## Volunteer and Youth Handbook

Association for sexual and reproductive health - srh

serbia

## 

## 2010,2011,2012

SRH Serbia Youth Volunteer Handbook

This handbook belongs to those who love, care and are ready to take action. The provided guidelines and tips will help prepare you to be a Youth Volunteer.

Chapter 1: Introduction

―Young people are not only the future – they are also the present.‖ – Youth Manifesto



What is SRH Serbia

SRH Serbia

SRH Serbia works since its foundation in 2002 towards achieving discrimination free, gender equal and pro choice environment in which young people would be able to develop, prosper and make informed decisions regarding various aspects of life, including sexual and reproductive health and entailing raising awareness on HIV/AIDS and embracing the differences. SRH Serbia is an Associate Member of International Planned Parenthood Federation, ([www.ippf.org](http://www.ippf.org)), a global leader in provision of reproductive health and rights services which exists since 1952 and operates in 152 countries worldwide. SRH Serbia aims to improve the quality of life of individuals by providing and campaigning for sexual and reproductive health and rights (SRHR) through advocacy and services, especially for poor and vulnerable people. SRH Serbia defends the right of all people to enjoy sexual lives free from ill health, unwanted pregnancy, violence and discrimination.

SRH Serbia is through programmes implemented, committed to gender equality, and to eliminating the stigma and discrimination which threatens individual well-being and leads to the widespread violation of health and human rights, particularly among women. SRH Serbia is committed to working in partnership with communities, governments, other organizations and donors.

For more information, please visit www.srh.rs

SRH Serbia Strategic Framework

In September 2012, SRH Serbia developed a new Strategic Framework for the years 2012- 2015.

**Introduction**

Serbian Association for Sexual and Reproductive Health and Rights – SRH Serbia is a Serbian NGO that collaborate on sexual and reproductive health and rights (SRHR) issues in development cooperation and global policy.

We believe that SRHR is both a fundamental human right and a key factor in well-being, poverty reduction and economic development and we are united by our ambition to promote the achievement of universal access to SRHR.

The Strategic Framework combines an understanding of our past with a vision of our future. It brings together the ideas and experience of our staff members, general assembly members and senior volunteers.

SRH Serbia is for a sustainable world without poverty where all individuals enjoy good sexual and reproductive health and wellbeing and are empowered to exercise their sexual and reproductive health rights.

Our Shared Values

We believe:

*   that sexual and reproductive health and rights are fundamental human rights;
*   in equity and equality of all people and we are committed to eliminating all form of discrimination and violation of human rights;
*   in freedom of choice in matters of sexuality and reproduction;
*   that sexual and reproductive health and rights are key factors for human development, poverty eradication, gender equality,

economic growth and environmental sustainability;  in partnership and solidarity between the “Global North‟ and the „Global South‟.

2012-2015 Strategy

This strategy sets out our collective intent as members from 2010 to 2015. It embraces established ways of working with a continuation of the objectives set up till today, as well as defining new goals and applying new approaches, that respond to the ongoing changes within the network and the environment in which we operate.

Strands

The internal strand focuses on an organizational effectiveness process that will improve the organisational sustainability and enhance its long-term capacity to play a stronger and more explicit advocacy role.

The external strand is aimed at promoting SRHR at the national level within the “post-2015 processes” in cooperation with other regional and global networks to ensure its meaningful inclusion in the post-2015 framework.

Strategic Outcomes

By 2015, SRH Serbia will be a strong member of IPPF family that advocates with sound governance, management and facilitation practices, to which members choose to contribute their energies and competencies By 2015, SRH Serbia will have facilitated a series of unified positions on key global SRHR issues, which will have had a significant influence on the outcomes of the post- 2015 processes.

Strategic Objectives

To strengthen SRH Serbia’s organizational capacity

To foster synergies and stimulate complementarity among individual SRH Serbia’s members. To strengthen the SRH Serbia’s capacity to speak with „one voice‟ both in Serbia and at global level, maximizing the impact of each member’s advocacy effort

To facilitate cooperation between the SRH Serbia and other regional and global SRHR networks in the run up to 2015.

To stimulate the development of a global SRHR agenda beyond 2015.

Strategies

Develop SRH Serbia’s governance, management and procedures, in a way that encourages ownership and responsibility from its members

Convene the community of SRHR organizations in Europe

Support members information needs effectively

Facilitate collective learning and enable skills building

Create space and opportunities to promote a joint Serbian advocacy agenda to advance SRHR

Agree on strategic collective priorities and establish common approaches Facilitate coordination between SRH Serbia and key regional and international SRHR partners in the 2012-2015 period

Facilitate the development of coherent collective European advocacy positions and strategies

Contribute, in cooperation with other regional and global IPPF SRHR organizations, to a unified CSOs voice on SRHR to feed into the post- 2015 framework.

Over the years many promises have been made to fulfill the unmet sexual and reproductive health needs of millions of women, men and young people around the world. One such was the commitment to ensure universal access to sexual and reproductive health services, as agreed at the International Conference on Population and Development. The relationship between sexual and reproductive health and poverty is now more explicitly linked to the Millennium Development Goals, thanks to the outcome document of the United Nations World Summit in September 2005 and the Secretary General’s recommendation that the target of ‘universal access to reproductive health by 2015’ be added.

SRH Serbia has chosen to focus on five priority areas over a three-year period, in compliance to the standards and work as developed by IPPF:

• **Adolescents/young people** ensuring the largest generation in history have access to the information and services they need

• **HIV and AIDS** one of the greatest public health challenges confronting the world, and increasingly affecting women and young people

• **Abortion** a major killer of many thousands of women round the world when carried out unsafely or illegally

• **Access** to services and information – the ‘unfinished business of ICPD’ • **Advocacy** a major responsibility for IPPF at every level.

By increasing capacity at the Member Association level to achieve the Framework’s objectives, we can turn our vision into a reality. This includes the development of the four supporting strategies to reinforce the Framework and its application at the grassroots level: 1) governance and accreditation 2) resources mobilization 3) capacity-building and 4) monitoring and evaluation. Member Associations will have the full support of the Secretariat as we move forward at every level of the Federation.

**Adolescents/Young People**

**Goal:** All adolescents and young people are aware of their sexual and reproductive rights, are empowered to make informed choices and decisions regarding their sexual and reproductive health, and are able to act on them.

**Objectives**

* **To strengthen commitment to and support for the sexual and reproductive health and rights and needs of adolescents/young people.**
* **To promote participation of adolescents/young people in governance and in the identification, development and management of programmes that affect them.**
* **To increase access to comprehensive, youth friendly, gender-sensitive sexuality  education.**
* **To increase access to a broad range of youth friendly services.**
* **To reduce gender-related barriers and practices which affect the sexual and  reproductive health and rights of young women.**

**Programme Strategies**

**1. To strengthen commitment to and support for the sexual and reproductive health and rights and needs of adolescents/young people.**

* **a)**Advocacy:
  1. for positive attitudes towards young people’s sexuality, recognizing their specific rights, and sexual and reproductive health needs
  2. for a supportive and enabling environment for upholding the sexual and reproductive health and rights of young people
  3. for resources
  4. for increased provision of sexual and reproductive health information, education and  services, for all young people
  5. for legal change/supportive legislation
  6. to promote the Convention on the Rights of the Child
* **b)**Empowerment and mobilization of young people to be advocates for the advancement of their own rights.
* **c)**Work in partnership with youth organizations, civil society organizations, the private sector and governments.

1. **To promote participation of adolescents/young people in governance and in the identification, development and management of programmes that affect them.** 
   1. **a)**Advocacy:
      1. to promote IPPF as a youth-oriented organization
      2. to promote the involvement of young people in policy and decision making in their  communities
      3. to promote the involvement of young people in national and international arenas  and events
   2. **b)**Sensitize adults to work with young people as equitable partners.
   3. **c)**Ensure active participation of young people in governance, programme management and research at all levels of IPPF and beyond.
   4. **d)**Review and establish governance structures at all levels to facilitate youth involvement.
   5. **e)**Institutionalize youth participation and in different capacities (volunteers, staff).
   6. **f)**Promote and support youth initiatives.
   7. **g)**Initiate and promote leadership programmes for young people.
2. **To increase access to comprehensive, youth friendly, gender-sensitive sexuality education.** 
   1. **a)**Advocate for and provide education, which promotes a positive approach to young people’s sexuality and promotes a non-prescriptive, evidence-based, rights-based approach.
   2. **b)**Identify and implement programmes to reach young people with diverse needs and sexual orientations.
   3. **c)**Pilot, evaluate and scale-up innovative approaches aimed at the provision of integrated sexual and reproductive health and rights information, sexuality education and life skills for young people.
   4. **d)**Encourage partnerships and dialogue with parents, teachers, local authorities, etc.
   5. **e)**Encourage youth participation in the development and implementation of information and education provision.
   6. **f)**Develop evidence-based, good practice guidelines on sexuality education.

**4. To increase access to a broad range of youth friendly services.**

* **a)**Provide comprehensive youth friendly high quality services that meet the specific needs  of men and women (including abortion-related services, Emergency Contraception  (EC), HIV/AIDS).
* **b)**Pilot, evaluate and scale-up innovative approaches aimed at the provision of integrated  sexual and reproductive health services that meet the diverse needs and sexual  orientations of young people.
* **c)**Establish effective referral systems and partnerships for young people.
* **d)**Encourage youth participation in the development, implementation and monitoring  and evaluation of services.
* **e)**Sensitize, motivate and build capacity among service providers to ensure staff  commitment.

**5. To reduce gender-related barriers and practices which affect the sexual and reproductive health and rights of young women.**

* **a)**Advocate for and mobilize civil society to challenge gender-related barriers and  practices that restrict young women’s sexual and reproductive health and rights.
* **b)**Create opportunities which will empower young women, enhance their decision  making skills and enable them to participate in mainstream development debates.
* **c)**Engage boys and men in addressing gender equality.

**HIV/AIDS**

**Goal:** Reduction in the global incidence of HIV/AIDS and the full protection of the rights of people infected and affected by HIV/AIDS.

**Objectives**

1. **To reduce social, religious, cultural, economic, legal and political barriers that make people vulnerable to HIV/AIDS.**
2. **To increase access to interventions for the prevention of STIs and HIV/ AIDS through integrated, gender-sensitive sexual and reproductive health programmes.**
3. **To increase access to care, support and treatment for people infected, and support for those affected by HIV/AIDS.**
4. **To strengthen the programmatic and policy linkages between sexual and reproductive health and HIV/AIDS.**

**Programme Strategies**

**1. To reduce social, religious, cultural, economic, legal and political barriers that make people vulnerable to HIV/AIDS.**

* **a)**Use knowledge management (including research) effectively to understand social,  religious, cultural, economic, legal and political barriers that impede the prevention of  HIV/AIDS and that result in increased stigma associated with HIV/AIDS.
* **b)**Raise awareness of, and sensitivity to, HIV/AIDS and related issues at all levels, through  a variety of different channels.
* **c)**Advocate to create an enabling environment for the promotion and exercise of human  rights, including sexual and reproductive rights.
* **d)**Actively seek partnerships (with governments, NGOs, CBOs, (community-based  organizations) UN agencies, IBRD (International Bank of Reconstruction and Development)  etc.) to maximize the impact of awareness-raising and advocacy interventions.
* **e)**Participate in and strengthen networks dealing with HIV/AIDS such as the Country  Coordination Mechanisms (CCMs).
* **f)**Contribute to the development of policies and legislation.
* **g)**To advocate for the integration of sexual and reproductive health and HIV/AIDS into  poverty alleviation strategies.
* **h)**Actively promote the integration of sexual and reproductive health and HIV/AIDS  policies and programmes.
* **i)**Involve stakeholders including people living with HIV/AIDS (PLWA).
* **To increase access to interventions for the prevention of STIs and HIV/ AIDS through integrated, gender-sensitive sexual and reproductive health programmes.** 
  1. **a)**Access, interpret and disseminate evidence about programmes and interventions.
  2. **b)**Develop behaviour change communication (BCC) for sexual and reproductive health and HIV/AIDS that is evidence-based and sensitive to culture and gender.
  3. **c)**Integrate STI and HIV/AIDS prevention in sexuality education.
  4. **d)**Promote dual protection.
  5. **e)**Promote joint and individual responsibility for protection against HIV and unwanted pregnancy.
  6. **f)**Integrate STI and HIV/AIDS-related services such as STI management, voluntary counselling and testing (VCT) and prevention of mother-to-child transmission (PMTCT) in wider sexual and reproductive health services (clinical as well as outreach).
  7. **g)**Address the sexual and reproductive health needs of HIV positive women.
  8. **h)**Integrate the sexual and reproductive health services into STIs and HIV/AIDS programmes.
  9. **i)**Develop and consolidate partnerships, in particular for the establishment of referral networks.
  10. **j)**Ensure the availability of male and female condoms.
  11. **k)**Build capacity and competency building for integrating sexual and reproductive health into HIV/AIDS-related services.
* **To increase access to care, support and treatment for people infected by HIV and to increase support for those affected by HIV/AIDS.** 
  1. **a)**Advocate to increase access to care, support and treatment of PLWA, including anti- retrovirals (ARVs).
  2. **b)**Assist in dissemination and country adaptation of policies, standards, protocols, etc., related to HIV/AIDS.

**c)** Conduct situation analysis of provision of services and care for PLWA.

* **d)**Develop and consolidate partnerships: mapping of providers of services and care,  establishment of referral networks.
* **e)**Depending on country context, provide services for PLWAs which may include:
  1. voluntary counselling and testing (VCT)
  2. prevention of mother-to-child transmission (PMTCT)
  3. sexual and reproductive health services for HIV positive individuals
  4. palliative care
  5. prevention and treatment of opportunistic infections and other HIV/AIDS-related  conditions
  6. psycho-social support for HIV positive, well individuals (nutrition, healthy lifestyle,  etc.)
  7. psycho-social support for persons affected by HIV
  8. home-based care
  9. legal support
  10. treatment including anti-retrovirals (ARV)
* **f)**Use community participation approaches (including home-based care) with active involvement of PLWAs.

**4. To strengthen the programmatic and policy linkages between sexual and reproductive health and HIV/AIDS. a)** Advocate for the improved integration of sexual and reproductive health and HIV/AIDS

policies and programmes and monitor such integration. **b)** Improve capacity to respond to the sexual and reproductive health and HIV/AIDS

integration issues and opportunities.

**Abortion**

**Goal:** A universal recognition of a woman’s right to choose and have access to safe abortion, and a reduction in the incidence of unsafe abortion.

**Objectives**

* **To strengthen public and political commitment for the right to choose and to have access to safe abortion.**
* **To increase access to safe abortion.**
* **To expand the provision of abortion-related services as an integral part of sexual  and reproductive health services.**
* **To raise awareness among the general public, policy makers and key professional  groups on the public health and social justice impact of unsafe abortion.**

**Programme Strategies**

* **To strengthen public and political commitment for the right to choose and to have access to safe abortion.** 
  1. **a)**Define and operationalize the right to choose and to have access to safe abortion, with linkages to human rights.
  2. **b)**Undertake the development, periodic reviews and dissemination of IPPF’s policy, position papers and statements on abortion-related issues.
  3. **c)**Sensitize volunteers and staff at all levels of IPPF and build capacity for advocacy.
  4. **d)**Generate awareness and mobilize public opinion.
  5. **e)**Develop strategic partnerships (networking, alliances, coalitions, consortiums, etc.) with NGOs, women’s groups, professional groups and organizations, human rights groups and religious groups.
  6. **f)**Conduct evidence-based advocacy with governments, politicians, judiciary, health professionals and opinion-leaders to recognize, protect and fulfil these rights – either through legalization or decriminalization.
  7. **g)**Play an active role in the global debate.
* **To increase access to safe abortion.** 
  1. **a)**Document and disseminate information about the legal status of abortion and availability of safe abortion services to the general public, service providers and other relevant stakeholders.
  2. **b)**Promote sensitive, non-judgmental, affordable and high quality services.

**c)** Provide abortion services to the fullest extent permitted by the law, with special attention to young women and under-served and marginalized groups.

* **d)**Refer clients to public and private service facilities.
* **e)**Develop strategic partnerships and provide support and training in service delivery.
* **f)**Providereferralsforpost-abortioncare,treatmentofcomplicationsandcontraceptiveservices.
* **g)**Undertake advocacy with governments to expand access to abortion-related service  delivery within the public, NGO and private sectors.
* **To expand the provision of abortion-related services as an integral part of sexual and reproductive health services.** 
  1. **a)**Advocate for abortion-related services to be part of sexual and reproductive health services.
  2. **b)**Provide safe, sensitive, non-judgmental and affordable abortion-related services, with special attention to young women and under-served and marginalized groups.
  3. **c)**Establish standards of care for abortion-related services and develop guidelines and protocols for implementation.
  4. **d)**Introduce simple, appropriate and innovative options for the delivery of abortion- related services, including medical abortion.
  5. **e)**Undertake capacity-building and development for the provision of abortion-related services.
  6. **f)**Document and share experiences and models of good practice in abortion-related programmes.
* **To raise awareness among the general public, policy makers and key professional groups on the public health and social justice impact of unsafe abortion.** 
  1. **a)**Develop and maintain a global database of abortion-related information.
  2. **b)**Assess, document and disseminate information on the incidence and impact of unsafe abortion on the health and well-being of women, their families and marginalized groups.
  3. **c)**Make use of case studies of the circumstances surrounding women’s experience of unsafe abortion, and abortion-related research.
  4. **d)**Collaborate with key partners (media, health professionals, NGOs, women’s organizations, human rights groups and community leaders) to generate a network of supportive and informed opinion leaders.

**Access**

**Goal:** All people, particularly the poor, marginalized, the socially- excluded and under-served are able to exercise their rights, to make free and informed choices about their sexual and reproductive health, and have access to sexual and reproductive health information, sexuality education and high quality services including family planning.

**Objectives**

1. **To reduce socio-economic, cultural, religious, political and legal barriers to accessing sexual and reproductive health information, education and services.**
2. **To strengthen political commitment and support for reproductive health programmes.**
3. **To empower women to exercise their choices and rights in regard to their sexual and reproductive lives.**
4. **To increase male commitment to sexual and reproductive health.**
5. **To improve access to sexual and reproductive health information and sexuality  education using a rights-based approach.**
6. **To improve access to high quality sexual and reproductive health services using a  rights-based approach.**

**Programme Strategies**

**1. To reduce socio-economic, cultural, religious, political and legal barriers to accessing sexual and reproductive health information, education and services.**

1. **a)**Strengthen and establish new partnerships with NGOs (including women’s and  youth groups), religious leaders, civil society groups, private sector, media and other  stakeholders.
2. **b)**Influence policy makers and parliamentarians to reduce barriers.
3. **c)**Promote active stakeholder participation in identifying barriers and developing,  implementing and evaluating strategies to remove these barriers.
4. **d)**Campaign in support of sexual and reproductive health and rights.

* **To strengthen political commitment and support for sexual and reproductive health programmes.** 
  1. **a)**Influence governments, politicians, decision makers and other influential groups to introduce and/or strengthen mechanisms (such as Sector-Wide Approaches and Poverty Reduction Strategies) to make the delivery of sexual and reproductive health information and services available to all defined groups.
  2. **b)**Promote and support the development and implementation of effective and high quality national sexual and reproductive health programmes for all defined groups.
* **To empower women to exercise their choices and rights in regard to their sexual and reproductive lives.** 
  1. **a)**Promote gender equity and equality.
  2. **b)**Develop and promote innovative programmes to address gender-based violence and harmful practices.
  3. **c)**Ensure the ability of all women, regardless of age and marital status, to make their own decisions regarding their sexual and reproductive health and rights.

**4. To increase male commitment to sexual and reproductive health.**

* **a)**Work with men to identify and address their sexual and reproductive health needs,  including male methods of family planning.
* **b)**Ensure that men fully understand and support men and women’s sexual and  reproductive rights and gender equity and equality.
* **To improve access to sexual and reproductive health information and sexuality education using a rights-based approach.** 
  + **a)**Provide accurate and up-to-date information on sexual and reproductive health and rights.
  + **b)**Use and promote innovative approaches to ensure access to sexual and reproductive health information based on the needs of specific groups.
  + **c)**Promote comprehensive sexuality education using innovative age and gender-specific approaches.
  + **d)**Adopt appropriate responses to abstinence-only programmes.
* **To improve access to appropriate high quality sexual and reproductive health services using a rights-based approach.** 
  + **a)**Advance high quality, integrated sexual and reproductive health services to marginalized and under-served groups.
  + **b)**Promote the availability and acceptability of all contraceptive methods, including Emergency Contraception.
  + **c)**Create and/or scale-up good quality, successful models of outreach, mobile, satellite and community-based sexual and reproductive health services including family planning to under served and marginalized populations.
  + **d)**Strengthen and expand strategic partnerships for the delivery of sexual and reproductive health services including referrals.
  + **e)**Respond to the sexual and reproductive health needs of groups affected by emergency situations resulting from political instability and natural disasters.

**Advocacy**

**Goal:** Strong public, political and financial commitment to and support for sexual and reproductive health and rights at the national and international level.

**Objectives**

1. **To strengthen recognition of sexual and reproductive health and rights, including policy and legislation which promotes, respects, protects and fulfils these rights.**
2. **To achieve greater public support for government commitment and accountability for sexual and reproductive health and rights.**
3. **To raise the priority of sexual and reproductive health and rights on the development agenda resulting in an increase in resources.**

**Programme Strategies**

**1. To strengthen recognition of sexual and reproductive health and rights, including policy and legislation which promotes, respects, protects and fulfils these rights.**

* **a)**Build relationships with governments, key policy makers and other influential groups  (including women’s groups, NGOs, think-tanks, multi-laterals, parliamentarians, academics, civil servants etc.), and work with them to take action in support of sexual and reproductive health and rights – existing and new partnerships.
* **b)**Develop detailed policy positions and tailor clear messages based on these positions for identified target groups.
* **c)**Advocate with governments and groups using evidence-based information (including IPPF’s own programmes) to formulate policy and demonstrate the importance and impact of sexual and reproductive health and rights and motivate them to take action.
* **d)**Analyze opposition messages and tactics and formulate messages and strategies that anticipate, respond to and counteract them.
* **e)**Work in partnership with civil society to leverage influence on governments and influential groups and to complement each other’s comparative advantage.
* **f)**Develop good media relations to increase positive coverage of sexual and reproductive health and rights.
* **g)**Coordinate mobilization around key events, conferences, meetings, and designated days to raise the profile of sexual and reproductive health and rights issues and IPPF’s work.
* **To achieve greater public support for government commitment and accountability for sexual and reproductive health and rights.** 
  1. **a)**Build relationships with the public and involve them in support of sexual and reproductive health and rights at all levels.
  2. **b)**Develop clear, targeted, simple and consistent messages for the public across IPPF with agreed key messages relating to the five strategic priorities.
  3. **c)**Work with targeted media in an effective and innovative way to raise awareness and disseminate information and messages to mobilize support for sexual and reproductive health and rights.
  4. **d)**Social mobilization with community groups (e.g. peer advocacy, meetings, events, community leaders) to develop a personal commitment and public support for the concept of sexual and reproductive health and rights.
* **To raise the priority of sexual and reproductive health and rights on the development agenda resulting in an increase in resources.** 
  1. **a)**Advocate with governments, donors, multi-laterals, private sector and civil society groups that sexual and reproductive health and rights are vital to poverty alleviation Millennium Development Goals (MDGs) and development.
  2. **b)**Monitor and disseminate information about governments’ performances with respect to commitments and investments in sexual and reproductive health and rights.
  3. **c)**Work with targeted media in an effective and innovative way to raise awareness and disseminate information and messages to mobilize support for sexual and reproductive health and rights.
  4. **d)**Build relationships with governments, NGOs and other key influential groups to demonstrate the linkages and importance of sexual and reproductive health and rights to the wider development agenda (MDGs/Poverty Reduction Strategies) and by this achieve greater allocation of resources.
  5. **e)**Raise resources from the general public.
  6. **f)**Highlight the importance of adequate sexual and reproductive health commodity supplies.

Youth Participation and the Youth-Adult Partnership

Youth Participation

Youth Participation is important and necessary for the achievement of SRH Serbia’s goals and objectives. Youth participation provides young people with the opportunity to get involved and have their say in a way that is comfortable and appropriate for them. Youth participation is essential and necessary for the youth voice to be heard and included. In order for youth participation to be successful, respect, collaboration and active listening from all sides is crucial.

Youth-Adult Partnership

Within SRH Serbia, the Youth-Adult Partnership encourages young people and adults to embrace change and support each other for their mutual benefit and for the betterment of the organization. This partnership advocates for democratic values – individuals are treated equally and without discrimination.

1 Below are the four cross-cutting themes of youth participation.

Power Sharing: Youth are able to make decisions within the organization that are not forced or prompted.

Motivation and Commitment: Youth and Adults are equally committed to youth participation.

Team Work: Working together as equals challenges traditional hierarchical structures in organizations.

Communication: The use of language, content and the method of communication – verbal, non-verbal, or in written form- can threaten or support a partnership. Care Chapter 2: Youth Volunteerism in SRH Serbia

Youth Volunteers are an important part of SRH Serbia’s programs. A Youth Volunteer is a youth that gives his or her time to SRH Serbia. When you volunteer at SRH Serbia, you are automatically considered a volunteer of IPPF.

IPPF defines ̳young people‘ as anyone between the ages of 10-24 years and ̳youth‘ as anyone between the ages of 15-24 years.3 However, IPPF recognizes that not all young people are the same or have the same opinions. Young people of all backgrounds have a lot to offer to any organization, but especially one that is advocating for their rights.

Why should I volunteer with SRH Serbia?

Skill Building

Being a Youth Volunteer is an excellent way to learn and grow as an individual. During conferences and workshops you will have a chance to develop professional skills and build capacity within the sexual and reproductive health and rights (SRHR) arena.

Networking

By working as a Youth Volunteer, you will have an opportunity to meet youth and adults who share your passion for SRHR. Networking will help you reach your personal and professional goals.

Advocating for Policy

You are the next generation of decision makers, and this opportunity will help you find your voice. You will learn how to shape your ideas into concrete action items that influence SRH policy makers in your country and region.

Giving Back to Your Community

Youth Volunteers share their knowledge of SRHR with their communities. Also, you can advocate for SRH services and rights in your community, country or region.

* Youth volunteers often have an open mind and offer new, innovative and fun ideas for projects.
* Youth are able to engage young people to communicate openly about SRHR.
* Since young people usually have less access to SRH information and services, their participation often means that their needs are reflected directly into programming, so that programs are more successful in meeting the needs of youth.
* The organization has the opportunity to learn from young people and to listen to young people express their concerns about the organization.

Most importantly, volunteering at SRH Serbia is a two way process. SRH Serbia gets input from Youth Volunteers, and in return, Youth Volunteers can expect to meet new people, gain new skills and experiences, and have a sense of satisfaction from the work they have done.

What can I expect when I volunteer with SRH Serbia?

* To increase your knowledge of the way organizations are run, the ways that projects are developed, and how to turn ideas into action.
* To increase your knowledge about your own rights, freedom, and choices.
* To have a better understanding of advocacy and what is means to advocate.
* To have a better understanding of the way that governance of an organization works.
* To understand the wide range of issues that affect youth, such as HIV/AIDS, SRH, safe and pleasurable sex, safe abortion, gender and diversity.
* To strengthen the Youth-Adult Partnership at SRH Serbia.
* To have opportunities to meet and work with other youth from your  country, your region, and all over the globe who are interested in  promoting the SRHR and freedom of young people.
* To gain access to the international work of IPPF.
* To share and exchange experiences in other countries.
* To ―own‖ decisions made about our lives, increases self-confidence  and empower ourselves.
* To gain a wide career perspectives, having insight into the fields of  healthcare provider, social worker, counselor, activist, among others.
* Designing

Young people get to design projects and programs run by youth for youth on SRHR issues, providing information and creating awareness among public. This is an opportunity for youth to design programs and activities, while having access to adults for guidance.

Implementation

Peer to Peer Education – getting trained in safer sex and reproductive and sexual health information to share with other youth, including underserved and high-risk youth who may not have access to information and services.

Exhibitions

Set up a table at a school or community event where people can come and ask questions about services and/or information, sexual rights, condoms, among other things.

Online Forum

Use the internet as a way to stay connected with other IPPF Youth Volunteers and youth involved in the organization. Online forums are used to share information and as a way to get more youth involved in the organization.



Sensitization - Speaking to community members, like religious leaders or teachers, about the importance of comprehensive sexuality education, sexual health and reproductive health, youth sexual rights, etc.

Fundraising

Fundraising for your MA does not need to be formal or to be from donors. Youth Volunteers can organize fun activities like a Gala Dinner or a Movie Night to raise funds. Every little bit counts towards the improvement of SRH of young people.

Governance

In addition to these activities, youth volunteers have an opportunity to get involved with the governance of IPPF, which means having a voice in the decision-making process.

IPPF has developed the Code of Good Governance to assist the volunteers to have their voice in the decision making process and to actively participate in the Governing Council meetings.

Defining Sexual and Reproductive Health (SRH)

Sexual Health

Sexual health is a state of physical, emotional, mental and social well-being related to sexuality; it is not merely the absence of disease, dysfunction or weakness. Sexual health requires a positive and respectful approach to sexuality and sexual relationships, as well as the possibility of having pleasurable and safe sexual experiences that are free of force, discrimination and violence. For sexual health to be attained and maintained, the sexual rights of all persons must be respected, protected and fulfilled. 6

Reproductive Health

Reproductive health means that people are able to have a responsible, satisfying and safe sex life, and that they are able to have children and have the freedom to decide if, when and how often to have children. This includes the rights of men and women to be informed of their choices and to have access to safe, effective, affordable and acceptable methods of fertility regulation of their choice, and the rights of access to appropriate health care services that will enable women to go safely through pregnancy and childbirth. 7

Youth Friendly Services (YFS)

Youth friendly services (YFS) are SRH services that attract adolescents, responsively meet their needs, and succeed in keeping young clients for continuing care. For example, services should be offered at a place and time that is convenient for youth, and should be offered without discrimination or judgment. YFS should offer a wide range of services relevant to adolescents‘ needs. Although it is not always possible, attempts should be made to identify and provide the most needed SRH services, including STI/HIV services, at the same clinic. SHR counseling and services should be provided at YF clinics.

How do sexual and reproductive health and rights affect youth?

Unfortunately, young people are lacking access to sexual and reproductive health services and rights. However, young people have the chance to break negative SRHS patterns and create change. Youth Volunteers at IPPF are on the forefront of this change!

Here are the facts:

* adolescent females and males are reaching puberty sooner, marrying later and having more premarital sex11
* the unmet need for contraceptives among adolescents is more than twice that of married women 12
* one third of women give birth before the age of 20, with deliveries by women under 20 totaling 15 million annually13
* five million adolescents between the ages of 15 and 18 have unsafe abortions each year14
* 70,000 abortion-related deaths occur among this age group every year1
* half of new HIV infections occur in 15-to-24 year old16
* one third of new cases of curable sexually transmitted infections  (STIs) affect people younger than 25. Millennium Development Goal (MDG) 5.B aims to provide  universal access to reproductive health for all, which includes  adolescents With the help of committed youth and the support of MDG 5.B, improvements in SRHR will be made! 18

International Declarations on the Rights of Youth

IPPF recognizes that it can be hard for youth to access information on their SRHR. It has worked to highlight the rights that young people have when it comes to their Sexual and Reproductive Rights through the adoption of Sexual Rights: an IPPF Declaration, the IPPF Youth Manifesto, and the incorporation of the Convention of the Rights of the Child into its framework. These documents are summarized below.

Sexual Rights: an IPPF Declaration

The Declaration was adopted by the IPPF Governing Council on 10 May, 2008. The document was prepared in order to identify the sexual rights of individuals already protected under human rights, but which need special attention to ensure that sexual rights are valued and protected. It is identified in Principle 2 of the Declaration that though human rights apply differently to minors (individuals under the age of 18), the sexual rights of youth must be protected.

The Sexual Rights: IPPF Declaration has ten core sexual rights that underlie IPPF‘s work with young people, which are:

* The Right to Equality
* The Right to Participation
* The Right to Life and to be Free from Harm
* The Right to Privacy
* The Right to Think and Express Yourself Freely
* The Right to Health
* The Right to Know and Learn
* The Right to Choose Whether or Not to Marry or Have Children
* The Right to Have Your Rights Upheld

IPPF Youth Manifesto

The Youth Manifesto was developed by IPPF Youth Volunteers. They came together to recognize their own rights and identify what they need to live healthy lives. The Youth Manifesto outlines the youth‘s consensus on their understanding of their rights. It was completed in 1998.

Under the Youth Manifesto, which is in agreement with international human rights laws and the IPPF Declaration on Sexual Rights, youth have the right:

* To be yourself – free to make your own decisions, to express yourself, to enjoy sex, to be safe, to choose to marry (or not to marry) and plan a family
* To know – about sex, contraceptives, STIs/HIV, and about your rights
* To have pleasure and confidence in relationships and all aspects of their sexuality
* To protect yourself and be protected – from unplanned pregnancies, STDs/HIV and sexual abuse
* To have health care – which is confidential, affordable, of good quality and given with due respect
* To work as an advocate for the advancement of your own rights 20

Youth Manifesto Core Values

1. Respect for diversity
2. Confidentiality
3. Access to contraceptive services free  from judgment
4. Informed choices
5. Partnerships of young people and adults
6. Innovation
7. Sustainability
8. Freedom of sexual expression
9. Sexual enjoyment



20 Voice! How the IPPF/youth manifesto can work for you. (2006).

The Convention on the Rights of the Child (CRC)

The CRC is a document, outlining the human rights of children all over the world. It is an initiative of the United Nations (UN) and was adopted by the General Assembly of the UN in 1989. It is a legally binding instrument, which means that governments and organizations that have signed the document can be held legally responsible when the rights of the child are not protected within their country or work as laid out in the convention. The Committee on the Rights of the Child is responsible for monitoring compliance with the CRC, and putting pressure on governments or organizations that do not uphold their commitment.21

As a young person, under the Convention on the Rights of the Child, you have the right:

• To express your thoughts, views, and opinions and to have your views appreciated in line with your age and maturity

• To your thoughts, conscience, and religion

• To freedom of expression, including to seek, receive and impart

International Conference on Population and Development (ICPD)

In 1994, world leaders gathered together in Cairo, Egypt to develop a population and development action plan. The Action Plan was able to set goals for universal education, a reduction of infant and child mortality, a reduction of maternal mortality, and access to reproductive and sexual health services including family planning.22 ICPD acknowledges that access to reproductive and sexual health services are human rights.

15and Counting is a campaign to achieve better access to SRH services and education regardless of age, gender or where people live. This campaign recognizes that young people are often not able to access SRH and is working to achieve access for all. To find out more visit www.15andcounting.org.

The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)

CEDAW was adopted in 1979 by the UN General Assembly and is often described as an international bill of rights for women. It defines what constitutes discrimination against women and sets up an agenda for national action to end discrimination. 24

The Convention aims to end discrimination for all women, which includes girls and young women. CEDAW supports the rights of women regardless of age, religion and ethnicity.

22 United Nations. (1994). Programme of action - adopted from the international conference on population and development. Cairo, Egypt: United Nations.

23 Count me in: sexual rights for all. Retrieved from http://www.15andcounting.org/

24 United Nations. (1994). Convention on the elimination of all forms of discrimination against women . New York: UN General Assembly.

Tips for Attitude

Having a positive attitude is key to being a Youth Volunteer. A good attitude can turn problems into opportunities and lead to greater success as a volunteer. For example, negativity is contagious. By keeping a can-do attitude even when things get difficult, you model for other youth the power of positive thinking.

STAY POSITIVE!

Tips for Effective Communication

Though SRH is easy to get passionate about, try to keep a level head and speak calmly and clearly in all professional situations.

When communicating by email, remember to copy to all necessary people to keep the lines of communication running. If you can, be very clear and offer to make any point that you have made clearer or to answer any questions.

If you are posting statements publically on the internet, make sure that everything you post is respectful and culturally appropriate. Remember: everyone has access to what you post on the internet.

If you have a conflict with SRH Serbia staff, try to speak to them about it in a non- threatening way. Try to understand that they might not be aware of how their behavior makes you feel. Try not to make any accusations, but speak from the way that you are feeling rather than about their actions. Working as equals means respecting one another, especially when there is a conflict.

Tips for Advocacy

Advocacy is a set of political actions implemented according to a strategic plan and aims to focus the attention of the community on a specific problem and guide decision makers toward a solution. Young people can have a lot of influence in their communities if they use advocacy. They can speak directly to decision makers about how their policies affect their lives, and what they think needs to change. Here are some tips for being an advocate in your community:

Identify your cause: Find the root causes for the problems that you want to help. An example of a problem, is a rise of teenage pregnancies. A cause would be ―not enough sex education and contraceptive services to young women,‖ for example. You can then move on to the next step.

Identify your targets: There are two kinds of targets: primary targets and secondary targets. Primary targets are the people who have the power to make the changes you want. Your job as an advocate is to tell them why they should use that power. A secondary target is a person or a group of people who can influence or also try to push the primary target to use that power.

Within your targets, it is important to identify three types of people: helpful allies, undecided targets, and unhelpful targets.

1. Helpful allies share your goals and agree with your message. They do not need to be told why the goals are important, but you can network and cooperate with them to advocate to the undecided.
2. Undecided people either don‘t know a lot about the topic, or don‘t know what to think about the topic, so they are more likely to listen to what you are saying and to be influenced by your arguments. Undecided people should be your main target because you want them to believe in your cause to promote change either directly or indirectly.
3. Unhelpful people have decided that they do not agree with your cause and may be fighting against you. It is often a waste of resources to try to convince these people.

Identify your goal: For each advocacy opportunity, you should have a specific goal. Each little goal may lead up to a bigger goal. For example, your goal may be to get someone to agree to meet you to talk more about the issue. This is a small step but is going towards the bigger goal of getting that person to agree with your message.

Come up with your message: Your message should be brief, give an introduction to the issues, and have a purpose. A good advocacy message informs, persuades, and moves the audience to action. Before you speak to your target, you should decide what the best way is to approach your target. Individually? As a group? At their office? In the lift?

Advocacy Message 1. Informs – the audience about the issue or problem

2. Persuades – a. that the problem needs to be addressed b. there are benefits in addressing the problem c. that the proposed solutions are effective

1. Moves to Action - gives a clear call to action and inspires the audience to actually take the action as proposed

After you have decided what your goals, targets, and messages are, you can decide your strategy. This may be to have a workshop that achieves your goal or to start a campaign where youth speak to teachers one on one. Brainstorm and cooperate with your allies to get the best outcomes!

Examples of causes, targets, and messages: Your cause: Teenage pregnancy rates are rising in your country or

community

* Your primary targets: Ministry of Education
* Your secondary targets: Teachers in schools
* Your goal: to sensitize your targets (Ministry of Education and  teachers) to the need for sex education in schools. You want to educate the teachers in sex education and to encourage them to influence policy makers to make sex education mandatory in schools.
* Your message: Educating young girls about safe sex and SRH is the best way to give them control over whether or not they have children, and will decrease the rates of teenage pregnancy. If less girls were pregnant, more could continue with their education, and help the economy of the country.

When you speak to your target, make sure that you:

* Clearly identify yourself
* Start with something that you have in common, for example,  ―HIV/AIDS is an issue that affects young people‖
* Stay focused on achieving your goal  Final Tips:
  + Practice your message
  + Know your facts
  + Be confident
  + Have no more than 3 main points to  cover
  + Know what the opposition is saying—  and come up with counter arguments
  + Stay calm and professional

Tips for Networking

Networking is creating productive relationships that support your cause. It can be very helpful to further your goals since it utilizes the knowledge and ideas of others from different places.

* When you are at a conference or meeting, introduce yourself to as many people as possible. It is likely that you will be working with these people again, and just having them know your face can make working together easier. Some youth have even made name cards to hand out to people at conferences and workshops.
* Lack of communication and organization may delay the success of an initiative. Try to keep projects alive by keeping up communications.
* Choose a ―Topic Leader‖ who will remind others to keep the conversation going after the meeting or conference is over. Try sharing this responsibility by taking turns.
* Use the technology available. Twitter, Facebook, and Yahoo are just a few examples of internet-based tools that are easy to use and free.
* When meeting other young people who have similar interests or have a lot of energy but do not have somewhere to put it, invite them to come along with you to see what kind of work you do.
* Host a new volunteer day and advertise the event. On this day, you can show other youth around and explain what you do, and if they are interested, they can sign up.  Tips for Funding  Almost all projects require funding. Thankfully, there are a variety of ways to get funding - you just have to be creative and resourceful. Here are some suggestions:
  + Have a Fundraiser: Work with your staff to organize an event such as  hosting a karaoke competition or selling handmade crafts.
  + Search the Web: Funding for youth projects is available through a variety of organizations on the internet. Do research to find which funder would  be best for you and submit a project proposal.
  + Use your Community: Contact local businesses and community  organization for support.
  + Most importantly, DON‘T GIVE UP! There is funding out there for your  project, you just have to find it!

Tips for Youth Projects

1. Take advantage of the space for youth at all levels. Find an area that is best for you and brainstorm new ideas for that area.
2. Develop your thoughts and opinions, and share them with the youth around you. More can be accomplished when you work together.
3. Remember that even though you are young, you have equal say in decisions that concern you. By respecting yourself, others will respect you too.
4. Try to work at your own pace. Be aware of how much responsibility you can handle.
5. Take new challenges, but don‘t be afraid to ask for help and guidance.
6. Have realistic expectations for yourself and the adults you are working  with. Transitioning into youth-friendly spaces requires a change of  expectations on both sides.
7. If you feel like you can handle more challenges, speak with MA staff or a  mentor about how to do more. Encourage others, especially those younger than yourself, to do the same. Act as a mentor, or seek a mentor relationship with someone else who knows a bit more.
8. Expand your projects to include as many participants as possible, or share your successes with other volunteers on a national, regional and global level.
9. Reach out to youth from different backgrounds, especially youth that are high-risk or do not have a lot of access to a clinic or SRH information.

10.Document your projects in a creative way. Thorough documentation will help you record what you have accomplished and help you get funding in the future.

25 Criteria for Youth Projects. (1995). Youth Task Force and Youth Consultation Meeting. International Planned Parenthood Federation.

Tips for Dealing with Conflict

Conflicts are common, especially in working environments. Not facing conflicts can make working very uncomfortable. Conflicts are very sensitive situations and must be handled with care. Dealing with conflict in a productive way is a skill that needs to be developed.

Here are some tips on how to deal with conflict in a positive way:

* As a volunteer or staff of a SRH Serbia, you should be able to feel safe and comfortable in your working environment. Conflicts that make you uncomfortable should be addressed, but in a way that can have a positive outcome.
* Don‘t accuse anyone of anything. Try to speak about how you are feeling and how it is affecting your work instead.
* If you are having a conflict with a peer, speak to a supervisor.
* If you are having a conflict with an adult or your supervisor, ask for  help from the volunteer coordinator or their supervisor.
* Let your volunteer coordinator or supervisor guide you. Do not take  matters into your own hands and do anything that will reflect badly on  your character or which will make the conflict worse.
* Be patient, and hope for a positive outcome rather than turning away  from your work at the organization.
* Always stay positive and believe that a resolution is possible.
* Set up a particular time and place to speak only about the conflict.
* Try to discuss issues in a safe environment, like the office of the  volunteer coordinator or a supervisor, with a third party present. Do  not bring up problems that are happening in front of other people.
* If your supervisor or another volunteer is giving you too much of their work, you can start the discussion by asking to review the policy on  volunteering with them.

How can I tell if the Youth-Adult Partnership is being implemented?

The Youth-Adult Partnership is a very important part of increasing youth participation and to achieve the 5 A‘s laid out in the Strategic Framework. Below are some questions to ask yourself to measure how well the Youth- Adult Partnership is being implemented at your MA.

* Have there been opportunities for adult staff and volunteers to share power with young people?
* Do young people take leadership roles whenever possible?
* Are young people and adults provided with opportunities (meetings,  evaluation, procedures, and forums) to exchange feedback?
* Are meetings held at convenient times and at places that allow young  people to participate?
* Do young people who participate in governance have a clear  understanding of their roles and responsibilities?
* Does the organization have terms of reference for youth volunteers  that were developed jointly by adults and young people? 26  26 Samuel, Jayamalar. (2009). Report of the Winds of Change Skills Building Workshop. (2009). Kuala Lumpur: International Planned Parenthood Federation.

Chapter 5: How can I stay involved with IPPF after I turn 25?

I‘m 25. Now what?

As an IPPF volunteer, you will probably have a certain amount of skills and knowledge of the organization and issues that your MA dealt with. If you move on, you can:

* Continue to volunteer as an adult. You can still do very interesting work as an adult volunteer. Perhaps you could offer to be a mentor for a younger volunteer who has just started in the area that you worked in before, and you may be able to relate very well to them and offer them emotional guidance and support
* Continue to keep in touch with your MA and incorporate what you‘ve learned into your new environment. If you are at school, maybe you can start a group of students who care about a certain issue that you handled during your work as a volunteer. IPPF can give resources, tips, and support for your project.
* Perhaps you could find a position at another organization where you can link your projects up with IPPF and create an alliance between the two.
* If you are proud of the work you have done, you may want to ask for a  testimony from your MA recommending you for a job elsewhere.
* Request or apply for a position at IPPF or at the MA. You will have  experience and skills pertinent to what they need, so they may decide that having you on staff would be beneficial.

MEETING THE NEEDS OF YOUNG PEOPLE

1. SRH Serbia is committed to implementing the IPPF Youth Manifesto and to promoting, protecting and upholding the sexual and reproductive health rights of all young people , including the right:

1. to information and education on sexuality;
2. to comprehensive sexual and reproductive health services, including a full range of  contraceptives;
3. to pleasure and confidence in relationships and all aspects of their sexuality;
4. to participate fully as active members of society
5. SRH Serbia is urged to work towards removing all legal, administrative, institutional and other barriers adversely affecting young people's sexual and reproductive health rights.
6. SRH Serbia must recognise the diversity of young people's situations and strive to ensure that the sexual and reproductive health needs of young people are met regardless of age, sex, sexual orientation, race, disability, background, beliefs, HIV or other status. SRH Serbia is committed to addressing the factors that render young people especially vulnerable to HIV/AIDS, sexually transmitted infections (STIs) and unwanted pregnancies and other sexual and reproductive health (SRH) issues.

The Right to Information and Education

SRH Serbia is urged to advocate for and provide SRH information and education that enhances the independence and self- esteem of young people and provides them with the knowledge and confidence to make informed choices. The following should be taken into account in the provision of SRH information and education:

Information should be accessible to children and young people of all ages in accordance with their evolving capacities. Whether sexually active or not, and irrespective of sexual orientation, young people should be given the information to enable them to feel comfortable and confident about their bodies and their sexuality.

Comprehensive sexuality education should be provided that helps young people acquire the skills to negotiate relationships and safer sexual practices, including whether and when to engage in sexual intercourse.

Broad based information and education strategies are needed to address young people both in and out of school. Special attention should be paid to the most disadvantaged young people.

The Right to Sexual and Reproductive Health Services

5. SRH Serbia is committed to the provision and promotion of "Youth friendly" services which are easily available to all young people irrespective of their age, sex, marital status, or financial situation. Member FPAs are encouraged to provide youth friendly services and lobby for their provision including the following:

1. Sexual and reproductive health services for young people that are accessible and assure privacy. Confidentiality must be paramount.
2. Staff members who always treat young clients with respect and in a supportive and non-judgemental manner.
3. Special attention and specific approaches that meet the different needs of young men and young women.
4. Access to a full range of contraceptives.
5. The elimination of unsafe abortion among young women. Counseling should  include all the different options open to her and be responsive to personal  circumstances and cultural background.
6. Sensitive and supportive post abortion counselling and follow-up for young women.  Contraceptive counselling and services should be made available to reduce the risk of further unwanted pregnancies.

The Right to Pleasure and Confidence

1. SRH Serbia believes that young people with knowledge, confidence and comfort with their own bodies are better equipped to negotiate relationships, including any sexual relationships they may have now and in the future. SRH Serbia also recognizes the right of all young people to enjoy sex and express their sexuality in the way SRH Serbia strives to empower young people, to give them confidence in themselves and to encourage them to know their rights and respect the rights of others. Such an approach is necessary in order to ensure young people's sexual and reproductive health as well as their mental well-being.
2. Recognising that physical and mental well-being includes remaining free from all forms of sexual violence and coercion, SRH Serbia should commit themselves to eliminating gender based violence towards young people, including female genital mutilation. FPAs are encouraged to offer services for young survivors of violence and advocate on the issues of sexual and gender-based violence.

The Right to Participate

SRH Serbia supports young people and ensure they receive practical skills and knowledge so they can participate to the best of their ability in society.

1. When FPA programmes and services are being designed, implemented and evaluated, every effort should be made to involve young people and ensure they have real decision making power.

* The participation of young people should be built around the equal partnership of young people and adults.
* Young people need to be supported to participate in all of the above through the provision of resources (material and financial), information and training.

VOLUNTEERING

1. The dedicated commitment of volunteers is the base on which IPPF was founded and continues to be a major source of the Federation‘s strength and influence.
2. A volunteer in SRH Serbia shares the mission, vision and values and offers his or her time, knowledge, skills and experience free of charge to SRH Serbia. Volunteers do so with the aim of making a difference to their community and improving the sexual and reproductive health and well being of the people the SRH Serbia exists to serve.
3. Most volunteers pay a nominal membership subscription to SRH Serbia which entitles them to participate in the democratic functioning of the organization. There are also volunteers who are willing to contribute their time and ideas without wishing to become a member formally.
4. Elected volunteer governing bodies provide leadership at all levels of the organisation in partnership with management.
5. The amount of time volunteers invest in the work of SRH Serbia will depend upon the role they undertake and the needs of the SRH Serbia. Some people will volunteer every day, some will volunteer for a few hours a week and some will volunteer for one-off events and activities. Some volunteers will wish to contribute their efforts at the local community level while others may wish to get elected to their governing body to influence policy-making and future programmes of work. Each volunteer, however, has a part to play no matter how big or small.
6. SRH Serbia should identify opportunities for a diverse range of volunteers from different backgrounds, including youth volunteers, to contribute to their work – perhaps as a fundraiser, as a community distributor of contraceptives, as a peer educator, or an advocate with people of influence. Whatever the case, it is the responsibility of the SRH Serbia to ensure that these individual contributions are effective, appreciated and recognised.