



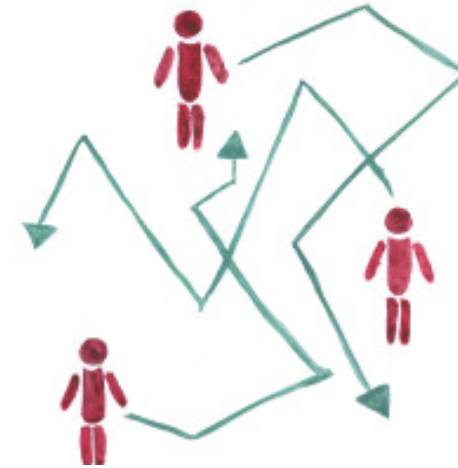
## How to integrate volunteers?

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## Scattered crowd

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## Orwellian dilemma

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All members are equal, but some members are more equal than others.

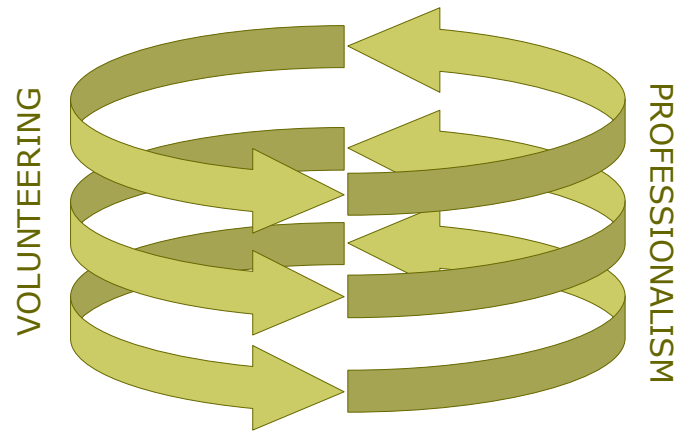
## Reasons

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## Swinging relationship

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## Volunteer – professional relationship

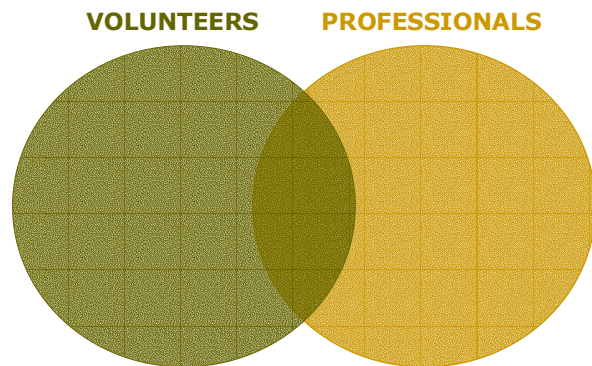
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**ZERO SUM GAME?**

**NOT NECESSARILY!**

## Solutions?

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## Alternative solution

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1. NO ORDERS
2. NO BORDERS

## No orders

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Technocracy



Democracy



## Choosing the right method

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**RIGHT TIME & RIGHT PLACE**

(CULTURAL & POLITICAL BACKGROUND)

## Case

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spot sampling vs. transects

## Methods

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**HUMANISED (ANTHROPOLOGISED) METHODS**

**EMBEDDED VOLUNTARINESS**

## Which method?

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### FACTORS:

1. **CRITICAL MASS OF VOLUNTEERS**
2. **SOCIO-POLITICAL BACKGROUND**
3. **CULTURAL BACKGROUND (EAST VS. WEST, NORTH VS. SOUTH ETC.)**

## Charismatic management

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**professionals as role-models**

## No borders

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permeable borders between volunteers & professionals

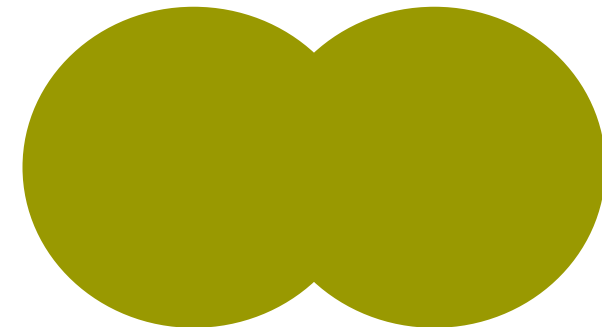
unclear definitions of terms (volunteers, professionals, amateurs, experts, hobbyists etc.)

## No borders

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**VOLUNTEERS**

**PROFESSIONALS**



## Conclusion

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**NO GENERAL RULE** HOW TO INTEGRATE VOLUNTEERS  
ACROSS EUROPE

### 3 ADVICES:

1. DEMOCRATIC MANAGEMENT
2. PERMEABLE BORDERS BETWEEN VOLUNTEERS AND PROFESSIONALS
3. CULTURALLY SPECIFIC MONITORING METHODS

## Discussion

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