

Terms of Reference

ATLANTIS XI

“Youth Volunteering: Challenges and Opportunities to Make a Change”

Guimarães (Portugal), 3-10 August 2015



**Centre for the Cooperation
in the Mediterranean**

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Mediterranean Youth Camp of the Red Cross and Red Crescent

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INTRODUCTION

The Centre for the Cooperation in the Mediterranean (CCM) together with the Portuguese Red Cross will organize the **11th edition of the Atlantis Youth Camp**. The event will take place in Guimarães, Portugal, from the 3rd to the 10th of August 2015 and it will be hosted by the Portuguese Red Cross.

Since its first edition in 2005, Atlantis has gathered hundreds of youths from across the Mediterranean region and now stands as a referential meeting and a platform for intercultural exchange among youth -seen as the real agents of behavioural change both for the present and the future of our communities. Aiming to be a melting-pot for cross cultural exchange and dialogue and a valuable opportunity to share experiences beyond borders, the overall objective of the Camp is to use intercultural dialogue as a tool to **build young volunteers’ capacities as agents for positive change within multicultural societies**, counteracting stereotypes and discrimination.

Various issues are addressed in each edition, through the displaying of practical activities and dynamic workshops in which participants are sensitized and trained on current challenges that the International Red Cross and Red Crescent Movement faces.

Since 2005 the following editions have been organized:

- Atlantis I, Sicily (Italy) organized by the Italian Red Cross, 2005. Workshops on: Human rights; Addictions; Prevention of Pandemics; Migrations; Disasters.
- Atlantis II, Istanbul (Turkey), organized by the Turkish Red Crescent in 2006. Workshops on: Refugees and Migrants; Partnership; Millennium Development Goals.
- Atlantis III, Tartous (Syria), co-organized by the CCM and the Syrian Arab Red Crescent in 2007. It focused on the Principle of Humanity. Workshops on: Leadership, Addiction, Road Safety, Migrants and Disaster Management.



- Atlantis IV, Mitrovo Polje (Serbia), co-organized by the CCM and the Red Cross of Serbia in 2008. Workshops on: Leadership, Climate Change, Principles and Values, First Aid.
- Atlantis V, Mehdia (Morocco), co-organized by the CCM and the Moroccan Red Crescent in 2009. It focused on Environment and Climate Change. Workshops on: Sustainable Consumption; How to make a dissemination video on climate change; Disaster Risk Reduction; How to carry out an awareness campaign, and YABC.
- Atlantis VI, Grans (France), co-organized by the CCM and the French Red Cross in 2010. It focused on Social Inclusion. Workshops on: Youth and Employment; Sustainable Development; Principles and Values; Migrants; YABC and Leadership skills.
- Atlantis VII, Hammamet (Tunisia), co-organized by the CCM and the Tunisian Red Crescent in 2011. It focused on Volunteer Management, under the title “Young Volunteers in Action”. Workshops on: Disaster risk reduction and volunteering; Environmental education; Leadership skills; Principles and Values; Volunteers Management; YABC.
- Atlantis VIII, La Massana (Andorra), co-organized by the CCM and the Andorran Red Cross in 2012, under the title “Youth across the borders: Principles and Values for stronger communities”. Workshops on: Gender and sustainable development; International Humanitarian Law and Principles and Values; Migration and Intercultural Dialogue; Human rights and Environment; Leadership Skills; YABC).
- Atlantis IX, Jahorina (Bosnia and Herzegovina), co-organized by the CCM and the Red Cross Society of Bosnia and Herzegovina. Under the title “Saving water, saving lives”. Its workshops focused on: Sustainable consumption and gender; Human Rights and Environment; Youth employment and green economy; Water sanitation and Health: actions at RC/RC youth level; Leadership skills; YABC.
- Atlantis X, Jesolo (Italy), co-organized by the CCM and the Italian Red Cross, under the title ‘Engaged Youth for Stronger National Societies’. Its workshops focused on: Youth leading a culture of Non-Violence and Peace; Humanitarian Diplomacy and Social Media; Project Cycle Management; Youth Engagement in the RC/RC Movement; Communication Skills for Leaders; Leadership Skills; YABC.

Building on the experience of the previous editions of the Camps mentioned above, during the 11th edition, Atlantis wishes to recall the priorities determined during the 11th Red Cross/Red Crescent Mediterranean Conference, held in Dubrovnik in 2010, with regards to the role of youth in the present and future of the Mediterranean region, as

well as the strong will of youth of becoming role models and work for and with National Societies, as underlined in the San Marino Declaration of the 12th Mediterranean Conference and the RCRC Youth Meeting, both held in the Republic of San Marino in May 2015. More specifically, this edition of the Atlantis Youth Camp will focus on the opportunities Youth Volunteering provides, especially in times of crisis, both in terms of skills acquired during the volunteering experience and of the positive impact it has on communities. The Camp will therefore gather Mediterranean Red Cross and Red Crescent Youth around a common theme: **Youth Volunteering: Challenges and Opportunities to Make a Change.**

Moreover, the 12th Mediterranean Conference of the RC/RC Societies emphasized the need to mobilize human resources, among which young people play a crucial role as actors of behavioural change to strengthen the dialogue with governments and to promote humanitarian diplomacy and advocacy so as to change mentalities towards a more encompassing social inclusion of those who are most vulnerable.

The Youth Camp will be displayed under the umbrella of **Strategy 2020** of the International Federation of Red Cross and Red Crescent Societies (IFRC), as it is specifically tied to **Enabling Action 1 'Build Strong National Red Cross and Red Crescent Societies'**: *"Volunteering is at the heart of community-building. Volunteering promotes trust and reciprocity. It encourages people to be responsible citizens and provides them with an environment where they can learn the duties of democratic involvement."*

Accordingly, the Atlantis Youth Camp is also set to fulfil the overall vision of the International Federation of Red Cross and Red Crescent Societies, as defined by its Constitution (Article 4, General Object, 2007): *To inspire, encourage, facilitate, and promote at all times all forms of humanitarian activities by National Societies, with a view to preventing and alleviating human suffering, and thereby contributing to the maintenance and promotion of human dignity and peace in the world.*

The event aims to be dynamic, participative, practical and useful so as to allow participants to hand over their knowledge to their peers. The workshops will be based on a learning process which stimulates creativity, active participation and initiative, and will be facilitated by RC/RC peer educators and international experts.

ACTION FRAME

In modern societies, work can be considered as the epicentre of the majority of people's every-day life. In such a scenario, it may seem confusing that people carry out non-remunerated work for organizations that may range from humanitarian aid to sport associations, from literature to environmental societies. *"But volunteering is much more*



than simply the giving of time for some particular purpose. In fact, as a cultural and economic phenomenon, volunteering is part of the way societies are organised, how they allocate social responsibilities, and how much engagement and participation they expect from citizens.”¹

Many governments support and encourage volunteering in order to build and count on active communities, in which citizens can have opportunities to contribute to a cause, to develop or test their skills, or also to provide positive alternatives for young people, thus countering criminality or the threat of prolonged inactivity which could lead to youth not being in employment, education nor training (NEET)².

Despite the will of both Governments and volunteer organizations of encouraging and institutionalising volunteering paths, volunteering is rapidly changing: there are many difficulties in understanding its true extension, the benefits it generates for communities, as well as its economic value.

For this reason, in March 2011, the International Labour Organization (ILO) and the Johns Hopkins University Centre for Civil Society Studies released the **Manual on the Measurement of Volunteer Work**³ to provide guidance on how to collect systematic and comparable data on volunteer work, hence contributing to build a knowledge base on this subject. Among the main criteria needed in order to conduct this study we find the number of volunteers (datum needed to calculate the volunteer rate, i.e. the percentage of population engaged in volunteering activities), the number of hours volunteered, the type of work performed and the institutional setting of the work. To this date there is still no specific research on this field for the Mediterranean region, but it is possible to have an estimation of the situation in the region by gathering the data of several surveys.

The Mediterranean region -which includes both countries of Southern Europe, North Africa and the Middle East - presents uneven patterns of both population and volunteering rates. According to the “Joint report on young people and employment in the Euro Mediterranean region”⁴, the population in all the countries of the southern shores of the Mediterranean has grown at a fast pace in recent years, with rates ranging

¹ Helmut K. Anheier and Lester M. Salamon, *Volunteering in cross-national perspective: initial comparisons*, London – Centre for civil Society - London School of Economics, 2001

² Organisation for Economic Co-operation and Development (OECD): *Youth inactivity presents the share of young people not in employment, education or training (NEET), as a percentage of the total number of young people in the corresponding age group. [...] Young people who are NEET are at risk of becoming socially excluded, with income below the poverty-line and without the skills to improve their economic situation.*

³ http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/publication/wcms_162119.pdf

⁴ The report has been produced by the Spanish Economic and Social Council, in collaboration with the counterparts in Jordan, Morocco, Greece, France and Lebanon, as well as the European Economic and Social Committee. It has been presented on the 2013 Euro-Mediterranean Summit of Economic and Social Councils and Similar Institutions (11-12 Nov. 2013)

between 1 and 2 per cent, compared to rates of under 0.5 per cent in the European Union. This growth of the population is due, among other reasons, to the increase in life expectancy over the last twenty years. The composition of the population on both shores of the Mediterranean is clearly different: the population in the northern shore of the region is ageing, in contrast with the youth of all South Mediterranean countries.

The most prominent indicator of the population of the southern shore of the Mediterranean is therefore its youth: the population in these countries is the youngest in the world⁵, with an average age of 25 years compared to the 29-year average of the population of the EU. This is because between 27 and 31% of the population are aged 15 to 30 years, and about 30% are under 15, which is indicative that youth will continue to be the main feature of population in the region. In fact, according to the report, it is expected that in southern Mediterranean countries the population of young people, estimated in 2010 at 80 million, will increase to 100 million by 2020.

When analyzing the data on the number of volunteers in the Mediterranean region, we must take into consideration both the statistics of the Europe and MENA Zones:

- the MENA Zone has approximately 2.6 million volunteers, accounting for 15.1% of the total of volunteers in the RC/RC Movement, almost 90% of them come from Iran. If we remove this number, we can calculate that the average number of volunteers in the remaining 17 National Societies of the region is of 1 out of every 3045 people.
- Europe's population is almost double the one of MENA, yet it accounts for only 10.5% of the volunteers of the organization (approximately 1.8 million), 22% of which are in Germany.⁶

A previous global study conducted by the IFRC in 2011⁷ and carried out following the guidelines of the Manual on the Measurement of Volunteer Work focused on assessing the economic and social value of volunteer work calculating that in 2009 alone the volunteer services delivered through the Red Cross and Red Crescent accounted to nearly 6 billion US dollars, and that the social value generated for communities –which are encouraged to act as responsible citizens that are able to bring about a positive change-, for the organization -which responds to the many vulnerabilities and issues that would otherwise remain unattended- and for volunteers themselves –who gain new skills and competencies, and are acknowledged by the members of their community for the work they carry out- is priceless, and represents the drive for *doing more, doing better and reaching further*.

⁵ Joint Report on Young People and Employment in the Euro-Mediterranean Region ,2013, Page 10

⁶ This data has been taken from the IFRC Global Review on Volunteering, Discussion Paper 1.

⁷ International Federation of the Red Cross and Red Crescent Societies, *The Value of Volunteers: Imagine how many needs would go unanswered without volunteers*, Geneva, 2011

“Through case studies, testimonials and in study after study, Red Cross and Red Crescent volunteers confirm that they are pleased to be able to do something to help, proud to have something to offer society, that they are acknowledged by people in their community [...] and they have a strong sense of belonging to a caring organization.”⁸

Regardless of the scope of the activities, duration and end beneficiaries, it is widely agreed that volunteering is an important human resource which many national and international organizations count on: when opening up to volunteers, organizations are well aware that they are not only recruiting people that will help them carry out specific tasks and duties, but that they are also welcoming people that add their personal and professional skills to the table, hence increasing the human potential of the organization itself. Furthermore volunteer work is generally open to both adults and young people and offers diverse volunteering options for all age groups as well as tailored training opportunities depending on the field of action of the volunteering activities.

Despite the many positive aspects which can be easily outlined when conducting this analysis, there are also many challenges related to volunteering, mainly deriving from the fast-paced and ever-changing society we live in: volunteer recruitment, retaining and motivation are becoming more difficult, while communities are facing growing and more diverse and interconnected humanitarian issues.

For all these reasons, there is a strong need to continue discussing on volunteering, and especially youth volunteering, taking into consideration both the challenges and opportunities it provides to the people who decide to actively enrol in an organization, but also the role the RC/RC Movement plays on a global scenario being a worldwide volunteer-based organization. In such a context it is fundamental to continue empowering Youth as active citizens and role models in promoting a positive change and finding innovative solutions to overcome the challenges we face in sustainable ways, and also taking part in defining the future of volunteering in our organisation, as underlined in the San Marino Declaration.

SPECIFIC FRAMEWORK

1. RC/RC framework

Young people are a strong force within the International Red Cross and Red Crescent Movement. There are almost 9 million youths around the world, representing about half

⁸ International Federation of the Red Cross and Red Crescent Societies, *The Value of Volunteers: Imagine how many needs would go unanswered without volunteers*, Geneva, 2011

of all volunteers of the Movement. However, young people are disproportionately affected by the rapid and significant changes occurring in the world around them.

The vision of the **International Federation of Red Cross and Red Crescent Societies (IFRC)** is to inspire, encourage, facilitate and promote at all times all forms of humanitarian activities by National Societies, with a view to preventing and alleviating human suffering, thereby contributing to the maintenance and promotion of human dignity and peace in the world. The action of the IFRC is guided by **Strategy 2020** which includes People and Diversity among its values: *“We build the capacities of people and communities to work in solidarity to find sustainable solutions for their most pressing needs and vulnerabilities. [...] We respect the diversity of the communities we work with and of our volunteers, members and staff, based on non-discrimination and our principles of impartiality, unity and universality”*⁹.

Enabling Action 1 of Strategy 2020 -*Build strong National Red Cross and Red Crescent Societies*- refers to volunteering stating that **“Volunteering is at the heart of community building. Volunteering promotes trust and reciprocity. It encourages people to be responsible citizens and provides them with an environment where they can learn the duties of democratic involvement. Volunteering within National Societies is carried out by people who are committed to the Fundamental Principles and motivated by their own free will without the expectation of material or financial gain. Our volunteers serve vulnerable people, and work towards a more humane and peaceful world.[...] National Societies are committed to improve quality, standards, capacities and volunteer retention by creating a welcoming and socially inclusive environment. This environment means providing volunteers with training, supervision, regular evaluation and recognition; development opportunities that include designing and improving the work in which they are involved; insurance protection, equipment and psychosocial support; and a supporting local structure relevant to the tasks that they carry out.”**¹⁰

In Enabling Action 1 we also find specific reference to young people: **“A special focus on young people is a crucial investment not only for today but also for the future. The safety and protection of young people in vulnerable circumstances must be addressed, taking into account their age and gender specific needs. In their multiple roles as contributors -and acknowledging their skills as innovators, inter-cultural ambassadors and peer-to-peer facilitators- young people are educated, enabled and empowered to be active in leading and participating in voluntary activities and in the governance, management and services of their National Societies. [...] We also encourage young people to continue membership as adults. Young people bring much-needed skills when working alongside the increasing numbers of older people in a spirit of mutual respect.**

⁹ International Federation of the Red Cross and Red Crescent Societies, *Strategy 2020*, page 5

¹⁰ International Federation of the Red Cross and Red Crescent Societies, *Strategy 2020*, page 24

This is crucial to the intergenerational transfer of experience that is vital to both progress and stability in society.”¹¹

Strategic Aim 3 of Strategy 2020 -*Promote Social Inclusion and a culture of non-violence and Peace-* also provides greater insight not only on what the RC/RC does daily, but it represents the basis on how all volunteer actions must be carried out: *“We advocate for a wider understanding and fuller, practical application of our Fundamental Principles. [...] We promote behavioural skills to communicate, mediate and diffuse tensions in a peaceful manner. We actively counter social prejudice, and encourage tolerance and respect for the many different perspectives that are to be expected in a diverse world. That includes advocacy on the **adoption of non-violent approaches to bridging these differences and pre-empting violent conflict.** We start with ourselves.”¹²*

The fundamental role of youth not only in tackling humanitarian issues, but also in shaping the RC/RC of the present and the future is also recognised in the **IFRC Youth Policy**: *“National Societies recognise and value the important role and contribution of young people in addressing humanitarian and development challenges. Their multiple roles include being innovators, early adapters of communication, social media, and other technologies, inter-cultural ambassadors, peer-to-peer facilitators, community mobilisers, agents of behaviour change, and advocates for vulnerable people. [...] Young people are involved in all activities of their National Society, taking into account relevant age-specific requirements of needed skills and experiences, safety and well-being. They are encouraged to be fully involved in the planning, design, delivery, and review of Red Cross and Red Crescent services to which they contribute or from which they benefit. National Societies provide their young volunteers and in particular the youth leaders with the opportunity to participate in decision making processes not only at the national but also at the international level”.*

If volunteering is the backbone of the Red Cross and Red Crescent Movement, it is also true that strong youth participation is intrinsic to strengthening National Societies, and therefore working towards the achievement of Enabling Action 1. During the last IFRC General Assembly, held in Sydney in November 2013, the **IFRC Youth Engagement Strategy (Y.E.S.)** was presented and endorsed by National Societies, underlining the strong will of the IFRC of reinforcing the role of Youth in the present and future of the Movement. *‘The IFRC Y.E.S. is a global unifying strategic framework for youth engagement in RC/RC National Societies and is specifically linked to the Enabling Action1 [...]. The Y.E.S. is not a Strategy only for youth. It needs to be owned and implemented by and throughout the National Society. Senior Leadership of National Societies, as key*

¹¹ International Federation of the Red Cross and Red Crescent Societies, *Strategy 2020*, page 23

¹² International Federation of the Red Cross and Red Crescent Societies, *Strategy 2020*, page 17

stakeholders, are encouraged to actively engage in dialogue and equal partnership with young people to bring the Y.E.S. to life'. The Y.E.S. brings together three perspectives for meaningful youth engagement, among which there is a specific focus on *Youth as Volunteers*. The strategic directions of the Y.E.S focusing on this aspect include:

- Complementing traditional forms of volunteering with innovative, non-traditional ways of youth volunteering, including shorter term participation, online volunteering and less formal forms of engagement;
- Adjusting volunteer management systems to enhance capacity building;
- Providing opportunities for skills development, resulting in furthering life skills and increased employability of young volunteers.

Strategy 2020 also reinforces the concepts outlined in the Y.E.S., with specific regards to the value volunteering has in society, stating that *'As living trends continue to change how people volunteer, [...] the IFRC advocates for legal, social and economic policies that encourage and value volunteering more strongly in society.'*¹³

The **Mediterranean Conference of Red Cross and Red Crescent Societies**, which convenes 26 National Societies who have historical or geographical links with the Mediterranean, gathers countries from Europe, the Middle East and North Africa and aims at strengthening cooperation and encouraging dialogue between National Societies from the region with distinct cultural and historical features, contributing to the fulfilment of the International RC/RC Movement's purposes.

The mission of the **Centre for the Cooperation in the Mediterranean** is to facilitate the follow-up on the resolutions of the Mediterranean Conference, specifically as regards the **San Marino Declaration** stemming from the last Conference, held in the Republic of San Marino in May 2015, which tackles the role of youth; crisis response and preparedness; assistance and protection to migrants; the promotion of a culture of non-violence and peace: all interrelated areas in which youth play a fundamental role.

While the RC/RC mission of preventing an alleviating human suffering guides our daily action, our extension and reach as a global Movement also require strong efforts in volunteer management and development. Investing time and resources in the development of volunteering helps create the enabling environments required to educate and engage volunteers who deliver humanitarian assistance.

Volunteers are the strength of the Red Cross and Red Crescent Movement and, as underlined in the Youth Statement –which is part of the San Marino Declaration- youth in the Mediterranean are asking National Societies to:

¹³ International Federation of the Red Cross and Red Crescent Societies, *Strategy 2020*, page 24

- Initiate dialogue and cooperation on all levels amongst and within National Societies;
- Empower Youth Departments;
- Adopt a Youth Engagement Strategy and Youth Policy;
- Pay greater attention to volunteers' needs
- Include Peace and Non-violence in the agenda of National Societies' mandate in time of peace and conflict.

2. International framework

The **United Nations** has long recognized that young people are a major human resource for development and key agents for social change, economic growth and technological innovation. Participation in decision-making is a key priority area of the UN agenda on youth.

According to the [State of World Population 2014](#), published by the United Nations Populations Fund (UNFPA), *"Young people matter. They matter because they have inherent human rights that must be upheld. They matter because an unprecedented 1.8 billion youth are alive today, and because they are the shapers and leaders of our global future. Yet in a world of adult concerns, young people are often overlooked. This tendency cries out for urgent correction, because it imperils youth as well as economies and societies at large"*.

One of the goals of the United Nations' **UNV Youth Volunteering Strategy 2014-2017 'Empowering Youth through Volunteerism'** is 'strengthening youth volunteerism for global peace and sustainable human development'. The Strategy states that *'Young people are increasingly acting as the agents of change in society, calling for institutions that are more responsive not only to their needs, but to national or global concerns [...] Without youth participation, not only are youth voices excluded, but we also risk becoming irrelevant ourselves as young people increasingly develop their own solutions to global challenges'*.

According to the **EU Youth Strategy**¹⁴ (2009), young people should make the best of their potential. The strategy is based on a dual approach:

- *Investing in Youth*: putting in place greater resources to develop policy areas that affect young people in their daily life and improve their well-being;

¹⁴ Communication from the commission to the Council, the European Parliament, the European Economic and Social Committee and the Committee of the Regions

– *Empowering Youth*: promoting the potential of young people for the renewal of society and to contribute to EU values and goals.

Among the list of the opportunities that promote youth development and active participation in society, the EU Youth Strategy also considers volunteering as a specific action field and vehicle for “*personal development, learning mobility, competitiveness, social cohesion and citizenship*”¹⁵. One of the objectives of the Strategy is of raising awareness of the value of volunteering and recognising volunteering as an important form of non-formal education.

In 2011, the European Commission launched the European Year of Volunteering as a way to celebrate the efforts of the approximately 100 million European who actively took part in volunteering activities and to discuss on how to improve volunteering in Europe. One of the best know EU programmes on volunteering is the European Voluntary service, a programme designed for people aged between 17 and 30 and aimed at promoting cross-cultural learning, personal and skills development, as well as foster understanding and peace among countries.

A more recent survey, published in 2015, showed that about 25% of the young adults of the EU have been involved in volunteering activities in the last 12 months¹⁶. This datum changes if analyzed on the individual country level, and reflects both the politics and the culture of different countries. The European Union is actively working in order to change such trends and increase volunteering levels in the region.

GENERAL OBJECTIVE

The general objective of Atlantis XI is to build and consolidate the capacities of RC/RC Youth as active and engaged volunteers and people, in order to develop skills that will not only be useful in the RC/RC context, but in society as a whole. This will allow creating citizens that are both active and aware of the situation of their community, and will therefore be able to tailor their actions for the benefit of the most vulnerable by providing innovative and creative solutions to existing problems.

SPECIFIC OBJECTIVES

1. Train volunteer to act as agents of change within their communities in order to combat discrimination and build a culture of peace, understanding and tolerance;

¹⁵ European Union, *EU Youth Strategy*, page 11

¹⁶ http://ec.europa.eu/youth/dashboard/volunteer/voluntary/index_en.htm



2. Develop skills such as organisation, problem solving, time management, team work and communication through interactive sessions, role plays and other activities
3. Understand that volunteering is not cost-free, but it is resource efficient. Therefore in a situation of lack of resources, volunteering becomes ever more pivotal for community development.
4. Explore the main features of 'Strategic Thinking', understanding how it is linked to creativity and innovation, and how it can be adapted to the RC/RC context
5. Understand the importance of Social Entrepreneurship, especially in times of crises, and the added-value of a volunteer experience in the development of an innovative, inclusive and sustainable business;
6. Promote intercultural interaction, partnerships and networking between young volunteers of the Red Cross/Red Crescent of the Mediterranean region;
7. Acquire new tools to replicate the lessons learnt regarding the specific areas of concern;
8. Provide cross cutting tools and skills that can be useful in the implementation of all activities and programmes.

CONTENTS OF THE CAMP

In order to achieve its objectives, Atlantis XI will deploy a number of workshops and sessions so as to provide the youth participants with specific knowledge and trainings. Amongst others:

1. **Youth and Social Entrepreneurship**
Participants will work on acquiring know-how related to the development of skills needed not only to face the current economic crisis and promote employability programmes, but also to create new job opportunities and be young entrepreneurs of new, sustainable jobs.
2. **Strategic Thinking & Planning**
How do we search new opportunities, and set goals while finding solutions to existing problems? Participants will work on how to seize new opportunities, while keeping in mind the global vision and strategy of their Red Cross/Red Crescent National Societies, also bringing new and unexplored elements in the search for innovative ideas and solutions.
3. **Volunteer Management and Youth**
In the Red Cross and Red Crescent, volunteer management is mainly tied to the overall management and development of volunteers, without distinctions for



specific age groups. The IFRC involves young people in all activities, taking into account relevant age-specific requirements of needed skills and experiences, safety and well-being. The IFRC Y.E.S, calls for the creation of a cycle in which youth become meaningfully engaged with the RC/RC. The workshop will provide the ground to discuss possibilities on how to develop a more integrated approach in this field.

4. Volunteering Sustainability and Resource Management

Volunteering is not a cost-free resource; however it is resource-efficient. The economic value of the work carried out by volunteers is countless, and helps organisations and governments allocate resources on other necessities, instead of paying for the jobs that are being carried out. However, considering the economic difficulties which both governments and organisations are facing, how can we ensure both efficient resource mobilisation and sustainability of volunteer work?

5. Youth as Agents of Behavioural Change (YABC)

YABC is an IFRC tool that empowers youth to play a leading role in transforming mind-sets and behaviours in their local community. It integrates peer-education and non-cognitive learning and uses role-plays and artistic platforms to promote behavioural change within communities.

6. Leadership skills

This session will tackle leadership from a holistic point of view exploring it both from an individual perspective and a group approach. The session aims at discussing the different ways of being a leader within the group and being target oriented, as well as being able to value the efforts and potential of the group.

7. Special Session: Youth Volunteering as a means to promote Peace

*People are the most important resource for their own progress*¹⁷. Through volunteering people build their capacities and skills to become agents of change, and when working with communities they foster empowerment as well as a sense of ownership and civic participation, while building resilience and cohesiveness. Volunteering entails a transformation from passive to active, while building trust and reciprocity, hence fostering greater understanding and the development of dialogue and the promotion of a culture of non-violence and peace.

¹⁷ International Federation of the Red Cross and Red Crescent Societies, *Strategy 2020*, page 23

METHODOLOGY AND FORMAT

Atlantis XI will be based on an interactive and participative approach. The methodology, thanks to the long experience of facilitators on international youth trainings and the use of an open approach, facilitating dialogue and sharing of experiences, will be geared to interaction and active participation (role plays, exercises, real-life situations, discussions, sharing personal experiences about the participants' countries and also about their Red Cross/Red Crescent Youth structures and volunteers management). The group's philosophy will be open mindedness. At the same time, participants will profit from practical evaluation activities that will allow them to use the knowledge acquired during the meeting to measure the level of achievement of the objectives.

The team of facilitators will consist of RC/RC peer educators and field expert of other international organizations. In previous activities the CCM counted, among others, on the collaboration of the United Nations Environment Programme (UNEP); United Nations Development Programme (UNDP), UNESCO; the European Institute of the Mediterranean (IEMed); RC/RC Climate Centre; the International Federation of the Red Cross and Red Crescent Societies (Zone Offices, Principles and Values Department, Youth Action and Volunteering Development Department).

PARTICIPANTS

Approximately 50 to 60 young volunteers coming from Mediterranean National Societies, selected between those who are actively involved in the development of programmes and activities of their Youth Branch.

The requested profile of participants is RC/RC youth volunteers aged 18-28. The volunteers must be able to understand and express themselves in English. Additional knowledge of French will be an asset. Participants must be able to show a flexible attitude in an environment of intercultural dialogue and mutual understanding.

We would like to remind National Societies that gender balance in the selection of participants is highly appreciated.

WHERE: Portugal

WHEN: 3 - 10 August 2015

WORKING LANGUAGE: English and French

Centre for the Cooperation in the Mediterranean
Barcelona, June 2015



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