

The reason given by the author is that Catholics were the victims of merciless persecution in Germany and all territories controlled by the Reich — above all Poland. Indeed, despite the Holy See's protests, numerous Polish priests were deported.

In July 1942 Mgr. Bernardini went to ICRC headquarters in Geneva, where he met President Huber and some of his colleagues. When asked how he felt the institution should deal with pressure to publicly denounce war crimes, the nuncio replied that the Holy See had a spiritual legacy to defend. Should that legacy come under threat the Vatican would be faced with a choice, but would in any event be compelled to react. Conversely, the Red Cross had a purely humanitarian role. If it stepped beyond the practical domain to denounce human beings or ideas that lay beyond its purview, it would jeopardize its mission.

After Marshal Badoglio capitulated in 1943, Germany captured hundreds of thousands of Italian soldiers to whom it refused prisoner-of-war status, thus depriving them of the protection of the ICRC and the Geneva Convention. Despite its endeavours the Vatican was practically unable to contact any of these prisoners, who were regarded as military internees by the Germans. On 20 July 1944, Mussolini met Hitler and persuaded him to agree to the Italian Social Republic's acting as a protecting power for the military internees. What the Republic's representatives in fact did was to try and enrol them to fight alongside the Germans. The ICRC for its part did manage to convey messages from Italian military internees to their families.

Within the general context of its activities in behalf of prisoners of war, the Holy See succeeded in getting relief supplies to a number of these men and to repatriate some of the disabled. It also persuaded both sides to allow prisoners to receive spiritual assistance from priests of their own nationality.

In his conclusion the author notes that, as in World War I, the Vatican's work in aid of POWs throughout the Second World War was conducted in parallel with the activities carried out by the ICRC under the mandate conferred upon it by international humanitarian law.

Françoise Perret

VOLUNTARY SERVICE

Volunteer Management Cycle

In pursuance of Resolution XXIII of the 25th International Conference of the Red Cross (Geneva, 1986), which among other things recommended that the Henry Dunant Institute, in close cooperation with the League (now the Feder-

ation) and the ICRC, continue and encourage studies on voluntary service, the Henry Dunant Institute recently published *Voluntary service — current status report, volunteer management cycle*.^{*} The author is Ms Mary Harder, Programme Director, Community and International Services for the Yukon Division of the Canadian Red Cross Society.

The study, which is based on replies to a questionnaire sent out to 150 National Red Cross and Red Crescent Societies, consists of two main parts. The first deals with the definition of a volunteer and the reasons for becoming a volunteer in the context of a changing society; while the second examines matters relating to recruitment, training, evaluation of volunteers' performance and their relationship with paid staff.

Ms Harder thus gives an overview of volunteer service within the National Societies. She goes on to propose a series of measures intended to encourage the development of volunteer activities and increase the participation of volunteers in training, communication and community services programmes run by Red Cross or Red Crescent Societies.

Special emphasis is placed on taking the individual needs of volunteers into account, in relation not only to their training (management cycles), but also to their participation in decision-making within the National Societies, or indeed to their own aspirations (attention to community needs and social, economic and cultural factors).

This study will help National Society staff in charge of volunteer programmes to gain a better insight into the motivations of volunteers and to organize worthwhile activities for the members of their Societies.

In this connection, National Society leaders have an important role to play in encouraging volunteer activity and upholding the status of volunteers, who are after all the eyes and ears of the International Red Cross and Red Crescent Movement in today's world.

At the end of the study, which is illustrated by numerous practical examples and first-hand accounts, Ms Harder lists nine major recommendations to encourage volunteer work within the Movement. They are reproduced below.

1. The integration of volunteers into all aspects of National Societies' operations including leadership and management roles should be encouraged.
2. It is important that follow-up to this voluntary service study include a management of volunteers training component available to National Societies within regions.
3. It is recommended that National Societies continue and expand their efforts to involve vulnerable groups including women, culturally diverse and special populations.

^{*} Mary Harder, *Voluntary service — Current status report, volunteer management cycle*, Henry Dunant Institute, Geneva, 1992, 68 pp.

4. It is recommended that National Societies have direct access to relevant, pertinent and current information for directing volunteer program activities at the local and regional levels and that this function would best be facilitated by the Federation.
5. It is recommended that further study be undertaken to determine the scope and type of evaluation of programs/services/volunteer performance conducted by National Societies and to develop evaluation policies and strategies that can be adapted to their specific needs.
6. National Societies are encouraged to work in collaborative relationships with other voluntary agencies in their regions.
7. The dissemination of International Humanitarian Law and the principles and ideals of the Red Cross/Red Crescent is a key factor in the activities of a National Society and efforts should be made to work with ICRC in designing materials firstly to communicate to the public a positive image of voluntary service and secondly to meet the motivation and training needs of potential volunteers.
8. It is recommended that policies related to the training, preparation and support of volunteers during periods of disturbance be defined and developed.
9. It is recommended that National Societies clarify liability issues as they relate to voluntary service.”

In a world in the midst of change, where the Movement is constantly faced with new situations, this study reminds us that volunteer workers, with their motivation and their wealth of experience, are an invaluable asset for the Red Cross and Red Crescent Movement in its endeavour to rise to the challenges of the future.

Philippe Abplanalp

NOUVEL ORDRE MONDIAL ET DROITS DE L'HOMME —
LA GUERRE DU GOLFE

New world order and human rights — the Gulf war

On 22 May 1992 the *Centre de recherches et d'études sur les droits de l'homme et le droit humanitaire (CREDHO)* (Centre for research and studies on human rights and humanitarian law) of the University of Rouen, France, held a colloquium on the theme: "The Gulf war: a setback or a step forward for human