

도전
 KOREAN: CHALLENGE

MENGINSPIRASI
 INDONESIAN: INSPIRE

SATYSFAKJA
 POLISH: SATISFACTION

ಸಂಸೃತೆ
 KANNADA: CULTURE

PRÁCE
 CZECH: WORK

TƯƠNG LAI
 VIETNAMESE: FUTURE

IMPEGNO
 ITALIAN: ENGAGEMENT

COOPERACIÓ
 CATALAN: COOPERATION

Κοινότητα
 GREEK: COMMUNITY

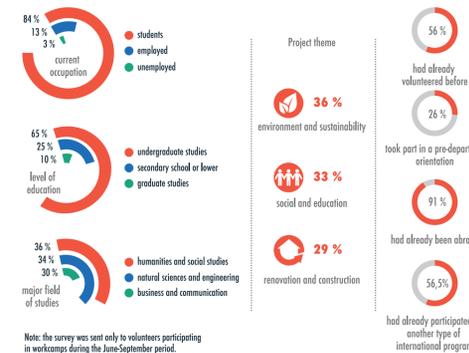
● **EVERY YEAR**
 3 000+ international workcamps
 189 organisations
 97 countries
 3 000 000 hours of volunteer work
 30 000+ volunteers

CHANGING PERSPECTIVES

385 hosting projects
 2 373 volunteers
 60 countries

the impact of international workcamps

The volunteers study consisted of a pre-/post-test administered before and after their participation in an international workcamp. Translated into **11 different languages**, the survey was sent out to all the volunteers participating in a project, at home or abroad, by the **25 partner organisations involved**. Responses cover **385 different workcamps in 60 countries**, offering a large overview of the diverse experiences and a good research sample. Beyond the influence of national cultural preferences that are not reported here, findings indicate the impact that international workcamps have on the volunteers personal, interpersonal and social development.



Research design and data analysis.

The survey answered by the volunteers was designed as a pre-/post-test, in order to examine differences before and after their participation in an international workcamp. The questionnaires were sent out 3 weeks before the beginning (pre-test) and 3 weeks after the end (post-test) of the project they participated in. The individual survey items were identical in the pre-test and the post-test, and participants were asked to answer Likert-item values to describe their opinion concerning each specific statement (e.g.: Strongly Disagree, Disagree, Neither Agree nor Disagree, Agree, Strongly Agree).

What are International Workcamps?

International Workcamps are International Voluntary Service (IVS) projects that bring together volunteers from different countries to support local community projects and live together an experience of non-formal learning. They aim to pursue peace and be the catalyst for change within individuals and society, to help breakdown prejudices and stereotypes for a world of mutual respect and understanding" (White Paper on International Voluntary Service, 2011)

Workcamps promote intercultural learning, solidarity, active citizenship and participation. Volunteers and communities both contribute to these goals: the volunteers give their time, energy, and effort to the community project, while the communities provide them with a space for personal and collective development, learning, and experimentation.

Workcamps usually last between 2 to 3 weeks and bring together a group of 10 to 20 volunteers of different geographical, cultural, social, and economic backgrounds. Volunteers engage themselves in a wide variety of community work, from environmental, construction and renovation actions to social, cultural and archaeological projects.

More than 3,000 workcamps are implemented every year in 99 states and territories all around the world by 189 International Voluntary Service (IVS) organisations, gathering in total over 30,000 national and international volunteers and camp leaders.

This research involved major IVS global networks and international organisations (Coordinating Committee for International Voluntary Service, Alliance of European Voluntary Service Organisations, Service Civil International), as well as 22 individual national IVS organisations, offering a wide and representative sample of workcamp practices and outcomes around the world

What is Impact?

In the framework of this research, "Impact is a change or an effect on individuals, collectives or environments in the short, medium, and long term. This is produced by interaction between individuals, communities and environments in the context of International Voluntary Service actions. It could be perceivable and as such could lead to social recognition or personal acknowledgement" (Changing Perspectives: measuring and showing the impact of volunteering, 2012).



areas of impact on the level of the volunteers

Volunteers experience a direct **impact** from participating in international workcamps; in a few weeks, workcamps influence their personal development and volunteers' position in society. The changes they experience concern their **personal, interpersonal, and social dimensions; their competencies and skills; their knowledge and their attitudes; and their life perspectives and opportunities**. In addition, three macro-categories of crucial importance for the International Voluntary Service movement include: **cultural/intercultural competence, conflict management, and citizenship and participation**. The tables below illustrate such an impact, starting from the words of the volunteers themselves - the ones most used by the participants from different countries to describe their experience - to build on a more scientific analysis of specific competencies illustrating the **most significant changes** reported by volunteers returning from an international workcamp: **a life changing experience**.

Both in the pre and post test, the bivariate analysis illustrates that returning volunteers reported statistically significant increases in **autonomy, communication, problem-solving, cultural openness, and feelings of social integration**. They also reported significantly **lower ratings in conflict avoidance**, indicating an increased confidence in facing and managing conflicts. Many individual indicators comprising the additional constructs of perceived **usefulness, self-awareness, teamwork, and peace-building** also showed significant differences (not presented here).

A first and simple way of looking at the outcomes of the research in this area can therefore be to focus on the **most significant changes** - in absolute numbers or percentage - in terms of individual items, between the mean scores before and after the participation in a workcamp. These are highlighted for each category under the corresponding icons.

autonomy

Dimensions addressed: personal development autonomy - self-confidence, working habits

Inspiring the volunteers to develop their independence and autonomy is an explicit objective of workcamps, and a stepping stone towards their personal development and active participation in society. "Inspiration" the most cited word by Indonesian participants, points to new possibilities and marks the beginning of the volunteer path.

Principal Component Analysis - $\alpha = .79$, Bivariate Analysis - $t = 4.536$, $df = 463$, $p < .001$ Pre-test / Post-test Questions (Composite Indicators)

- I like to reach my objectives and to finish what I start .732
- I like taking initiative .727
- I feel I can travel by myself .639
- I feel able and confident to deal with my professional life and institutional bureaucracy (administration, taxes, insurances) .669
- I feel I can stay focused on my work .597

communication

Dimensions addressed: interpersonal development - expression, empathy, solidarity

French volunteers mostly used the concept of "sharing" to describe the act of overcoming personal and cultural boundaries in order to create meaningful relationships through stronger communication skills. Built on common work and activities, the communication flow created among the volunteers ignited profound and long-lasting emotional processes.

Principal Component Analysis - $\alpha = .73$, Bivariate Analysis - $t = 3.236$, $df = 460$, $p < .005$ Pre-test / Post-test Questions (Composite Indicators)

- I talk others what I need or feel .818
- I talk others when they make me feel uncomfortable .837
- I expect others to know what my feelings or needs are .553

problem-solving

Dimensions addressed: personal development - adaptation, creativity, working habits

"Challenge" is the most recurring word used by Korean volunteers to describe their experience: beyond national differences, the analysis indicates a significant increase in volunteers' problem-solving capacity, underlining the workcamp process as one that stimulates individual and group confidence, as well as a volunteer's sense of initiative.

Principal Component Analysis - $\alpha = .80$, Bivariate Analysis - $t = 3.828$, $df = 462$, $p < .001$ Pre-test / Post-test Questions (Composite Indicators)

- Get upset or depressed (inverted) .636
- Feel very unprepared (inverted) .640
- Try to find ways to improve the situation .706
- Find some alternatives and help to change the situation .754
- Understand them as opportunities that will improve my life and myself .649

conflict management

Dimensions addressed: interpersonal development - conflict management, adaptation

"Cooperation" has been used by Catalan volunteers to describe the workcamp experience of managing group conflicts in constructive ways: higher confidence in group dynamics and lower levels of conflict avoidance testify to a common willingness and capacity to accept and transform potential conflicts into growth opportunities.

Principal Component Analysis - $\alpha = .83$, Bivariate Analysis - $t = -2.619$, $df = 462$, $p < .01$ Pre-test / Post-test Questions (Composite Indicators)

- I am afraid of conflicts and find it difficult to deal with them .735
- I am confident in taking part in debates and discussions (inverted) .652
- When faced with potential conflict, I usually tend to:
 - Feel very bad when finding myself in disagreements with other people .703
 - Either try to avoid any situation that could lead to a disagreement or just remain silent .754

cultural openness

Dimensions addressed: social development - cultural awareness, respect for diversity

"Culture" was indicated by Indian community representatives as a key element in the implementation of workcamps: volunteers reported an increased cultural awareness and openness, with a deeper understanding being positively associated with repeated volunteer experiences and exposure to an international environment.

Principal Component Analysis - $\alpha = .80$, Bivariate Analysis - $t = 2.247$, $df = 448$, $p < .05$ Pre-test / Post-test Questions (Composite Indicators)

- I like to meet people from other cultures .817
- I'm open when it comes to interacting with other cultures including religion, economy etc. .843
- I think I have a good level of understanding of people with different social and cultural backgrounds .742
- I respect people who hold different values, heritage and identity than my own .798
- I am motivated to learn about cultures and habits of people in my own country and abroad .814

areas of impact on the level of the communities

social integration

Dimensions addressed: social development- solidarity, respect for diversity, participation

"Community" the word used by Greek volunteers to best describe the workcamps, is seen as the interdependence between people and their natural, social, and cultural environment. However, in the international scope of voluntary service, "community" takes on a wider meaning, stretching beyond territories and boundaries. The higher feeling of social integration that volunteers reported is a crucial step towards their active participation in a diverse global society.

Principal Component Analysis - $\alpha = .70$, Bivariate Analysis - $t = 2.366$, $df = 463$, $p < .05$ Pre-test / Post-test Questions (Composite Indicators)

- I feel that I live in a diverse society .649
- I feel that I live in an inclusive society .586
- I feel well integrated in the society where I live .781
- Whenever I have an important problem, I know people I can trust and will help me honestly .574

active participation

Engagement and active participation in the life of our societies is a long-term objective for workcamp organisers, both at the level of the local community members and the national and international volunteers. Italian participants recurrently used this word to recall their experience, and the study will further explore the sustainability of the changes reported by volunteers in terms of willingness to participate more actively in their local and global communities. In the meantime, the participation in an international workcamp stimulated a dramatic inversion of social and civic voluntary activities performed by the youth in the study, making workcamps a unique space for engagement and a laboratory for active participation.



satisfaction

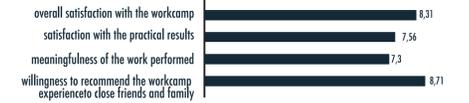
Life satisfaction and subjective well-being.

Satisfaction with one's life and subjective well-being have been strictly correlated with a solid and interdependent network of relationships and meaningful work. Workcamp volunteers have been asked to answer the Cantril Self-Anchoring scale question used by the Gallup World Poll and the Organisation for Economic Co-operation and Development (OECD), before and after their project: "Imagine an eleven-rung ladder where the bottom (0) represents the worst possible life for you and the top (10) represents the best possible life for you. On which step of the ladder do you feel you personally stand at the present time?". Subjective well-being is not an explicit objective of workcamps, but data show that we can be, simply, happier together.



"Satisfaction" is a key word recurring across survey responses, and it's the most cited by Polish volunteers. Significantly correlated with self-awareness, teamwork and cooperation, participants' satisfaction should be read together with the participants' learning outcomes: to fully reflect the experience of the volunteers and accompany them in realising the positive impact of even the most challenging project environments. The role of International Voluntary Service networks in this sense appears fundamental. For instance, volunteers coming from sending organisation members of the Coordinating Committee for International Voluntary Service (CCIVS), the Service Civil International (SCI) and the Alliance of European Voluntary Service Organisations rated themselves significantly higher in terms of feelings of social integration than those coming from other sending partners, as did volunteers who served in projects in Asia, where the Network for Voluntary Development in Asia (NWDA) is a key actor.

Workcamp satisfaction individual indicators construct principal projects analysis $\alpha = .85$



influencing factors

among the **individual variables** associated with different outcomes:

Prior volunteer experience was significantly associated with higher ratings on cultural openness, communication, and teamwork. It was also associated with lower ratings on conflict avoidance.

Prior experience with another international program was significantly associated with higher ratings on autonomy, teamwork, problem-solving skills, social integration and cultural openness. It was also associated with lower levels of conflict avoidance and of passivity.

Influencing factors among the **program variables** associated with different outcomes:

A higher number of participants in the workcamp was significantly associated with perceived usefulness, problem-solving and social integration, as well as with lower rankings on overall satisfaction and meaningfulness of the experience by the volunteers.

Project duration was significantly associated with higher ratings on cultural openness

Volunteers coming from sending organisations who are members of international networks (e.g. Coordinating Committee for International Voluntary Service, Alliance of European Voluntary Service Organisations, Service Civil International) rated themselves higher on social integration and overall satisfaction, and lower on conflict avoidance.

Geographical location of the projects also significantly correlated with several outcomes: for instance, volunteers serving in rural areas reported higher ratings on cultural openness.

Methodology Principal component analysis and reliability analysis. In order to test the convergent and discriminant validity of the constructs, survey items were factored together. A Principal Components Analysis (PCA) was completed to determine appropriate indicators for the disparate concepts originally proposed. For all the categories presented, all items loading on the various components were greater than .40 - indicating good convergent validity. I.e. variables within a single component are sufficiently correlated to indicate a distinct and common construct. After underlying constructs were identified, the internal consistency of the constructs was tested using Cronbach's alpha statistics. An internal reliability coefficient of a $\geq .70$ or higher was set as the minimal threshold for composite variables. These variables were then used as a single composite variable in the regression analysis when describing an "outcome"; all the composites introduced here met or exceeded this minimum reliability coefficient.

Composite indicators. Each category under the "Areas of impact on the level of the volunteers" (Autonomy, Communication, Problem-Solving, Conflict Management, Social Integration, Cultural Openness) is composed of at least three indicators. These are individual survey items (statements from the questionnaire) that went through statistical analysis to confirm their reliability and distinct contributions to a uni-dimensional construct. Summing up the scores of individual items allows us to have greater confidence that multiple correlated indicators measure a similar outcome, such as "cultural openness".

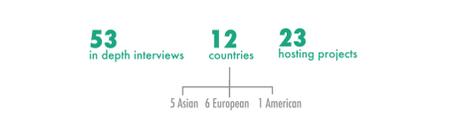
Bivariate analyses and multivariate regression. Correlations, chi-square and t-tests were run, as appropriate to the level of each construct, to examine differences before and after volunteers participated in the workcamps and to determine whether such differences were statistically significant and not due to error or chance. The threshold for all analysis was set at 95% confidence, a standard commonly used in social sciences: all outcomes reported in this map satisfied this criterion and can be considered reliable differences. Multivariate regression analysis was also performed in order to better understand how the volunteers' demographics and different practices (e.g. individual and program variables prior volunteer experiences, pre-departure orientation, etc.) were related to the outcomes.

areas of impact on the level of the communities

Between the months of April and December 2016, an intensive process was conducted to research the impact that international workcamps have on the local hosting communities. The goal was to identify and understand how they start and reinforce positive dynamics through the interaction with local realities, and to finally provide answers to the questions: In what ways do international workcamps contribute to peace, what are the most positive effects, and how can the impact of workcamps be improved?

The research was based on models and methods that have been developing since 2014 through a series of international projects, combining the social sciences expertise of different universities with the knowledge and experience of the International Voluntary Service professionals and practitioners involved. The main research tool was a series of interviews with key community people that were facilitated by using common semi-structured interview guidelines, and by conducting them in the local language. Data were digitally recorded, translated into English, and transcribed in preparation for analysis.

As a whole, 53 in-depth interviews were conducted with the local partners of 14 international voluntary service organisations in 12 countries, with a total of 23 different hosting projects being represented in the study.



65 representatives of the local community, governments, civil society organisations, local volunteers and camp leaders



For each of the workcamps selected, interviews were conducted with two to three key people in the community, among which representatives of public institutions, civil society organisations, local volunteers, and camp leaders. Therefore, the chosen projects were those where an existing and constructive relation with local key partners would ease the process of choosing which people to interview, and increase the chances of receiving honest feedback, both positive and negative. This also ensured that the research included a wide diversity of roles and relationships to the workcamps for each of the projects analysed.

%	n. of int.	theme
32%	17	environment/sustainability
34%	18	renovation/construction/heritage
34%	18	social/education

%	n. of int.	n. of years of implementation
32%	17	1-4 years
21%	11	4-9 years
47%	25	10+ years

Results: Evidence of the impact of international workcamps in the host communities is found in the statements of the interviewees, who reflect on how workcamps have affected their realities.

Contributing to peace

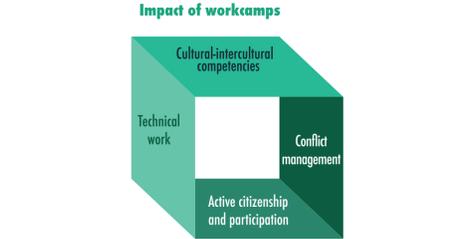
The results of the study support the fundamental idea that international workcamps are a tool for peace, which bring about a 4-sided impact:

Cultural-intercultural competences: international workcamps help to create and cultivate positive intercultural relationships within and outside the community, and stimulate valorisation of the community's cultures and values;

Active citizenship and participation: international workcamps inspire and encourage greater participation and involvement of community members in answering local challenges constructively;

Conflict management: international workcamps stimulate the development of capacities and dynamics that privilege and support a non-violent and transformative approach to conflicts;

Technical work: the specific voluntary work implemented by the workcamp participants is integrated into and contributed directly to the community's development plans. It also supports the life and work of the associations and civil society in the field.



with the participation of COMPAGNONS BÂTisseurs, citi:zens in action, in:ex, Work Camp Organization, JSDA, FSL India, UNA Exchange, SJ VIETNAM

Cultural and Intercultural Competences - 98%

52 out of the 53 interviews reported a change in their understanding of other cultures, improvements in terms of intercultural learning as well as changes in the perception and valorisation of their own cultures; they also underlined the re-appropriation of their community environment and heritage as an important outcome.

Interculturality and living in diversity

There was someone who told me "ha, these youngsters are good people, even the Algerian ones" And we had an Algerian on the workcamp. [...] And someone told me: this has changed totally my way of looking at others". You see, through these two testimonies, I think we simply achieved our aim.

Michel Lafay, former mayor, Bocage Sud , workcamp organised by SJ France

Renewed self image of the value of the community

Songjung is a very small community [...] maybe having an "inferiority complex", I feel the small communities fall behind the big communities. Through workcamps, we came to have a lot of confidence in our community, and some courage to feel our community is not just small.

Young-hoon Kim, Chairman of the Young Businessmen Community in Songjung, workcamp organised by IWO Korea

A re-appropriation of the public space by community members

[Local] Youth took the ownership of the shelter and its surroundings. And it is one of the only place that is clean. Actually, one of the only...one of the the cleanest

Jean-Claude Ligoit, local politician, GRIMM, workcamp organised by CBB

Citizenship and Participation - 79%

Eight out of every ten respondents appreciated positive changes in the participation of local people in the daily life of the community and in their involvement in activities for the common interest, including their help with the implementation.

Encouraging inner dynamics of participation in the community

At first we organised international coastal cleaning day by involving local people and volunteers, but now every year this program is continuing as a tradition. Every year local youth, government and community people organise beach cleaning day in their village by themselves and clean the beach.

Chinnanna Doreswamy, local partner, Kundapur, workcamp organised by FSL India

Supporting the role of local associations in the territory

First of all, we have the great pleasure that something is happening and secondly, it gives us the courage and strength to continue. Let me tell you this. We don't just throw pebbles in the lake, we build bridges between peoples. Those pebbles on the lake are bridges we open up, they are not just pebbles.

Christophoros Koutsouris, local partner, Oropos workcamp organised by CIA Greece

Encouraging participation of locals in workcamps

Schools got quite interested in the workcamps, they wanted to let their children participate. In the past, we had to try hard to get the students, but now the schools found the value in the workcamp and sent some students to the camp.

Pastor Lee Eui Sik, local partner, Wando workcamp organised by IWO Korea

Conflict Management - 40%

Over one third of the interviewees recognized a positive transformation in the capacities of community members to conflicts in a non-violent and constructive way. International workcamps provide the participants with multiple opportunities to learn how to directly deal with and navigate through conflicts. They also provide the tools through which locals may acquire new competencies in positively managing conflicts.

The international workcamp participates as well to the regulation, not to the point of solving the conflicts, but regulating them.

Elen Debost, city youth department, LE MANS, workcamp organised by Concordia France

We are more exigent concerning this now. We explain to the volunteers that we need to pay attention to this kind of relationships, that residents of the centre here want some things that you don't want, here you go, we need not to interpret things the wrong way, so we explain some previous cases from the past and that we need to pay attention...

Marc Delvigne , social worker, Rixensart, workcamp organised by CBB Belgium

Technical Work: Contributing to the Needs of the Communities - 91%

International workcamps implement specific work that is planned with local partners and integrates and answers answers to the community's needs. Despite the short period when the practical work is executed, the workcamp projects can also generate a real practical impact, with over nine out of ten respondents recognizing the relevance between the community's needs and the technical work that was carried out.

It is real and now it is permanent. So it is official, the Liedot fort won't become a warehouse, it will be a place to spread culture, linked with heritage... So, this is done.

Jerome Ragot, Fort Liedot, Aix, mayor's secretary, workcamp organised by SJ France

Environmental and Social Impact

Environment

Hence the people health increases as there is no waste and no disease. And we recycle 95% of the waste and it gives good earnings for our workers. So this one of the positive things for us.

Mr. Balvir S Singh, Local Partner, Darmashala, workcamp organised by FSL India

Before starting the project fishermen and some local people consume turtle eggs as a food [...]. Solved after giving my awareness programs, training to people after successful intervention of this project. Now people protect turtle eggs and worship turtles as a God.

Chinnanna Doreswamy, Local Partner, Kundapur, workcamp organised by FSL India

Environment and public space

Now, more and more, we notice the ones that use them mostly are local institutions. We try to build facilities that are accessible to people that have limited mobility, with, of course, an interesting environmental framework; and actually we notice that, now, locals organise barbecues, fishermen's meetings, anniversaries or family meetings...

Alain Schonbrodt, President of Local Partner NGO, Grimm, workcamp organised by CBB Belgium

Education

The impact of mini library is children gain more interest and habit in reading. Even though not yet to every child, but I see more children are interested to the library and stay to read something here. Not only during the workcamp. It is still happening until now.

Kang Dian, local partner, Cikapundung, workcamp organised by IIWC Indonesia

Public health

Yes, of course we have improved a lot, also because thanks to this cleaning that you have made, we will be able to start the sanitization in the way that the animals, flea and tick that were characteristic of our community for a long time, can now be eradicated more easily.

Maria Domenica Misita, Deputy Mayor, Collesano, workcamp organised by LUNARIA Italy

Thematic Areas - 94%

The International Voluntary Service movement has developed five common priority themes (White Paper on International Voluntary Service, 2011), and the research also studied how workcamps are contributing to answering the specific challenges in these fields. Almost all the interviewees - 50 out of 53 - reported an impact on at least one, or more, of these thematic areas.

Social Inclusion and Active Participation 29 55%

Poverty Eradication & Health Awareness 14 26%

Cultural Heritage and Diversity 24 45%

Peace and