



P O Box 85535 Emmarentia 2029 South Africa
tel: +27 11 486-0245 fax: +27 11 486-0275
email: info@vosesa.org.za website: www.vosesa.org.za
Registration number: 029-564-NPO

Volunteering as a strategy to foster civic participation among youth in southern Africa¹

by Helene Perold²

Presentation made to XIX IAVE World Volunteer Conference, Delhi,
10-13 November 2006: Volunteering for Peace in Multicultural Societies

¹ This paper draws on the results of a study on civic service and volunteering conducted by Volunteer and Service Enquiry Southern Africa (VOSESA) in five southern African countries (Botswana, Malawi, South Africa, Zambia and Zimbabwe) between 2005 and 2006. The study was supported by the Global Service Institute at the Center for Social Development at Washington University in St Louis, Missouri, USA, and was conducted in partnership with the Centre for Social Development at the University of Johannesburg in South Africa.

² Helene Perold is the Executive Director of Volunteer and Service Enquiry Southern Africa (VOSESA). Her thanks are due to Salah Elzein Mohamed (VOSESA Coordinator) and Tanya Budlender for their assistance with the development of this paper.

Abstract

The concept of service and volunteering is part of the African philosophy of *ubuntu*, which denotes caring and sharing, and has formed part of the social fabric of African countries for centuries. With the advent of independence, nationalist governments across Africa pursued new development philosophies, which encouraged a reliance on government for social service delivery and, in the process, impacted negatively on the historical spirit of volunteerism. More recent economic crises prompted a resurgence of volunteering and mutual aid as communities sought to provide for basic needs in the face of the reduction of social service provision by the state. Today a number of African governments and donor agencies are viewing voluntary service with renewed interest as one means of addressing youth issues and getting young people more involved in national development. According to findings of a five-country study on civic service and volunteering in southern Africa, volunteering today is made more complex by high levels of poverty and unemployment, but is nevertheless a significant development opportunity for youth and for the achievement of national development goals. The challenge is to develop youth service and volunteering policy and programmes as an integral part of the process of mainstreaming youth through education, social development and economic growth.

1. Civic engagement in southern Africa: a historical perspective

The concept of service and volunteering is part of the African philosophy of *ubuntu*, which denotes caring and sharing, and has formed part of the social fabric of African countries for many centuries.

In Africa, “a tradition of self-help, individual and collective responsibility for the well being of families and kinship groups predates the colonial era” and “youth community service can be traced to pre-colonial times when youth were organised into age sets that were mobilised for the defense of the community as well as in the construction of infrastructure such as roads and bridges” (Patel & Wilson, 2004).

Colonialism introduced a completely different set of values and, in most cases, colonial governments did not invest significant resources in the development of African communities, except when the development of local people was necessary for the welfare of the colonial rulers. Under these circumstances, the spirit of cooperation and reciprocity persisted in indigenous communities. Years later, the struggle for independence in Africa and the struggle against apartheid in South Africa saw many examples of citizen activism. In the post-colonial African context and in post-apartheid South Africa, voluntary organisations continued to contribute significantly to development and nation building.

However, with the advent of independence, nationalist governments across Africa were eager to change the conditions that had been created under colonialism. The desire of governments to leave the past behind and to pursue new development philosophies, coupled with high government revenues resulting from rapid economic growth and the nationalisation of the foreign-denominated private sector, meant that governments invested in social development without requiring local voluntary contributions. These developments, coupled with the absence of pluralistic economies, fostered expectations

that government would provide in all respects, and impacted negatively on the spirit of volunteerism that had been a major feature of African societies long before colonialism (Osei-Hwedie and Bar-On, 1999). In the post-independence environment, a number of African countries created national youth service programmes with the intention of involving young people in national development. In some instances, however, these programmes became strongly militaristic in orientation and were used by the ruling party to entrench its position.

In the 1970s, many African countries (along with countries elsewhere in the world) experienced economic crises characterised by lack of growth, high rates of inflation, rising foreign and internal debts, high unemployment, shortages of basic goods, and crumbling infrastructure (Osei-Hwedie and Bar-On, 1999). In the face of these difficulties, countries had no option but to agree to structural adjustment programmes introduced by the International Monetary Fund (IMF) and the World Bank. This led to a renewed drive to shift some of the burdens of development on to individuals and communities and, in the process, the voluntary sector was revitalised. A similar trend is seen today in Zimbabwe as citizens revert to traditional forms of mutual aid for food security in the face of that country's political and economic crisis.

Many voluntary organisations in southern Africa are community based, but there is also a significant layer of non-governmental organisations (NGOs) operating with donor support. Over the years both types of organisations have come to play a significant role in social development.

2. Youth and civic participation

Youth yearn “to be part of society and to be respected for their contributions”, and in many cases “youth possess the desire to play an active role in improving their countries” (Yates and Youniss, 1999). When young people participate in community and civic activities, they develop not only leadership and organisational skills, but also a heightened sense of social connection (Yates and Youniss, 1999).

The literature on youth and civic participation suggests that significant benefits are likely to flow from involving young people in volunteering and community service programmes: “As participants, youth may be shaped in ways that support their development, e.g. increased employability, social capital, and social and civic skills” (Johnson, Moore McBride, Olate 2006 forthcoming). Furthermore, research in Argentina suggests that service-learning programmes may impact on the educational performance of learners at school level: while recognising a number of contributory factors, service-learning was found to lower the rate of drop-out from schools and reduce the incidence of students repeating grades (Tapia, 2004).

The *Status of Youth in South Africa Report* cites two reasons why youth participation in political processes and active citizenship is important.

“Firstly, patterns of participation and engagement established in youth tend to continue into adulthood. ... If young people are to play an informed part in civic life, they need to grasp why they ... should exercise their constitutional right to vote by the time they are old enough to vote for the first time.

Secondly, community participation is also about building social capital and networks. Young people who are active in some form of organisation, whether it is a youth club, church or cultural or sports group, are less likely to fall through the cracks in society and engage in risky and self-destructive behaviour. Organisational participation also enhances skills in networking, accessing information, communication, self-esteem and a range of other competencies.” (Morrow, Panday and Richter, 2005).

It is also important to look at ‘youth volunteering for development’ as a strategy for engaging young men and women in a range of activities that can improve youth participation and positively harness their energy and vigour to contribute to the realisation of national and global development goals. Structured volunteering exposes young people to different situations and contexts that broaden their worldview and challenge them to deal with matters in an open-minded fashion. For example, the issue of nationality and xenophobia may pose great challenges when it comes to dealing with regional interventions. Camay & Gordon (2004) argue that the promotion of public participation is probably one of the best means for addressing these challenges as it brings diverse groups into close contact with one another and provides opportunities for young people to understand and learn from one another.

The past few decades have seen the re-emergence of youth service programmes worldwide, particularly in sub-Saharan Africa. According to McBride, Benitez and Sherraden (2003), the main goals of these youth service programmes are:

- Increasing the server’s motivation to volunteer again
- Increasing the server’s social skills
- Increasing the server’s skill acquisition
- Creating and improving public facilities
- Increasing the server’s confidence and self-esteem
- Promoting cultural understanding
- Increasing the employment rate
- Promoting sustainable land use
- Improving well being and health

It is interesting to note that the above service goals are in line with the Millennium Development Goals (MDGs), and could thus help to solve many of the challenges facing the youth in Africa. The World Bank’s recently published 2007 World Development Report comments that seven of the eight MDGs have outcomes that relate to young people – either directly or indirectly. The report notes that even where young people are not the focus of the goals, their involvement can be important to their achievement: “All in all, making sure that young people have the opportunity to build and use human capital – whether through better schooling, better health, or more productive employment – will take the world a long way toward meeting goal 1, eradicating extreme poverty and hunger.” (World Bank, 2006:29).

The 2007 World Development Report also argues that youth capabilities in citizenship are arrived at via two specific policies: civic education and programmes of youth development and youth action. Youth citizenship is in turn crucial for development outcomes: “The youth experience of citizenship is formative and has lasting effects on the extent and kind of political participation throughout life. Citizenship affects

development outcomes through three channels: by enhancing the human and social capital of individuals, by promoting government accountability for basic service delivery, and by enhancing the overall climate for investment and private decision-making.” (World Bank, 2006: 161). The report makes the key point that voluntary service programmes promote civic engagement, and thus youth service programmes could hold the potential for youth development.

However, while young people can actively participate in social change and in the construction of their own identities, social and historical conditions have a major influence on their ability to do so. As Yates and Youniss (1999: 273) argue:

“...it is not reasonable to expect them [the youth] to become civically engaged in communities and societies that fail to support them. Family, peers, community organisations, and the media all have important roles in conveying positive messages that encourage youth to become a part of societal traditions, treat them with respect, and convey a sense of hope for the future.”

But what are the circumstances in which young people find themselves, and that shape the ways in which they may approach opportunities for voluntary service?

3. Challenges facing youth

In 2005, the United Nations Volunteers (UNV) explored the key issues facing young people in eight countries in different parts of the world (Bolivia, Dominican Republic, Lebanon, Bosnia and Herzegovina, Vietnam, Burkina Faso, Ethiopia and South Africa) and identified the following:

- Young people struggle for individual and collective identity. While this is part of the process of maturation, it is particularly daunting in the absence of good role models and when traditional values conflict with new identities e.g. in respect of the role of women.
- Many young people feel caught in large forces over which they have no control – unemployment, poverty, illiteracy, corruption, crime and gender discrimination being the main ones.
- Young people often face a conflict between what they are told the values are and what they see as the values being practiced.
- Globalisation and modernisation (access to television and internet and tourism) are changing youth culture and may lead to a resentment or rejection of local culture.
- The new models of independence and autonomy for young women are particularly challenging for countries in which there are strong traditions that constrain young women's participation.

In a similar vein, UNV recently conducted a survey in 36 African countries to examine youth and the potential of youth volunteering in Africa.

The research results show that while the United Nations (UN) defines youth as individuals between the ages of 15-24, definitions of youth in African countries cover a much wider age range. Half of the 36 countries define the upper age limit as 35 years, while 15 countries, in line with the UN, use the age of 15 as the lower limit. However, six

countries define youth from an even younger age, with individuals in Botswana classifying as youth from as young as the age of 10.

According to the research, major challenges faced by youth in Africa include unemployment, poverty, inadequate education, HIV/AIDS, non-involvement in decision-making and poor access to information and modern technology. Out of 36 countries surveyed by UNV in 2006, 32 mentioned unemployment as one of the major challenges facing the youth.

Civil wars and unstable political environments also affect African youth to a great extent. Child soldiers, loss of parents, loss of property and the manifestation of child-headed households are some of the factors undermining the social fabric, making it extremely difficult for young people to find the necessary support as they grow up.

These circumstances all make different demands on the programmes that seek to draw young people into volunteering. What follows below are relevant findings from VOSESA's five-country study on civic service and volunteering in southern Africa³ and an analysis of how these socio-economic and political conditions are impacting on young volunteers.

4. The transition to democracy and youth participation

According to findings of a five-country study on civic service and volunteering in Botswana, Malawi, South Africa, Zambia, and Zimbabwe, the transition to democracy has had a number of consequences for youth volunteering.

The Botswana country study on civic service and volunteering (Rankopo, Osei-Hwedi and Moroka, 2006), describes how the pre-colonial spirit of volunteerism was carried through the colonial period to the independence era. For example, following independence in 1966, Botswana adopted self-reliance (*boipelego*) as one of the key national principles for self- and national development. In other words, the democratic government integrated the spirit of volunteering into its national development strategy. However, social service provision remained the responsibility of the government. When revenues were boosted by the discovery and mining of minerals and diamonds in the early 1970s and service delivery was expanded, many individuals and communities had to do less for themselves, and became dependent on government efforts (Osei-Hwedie and Bar-On, 1999). In the process, young men and women in Botswana became less inclined to volunteer (Tsiane & Youngman, 1995 as quoted in Rankopo et al, 2006). Today, however, a major driver for young people to volunteer is the opportunity that volunteering presents for them to develop their skills and to acquire contacts for employment.

In Malawi, multiparty democracy and the UDF's rise to power in 1994 saw fairly rapid and major changes in the concept of voluntary service. According to the Malawi country study on civic service and volunteering (Moleni, 2006), the new government rejected and disbanded many structures and programmes associated with the previous regime of Hastings Banda. For example, the new head of state, Bakili Muluzi, equated Banda's

³ VOSESA's five-country study on civic service and volunteering is part of a larger effort supported by the Global Service Institute to explore the nature, scope and form of civic service and volunteering in different parts of the world.

'Youth Week' and other voluntary community development activities with an abuse of rights and a denial of personal freedom, whilst assuring communities that his government would take care of their needs. In the wake of these developments, communal voluntary service floundered as individualism flourished and communities waited for government to solve their problems.

In post-apartheid South Africa, youth participation and engagement has become a key area of concern, particularly when seen within the context of building a democracy. Although young people in South Africa were central to the struggle against apartheid in the 1970s and 1980s, there is today, in line with trends in other parts of the world, evidence of reduced youth participation in party politics and elections (Morrow, Panday and Richter, 2005). As was the case in neighbouring countries after independence, the notion of struggle has been replaced with expectations among South Africans that the democratic state should produce "a better life for all"⁴. The South Africa country study on civic service and volunteering (Perold, Pretorius & Mohamed, 2006) found, however, that volunteering continues among young people as well as adults. In line with their counterparts in Botswana and Malawi, many young South Africans are driven by the desire to acquire skills and experience as a way of increasing the chances of being employed. In some cases volunteers express a clear preference for "*assisting the communities*" rather than assisting the government. At the same time, voluntary service in South Africa is being given renewed impetus by the efforts of government to involve larger numbers of young people in structured civic service and volunteering programmes. With three clear targets (unemployed youth, higher education students and youth in conflict with the law), the policy framework for voluntary service is drawing more and more government departments and civil society organisations into the provision of opportunities for service and volunteering opportunities to young people, and doing so through an integrated model that develops the skills of voluntary servers and enhances their prospects of employment.

5. Renewed efforts to promote civic engagement, especially among youth

Along with other studies (such as UNV, 2006), the research from the five-country study on civic service and volunteering in southern Africa suggests that, for various reasons, African countries are witnessing a renewed interest in volunteering. Although the various experiences of individual countries differ, it appears that taken together, the increasing focus on volunteering in these countries tends to reflect efforts on the part of both the government and young people themselves. Governments and NGOs in African countries are increasingly trying to attract youth into service and volunteering in different ways, spurred largely by high levels of youth unemployment and the lack of participation among young people in political processes. Unemployment is simultaneously prompting young people to look to volunteering as a means of getting ahead and doing something productive with their lives. The key issue is whether opportunities for volunteering exist in these individual countries.

Rankopo et al describe how the Botswana government is arguing that while institutionalisation of welfare provision and services may be a step in the right direction, government cannot provide everything for its citizens, particularly in cases where citizens can and should provide for themselves. In the process, the concept of service

⁴ Slogan of the African National Congress in South Africa since 1994

and volunteering is being emphasised once more. Government departments providing social services have come to rely on volunteer help to provide needed services to individuals and families, largely in order to cut costs and reduce dependency on state provision. The Community Home-Based Care and self-help programmes that relate to infrastructure development in rural areas are motivated by government policy while the National HIV/AIDS Policy emphasises the importance of collective, multi-sectoral efforts to combat the HIV/AIDS epidemic. Similarly, the Revised Rural Development Policy (2002) underscores the importance of people-centred development, which in its broadest sense embraces the concept of service and volunteering.

In Malawi, Moleni (2006) describes how donor and NGO-supported programmes have recently made efforts to increase the involvement of communities in improving the quality of primary schools by encouraging them to volunteer their services in construction work and school management. It appears, however, that efforts have been hindered in areas where 'food-for-work programmes' provide both monetary and non-monetary incentives for community participation in, say, road-building. These programmes make community members less willing to volunteer their services to schools, because they can receive payment for their involvement elsewhere. The research indicates that increased donor activity has been blamed for instilling a dependency culture in Malawi through the allowances and other incentives paid by many international NGOs to community members for development work. Paradoxically, this appears to have undermined participation in, and the sustainability of, grassroots development.

However, Moleni argues that "whilst many people in Malawi may look back with nostalgia on the civic spirit of the younger generation under the one-party regime, it is a fallacy to say that the youth no longer participate in development" (2006). The onset of democracy brought with it the establishment of a constitution that supports human rights. In the process, Malawian society opened up and the Malawi Young Pioneers (a national youth service programme) was disbanded. In this environment, self-established youth clubs and organisations proliferated, so that today there are approximately 2 000 such clubs and organisations registered with the National Youth Council. Many of these clubs are geared towards emerging development issues:

- raising awareness about HIV and AIDS and voluntary counselling and testing (VCT);
- advocating home-based care for orphans; and
- support on rights and governance issues.

In post-apartheid South Africa, numerous policy and programme initiatives have been directed at youth development and, particularly, at opportunities for youth service and volunteering. A key driver here is the fact that while South Africa's education system has successfully enrolled the majority of school-age children, the content and quality of education does not develop the skills required by the economy (Budlender 2006). Combined with the high unemployment rate, this situation has led to estimates that approximately 40 per cent of young people are unlikely ever to find employment (Foley, 2003). Faced with limited opportunities for further education and few options, more and more young people are turning to voluntary service as a means of acquiring the experience and skill that could give them access to the labour market. While the relationship between volunteering and success in further education and work is still to be established, anecdotal evidence suggests that the recruitment of candidates for the National Youth Service in South Africa cites prior volunteering as a prerequisite for entry.

Many civic service and volunteering programmes have been created in line with government's transformation agenda, some funded by donors and some funded by government departments. These are underpinned by an understanding that voluntary service has the potential to contribute to national development – a perspective that has contributed to the emergence of new programmatic directions since the advent of democracy in 1994. For example, the National Youth Service programme aims to involve young people both in service and learning. Also, university- and school-level service learning programmes have been launched in response to the policy direction provided by the Department of Education to encourage greater social and community responsiveness on the part of education institutions.

We would argue that the renewed interest in volunteering in African countries is significant, since social development should not mean total dependency on government. Furthermore, social development should involve both public provision of services as well as civic participation, given that (as was outlined above) voluntary service can provide young people with formative experiences of civic engagement.

6. The changing landscape of youth volunteering

Studies conducted on civic service and volunteering in Africa shows that youth volunteering takes a variety of forms (Patel, 2004; Obadare, 2005; Thupayagale & Rampa, 2005; Rankopo et al, 2006; Moleni, 2006; Perold et al, 2006). Programmes focus on areas such as health, education, employment, vocational training, environmental conservation, public works and care for the ageing and children. Participants in structured voluntary service programmes normally serve full time for a period of six months to two years and receive support to enable them to serve – whether from NGOs or governments. However, participants can also be involved on a part-time basis.

Some voluntary service programmes are formal, long-term and attract resources from governments, national aid agencies and national NGOs that seek to use youth service as a means of reaching young people with national development objectives. These objectives include national reconciliation (as in the case of Nigeria), rural development (Ghana), and youth development in the case of South Africa where youth have been failed by the apartheid legacy in the schooling system in particular. Often youth service seeks to involve young people in programmes that aim to mainstream them into social and economic life.

In some cases voluntary service programmes tend to focus on certain issues not only because these issues signal the concerns of the youth, but also because these programmes are to some extent donor-driven. For example, the emphasis that youth organisations in Malawi place on the issues of HIV/AIDS, rights and governance, and home-based care for orphans, reflects the fact that the majority of youth clubs and community-based organisations are funded by the National AIDS Council (NAC), the Malawi Social Action Fund (MASAF) and UNICEF. The youth are well aware of this, and since they aspire to get their activities funded (with additional benefits such as training and allowances accruing in the process), they are likely to fit in with the agendas of the donor agencies.

However, the goal of mainstreaming youth development through service or volunteering is not necessarily served through single issue interventions (such as a focus on reproductive health alone). The needs of young people tend to span a range of fields (health, education, employment) and for this reason the role of youth service and volunteering in youth development must also be examined more holistically. Foley (2005) distinguishes between youth development as a primarily individualistic intervention with a young person and a systemic approach whereby society mitigates the inclusion and development of all young people. The latter view “recognises the need for programmes and interventions that engage young people individually, but put considerable emphasis on the fact that unless there are changes at a macro level which allow for more opportunities for young people to participate in society and the economy, the individual approach will have little benefit” (Foley, 2005).

As has been demonstrated elsewhere in this paper, service and volunteering provide opportunities to develop young people whilst enabling them to contribute to national development goals. The five-country study in southern Africa suggests that the likelihood of service and volunteering contributing effectively to the mainstreaming of youth in future may depend on the interface between youth policy and/or programmes and policies in other sectors (such as economic development, social development, education, etc). The evidence suggests that, ideally, policy on service and volunteering should not be seen in isolation, but should be seen as integral to a larger policy framework in which education, social development and economic policy all impact on the integration of young people in society.

7. Conclusion

It is clear that volunteerism has enormous potential to bring societies together. Camay & Gordon (2004) point out that volunteerism is an important manifestation of community solidarity, making it possible to mobilise citizens to volunteer in the public interest. What is most important, however, is that young volunteers should be able to play an active role as contributors to development, thereby advancing their personal growth whilst working for the benefit of their local communities. This builds their capacity to advance to more gainful opportunities within their communities whilst contributing to the betterment of the communities in which they work.

The landscape of volunteerism is changing unmistakably, and the research shows that today, young servers and volunteers in the countries surveyed in southern Africa offer their services with the expectation of personal gain (training, stipends, etc). If young people are to participate in the sustainable development of their countries, efforts must be made to harness their natural enthusiasm by looking critically at opportunities and incentives that encourage youth to offer their services. These include programmes funded by donors and governments, as well as the myriad of other community-based activities that provide opportunities to resurrect a sense of civic pride in African youth.

The growing interest in youth policy among African governments is welcome. What this paper suggests is that youth policy needs to be seen as one component integral to the larger policy framework that provides for the active participation by citizens in national development.

Our observation is that there is a need for more collaboration and regional networking in the African context to exchange experience and learning, and to pursue further research

in this field. The African experience of volunteering and civic service remains poorly documented, and programme impacts need more rigorous analysis if we are to appreciate the full value that these strategies offer youth in our countries.

To return to the title of this paper: civic engagement does provide a strategy to promote democracy and citizenship among youth in African countries, but it needs to be supported by policy frameworks that encourage a multiplicity of initiatives to flourish at grassroots level, build capacity for volunteer management, and provide opportunities for reflection.

o o o 0 o o o

References

Budlender, T (2006). "Returns to Education in South Africa: An Analysis of Trends Post-2000". An extended essay submitted for the Public Economics option course, as part of an MSc in Public Financial Policy. London: London School of Economics (unpublished).

Camay P & Gordon AJ (2004) *Evolving Democratic Governance in South Africa*. Johannesburg: CORE

Foley, P (2003). "Youth Service for Employment: The Umsobomvu Youth Fund Initiative in South Africa" in Perold, H, Stroud, S and Sherraden, M (eds) (2003) *Service Enquiry: Service in the 21st Century*, First Edition, Johannesburg: Global Service Institute and Volunteer and Service Enquiry Southern Africa (VOSESA). Retrieved from <http://www.service-enquiry.co.za>.

Foley, P (2005). Research note: "Integrated and Positive Youth Development: A Brief Overview". Johannesburg: unpublished

Johnson L, Moore McBride A, Olate R (2006). "Youth Service in Latin America and the Caribbean: Doubling the Returns for Social Development" in *Service Enquiry: Civic Service and Volunteering in Latin America*. Second edition, Johannesburg: Global Service Institute and Volunteer and Service Enquiry Southern Africa (forthcoming).

Moleni, C (2006) "Service and Volunteerism in Southern Africa: The Case of Malawi". Johannesburg: Volunteer and Service Enquiry Southern Africa (VOSESA) in association with the Centre for Social Development in Africa, University of Johannesburg and the Global Service Institute at the Center for Social Development, Washington University in St Louis USA, unpublished.

Morrow, S., Panday, S. & Richter, L. (2005). *Where we're at and where we're going: Young people in South Africa in 2005*. Johannesburg: Umsobomvu Youth Fund, <http://www.uyf.org.za/ur/AdvocacyReportFinalPDF.pdf>.

Obadare, E (2005). "Statism, Youth and Civic Imagination: A Critical Study on the National Youth Service Corps (NYSC) Programme in Nigeria". Center for Social Development, Global Service Institute, Washington University, St Louis.

Osei-Hwedi, K & Bar-on, A (1999). "Change and Development: Towards Community Driven Policies in Africa" quoted in Rankopo, MJ, Osei-Hwedi, K & Modie Moroka, T (2006): "Service and Volunteerism in southern Africa: The Case of Botswana". Johannesburg: Volunteer and Service Enquiry Southern Africa (VOSESA) in association with the Centre for Social Development in Africa, University of Johannesburg and the Global Service Institute at the Center for Social Development, Washington University in St Louis USA, unpublished.

Perold, H, Pretorius, R & Mohamed, S (2006). "Service and Volunteerism in Southern Africa: The Case of South Africa". Johannesburg: Volunteer and Service Enquiry Southern Africa (VOSESA) in association with the Centre for Social Development in Africa, University of Johannesburg and the Global Service Institute at the Center for Social Development, Washington University in St Louis USA, unpublished.

Patel, L & Wilson, T (2004). Civic Service in Sub-Saharan Africa in *Nonprofit and voluntary Sector Quarterly*, 33(4) supplement, 22S -38S. A publication of ARNOVA, London: Sage Publications.

Rankopo, MJ, Osei-Hwedi, K & Modie Moroka, T (2006): "Service and Volunteerism in Southern Africa: The Case of Botswana". Johannesburg: Volunteer and Service Enquiry Southern Africa (VOSESA) in association with the Centre for Social Development in Africa, University of Johannesburg and the Global Service Institute at the Center for Social Development, Washington University in St Louis USA, unpublished.

Tapia, MN (2004). Civic service in South America. *Nonprofit and Voluntary Sector Quarterly*. 33(4) supplement, 148-166. A publication of ARNOVA, London: Sage Publications.

Thupayagale, C & Rampa, M (2005). "Volunteerism in Botswana". Paper presented to the Workshop on Extent, Scope and Pattern of Volunteering in Nigeria and Botswana, 2-3 November 2005. International Association for Volunteer Effort ((IAVE), unpublished.

United Nations Volunteers (2006). "Youth Volunteering for Development: Africa in the 21st Century": Discussion paper. Bonn: UNV (unpublished).

World Bank (2006). *World Development Report 2007*. Washington DC: World Bank.

Yates, M & Youniss, J (eds) (1999). *Roots of Civic Identity: International Perspectives on Community Service and Activism in Youth*. Cambridge: Cambridge University Press.