of contract workers	47,768	46,448	71,961	100,309	71,189	61,034
Number of volunteers	91,359	151,524	250,707	319,192	223,790	118,623
<b>Number of hours worked by volunteers (in thousands of hours)</b>	<b>8,506</b>	<b>9,692</b>	<b>13,162</b>	<b>25,488</b>	<b>17,169</b>	<b>9,730</b>
<b>Approximate number of hours worked equivalent to one volunteer</b>	<b>91</b>	<b>64</b>	<b>52</b>	<b>80</b>	<b>77</b>	<b>82</b>

Source: State statistical findings in not for profit organisations: 1997 - 2002.

N.B. According to the table, the greatest decrease in the number of volunteers occurred from 2000 to 2002 and then changed trend in the following years: in 2005 the number of volunteers was 227,030, with an average number of hours worked by each volunteer of about 60.

Numbers of each NGO type and the trends of growth over last five years					
Legal form	2002	2003	2004	2005	2006
Civic Organisation	20,803	20,575	23,789	25,257	29,300
Non-investment fund	345	440	513	497	580
Not for profit organisation providing publicly beneficial services	215	397	831	1,021	1,460
Foundation	553	249	305	325	343
Organisations with international activities	-	-	122	121	160
Total Number	21,916	21,661	25,560	27,221	31,843

Source: Register of the Slovak Ministry of Interior, 2006

Important studies on volunteering in Slovakia carried out by the Institute for Public Affairs (1998, 2003) and the Focus Agency (2004) indicated that: volunteering in Slovakia exists and according to sociologists, the estimated number of volunteers is either more optimistic (39% in the analysis of the Institute for Public Affairs from 2003 or 46% from 1998) or more realistic (13% according the analysis of Focus Agency from 2004) depending on the methodology used and the way in which questions were formulated. (Marošiovà, Majchrák, 2005)

As regards to the respondents of this study, the Focus Agency States that 43% of the respondents worked as volunteers for an NGO, a third of them worked for town or village organisations, and another third worked for church or religious organisations, specific individuals, or with organisations funded by the State. The Institute for Public Affairs included other types of undefined organisations or social networks working on neighbour/colleague/friendship basis and that this type of category contained approximately a fifth of the volunteers.

As regards the typology of voluntary work, the largest statistical figure was reached by those volunteers who work for church or religious organisations (13%), followed by those who work for the development of their own village or residential area (12%). The same percentage was found for those who work in the sectors of sports and recreation, education, culture and art, social services for people in

need and health, and the environment. Activities regarding charity, advocacy, trade unions, help to the Roma ethnic group, humanitarian aid, support to international civil rights were not significantly relevant from a statistical point of view. (Marošiovà, Majchrák, 2005)

As to the reasons why people volunteer, the majority of people interviewed in the study conducted by the Institute for Public Affairs in 2003 stated the desire to do good (77%), the endeavour to use his/her skills (38%), and the personal experience of relatives or friends (32%). Moreover, the interviewees also indicated their trust in people organising voluntary activities (31%), the opportunity to work with interesting people (31%), and the chance to gain new experience and knowledge (26%). (Marošiovà, Majchrák, 2005)

According to some studies (for example, the Focus Agency study), more women than men engage in voluntary activities. Results from the Institute for Public Affairs study in 2003 indicated that the majority of volunteers were middle-class or higher-class citizens, with either secondary or tertiary education. (Marošiovà, Majchrák, 2005)

These quantitative data were completed by qualitative research focused on the motivations and activities of volunteers working in six grass-root organisations in Slovakia. This study gives us information on who the volunteers are and why they decided to volunteer. This study was conducted by the Institute for Public Affairs in 2004 - 2005. (Marošiovà, Majchrák, 2005)

### 2.3 REGIONAL DISTRIBUTION

Information on regional distribution of NGOs is provided in the study "Perception of the Third Sector in Slovakia" published by S.P.A.C.E. in 2004.

According to this study, the regional distribution of NGOs in Slovakia is as follows:

Region of NGO location	Ratio in %
Bratislava region	25.4
Trnava region	6.4
Trenčín region	6.8
Nitra region	8.3
Žilina region	6.4
Banská Bystrica region	17.6
Košice region	12.9
Prešov region	11.2
Other (foreign, not Stated)	5.0
Slovakia - total	100.0

Source: S.P.A.C.E., 2004.

This study was carried out only on a limited sample of NGOs, and for this reason, another source of information on the regional distribution of NGOs is provided by data regarding NGOs that apply for funding with the 2% tax mechanism. These data date back to 2003 as more recent data are unavailable.

### 2.4 AREAS OF ACTIVITY

The latest study of the diversification of NGOs according to activity type was conducted by the Centre for Social Policy Analysis - S.P.A.C.E. in 2004. The results of this study showed NGOs' sphere of activity as follows:

Sectors of Activity	Total Score in %
Education, training	39.9
Social care and services	32.3
Leisure time activities	29.6
Art and culture	18.9
Advocacy of civil rights	17.2
Environment	13.3
Charity	11.7
Health care and services	9.5
Regional development and housing	9.0
Foundations and funds	9.0
Sports	7.4
Research, analysis, expertise	7.3
Exchange of volunteers	6.4
Recreation	5.6
Other sectors of activity	6.9

Source: S.P.A.C.E., 2004.

N.B. The results of this research need to be interpreted with reference to the fact that every NGO could mark maximum three answers, as NGOs usually combine several types of activities.

This study also gathered data regarding the target groups of NGOs:

Target Group	Total Score in %
Children in general	34.7
Children with health problems	10.4
Children with mental problems	9.9
Orphans	7.7
Students, youth in general	3.4
Drug addicted young people	3.4
Children and the young	69.5
Adults in general (wide public)	38.6
Adults in need (homeless, unemployed, imprisoned, refugees, etc.)	12.0

Adults with health problems	11.5
Adults with mental problems	4.7
Adults	66.8
The elderly in general	7.7
The sick elderly	2.5
The abandoned elderly	1.8
The elderly	12.0
Families with children	8.2
Women in general	5.6
Women - victims of domestic violence	3.9
Women on maternity leave	0.8
Women	10.3
Roma ethnic group	15.9
Other groups	8.2

Source: S.P.A.C.E., 2004.

N.B. Respondents could indicate maximum three answers - 39.9% of respondents marked one target group, 27.1% of them marked two, and 33% indicated three target groups.

Organisations that indicated more than one target group are those that focus on specific issues rather than on a specific target group (for example, those working with the mentally handicapped, integration of minorities, social inclusion of handicapped people, etc.). Data indicate that NGOs are very heterogeneous regarding the sector of activities, but that they also consider their target groups. This is confirmed by following data obtained through the aforesaid 2004 SPACE study, on specifications of NGO activity:

Specific activities carried out by NGOs	Total score in %
Publishing	2.6
Education	20.2
Education of the disabled	5.1
Supplementary life-long learning, re-qualification	5.6
Education in rural areas	2.1
Leisure time activities for children and the young, after-school activities	13.8

Leisure time activities for families (children and parents)	0.4
Social and cultural events	9.5
Culture, folklore	3.4
Sport events	3.4
Problems of individual families	6.8
Help to the socially weak and dependent	7.3
Humanitarian help and help to people in need	6.0
Provision of social services	10.8
Domiciliary services for the elderly in their households	1.7
Domiciliary services for sick children in their households	0.8
Financial support of foster families	0.4
Help to children from orphanages and to those who have left orphanages	1.3
Re-socialisation centres for Roma ethnic group	1.7
Cultural integration of minorities (Roma ethnic group)	4.6
Integration of people with various types of disabilities	4.2
Employment (in general or for specific target groups)	1.7
Prevention	2.5
Therapeutic activities	1.3
Consulting in general	13.3
Consulting for socially weak people	1.7
Regional development, co-operation, promotion of regions	6.9
Cultural development, preservation of historical monuments	3.4
Environmental issues	5.6
Rural tourist trade, sustainable development	1.7
Organisation of collections, volunteering	0.8
Fundraising for protection and support of health	0.9
Grant-making, philanthropy	3.8
Advocacy, representation (of minorities, discriminated groups)	1.6
Help to victims (of crimes, accidents, natural disasters)	0.4
Consumer protection	0.4
Information centres	6.0
Consulting for NGOs	3.0
International co-operation	2.5
Others (agriculture, graduates...)	1.7

Source: S.P.A.C.E., 2004.

N.B. The results of this study need to be interpreted with reference to the fact that every NGO could mark maximum three answers.

## 2.5 HUMAN RESOURCES

The non-profit sector in Slovakia varies greatly also as regards to human resources. According to the SPACE study in 2004, volunteers are most actively involved in NGO activities, followed by registered members, and then paid employees.

NGOs had a maximum of five paid employees. Detailed information is provided in the following table:

The above-mentioned study also focused on problems of NGOs related to staff.

The most common issues regarded economic aspects - the inability to pay experts/professionals. The second most common

Structure of Human Resources Ratio of NGOs according to the number of (co)workers according the type of co-worker	0	1-5	6-10	11-20	21-50	51-100	101
Registered members (0 - 250 000)	31.3	6.0	12.0	10.3	15.8	9.9	14.7
Full-time employees (0-96)	63.6	24.9	4.3	2.5	1.7	3.0	3.0
Part-time employees (0-11)	77.3	20.1	2.6	2.6	2.6	2.6	2.6
Workers working on "performance contract" (0-50)	57.5	29.2	7.3	2.6	3.4	3.4	3.4
Volunteers (0-400)	27.9	17.6	20.2	17.6	10.7	6.0	6.0
Regular supporters (0-3754)	59.2	20.6	6.9	5.1	4.8	3.4	3.4
Other co-workers (0-100)	86.7	7.3	3.4	2.6	2.6	2.6	2.6

Source: S.P.A.C.E., 2004.

According to this study, volunteers are used in 72,1% of the organisations who answered the study, and 27,9% of them did not know of the possibility of utilising non-volunteer collaborators. The largest number of volunteers working for one organisation was 400, while the majority of NGOs work with much smaller number of volunteers.

Approximately two thirds of NGOs considered in this study have registered members, while the number of registered members in organisations varies greatly, from very few people to almost 250,000 in the largest organisation. In addition, the number of regular supporters differs significantly from one NGO to another - almost 60% indicated they do not have any; 40% stated that they have some.

The results of this study indicate that less than 40% of NGOs have full-time employees, 33% of them have part-time employees, and in almost 40% of NGOs, activities with people are based on a project contract with a specific objective. In all cases, the majority of

issue was an over-load of different activities that needed to be done by one employee. Many organisations stated that staff must deal with a wide range of activities related to the every-day management of an NGO such as inventories, book-keeping, etc. and as a result, they do not have sufficient time nor capacity to fulfil the original mission of the organisation. (Filadelfiovà, Dluhà, Marček, Košičiarová, 2004)

## 2.6 AREAS OF IMPROVEMENT

As regards the "quality improvement of organisations" we included the improvement of services provided by organisations (mentioned by two experts), improved conditions for employees (mentioned by three experts), fulfilment of specific goals of organisations (stated as the most urgent need by two experts), and improvement in the area of public relations (mentioned by two experts). The cre-

### Employees and volunteers according to the legal form of the organisation in 2005

Legal form	Employees number	Number of people working on agreement	Number of volunteers	Hours worked by volunteers
Foundation	208	1,703	1,704	131,405
Non-investment fund	582	248	823	103,390
Not for profit organisation	16,899	6,723	2 446	136,337
Condominium	374	7 304	10 581	462,130
State-funded organisation	377	495	49	2,544
Fund	2	2	0	0
Civic organisation	8,327	61,169	205,058	12,212,445
Political party, movement	154	72	1,297	155,610
Church/religious organisation	5,067	636	3,344	422,212
Professional organisation	175	929	263	19,219
Chambers - besides professional associations	168	525	25	415
Organisations with a specific objective and created by juridical entities	900	2,462	1,290	108,114
International organisations and associations	124	300	143	13,138
Other	712	117	7	33
<b>Total Number</b>	<b>34,067</b>	<b>82,683</b>	<b>227,030</b>	<b>13,766,992</b>

Source: S.P.A.C.E., 2004.

ation of real partnerships and co-operation among organisations of a similar type (especially the exchange of know-how and mutual support), was considered as a basic need for two organisations included in this study.

As regards the professional qualifications of voluntary organisations, there is the need to set up voluntary centres which provide services and support to volunteers and organisations and, in particular, there is the need to create a system that guarantees quality, specific training for volunteers and volunteers management. According to two experts, it is difficult for many organisations to set up criteria and admission requirements and co-operation with volunteers: *"We are always happy when volunteers come and if they don't come along,*

*nothing really happens. We would never say that something is wrong."* Other three experts talked about the need to define rules and rights of organisations and volunteers that are often missing in Slovak voluntary organisations. According to them, fulfilling this need is one of the key elements to support volunteering in Slovakia.

#### Networking of Voluntary Organisations

*"It is necessary to set up a network of voluntary organisations and to organise common events or campaigns. We should meet more often and brainstorm ideas for initiatives - it would probably be a way to come up with good ideas"*. Three experts agreed that Slovakia lacks networking and transparency of voluntary organisations

as regards to common activities in the development of volunteering.

On the other hand, two experts indicated that networking was not taking place - especially due to the time element. *"Everybody only talks about it, but maybe we should finally do something. It is not that we don't want it, but we have too many other activities to complete."* *"Our creativity is limited. The NGO sector is so absorbed by its own activities, that volunteering - even though it is a key part of it - is not developed. Our activities absorb us in a way that we do not have time to focus on volunteering as such."*

#### Co-operation with the Business Sector

Two experts would also welcome more exhaustive discussions with enterprises as regards to corporate philanthropy implemented in the form of corporate volunteering - whether it be in the form of work provided by employees for specific organisations or in form of financial support of campaigns in favour of volunteering.

### 3 JURIDICAL AND ORGANISATIONAL FORMS OF VOLUNTEERING

#### 3.1 JURIDICAL FRAMEWORK OF VOLUNTEERING IN SLOVAKIA

The NGO sector in Slovakia consists of four types of organisations:

- civic organisations;
- not for profit organisations;
- foundations;
- non-investment funds.

The right to associate is guaranteed by the Constitution of the Slovak Republic as a political right in Article No. 29. This article states that everyone has the right to associate in unions, societies, or in other organisations.

The NGO sector in Slovakia is regulated by several laws. All types of NGOs are regulated by a specific law. The basic legal document

that regulates NGOs is the Civic Code, which differentiates between enterprises and foundations and funds.

From a juridical point of view, only the following types of organisations are considered to be typical NGOs:

- civic organisations;
- not for profit organisations providing public benefit services;
- foundations with private legal status;
- non-investment funds;
- organisations with international activities.

#### 3.2 CIVIC ORGANISATIONS

A civic organisation is a group of people with legal entity, linked by a specific goal. A union, a society, an organisation, a club, a group - these all are synonyms for a civic organisation. This legal form is established through registering a statute at the Ministry for the Interior of the Slovak Republic. The name of the organisation, its location, mission, governing bodies (the way they are elected, the roles of those who act in the name of the organisation), organisational units (branches) and the basic administrative set up need to be specified in the Statute. Terms of establishment and legal status of civic organisations are regulated by the Law on Organisations of Citizens. Both private and legal entities can become members of a civic organisation.

#### Bodies of an organisation

The size of an organisation is not predetermined. It is up to the civic organisation to choose the kind of internal organisation, institutional bodies of an organisation - their names and authorities. However, those people in positions of responsibility must have a clean criminal record. The basic bodies of a civic organisation are (in most cases) as follows:

##### General Assembly

It consists of all members of an organisation and has duties and responsibilities set out in its statute. The general assembly elects and removes members of the chairpersonship or the executive

committee, the chairperson (the executive director) of an organisation, the members of supervisory board (if there is such a body). It decides on the financial management, approves the financial plan, the programme of activities, the budget, the annual report together with the financial report. It decides on the election and removal of the organisation's members, resolves on the limitation of rights of the executive director to act in the name of organisation, and it resolves on dissolution or merger of the organisation.

Statutory representative (the chairman, president or an executive director) that acts in the name of the organisation.

Chairpersonship or executive committee

Supervisory board

The number of votes of members of individual bodies necessary for the approval of a decision is set out in its statute.

Finance and account management is regulated by the Finance Management Code.

#### Duties towards the general public

The law does not indicate any special requirements for organisations to inform the public about its activities. An organisation can decide to inform the general public about its activities on a regular basis or *ad hoc*. There is no duty to prepare annual reports; however, most organisations prepare one and make it available as it can be a requirement for receiving donations or financial support. The rights and duties of an organisation's members are set out in its statute. An organisation can terminate its activity by dissolution or merger with another organisation and via valid decision by the Ministry of the Interior on its dissolution.

### 3.3 NOT-FOR-PROFIT ORGANISATIONS PROVIDING PUBLIC BENEFIT SERVICES

It is neither an organisation nor a foundation, but it generally ful-

fills beneficial goals and provides public services which a citizen has the right to receive, but which the State is unable (or not willing) to provide. The net profit obtained through these activities has to be used for the provision of activities of public benefit, set out in its statute. This type of organisation is regulated by the law on not for profit organisations providing public benefit services.

The law states that services considered of public benefit are the following:

- provision of health care;
- provision of social care and humanitarian aid;
- creation, development, protection, restoration, and presentation of spiritual and cultural values;
- defence of human rights and basic freedoms;
- education and development of physical culture;
- science, development, scientific and technical services, and information services;
- restoration and protection of the environment, and protection of the health of citizens;
- services for support of regional development and employment;
- securing housing, maintenance, and renovation of the organisation's premises.

In this case, the term "not for profit" does not mean "non-governmental". There are also organisations supported by State funds from different ministries included in this group.

Not for profit organisations can be established by one or more private or legal entities. The central registry for not for profit organisations is located at the Ministry of the Interior of the Slovak Republic.

The statute is a part of a not-for-profit organisation's charter and consists of the:

- name and location;
- purpose and kind of service it provides;
- bodies of the not-for-profit organisation, and those responsible;
- number of members, means of election, length of term for the Board of Directors and auditor.

Not for profit organisations have the following bodies:

Board of Directors

Approves the budget, the annual financial statement, and the annual report; it decides on dissolution or merger of the not for profit organisation; it can elect and remove an executive director, members of the board of directors, supervisory board, or an auditor from office. It also decides on changes in the statute on the extent of a director's power. Membership in the Board of Directors is a voluntary and unpaid function.

Executive director / statutory body

Governs and acts in the name of the organisation and has an advisory vote at the board of directors' meetings.

Supervisory board

It is the body responsible for monitoring activities of the organisation. It has three members. Membership to this board is voluntary and unpaid.

Book-keeping needs to be in compliance with the law; under certain circumstances stated by law, the annual financial statement has to go through audit.

#### Duties towards the general public

A not for profit organisation has to prepare an annual report within the terms approved by the Board of Directors. Its content is regulated by law. This annual report must to be made public and needs to be made available at the organisation's offices. The statute also needs to be made available to the general public.

### 3.4 FOUNDATIONS

A foundation is an organisation with a patrimony that has a publicly beneficial purpose indicated in its statute. It is regulated by the Law on Foundations. A "publicly beneficial purpose" can be: the development and protection of spiritual and cultural values, the implementation and protection of human rights or other humanitari-

an goals, the protection and restoration of the environment, the preservation of natural values, health safety, defence of rights for minors, the development of science, education, physical education and humanitarian aid to an individual or group of people who are threatened or need emergency aid because of natural disaster.

A foundation's activity is focused on the provision of financial sources and donations to third parties. A foundation can also implement other activities that need to be in compliance with the publicly beneficial purposes of the foundation. The law states that a foundation's patrimony can be used only in compliance with the publicly beneficial purposes and conditions stated in the charter of foundation and to reimburse expenses associated with running a foundation.

A foundation is set up with a charter of the foundation signed by the founders. A foundation is registered in the Foundation Registry at the Slovak Ministry for the Interior.

The bodies of a foundation are as follows:

Board of Directors

Is the supreme body of a foundation. The Board of Directors decides on the dissolution of the foundation; it elects and removes the chairman and board members, administrators and auditors (supervisory board) of the foundation. It decides on changes to the charter of the foundation, approves the budget, decides on how the foundation's patrimony is to be used, nominates a liquidator, decides on the establishment of a fund, and approves the final or annual report of the foundation.

Administrator

A statutory figure that manages the activities of a foundation and acts in its name. He/she has an consultative vote at the Board of Directors' meetings.

Supervisory board / controller

The supervisory body of a foundation.

Another body

If stated in the charter of the foundation.

Obligations

The preparation of an annual report on the activities and mone-

tary management is obligatory for foundations. It has to be sent to the Slovak Ministry for the Interior which is responsible for checking the publicly beneficial purposes of a foundation. A foundation is required to provide information on its activities and management of its patrimony based on the Law on free access to information. The Law on foundations also states that the activities and patrimony of a foundation cannot be used for other purposes except those provided for in its statute.

### 3.5 NON-INVESTMENT FUNDS

Non-investment funds are purpose-made organisations with a patrimony. The purpose, status, establishment and cessation of these funds are defined by Law No. 147/1997. A non-investment fund is a non-profit legal entity with financial resources allocated for a publicly beneficial purpose or to provide humanitarian relief following a natural disaster. The resources of the fund are not to be used for entrepreneurial activities.

A fund is established by a founder (private or legal entity) based on a "fund-establishment agreement". This kind of fund is registered at county offices, while the central registry office is at the Slovak Ministry for the Interior.

The bodies of a non-investment fund are:

#### Board of directors

Approves budget, decides on the utilisation of a fund. Approves the annual financial statement and annual report. Decides on the termination or fusion of a fund. Nominates a liquidator. Implements changes in its statute.

#### Administrator

Statutory body of a fund that manages its activities.

Funds must conduct accounting procedures according to Law No. 431/2002.

#### Obligations

Any member of the public has the right to inspect the articles of

the fund's statute and to make an extract or copy of it. A fund is obliged to prepare an annual report of the previous year's activities. The annual report needs to be made public and a copy of the annual report has to be sent to the registry office.

### 3.6 ORGANISATIONS WITH INTERNATIONAL ACTIVITIES

There are two types of organisations included in this type of NGO:

An international NGO - a non-governmental organisation with private or legal entity of an international nature. State institutions can not be members of such an organisation.

A special organisation representing Slovak interests within an international NGO.

### 3.7 ROLLS AND REGISTERS OF ORGANISATIONS THAT ENGAGE VOLUNTEERS (NATIONAL, REGIONAL, LOCAL, THEMATIC)

NGOs in Slovakia are registered according to the Civil Code, with an individual law which regulates each type of specific NGO. In Slovakia, there are the following forms of registration and functions of an NGO:

- Civic organisation.
- Non-investment fund.
- Not for profit organisation providing publicly beneficial services.
- Foundation.
- Organisation with an international element.

The term non-governmental organisation is often used in connection with the non-profit sector. However, the Slovak Ministry for the Interior is responsible for the registration of all these organisations and does not differentiate between not for profit organisations founded by private or public subjects. The issue of being not for profit is also controversial, as many professional sport clubs which operate on the principle of profit-making are still registered as civic organisations.

NGOs in Slovakia are registered at the Ministry for the Interior; however, the number of registered organisations does not tell us anything about "real" NGOs, as it includes organisations that provide services for a fee (such as private schools), and purpose-built facilities (such as churches and condominiums), nor does it indicate the level of active involvement of these organisations (many organisations are listed in the register, though are not active). Partial insight into active organisations is provided by the list of potential organisations that have the right to the 2% tax-benefit mechanism. In 2007, 7,660 organisations were listed in this register, while in 2006, there were 7,064 actual beneficiaries who received 1,125,060,910 SKK thanks to this mechanism. (Strečanský, Bútorá, Vajdová, Szatmáry, Bútorová, Kubánová, Woleková, 2006)

### 3.8 BRIEF HISTORICAL OVERVIEW OF THE JURIDICAL FRAMEWORK AND THE MOST IMPORTANT CHANGES OF THE LAST DECADE

The main juridical changes related to the development of the NGO sector occurred after the so-called Velvet Revolution that took place in 1989. In 1990, the Law on the Organisation of Citizens came into force. This law was based on the right to associate freely without the approval of a State body. Citizens finally had the right to set up new organisations, unions, societies, alliances and federations, etc. Thanks to this law, NGOs working in many fields (very often working with unpaid staff at the beginning) started to operate.

The Law on Foundations came into force in 2002. The Law on Organisations with International Activities came into force in 1990, and the Law on Non-Investment Funds and the Law on Not for profit Organisations providing Publicly Beneficial Services came into force in 1997.

At the end of the 1990s, a rather great change occurred to funding the NGO sector. In December 1999, changes in the Income Tax Law enabled the Slovak citizens to assign 1% of paid taxes in favour of an NGO of their choice. This law was then adjusted and nowadays,

not only private, but also legal entities can assign 2% of their paid taxes to an NGO of their choice (more information on this issue can be found in the section regarding funding of NGOs). In 2001, an initiative to draw up a Code which incorporated all the laws regarding the non-profit sector was launched, and consequently in 2003 a proposal for this Code, including all legal regulations related to the NGO sector as well as volunteering in Slovakia was introduced to the NGO sector. However, it was strongly opposed by a group associated with environmental organisations.

The main reasons that led many NGOs to contrast this proposal were that it would worsen the legal position of NGOs and it would completely control the activities and existence of NGOs. The work on drafting the legal framework for NGOs was blocked as the sector itself was unable to come to a compromise on this issue. In 2005, the preparation of this Code was taken over by the Slovak Ministry for Justice. In 2007, work on the Code continued and was co-ordinated by *I.SNSC* in co-operation with the initially opposing wing. In addition, different platforms within the NGO sector (social, environmental, development aid, democracy, education, public-beneficiary, voluntary, etc.) were involved in this drafting process. In 2008, the final proposal should commence its path through the legislative process to be added by CARDO.

As regards to volunteering, there is no legislation at all which regulates this field of activity. There have been some efforts to raise the issue on a law on volunteering, however, voluntary organisations themselves do not agree whether such a law is necessary or not. Some are afraid of State control on volunteering and voluntary organisations, while others would like to have certain areas covered by legislation (such as the responsibilities of volunteers, insurance for volunteers, etc).

### 3.9 THE NEED FOR A LAW ON VOLUNTEERING

There is no law on volunteering in Slovakia. Voluntary service is mentioned only in one law - the Law on Services provided by the

unemployed, where the unemployed have the possibility to work voluntarily in the so-called "activation work". (Dostál in Marošiová and Majcharak, 2005) However, a specific law would meet some important needs of the sector:

- The need to define the relationship between an organisation and volunteers, respectively to define rules and rights of volunteers, and a definition of their relationship.
- The need to show appreciation and reward volunteers. As mentioned before, experts in Slovakia state that volunteering is not appreciated as much as it should be, and that a law on volunteering could help to improve public awareness on volunteering, at least for public administrations and municipalities.

#### 4 RELATIONS WITH PUBLIC INSTITUTIONS, COLLABORATION AND COMMON PROJECTS

In 2003 and 2004, a Government Council for NGOs was active in Slovakia - its role was to stimulate negotiations between the Slovak government and the Slovak NGO sector. However, after two years of activity, this Council stopped meeting and gradually ceased to exist. Since then, the Slovak NGO sector has no official body representing its general interests towards public institutions. There are some initiatives - often with a thematic focus (for example, social services, health care or environmental protection) - that have relations and sometimes even very good relations with public institutions. However, voluntary organisations have not put forward any proposals that would advocate their rights as yet.

Recently, the NGO sector mobilised its internal resources in the preparation and implementation of the Law on the Access to Information, and to protect the 2% tax allocation mechanism in 2006. Both initiatives are described in detail in the section on the history of the sector. In addition to these initiatives, lobbying activities of NGOs in Slovakia are connected to issues and fields such as welfare, education, environmental protection, etc. NGOs also co-operate with public institutions at a local, regional and national level on specific projects.

At a local level, co-operation with municipalities (according to most of the experts interviewed) is quite active as personal contacts are considered important "*If our people know someone at the municipality, the approach is different.*" Municipalities also co-operate with individual projects, as they often provide venues, permission for individual events, and help to organise different activities. Three of the experts interviewed also mentioned ongoing co-operation within projects or permanent financial support provided by municipalities.

In addition, local municipalities (especially those in towns), have started to create grant schemes in order to support local not for profit organisations, associations, informal groups, thus providing for an indirect support of volunteering in recent years. However, according to two experts, one disadvantage of this situation is the lack of awareness and reluctance of individual officers, the waiting periods between the submission and approval of grants and also a system that lacks transparency and structure.

In essence, the question of relationships and co-operation between public administrations and individual organisations is not explicit and is related not only to the experience of individual organisations, but also to their status. One type of co-operation is established with a small local organisation, while another type is set up with an international NGO. However, it is important to say that no expert explicitly indicated that inter-sectoral co-operation is simply "good"; as the statements they made confirm their efforts and willingness to change and improve these relationships, and that they are ready to fight in order to obtain these changes.

#### 5 FORMS OF FUNDING

The most complex study prepared in this field has been provided by Panet under the name - "*Financing the NGO Sector in Slovakia after 1989*". Thanks to this study, but also thanks to the information provided by publication "*Slovakia 2005 - a Global Report on the State of Society*", prepared by the Institute for Public Affairs, we were able to gather the following data on sources of NGO funding.

After 1989, the most active financial supporters were as follows in Slovakia: the US Embassy, USIS, USAID, the British Embassy, the Canadian Embassy, the Dutch Embassy, and the EU Delegation in Slovakia. In addition, Denmark and France also contributed to the development of civil society; while Spain, Italy, and Hungary were active in supporting culture. Art and culture have also been supported by foreign cultural institutions such as the Goethe Institute, the Czech Centre, the French Institute, the British Council, etc.

Moreover, from 1993-2003, the PHARE programme provided more than 11 million Euro.

The issue of financial support became more urgent at the end of 1990s, after donors started to focus more on the Balkan countries and countries of the former Soviet Union, thus withdrawing their financial help from Slovakia. Hence, competition among NGOs to gain financial sources began to increase as a large number of them had to fight for dwindling financial support. The question of fund diversification became an important issue - NGOs could no longer rely on the support of one large donor, they needed to start searching for new funding sources, and even to create revenue that would help them to survive and continue their activities. Another reason for fund diversification was the fact that most current donors request co-financing from grant applicants. (Dluhà, Marček, 2004)

In June 2000, the Visegrad Fund was established to support regional co-operation among Visegrad countries (the Czech Republic, Hungary, Poland, Slovakia) through the development of the four-sided cultural, scientific, research, and educational projects, youth exchange programmes, support to tourism and cross-border co-operation. Since 2003, this fund has distributed more than 1.6 million Euro for projects implemented in Slovakia. The World Bank is also active; from 2000 to 2004, it provided support for programmes focused on strengthening threatened and marginalised groups, equal opportunities for women and community activities for more than 180,000 USD. (Dluhà, Marček, 2004)

After the significant decrease of funding from foreign sources, the Trust Programme (2002 - 2005) was implemented which distributed more than 1.2 million USD in support to NGOs in Slovakia. In

April 2002, the new grant-making/operational *Socia* Foundation (a foundation to support social changes, the successor of Co-operating Dutch Foundations that had operated in Slovakia for more than ten years), was established. In addition, the Civil Society Development Foundation began implementing the PHARE Programme known as ACCESS in 2002, which supported economic and social reforms in candidate EU countries. This programme came to a close at the end of 2003. (Demeš, 2003)

These sources together with the so-called 2% tax mechanism significantly contributed to alleviate problems related to the lack of financial support after the withdrawal of foreign support. A group of community grant-making foundations such as the Community Foundation Bratislava, the Community Foundation Revia in Pezinok, the Nitra Community Fund, the Liptov DevelopmentFund, the Community Foundation Healthy City Banská Bystrica and Zvolen, and the Community Foundation Prešov also contributed greatly to the process of cultivating domestic philanthropy in Slovakia. Since 2004, after Slovakia's entrance into the EU, Slovak organisations were able to apply for structural funds - however, data on this form of support for NGOs are unavailable. (Demeš, 2003)

In addition to these sources, funding for NGOs is also provided by the State. Support mechanisms are implemented through individual ministries. However, despite frequent criticism, they are still characterised by an ambiguous focus of public funding and lack of transparency regarding the distribution of these funds. Support to NGOs from public domestic sources is implemented via direct support: grants, allocation of funds, contracts, and agreements through which the State requests services from NGOs, the distribution of revenue from lotteries, public collections, or through co-financing by structural funds. Indirect support through tax cuts, duty remission, tax deduction or allocation of 2% of paid tax in favour of a chosen NGO are other options of indirect support.

Grants are awarded on the basis of projects (35% of the total cost of the project) or through support to "traditional organisations" which are supported by the State budget annually, regardless of their results (65% of total grant support). In addition to direct support of

NGOs by the State, NGOs are also supported by revenue from lotteries. In 2004, more than one billion SKK was distributed from lotteries, although this amount was not distributed only to NGOs as it was partially used to finance the management of the programme itself. (Dluhá, Marček, 2004)

A part of the financial support available for NGOs in Slovakia is also created by income from their activities. The problem of charging fees for services is related especially to socially-oriented organisations as they often work with socially weak groups that cannot afford to pay for these services. On the other hand, there are organisations that provide services for fees such as rental of venues, the organisation of training sessions, research conducted by experts, fund administration, etc. The proportion of funds from these sources is still very small although it is on the increase.

Since 2004, European funds have also become a source of financial support for NGOs. Initially, (2004 - 2006) NGOs could apply for support from structural funds of the following operational programmes: Basic Infrastructure, Sectoral Operational Programme Human Resources, Sectoral Operational Programme Industry and Services, Single Programming Document NUTS II - Bratislava Objective II and Bratislava Objective III. In addition to support from these funds, NGOs could also apply for support from the so-called Community Initiative Programmes which supported the creation of networks and the development of co-operation among partners from different countries. The most active were EQUAL and INTERREG III initiatives. (Strečanský, Bútorá, Vajdová, Szatmáry, Bútorová, Kubánová, Woleková, 2006)

In 2005, some criticism was raised against the State in administering Structural Funds. In that year, the creation of National Strategic Reference Framework for Programming Period of 2007-2013 was in progress. The purpose of the Framework was to identify priorities for the distribution of more than 10 billion Euro from the Structural Funds. Representatives of 17 NGO platforms tried to enforce at least one of the 20 proposals for improvement, and having failed to do so, they also stopped their activity within the working and monitoring groups of the EU Structural Funds. They justified their withdrawal

from these groups by the fact that the principle of partnership had not been respected, and that all the most important proposals for the National Strategic Framework for the upcoming financial period had been rejected. (Strečanský, Bútorá, Vajdová, Szatmáry, Bútorová, Kubánová, Woleková, 2006)

Another wave of dissatisfaction was raised regarding the use of Structural Funds - especially those from the EQUAL Initiative and the Fund of Social Development. The CVNO (Education Centre for Not-for-profit Organisations) launched an appeal as NGOs were already implementing the projects without receiving the already approved funds. This fact placed many NGOs in a very difficult financial situation - many of them were in danger of closing.

In the imminent future, significant financial support to Slovakia will also come from the Norwegian, Swiss and the European Economic Area financial mechanisms. Individual grant programmes supporting NGOs in Slovakia should become active in 2007. Support from the CEE Trust based on private foundations especially from USA should continue as well. (Strečanský, Bútorá, Vajdová, Szatmáry, Bútorová, Kubánová, Woleková, 2006)

#### 5.1 ALLOCATION OF FUNDS IN FAVOUR OF NGOS FROM PAID TAXES

In December 1999, the Slovak Government approved a law which gave Slovak citizens the opportunity to allocate 1% of their paid taxes to an NGO of their choice. This law came into effect in 2001. In 2003, the amount was increased to 2%, and since January 2004 this option has also been introduced to legal entities - they can allocate 2% of paid taxes to publicly beneficial activities. Individual tax payers can allocate their 2% to one NGO and legal entities can divide their 2% among several NGOs. Interest shown by NGOs to apply for this form of financial support is evident in following table:



	2002	2003	2004	2005	2006	2007
Number of NGOs registered as claimants for 1% and 2% allocation	4,035	3,369	3,829	5,770	7,118	7,663
Number of NGOs claimants of support from 1% and 2% mechanism	3,925	3,332	5,746	5,688	7,062	To be published in 2007
Total amount of financial sources allocated utilising 1% and 2% allocation mechanism in favour of publicly beneficial purposes in Slovakia	101,882,272	97,070,228	845,222,347	930,803,088	1,125,060,910	To be published in 2007

Source: 1. SNSC, www.rozhodni.sk

In 2006, the Social Democrats won the political elections in Slovakia, ousting the previous right wing government. After the change of government, efforts were made to cancel the 2% allocation

#### Recipients of 1% of paid tax allocation in Slovakia in 2003, according to the region of the organisation

Region	Number of beneficiary NGOs	Ratio in %
Banská Bystrica	416	12.3
Bratislava	867	25.6
Košice	422	12.5
Nitra	354	10.4
Prešov	362	10.7
Trenčín	332	9.7
Trnava	318	9.4
Žilina	318	9.4

Source: (Kadlecová, Vajdová, 2004)

mechanism. As a result of enormous political pressure, the third sector in Slovakia mobilised itself and launched a campaign called "People to People" with the goal of rallying NGOs and the general public to save the 2% mechanism through collective demonstrations against the proposed bill. The NGOs involved in this campaign contacted MPs personally or by letters, organised conferences to announce the campaign, and prepared a booklet to inform politicians and the general public on how support provided by the 2% mechanism is used and how it can improve the quality of life of Slovak citizens. Thanks to this campaign, the 2% mechanism was preserved, even though some small changes were made.

Seven of the experts interviewed stated that financial support to voluntary organisations is one of the greatest difficulties that the voluntary sector faces: "We face financial threat every year. We are never certain of what financial sources or amount we can count on - for example, when the government changes, we do not know what it could mean for us." According to them, these organisations cannot plan strategically or implement their initiatives without knowing the real extent of financial support they can rely on.

## Support bodies

### 1 PROMOTION OF VOLUNTEERING

Currently, there are two local voluntary centres in Slovakia that provide information on voluntary activities and advice in the area of volunteering. They are located in Banská Bystrica and Prešov. Volunteering in Slovakia is promoted through the web pages of individual voluntary organisations. In addition, these issues are also covered by the magazines "Efekt", "Zoom-M" and "Humanita" and the internet site: [www.changenet.sk](http://www.changenet.sk).

In essence, it is up to every organisation to find a way to promote its activities and thus contribute to the promotion of volunteering in Slovakia. The following activities at a local and regional level serve as an example:

- Fairs on volunteering opportunities, organised by SAIA Prešov. [www.ff.unipo.sk/kvdsp/files/dobrovolnictvo/Aktuality.htm](http://www.ff.unipo.sk/kvdsp/files/dobrovolnictvo/Aktuality.htm)
- *Jašdielňa*, organised by *Nadácia krajiny Harmónie* in Žilina [www.nkh.sk](http://www.nkh.sk)
- *Bambiriáda*, organised by *Rada mládeže Žilinského kraja* [www.mladez.sk/generate\\_page.php?page\\_id=74305](http://www.mladez.sk/generate_page.php?page_id=74305) NGO Fair in Banská Bystrica
- [www.cko.sk](http://www.cko.sk)  
*Prezent Fajn Fest* - in Liptovský Mikuláš, a public exhibition of voluntary activities.

After the year 2000, several conferences and seminars were held which focused on volunteering in Slovakia.

- In 2000, a meeting of "Levoča Group for Volunteering" was held in Levoča at the annual conference of NGOs in Levoča, where the six most important areas of civil society in Slovakia (including volunteering) were discussed. At the Levoča Conference, a voluntary group made up of 16 NGO representatives was set up to work on the development of volunteering in Slovakia and pre-

pare material for the year 2001 - the International Year of Volunteering.

- A conference called "Voluntary Work and Social Inclusion of Handicapped Citizens" organised by the Slovak Blind and Partially Sighted Union was held on June 11-12 2002 in Bratislava. Among the issues discussed at this conference was the comparison of the status of a volunteer in Slovakia and abroad; the specifics of the volunteer-client relationship within groups of disadvantaged citizens; training volunteers who work with disabled people; instructing clients regarding the use of voluntary service; changing attitudes of the general public towards the handicapped and the role of a volunteer in this process; etc.
- A conference called "Volunteering in Banská Bystrica" which focused on volunteering in general, its role in the past and today, the role and activities of the Voluntary Centre, and specific forms of volunteering implemented especially by young people in Banská Bystrica was held on October 18, 2002 in Banská Bystrica.
- In 2003, the first conference "Volunteering as a Life Style" was held at the Trnava University,
- On September 14, 2004, a second conference "Volunteering as a Life Style II" was organised at the Trnava University. This conference focused on the value of voluntary work and some aspects of voluntary activities for the homeless, distance education for co-ordinators of volunteers in Slovakia, etc.
- On October 25, 2005, the Youth Council of Slovakia held a conference on volunteering called "Young People and Volunteering on Local and Regional Level" to present the results of a study on volunteering as a comparative advantage in the process of job seeking, as well as the legal background for volunteering, the development of volunteering at a local level, and specific examples of voluntary projects such as "EDS", "Voluntary group willow", and "ZIPCeM".

### 1.1 AWARDS FOR VOLUNTEERS

In Slovakia, many partial activities have been set up to reward volunteers, voluntary activities, as well as philanthropy:

- Volunteers involved in protecting the Tatra Mountains, from the central government.
- Official Acknowledgement of the *Dobrá Novina/Good News* (annual Christmas collection in favour of Third World Countries), from the Slovak President.
- "*Top Corporate Philanthropy Chart*", from the *Slovak Donor's Forum* in 2006 [http://www.donorsforum.sk/nove\\_SK/projekt-trozvoja\\_TOPff.html](http://www.donorsforum.sk/nove_SK/projekt-trozvoja_TOPff.html)
- At Christmas, *Slovenská humanitná rada* (Slovak Humanitarian Council) holds an event called *Beneficium* where volunteers talk about their work which includes the "Present of the Year" Award on philanthropy.
- *Slovak Red Cross* grants the "Blood Donation Award".
- *Pontis* Foundation grants the *Via Bona Slovakia Award* to socially responsible corporations and entrepreneurs.
- *Nadácia krajiny Harmónie* grants the *Forrest Gump Award* to a citizen who has helped disabled people integrate into society.
- *SAIA Prešov* assigns volunteers the "*Regional Heart on a Sleeve*" - a regional award.
- *Rada mládeže Slovenska* (Youth Council of Slovakia) grants the award *Bridge* for support of work with children and the young.
- *Úsmev ako dar* assigns "*The Award of Child's Smile*" to people who help on a daily basis and provide support to others.
- UNICEF rewards its own volunteers on a regular basis.

Community foundations assign the "Donor of the year" and "Public Beneficium" awards, and for the first time assigned the "Volunteer of a Year" award to their own volunteers in 2006.

### 1.2 NATIONAL AND REGIONAL CO-ORDINATION

In 2005, two local voluntary centres were present in Slovakia - the *Volunteering Centre in Banská Bystrica* and *SAIA Voluntary Centre in Prešov*. In addition to these centres, we have included another six organisations in this study that provide certain services to voluntary organisations in Slovakia. The reason we incorporated these organisations into the study was based on the type of activities and focus of these organisations. Even though none focus primarily on volunteering, they all support volunteering indirectly through the provision of services. All the organisations mentioned operate at a national level.

These "service organisations" - as they are called in this study, provide consultancy and advisory services for organisations working directly with volunteers. However, we should keep in mind that not all service organisations in Slovakia are focused on volunteering. Perhaps that is why only two experts involved in our study indicated two organisations as "service organisations" in the volunteering sector - the Youth Council of Slovakia and the local SAIA Voluntary Centre in Prešov. Seven of the experts interviewed sought help from other (often foreign) organisations with a similar focus or sister organisations united under an umbrella association. According to them, these organisations already have work strategies with volunteers. These experts often use their personal contacts and approach consultants according to the area they work in. They could be trainers, teachers, psychologists, managers, priests, etc. In conclusion, we can say that Slovak voluntary organisations do not look for consultancy services at Slovak umbrella or service associations, but that they are entirely dependent on their own contacts and information sources.

The Slovak national and regional co-ordination organisations, analyzed also on the basis of the questionnaires of this research, are introduced and described in the following chapter.

## Focus on a support bodies

### 1 THE VOLUNTEERING CENTRE - A CIVIC ORGANISATION

The Volunteering Centre was established in 2000 in Banská Bystrica, town located in central Slovakia, with approximately 80,000 inhabitants. Currently, it is active as a part of the Department of Pedagogy and Social Work at the Matej Bel University in Banská Bystrica. The founders of this centre felt the need to act as go-betweens between NGOs in Banská Bystrica and its citizens - especially among the young who lacked information on how and where they could volunteer. The central mission of this centre is *"to develop human potential, improve the quality of life and by that to contribute to the development of a civil society through volunteering"*.

The basic activities of the centre include the promotion of volunteering and awareness-raising activities in the sector of volunteering in the Banská Bystrica region. The activities of the centre are focused especially on young people, secondary school and university students. Every year, the centre organises a campaign to increase the awareness on volunteering and to recruit potential volunteers - the so-called "Volunteering Week". It also publishes articles on volunteering, on the activities of volunteers and on its activities in the local press. In addition to this, the centre also publishes manuals and leaflets and organises lectures, round-table discussions, and meetings - especially for and with students.

The centre also provides advice and training to voluntary organisations in the area of volunteer management, from need-assessments of organisations, job descriptions of volunteers, and ways to terminate co-operation with a volunteer. The centre also mediates contacts between potential volunteers and organisations - it maintains a database of volunteers and a database of NGOs looking for volunteers and helps volunteers to choose an appropriate organisation. In addition, the centre works with drug addicts, with the involvement of volunteers.

The centre provides services to 46 NGOs in Banská Bystrica. The

majority of them (40) are focused on social welfare; other fields of their activities are support to citizens (3), environmental issues (2), civil rights and animal protection (1). In the last few years, the number of activities and services provided has remained the same. As regards to services, the centre is not always able to meet requests for *ad hoc* volunteers. This service is impossible to deliver as NGOs usually need volunteers at very short notice and for only one event - especially during summer, when many students are out of town.

The Volunteer Centre has its premises at the Pedagogy Faculty at the Matej Bel University in Banská Bystrica. They have two office spaces at their disposal (rent free) where four volunteers work. These volunteers (aged from 20-28 with secondary or tertiary education), including the president of the organisation, work in the centre for 4-10 hours a week. The Volunteering Centre works with other volunteers for single-shot activities and projects such as the campaign "Volunteering Week". The fact that all the people who work there are volunteers and that the Centre does not pay any rent is evident also in the budget of this organisation, which is very low. The total amount also depends on the grants awarded and the projects to be implemented in a specific year. In 2005, the revenue of the organisation reached 97.70 Euro while expenditure was 171.74 Euro. Revenue came from services provided and also in the form of donations from private and legal entities.

### 2 SAIA PREŠOV VOLUNTARY CENTRE

The not for profit organisation *SAIA Prešov* was established in 2001 as the result of a decentralisation process of a national organisation called *SAIA* (Slovak Academic Information Agency), which at that time had created a network of independent agencies in the Slovak regions. As already mentioned, from 1998-2002 *SAIA* served as a National Voluntary Centre. During that time, its branch offices car-

ried out activities to support volunteering in their own regions. After the National Voluntary Centre ceased to exist in 2002, only several independent regional organisations continued to be active in the field of volunteering, even though they had to find financial support for themselves. Of all the regional *SAIA* organisations, *SAIA Prešov* is the one most focused on volunteering since its establishment. Regional operations of this not for profit organisation are focused in the Prešov region (768,800 inhabitants); however its activities are mostly carried out in the town of Prešov (93,000 inhabitants).

The main goals of *SAIA Prešov* are to provide help in developing contacts in the field of international education (academic programmes) and the development of volunteering and civil society in the Prešov region. Academic programmes are focused on the organisation of internships for students and scientists at foreign universities. The strengthening of the civil society is implemented through the promotion and support of voluntary activities.

*SAIA Prešov* provides consultancy and guidance in the area of foreign funds, partnership development, volunteering, and provides information upon request for grant applications to approximately 300 NGOs in the Prešov region. As regards to volunteering, in 2006 it worked with 21 voluntary organisations, providing help with promotion, co-operation with the media, and volunteers motivation. Out of these 21 NGOs, 16 provide social care services, four of them are focused on the development and education of children and young people, and one of them works in the environmental sector. In 2005, *SAIA Prešov* attained accreditation with the European Voluntary Service and started to send volunteers from Slovakia abroad.

Every year, *SAIA Prešov* organises an event called "Heart on a Sleeve" - an award for volunteers from the Prešov region for long-term and regular voluntary work. *SAIA Prešov* also occasionally holds international meetings, seminars, and regional workshops on volunteering. Another single-shot promotional event of the Voluntary Centre is the "Fair of Voluntary Opportunities" organised in co-operation with the Philosophy Faculty of the Prešov University. During this event, all the volunteer organisations located in Prešov and Košice region can speak about their activities and approach potential volun-

teers from the public, especially students of the Prešov University. *SAIA Prešov* has a basic educational programme and offers a database of Prešov voluntary organisations ready for potential volunteers.

The number of services provided by the centre has decreased lately. This is due to the fact that the centre is focusing more on quality than on quantity of the provided services. The fewer number of services is also related to the fact that the quality of client organisations is increasing as they need less help from the Voluntary Centre, and that the establishment of new NGOs (potential clients of Voluntary Centre) is not increasing at the same speed. Due to the lack of financial sources, the centre is unable to provide technical equipment (PCs and Internet access) directly at the premises of *SAIA Prešov* to client NGOs. *SAIA Prešov* rents two offices owned by the public administration. Two employees work full time (aged 28 and 50) in the Voluntary Centre, along with two volunteers (aged 23 and 25) with secondary and university degrees. Similarly to the Volunteering Centre in Banská Bystrica, the total annual budget depends on the number of grants awarded. The revenue of the centre in 2005 was 14,540 Euros, while expenditures reached 13,273 Euro; however the majority of funds was assigned to academic programmes, not volunteering. In 2006, *SAIA Prešov* was successful in attaining grants for volunteering and could therefore focus more attention on it. Revenue in 2006 was (including funds assigned for academic programmes) 24,192 Euro while expenditure reached 19,791 Euro.

### 3 THE FIRST SLOVAK NOT FOR PROFIT SERVICE CENTRE - 1. SNSC

1. *SNSC's* mission is to contribute to a transparent, professional and ethical environment of NGOs in Slovakia by strengthening not for profit organisations providing publicly beneficial services. The *First Slovak Not-for-profit Service Centre* was established in 1999 with the intention of uniting experts in the area of legal consultancy, taxes, and accounting related to organisations active in the third sector. By obtaining information, suggestions from NGOs and people working

in the NGO sector, it focuses on research and tries to modify the legal framework, as well as providing suggestions on how to improve legislation that directly or indirectly influences activities of the sector.

1. *SNVSC* has four activity and service areas:

- Monitoring, commenting, and drafting laws that directly or indirectly influence NGO activities.
- Providing information about the 2% tax allocation mechanism for NGOs, employers, individuals, and motivating the general public so that they can make use of this opportunity.
- Providing outsourcing, that enables corporate or private donors to create and run foundations or funds to support publicly beneficial activities.
- Publishing the “*Efekt*” Magazine - a bi-monthly magazine that provides not for profit organisations with up-to-date information and tools for management and governance in the areas of taxation, legislation, financial management, accounting, assistance in the preparation of an annual report guide, public procurement, corporate philanthropy, EU funds, and available grants and training programmes. Currently “*Efekt*” is distributed to 2,000 NGOs throughout Slovakia.

As regards to the field its clients work in, *1.SNVSC* does not have this kind of information at its disposal. *1.SNVSC* is not focused on any specific field of activity of its clients, but deals with issues as they arise. This is why it does not have specific information on voluntary organisations either. However, among those NGOs who have approached *1.SNVSC* for consultancy or advice, there are also voluntary organisations who seek guidance primarily on the following issues:

- Drawing up a suitable agreement between a volunteer and an NGO.
- The responsibilities/duties of a volunteer.
- Resolving situations in which a volunteer harms an organisation or a client.
- Volunteer insurance.
- The possibility of giving leave of absence to employees who wish to volunteer.

In addition to this, in the past *1.SNVSC* has tried to implement volunteering as a form of long-life learning by offering benefits for those who volunteer. However, these efforts were unsuccessful.

The number of clients has increased every year which is principally due to the growing number of NGOs in Slovakia. Unfortunately, the number of newly established NGOs is influenced by the 2% mechanism - it is current opinion that many new NGOs are founded simply to obtain financial support from 2% allocation mechanism. These newly formed organisations often contact *1.SNVSC* for advice once they discover the formal obligations they need to meet. As regards to the kind of services requested, the *1.SNVSC* does not provide consultancy related to project proposals for EU structured funds, and as *1.SNVSC* does not work in this field, it usually advises these organisations to contact individual ministries or to search the Internet and look for specific project application requests.

The income of the organisation as well as the expenditures is approximately 3 million SKK. 80-90% of funds come from grants from foundations - both domestic and foreign and the remaining 10-20% are covered by fees for services provided (especially services provided to businesses as the services for NGOs are provided free of charge).

*1.SNVSC*'s head office is located in Bratislava; the 20 sq. m of office space is rented under current market prices in a building owned by a private company. *1.SNVSC* also has three branch offices in Bratislava, Žilina, and Košice. The branch offices in Bratislava and Žilina provide accounting services, while the one in Košice provides legal aid. All branch offices have a single-room office of approximately 20 square meters.

All the people (five men and four women) working in this organisation have a contract, but are not paid. However, there are four other people working in the head office and 5 others working in branch offices. The organisation does not work with volunteers. Four members of staff at the head office located in Bratislava are project managers (each is responsible for one of the above-mentioned areas). Two of them work part-time (4 hours a day), and two work full-time (8 hours a day). In the branch offices, there are 3 other peo-

ple who work full-time, while one woman works full-time in Žilina, and a man works full-time in Košice.

#### 4 THE SOCIAL WORKERS AND SUPERVISORS ORGANISATION - ASSP

The mission of the *Social Workers and Supervisors' Organisation - ASSP* is to contribute to the development of expert knowledge and practical skills necessary for social work through education, training programmes, internships, organising support activities in the social sector, as well as other activities implemented in all three areas (State, local administrations and private).

*ASSP* was established on June 15th 2000 as a civic organisation. Its members are people who work as supervisors and social workers in the social sector and who work in education, training and personal development in the field of social work.

*ASSP* offers certified training courses in the area of social work, social counselling, project management, managerial skills, volunteer management, social work in specific areas with dysfunctional families; it organises social-psychological training courses and counselling. In addition, it provides family-advisory service, group counselling for specific groups of clients, communication skills courses, conflict mediation, etc. *ASSP* also publishes various material in the field of social work and implements pilot social projects.

As regards to the development of volunteering, *ASSP* offers a course called “Volunteer Management for volunteers co-ordinators”. The organisation maintains a database of services provided to individual clients and families and also maintains records on the courses held. *ASSP* does not have a database of voluntary organisations, NGOs, nor the number of services/consultations provided to them. In 2006, *ASSP* worked on a project in which young university students could work as volunteers for several NGOs which was considered compulsory internship/practice. The main aim of this pilot project was “to prepare the participants for employment through practical experience”.

In 2005, *ASSP* provided its services to approximately 230 individ-

uals, voluntary organisations, and other NGOs. However, records of the number of services provided to these organisations are not available. As to the type of activities of its client organisations, *ASSP* does not have this information at its disposal, but primarily they are NGOs that work in the social field. The number of services provided by *ASSP* has increased considerably in the last few years, which is due to an increase in the number of projects that have focused on the Roma community and to the greater number of volunteers in the field who help and support families in need. *ASSP*'s clients have requested specific literature for professionals and the need to set up a special web page which serves *ASSP* members; however, there is neither the competence nor the funds to provide these services.

In 2005, *ASSP*'s revenue (a total 97,313.84 Euro) was less than its expenditure (99,807 Euro). 49% of the funds come from EU funds, 23% come from fees for services provided, another 10% from grants by foundations, 9% from public sources obtained by winning bids, 8% from local governments funds for contracts or services, and 1% from private donations.

*ASSP* headquarters are located in Bratislava, where it has premises rented from a public institution - there are two offices for a total of 35.74 sq. m. *ASSP* does not have any branch offices. As regards to opening hours, *ASSP* only co-ordinates its meetings with clients by phone.

*ASSP* has three members of staff aged 26-50, two with a university degree. Two are project managers who work full-time while the third is an accountant. All three have a contract but are not paid employees. In addition, there are a further two project managers, an executive director, two technicians, and 20 volunteers who work for *ASSP*. This organisation does not work with volunteers on a daily basis; these volunteers work in the field with dysfunctional families.

#### 5 THE SLOVAK HUMANITARIAN COUNCIL - SHC

The *Slovak Humanitarian Council - SHC* has been active in Slovakia since 1990 and currently has more than 170 member voluntary not for profit organisations throughout Slovakia. Their members

are humanitarian and charity organisations, civic organisations, and foundations which provide aid, services, care, counselling, and organise different activities that benefit socially-marginalised and disabled people. *SHC* provides these organisations with the direct financial help necessary to operate, but it also provides management, methodical, co-ordination, and information services for them. Gradually, *SHC* has become an important State partner in providing social care and help to people in life-threatening situations. It co-operates not only with its member organisations, but also with volunteers, co-workers, and activists in organising different events.

The *Slovak Humanitarian Council*:

- Represents its member organisations in the legislation process of advocating and enforcing rights of disabled and socially-marginalized citizens.
- Organises specialist seminars and workshops for the advancement of not for profit organisations working with disabled and socially-marginalised citizens.
- Develops partner co-operation with several State and local administrative bodies.
- Publishes the magazine "*Humanity*" for the not for profit sector including a special supplement for disabled citizens.
- It celebrates the International Day of Disabled People and the International Day of Volunteers through an annual charity concert.
- Uses monetary resources to provide financial support to humanitarian projects of its member organisations.
- Receives donations of all kinds from sponsors which are used to support people in life-threatening situations.
- In case of natural disasters (such as Slovak citizens affected by floods), *SHC* organises targeted humanitarian aid.
- Receives technical apparatus and health care materials which are used to assist disabled people.
- Organises an annual event "Gift of the Year" Award - a moral award for those who have provided financial support, non-monetary donations, their time and energy to help to people in need. To select the winners for this prize, *SHC* has created a special committee which consists of well-known people

from social, cultural, and public life.

- Implements projects to help asylum seekers and refugees.
- Organises lectures on improving communication with migrants and eliminating discrimination against migrants within the project entitled "Bridges of Tolerance".
- In 2005, *SHC* provided its services to 176 NGOs. *SHC* does not keep a register of the number of services provided. However, it has a database of 176 NGOs including contact information, their activities, and the target groups of these organisations. These organisations work primarily in the social sphere and only marginally in the sectors of education, civil rights, sport, etc. The number of services provided by *SHC* has increased slightly lately, and this increase is related especially to the increased need for legal and social counselling and also to the extensive co-operation within the context of integration policies.
- In 2005, *SHC*'s revenue reached 479,100.10 Euro, while its expenditure was 467,296.87 Euro. 69% of its budget was generated by participation in a project financed by the EU, 14% from fees for services provided, a further 7% through grants from local administrative bodies, 6% from private donations, 5% from public bids, and the remaining 3% from the 2% allocation mechanism.

*SHC* rents premises in Bratislava from a private owner. *SHC* has twelve offices for a total space of 221,8 sq. m. It has a branch office for a total area of 20 sq. m. *SHC* works five days a week, eight hours a day.

The *Slovak Humanitarian Council* has 21 staff members aged 25-70, sixteen of them with university degrees. As regards to the gender distribution of *SHC* employees, six men and fifteen women work for the organisation. Twenty employees work full-time (8 hours a day) and one employee - the editor of the magazine - works part-time (4 hours a day). *SHC* does not work with volunteers on a daily basis, however all members of the grant committees are volunteers. *SHC* has a President, an executive director, two accountants, two clerks, two editors, nine project managers, two database managers, a storehouse worker and a consultant.

## 6 THE YOUTH COUNCIL OF SLOVAKIA - YCS

The *Youth Council of Slovakia - YCS* is an umbrella organisation and platform for children and youth civic organisations that are active throughout Slovakia. The mission of *YCS* is to seek universal, free, and democratic development for children and the young. *YCS* organises and tries to improve work conditions for minors and youth organisations. The *Youth Council of Slovakia* is the official representative for young people of the Slovak Republic within international youth organisations (e.g. *European Youth Forum - YEF*).

The main goals of *YCS* are to:

- Participate in the creation of the State policy related to youth.
- Contribute to the creation of appropriate conditions for activities for children and youth organisations and to implement their common interests.
- Actively co-operate with partner organisations at a national and international level and with State institutions and civic organisations providing counselling, methodical and information services for member organisations.
- Contribute to the creation of financial sources for the activities of children and youth organisations.

In 2005, *YCS* provided services to 40 organisations working with children and youth and non-formal learning, as well as to client organisations working in the field of networking and co-operation, and organisations focused on civil rights, sports and health. In addition, *YCS* has its own database of 150 voluntary organisations in Slovakia.

In 2005, *YCS* focused on volunteering, especially with two initiatives. One was a one-day conference called "Young People and Volunteering at a Local and Regional Level". At this conference, representatives of voluntary organisations discussed current projects, current issues, legal problems, co-operation between voluntary organisations and municipalities, and volunteers' experience in the labour market. As a result of this event, *YCS* published a reference book with the same name as the conference. However, after this event, *YCS* did not continue organising conferences focused on vol-

unteering. The second activity that has been organised by *YCS* since 2005 is the "Bridge Award" for active co-operation between municipalities and youth within voluntary projects.

The *YCS* web page [www.mladez.sk](http://www.mladez.sk) informs NGOs working with youth and children on news, activities, calls for proposals, and possibilities to get involved in national and international activities either directly or indirectly connected to volunteering. Since 2003, it has also provided news through its weekly newsletter. Another source of information for children and youth voluntary organisations is the bi-monthly magazine "*ZOOM-M*", published by *YCS* since 2003. It deals with youth policies, but also provides information on activities of individual organisations and current grants.

The number of services provided by *YCS* has increased recently approximately by 25%. This increase is due to the interest of the media in services in the sphere of communication with government institutions, but is also related to the increasing number of visitors to the *YCS* web page and the increasing number of invitations *YCS* has received to meetings, etc. As regards to services clients are interested in, which are not provided by *YCS* due to lack of personnel and financial capacity, they are mostly related to the provision of financial support to member organisations and research into the areas of youth policy, volunteering and non-formal learning.

*YCS* income and expenditure was more or less even in 2005: income reaching 164,901.90 Euro, and expenditure 164,505.82 Euro. 82% of income is from bids that have been won, 6% is from fees for services provided, 5% from EU funding, 4% from the 2% tax allocation mechanism and 3% from membership fees. *YCS* rents its premises from a not for profit organisation in Bratislava for a total of 120 sq. m. *YCS* does not have any branch offices.

The *Council of Youth of Slovakia* has five paid employees aged 22-33 with university degrees, who all work full-time (40 hours a week). As regards to positions held in the organisation, there is an executive director, an office manager, a secretary for youth policy, a foreign secretary, and a public relations manager. In addition, there are seven project managers who work part-time on a project basis (15 hours a week). Members of the board and the supervisory board, as

well as members of the evaluation committee for the "Bridge Award", work free of charge. The organisation does not work with volunteers on a daily basis.

## 7 LUVENTA

*Luventa* is an organisation which works directly with the Ministry of Education of the Slovak Republic. It implements activities that carry out government policies regarding children and youth. Based on contracts with the Slovak Ministry of Education, *Luventa* implements educational, training, methodical and information activities for young people, professional staff and volunteers working with children and youth. *Luventa* is a National Agency for the EU grant programme *Youth - now Youth in Action*.

In terms of direct and indirect support to young volunteers, *Luventa* implements the following activities:

- Provides information about opportunities for young people from the State and the European Union through support programmes.
- Implements research activities related to the life-style of young people with the emphasis on leisure time and participation in town, village and regional life.
- Provides counselling services to organisations and institutions active in the field of leisure time activities with youth.
- Provides venues to carry out regular and/or occasional activities of children and youth organisations.
- Administers a national grant programme to support working with children and youth in leisure time activities.
- Operates as the National Agency for the EU Programme Youth, including the European Voluntary Service Programme.
- Implements the Eurodesk Project - an Internet portal [www.eurodesk.sk](http://www.eurodesk.sk), which serves as a European information network. It provides information on opportunities and activities for young people and on opportunities for workers/employees working with youth. It also provides a database of European and national grant programmes and information on work (including

voluntary work) opportunities for young people abroad.

- Publishes brochures and news on involvement of young people in the field of volunteering.
  - Králiková N.: I am not a volunteer! I am doing it just for fun! Bratislava, *Luventa*, 2006.
  - *Luventa*: National Report on Implementation of Common Goals for Voluntary Activities of Young People in the Slovak Republic, European Commission, 2006. Bratislava, *Luventa*, 2006.
  - Edition Step by Step: "Host a EVS Volunteer", "Send EVS Volunteers", and "Become EVS Volunteer", *Luventa*, 2004.
  - Beginning with Hosting, *Luventa*, 2005.
- Supports networking of Slovak voluntary organisations and raises awareness on volunteering among the general public.
- Looks for financial sources to build a volunteering infrastructure in Slovakia and to develop professionalism among Slovak voluntary organisations.

Within the Youth Programme, *Luventa* provides services to 175 individuals, 50 voluntary organisations, and 20 public institutions. As regards to the number of provided services, *Luventa* provides around 340 services to individuals, 120 services to voluntary organisations and 50 services to public institutions. The focus of *Luventa's* client organisations is primarily on providing social support, and marginally on culture, environment, civil rights and other areas. However, these data are only estimates - *Luventa* does not have precise data on the primary activity of its client organisations involved in the Youth Programme, nor on the exact number of provided services. *Luventa* has a database of 170 volunteers and 70 voluntary organisations involved in the programme including contacts and in the case of organisations, also the number of volunteers, their age and sex.

The number of services provided by *Luventa* has increased lately approximately by 25%, and this is particularly related to the rising interest in European Voluntary Service (EVS) and to leisure time activity projects. *Luventa* is also approached with requests for services it does not provide, such as the implementation of training activities, requests for help in the necessary paper work for EVS and language

courses for volunteers involved in EVS. *Luventa* does not provide these services as they are not among the objectives of the organisation, and because it does not have enough time nor capacity to provide these kind of services.

In 2005, *Luventa's* income and expenditure reached 184,838 Euro (this is the total budget of *Luventa* for all its programmes and activities, not just the part dedicated to the Youth Programme). As regards to funding sources, 50% of the budget comes from support from EU programmes, and the other 50% is provided by the State.

*Luventa* has its premises in Bratislava which are rented free of charge from a public institution, consisting of six rooms for a total area of 200 sq. m. *Luventa* has eight branch offices, each with an office of approximately 25 sq. m. *Luventa* works five days a week, eight hours a day and is open to the public six hours a day.

*Luventa* has 13 paid staff members aged 23-50; ten of them have university degrees and three of them have secondary school education. As regards to the gender distribution of its employees, three men and ten women work for the organisation. Twelve staff members work full-time (8 hours a day) and one - responsible for data maintenance - works part-time (22 hours a week). *Luventa* does not work with volunteers on a daily basis. The job positions are as follows: an office manager, nine project managers, an administrative assistant, an accountant and a person responsible for the data upkeep.

## 8 THE ADVISORY BOARD FOR SOCIAL WORK - BASW

The Advisory Board for Social Work - BASW is a not for profit civic organisation offering counselling and management on improving the quality of social services for those working in social services in the Slovak Republic. In particular, it offers services to people with disabilities, senior citizens, the staff of State organisations and NGOs, regional municipalities, students, town and village mayors and volunteers.

The BASW:

- Supports and initiates improvement in the quality of social serv-

ices - especially in facilities providing social services; it supports their transformation, de-institutionalisation, decentralisation, and humanisation.

- Provides training (courses), counselling, and management services for NGOs, municipalities, State administration in the area of social services.
- Provides counselling for clients, people from socially disadvantaged environments, the disabled and senior citizens in the area of social services.
- Prepares pilot and model projects.
- Publishes a magazine entitled "Integration" on innovative solutions to unfavourable social situations of citizens.
- Publishes manuals and special publications on the quality of social services for the disabled:
  - Slavomir Krupa a kol.: Quality of Services I., II., Viena, Košice, 2000.
  - Slavomír Krupa, Soňa Holúbková: Social Services for Citizens, Manual for Municipal Councils, BASW, 2001.
- Promotes its activities and mission through the mass media. In Slovakia, the director of the BASW is considered an expert and well-known figure who often represents the NGO sector in the Slovak media.

*BASW* provides the above-mentioned services to all NGOs. Currently, the Board has a network of branch offices throughout Slovakia and an independent branch office in Košice. As regards to the database of clients, this kind of data is only kept by its head office in Bratislava, as branch offices do not keep such records. In 2005, *BASW* provided services to 233 individuals and 55 public institutions working in the social sector. The number of services provided by *BASW* has increased recently by 30%. This increase is related to the growing interest in individual counselling and management. As regards to services clients are interested in, which *BASW* does not provide, the greatest request is for training activities. However, *BASW* does not provide them owing to lack of time.

In 2005, *BASW* income reached 179,673.63 Euro, while expen-

diture was 169,570.76 Euro. 51% of funding sources come from EU funds, 21% is created by support from local governments funds obtained from winning bids, 10% by public institutional funds obtained by winning bids, another 10% by grants of domestic and foreign foundations, 6% from fees for services provided, 1% from private donations and another 1% to 2% of paid tax allocation mechanism.

The *BASW* head office is located in Bratislava with premises rented from a private entity. There are three offices for a total area of 83 sq. m. *BASW* has five branch offices - in Malacky, Žilina, Levice, Banská Bystrica, and Košice; the premises of these branch offices have an area of between 16 and 70 m<sup>2</sup>. Every branch office has one or two rooms at its disposal. Moreover, the *BASW* head office is bar-

rier free. The head office operates five days a week, eight hours a day, while it is open to the public for four hours a day. The branch offices work in a similar manner.

The *BASW* has a total of thirteen staff members aged 25-59, and all of them, with the exception of the two clerks, have university degrees. The job positions are as follows: an executive director, nine project managers, the director of the Levice branch office, and two clerks. As far as gender representation is concerned, there are three men and ten women. In addition to this, there are a further seven volunteers (women) - one works in administration, while the other six work in the field. All paid staff work full-time (eight hours a day), the administrative volunteer works part-time (four hours a day) and volunteers in the field work approximately eight hours a week.

#### LIST OF ORGANISATIONS WHO COLLABORATED TO THE RESEARCH

**Centre for Children and Youth** (local organisation), Prešov

**Community Foundation Healthy City** (local organisation), Banská Bystrica

**Community Foundation Prešov** (local organisation), Prešov

**DOMKA - Organisation of Salesian Youth**, Bratislava

**eRko**, Bratislava

**Evangelic Diakonia ECAV in Slovakia**, Bratislava

**Greenpeace Slovakia**, Bratislava

**Slovak Red Cross**, Bratislava

**Slovak Scouting**, Bratislava

**SOCIA**, Bratislava

**UNICEF**, Bratislava

**Voluntary Group Willow** (local organisation), Bratislava

Mária **Hatoková** - Supervising psychologist, Voluntary Group Willow, Bratislava

Beata **Hirt** - Executive Director, Community Foundation Healthy City, Banská Bystrica

Juraj **Králik** - Executive Secretary, eRko,

Melánia **Kurpielová** - Volunteer Co-ordinator, UNICEF

Michal **Milla** - Public Relations Manager, Slovak Scouting

Katarína **Mináková** - Executive Director, Community Foundation Prešov

Soňa **Sládečková** - Expert on youth programmes and volunteering and volunteers co-ordinator, Slovak Red Cross

Helena **Woleková** - director, SOCIA

#### LIST OF EXPERTS INTERVIEWED

Božena **Balážová** - Co-ordinator, Centre for Children and Youth, Prešov

Klaudia **Bednárová** - Volunteer Co-ordinator, Greenpeace Slovakia

Jana **Bodnárová** - Evangelic Diakonia ECAV in Slovakia

Darina **Čierniková** - Chairwoman of DOMKA, Organisation of Salesian Youth

## LIST OF LAWS AND REGULATIONS

Law no. 34/2002 on Foundations

Law no. 213/1997 on Not-for-profit Organisations providing Publicly Beneficial Services

Law no.147/1997 on Non-Investment Funds

Law no. 83/1990 on Civic Organisations

## BIBLIOGRAPHY

## PUBLICATIONS

Bussard A., Marček E., Markuš M., Bunčák M., Mazurkiewicz P., *Spoločensky zodpovedné podnikanie na Slovensku*. Bratislava, Nadácia Integra, 2006.

Bútorá M., Fialová Z., *Neziskový sektor a dobrovoľníctvo na Slovensku*. Bratislava, SAIA-SCTS - FOCUS, 1995.

Bútorá, M., Bútorová Z., *Mimovládne organizácie a dobrovoľníctvo na Slovensku očami verejnej mienky I*. Edícia Tretí sektor a dobrovoľníctvo 1/1996. Bratislava, SPACE, 1996.

Demeš P., *Mimovládne organizácie a dobrovoľníctvo*. In: Kollár M., Mesežnikov G., Slovensko 2002 - Súhrnná správa o stave spoločnosti. Bratislava, Inštitút pre verejné otázky, 2002.

Dudeková G., *Dobrovoľné združovanie na Slovensku v minulosti*. Bratislava, SPACE, 1998.

Filadelfiová J., Dluhá M., Marček E., Košičiarová S., *Poznávanie tretieho sektora na Slovensku*. Bratislava, SPACE, 2004.

Gregorová A., *Manažment dobrovoľníckej práce v organizáciách*. Banská Bystrica, Centrum dobrovoľníctva, o.z., 2002.

luventa, *Národná správa o implementovaní spoločných cieľov pre dobrovoľnícke aktivity mladých ľudí v Slovenskej republike, Európska komisia, 2006*. Bratislava, luventa, 2006.

Kadlecová J., Vajdová K., *Mimovládne neziskové organizácie a dobrovoľníctvo*. In: Kollár M., Mesežnikov G., Slovensko 2003, Súhrnná správa o stave spoločnosti. Bratislava, Inštitút pre verejné otázky, 2003.

Králiková N., *Ja nie som dobrovoľník! Ja to robím len tak!*. Bratislava, luventa, 2006.

Marček E., *Financovanie neziskového sektora na Slovensku po roku 1989*. Bratislava, Panet pre Inštitút pre verejné otázky, 2004.

McCurley S., Lynch R., *Manažment dobrovoľníkov. Ako zmobilizovať všetky zdroje komunity*. Bratislava, SAIA-SCTS, 2000.

Mydlíková E., [et al.], *Dobrovoľníctvo na Slovensku alebo "čo si počat' s dobrovoľníkom"*. Bratislava, Asociácia supervízorov a sociálnych poradcov, 2002.

Nadácia Pontis, *Firemné dobrovoľníctvo. Sprievodca úspešným projektom*. Bratislava, Nadácia Pontis, 2006.

Rada mládeže Slovenska, *Zborník konferencie: Mladí ľudia a dobrovoľníctvo na miestnej a regionálnej úrovni*. Bratislava, Rada mládeže Slovenska, 2005.

Strečanský B., Bútorá M., Vajdová K., Szatmáry Z., Bútorová Z., Kubánová M., Woleková H., *Mimovládne neziskové organizácie a dobrovoľníctvo*. In: Bútorá M., Kollár M., Mesežnikov G., Slovensko 2005, Súhrnná správa o stave spoločnosti. Bratislava, Inštitút pre verejné otázky, 2006.

Tošner J. and Sozanská O., *Dobrovoľníci a metodika práce s nimi v organizáciách*. Praha, Portál, 2002.

Urbaníková I., Čaučíková Z., *Dimenzie dobrovoľníka. Dobrovoľník a deti*. Bratislava, eRko - Hnutie kresťanských spoločenstiev detí, 2002.

Vajdová K., *Mimovládne neziskové organizácie a dobrovoľníctvo*. In: Kollár M., Mesežnikov G., Slovensko 2004, Súhrnná správa o stave spoločnosti. Bratislava, Inštitút pre verejné otázky, 2005.

Woleková H., Petrášová A., Toepler S., Salamon M.L., *Neziskový sektor na Slovensku: ekonomická analýza*. Bratislava, SPACE, 2000.

Woleková H., Baťová K., Salamon M.L., Sokolowski S.W., *Dobrovoľníctvo vo svetle výskumu*. Bratislava, SPACE, 2002.

YMCA Slovensko, Agentúra AKO, *Dobrovoľníctvo ako konkurenčná výhoda uchádzača o zamestnanie v cieľovej skupine personalistov a znalosť dobrovoľníckych organizácií*. Bratislava YMCA Slovensko, 2004.

#### INTERNET RESOURCES

[www.1snsc.sk](http://www.1snsc.sk)

[www.assp.sk](http://www.assp.sk)

[www.blf.sk](http://www.blf.sk)

[www.centrumdobrovolnictva.sk](http://www.centrumdobrovolnictva.sk)

[www.changenet.sk](http://www.changenet.sk)

[www.dobrovolnictvo.sk](http://www.dobrovolnictvo.sk)

[www.erko.sk](http://www.erko.sk)

[www.government.gov.sk](http://www.government.gov.sk)

[www.iuventa.sk](http://www.iuventa.sk)

[www.ivo.sk](http://www.ivo.sk)

[www.ludia-ludom.sk](http://www.ludia-ludom.sk)

[www.mladez.sk](http://www.mladez.sk)

[www.nadaciapontis.sk](http://www.nadaciapontis.sk)

[www.panet.sk](http://www.panet.sk)[www.rozhodni.sk](http://www.rozhodni.sk)

*Slovakia* in:  
Volunteering across Europe. Organisations, promotion, participation.  
Belgium, Lithuania, Slovakia.  
v. II.  
Rome, Spes, 2008. pp. 83 - 128.

For publications, initiatives and collaborations please contact:

**SPES - Centro di Servizio per il Volontariato del Lazio**

Via Liberiana, 17

00185 Rome - Italy

Tel.: +39.06.44702178

Fax: +39.06.45422576

E-mail: [europa@spes.lazio.it](mailto:europa@spes.lazio.it)

Website: [www.volontariato.lazio.it](http://www.volontariato.lazio.it)