

National Plan for **Associationism** and **Volunteering**



Dear Reader,

This introduction is to give you an idea of the work we have carried out this year to draw up the National Plan for Associationism and Volunteering NPAV, and which in my opinion will offer us so many possibilities for the sector and for the country.

The NPAV is the set of proposals made by different sectors, converted into government policies for the associationism and volunteering in Catalonia to assist for their growth and advancement over the next four years.

Among its goals and measures, I would like to highlight the quantitative and qualitative growth of the associative and volunteering sector, its modernization, innovation, transparency and quality; the networking and collaboration, the democratic deepening and participation; the social justice and its political impact and, finally, the patrimonialization of organizations, consolidating their work in the public and general interest, and creating a network of free, competent and independent organizations with a multiplying effect on the improvement of society.

To achieve these goals, the NPAV has established a process of participation at territorial and sectorial level with organizations, businesses, universities, the media, local authorities, and departments of the Government for the drafting of the plan during 2007 and the beginning of 2008.

Finally, I would like to thank all the organizations that make up the Governing Committee of the NPAV and the Volunteering Council, and all those who have participated in the process of participation for the drafting of the Plan, because with our combined efforts, we keep the country working.

To all of them, many thanks.

Jordi Ausàs i Coll

Minister of Governance
and Public Administrations

Government resolution of March 18th 2008

Government resolution of March 18th 2008

Decree 92/2003, of April 1st, creates the Governing Committee of the National Plan for Associationism and Volunteering which is to draw up the National Plan for Associationism and Volunteering as the body for the participation and co-ordination of the public and private sectors in order to carry out the programmes and projects necessary so that volunteers and associations can face up positively to their future, their capacity for social impact, the process of growth and consolidation.

In 2004, the functions of INCAVOL were undertaken by the Directorate General of Community and Civic Actions of the Department of Welfare and Family. At present, these functions are exercised by the Directorate General for Community Action, through the Secretariat of Civic Action, of the Department of Governance and Public Administrations.

Decree 92/2003, has been modified by Decree 22/2008, of 29th January, in order to adjust the composition of the Governing Committee of the National Plan for Associationism and Volunteering to the new structure of the Government of Catalonia.

Since all the procedures established by ruling legislation have been completed, at the proposal of the Minister of Governance and Public Administrations, the Government adopts the following:

Resolution:

1. To approve the National Plan for Associationism and Volunteering set out in the appendix to this Resolution. The National Plan of Associationism and Volunteering is the document that determines the focus areas, strategic lines, goals and measures concerning associationism and volunteering established by the Government for the next four years.
2. This Plan will be implemented through the Execution Plan, which will be specifically approved by the Government according to the priorities established by it and the available budget.

Index

PART ONE:

Drawing up the NPAV	261
1. Justification	263
2. Goal	265
3. The process.	266
3.1. The 2nd Catalan Congress on Associationism and Volunteering	266
3.2. Decree and subsequent creation of the NPAV Governing Committee	267
3.3. Preparation of the diagnosis, focus areas and strategic lines of the NPAV	267
3.4. The sectorial and territorial participative process	268
3.5. Final text	272
4. The bodies.	274
4.1. The Governing Committee	274
4.2. The Executive Committee of the NPAV Governing Committee . .	276
4.3. The Volunteering Council	276
5. Diagnosis of associationism and volunteering in Catalonia	278
5.1. Preliminary studies	278
5.2. The areas of action	279
5.2.1. People	279
5.2.2. Organizations	280
5.2.3. Society	282
5.3. Diagnosis of associationism and volunteering in Catalonia	283
5.3.1. Challenges relating to people	283
5.3.2. Challenges relating to organizations	284
5.3.3. Challenges relating to society	285

PART TWO:

Goals and measures	289
1. Deployment, follow-up and assessment.	291

1.1. Deployment	291
1.2. Follow-up and assessment	291
2. Proposals of strategies and measures for the NPAV	292
Appendices	309
Appendix I. Legislation on associationism and volunteering	311
Appendix II. Bibliography	315
Appendix III. Volunteers' Charter	319
Appendix IV. Manifesto of the 2nd Catalan Congress on Associationism and Volunteering	325
Appendix V	331
Decree 92/2003 creating the NPAV Governing Committee.	333
Decree 23/2008 of Modification	341
Appendix VI. Execution Plan of the National Plan for Associationism and Volunteering (NPAV)	347
1. Introduction	349
2. The execution plan of the NPAV	349
3. Actions of the Government of Catalonia	351
4. Actions detailed by departments	352
5. Tables of commitments of the departments	353
Organizations participating	365

PART ONE

Drawing up the NPAV

1. Justification

Catalonia has a great associative tradition, evidenced by the thousands of registered associations. Associationism and volunteering have a long tradition behind them that has developed to give rise to a unique and deeply rooted model taking its strength from the solidarity and civic participation of citizens in social life.

Our country has been characterized by an associative fabric made up of people who have committed themselves to the community and who have dedicated part of their time to the common good through several different areas of intervention: community, civic, social, cultural, environmental, international co-operation and human rights, civic participation, community building and others.

The voluntary work provided freely and with commitment by many people in not-for-profit organizations for the constant improvement of living conditions and for the defence and growth of Catalan society and culture has been an essential element in shaping Catalonia as a country with its own unique identity. The Catalan associative fabric has been decisive for the defence and growth of Catalan society and culture, especially during the most difficult periods of our history as a people and as a nation.

In this regard, it is worth highlighting the most significant contributions to society by the organizations that make up the associative fabric. A sector that fosters a culture of responsible citizenship, that builds a sense of community and promotes social participation, that creates jobs and participates in the social economy, closely linked to sustainable economic progress and to the progress of welfare with social and ethical values, and interacting with the public powers from a position of independence, a willingness to co-operate and the principle of subsidiarity. This third sector shows solidarity and is committed to human rights and environmental sustainability.

In recent years, these organizations have gained a very significant influence in our society. The changes in the conceptualization of what is understood by public arena and responsibility that have gone hand in hand with the transformation of the welfare state, together with the emergence of new social needs requiring a greater degree of flexibility and proximity, and the increase in citizens' desires for active participation, have shown the importance of this sector and have given it a growing social relevance.

At present, volunteers and associations are facing a series of challenges that are fundamental to undertaking their future positively and which they

must be capable of overcoming if they do not want to see a decrease in their capacity for social impact and a decline in the growth and consolidation process they have experienced strongly in recent years.

Associationism and volunteering are concepts that refer increasingly to a very wide and diverse reality. From the social sphere, carrying out an activity and a service aimed at individuals and groups, to activities of a civic nature, where actions are carried out with a wider scope in favour of society, whether through sociocultural channels, culture, nature ...

Volunteers are the people who dedicate part of their time to carry out activities to serve others or the community in general without expecting anything in return. Recently, volunteers have been acting within a changing reality, since new needs and new social and environmental challenges appear constantly.

In this regard, a new impulse must be given to revitalize associations and volunteers that are facing these challenges, so that they become opportunities for society and for each of their spheres of action.

Associationism develops, for example, from the centenarian Athenaeums and Clavé Choirs, of popular working-class origin, the organizations that foster mutual aid and the working-class fraternity associations or neighbourhood associations emerged from all social sectors. The diversity of aspects that make up the third sector appear in the different spheres of daily life: the working world, culture, social economy, leisure, family, youth, the elderly, the community, education, social exclusion, co-operation and development, learning, health, the environment, sport.

This diversity requires the active participation of all the departments of the Government of Catalonia.

The associative element is a key element in building a more participative society and an essential factor for social progress and for the advancement of Catalonia as a country. The Administration has to ensure that all citizens are guaranteed a quality of life and basic services allowing them to live and develop with dignity and with full rights. In order to attain this basic and unrenounceable goal, it is also necessary to foster community spirit and solidarity in all levels of society and encourage the participation and responsibility of associations and people in as many fields of action as possible that affect the common good. The Government of Catalonia has exclusive competence with regard to associations and volunteering.

For all these reasons, in 2002 it was resolved to draw up the National Plan for Associationism and Volunteering (NPAV) with the corresponding Decree (Decree 92/2003/ of April 4th) for the subsequent creation of a Governing

Committee with the participation of the most representative members of the associative fabric and volunteers in different spheres, Government departments, representatives of the local authorities, trade unions, the business sector, universities and professional colleges and associations.

In 2005 this Governing Committee was set up, which has driven and led the process of drawing up the NPAV. Finally, the participating process for writing the plan took place in 2007, with a process of territorial and sectorial participation and the addition of the Volunteering Council to the efforts of the Governing Committee.

The National Plan for Associationism and Volunteering is the document that determines focus areas, strategic lines, goals and measures defined by the Government relating to associationism and volunteering for the next four years. This Plan will be implemented through the Execution Plan which will be approved by the Government on the basis of the priorities established by it and the available budget.

This Plan sets out the results of the considerable work led by the Governing Committee, in which many people, organizations and institutions have participated. We would like to give particular thanks to them for their dedication and interest, because without their participation it would not have been possible to draw up this National Plan for Associationism and Volunteering in Catalonia, in which participation has been one of its distinguishing features.

2. Goal

The main goal of the Plan is reflected in the Decree creating the Governing Committee of the National Plan for Associationism and Volunteering.

Based on the involvement of the different agents in society - public, private and social - to propose projects of special interest for associations and volunteers, more specifically, projects meeting the conclusions drawn from the 2nd Catalan Congress of Associationism and Volunteering.

With this aim, the Plan sets out to establish the focus areas, strategic lines, goals and measures that will be carried out, after being approved by the Government according to the priorities established by it and to budgetary availability, through the Execution Plan which will be obtained as an outcome of the consultation process of the NPAV Governing Committee.

The Execution Plan will be submitted to the Government for its approval.

3. The process

Drawing up the National Plan for Associationism and Volunteering has been a long process which has involved different stages:

- Holding of the 2nd Catalan Congress on Associationism and Volunteering.
- Decree and subsequent creation of the NPAV Governing Committee.
- Diagnosis, focus areas and strategic lines of the NPAV, drawn up directly by the Plenary Session of the PNAV Governing Committee.
- Territorial and sectorial participative process.
- Writing of the NPAV by the Executive Committee of the NPAV Governing Committee.
- Approval of the NPAV by the Plenary Session of the Governing Committee.

3.1. The 2nd Catalan Congress on Associationism and Volunteering

The start of the process can be traced to the year 2002, with the holding on November 15th and 16th of the 2nd Catalan Congress on Associationism and Volunteering.

The basic outlines of a future National Plan for Associationism and Volunteering were approved in the Congress conclusions and Manifesto.

The Manifesto of this 2nd Catalan Congress on Associationism and Volunteering appealed to leaders in the world of associations and of volunteerism in general, to the world of politics and the Administration, to the employment and business world, to the spheres of teaching and the world of communication, and to citizens so that each one of them, from his or her area of responsibility, undertakes a firm action that will increasingly guarantee the full development of the associative and voluntary fabric in Catalonia.

3.2. Decree and subsequent creation of the NPAV Governing Committee

On April 1st 2003, Decree 92/2003 was approved, creating the NPAV Governing Committee.

In 2004 the Directorate General of Community and Civic Actions, replacing the former Catalan Volunteering Institute, undertook the task of drawing up the NPAV.

Finally, in 2005 the NPAV Governing Committee was set up.

3.3. Preparation of the diagnosis, the focus areas and the strategic lines of the NPAV

Goals

This phase had three goals:

- To reach a consensus about the diagnosis of the state of associationism and volunteering in Catalonia and to identify the main challenges of the sector.
- To define the main focus areas and strategic lines of the Plan.
- To make recommendations for the participative process with people and organizations.

Methodology

This phase was carried out with particular intensity during 2006. During this period the Governing Committee met six times in Plenary Session and with participative dynamics.

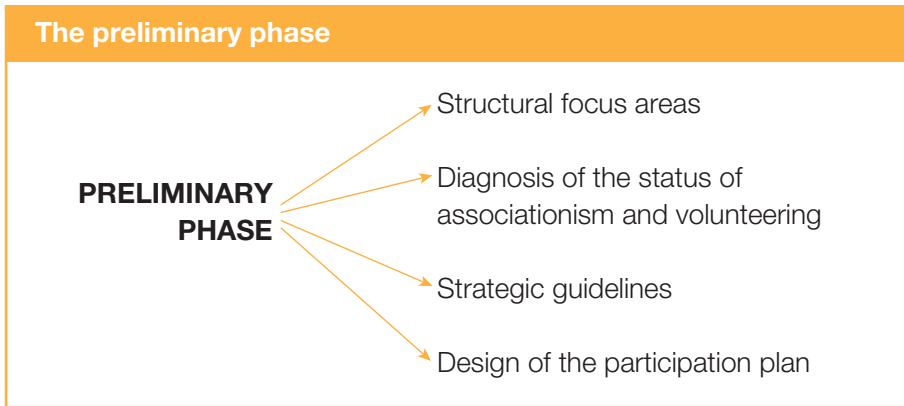
At each of the meetings, documentation and reading material were prepared to be worked on individually and in groups, with the aim of building up the bases for the NPAV.

Virtual spaces were also habilitated where the other organizations in the sector could consult the documentation and the evolution of the process of drawing up the NPAV.

Results

During this phase, the Governing Committee defined the bases for the future Plan. This was materialized in:

- Diagnosis of the status of associationism and volunteering in Catalonia, identifying the main challenges.
- Definition of the main strategic lines.
- Recommendations for the design of the participative process.

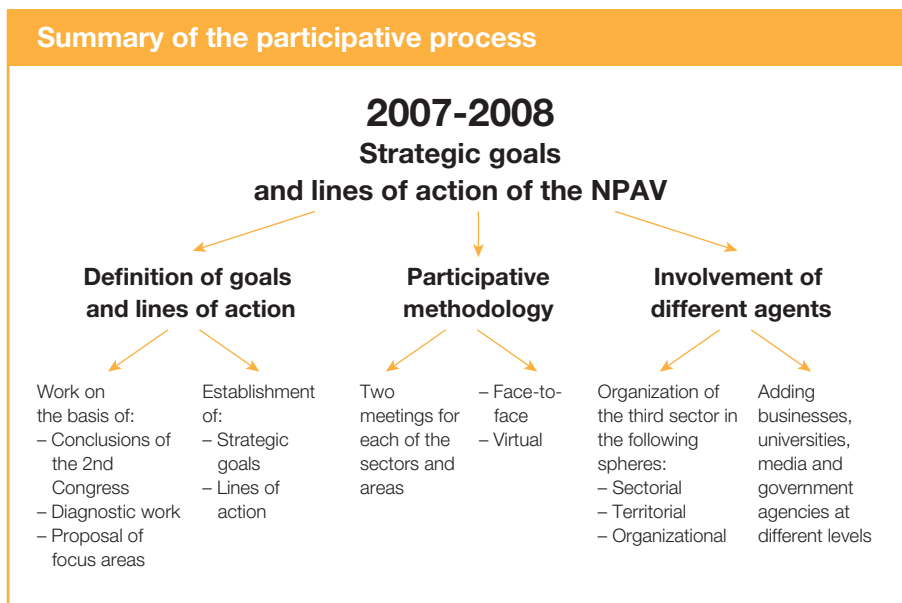


3.4. The sectorial and territorial participative process

The process of participation of the associative and volunteering fabric was aimed at guaranteeing that the drafting of the NPAV was open to volunteers and to all associations, in order to reflect their needs, jointly with the work carried out by the member organizations of the Governing Committee of the National Plan for Associationism and Volunteering, engaged by decree to draw up, monitor and assess the plan, plus the collaboration of members of the Volunteering Council.



During the process of diagnosing and establishing the focus areas of the NPAV, a process which took place between February and June 2006 the challenge of incorporating on specific occasions representatives of the Volunteering Council in the work of the NPAV Governing Committee was taken up. Continued joint work with full meetings between the two bodies has been established during the final writing process, in 2007-2008.



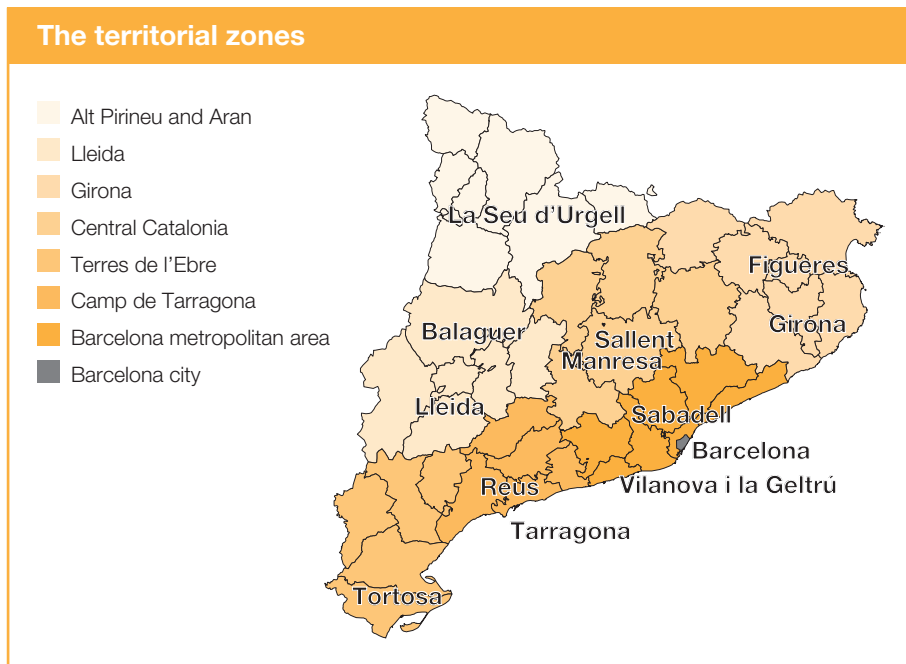
With the proposal of strategic goals and lines of action by the Governing Committee, four stages participative process with organizations and other social agents commenced during 2007:

1. Informative.
2. Participation of the organizations in territorial workshops and sectorial meetings.
3. Participation of organizations from different spheres of action.
4. Participation of other social agents (universities, businesses...).

For the participation of organizations, spaces for face-to-face debate and work were created (territorial and sectorial meetings, discussion groups in the organizational sphere, etc), and different spaces were created on the Internet (forums, collaborative tools, etc.) in order to facilitate participation of as many organizations and individuals as possible from the different spheres and sectors.

– Territorial Meetings:

Eight territorial zones were defined: Alt Pirineu and Aran, Lleida, Terres de l'Ebre, Girona, central Catalonia, Camp de Tarragona, Barcelona metropolitan area and Barcelona city.



Sixteen territorial meetings were held around Catalonia. At the meetings, participative workshops were carried out with the organizations in order to work on the NPAV measures.

At each of the territorial meetings, two participative workshops were held:

- Workshop 1 “Definition of measures” (July 2007-September 2007): A total of 122 organizations took part, with an average of sixteen organizations per workshop, and a total of 149 people, with an average of nineteen people per workshop. The object of this workshop was to present the process of drawing up the NPAV, validate the framework documents and the working plan drawn up by the Governing Committee (participative process, focus areas, strategies and goals) and to propose measures for the Plan; in this way the different organizations taking part initiated a process of working in a group, and networking based on territorial areas was encouraged.
- Workshop 2 “Prioritization of measures” (September 2007): A total of 88 organizations took part, with an average of eleven organizations per workshop, and a total of 112 people with an average of fourteen people per workshop. At this second meeting, through the work carried out in groups and on the basis of the measures proposed at the first workshop, the prioritization of the measures was determined.



This participative process was completed with the compilation of the measures drawn up at the sectorial meetings on Associationism and Volunteering held in November 2007. These measures reflect the perspective of each sphere of activity of the associations (environmental, cultural, social, community and international) and other types of organizations.

Summary of sectors and areas participating in the NPAV		
Sector	Area	Form of participation
Associations, foundations, volunteer organizations	Territorial (8 geographical areas)	– Meetings – Web Forum
	Sectorial (5 areas)	– Sectorial meetings of Associations and Volunteers
	Organizational (association leaders that are not in the consultation and participation bodies)	– Meetings
Businesses and organizations	Related to sponsorship actions, collaboration in projects or campaigns, corporate volunteering, etc.	– Meetings
Government Departments	Executive Units (Secretariats, Directorates General, Agencies and other public bodies) with responsibility for associationism and volunteering.	– NPAV website – Meetings

In addition to the organizations, participation was also open to other agents, such as businesses, universities and Government departments, through meetings, gatherings and the NPAV website.

Meetings were also held with the organizations representing different areas, specifically those not represented in the Governing Committee.

3.5. Final text

The final text of the National Plan for Associationism and Volunteering was written by members of the Executive Committee of the NPAV Governing Committee, based on the material produced in the territorial workshop and the Sectorial Meetings of Associations and Volunteers.

The aims of the working sessions of the Executive Committee were as follows:

- To debate the ideas to be set out in the NPAV.

- To present the results of the sectorial and territorial work and to work on these results.
- To incorporate the work done, as far as possible, into other scenarios.
- To clarify and redefine, where necessary, the measures to be incorporated in the NPAV.
- To reach a consensus on the measures to be incorporated to the focus areas, strategic lines and goals of the NPAV, based on the document files.

The National Plan for Associationism and Volunteering consists of two documents: the Plan itself and a complementary document. These two documents have the following contents.

National Plan for Associationism and Volunteering:

- The Plan includes the focus areas, strategic lines, goals and measures established in the territorial workshops and the Sectorial Meetings of Associationism and Volunteering, and compiled by the technical team and by the Executive Committee.
- These measures have been drawn up and validated by the Executive Committee of the NPAV Governing Committee.
- The document has been approved by the Plenary Session of the NPAV Governing Committee and by the Volunteering Council.

Complementary document

- This document includes the measures that have arisen in the participative process (at the territorial workshops and meetings, or comments of Departments), but on which a consensus has not been reached in the workshops or meetings of Associationism and Volunteering.
- This document has been compiled by the technical team which has provided support to the participative process; the measures it proposes have not been validated or expressly approved by any body of the NPAV.

4. The bodies

Participation has been one of the fundamental characteristics of the entire process. To foster it, a number of bodies have been set up in which the organizations and other agents have been able to convey their opinion on the matters dealt with in the NPAV.

Three main bodies involved in drawing up the NPAV may be distinguished: the Governing Committee, the Executive Committee and the Volunteering Council.

4.1. The Governing Committee

This body was created by the Decree 92/2003, which created the Governing Committee of the National Plan for Associationism and Volunteering, and subsequently modified by Decree 22/2008; it has the aim of becoming a body of participation and co-ordination of the public and private sectors, in order to carry out the programmes and projects necessary to ensure that volunteering and the world of associations can face up positively to their future, their capacity for social impact, and the process of growth and consolidation (article 1.2 of Decree 92/2003).

Functions

The NPAV Governing Committee has the following functions:

- Drawing up and proposing the plan to the Government for its approval, involving the different agents of society – public, private and social.
- Proposing projects of special interest to the associative and volunteering fabric and specifically those that meet the conclusions of the 2nd Catalan Congress on Associationism and Volunteering.
- Once the Plan has been approved, this Committee will be responsible for the follow-up and assessment and for continuing to propose suitable lines of action by the Government.

Composition

The Governing Committee is composed of:

- The presidency: the head of the Department of Governance and Public Administrations.
- The vice-presidency: the head of the Secretariat of Civic Action.
- The secretariat: the head of the Sub-directorate General of Social Cooperation and Volunteering, who will be entitled to speak at meetings but not to vote.
- The committee members:
 - a) A person representing each one of the departments of the Administration of the Government, with the status of senior official and designated by the head of each department.
 - b) A person representing and designated by each of the following organizations:
 - Confederation of Neighbourhood Associations of Catalonia
 - National Youth Council of Catalonia
 - Catalan Federation of Social Volunteering
 - Catalan Federation of Civic Volunteering
 - Catalan Federation of NGOs for Development
 - Catalan Federation of NGOs for Human Rights
 - Federation of Associations of the Elderly of Catalonia
 - Federation of Social Housing Neighbourhood Associations of Catalonia
 - Federation of Athenaeums of Catalonia
 - Catalan Choral Movement
 - Forestry Defence Groups
 - Caritas Catalonia
 - Catalan Red Cross
 - Natural Heritage Defence League (DEPANA)
 - College of Social Educators of Catalonia
 - College of Politologists and Sociologists of Catalonia
 - College of Journalists of Catalonia
 - Official College of Social Workers
 - Catalan Association of Municipalities and Counties
 - Federation of Municipalities of Catalonia
 - National Work Promotion
 - Small and Medium-sized Enterprises of Catalonia (PIMEC-SEFES)
 - Council of the Elderly of Catalonia
 - National Women's Council of Catalonia

- c) Two persons designated by the two most representative organizations in the associative and university volunteering areas.
- d) Two persons designated by each of the two most representative trade union organizations in Catalonia.
- e) Three persons of renowned prestige in the associative and volunteering area designated by the president of the Plenary Session.

4.2. The Executive Committee of the NPAV Governing Committee

The Executive Committee, by appointment of the NPAV Governing Committee, has been responsible for writing the NPAV document.

Composition

This Committee is composed of:

- The presidency: the same person presiding over the Plenary Session.
- The vice-presidency; the same person who exercises the post of vice-president of the Plenary Session.
- The committee members.
- The secretary of the Governing Committee Plenary Session.

The posts of committee members are filled by:

- a) Two persons representing the public administration.
- b) Four persons representing the organizations.
- c) One person representing the most representative organizations in the associative and university volunteering areas.
- d) One person representing the selected persons of renowned prestige in the associative and volunteering sphere.

4.3. The Volunteering Council

The organizations included in the Volunteering Council have also participated in the meetings to draw up the Plan. The Volunteering Council was created by Decree 133/2005 and modified subsequently by Decree 22/2008.

The Volunteering Council is an advisory, consulting and participative body for organizations, groups and individuals involved in voluntary work.

Functions

The Volunteering Council has the following functions:

- To inform of the strategic plans regarding the grants for volunteering, their goals and the forecast outcomes.
- To inform of the priority criteria for the award of grants offered in this area.
- To inform of proposals of general provisions in the sphere of volunteer organizations.
- To promote the participation of volunteers within organizations.
- To promote volunteer campaigns.
- To inform of the training needs in the field of volunteering.

Composition

- The presidency: the head of the Department of Governance and Public Administrations.
- The first vice-presidency: the person responsible for the Secretariat of Civic Action who may delegate the director general of Community Action of the Department of Governance and Public Administrations to represent him or her.
- The second vice-presidency: a person representing volunteer organizations, designated by the Plenary Session, from among its members.
- The members, including:
 - 11 representatives of territorial volunteer organizations, of which 4 will be from the counties of Barcelona, 2 from the counties of Girona, 2 from the counties of Lleida, 2 from the counties of Tarragona, 1 from the Terres de l'Ebre.
 - 13 representatives of volunteer organizations according to their areas of action, as follows: 3 representing social volunteering, 3 representing community volunteering, 2 representing cultural volunteering, 1 representing educational volunteering, 1 representing environmental volunteering, 1 representing international volunteering, 1 representing linguistic volunteering and 1 representing sport volunteering.
 - 2 representatives of the trade union organizations with greatest representation in Catalonia

- 2 representatives of business organizations
- 1 representative of the Association of Municipalities and Counties of Catalonia
- 1 representative of the Federation of Municipalities of Catalonia
- 1 representative of the National Youth Council of Catalonia
- 1 person holding a post on the Council of the Elderly of Catalonia, designed by the Plenary Session of that body
- 1 person representing the National Women’s Council of Catalonia
- 1 person representing the Department of Governance and Public Administrations
- 2 experts of renowned prestige in the sphere of volunteering, designated by the president
- 1 person representing the Administration of the Government of the Generalitat for each of the following areas: youth, health, justice, universities, co-operation for development, environment, participation, culture, social services, education and employment. These representatives will be designated by the incumbent of the relevant department.

5. Diagnosis of associationism and volunteering in Catalonia

5.1. Preliminary studies

As the preliminary steps for drawing up the NPAV, the Governing Committee carried out an initial diagnosis of the current situation of associationism and volunteering in Catalonia. The strategic lines were subsequently determined from this shared diagnosis reached by consensus of the Plenary Session of the Governing Committee.

The starting point to draw up the Plan was an analysis of different studies of associationism and volunteering at Catalan, Spanish and international level.

On the basis of this preliminary information, a series of challenges relating to associationism and volunteering were drawn up through a participative process within the Plenary Session of the Governing Committee. The Governing Committee then prioritized the most important of these and classified them in relation to the areas of the NPAV. The working groups were formed

randomly and each group included the participation of representatives from all the sectorial areas involved in the process (organizations, universities and public administration).

This process resulted in the challenges that can be found at the end of this section.

5.2. The areas of action

To draw up the National Plan for Associationism and Volunteering, it is important to take into account three levels of action:

- The persons who do voluntary work and participate in associations in different ways.
- The associations and other types of organizations that channel and organize individual concerns relating to social participation.
- The society in the framework of which associationism and volunteering take place.

At the heart of voluntary work and associationism are the individuals who decide to participate freely in the framework of the associations and other types of organizations.

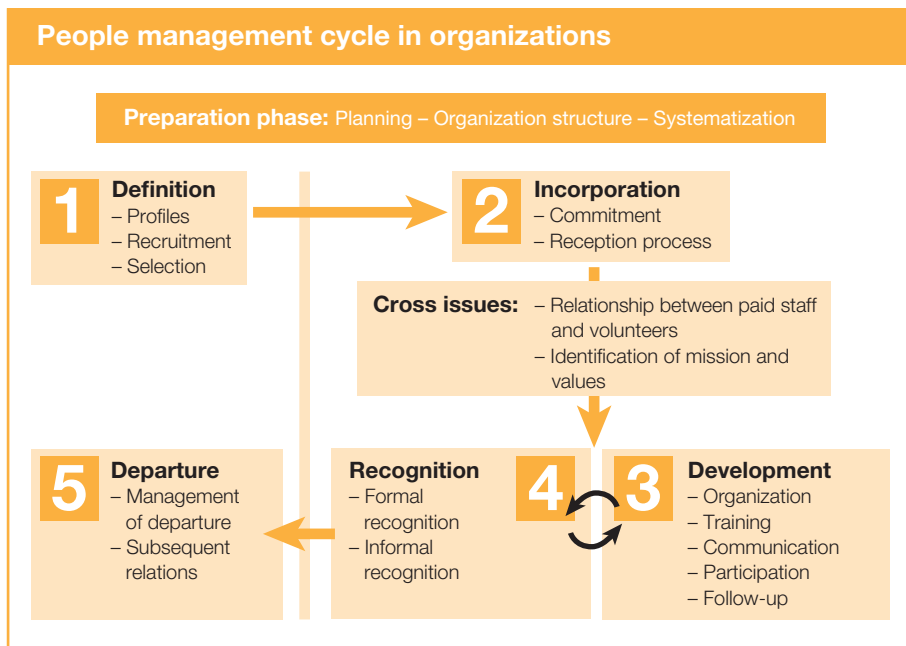
Thus, the NPAV sets out and structures the actions and policies that support each of these areas: volunteers, organizations and society.



5.2.1. People

The first focus area of the NPAV consists of the persons who participate in associations and configure the volunteers collectivity.

At present, there are many forms of participation and volunteering with a range of dedication: there are those who dedicate one afternoon to their voluntary work, others dedicate the weekend and others the whole week. There are also individuals who take part in sporadic actions organized by the associations.



The profiles of volunteers and people who collaborate with associations and other types of organizations are also many and diverse: young people, older people, women, men...

In spite of this diversity, the cycle of people management in organizations (applicable to volunteering and participation), which may serve as a guide to the career of volunteers in organizations, helps to develop, consolidate and encourage the volunteering of the people within the organizations.

5.2.2. Organizations

The second focus area of the National Plan for Associationism and Volunteering refers to non-profit organizations (NPO), a framework within which people participate and do voluntary work.

According to the census of the Sub-directorate General of Social Co-operation and Volunteering, there are more than 1,800 NPOs with volunteers registered in Catalonia.

Without the organizations, the individuals could not carry out their participation and voluntary work individually. It is necessary to be organized, and to improve organization constantly, in order to overcome the collective challenges that arise and thus improve society.

There is a great diversity of associations and other organizations using volunteers, depending on the area of action, such as organizations that carry out their mission in different fields: social, environmental, cultural, co-operation, human rights or peace among others.

Classification of organizations by type						
Classification of organizations by type						
Social action	International co-operation	Culture	Education and training	Sport	Civic and community initiatives	Environment
<ul style="list-style-type: none"> • Disabilities • Drug addictions • The elderly • Immigration • Children and youth • Integration or insertion • Diseases • Gender • Other 	<ul style="list-style-type: none"> • Emergency assistance • Fair trade • Gender • Environment • Social policies • Others 	<ul style="list-style-type: none"> • Art • Culture • Language • Music • Athenaeums • Others 	<ul style="list-style-type: none"> • Parents' associations • Leisure education • Students • Others 	<ul style="list-style-type: none"> • Athletics • Basketball • Cycling • For disabled • Hiking • Rescue • Life-saving • Others 	<ul style="list-style-type: none"> • Hobbies • Civil rights • Religious • Neighbourhood associations • Peace • Civic networks • Others 	<ul style="list-style-type: none"> • Organic agriculture • Environmental education • Environmental research • Waste management • Water use • Responsible consumption • Environmental impact • Sustainable economy • Others

There are also organizations with differing sizes: some are managed only by volunteers while others are managed by paid staff with the participation of volunteers. Despite the diversity, there are elements of management common to all organizations and which have been taken into account in the National Plan for Associationism and Volunteering.

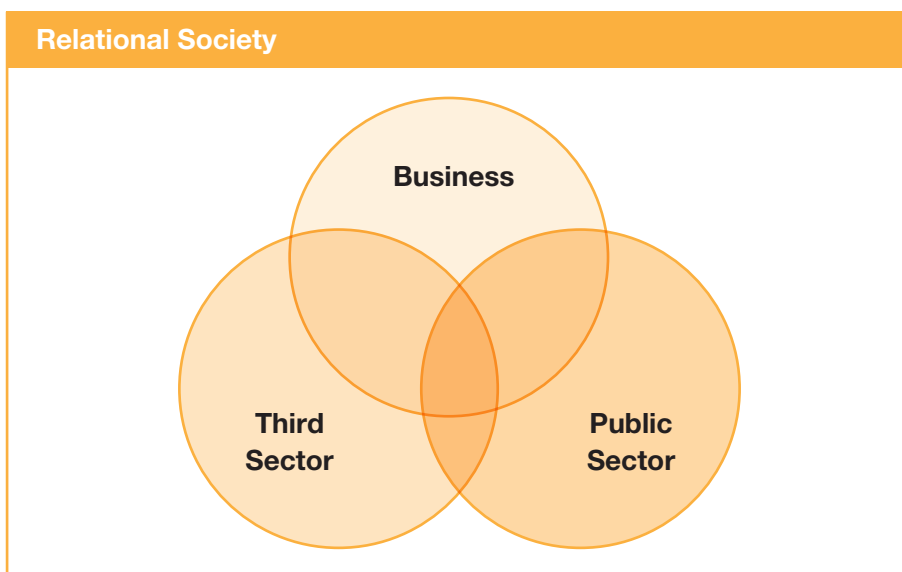
5.2.3. Society

The third focus area of the National Plan for Associationism and Volunteering is society.

The voluntary work done by individuals, through organizations, has an impact on the improvement of society and coexistence. It is therefore necessary to take into account the needs of society in general and the people that belongs to it.

Associationism and volunteering in society encourage certain values, such as generosity, participation, involvement, concern for collective issues...

Society is currently more and more complex and social needs are wider. The concept of relational society appears in this context, where the responsibility for improvement is shared between the public sector, business and the third sector, made up basically of associations and foundations. This raises the need of communication measures targeting society in general to raise awareness and to promote the values fostered by associationism and volunteering.



5.3. Diagnosis of associationism and volunteering in Catalonia

The challenges detected in the diagnosis of associationism and volunteering in Catalonia are described below, differentiated according to their main concern: people, organizations or the society.

5.3.1. Challenges relating to people

The main challenges related to voluntary work understood as people who participate freely through organizations are:

- **Training**

It is important that volunteers be trained in everything related to the activities they carry out in the context of their voluntary work. The opportunity to receive training should be facilitated to guarantee as high a quality as possible in the actions carried out.

- **Recruitment, enrolment and creation of loyalty in individuals towards associations and other organizations**

Ways must be found for the volunteers participation in the organizations, after a suitable recruiting and enrolment process to foster their loyalty. To the organizations, carry forward this process, guaranteeing good information, transparency and dedication, is an important challenge.

- **Promotion and recognition of volunteers**

Participation and volunteering contribute in a very important way to organizations, to the improvement of coexistence and to social improvement. One of the challenges in this regard is how to make this contribution more explicit, and what mechanisms exist so that this social contribution in all areas of activity is recognized.

- **Definition of types and profiles of volunteers**

The ways of participating and doing voluntary work are many and varied, depending on the individuals and on the associations. It is therefore important to provide an accurate definition of the volunteers' current profiles in order to better manage the needs of each profile, to better understand what volunteerism is, and to improve the processes of recruiting, enrolment and creation of loyalty of the people who participate in organizations.

5.3.2. Challenges relating to organizations

The main challenges related to organizations and their consolidation are:

- **Financing**

Obtaining the necessary funds to carry out the activities of organizations is an important challenge. It is necessary to see what support is necessary for organizations, how their cash management can be improved, how sources of revenue can be diversified, how multiyear programmes of financing can be obtained and other measures in this regard.

- **Co-operation and networking**

Co-operation and networking between organizations and also between specific territories should help to improve their impact on society. Learning how to network easily, positively and building a common discourse is one of the most important challenges of the sector.

- **Relations between volunteers and paid staff within the organizations**

Determining the relations between volunteers and paid staff of organizations, clarifying the responsibilities and functions of each one of them so that organizations can carry out their activities with quality and with the values of participation of the volunteers.

- **Participation of volunteers in organizations**

Encouraging more volunteers to participate in associations and to do so with quality, both in respect of their activity and the process of participation within the organizations, is an important challenge for the third sector and for society in general.

- **Clarifying the organizational structures and consolidating the governing bodies of organizations**

Consolidating the governing bodies of organizations and clarifying the different organizational structures will contribute to enabling organizations to plan strategically beyond a daily basis.

- **Encouraging accountability to the members of the organization and to citizens**

Transparency and communication with society by organizations is essential to have an impact on social improvement and for the legitimacy of their actions.

- **Defining human resource management criteria: improving contractual and salary conditions, establishing a new framework for regulating labour relations in the sector**

Another important challenge is to provide for good management of human resources in organizations and an improvement in the contractual and salary conditions, ensuring the viability of the organizations and the involvement of all the people that form part of it.

- **Political influence of organizations in the third sector**

Learning to have political influence: drawing up a discourse to report and offer suggestions to the Government and the Administration is important for social improvement.

- **The new framework of relations between Administration, third sector and business**

Developing the framework of relations between businesses, Administration and organizations is an important challenge for the future in order to achieve greater impact for social improvement. The responsibility of society is a common responsibility: the challenge is to manage to work together on this improvement.

- **Quality and assessment**

In order to achieve social impact, organizations have to carry out activities with quality and assessment criteria, both on processes and results. Learning how to manage quality and establish assessment mechanisms is an important challenge for the sector.

5.3.3. Challenges relating to society

The challenges related to having an impact for the improvement of coexistence and social improvement are:

- **Equity and social justice**

All agents have to be committed to building a fairer and more equitable society. In this commitment, great care must be taken to ensure that no group of people is forgotten, to try to solve the causes of social exclusion and guarantee a decent life for everyone.

- **The role of values in the community**

The collective commitment for social improvement will be possible if the values of the community are present: solidarity, taking care of the common good avoiding social exclusion, respect for diversity, etc. The important challenge is to convey these values in order to make this social improvement possible.

- **Fostering coexistence**

Coexistence as a fundamental value governing relations between organizations, groups and people. Coexistence in districts, towns and different territories is a challenge for current society.

- **New emerging needs**

Current society is in a process of continuous change, and this means that new social needs arise that need to be met: ageing population, the homeless, immigration, etc. To build a fair and equitable society, all these challenges have to be faced.

- **The strengthening of participative democracy**

The presence of participation and volunteering in a society brings key values to confront to new social and cohabitation needs, and strengthens the real mechanisms of democratic participation.

Summary of the drawing up of the NPAV

2002

2nd Congress on Associationism and Volunteering

Proposals and conclusions on the challenges of the sector
of associations and volunteers



2003

Decree 92/2003 creating the Governing Committee of the National Plan for Associationism and Volunteering (NPAV)

Responsible for drawing up and the follow-up of the Plan and valid for 4 years



2005

Creation of the NPAV Governing Committee



2006

Diagnosis and Focus Areas of the NPAV

Participative work with members
of the Committee
Definition of the Focus Areas
of the Plan
February-June



2006-2007

Goals and lines of action of the NPAV

Establishment of the goals for each
of the Focus Areas
September-December 2006
Lines of action of the different
agents involved
January-May 2007



2007-2008

Drawing up of the NPAV by the Governing Committee

PART TWO:
Goals and measures

1. Deployment, follow-up and assessment

1.1. Deployment

The Directorate General of Community Action of the Secretariat of Civic Action is responsible for the deployment of the National Plan for Associationism and Volunteering, in collaboration with the support of the collegiate bodies.

The future Catalan Volunteering Agency will have the purpose of promoting voluntary activity in Catalonia, providing support to it, supervising it and giving it explicit and continuing recognition. With the increasing deployment and structuring of the associative and volunteer movement and the challenges they face, the need for an effective, de-centralized executive body becomes evident.

Accordingly the Agency will have to undertake a task of planning, co-ordination, management and maintenance of the resources and services necessary to promote and develop volunteering around Catalonia.

1.2. Follow-up and assessment

Once the NPAV has been approved, it is proposed that an Execution Plan be drawn up for the focus areas, strategic lines, goals and measures based on the timescale proposed in the context of the NPAV Governing Committee, as the body responsible for the follow-up and assessment of the Plan. The Execution Plan will be approved specifically by the Government based on the priorities established by it and on budgetary availability.

This Plan establishes a follow-up and an assessment of the NPAV, in order to guarantee compliance and proper application.

The body responsible for the follow-up and application of the Plan and for the assessment of the projects deriving from it is the Governing Committee of the National Plan for Associationism and Volunteering.

2. Proposals of strategies and measures for the NPAV

SHEET 1

Focus Area: People

Strategic line: **Training of volunteers**

Goal: *To promote the detection of training needs and the designing of quality training plans accessible to groups of volunteers around the country.*

MEASURES

1. To facilitate the drawing up of the organization's **internal Volunteering Training Plan** including the reception and sign in accompaniment and motivation of the volunteer throughout his or her itinerary as part of his or her permanent training, **through, among other means the establishment of programme contracts**, giving priority to shared volunteer training circuits in second and third level organizations.
2. **To create and disseminate resources and tools for the internal training of volunteers** such as: preparing teaching materials, establishing basic and specialized online training courses or creating a virtual community for volunteer training.
3. **To detect the training needs of volunteer co-ordinators, in order to devise new training courses offering more depth to the existing courses offered**, and including them in the Volunteer Training Plan for Catalonia.
4. **To improve and update the Volunteer Training Plan for Catalonia (courses, modules, practical experience, etc.) and make it accessible** to the entire territory, while guaranteeing the existence of **basic training courses** providing an introduction to volunteer work, **specific training courses for sectors** and areas of action of the organizations, **specialized training courses for the tasks** the volunteers carry out, and training in management, aimed at volunteers.

To achieve, among others...

- Organize permanent training for volunteers.
- Increase the proximity and flexibility of volunteering training.
- Decentralize the existing range of training offered.

SHEET 2

Focus Area: People

Strategic line: **Recruitment, enrolment and creation of loyalty of volunteers**

Goal: *To foster committed and responsible volunteers, motivating them, accompanying them personally and increasing their participation by means of innovation.*

MEASURES

1. **To promote the participation of volunteers** in decision-making areas of the organization.
2. To identify and accompany the commitment of the volunteer towards society beyond the commitment to the organization by promoting **networking** and facilitating circuits through which volunteers can find new areas for participation.
3. **To give support to the existence of a permanent structure** within the organizations to promote, welcome, co-ordinate, motivate and accompany volunteers.
4. **To hold meetings and provide spaces for reflection** between organizations on **volunteer management models**.
5. To provide a framework guide of **good practice** for organizations so that they can **design a quality volunteer management model** that covers the different types of volunteers in the organization.
6. **To establish protocols that encourage the participation of volunteers** and serve as a tool for defining, planning and assessing projects, putting into practice the terms of the Volunteers Charter.
7. To define, set up and apply **efficient plans for recruiting volunteers**.
8. To promote the **figure of volunteer co-ordinators** within organizations and develop the pertinent skills.

SHEET 3

Focus Area: People

Strategic line: **The promotion of volunteering**

Goal: *To intensify the promotion and recognition of volunteers, by society and the Administration, based on the strengthening of volunteer organizations and increasing their adjustment to society, and their importance and active role.*

MEASURES

1. To promote **campaigns to encourage volunteering and raise awareness**, on a continued basis and with general scope.
2. To favour the **appearance of volunteering in the media**.
3. To provide the means so that organizations can carry out their own **actions to promote and attract volunteers**.
4. To publish, disseminate and update **records, censuses and guides of volunteer organizations** that take into account areas of action and territories.
5. To improve and invest in the **recognition of volunteers within the organization**, highlighting the importance and significance of their work.
6. To drive the **Public Administration** to move to the **field of action** and carry out **public events closely involved** with volunteers.
7. To develop **projects in primary and secondary schools describing and making known the experience of volunteers** and that motivate awareness, participation and involvement of young people in their environment.

To achieve, among others...

- Spreading and transmission of the values of volunteering.
- Giving visibility to volunteering as a social reality, respecting the diversity of forms it takes and organizations in which it is carried out, and conveying a positive image of the Catalan volunteering model that encourages the breaking of stereotypes.
- Ensuring that the Public Administration knows, values and gives recognition to the work of volunteers.
- Highlighting the co-operative value of volunteering and networking.

SHEET 4

Focus Area: People

Strategic line: **Types and profiles of volunteers**

Goal: *To identify the types of volunteering, promoting innovation and new active participation models adapted to new realities.*

MEASURES

1. To carry out **studies on the different profiles and types of volunteers** and provide resources to the organizations for their enrolment and creation of loyalty.
2. To study and promote **emerging models and types of volunteering**: family volunteering, intergenerational volunteering, volunteering by retired people, distance volunteering, corporate volunteering, etc.
3. To ensure that organizations take into account the **balance between family, work and voluntary activities**, seeking areas of participation by volunteers that make this balance possible and with the voluntary sector itself taking this matter into consideration in the areas of relations and participation promoted by the Administration.
4. To foster initiatives that bring **less-represented groups** closer **to the world of volunteering** and prioritize actions that motivate people with a disability and men to participate in volunteer organizations.
5. To facilitate and promote **participation in the community and in volunteering by new citizens**, with the technical support of the Public Administration, guaranteeing that any person, regardless of his or her administrative situation, can be a volunteer.

To achieve, among others...

- Extending the range and involvement of volunteers.
- Bring volunteering closer to young people.
- Bring the world of volunteering closer to groups that are not well represented in it.

SHEET 5

Focus Area: Organizations

Strategic line: **Financing**

Goal: *To guarantee sufficient financing for the volunteer activities of associations and to promote innovation in fund-raising.*

MEASURES

1. To improve the existing **public financing tools**:
 - a. To provide support to the structural financing of organizations to improve their internal organization.
 - b. To establish multiyear agreements.
 - c. To assure that the funds from grants are paid to organizations in the same period as the expenditure is incurred.
 - d. To initiate a line of work to facilitate and simplify the formalities involved in grants and agreements.
 - e. To initiate a line of work to unify the criteria for inviting applications for grants and agreements of the different administrations.
 - f. To study different mechanisms to adapt the grant processes to the needs and activities of organizations, such as, for example, flexibilizing periods of execution, guaranteeing the resolution of applications and payment of grants according to the timeframe of the organizations and improving public tender processes.
2. To provide support to organizations to draw up **sustainability and economic feasibility plans**.
3. To promote the lending of **public premises** to organizations.
4. To extend, improve and make accessible to the entire territory the **support services and material** for financing organizations:
 - a. Publicize project advisory services.
 - b. Update the website: www.xarxanet.org
 - c. Publish material with information on existing grants: guides, calendars, portals, etc.
5. To improve the **Sponsorship Act** as a measure to foster sponsoring of organizations by business, by favouring an increase in tax benefits to collaborating companies.
6. To facilitate the acquisition and consolidation of **capital assets** of non-profit organizations.
7. To provide favourable circumstances for organizations to obtain the **certificate of public utility** as a guarantee of quality.
8. To create publicity materials and **provide organizations with resources to facilitate their search for private financing** and the diversification of sources of income.

SHEET 6

Focus Area: Organizations

Strategic line: **Organizational structures, governing bodies, quality and assessment**

Goal: *To clarify the organizational structures, consolidate the governing bodies of the organizations, incorporate quality and promote assessment. To develop permanent improvement plans, taking into account the characteristics and particular features of the **volunteering, both** in terms of organization and the activities carried out, in order to increase the motivation of volunteers and improve the impact and social prestige of their action.*

MEASURES

1. To provide support to **second-level organizations** in their task of **offering support, services, knowledge and sharing structures** with the base organizations.
2. To initiate a line of study to analyse the reasons of the difficulties in **renewing the management bodies of organizations.**
3. To extend, improve and make available to the entire territory the **support services and materials** for the organizational structures of organizations:
 - a. Publish quality and good practice manuals for the management of organizations and for the establishment of protocols.
 - b. Hold events and meetings to foster the exchange of experiences and improve the organizational structures of the organizations.
 - c. Facilitate the drawing up of strategic plans in organizations.
4. To study and establish **formal and informal mechanisms for the participation** of volunteers.
5. To promote **women in posts of responsibility** in organizations.

To achieve, among others...

- Greater democratization of associations and organizations.
- Promoting an active role of volunteers in confronting and deciding on the future of the organization.

SHEET 7

Focus Area: Organizations

Strategic line: **Accountability**

Goal: *To establish the roots of a culture of transparency in volunteer organizations and **associations** in order to increase society's confidence in them.*

MEASURES

1. To extend and increase the mechanisms to **promote transparency**, such as:
 - a. Drawing up and distributing guides of good practice and transparency.
 - b. Promoting the publication and distribution of the annual reports of organizations.
 - c. Promoting the use of Information and Communication Technologies (ICT).
 - d. Promoting an ethical code that takes into account compliance and establishing systems of guarantee and control.
2. To improve **ruling legislation** and promote accountability and transparency of first and second-level organizations.
3. To provide incentives to organizations for transparency and accountability and to consider these to be **criteria for assessing the award of grants**.
4. To facilitate the creation of **independent bodies and organizations** that audit transparency and accountability.
5. To encourage organizations to carry out **economic audits** above a determined volume of economic activity, with support for such audits provided by the Public Administration.

To achieve, among others...

- Extension and improvement of mechanisms to promote transparency.
- Favouring the accountability of first and second-level organizations towards the public administration and towards citizens.

SHEET 8

Focus Area: Organizations

Strategic line: **Relations between volunteers and paid staff**

Goal: *To contribute to state clearly the volunteering model within the organizations and the nature of volunteer tasks.*

MEASURES

1. To encourage the internal definition of the functions of volunteers, paid staff and leaders and the development of **guidelines in relation to these**.
2. To promote the creation of **documents, such as internal regulations**, within organizations to clarify the functions/actions and the participation of volunteers and paid staff.
3. To contribute to the identification of the **types and models of volunteering** existing in volunteer organizations.
4. To encourage **events and guides relating to good practice** in the management and organization of volunteers and the collaboration of paid staff and volunteers within the organizations.
5. To provide **support and advising** for the definition of the role, functions and participation of paid staff and volunteers within organizations.
6. To favour and create **training on introduction to volunteering** aimed at paid staff.
7. To inform organizations of the **existing services and tools for mediation and resolution of conflicts**.

SHEET 9

Focus Area: Organizations

Strategic line: **Human resource management criteria**

Goal: *To update the **charter** of rights and duties of volunteers in the organizations, which will guide the internal relations of an organization.*

MEASURES

1. To update and distribute the **Catalan Volunteers Charter**. Among other elements, the new Volunteers Charter will include the participation of volunteers in the organizations, the relations between paid staff and volunteers, and safety as one of their rights and obligations.
2. To favour the **inclusion of the Catalan Volunteers Charter in the internal regulations of** the organization, adapting these regulations to the terms of the Charter.
3. To study the feasibility of having a **Volunteers Statute**.

SHEET 10

Focus Area: Organizations

Strategic line: **Participation in organizations**

Goal: *To develop new formal and informal models of participation within the organizations to promote the involvement, circulation of information, equity among members, respect and development of the mission*

MEASURES

1. To review and update the Associations Act to **include the rights and duties of volunteers in the Articles of Association** to bring them into line with the rights and duties of members of the association.
2. To draw up **strategies, resources and tools** that contribute to improving internal participation of volunteers in the organizations.
3. To encourage the **use of ICT** (forums and intranets) to improve participation.
4. To facilitate **internal participation actions**, especially those aimed at deciding on the future of the organization, such as drawing up strategic plans, holding events, workshops and/or opinion studies.
5. To promote **the access of the volunteers to the governing bodies** of the organization and their participation in the different phases of the life cycle of its projects.

SHEET 11

Focus Area: Organizations

Strategic line: **Collaboration and networking**

Goal: *To promote relations between associations and volunteer organizations to take on new challenges and collaboration to complement each other and offer a wider-ranging and more effective response to society, and thus lead the debate on initiatives at national, state and European level.*

MEASURES

1. To promote **meeting places**, for **knowledge and grouping** of organizations in the same territory and/or sector
2. To promote the **use of ICT** as a networking tool, while financing working processes and methodologies and to improve the functionality of xarxanet.org.
3. Identification, advising and promotion by the Administration of **intrastate and international networking**.

To achieve, among others...

- Increased collaboration between organizations.

SHEET 12

Focus Area: Organizations

Strategic line: **Political influence**

Goal: *To increase the capacity **of the associations and volunteer organizations to influence society through** involvement, debate and collective and coordinated work.*

MEASURES

1. To promote **debate and training** on the political influence of organizations.
2. To foster **participation of organizations in the legislative process and establishment of measures** that have a direct effect on their activity and intervention.
3. To provide support to **research, publication and communication** of organizations.

To achieve, among others...

- Facilitating the role of organizations as generators of debate.

SHEET 13

Focus Area: Organizations

Strategic line: **The new framework of relations between the Administration, volunteer organizations and businesses**

Goal: *To foster reflection on the relations between businesses, Administration and volunteer organizations based on successful models and innovation.*

MEASURES

1. To guarantee the role of the **Administration as validators of the proper management of the organizations that collaborate with businesses.**
2. To foster a **relationship of trust and collaboration between the Public Administration and organizations.**
3. To clarify the **role of the Administration** in relation to associationism and volunteering and have key spokespersons, also taking into account local organizations.
4. To update and ensure the accessibility of a **guide of companies with corporate social responsibility**
5. To establish **meeting places for collaboration and channels for dialogue between the Administration, businesses and organizations**, favouring the creation of a socially responsible territory.
6. To make a **compilation of good practice** in projects involving organizations, businesses and the Administration.
7. To facilitate **convergence between volunteering demand and supply**, through the Administration acting as intermediary between the business world and the associations.
8. To create a **public body to execute and implement policies related to volunteering.**

SHEET 14

Focus Area: Society

Strategic line: **Equity and social justice and emerging social needs**

Goal: *To foster the commitment of organizations and volunteers to the permanent and new social needs and problems, in order to meet them efficiently and promptly.*

MEASURES

1. To foster **interrelations between administrations and organizations** so that the latter can detect new social needs and provide a rapid and effective response.
2. To facilitate **participation of newcomers in organizations and associations** by providing them with resources and training, and removing the obstacles that prevent this.
3. To favour the **diagnoses performed by the organizations to meet emerging social needs**.
4. To draw up **guides of indicators** detailed by sector providing information of the social impact of the projects and facilitating and improving the assessment process.

SHEET 15

Focus Area: Society

Strategic line: **The role of values of the community: solidarity, sustainability and the fostering of coexistence**

Goal: *To consolidate the transforming and social improvement role of volunteers and associations to the benefit of the community, showing the relevance of the value of volunteering as a factor contributing to the cohesion of society.*

MEASURES

1. To encourage the **presence of volunteer organizations in schools** as transmitters of the values of the community and to contribute to the education in values of children and young people.
2. To promote **awareness-raising campaigns** about associations and the importance of belonging to an association.
3. To provide support to organizations so that they can **spread their values**.
4. To facilitate the **appearance of organizations and volunteers in the media**, promoting a positive view of them.
5. To work on **volunteering as a tool for integration and coexistence** contemplating the diversity of the population.
6. To promote and facilitate the **participation of organizations in the development and execution of community actions**.
7. To foster **environmental sustainability** of the projects and activities of organizations.

SHEET 16

Focus Area: Society

Strategic line: **Participative democracy**

Goal: *To have different models of democratic participation of organizations in society in order to transform and improve it, based on participation at local, national and European level and on a critical attitude that encourages making new things.*

MEASURES

1. To spread knowledge of the importance of associationism and volunteering as **the backbone of the social fabric and a school of participative democracy**.
2. To explore and put into practice **new participation formulas**.
3. To draw up a **diagnosis of the current status of places for participation** in the sphere of all the administrations (creation, functions and development).
4. To encourage and favour, from the Administration, the associative movement and accept the **principle of subsidiarity** from the standpoint of proximity, in order to reach **co-management and co-responsibility**.

APPENDICES

Appendix I

Legislation on associationism and volunteering

Legislation on volunteering

- Act 25/1991, of December 13th, creating the Catalan Volunteering Institute.
- Decree 89/1994, of March 22nd, approving the Regulations creating the Advisory Board of the Catalan Volunteering Institute.
- Order of July 13th 1995, approving the Regulations for the internal operation of the Governing Board and the Advisory Board of the Catalan Volunteering Institute.
- Decree 133/2005, of June 28th, creating the Volunteering Council.
- Decree 22/2008, of January 29th, modifying Decree 133/2005, of June 28th, creating the Volunteering Council.

Legislation on associationism

- Act 7/1997, of June 18th, on associations.
- Decree 207/1999, of July 27th, on the structure and functioning of the Catalan Council of Associations.

This Decree complies with Act 7/1997 of June 18th on associations and partially deploys it; the decree was issued making use of the exclusive competence of the Government of Catalonia set forth in article 9.24 of the Statute of Autonomy of Catalonia.

Legislation on associationism and volunteering

- Manifesto and conclusions of the 2nd Catalan Congress on Associationism and Volunteering, of November 16th 2002.
- Decree 92/2003, of April 1st, creating the Governing Committee of the National Plan for Associationism and Volunteering.
- Decree 93/2008, of January 29th, modifying Decree 92/2003, of April 1st, creating the Governing Committee of the National Plan for Associationism and Volunteering.

Appendix II

Bibliography

The studies considered to draw up the diagnosis were as follows:

- Barrera, David; Miró, Kike: *Barcelona - Sociocultural: Dades, tendències i impressions*, Torre Jussana (Agència Municipal de Serveis per a les Associacions), Ajuntament de Barcelona, Barcelona, 1993.
- Castineira, A.; Vidal, P.; Iglesias, M; Miroso, O.; Villa, A.: *Llibre blanc del tercer sector civicosocial*, CETC-OTS, Barcelona, 2003.
- Consell Nacional de la Joventut de Catalunya: *186 Propostes per a l'associacionisme juvenil per una democràcia participativa*, Consell Nacional de la Joventut de Catalunya, Barcelona, 2002.
- Departament de Treball. Generalitat de Catalunya: *Llibre blanc de l'economia social a Catalunya*, Departament de Treball. Generalitat de Catalunya, Barcelona, 2001.
- García Delgado, J.: *Las cuentas de la economía social: el tercer sector en España*, Civita Ediciones, Madrid, 2004.
- Generalitat de Catalunya: *Estudi del Tercer Sector Cultural a Catalunya: Associacions, Federacions i Fundacions*, Barcelona, 2006.
- ICV, Generalitat de Catalunya: *2001-2003 El moviment associatiu i el voluntariat, en marxa!*, ICV, Generalitat de Catalunya, Barcelona, 2003.
- Institut Català del Voluntariat. Generalitat de Catalunya: *2n Congrés Català de l'Associacionisme i el Voluntariat*, Institut Català del Voluntariat, Generalitat de Catalunya, Barcelona, 2002.
- Ministerio de Trabajo y Asuntos Sociales: *El tercer sector social en España*, Ministerio de Trabajo y Asuntos Sociales, Madrid, 2003.
- Salamon, L.: *Global Civil Society: Dimensions of the Nonprofit Sector*, John Hopkins Center for Civil Society Studies, Baltimore, 1999.

Other plans concerning different areas in Catalonia were also consulted:

- Departament de Benestar i Família, Generalitat de Catalunya: *Pla per a la Inclusió i la Cohesió Social de Catalunya*, Departament de Benestar i Família, Generalitat de Catalunya.
- Departament de Benestar Social, Generalitat de Catalunya: *Pla Integral de Suport a la Infància i l'Adolescència*, Departament de Benestar Social, Generalitat de Catalunya, 2001.
- Secretaria General de Joventut, Departament de la Presidència, Generalitat de Catalunya: *Pla Nacional de Joventut*, Secretaria General de Joventut, Departament de la Presidència, Generalitat de Catalunya.

Secretaria per a la Immigració, Departament de Benestar i Família, Generalitat de Catalunya: *Pla de Ciutadania i Immigració 2005-2008*, Secretaria per a la Immigració, Departament de Benestar i Família, Generalitat de Catalunya.

Finally, the volunteering plans of other autonomous communities were also considered:

Agencia Andaluza del Voluntariado, Consejería de Gobernación: *Primer Plan Andaluz del Voluntariado 2002-2005*, Agencia Andaluza del Voluntariado, Consejería de Gobernación.

Consejería de Familia y Asuntos Sociales, Comunidad de Madrid: *Plan Regional de Voluntariado de la Comunidad de Madrid 2006-2010*, Consejería de Familia y Asuntos Sociales, Comunidad de Madrid.

Departamento de Vivienda y Asuntos Sociales, Gobierno Vasco: *Plan Vasco del Voluntariado*, Departamento de Vivienda y Asuntos Sociales, Gobierno Vasco.

Dirección General de Acción Social y Cooperación Internacional, Consejería de Bienestar Social: *II Plan de Voluntariado de Castilla-La Mancha*, Dirección General de Acción Social y Cooperación Internacional, Consejería de Bienestar Social.

Generalitat Valenciana: *Plan Estratégico del Voluntariado de la Comunidad Valenciana y Plan de Acción del Voluntariado (2005-2008)*, Generalitat Valenciana.

Ministerio de Trabajo y Asuntos Sociales: *Plan Estatal del Voluntariado 2005-2009*, Ministerio de Trabajo y Asuntos Sociales.

Servizo Galego do Voluntariado, Consellería de Asuntos Sociais: *Plan do voluntariado de Galicia 2002-2005*, Servizo Galego do Voluntariado, Consellería de Asuntos Sociais.

Appendix III

Volunteers' Charter

Catalan Volunteers Charter

*The 1st Catalan Congress on Volunteering, held at Barcelona on **October 29th** 1995, taking inspiration from, among others, the recommendations of the European Council and the European Parliament on volunteering, from the European Charter for Volunteers proposed by Volonteurope and from the Universal Declaration on Volunteering proclaimed at the World Congress at the initiative of the IAVE, considers:*

- That volunteering is a manifestation of solidarity channelled through not-for-profit organizations.
- That all citizens are entitled to organize themselves and contribute, according to their preferences and capacities, to the task carried out by volunteers.
- That the commitment to action represented by voluntary work is based on a free and personal decision motivated by principles of solidarity and altruism.
- That volunteers contribute to a fairer more solidary, balanced, peaceful and environmentally-aware social development of our environment and the world, through the participation of citizens in the life of societies.
- That volunteering stimulates the social responsibility of citizens and contributes to meeting social needs.
- That the actions of volunteerism sustain themselves on the principles of association and democratic participation, respect for the dignity, equality and freedom of individuals.

In accordance with the above aspects, and in order to encourage the growth of volunteering and legal assurance, it proposes that all volunteers and the organizations where they work adjust their action to the following:

RIGHTS OF THE VOLUNTEER

- one** To obtain information on the organization in which he or she collaborates, about its functioning, purposes and activities, support in carrying out the voluntary action and the means to be able to exercise it appropriately.
- two** To receive the necessary training to carry out the activity.
- three** To be treated without any kind of discrimination and with total respect for his or her condition and beliefs.
- four** To have sufficient accreditation as a volunteer with respect to third parties and to obtain a certificate of his or her participation in the programmes.
- five** To take part actively in drawing up, planning, executing and assessing the programmes and activities in which he or she collaborates, with social recognition of his or her activity.
- six** To be insured against the risks deriving from the activity he or she carries out as a volunteer and against any damages he or she may involuntarily cause to third parties on account of the activity.
- seven** To be reimbursed, if he or she so wishes, for the expenses caused by the voluntary activity.
- eight** To agree freely the conditions of his or her voluntary action and the commitment to the tasks defined jointly, the time and hours that he or she can dedicate thereto and the responsibility accepted by each party.

DUTIES OF THE VOLUNTEER

- one** To co-operate in achieving the goals of the programme in which he or she participates in order to comply with the commitments acquired within the organization.
- two** To carry out the activity to which he or she has committed with responsibility, in good faith and free of charge, providing active support to the organization and respecting its internal regulations.
- three** To observe mandatory health and safety regulations and the measures adopted by the organization.
- four** To reject any economic or material benefit that he or she may be offered by the beneficiary or by third parties by virtue of his or her action
- five** To maintain the confidentiality, notwithstanding the rights of the individual, of the information received and discovered in the course of his or her activity, both in relation to beneficiaries and to the organization.
- six** In the event of abandonment, to give prior notice or to continue the activity until the necessary measures can be taken to prevent serious detriment to the service.

The Volunteers' Charter was recognized and adopted by the Parliament of Catalonia in its Resolution 98/V of May 29th 1996.

Appendix IV

Manifesto of the 2nd Congress on Associationism and Volunteering

Manifesto of the 2nd Congress on Associations and Volunteering

*We, the representatives of the Catalan organizations and associations taking part in the 2nd Catalan Congress on Associationism and Volunteering, held in Barcelona on **November 15th-16th 2002** and organized by the Catalan government's Catalan Volunteering Institute, wish to make the following statement to the people of Catalonia:*

We would like to reaffirm the declaration we made during the International Year of Volunteers (2001), that volunteers are a reality **striving worldwide to meet social needs and to develop a civic spirit and the values of solidarity**. We say this because in their multiple spheres of action, volunteers work for those individuals and communities who need them most, and this is made possible by the autonomous organizational ability of ordinary people to effectively tackle their own needs and concerns.

Volunteering in Catalonia has a **long tradition of working through associations** and has become a deeply-rooted phenomenon which draws its strength from the importance the Catalans attach to an active and energetic civil society. Our country has been marked by a structure of associations made up of people who have a community-oriented vocation and who have set aside part of their time for working towards the common good in a number of different areas; these include social, cultural and environmental tasks, international cooperation and human rights, the participation of ordinary people and the creation of a spirit of community. This structure has been significantly reinforced since democracy and self-government were restored, and it is precisely by fully exercising this right and fulfilling this duty that we are able to consolidate a self-regulatory framework of associations that contributes to the social, national, civic and institutional cohesion of Catalonia.

The voluntary commitment of many people to a constant improvement in living conditions and to the defence and development of Catalan society and culture has been **an essential factor in the shaping of Catalonia as a country with its own sense of identity**.

Volunteers and associations are now facing a series of fundamental **challenges** which they need to tackle their future in a positive spirit if they do not wish to see a reduction in their impact on society and in the strong growth and consolidation they have experienced over the past few years.

These challenges include the information society and new communication technologies, globalization, the strengthening of democracy and social cohesion, new emerging social needs, new relationship frameworks between the social, public and private sectors, sustainability and environmental degradation, fairness and social justice, furthering the common good, the new organizational cultures, the role of values within the community, the promotion of coexistence, immigration and intercultural relationships, new forms of volunteering, etc.

We want to **position the associative and volunteering movement** so as to confront these challenges and turn them into opportunities for a society and a sector in which everyone has their own role to play.

We want to **promote the participation of ordinary people** within the framework of the associations and the volunteer movement to tackle issues of common interest in recognition of their right to be involved in and take voluntary responsibility for society, a right which is one of the main building blocks of Catalan society and one of the most fundamental principles of democracy.

For this reason, fresh impetus needs to be given to bolstering the work of associations and volunteers by seeking out new sources of volunteering and offering incentives to people to take part through new structures and the promotion of new figures. There is also a need to develop awareness and a favourable climate of opinion among the general public and governmental, social and economic agents on the importance of the volunteers work and of the need to further it through its improvement and expansion.

The **Third Sector's contribution to society** has become increasingly significant as it:

- promotes a culture of civic responsibility.
- builds community spirit and furthers social participation.
- creates employment and participates in the social economy.
- promotes sustainable economic development and improved standards of living using social and ethical criteria.
- interacts with government from a position of independence with a commitment to partnership and the principle of subsidiarity.
- is identified with the country and recognizes Catalonia as one of the key areas for collective decision-making.
- is receptive to the world and to solidarity, committed to human rights and environmental sustainability.

Strengthening this sector is in the interest of the whole of society as it expresses a social commitment and has an increasingly significant ability to meet needs, promote values and further social development.

The sector in turn must also continue to modernize by being willing to enter into relationships with all social agents, by confronting the challenges of globalization, by supplementing action with its presence and the exercise of social leadership, and by enabling its own organization.

Organizations must foster the development of their own **organizational culture** so as to adapt to contemporary needs. This entails promoting internal rationalization and co-ordination and also reviewing their **relationship with other social agents and the working network**. Ethical codes not only add value but also impact positively on the associations' social image. Ethical codes for organizations or actions must be drawn up on the basis of consensus between the organizations forming part of the sector and should not be subject to government regulation.

The **Catalan Volunteers Charter** was approved at the 1st Catalan Volunteer Congress (1995) and subsequently given official recognition by the Parliament of Catalonia (1996). It is an important benchmark document and should continue to be promoted inside organizations to ensure that the rights and duties of volunteers are respected and fulfilled.

The **reasons why people become volunteers** are diverse; some of them are driven by a wish to bring about changes in society whereas others just want to have contact with their fellow human beings. Nevertheless, all of these reasons are valid and worthy of respect. They are, moreover, constantly changing and volunteer effort enables a range of positive values to be cultivated which do not end with the action itself but rather become fundamental in people's lives.

We, the associations of volunteers, enable the creation and strengthening of open community relations, making possible the dialogue and the intercultural communication; we also promote the welcoming and integration of newcomers through day-to-day life. In our multicultural society, both governments and volunteers operate with renewed strength and intercultural awareness. In addition to providing support, they also need to facilitate and promote integration into the associations.

The associations sector aims at including participation as an irreplaceable key element in the process of drawing up and implementing **public policies**, putting in place new, institutionalized forms of participation.

A **legal and fiscal framework** needs to be created which favours in a more decisive manner the role of associationism and of the entire Third Sec-

tor. It has to be drawn up through consensus and contain provisions that differentiate between types of entity so that we are not treated in the same way as companies that are subject to taxation.

We want to promote the development of volunteer associations and the volunteer movement and to drive them towards the future, making use of their potential for meeting the challenges we face and fostering their increased consolidation and impact on society as the Third Sector.

To this end, we need a greater recognition from society, through its institutions and its agents. Consequently, we call on those in positions of responsibility in the associations and volunteer movement, in politics and in government, in trade unions and in business, in education and in the media, and on the public at large, to take decisive action, each one of them in their respective spheres, to ensure that the structure of associations and volunteers in Catalonia progressively achieves its full development.

Appendix V

**Decree 92/2003 creating the NPAV
Governing Committee
Decree of Modification 23/2008**

Decree 92/2003 creating the NPAV Governing Committee

- DECREE 92/2003, of April 1st, creating the Governing Committee of the National Plan for Associationism and Volunteering (**Official Gazette of the Catalan Government number –DOGC 3862-10/04/2003**)

In Catalonia, there has been a long tradition of associations and volunteering which has developed into a deeply-rooted model, which takes its strength from the civic participation based on solidarity of citizens in social life.

Our country has been marked by a structure of associations made up of people who have a community-oriented vocation and who have set aside part of their time for working towards the common good in a number of different areas; these include social, cultural and environmental tasks, international cooperation and human rights, the participation of ordinary people and the creation of a civic spirit and others.

The voluntary commitment freely made by many people, in not-for-profit organizations, for the constant improvement in living conditions and to the defence and development of Catalan society and culture has been an essential factor in the shaping of Catalonia as a country with its own sense of identity.

The 2nd Catalan Congress on Associationism and Volunteering, held on November 15th and 16th 2002, has become the culminating point of a working process carried out by the Catalan Volunteering Institute jointly with the associations and volunteers and with the aim of promoting and facilitating their growth and development. The Congress approved the Manifesto and conclusions of the papers read that establish the basic outlines of a National Plan for Associationism and Volunteering.

In the Manifesto of the 2nd Congress, the representatives of not-for-profit organizations in Catalonia underlined the most significant contributions of the organizations that make up the Third Sector to society. A sector that fosters a culture of responsible citizens, community spirit and promotes social participation, creates jobs and participates in the social economy, linked to sustainable economic progress and to the progress of welfare with social and ethical values, and that deals with public authorities from a position of independence, willingness to co-operate and the principle of subsidiarity; this Third Sector identifies itself with the country and recognizes Catalonia as one of the key areas of collective decision-making, open to the world, with solidarity, committed to Human Rights and environmental sustainability.

Volunteers and associations are currently facing a series of challenges that are fundamental in order to confront their future positively and which they must successfully overcome if they do not want to see a reduction in their capacity for social impact and the process of growth and consolidation they have been experiencing so strongly in recent years. Challenges such as the information society and new communication technologies, globalization, the strengthening of democracy and social cohesion, new emerging social needs, the new frameworks of relations between the social, public and private sector, sustainability and the degradation of the environment, social equity and justice, promotion of the common good, the new organizational culture, the role of values in the community, the promotion of coexistence, immigration and interculturality, new forms of volunteering, etc.

In this regard, a new impulse has to be given to revitalize associations and volunteering, by facing up to these challenges and turning them into opportunities for society and for each of their spheres of action.

The diversity of aspects making up the Third Sector in society brings out the different spheres of daily life: the world of work, culture, social economy, leisure, family, youth, the elderly, the community, education, social exclusion, co-operation and development, learning, health, the environment, sport. This diversity requires the active participation of the departments of the Government of Catalonia in order to develop the actions deriving from the 2nd Catalan Congress on Associationism and Volunteering.

Act 25/1991, of December 13th creating the Catalan Volunteering Institute sets out, in article 4, among others, the goals of carrying out the planning of voluntary work and of ensuring the co-ordination of the various programmes of the different departments of the Government that have an impact on voluntary work.

On December 3rd 2002, the Governing Board of the Catalan Volunteering Institute approved the Plan of actions for 2003 in which it was agreed to draw up the National Plan for Associationism and Volunteering with the corresponding creation of a committee and to develop specific work plans with universities, businesses and social agents.

For all these reasons, the Catalan Government considers it appropriate to create a Governing Committee for the National Plan for Associationism and Volunteering to carry out the drawing up and follow-up of the plan and the assessment of the projects deriving from it.

In application of Act 13/1989, of December 14th, on organization, procedure and the legal regime of the Administration of the Government, at the

proposal of the Minister for Welfare and Family and in accordance with the Government,

I decree:

Article 1

Governing Committee

1.1 The Governing Committee of the National Plan for Associationism and Volunteering is hereby created, with the composition, functions and the legal regime regulated in this Decree.

1.2 The Governing Committee for drawing up the National Plan for Associationism and Volunteering is created as a body of participation and co-ordination of the public and private sectors in order to carry out the programmes and projects necessary so that volunteers and associations can face up positively to their future, the capacity for social impact, and the process of growth and consolidation.

Article 2

Function and composition

2.1 The Governing Committee of the National Plan for Associationism and Volunteering operates in Plenary Sessions and through the Executive Committee.

2.2 The Plenary Session is composed of:

- a) The presidency.
- b) The vice-presidency.
- c) The members.
- d) The secretariat.

2.3 The presidency will be held by the same person who holds the post of president of the Governing Board of the Catalan Volunteering Institute, and will be replaced by the vice-president in cases of absence, illness or vacancy.

2.4 The vice-presidency will be held by the person holding the post of vice-president of the Governing Board of the Catalan Volunteering Institute.

2.5 The posts of members are held by:

2.5.1 Representatives of the different areas of the Administration of the Catalan Government who form part of the Governing Body of the Catalan Volunteering Institute and a person holding a senior post, designated by the head of the following departments of the Government:

- a) Economy and Finances.
- b) Governance and Institutional Relations.
- c) Education.
- d) Territorial Policy and Public Works.
- e) Employment, Industry, Trade and Tourism.
- f) University, Research and Information Society

2.5.2 A person representing and designated by each of the following organizations:

- a) Confederation of Neighbourhood Associations of Catalonia.
- b) National Youth Council of Catalonia.
- c) Catalan Federation of Social Volunteering.
- d) Catalan Federation of Civic Volunteering.
- e) Catalan Federation of non-governmental organizations for Development.
- f) Catalan Federation of non-governmental organization for Human Rights.
- g) Federation of Associations of the Elderly of Catalonia.
- h) Federation of Social Housing Neighbourhood Associations of Catalonia.
- i) Federation of Athenaeums of Catalonia.
- j) Catalan Choral Movement.
- k) Forestry Defence Groups.
- l) Caritas Catalonia.
- m) Catalan Red Cross.
- n) Natural Heritage Defence League (DEPANA).
- o) College of Social Educators of Catalonia.
- p) College of Doctors and Graduates in Political Sciences and Sociology of Catalonia.
- q) College of Journalists of Catalonia.
- r) Official College of Social Workers.
- s) Catalan Association of Municipalities and Counties.
- t) Federation of Municipalities of Catalonia.
- u) National Work Promotion.
- v) Small and Medium-sized Enterprises of Catalonia (PIMEC-SEFES).

2.5.3 Two persons designated by each of the two most representative organizations in the area of associations and university volunteers

2.5.4 Two persons designated by each of the two most representative trade union organizations in Catalonia.

2.5.5 Three persons or renowned prestige in the sphere of associations and volunteering designated by the president of the Governing Committee.

2.6 The persons designated to represent the Administration of the Government to form part of the Governing Committee may be substituted automatically by the persons in charge of the bodies to which the delegation of their competences would correspond under application of the provisions of Chapter II, of Title two of Act 13/1989, of December 14th, on the organization, procedure and legal regime of the Administration of the Catalan Government.

2.7 The substitution of the persons who do not pertain to the Administration of the Government will be carried out by designation of the holder of the post, notified in writing to the person holding the post of secretary of the Governing Committee.

2.8 The post of secretary is held by the highest official of the Catalan Volunteering Institute, with voting and speaking rights.

2.9 The Executive Committee is composed of:

- a) The presidency.
- b) The vice-presidency.
- c) The members.
- d) The secretariat.

2.10 The post of president is held by the same person who holds the post of president of the Plenary Session of the Governing Committee.

2.11 The post of vice-president is held by the same person who holds the post of vice-president in the Plenary Session of the Governing Committee.

2.12 The posts of members are held by:

- a) Two persons representing the members defined in section 2.5.1, designated by the President of the Governing Committee.

- b) Four persons representing the members defined in section 2.5.2, designated by the President of the Governing Committee.
- c) A person representing the member referred to in section 2.5.3, designated by the president of the Governing Committee.
- d) A person representing the member referred to in section 2.5.5, designated by the President of the Governing Committee.

2.13 The post of secretary of the Executive Committee will be held by the same person who holds the post of secretary of the Plenary Session of the Governing Committee who will act with the right to speak and vote.

2.14 The replacement of members referred to in heading a), of section 2.12, will be done in the manner described in section 2.6.

2.15 The substitution of the members referred in headings b) and c), will be carried out by designation of the holder, and notified in writing to the holder of the post of secretary of the Governing Committee.

Article 3

Functions

3.1 The Plenary Session of the Governing Committee of the National Plan for Associationism and Volunteering is the main body of the Committee and its functions are:

- a) The drawing up and proposal of the Plan to the Government for approval, involving the different agents of society, public, private and social.
- b) To propose projects of special interest for associations and volunteers, and specifically those that meet the conclusions drawn up from the 2nd Catalan Congress on Associationism and Volunteering.
- c) Once the Plan has been approved, the Plenary Session will be responsible for its follow-up and assessment, and for continuing to propose appropriate lines of action to the Government.

3.2 The Plenary Session of the Governing Committee of the National Plan for Associationism and Volunteering may create temporary bodies for participation and consultation, with the participation of different sectors of associations, volunteers, related agents when deemed necessary, and of experts in the field of associations and volunteering, with the aim of advising and guiding the different bodies of the Plan.

3.3 The functions of the Executive Committee are:

- a) To ensure compliance of the resolutions passed by the Plenary Session.
- b) To propose matters for discussion in the Plenary Session.
- c) To inform the Plenary Session on the development and follow-up of the Plan.
- d) Any other that may assigned to it by the Plenary Session in relation to the co-ordination and promotion of the activities of the National Plan for Associationism and Volunteering.

Article 4

Duration of the National Plan for Associationism and Volunteering

This Plan will have a duration of four years, and may be extended if necessary, by the Government at the proposal of the person in charge of the department of Welfare and Family.

Article 5

Operation

5.1 The Plenary Session of the Governing Committee of the National Plan for Associationism and Volunteering must meet in ordinary session at least once a year.

5.2 The Executive Committee will meet in ordinary session as often as is necessary.

5.3 The Governing Committee and the bodies of the National Plan for Associationism and Volunteering, in all matters not covered by this Decree, will be governed by the provisions of ruling legislation on collegiate bodies of the Administration of the Catalan Government.

Article 6

Expenses for attending meetings

The members of the Governing Committee and the bodies of the National Plan for Associationism and Volunteering not belonging to personnel of the Public Administrations may receive the compensation established by ruling legislation for attending the meetings convened. The category established for all these bodies will be the third category according to the classification agreed by the Government on January 21st 1994.

Article 7

Financing and administrative support

7.1 The Departments included in the Governing Committee will provide the Committee and its bodies with the personnel and the material means needed to carry out its functions.

7.2 The Catalan Volunteering Institute of the Department of Welfare and Family will provide administrative support to the Governing Committee and its bodies.

Additional Provision

The Governing Committee of the National Plan for Associationism and Volunteering must include the perspective of gender in the development of its functions and must carry out a permanent follow-up and validation of the use of the gender variant in the instruments and indicators used to develop the proposed policies, projects and programmes.

Final Provisions

1 The Minister for Welfare and Family is empowered to execute the provisions established in this Decree.

2 Once the Governing Committee and the bodies of the National Plan for Associationism and Volunteering have been wound up, any effects deriving from their actions correspond to the Catalan Volunteering Institute of the Department of Welfare and Family.

3 This Decree will come into effect the day after it is published in the Official Gazette of the Catalan Government.

Barcelona, April 1st 2003

Jordi Pujol

President of the Catalan Government

Irene Rigau i Oliver

Minister of Welfare and Family

Decree 23/2008 of Modification

- **DECREE** 23/2008, of 29th January, modifying Decree 92/2003, of 1st April, creating the Governing Committee for the National Plan for Associationism and Volunteering.

Decree 421/2006, of 28th November, creating, naming and determining the area of competence of the departments of the Administration of the Catalan Government attributes to the Department of Governance and Public Administrations the competence for raising civic and social awareness and providing support to associations and volunteers.

Decree 92/2003, of 1st April, creating the Governing Committee for the National Plan for Associationism and Volunteering, was drawn up by the Department of Welfare and Family which at that time was competent to deal with this matter.

The changes in the attribution of competences between these two departments makes it necessary to modify the legal provisions regulating bodies formerly attached to the Department of Welfare and Family.

Likewise, the third additional provision of Act 7/2004, of 16th July, on tax and administrative measures, suppressed the Catalan Volunteering Institute, and, subsequently, through Decree 133/2005, of 28th June, the Catalan Volunteering Council was created.

Accordingly, Decree 92/2003, of 1st April, creating the Governing Committee for the National Plan for Associationism and Volunteering, is hereby modified, to reflect its attachment to the Department of Governance and Public Administrations and the organizational changes referred to above.

Therefore, in accordance with Act 13/1989, of 14th December, on organization, procedure and legal regime of the Administration of the Catalan Government, at the proposal of the Minister for Governance and Public Administrations, and with the agreement of the Government,

I DECREE:

Sole Article

Article 2, article 4, article 6, article 7 and the final provision of Decree 92/2003, of 1st April, creating the Governing Committee of the National Plan for Associationism and Volunteering are hereby modified, and shall henceforth read as follows:

Article 2

Function and composition

2.1. The Governing Committee of the National Plan for Associationism and Volunteering in Plenary Sessions and through the Executive Committee.

2.2. The Plenary Session is made up of:

- a) The President.
- b) The Vice-President.
- c) The Members.
- d) The Secretary.

2.3. The post of President is held by the head of the Department of Governance and Public Administrations.

2.4. The post of Vice-President is held by the head of the Secretariat of Civic Action or by the person he or she delegates.

2.5. The members are made up of:

2.5.1. One person representing each of the departments of the Administration of the Catalan Government. Such representatives must hold senior posts and must be appointed by the head of each of the departments.

2.5.2. One person representing and designated by each of the following organizations:

- a) Confederation of Neighbourhood Associations of Catalonia.
- b) National Youth Council of Catalonia.
- c) Catalan Federation of Social Volunteering.
- d) Catalan Federation of Civic Volunteering.
- e) Catalan Federation of Non-Governmental Organizations for Development.
- f) Catalan Federation of Non-Governmental Organizations for Human Rights.
- g) Federation of Associations of the Elderly of Catalonia.
- h) Federation of Social Housing Neighbourhood Associations of Catalonia.
- i) Federation of Athenaeums of Catalonia.
- j) Catalan Choral Movement.
- k) Forestry Defence Groups.

- l) Caritas Catalonia.
- m) Catalan Red Cross.
- n) Natural Heritage Defence League (DEPANA).
- o) College of Social Educators of Catalonia.
- p) College of Doctors and Graduates in Political Sciences and Sociology of Catalonia.
- q) College of Journalists of Catalonia.
- r) College of Social Workers of Catalonia.
- s) Catalan Association of Municipalities and Counties.
- t) Federation of Municipalities of Catalonia.
- u) National Work Promotion.
- v) Small and Medium-sized Enterprises of Catalonia (PIMEC-SEFES).
- w) Council of the Elderly of Catalonia.
- x) National Women's Council of Catalonia.

2.5.3. Two people designated by each of the two most representative organizations in the area of university volunteers and associations.

2.5.4. Two people designated by each of the two most representative trade union organizations in Catalonia.

2.5.5. Three people of renowned prestige in the sphere of associations and volunteering designated by the president of the Plenary Session.

2.6. The persons designated as members of the Plenary Session and of the Executive Committee must take into account the criteria of parity in participation of men and women. The members of the Plenary Session and the Executive Committee may delegate the persons they expressly designate to attend meeting on their behalf.

2.7. The post of secretary is held by the head of the sub-directorate general of social co-operation and volunteering, with the right to speak but not vote.

2.8. The Executive Committee is made up of:

- a) The President.
- b) The Vice-President.
- c) The Members.
- d) The Secretary.

2.9. The post of president is held by the same person who holds the post of president of the Plenary Session.

2.10. The post of vice-president is held by the same person who holds the post of vice-president of the Plenary Session.

2.11. The posts of members are held by:

- a) Two people representing the members defined in section 2.5.1, designated by the President of the Plenary Session.
- b) Four people representing the members defined in section 2.5.2, designated by the President of the Plenary Session.
- c) One person representing the member referred to in section 2.5.3, designated by the President of the Plenary Session.
- d) One person representing the member referred to in section 2.5.5, designated by the President of the Plenary Session.

2.12. The post of secretary of the Executive Committee will be held by the same person who holds the post of secretary of the Plenary Session who will act with the right to speak but not vote.

Article 4

Duration of the National Plan for Associationism and Volunteering

This Plan will be for a term of four years, and may be extended if necessary, by the Government at the proposal of the person in charge of the Department of Governance and Public Administrations.

Article 6

Expenses for attending meetings

The persons making up the Governing Committee and the bodies of the National Plan for Associationism and Volunteering other than personnel of the Public Administrations may receive the expenses established by ruling legislation for attending the meetings convened.

Article 7

Finance and administrative support

7.1. The Departments included in the Plenary Session of the Governing Committee will provide the Committee and its bodies with the personnel and the material necessary for it to carry out its functions.

7.2. The Secretariat of Civic Action of the Department of Governance and Public Administrations, through the Directorate General of Community Action, will provide administrative support to the Plenary Session of the Governing Committee and its bodies.

FINAL PROVISIONS

First

The Minister of Governance and Public Administrations is empowered to execute the provisions established in this decree.

Second

Once the Governing Committee and the bodies of the National Plan for Associationism and Volunteering have been wound up, any effects deriving from their actions correspond to the Directorate General of Community Action.

Third

This Decree will come into effect the day after it is published in the Official Gazette of the Catalan Government.

Barcelona, 29th January 2008

José Montilla i Aguilera

President of the Catalan Government

Joan Puigcercós i Boixassa

Minister of Governance and Public Administrations

Appendix VI

Execution Plan of the National Plan for Associationism and Volunteering (NPAV)

1. Introduction

In March 2008 the Catalan government approved the first National Plan for Associationism and Volunteering.

The government resolution states that the Catalan Government is committed, after the efforts made at territorial and sectorial level by the entire sector of associations and volunteers, and through the work for the final drawing up of the document by the Governing Committee of the NPAV, from now on, to executing the range of measures that make up the plan.

The Department of Governance and Public Administrations pledges its commitment to draw up a proposal for an execution plan of the NPAV for its duration.

2. The execution plan of the NPAV

During 2008, after the approval by the Government of the NPAV document and its public presentation to Catalan society as a whole in the Palau de la Música on April 1st by the Minister of Governance and Public Administrations, Jordi Ausàs, the commitment was established whereby the Government would present the proposal for the execution of the plan's measures and the proposal for budgetary expenditure for the period 2008-2011.

With this aim and based on the measures to be carried out, an **execution plan for the NPAV** was drawn up, based on very basic premises and founded on a series of actions in order to achieve the results:

- 1) **Analysis of the plans and programmes of the different departments in relation to associationism and volunteering.**
- 2) **Drawing up a questionnaire in relation to the activities of the directorates general of the Departments analysed with direct or indirect actions concerning volunteering.**
- 3) **Drawing up a document in the form of a table based on the focus areas, strategic lines and measures of the NPAV** so that the Departments can record the actions and expenditure from 2008 to 2011 on associationism and volunteering.

Commitments of the Catalan Government

In order to set out and record the different actions that the Catalan Government has carried out and will carry out in the future, with regard to associations and volunteering, a document was drawn up which seeks to show the actions carried out directly or indirectly or in relation to associations and volunteering by the departments through the respective directorates general, bodies, public companies, etc. It is structured on the basis of the focus areas, strategic lines, goals and measures of the NPAV for the years 2008, 2009, 2010 and 2011, which is the timeframe for the development of the 1st NPAV.

In summary, the execution plan centres its efforts on stating the commitments that the departments of the Catalan Government are willing to make during the period 2008-2011 based on the measures for the promotion and stimulus of volunteering, associations and the values of associative and voluntary activity in society. Thus, one of the essential instruments of this plan is the **Drawing up of a document in the form of a table based on the focus areas, strategic lines and measures of the NPAV**. This document uses the structure of the plan in focus areas, strategic lines, goals and measures and requires that the departments respond in the period between 2008 and 2011 showing the actions carried out this year and those proposed for the next 3 years with the corresponding expenditure.

The added value of the execution plan

This work has mainly allowed us to know what public actions have been carried out by the Catalan Government in its entirety that attempt to respond to the needs and provide support to Catalan associations and volunteers in the different areas.

It has become the umbrella under which from now on the action of the Government will be structured, instrumented and included through a tool offering an overall and combined view that will improve the efficacy, efficiency and effectiveness of the actions aimed at, on the basis of the measures, encouraging and promoting voluntary work and the participation in associations, and helping the values of this area to grow in society.

Finally, it is the first step for the co-ordination in the associative and volunteering policies of the Catalan Government and the combined work to face up to a series of challenges: the participation in organizations, the renewal of management boards, transparency, etc.

3. Actions of the Government of Catalonia

In relation to the NPAV, the Catalan Government has executed and is developing actions required to put into effect more than 650 **actions (658) in the period 2008-2011**. As far as expenditure is concerned, in **2008 and 2009** the total is **84,288,426 €**.

Specifically, for **2008**, a total of **223 actions** have been carried out with a total expenditure of **43,362,862 €**.

For **2009**, there is a proposal to carry out **226 actions** with an expenditure of **40,988,394 €**.

For **2010**, **109 actions** are currently planned, and for **2011**, around **100**.

Catalan Government / Departments	NPAV
Actions 2008-2011	658
Expenditure 2008-2009	84,288,426 €
2008	
Actions 2008	223
Expenditure 2008	43,362,826 €
2009	
Actions 2009	226
Expenditure 2009	40,925,564 €
2010	
Actions 2010	109
2011	
Actions 2011	100

An analysis of these figures shows a clearly positive result, both from the point of view of the number of actions carried out, and from the standpoint of the assigned expenditure.

Despite the gradual decrease initially planned for forthcoming years in the amount of the expenditure and also the reduction in actions, compared to the figures for 2010 and 2011, this total expenditure will increase as actions are specified and the expenditure based on the approval of the respective budgets of the Catalan Government for these years are determined with exact figures and specific budgetary items.

Furthermore, it is also important to observe that despite the uncertainty in relation to the economic data for the forthcoming years, a series of actions have been maintained by the Government that we may describe as structural in nature to encourage and develop participation in associations and volunteering.

Finally, we would like to highlight that the work carried out with the departments involved in the NPAV is allowing us to establish an overview, which we have not had previously, of the efforts, both in terms of actions and budgetary expenditure, devoted to associations and volunteering. This is, without doubt, beyond specific statistics, one of the most relevant short-term outcomes of drawing up the NPAV and of its execution from now on.

4. Actions detailed by departments

By departments, the distribution of the expenditures on measures defined in the plan for its 4 years of validity is as follows:

Departments	Actions	2008	2009	Total
Presidency	2	341,040	341,040	682,080
Vice-presidency	111	2,283,370	940,000	3,233,370
Interior, Institutional Relations and Participation	32	740,125	740,125	1,480,250
Economy and Finances	0	0	0	0
Governance and Public Admin.	125	6,322,779	6,264,000	12,586,779
Territorial Policy and Public Works	0	0	0	0
Justice	47	260,827	245,857	506,685
Education	52	2,297,774	1,736,774	4,034,548
Culture and Media	26	2,756,806	2,478,000	5,234,806
Health	37	4,545,000	4,530,000	9,075,000
Agriculture, Food and Rural Action	18	9,521,414	9,711,842	19,233,256

Departments	Actions	2008	2009	Total
Employment	0	0	0	0
Innovation, Universities and Business	9	116,724	120,000	236,724
Social Action and Citizenship	134	9,680,870	9,234,499	18,915,369
Environment and Housing	65	4,496,133	4,583,426	9,079,559
Total	658	43,362,862	40,925,564	84,288,426

5. Tables of commitments of the Departments

Specifically, the commitments in terms of action and expenditure for the period 2008-2011 of the directorates general, sectorial secretariats and public bodies of each department according to the measures defined in the NPAV are as follows:

Centre for Promotion of Catalan Popular and Traditional Culture - Department of Culture and Media	
Actions 2008-2011	26
Expenditure 2008-2009	5,234,806.40 €
2008	
Actions 2008	10
Expenditure 2008	2,756,806.40 €
2009	
Actions 2009	4
Expenditure 2009	2,478,000.00 €
2010	
Actions 2010	2
2011	
Actions 2011	0

Secretariat of Penitentiary Services, Rehabilitation and Juvenile Justice / Department of Justice	
Actions 2008-2011	34
Expenditure 2008-2009	440,584.65 €
2008	
Actions 2008	21
Expenditure 2008	217,427.31 €
2009	
Actions 2009	13
Expenditure 2009	223,157.34 €
2010	
Actions 2010	0
2011	
Actions 2011	0

Directorate General of Law and Legal Entities / Department of Justice	
Actions 2008-2011	13
Expenditure 2008-2009	66,100.00 €
2008	
Actions 2008	7
Expenditure 2008	43,400.00 €
2009	
Actions 2009	6
Expenditure 2009	22,700.00 €
2010	
Actions 2010	0
2011	
Actions 2011	0

ADIGSA / Department of Environment and Housing	
Actions 2008-2011	8
Expenditure 2008-2009	1,986,355.00 €
2008	
Actions 2008	2
Expenditure 2008	978,500.00 €
2009	
Actions 2009	2
Expenditure 2009	1,007,855.00 €
2010	
Actions 2010	2
2011	
Actions 2011	2

Directorate General of the Environment / Department of Environment and Housing	
Actions 2008-2011	14
Expenditure 2008-2009	5,600,000.00 €
2008	
Actions 2008	4
Expenditure 2008	2,870,000.00 €
2009	
Actions 2009	4
Expenditure 2009	2,840,000.00 €
2010	
Actions 2010	3
2011	
Actions 2011	3

Directorate General of Environmental Policies and Sustainability / Department of Environment and Housing	
Actions 2008-2011	51
Expenditure 2008-2009	1,493,204.00 €
2008	
Actions 2008	14
Expenditure 2008	794,506.00 €
2009	
Actions 2009	17
Expenditure 2009	775,571.00 €
2010	
Actions 2010	10
2011	
Actions 2011	10

Catalan Women's Institute / Department of Social Action and Citizenship	
Actions 2008-2011	40
Expenditure 2008-2009	334,942.71 €
2008	
Actions 2008	12
Expenditure 2008	318,642.71 €
2009	
Actions 2009	11
Expenditure 2009	16,300.00 €
2010	
Actions 2010	9
2011	
Actions 2011	8

Directorate General of Religious Affairs / Department of the Vice-president	
Actions 2008-2011	1
Expenditure 2008-2009	7,500.00 €
2008	
Actions 2008	1
Expenditure 2008	7,500.00 €
2009	
Actions 2009	0
Expenditure 2009	0.00 €
2010	
Actions 2010	0
2011	
Actions 2011	0

Secretariat of Linguistic Policy / Department of the Vice-president	
Actions 2008-2011	85
Expenditure 2008-2009	2,173,658.00 €
2008	
Actions 2008	21
Expenditure 2008	1,273,658.00 €
2009	
Actions 2009	23
Expenditure 2009	900,000.00 €
2010	
Actions 2010	21
2011	
Actions 2011	20

Directorate General of Co-operation for Development and Humanitarian Action / Department of the Vice-president	
Actions 2008-2011	6
Expenditure 2008-2009	794,500.00 €
2008	
Actions 2008	5
Expenditure 2008	754,500.00 €
2009	
Actions 2009	1
Expenditure 2009	40,000.00 €
2010	
Actions 2010	0
2011	
Actions 2011	0

Directorate General of International Projection of Catalan Organizations (Secretariat of Foreign Affairs) / Department of the Vice-president	
Actions 2008-2011	7
Expenditure 2008-2009	247,712.00 €
2008	
Actions 2008	4
Expenditure 2008	247,712.00 €
2009	
Actions 2009	3
Expenditure 2009	0.00 €
2010	
Actions 2010	0
2011	
Actions 2011	0

Catalan Sport Council / Department of the Vice-president	
Actions 2008-2011	12
Expenditure 2008-2009	0.00 €
2008	
Actions 2008	12
Expenditure 2008	0.00 €
2009	
Actions 2009	0
Expenditure 2009	0.00 €
2010	
Actions 2010	0
2011	
Actions 2011	0

Directorate General of Community Action / Secretariat of Civic Action / Department of Governance and Public Administrations	
Actions 2008-2011	125
Expenditure 2008-2009	12,586,779.00 €
2008	
Actions 2008	42
Expenditure 2008	6,322,779.00 €
2009	
Actions 2009	63
Expenditure 2009	6,264,000.00 €
2010	
Actions 2010	10
2011	
Actions 2011	10

Directorate General of Attention to Citizens / Department of the President	
Actions 2008-2011	2
Expenditure 2008-2009	682,080.00 €
2008	
Actions 2008	1
Expenditure 2008	341,040.00 €
2009	
Actions 2009	1
Expenditure 2009	341,040.00 €
2010	
Actions 2010	0
2011	
Actions 2011	0

Secretariat of the Interuniversity Council / Department of Innovation, Universities and Business	
Actions 2008-2011	9
Expenditure 2008-2009	236,724.00 €
2008	
Actions 2008	3
Expenditure 2008	116,724.00 €
2009	
Actions 2009	2
Expenditure 2009	120,000.00 €
2010	
Actions 2010	2
2011	
Actions 2011	2

Department of Education	
Actions 2008-2011	52
Expenditure 2008-2009	4,034,548.00 €
2008	
Actions 2008	14
Expenditure 2008	2,297,774.00 €
2009	
Actions 2009	13
Expenditure 2009	1,736,774.00 €
2010	
Actions 2010	13
2011	
Actions 2011	12

Secretariat of Youth / Department of Social Action and Citizenship	
Actions 2008-2011	21
Expenditure 2008-2009	13,673,329.00 €
2008	
Actions 2008	7
Expenditure 2008	6,915,354.00 €
2009	
Actions 2009	6
Expenditure 2009	6,757,975.00 €
2010	
Actions 2010	4
2011	
Actions 2011	4

Secretariat of Family Policies and Citizens' Rights / Department of Social Action and Citizenship	
Actions 2008-2011	11
Expenditure 2008-2009	432,065.00 €
2008	
Actions 2008	2
Expenditure 2008	232,565.00 €
2009	
Actions 2009	3
Expenditure 2009	199,500.00 €
2010	
Actions 2010	3
2011	
Actions 2011	3

ICASS / Department of Social Action and Citizenship	
Actions 2008-2011	26
Expenditure 2008-2009	230,090.00 €
2008	
Actions 2008	8
Expenditure 2008	112,000.00 €
2009	
Actions 2009	10
Expenditure 2009	118,090.00 €
2010	
Actions 2010	6
2011	
Actions 2011	2

Secretariat of Immigration / Department of Social Action and Citizenship	
Actions 2008-2011	36
Expenditure 2008-2009	4,244,942.60 €
2008	
Actions 2008	14
Expenditure 2008	2,102,308.30 €
2009	
Actions 2009	18
Expenditure 2009	2,142,634.30 €
2010	
Actions 2010	2
2011	
Actions 2011	2

CatSalut / Department of Health	
Actions 2008-2011	37
Expenditure 2008-2009	9,075,000.00 €
2008	
Actions 2008	9
Expenditure 2008	4,545,000.00 €
2009	
Actions 2009	10
Expenditure 2009	4,530,000.00 €
2010	
Actions 2010	9
2011	
Actions 2011	9

Department of the Interior, Institutional Relations and Participation	
Actions 2008-2011	32
Expenditure 2008-2009	1,480,250.00 €
2008	
Actions 2008	8
Expenditure 2008	740,125.00 €
2009	
Actions 2009	8
Expenditure 2009	740,125.00 €
2010	
Actions 2010	8
2011	
Actions 2011	7

Secretariat General / Department of Agriculture, Food and Rural Action	
Actions 2008-2011	18
Expenditure 2008-2009	19,233,255.67 €
2008	
Actions 2008	5
Expenditure 2008	9,521,413.70 €
2009	
Actions 2009	5
Expenditure 2009	9,711,841.97 €
2010	
Actions 2010	4
2011	
Actions 2011	4

Organizations participating in the process of drawing up the NPAV

Acció Escolta de Catalunya (ACE)
ACFUC - Associació Catalana de Familiars, Usuaris i Col·laboradors de Centres Geriàtrics Assistits
AFANOC - Associació de Nens amb Càncer
Agrupació de colles sardanistes de Torelló
Agrupació de defensa forestal de Balsareny, Sallent i Gaià.
Agrupació de Voluntaris en Emergències i Sinistres- AVES
AJJRET - Associació Juvenil de Jugadors de Rol i Estrategia de Tarragona
Amics de la Gent Gran
Amics de la Gent Gran - Cambrils
Amnistia Internacional - Catalunya
APA Pau Casals
Àrea de participació i associacionisme secretaria de joventut
Àrea d'educació ambiental i sensibilització
Asociación de Caridad de Sant Vicente de Paul
Associació de Gent Gran de la Mar
Associació Atzavara – Arrels
Associació Barcelona Voluntària
Associació Casal de la Gent Gran de Sant Esteve de Palautordera
Associació Catalana d'Afectats de Fibromiàlgia - ACAF
Associació Catalana de Cecs i Disminuïts Visuals (ACCDV)
Associació Ciutadana Ravalnet
Associació Compartir experiències. COMPEX
Associació d'Amputats Sant Jordi
Associació de Dones de Flix
Associació de Dones de Rasquera
Associació de Famíles amb Disminuïts Psíquics del Montsià - APASA
Associació de familiars de malalts mentals de Catalunya (AFAMMCA)
Associació de familiars de nens amb dèficit d'atenció amb o sense hiperactivitat (APYDA)

Associació de familiars rapitencs de malalts d'alzheimer i parkinson - AFRAP
Associació de Gent Gran de Godall
Associació de Gent Gran de Torroella de Fluvià
Associació de Gent Gran de Tortosa
Associació de Jubilats de Sant Jaume d'Enveja
Associació de Jubilats i Pensionistes de Campredó
Associació de Jubilats i Pensionistes de Tossa de Mar
Associació de la Gent Gran de Vilabertran
Associació de Naturalistes de Girona
Associació de Veïns de Sarrià
Associació de Veïns El Xup
Associació de Veïns Els Reguers
Associació de Veïns La Balconada
Associació de Veïns Santa Clara
Associació Dona Rural Balaguer
Associació Espanyola Contra el Càncer Girona (AECC)
Associació espanyola contra el càncer-salut
Associació Familiars Alzheimer Baix Llobregat - A.F.A.
Associació Gent Gran Godall
Associació Provincial Paràlisi Cerebral de Tarragona - APPC
Associació Rauxa Associació Shalom
Associació Vallès Amics de la Neurologia - AVAN
Associació de Casals i Grups de Joves de Catalunya
Ateneu dels Guiamets
AV. Casernes
AVALOT - Joves de la UGT
Avismon- Catalunya
Bona Voluntat en Acció
CAE Escola de Formació de Voluntaris

Càritas Diocesana de Barcelona
Càritas Diocesana de Girona
Càritas Diocesana de Lleida
Càritas Diocesana d'Urgell
Casal d'Avis de Batea
Casal d'Avis i Pensionistes de Sant Martí de l'Armentera
Casal de Jubilats i Pensionistes de Maçanet de la Selva
Casal Gent Gran Sant Narcís. Argelaguer
Casal Gent Gran Torroella de Fluvià
Casal Municipal del Jubilat
Centre Parroquial Lluïsos d'Horta
Centre Passatge
Centre Social i Cultural de Reus
Centre Social Llersenc
Club amics de la Unesco - Girona
Colla de Gegants i Grallers del Xup
Comissió Catalana d'Ajuda al Refugiat
Consell d'Associacions de Barcelona - CAB
Consell Nacional de la Joventut de Catalunya
Coordinació Catalana de Colònies Casals i Clubs d'Esplai (CCCCCE)
Coordinadora Entitats Poble Sec
Coordinadora Jubilats de Lleida i Comarques
Coral Cingles del Montsià
Coral Santa Bàrbara
Creu Roja de la Noguera
Creu Roja Joventut de Balaguer
Creu Roja Joventut de Tortosa
Creu Roja Tarragona
Creu Tortosa

ESPIRAL Entitat de Serveis
Federació Catalana de Voluntariat Social
Federació Catalana d'Entitats Contra el Càncer - FECEC
Federació Catalana d'Esports per Disminuïts Psíquics - ACELL
Federació Catalana d'Organitzacions no governamentals pels Drets Humans
Federació d'Associacions de Veïns de Manresa
Federació d'Associacions de Gent Gran de Catalunya - FATEC
Federació d'Ateneus de Catalunya
Federació de Centres de Esplai de Tarragona
Federació ECOM
Fons de Coneixement i Experiència - CONEX
Foro para la Defensa de la Tercera Edad
Front de Solidaritat amb els Disminuïts Físics
Fundació ADIS de Puigcerdà
Fundació ADSIS
Fundació Autònoma Solidària
Fundació Catalana de l'Esplai / Centre d'Estudis de l'Esplai
Fundació d'Esplais Santa Maria de Núria (F.E.M.N)
Fundació d'Esplais de Santa Maria de Núria
Fundació DOMO
Fundació Esplai Girona
Fundació Hospital Santa Creu
Fundació Lleida Solidària
Fundació ONCE
Fundació per a la Reinserció de Dones- ARED
Fundació Privada d'Oncologia Infantil Enriqueta Villavecquia
Fundació Privada Santa Teresa
Fundació Privada Tutelar ACIDH
Fundació Social del Raval

Fundació Societat i Cultura - FUSIC
Fundació Tutelar Terres de l'Ebre
Fundació Verge Blanca
GER, Entitat Cultural i Esportiva
Gran Fraternitat Universal
GRUP AGATA (Associació Catalana Dones amb Càncer de Mama)
Grup de Recerca i Estudis dels Conflictes - GREC
Grup Teatral Planer
H2O (gais, lesbianes i bisexuals i transexuals del Camp de Tarragona)
Institució Benèfica Amics dels Avis - I.B.A.D.A Navarcles
Institució Cultural del CIC
lwith.org
La Casa Amarilla
La Llum del Nord - Associació per a la ciutadania i cooperació entre pobles
Llar de la Gent Gran "Sant Martí"
Lliga Contra el Càncer de les Comarques de Tarragona
Lliga Reumatològica Catalana
Lluïsos de Gràcia
Mans Unides -Tortosa
Mediterrània - CIE
Minyons Escoltes i Guies de Sant Jordi de Catalunya (MEGSJ)
Moviment Laic i Progressista OAC/CGG Tortosa
Observatori del Tercer Sector
Oficina de Voluntariat Evangèlic
ONCE
Pla comunitari del barri del Xup (Manresa)
SASC-Pixes
Secretaria d'Acció Ciutadana
Secretariat d'Entitats de Sants, Hostafranchs i La Bordeta

Senior Españoles para la Cooperación Tècnica - SECOT

Serveis Territorials Governació

Societat Cooperativa Verge de la Cinta

Societat d'Esbarjo, Cultura i Esports La Principal

SOS Racisme

Vida Creixent

Xarxa Comunitària de Sant Antoni

Xarxa de Voluntariat Ambiental de Catalunya