

TourismConcern
gIVS



**Committing to quality
in volunteering**



**The Gap year and International
Volunteering Standard (GIVS)**

What is GIVS?

Tourism Concern's Gap year and International Volunteering Standard (GIVS) helps to ensure good practice in volunteering organizations

GIVS was developed by Tourism Concern working in co-operation with members of the NIDOS network (Network of International Development Organisations in Scotland).
See: www.nidos.org.

Tourism Concern is also grateful for the support of Comhlámh, whose own code of conduct guided the development of the Gapyear and International Volunteering Standard. See: www.volunteeringoptions.org.



The Need

With volunteering overseas on development projects rapidly growing in popularity and increasing numbers of adventure tour operators offering 'voluntourism' packages, serious questions have arisen about how some such projects are managed and how the benefits are being shared. It is also a challenge for prospective volunteers to identify organisations that embrace best practice.

Tourism Concern therefore believe that it is vitally important for volunteer organisations to demonstrate that they have attained a recognised level of responsibility in the way they recruit volunteers, find placements and manage the volunteering process. This is why we have developed GIVS.

Achieving GIVS will set organisations apart as beacons of good practice and will enhance their credibility and appeal to the increasing numbers of volunteers seeking rewarding and worthwhile placements.



The Benefits

Tourism Concern's GIVS can benefit international volunteering organisations in a number of ways:

- **Achievement**
of a nationally recognised quality award
- **Independent Verification**
of their attainment of the GIVS standards
- **Membership**
of a forum of organisations sharing ideas on best practice
- **Increased Motivation**
for staff and volunteers
- **Effectiveness**
with more focussed organisational practice
- **Marketing**
via greater recognition and credibility

The Principles

1 Purpose

Achievable objectives that have been identified by host partners and communities.

2 Marketing

Marketing and imagery that is consistent with good practice

3 Recruitment

Fair, consistent and transparent recruitment procedures

4 Pre-placement Information

Clear and accurate information on the sending organisation, their partners, programmes and volunteer placements

5 Pre-placement training

Appropriate preparation, training and induction

6 Volunteer support

Ongoing support appropriate to the placement and volunteer.

7 Risk Management

Ensuring protection, safety and well being of volunteers and those they work with.

8 Monitoring & Evaluation

Ongoing monitoring and evaluation in order to improve performance and ensure work remains relevant.



TourismConcern

The Voice for Ethical Tourism

Tourism Concern is an independent, non-industry based, UK charity who fight exploitation in tourism. We take a solution driven approach and, for over twenty one years, have played a crucial role in promoting forms of tourism that provide meaningful benefits to people in destination communities.

See: www.tourismconcern.org.uk



For more information on the Gapyear and International Volunteering Standard (GIVS) please contact Peter Bishop at: peter@tourismconcern.org.uk

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