REPORT

#REACT - "Rights & Equality - Active Citizens Together" - Blueprint for European Volunteering 2030 Seminar ''Collaborative Communities"

3 October 2023: *Hotel Lero*
Dubrovnik, Croatia

On 3 October 2023, in Dubrovnik, CEV hosted the #REACT - "Rights & Equality - Active Citizens Together" - Blueprint for European Volunteering 2030 Seminar that saw the participation of **104 citizens** from more than 20 countries from Europe, of which 61 males, 42 females, 1 non-binary.

Under the title "Collaborative Communities" the event, which was in the framework of the European Year of Skills 2023, enabled participants to share best practices and exchange innovative ideas about the future and role of volunteering in building collaborative communities and what legal frameworks, policies and practices need to be in place in order for the full potential to be reached.

"Collaborative Communities" refers to taking a proactive approach that emphasises cooperation, open communication and co-creation, among stakeholders from various sectors. It spotlights the importance of recognizing volunteers as key stakeholders in improving society, promoting social cohesion, and fostering dialogue. The focus on collaborative communities at the CEV Congress highlights the need for cross-sector collaboration and understanding of volunteering's transformative effect. Only by working together, we can address the most pressing challenges, create inclusive and resilient communities that harness the power of volunteering for sustainable development and social change.

CEV President Lejla Šehić Relić and **Jelka Tepšić - Deputy Mayor of Dubrovnik** welcomed the participants and gave introductory speeches, highlighting the value and recognition of volunteering across Europe.

After the welcome speeches, the European Volunteering Ambassadors for 2023 **Lidija Pavić-Rogošić, Vice-President of Civil Society Organisations' Group** gave a speech on the importance of volunteering in Europe and talked about EESC activities and volunteering activities in Croatia during times of crisis. She also showcased a video. A video from the second European Volunteering Ambassador for 2023 **Mohammed Azahaf** was presented.

The first part of the Seminar included plenary presentations from 9 speakers covering the 6 topics.

1. **Volunteering & Resilience in the Balkans**

Simona Mladenovska from the Balkan Civil Society Development Network - North Macedonia who talked about volunteering in the Western Balkans. She underlined that while progress has been made in some countries, **there is a need for greater legislative alignment and support to fully realise the potential of volunteering within the civil society sector across the region.** The path forward involves a concerted effort to streamline procedures, incentivize participation, and create a more inclusive environment for volunteers of all ages. Find the presentation here.

Richard Allen from DG NEAR TASCO 3 gave a presentation on TASCO and their activities, which is a part of the **Civil Society Facility (CSF) EU mechanism that provides support to CSOs in the following countries** that are not yet part of the EU: Albania, Bosnia and Herzegovina, Kosovo*, North Macedonia, Montenegro, Serbia and Turkey. It is a regional project funded by the European Union (EU) that **assists CSOs to actively take part in**

democratic processes in the region, and it also stimulates an enabling environment for civil society and pluralistic media development.

2. **Young people and the future of Civic Engagement & Volunteering in Europe**

Barbara Eglitis from the SALTO ESC Resource Centre focused on the European Solidarity Corps programme and young people and the future of civic engagement and volunteering in Europe. **They develop strategic and innovative actions in the ESC to ensure an overall quality approach to activities by the programme network in the solidarity field.** Find the presentation here.

Simon Morris-Lange from Allianz Foundation who presented their research ("The Movers of Tomorrow") on young adults in Europe, what tools do young Europeans know and use to push for change, collective actions and citizen participation through different citizens initiatives. In this study they asked 10,000 young adults between the ages of 18 and 39 in Germany, Greece, Italy, Poland and the United Kingdom about their visions for a livable future and what they are doing to help shape that future. The study underlines that their contrasting ideological positions that may suggest there is little room for constructive dialogue, but they all show significant agreement on issues such as citizen participation, green infrastructure and work–family policies. Find the presentation here.

3. **Demographic changes and healthy societies**

Nada Roshevska from NR Sports Volunteering Solutions focused on inclusion of people with disabilities in the society through sports volunteering and how sport and volunteering changed her life. She underlined **that sports as a universal language, knows no boundaries or biases. It represents unity, determination, and resilience**. When people with disabilities volunteer in sports, they aren't just integrating into society, they challenge norms, showcase their abilities, and send a powerful message: "**Capability isn't defined by physicality but by the spirit**." Sports volunteering can bridge gaps and create an inclusive society for individuals with disabilities.

She was followed by **Mirko Schwarzel from Diakonie Germany** who talked about the importance of volunteering in social services. He presented the work of Diakonie Deutschland, one of the largest service providers for social services in Europe and its co-production of social services with the national and regional governments in Germany. He

pointed out that **while being affected by the challenges of climate and demographic change, resilient and healthy societies need participative cross-sector collaboration at all levels**. With reference to the Blueprint for European Volunteering 2030, he stressed that especially on a local level such a collaboration should find innovative forms of including volunteer-involving organisations and volunteers in policy and programme development.

4. **Lifelong Learning - European Year of Skills 2023**

Sanja Posavec from the Croatian National Agency for Mobility and EU Programmes gave a presentation on Erasmus+ and the European Year of Skills 2023. She also talked about validation of skills and competences and how non-formal learning can be recognized more. The European Year of Skills 2023 **is helping companies, in particular small and medium enterprises, to address skills shortages in the EU**. It is promoting a mindset of reskilling and upskilling, helping people to get the right skills for quality jobs. Find the presentation here.

5. **Volunteering, Role of Gender, and Political Participation: Examining the Influence on Volunteering over Voting Turnout**

Stuart Fox from the Faculty of Humanities, Arts and Social Sciences, University of Exeter presented his research on "**Falling Youth Voter Turnout**". He underlined that younger generations are less likely to vote – especially young people from poorer households and more deprived communities. Younger generations are not socialised into engaging with politics as effectively as previous generations. He concluded that **Volunteering** helps young people to vote in their first elections, especially if they come from poorer, politically disengaged households. But, most volunteers are from wealthier, politically engaged households and **Volunteering** widens the gender gap in youth turnout – especially between young men and women from poorer, politically disengaged households. Find the presentation here.

6. **E-Volunteering**

Aleksandra Vidanovic from Connect International focused on the project "E-volunteering – building an online volunteering ecosystem". It aims to enable the **transformation of transnational volunteering practices, by using new approaches introduced through a sustainable e-volunteering ecosystem.** They will publish research and analysis on the current capacities of organisations on e-volunteering, as well as existing policies on the topic, and policy recommendations to promote the standardisation, recognition, and

promotion of e-volunteering. The project will create innovative tools, methodologies, and policies that will ensure the growth of e-volunteering practices and their recognition among organisations and institutions around Europe.

In the second part participants had the chance to discuss in smaller groups organised in **10 world cafe tables**. The World Cafe methodology was used to go more deeply into each topic, with the speakers acting as expert resource people at the various tables which were facilitated also by experts from the field.

The discussion and conclusions from these exchanges have been used to formulate the following recommendations:

1. Leadership and good governance

The trends in leadership and good governance emphasise the importance of remote and virtual teamwork, leveraging technology to connect individuals from different locations. Adaptive leadership is gaining prominence, as leaders need to navigate rapidly changing landscapes and encourage agile problem-solving. Furthermore, a shift towards “servant leadership” is notable, with leaders focusing on enabling their team's success rather than wielding traditional top-down authority. Staying curious and committed to personal and professional growth of the whole team is key as is understanding that leadership requires empathy and trust.

1.1 For effective collaboration a leadership style that is both inclusive and visionary, is adept at facilitating open communication, active listening, and building a sense of trust among team members is needed. Being adaptable in a rapidly changing world helps the organisation stay relevant and resilient.

1.2 Leadership should be horizontal, it should also be multisectorial and multidisciplinary. Addressing challenges requires multisectorial leadership in volunteering. It is also about seeing the needs of the communities, the NGOs, organisations themselves.

1.3 Good developments can be supported by: embracing change and encouraging innovation; leading by example; being really interested in the team members and their

personal development. Tasks and responsibilities should be suitably delegated allowing team members to take ownership as well as develop and showcase their skills and acquire new ones.

1.4 Effective conflict resolution that maintains a harmonious work environment and prevents issues from escalating and addressing conflicts promptly and constructively is essential.

1.5 Transparency in decision-making processes, financial matters, and organisational goals together with clear conflict of interest policies and processes are essential and play a key role in building trust among stakeholders.

1.6 Continuous training and capacity building, coupled with intersectorial networking of leaders, is important for continuous and sustainable development of the organisations and should be facilitated.

1.7 - Mechanisms for maintaining an "organisational memory" so that the knowledge is properly transferred when there are changes in leadership are of critical importance.

2. Supporting Western Balkans - Promoting good Volunteering practices beyond EU borders

Developments concerning volunteering in the Western Balkans reflect challenges related to the legislative environments and misunderstandings about the nature of volunteering, but there are also opportunities to grow volunteering initiatives in the region. A more supportive social and legal framework is key to help create an enabling environment for volunteering, and support the development of a vibrant and impactful civil society and the overall democratic space in the Balkans.

2.1 Volunteer centres should be recognised more as community centres and essential focal points within communities. They are an important part of the volunteering infrastructure and need to be supported by the municipalities. They should act as facilitators to enable volunteering organisations to share good practices with a special focus on their applicability and adaptability in the local context.

2.2 The role and scope of work of the National Youth Councils and/or other networks representatives of civil society in each country for the promotion and development of volunteering should be reinforced by incorporating their rights and responsibilities as regards the promotion and support to volunteering in the volunteering legal frameworks.

2.3 Policy-makers should enable schools, through financial and policy support, to create a space in educational curricula and learning programs for diverse service-learning experiences set in a ‘real-life’ context with not-for-profit community partners that combine both formal and informal learning outcomes with a positive impact on social inclusion and

preventing social exclusion. They should support and include service learning starting from primary schools.

2.4 National and local public funding mechanisms should be established for the support of volunteer programmes and projects of CSOs at the national and local level. These can also be supported by external donors including the EU and private foundations. Public and private donors should be encouraged to explicitly include volunteering as an eligible area for funding within their grant programs. This could be done through tax incentives, grants, or other financial incentives to promote volunteerism.

2.5 Beyond their local, regional and national contexts, CSOs from Western Balkan countries should advocate on the EU level, showing the direct benefits of volunteering on social cohesion and social capital in their region.

2.6 To improve the participation and representativity of volunteering in the region, Western Balkan CSOs should strive to inclusively involve individuals from diverse backgrounds and those facing greater challenges, despite any financial constraints and limited resources.

3. Volunteering as Learning - Service learning, Lifelong & Lifewide Learning and European Year of Skills 2023

Volunteering is a process that affects volunteers at all stages of their life and gives them unique opportunities to learn and grow. While there are certain initiatives out there for young people, such as the European Solidarity Corps programme, more can be done to establish volunteering as part of standard educational practices through, for example, Service-Learning, as well as opportunities for lifelong and lifewide formal and non-formal learning for volunteers of all ages. This also should include a better recognition of the skills and competencies acquired through volunteering.

3.1 Volunteering as part of education should be encouraged by introducing Service-Learning into primary and secondary schools. Policy makers should ensure that funding is available for the piloting and evaluation of small scale schemes, as an essential step in collecting knowledge related to best practice and evidence-based practice for the implementation of service-learning programmes. This can further improve future programmes and better inform future policy decisions. Furthermore, these piloting schemes will increase awareness of service-learning programmes, generating a conversation within the public sphere about the benefits of service-learning and further opening the door to successful future programmes.

3.2 Strong partnerships and collaboration between the civil society sector and schools is essential in ensuring the successful implementation of service-learning programmes. Policy makers should therefore support the sector in engaging with schools, encourage partnerships with the local community and third sector, and give participants a sense of ownership regarding their contributions made through service-learning programmes.

3.3 In some specific contexts, volunteer activities can fill the gaps in good quality early childhood education, a right for all citizens as defined in the European Pillar of Social Rights. These types of volunteering activities should only be used in support of paid educational provision, and should not function as a cost-cutting replacement for this work.

3.4 Policy makers should provide early childhood education and care services for a sufficient number of hours to enable parents, particularly mothers, to meaningfully engage in paid work. A network of volunteering not-for-profit entities are intrinsically part of this provision, supporting both early childhood education and care services, and dependent parents/caretakers.

3.5 The European Solidarity Corps can still be improved in order to reach its full potential as a catalyst for Youth Solidarity and Youth Mobility. Such improvements could include:

- A greater ease for the competent authorities to transfer unused funds between different programme elements of the Youth Strategy, for example between Erasmus Plus and European Solidarity Corps programmes, in order that the funds are not wasted and that they are spent on the implementation of the Youth Strategy, even if not for the aspect for which they were originally earmarked. Transfers should be possible within some clearly agreed and written parameters and rules.
- More centrally managed funding opportunities that should be available in order that European civil society networks can better contribute to the implementation of the Youth Strategy without having to go through the Member State level.
- Further considerations about the development of a European Civic Service which should be done only in the framework of a wider civic education policy for both formal and non-formal education sectors, and should not negatively impact and/or cause confusion for existing programmes, especially the European Solidarity Corps. The European Solidarity Corps, Erasmus Plus, and any future European Civic Service programme should remain as separate programmes all contributing in their different ways to the European Youth Strategy.

3.6 The role of volunteering as a source of acquisition of skills and competences should be enhanced and better recognised by formal educational institutions, volunteering organisations, professional structures and other institutions. For validation to become a consistent feature of national skills policies and practices, there is a need for intensified cooperation and coordination between all relevant stakeholders and services, giving individuals easy access to reliable and credible validation arrangements. The guidelines for the validation of non-formal and informal learning are crucial for this. The 2023 version addresses new and emerging issues, such as cost and financing, standards and reference points, outreach strategies, digital certification and microcredentials. These guidelines provide a valuable tool for reflection and advancement in the field, contributing to making upskilling- and reskilling a reality for everyone.

3.7 A “European Platform for Older people Volunteering” should have the following main objectives and mission:

- To facilitate the lifelong and life wide learning of older people through volunteering.
- To be the main voice for organisations active on the issue of older people volunteering and to serve, through its permanent secretariat and contact point within the Centre for European Volunteering, as interlocutor for European institutions on this topic.
- To ensure ongoing exchange of information between the main European civil society networks active in issues related to older people volunteering, and to facilitate the exchange of good practices and partnership building between civil society, business, research and public authorities.
- To coordinate the piloting of a European Exchange programme for older volunteers.
- To empower Platform networks and their members to build capacity and to stimulate partnerships and projects between organisations all over Europe on the issue of older people volunteering.
- To mobilise volunteer organisations all over Europe and to improve capacity at the grassroot level across Europe, to improve the quality and quantity of volunteering opportunities for older people.
- To foster intergenerational cooperation.

3.8 Public policies in education play an important role in encouraging intergenerational cooperation. Educational curricula focusing on interdependence between generations are especially important to engage young people in support of older persons. These programmes provide a forum for experiential learning while benefiting the community through service. Students should participate in intergenerational service learning working with older adults and at the same time studying ageing.

4. Volunteering & Well Being, Co-production of services, Multi Sector interdisciplinary initiatives.

Volunteering brings a sense of belonging, it makes the communities more inclusive and cohesive, and there are key links between volunteering and healthy societies and well-being. But volunteering goes beyond this as both a health benefit in of itself and as a provider of other healthcare. Good, responsible policies and practices for volunteering as both a benefit to health, and as a supporter of key healthcare provision should therefore be supported, which would in turn promote social cohesion and community resilience. Investment in the development of volunteer management courses and certification that includes the basic requirements and ensures that all volunteer managers are trained in all relevant legal and health and safety requirements for volunteers is an essential provision. Furthermore, the overall framework for volunteering in health and social care sectors needs greater attention on the national and European levels. Beyond healthcare provision directly, multisector, interdisciplinary initiatives need to be considered as fully intertwined with volunteer strategies.

4.1 The overall European Care Strategy needs to be improved. Issues that deserve to be addressed in the Strategy include:

- Making care services accessible, by allowing people in need of care (and their families) to make effective use of available services and providing them with the means to do so, including being able to contact and engage with properly resourced not-for-profit organisations offering support from volunteers complementary to statutory/ paid support.
- Supporting volunteering organisations active in rural and remote areas and regions with low population density, which are particularly affected by the lack or shortage of care services and efforts,and enabling them to increase their outreach and impact.
- Better working conditions will also help attract more people to the care sector, including people of different genders, thus improving the gender balance in the sector. Volunteering can be a useful form for introducing people to the sector but this should be very carefully managed and time limited in order to avoid job replacement.
- Supporting better social dialogue processes at EU and national levels through additional and complementary civil dialogue processes.
- Reviewing the application of EU rules governing working conditions to ensure that volunteering in the sector can also flourish.
- Integrating targeted expert assistance that can help member states design and implement integrated care approaches. Incorporating voluntary support from not for profit organisations that benefit both long-term care and health systems should be at the heart of the planning, implementation and follow up of these approaches.
- Improving research to gather data and evidence about the role of volunteers in the care sector and in regards to active and healthy living in general. In particular, the Commission supports a wide range of research and innovation activities on digital tools for active and healthy living, as well as on integrated and person-centred care.

4.2 Strengthening self help and solidarity networks should be recognised as an important and critical component of volunteering support strategies,especially for isolated and vulnerable communities.

4.3 Volunteering should not be misused by state authorities as a compulsory tool to get people back to work. Instead, volunteering should be based on a person's own free will and should not be required by the state authorities as a conditionality for any support or consideration.

4.4 CSOs and policy makers should work on greater awareness of the importance of volunteering in preventing social exclusion and tackling loneliness, especially among vulnerable groups such as young people. Organisations that empower these vulnerable groups should also be supported to do this.

4.5 As part of co-production of services processes, policy makers should establish joint planning committees or task forces with representatives from government agencies, private sector, NGOs, and volunteer organisations. They should involve all stakeholders in the decision-making processes including funding decisions to ensure that volunteer initiatives align with government priorities and community needs. In particular, they should define the roles and responsibilities of government agencies and volunteer organisations in disaster response, recovery, and long-term development. It is crucial to facilitate access for volunteering organisations to participatory budgeting opportunities, especially at the local level, as part of the co-creation and co-production process.

4.6 Policy makers should develop an Higher Education learning programme and associated resources that will increase the opportunities for all stakeholders to increase opportunities across Europe for existing and future volunteer managers to be properly trained at the Higher Education level and receive a recognised qualification based on common European standards for volunteer management training. Policy makers and CSOs should ensure that volunteers across Europe are managed effectively and in a more ethical way, avoiding exploitation, instrumentalisation and job substitution.

5. Community resilience and social innovation

Volunteering forms a critical part of the 'third pillar' of society. Formal institutions have begun to recognise the crucial contributions that civil society plays in building resilient societies, and volunteering forms a key aspect of this. Recent crises have especially brought volunteering into the forefront of the policy making agenda, with volunteers forming the backbone of responses to successive natural disaster relief and responses to conflict. Meanwhile, recent concerns have been raised about possible exploitation of volunteering as a way to avoid paying for a proper workforce. All of these intricacies in volunteering need to be considered at the policy level to engage volunteering in an effective and responsible way.

5.1 Policy makers should create a favourable environment for better integrating the potential of volunteering into crisis action. Volunteering in crisis situations needs special attention, planning and organisation. This should be proportional to the potential risks and take into account all the knowledge, experiences and potential of civic activism, volunteers and staff of organised civil society.

5.2 Volunteering should be integrated into crisis plans and crisis response management in our communities by ensuring that the structures for the coordination and support needed for episodic emergency volunteering are ready in advance with adequate and suitable support and funding. Care should be taken that such structures and processes are developed alongside other initiatives that build a sense of community in a more cross cutting manner. Municipalities and CSOs together should take an active role in developing local crisis plans/strategies.

5.3 Policy makers should ensure that non-formal initiatives meet the minimum standards of civil action in the community. Non-formal initiatives should: adhere to local, regional, and national laws and regulations; maintain transparency in all operations, including financial transactions and decision-making processes; establish mechanisms for accountability, such as regular reporting, audits, or evaluations, to ensure that resources are used effectively and responsibly; and involve the community in the planning, implementation, and evaluation of the initiative.

5.4 To enhance information exchange and collaboration between local authorities, CSOs and civil protection systems, community helping centres should be created. The creation and sustainable funding of a centralised digital platform or centre will contribute to facilitating the sharing of real time data, updates and resources among all stakeholders.

5.6 The specific role of public sector actors at the local level in facilitating and enabling cross-sector collaboration should be recognised and the creation of an environment conducive to constructive cross-sector collaboration should be created and considered crucial in this process. Good cross-sector collaboration at the local level between the public and private sectors, for communities of all sizes and situations, has high potential as a driver of value creation that is crucial for sustainable development, as well as for disaster preparedness and risk reduction.

5.7 Volunteering contributes to new solutions for problems or meets some needs in the community. Volunteers often bring fresh perspectives and innovative ideas to the table. Their diverse backgrounds and experiences can lead to the development of novel solutions to existing problems. Volunteer organisations should actively identify and address community issues through problem-solving initiatives. Volunteer organisations should initiate pilot programs or projects to test new solutions on a smaller scale before scaling up. Policy makers should enable changes or improvements in services that can address community needs.

5.8 Volunteers play a vital role in many sectors, but there is growing concern about their exploitation as unpaid labour, potentially undermining the true spirit of volunteering. It is essential to protect volunteers from being seen as cheap labour and ensure they are treated fairly within legal frameworks and contexts that reflect European norms, which could be done through the proposition and adoption of a National Strategy for the development of volunteering in each country using ideas expressed in BEV2030.

6. Measuring volunteering impact for more value, and ensuring diversity, inclusion in volunteering.

Volunteering also needs to reflect the societies that it betters. The growing changes in the composition of our societies necessitates newer ways to measure the impact of volunteering, not only to justify activities to potential donors but to make sure that volunteering is of

maximum benefit to all society. Inclusive volunteering also raises the question of diversity and inclusion, putting the onus upon policymakers and volunteering organisations to implement policies that give equal opportunities to all groups and recognise their contextually specific needs.

6.1 To achieve greater visibility, understanding and recognition of volunteer contributions and volunteering to community development, social cohesion, inclusion, and skills development encouraging public and private organisations to fund and support volunteering initiatives is essential.

6.2 In order that volunteering is not only understood as an additional workforce, but as a contribution to quality of life by relevant public and private stakeholders, policies and regulations should undergo regular reviews and adjustments to keep pace with technological advancements and changes in the volunteering landscape.

6.3 We can track and measure volunteer engagement in the community by better understanding and mapping the relevant stakeholders involved in volunteering, both at the international and national levels, which is essential for effective policy development and implementation. Better mapping of volunteering stakeholders should be taken to help identify key actors, including governments, NGOs, online platforms, businesses, volunteers, and beneficiaries while enabling better tracking and measurement of volunteer engagement.

6.4 Volunteer impact measurement should be considered as a critical process in volunteering. By understanding the strengths, weaknesses, opportunities, and challenges associated with volunteering through volunteer impact measurement, organisations and policymakers can make well-informed decisions that foster effective volunteering practices and support its sustainable growth of volunteering in Europe.

6.5 Equal involvement of all should be achieved by ensuring that all community members, regardless of their background, age, gender, sexuality, ethnicity, or abilities, feel welcome and valued in the community. This also includes better dissemination of information about community events, initiatives, and resources through multiple channels, such as social media, community newsletters, and public meetings, to ensure that everyone has access to information, and organising educational programs and workshops that promote understanding, tolerance, and acceptance among community members.

6.6 Connecting and empowering groups at risk of social exclusion should involve creating opportunities for these communities to engage with society, access resources, and build the skills and confidence needed for active participation. Obstacles that exist for involving individual social groups in volunteering should be removed.

6.7 Pre-existing initiatives utilising good practices should be integrated into overall approaches to measure volunteer impact, improve inclusion and other important aspects of

volunteer development. This includes networking like-minded organisations to encourage sharing of methods and improve overall approaches.

Annex 2

AGENDA

09:30 - 10:00	**Introduction and welcome** Lejla Šehić Relić - CEV President Jelka Tepšić - Deputy Mayor of Dubrovnik
10:00 - 10:30	**Keynotes from European Volunteering Ambassadors 2023** Lidija Pavić-Rogošić - Vice-President of Civil Society Organisations' Group Mohammed Azahaf
10:30 - 11:30	**Plenary Presentations** 1. **Volunteering & Resilience in the Balkans** - Richard Allen: DG NEAR TASCO 3 & Simona Mladenovska: Balkan Civil Society Development Network 2. **Young people and the future of Civic Engagement & Volunteering in Europe** - Barbara Eglitis: ESC Resource Centre & Simon Morris-Lange: Allianz Foundation 3. **Demographic changes and healthy societies** - Nada Roshevska: NR Sports Volunteering Solutions & Mirko Schwarzel: Diakonie Germany 4. **Lifelong Learning - European Year of Skills 2023** - Sanja Posavec: Croatian National Agency for Mobility and EU Programmes 5. **Volunteering, Role of Gender, and Political Participation: Examining the Influence on Volunteering over Voting Turnout** - Stuart Fox: Faculty of Humanities, Arts and Social Sciences, University of Exeter 6. **E-Volunteering -** Aleksandra Vidanovic Connect International
11:30 - 14:30	**World Cafe**
14:30 - 16:00	**Networking lunch**
16:00 - 17:00	**Concluding Plenary - Recommendations for empowering volunteering to create more democratic, collaborative and inclusive communities**