



Forum Discussion Paper 2016

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# AKLHUE-FORUM TRENDS SURVEY

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# **UNDERSTANDING THE PATTERNS OF VOLUNTEERING FOR DEVELOPMENT**

**An initial baseline survey of  
international volunteer cooperation  
organisations**

**Statistical overview**

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We would like to thank the IVCOs who have participated in this survey and provided us with the basic data. We have taken steps to ensure the data is accurate as far as possible, but ultimately it depends on the individual IVCO submissions.

The analysis of the data and the narrative in the paper, however, is the responsibility of the authors.

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This is the nineteenth in a series of discussion papers produced by the International Forum for Volunteering in Development (Forum), which follows on from our research work on trends in international volunteering and cooperation in recent years.

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# 1. BACKGROUND TO THE SURVEY

## 1.1 Clarifications

### 1.1.1 The Association “Learning and Helping Overseas” (AKLHUE)

AKLHUE is a public-benefit association with 41 member organisations operating in the fields of personnel development cooperation, international volunteer services and development-related education. It supports members in their efforts to achieve goals formulated jointly with their partners in various countries throughout the world, as a way of contributing to development. Within the system of German development cooperation, AKLHUE is a central body for advising on personnel commitment abroad, on exchanges on issues and technical topics between national and international actors in development cooperation, and on networking.

### 1.1.2 Unité

Unité, the Swiss association for the exchange of personnel in development cooperation which was founded in 1964, groups 20 Swiss organisations who have the main objective of establishing and reinforcing support and solidarity towards disadvantaged populations in the South. For 50 years, Unité has been monitoring and enhancing the quality of the development worker assignments through standards, evaluations, institutional support, studies and training. In partnership with the Swiss Agency for Development and Cooperation (SDC), Unité is committed to efficient, sustainable and equitable cooperation with partners in the South. Furthermore, as an association, Unité represents the interests of member organisations and the development service in general on a national and international level.

In the South, Unité’s member organisations work in close partnership with local organisations. In Switzerland, their role is to train people wanting to get involved in cooperation, as well as awareness-raising of questions regarding North-South relationships.

### 1.1.3 International Forum for Volunteering in Development (Forum)

The International Forum for Volunteering in Development (Forum) is the most significant global network of international volunteer cooperation organisations (IVCOs). Forum exists to share information, develop good practice and enhance cooperation across the international volunteering and development sectors. It promotes the value of volunteering for development through policy engagement, mutual learning and by sharing innovative and good practices. Forum is a ‘virtual’ network, with a global membership that includes a

range of organisations involved in international development, including non-governmental and state organisations.

#### **1.1.4 International volunteering**

Historically, international volunteer service has provided dedicated individuals with an opportunity to work alongside people and communities in other countries, gathering a wide variety of experience in a different context, while making a contribution that benefits the lives of people and communities in which they are placed and in their own societies upon returning. The typical values that apply accord with the principle that a peaceful world can only be promoted in the long term through intercultural exchange and an understanding of other cultures. Dedicated volunteers through their deployment abroad make an important contribution to the practical implementation of this principle. They have a chance to understand the globalisation process through personal experience.

International volunteer service is offered by various organisations, referred to in this report as international volunteer cooperation organisations (IVCOs), who provide the volunteers with a place of assignment, project or program for a defined period of time, together with support and education for the duration of the placement.

International volunteering can be categorised in different ways. For example, on one hand, there is volunteer service with a pronounced learning aspect, which means the focus of the deployment is on the volunteer. On the other hand, there is technically qualified volunteer service with a pronounced focus on the effects in the host country.

## **1.2 Developing the baseline survey and generating data**

The approach was to use an online survey model, developed by AKLHUE with the support of the Forum Research Working Group. The questionnaire that was used is attached in Annex 2. The model required participants to use their own definitions of the wording of the questions. The survey was conducted in 2015/2016 and the data collected related to a period from 2013 to 2015. This allowed the various financial years to be adjusted to a survey period of 12 months. After the survey, the numerical data on volunteer numbers was confirmed with the participating organisations. Nevertheless, the data provided on a model of self-reporting has not necessarily been validated through other sources.

A total of 25 placement organisations or umbrella associations participated in the study, of

which 23 were members of Forum.<sup>1</sup> Almost all the main IVCOs who are members of Forum were captured as a result. Worldwide placement figures were not captured, for example, for the International Red Cross/Red Crescent or other humanitarian aid organisations, or for the EU Aid Volunteers program.

The study sought to focus on the geography of volunteering, the characteristics of volunteers and how the work is resourced. This is reflected in the sections of the report below.

It was decided to allow participating organisations to define what *volunteer* meant for the purposes of their response, although the questionnaire did indicate the focus was on international volunteering. Since this form of volunteering in most cases involves a physical relocation, in general the volunteering surveyed is reasonably considered full-time (although this question was not asked). However, it is clear from the responses that one form of volunteering – online volunteering – need not be full-time and constitutes a different program model. This has meant that in some cases, the report distinguishes the outcomes between volunteering which is online and volunteering that involves the physical placement of volunteers.

It should also be noted that not all of the participating organisations responded to all questions. This means the number of organisations (or programs) varied for the different questions explored. This is noted in the various sections below. However, the level of numerical variations does not appear to impact on the general outcomes of the survey. Where there is a significant difference, this is stated in the report.<sup>2</sup>

The data generated relates to nearly 60,000 volunteers, most of whom volunteered internationally, though in some programs there were national volunteers. While recognising the limitations, the survey results are reflective of government-funded or government-delivered international volunteer work, and in some cases contain programs supported by non-governmental sources.<sup>3</sup> However, this survey does not seek to address programs that are largely self-funded or self-sponsored, including many of the commercial offers for volunteering.

The objective has been to identify the current scale, focus and nature of IVCO led volunteering, providing a baseline to enable and understand in subsequent years some important developments and trends in the area of IVCO volunteering.

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1 Umbrella organisations are not normally implementing agencies but cover a number of implementing agencies. For the purposes of this survey, where an individual IVCO is part of an umbrella organisation, their activity is included in that umbrella. It is important to recognise the difference between an umbrella organisation and an implementing organisation.

2 With one exception of a clear mistake that would have materially impacted on the results of the survey, the categorisation used by IVCO respondents in their answers has been honoured in all cases, even where it may be inconsistent with the information provided by other respondents. We have attempted to ensure the validity of individual respondent results and they have been faithfully reported, with the one exception above, in the findings of the survey.

3 The term 'government' is used in this paper to describe national government. We recognise others may use the term 'state-funded' or 'public-funded'. However, we have preferred to use 'government' since this excludes indirect funding, including that through multi-laterals such as the UN or EC.

## 2. OVERVIEW OF RESULTS

The results below are the outcome of the survey of 25 IVCOs, including both individual implementing organisations and umbrella organisations. Overall, this reflects the activities of organisations responsible for the placement of 58,917 volunteers. A large proportion of this volunteering activity is international, meaning that volunteers operate across national boundaries.

- There is variation in the source of volunteers who work across national boundaries. Those engaged in international voluntary service are most likely to come from Europe, North America or Asia. A special role is played by the United Nations, which places 6,325 international volunteers worldwide in its program and also enables a commitment by 10,887 online volunteers.
- While most international volunteers are sourced from the Global North, the majority of international volunteers will be placed in the Global South.
- The highest proportion of placements (37.8%) is to Africa. It is followed by Asia (26.8%), Latin America (18.7%), Europe (9%), Australia/Pacific (6.3%) and North America (1.4%) in the ranking of volunteer placements by continents.
- The overall gender ratio shows 45.8% men and 54.2% women perform volunteering for development worldwide.
- Nearly 60% of all volunteers worldwide are less than 29 years old. Over 30% of all international volunteers are between 30 and 59 years old, and 9.3% are over 60.
- More than 68% of volunteers have at least a Bachelor degree while only 3% have vocational training as their highest level of education.
- Most placements are for long-term volunteer service over periods of 12 months or more (65.4%).



## 3. THE GEOGRAPHY OF IVCO-SUPPORTED VOLUNTEERING

The survey attempted to address three different aspects of the geography of volunteering:

- a) Where IVCO volunteers came from, defined in terms of the location of the IVCO's head office.<sup>4</sup>
- b) In which direction IVCO volunteers were placed in terms of movement within or between the Global North and the Global South.
- c) Where IVCO volunteers were placed in terms of defined geographical regions.

### 3.1 Overview of IVCOs and the source of volunteers

The survey sought to identify the geographical source of IVCO volunteers. Responses from IVCOs generated a total number of volunteers covered in the survey of 58,917. The geographical distribution is shown in Figure 3.1, which indicates the source and scale of volunteer facilitating based on regions.

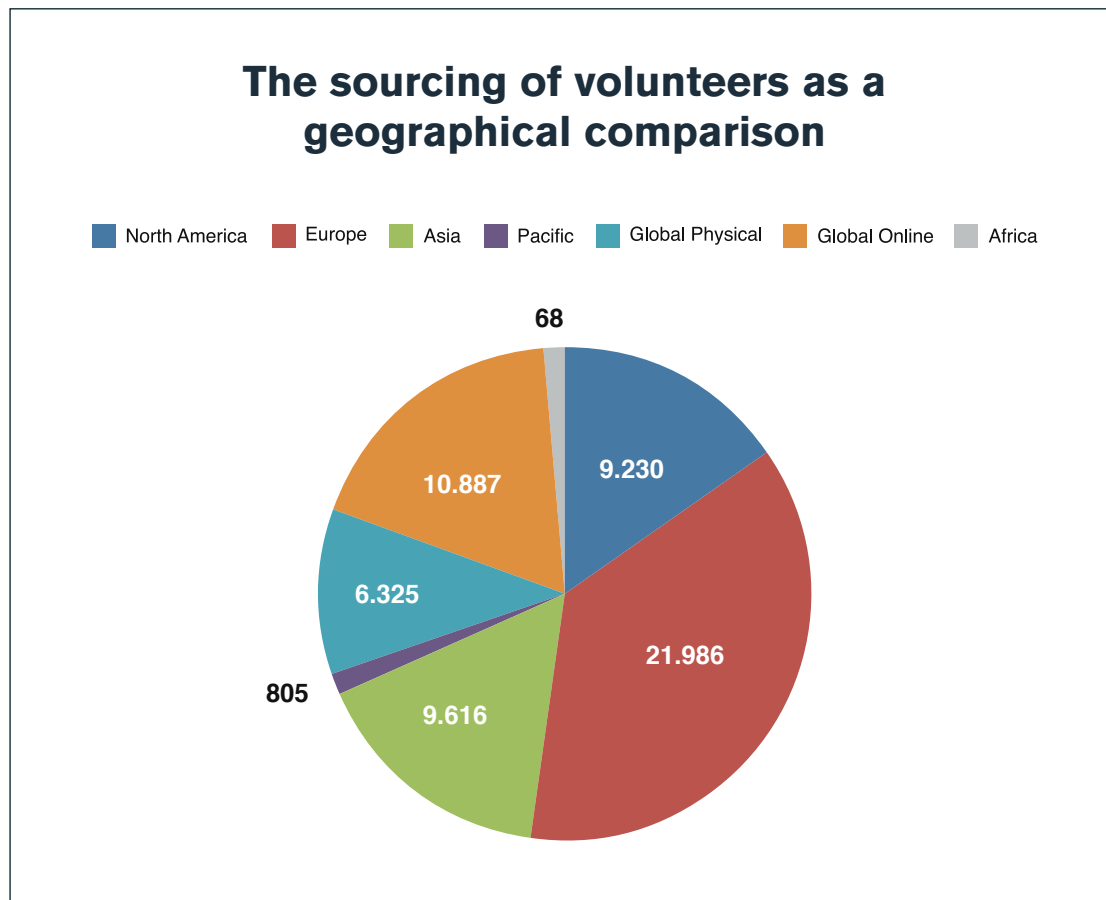
It should be noted that the data shows the origin of the organisations and *not* the volunteers they have facilitated. This accounts for a significant level of volunteers attributed to Global, which is the UNV programme. This is divided between volunteers who contribute by being placed physically at the site of placement and those who volunteer online. Online volunteering accounts for 18% of the IVCO volunteers surveyed.

European-based agencies are the largest source of IVCO volunteers, sourcing 21,986 (37%) of all volunteers. IVCOs in Asia at 9,616 (16%) and North America at 9,230 (16%) are also significant quantitative sources of volunteers.

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<sup>4</sup> It should be noted this will not inform either the nationality or the country of residence.

Figure 3.1: The sourcing of volunteers as a geographical comparison



Disaggregating from regional level, it is possible to gain some insights into the organisational distribution within each region of survey participants.

### 3.1.1 Organisations and umbrella associations from North America

There were four respondents to the survey from IVCOs based in the USA and Canada. From the data from participating organisations, nearly 7,000 volunteer placements from North America are arranged by the US Peace Corps, while 2,300 volunteers from Canada are placed by various civil society organisations.

Organisation/umbrella	Program	Volunteers sent
Canadian Executive Service Organisation (CESO)	CESO-DAMU Partnership Business Roadmap 2020 – Senior Experts Component	64
	Sustainable Economic Development and Governance through Volunteer Advisory Support to the Private and Public Sector	1472
	Volunteer Cooperation in Haiti / Programme de Coopération volontaire d'appui à la gouvernance, à l'éducation et au développement	103
Cuso International	Canadian Partnership Program Agreement (CPPA)	221
	Diasporas for Development (DfD)	0
	YouLead Nigeria	21
US Peace Corps	Peace Corps Volunteers, Response, University Programs	6919
World University Service of Canada (WUSC/CECI)	Uniterra	430
		9,230

### 3.1.2 Organisations and umbrella associations from Asia

Three IVCOs from Asia participated, one each from Japan, South Korea and Singapore. KOICA (South Korea government) placed over 5,500 of the Asian international volunteers, JICA (Japanese government) over 3,700 and the Singapore International Foundation, 291.

Organisation/umbrella	Program	Volunteers sent
<b>JAPAN</b>		
Japan International Cooperation Agency (JICA)	JOCV program	2905
	Nikkei Communities Volunteer Program	150
	Senior Volunteers program	707
<b>KOREA</b>		
Korea International Cooperation Agency (KOICA)	World Friends IT Volunteers	552
	World Friends KOICA Volunteers	2186
	World Friends NGO Volunteers (incl. Other programmes)	522
	World Friends Techno Peace Corps	43
	World Friends Youth Volunteers	2260
<b>SINGAPORE</b>		
Singapore International Foundation	Singapore International Volunteer - Direct Service	199
	Singapore International Volunteer - Specialist	92
		9,616

### 3.1.3 Organisations and umbrella associations from the Pacific

Two IVCOs responded to the survey from the Pacific region. AVI, based in Australia, placed 614 volunteers and VSA from New Zealand, 191 volunteers.

Organisation/umbrella	Program	Volunteers sent
<b>AUSTRALIA</b>		
Australian Volunteers International (AVI)	Australian Volunteers for International Development	470
	University student international volunteer programs	144
<b>NEW ZEALAND</b>		
Volunteer Service Abroad (VSA)	Volunteer Service Abroad	191
		805

### 3.1.4 Organisations and umbrella associations from Europe

European-based IVCOs and their umbrella associations constitute the largest number of organisations participating in the survey involved in volunteer service. Together they accounted for 21,986 volunteers. German organisations placed more than 10,000 (or 49%) of the placements through European, government-funded IVCOs. They are followed by the UK IVCOs (25.5%), Ireland (9.1%), Italy (5.8%), Norway (5.1%) and Switzerland (3.1%).

Organisation/umbrella	Program	Volunteers sent
<b>AUSTRIA</b>		
HORIZONT3000	Technical Assistance Programme (Personelle Entwicklungszusammenarbeit)	73
<b>FRANCE</b>		
France Volontaires	Civic service	66
	EUROSHA	28
	Solidarity leave	19
	The Volunteering for Development Programme (VSI for its initials in French)	356
<b>GERMANY</b>		
Association Learning and Helping Overseas (AKLHUE)	Development workers program	462
	German Doctors (NGO)	315
	Incoming	1413
	International youth volunteer program	2819
	Senior Experten Service (NGO)	1590
	Weltwärts	3381
GIZ	Development workers	785
<b>IRELAND</b>		
Comhlámh	All programs	1998
<b>ITALY</b>		
FOCSIV	European Volunteer Service (EVS)	40
	International Volunteer (voluntary development workers)	900
	National Civil Service volunteer	230
	Short term volunteer (work camp)	100

Organisation/umbrella	Program	Volunteers sent
<b>NORWAY</b>		
Fredskorpset/FK Norway	FK Volunteer Exchange programme	479
	The FK Health Exchange Programme (ESTHER)	127
	The FK Professional Programme	524
<b>SWITZERLAND</b>		
Unité	Personal Development Cooperation: "Capacity Development Program"	600
	Personal Development Cooperation: "Civil society strengthening Program"	13
	Personal Development Cooperation: Learning Program	67
<b>UNITED KINGDOM</b>		
International Service	Development Workers as part of ODT capacity building work	10
	International Citizen Service (ICS)	705
Raleigh International Trust	Expedition	991
	International Citizen Service	1134
Skillshare International	International Citizen Service	340
VSO	Corporate volunteering	89
	Diaspora volunteers	11
	International Citizen Service	1372
	Long-term international volunteers	591
	National volunteers	294
	Parliamentary volunteers	5
	Short-term international volunteers	59
		21,986

### 3.1.5 Organisations and umbrella associations from Africa

There was one respondent from Africa: Uganda National Volunteers Link, a civil society organisation.

Organisation/umbrella	Program	Volunteers sent
Uganda National Volunteers Link	Youth volunteer exchange program	34
	Youth volunteer program	34
		68

### 3.1.6 Multinational organisation/United Nations Volunteers

The placements of United Nations Volunteers relate to different program formats. There is the physical placement of personnel and 6,325 (36.7%) of volunteers are placed through this format. However, 10,887 (63.3%) are placed as online volunteers.

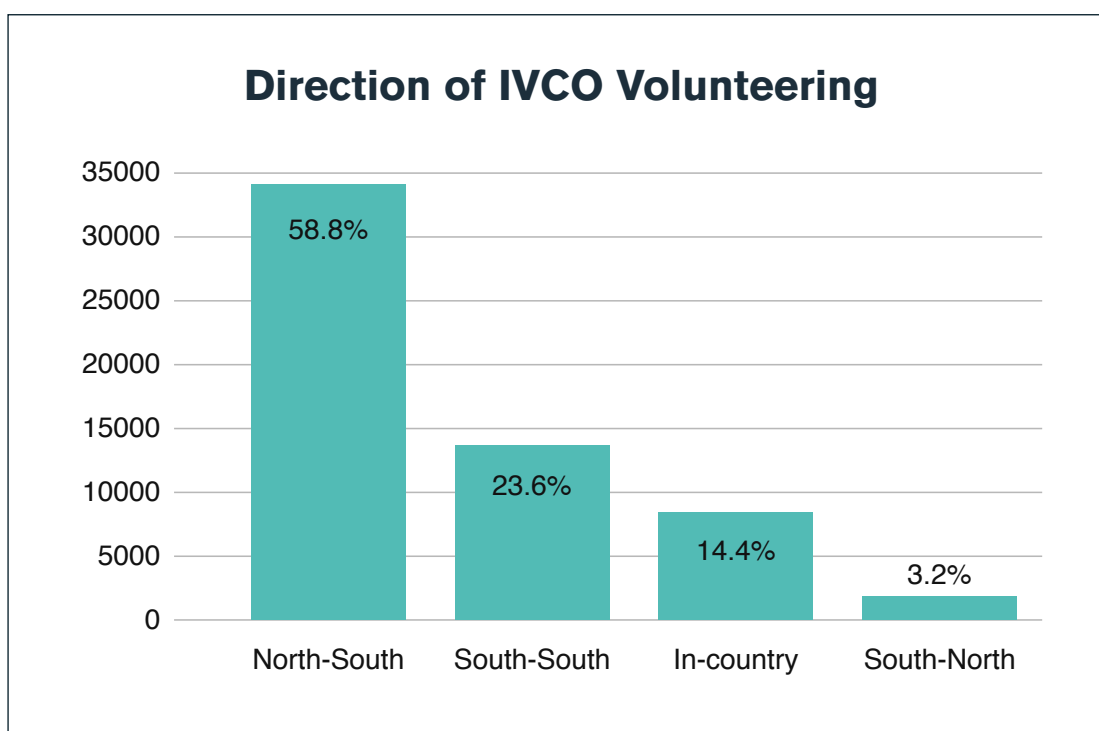
Organisation/umbrella	Program	Volunteers sent
UN Volunteers (UNV)	International UN Volunteers, Fully-Funded UN Volunteers, National UN Volunteers, UN Youth Volunteers	6325
	UN Online Volunteers	10887
		17,212



## 3.2 Volunteer deployment by placement direction

Figure 3.2 shows the survey outcomes for volunteer deployment by the agencies who responded to the survey question, which provides data on 56,065 volunteers. It is clear that the overwhelming model remains North-South. In the survey period, approximately 59% (34,052) of all volunteer service placements were North-South. South-South placements assume a distinct second place (23.6% or 13,648). Both in-country (14.4% or 8,365) and South-North volunteer service (3.2% or 1,858) constitute relatively smaller categories.

**Figure 3.2: Direction of IVCO volunteering**



The placement figures for volunteers from the South performing volunteer service in the Global South (South-South volunteers) are mainly in the program formats of FK Norway (365 volunteers), CESO (1,443 volunteers) and UN Volunteers (11,639 including online volunteers). This accounts for more than 85% of all South-South volunteering in the survey. South-North placements are offered primarily through German subsidy programs (1,413).

In-country volunteering was a feature of many IVCO programs. In terms of size, the UNV programme accounts for more than 70% of the volunteering reported in this category. Other organisations identifying national volunteers include VSO (1,412), Raleigh International (661), International Service (337), Skillshare International (170), Unité (62), AVI (41), World University – Canada (40), CECI (40), and Uganda National Volunteers Link (28).

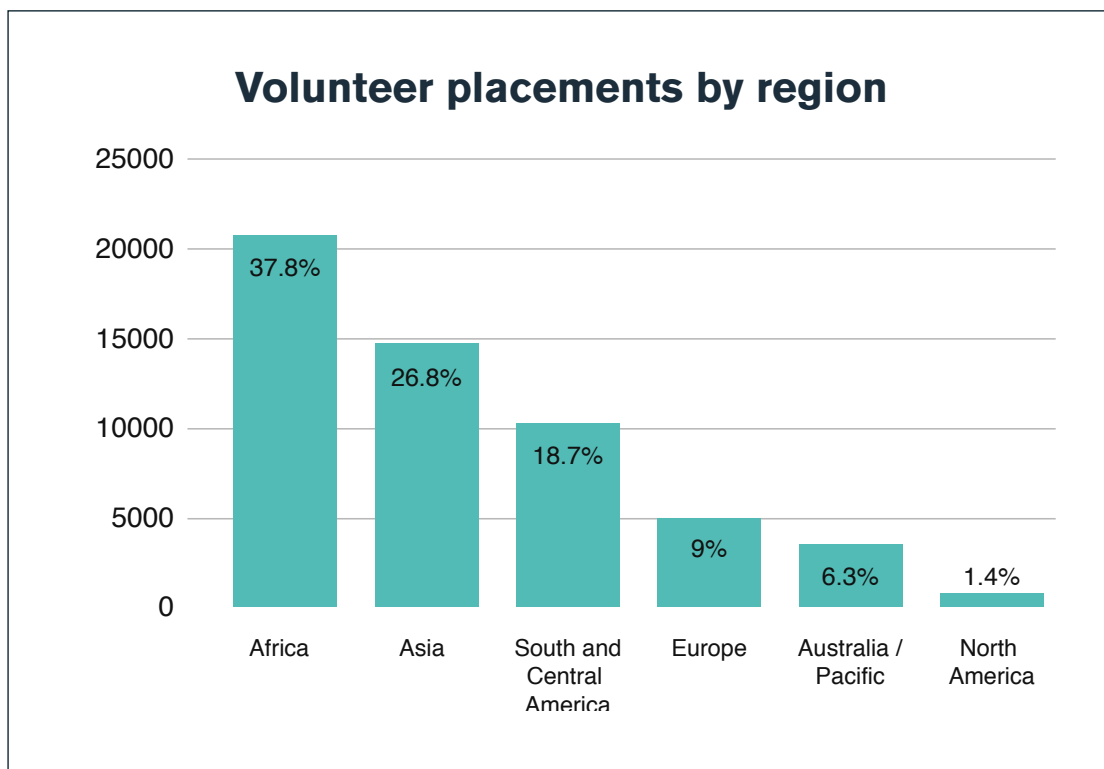
It is important to note that some programs are operated to use more than one model.

There are North-South programs that are simultaneously set up as South-North programs or South-South programs (e.g. FK Norway, Cuso International). This is similarly the case with the UK ICS programs, where the design of the program is to match an equal number of national volunteers and international volunteers. This part of the program takes place in the Global South and accounts for the level of national volunteers reported by VSO, Skillshare International, Raleigh International and International Service.

### 3.3 Where were volunteers placed?

The survey also sought to develop an understanding of where volunteers are located during their placement.<sup>5</sup> Figure 3.3.1 shows the distribution of volunteers in terms of where they were placed. The largest number of volunteer placements was in Africa (37.8% or 20,723 volunteers), while 26.8% (14,708 volunteers) were placed in Asia and 10,258 (18.7%) performed volunteer service in South America, Central America or the Caribbean. Placements were also made to Europe (9.0% or 4,959), Australia/New Zealand/Oceania (6.3% or 3,474) and North America (1.4% or 749).

Figure 3.3.1 The location of volunteer placements by region

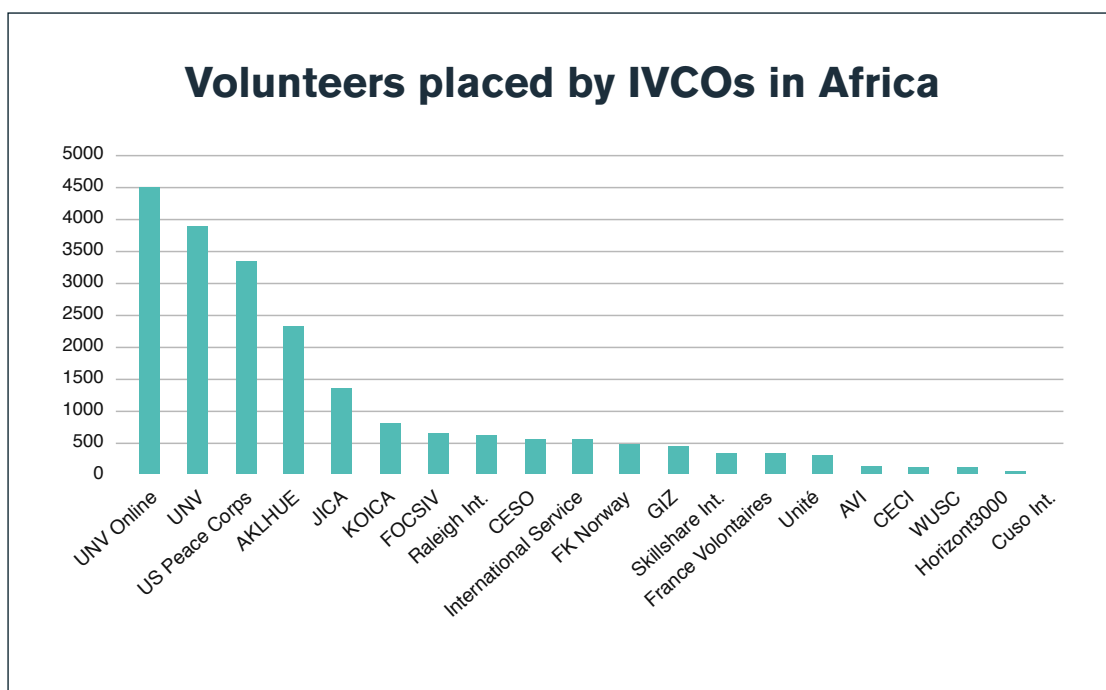


<sup>5</sup> It should be noted that not all IVCOs participating in the survey provided the geographical data on placement location, so the total number of volunteers by location is less than the numbers that appear in the sourcing data. We were able to identify the region of placement for 54,871 volunteers.

The graphics that follow show the distribution of volunteers in the respective regions. As stated in the previous section, not all participating organisations segmented the placement of volunteers according to the respective regions, but 90% of the volunteers in the survey are identified in this way.

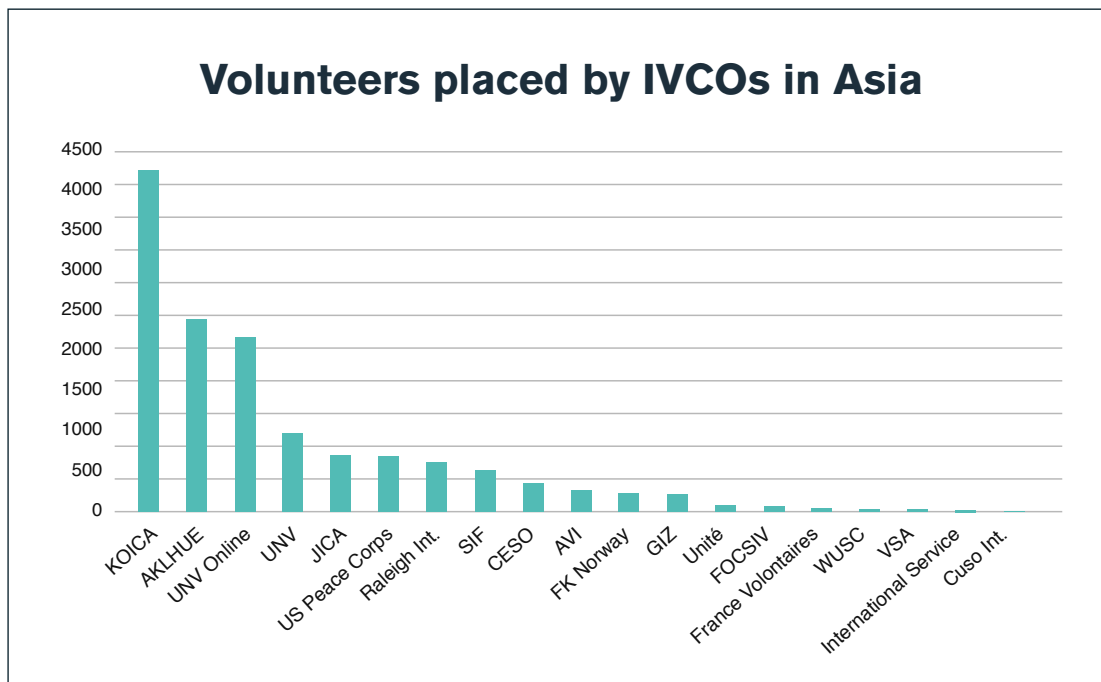
Africa is the most common location for international volunteers and 19 agencies reported more than 20,000 volunteers being based in Africa. UNV is the largest provider with 8,323 volunteers, the majority of whom are online. It is also a major area for Peace Corps, who have 3,305 volunteers, and German organisations, who sent 2,288 volunteers.

**Figure 3.3.2 Volunteers in Africa**



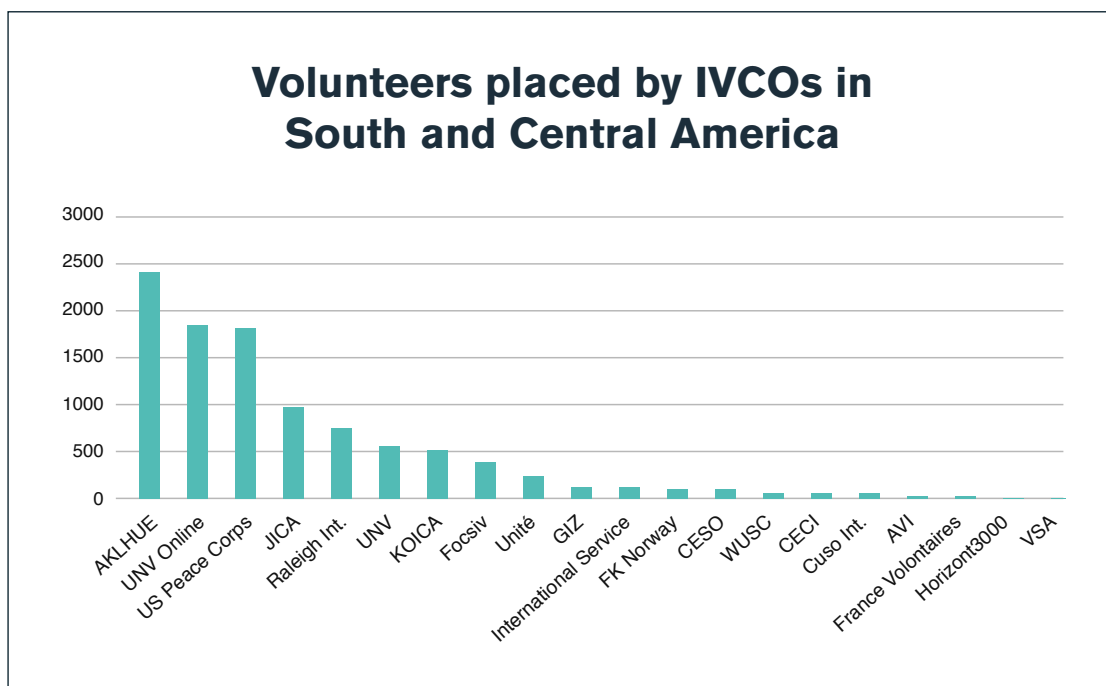
In total, 19 IVCOs reported placing volunteers in Asia. The largest provider of international volunteers in Asia of the organisations surveyed was KOICA.

Figure 3.3.3 Volunteers in Asia



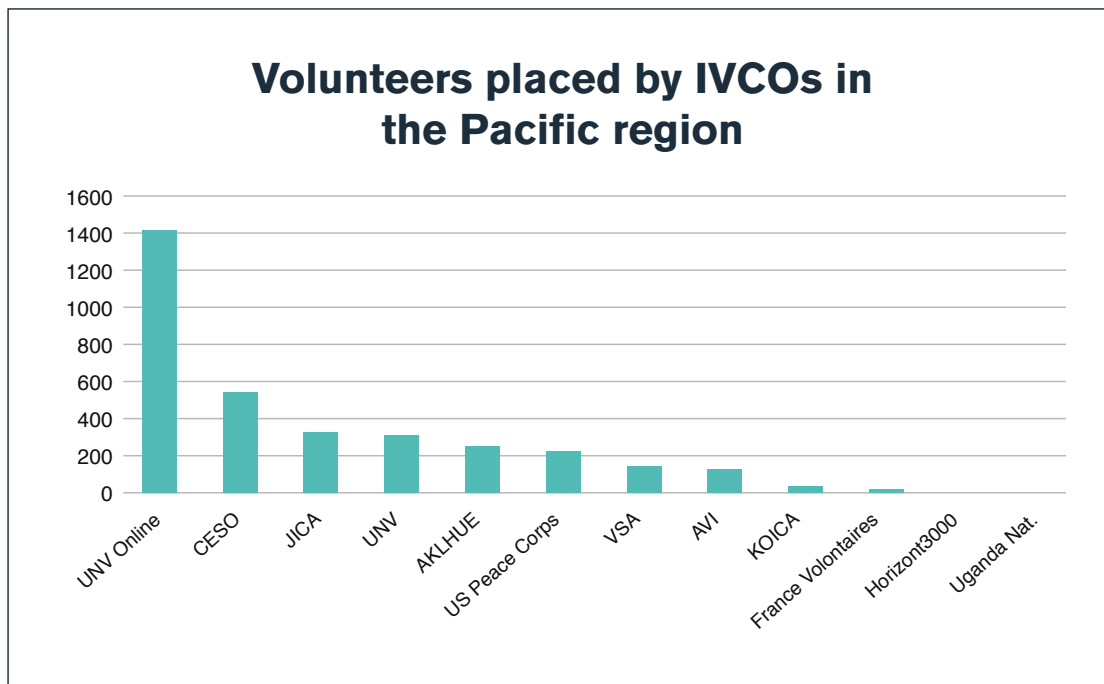
19 different agencies reported as having placed volunteers in Central and South America. The largest provider, AKLHUE (German NGOs), have nearly 24% of the volunteers, while Peace Corps have nearly 18%.

Figure 3.3.4 Volunteers in South and Central America



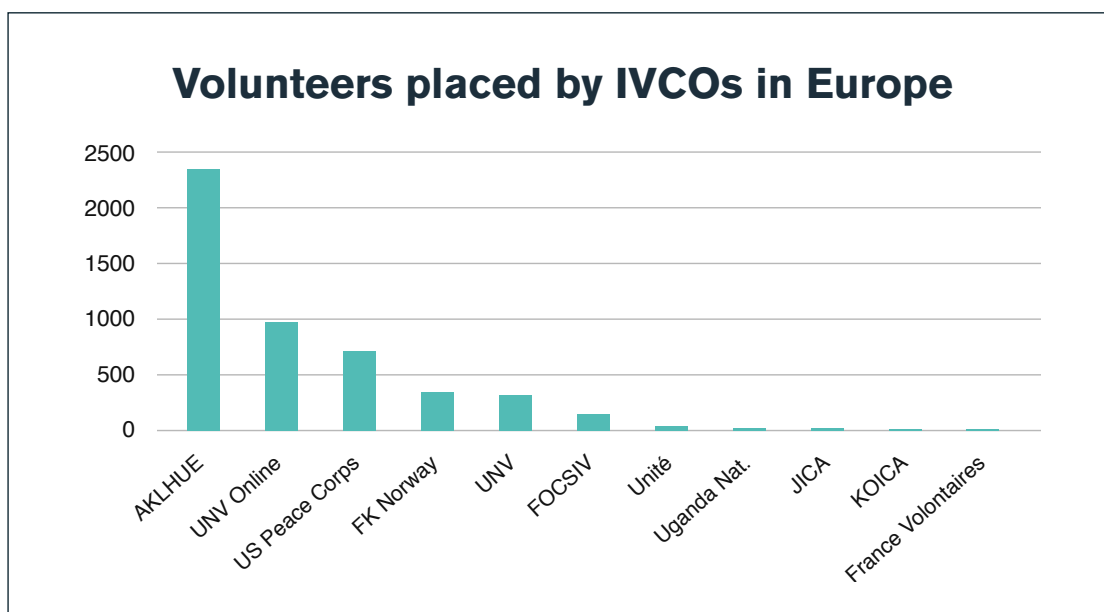
The UNV online volunteering is the largest provider of volunteer support from IVCOs in the Pacific region. Although there are just under 3,500 volunteers, 12 organisations responded as having programs. Those programs with a physical presence were as small as just three volunteers up to 557 for the largest program.

**Figure 3.3.5 Volunteers in the Pacific region**



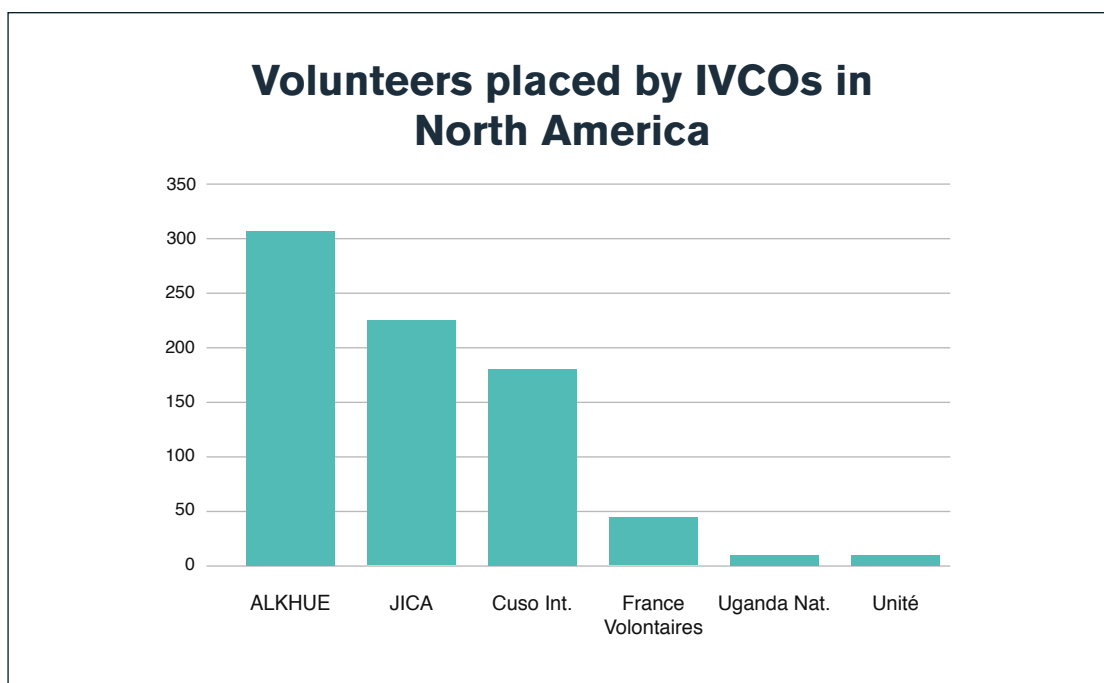
AKLHUE are the providers of more than 47% of the volunteers placed in Europe. UNV online provide 20%, while Peace Corps provide 14%.

**Figure 3.3.6 Volunteers in Europe**



Three organisations dominate the placement of volunteers from survey respondents in North America: AKLHUE, JICA and Cuso International.

**Figure 3.3.7 Volunteers in North America**



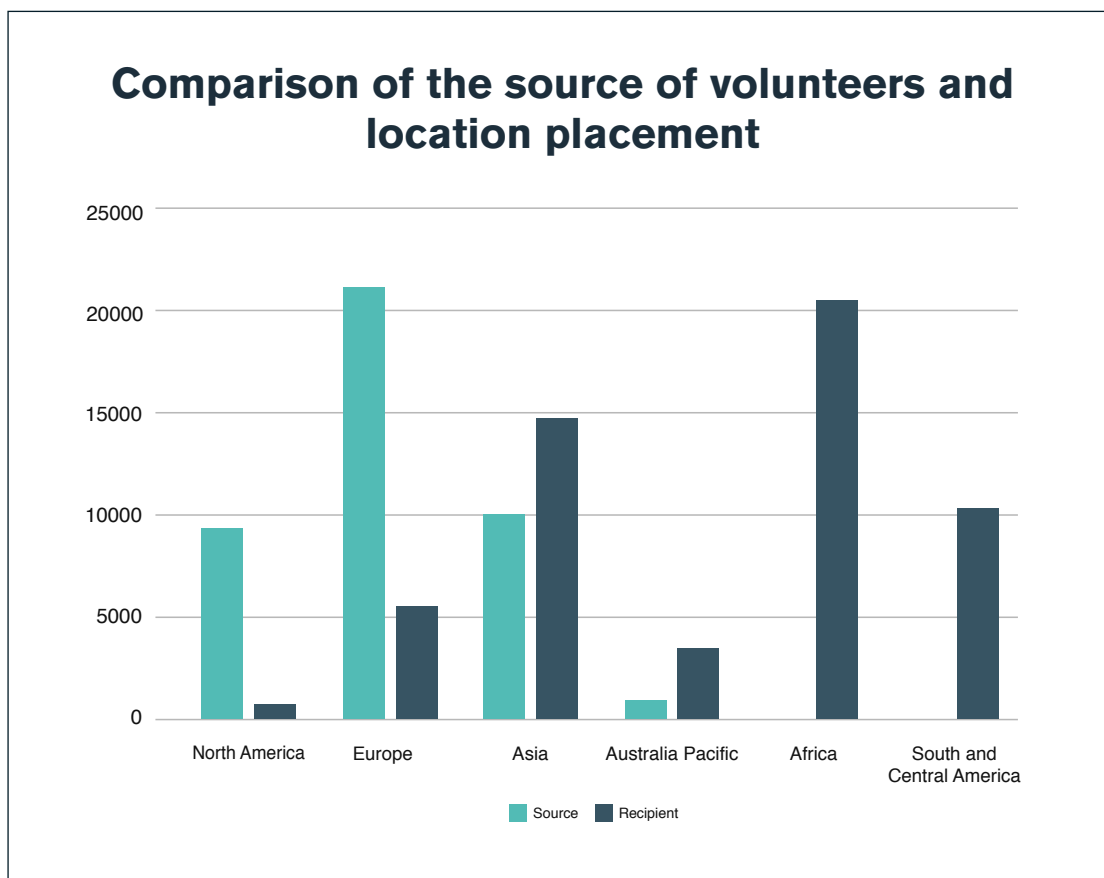
### 3.4 Comparing where volunteers are sourced and where they are placed

It was shown in the previous section that the pattern of where volunteers are placed by IVCOs features strongly in the Global South, but it is interesting amongst the organisations surveyed to compare the source of volunteers with their location of placement. The comparison of the results is shown in Figure 3.4 below.

This shows the level at which some regions are focused on *facilitating* international volunteers, while others are primarily *hosting* volunteers. Of interest is Asia, which is both a provider and recipient of international volunteers.<sup>6</sup>

<sup>6</sup> Note this is not about individual volunteer origins and the data for volunteer sending excludes the volunteers with UNV.

Figure 3.4 Comparison of sending and receiving international volunteers by region

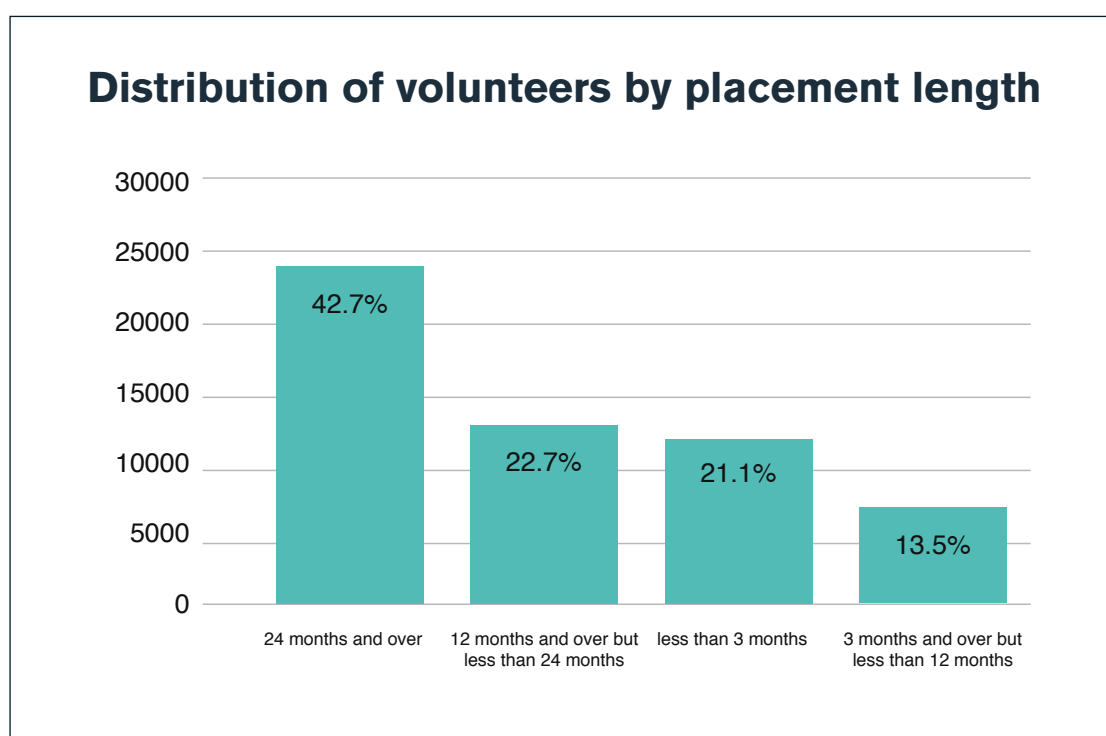


## 4. INTERNATIONAL VOLUNTEER PLACEMENTS WORLDWIDE

### 4.1 Duration of volunteer service

Figure 4.1.1 shows the prevalence of different program lengths for volunteers placed by IVCOs across the programs surveyed. The total number of volunteers for which the survey provided data was 56,437.

**Figure 4.1.1 Distribution of volunteers by placement length**



Over 43% (24,108) of volunteer service placements are two years or longer. However, the predominance of the program length of 24 months and over needs to be considered carefully. Figure 4.1.1 shows the distribution across agencies and it becomes clear that UNV account for 67% of that number, of which online volunteering is more than 40% of the total.

Over 21% (11,889) are shorter than three months. These include learning placements (such as the International Civil Service) and short-term professional placements (such as German Doctors, Senior Expert Service). Five agencies – Comhlámh, KOICA, AKLHUE, UNV and Raleigh International – account for 9,000 of the volunteers in this category.

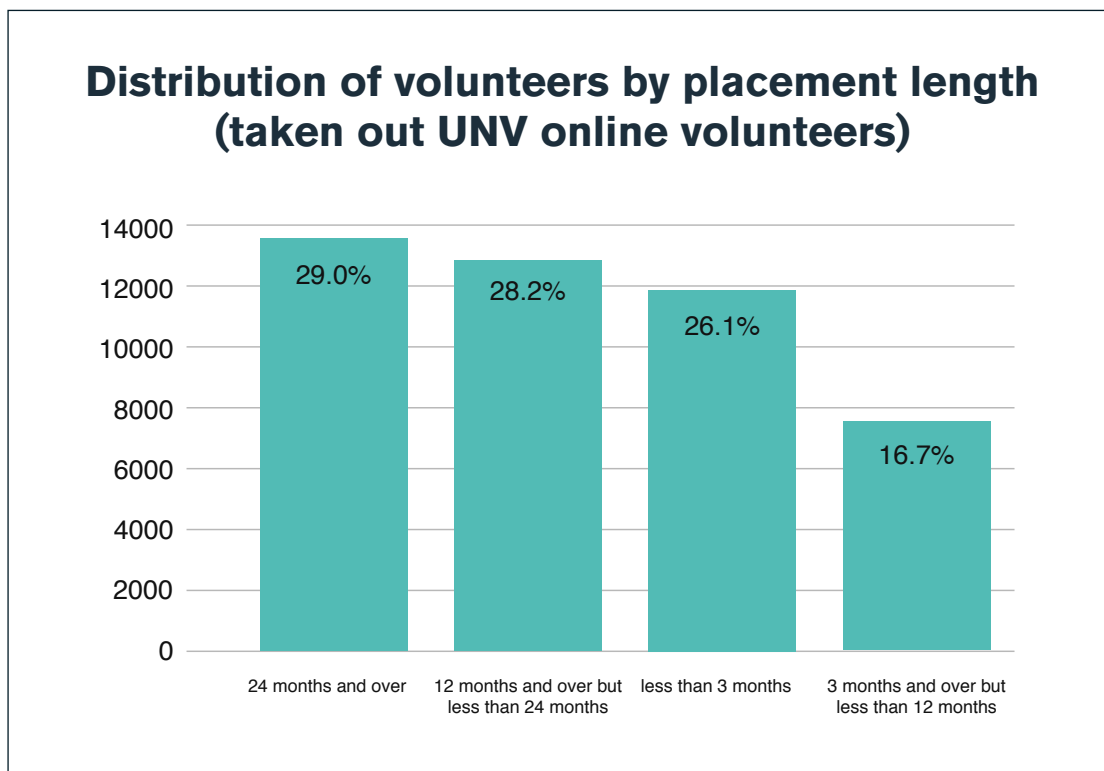


Approximately 14% (7,620) of the placements have a minimum duration of three months but less than 12 months. Although this was the smallest volume of volunteers, most IVCOs had volunteers on this length of program.

Approximately 23% (12,820) have a minimum duration of 12 months but less than 24 months. Over half of this figure is attributed to the German Weltwärts and Youth and incoming programs. But it is also the category in which Peace Corps, France Volontaires, AVI, VSA, Unité and FOCSIV identified their largest number of volunteers.

However, due to the impact on the data of the inclusion of the online volunteer data, it is useful to consider the distribution of volunteers who are physically located during the placement period. This is shown in Figure 4.1.2. This shows a more even distribution of volunteers across program length, but placements of 12 months and over account for 26,041 volunteer placements, or 57% of volunteers who are physically based at their placement.

**Figure 4.1.2 Distribution of volunteers by placement length without UNV online volunteers**



The relationship between length of program, age range and program type is discussed below.

## 4.2 Volunteer age groups

The average age question revealed that more than 59% of the volunteers are between 18 and 29 years old (for instance all German youth volunteers, the majority of the US Peace Corps volunteers, the English short-term program ICS, the Korean High School and Youth Program, the Japanese Youth Volunteers Program). A few volunteers are less than 18 years old (1.4%/649), and nearly one third of the volunteers are between 30 and 59. 9.3% of the volunteers (4,324) are 60 years or older.

**Figure 4.2 Distribution of volunteers by age**

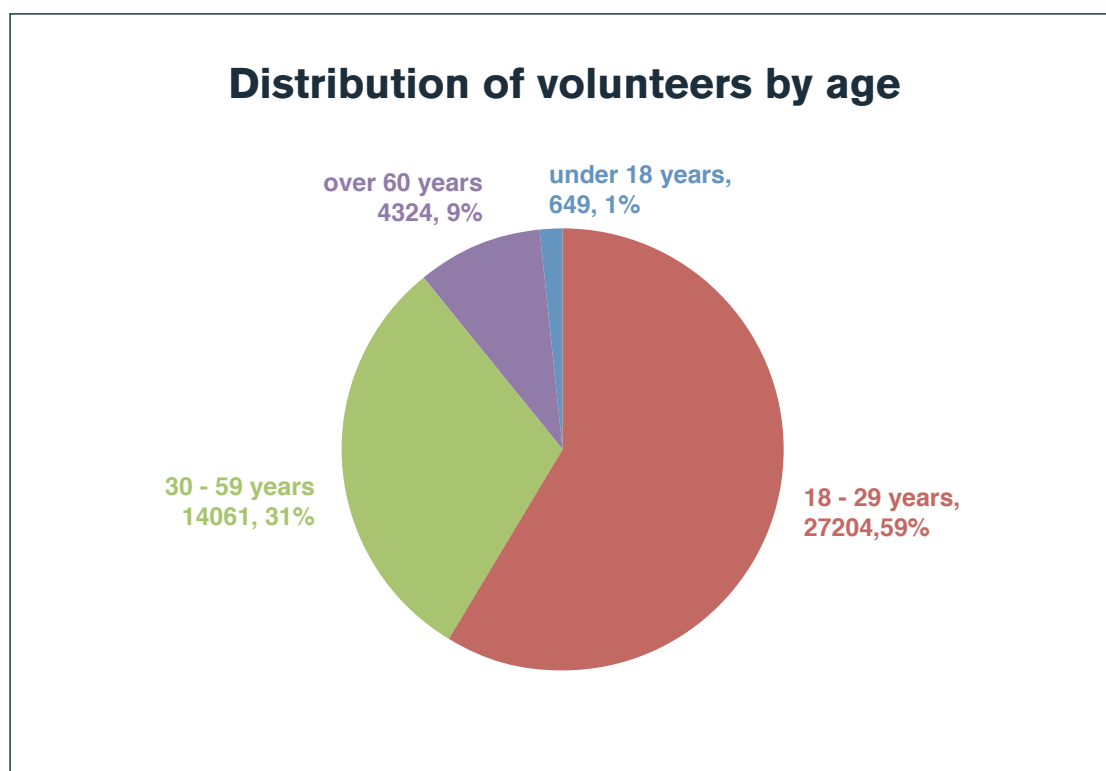


Figure 4.2 shows the distribution of volunteers by age band. It shows that there is little activity for under 18 volunteering, with just 649 volunteers reported across five IVCOs. Of these IVCOs, three accounted for nearly all the volunteers: Comhlámh, KOICA and Raleigh International.

At the other end of the spectrum, 4,324 (9%) volunteers were over 60 years. While it is not unusual for IVCOs to have *some* volunteers in this age range, they appear to be far more likely to be placed on specialist senior or expert programs. Some IVCOs have no volunteers above 60 years, e.g. UNV.

The 18-29 profile is clearly boosted by the specialist youth programs, while the 30-59 profile includes some of the younger 'senior' experts. Both age ranges provide volunteers

to the programs that IVCOs run, but they appear to vary in terms of significance between IVCOs. One comparison can be made between KOICA and UNV. Whereas KOICA have nearly 4,000 volunteers aged 18-29 and just over 1,000 aged 30-59, UNV have virtually the reverse situation: over 5,000 volunteers aged between 30-59 and just over 1,000 aged from 18-29 years.

In some cases, IVCOs tend to focus entirely on an age range: specialist youth IVCOs, such as Raleigh International, have around 90% of their volunteers in the 18-29 age band.

Overall, it seems that for many general programs, the 18-29 age band is the largest source of volunteers.<sup>7</sup> However, there is some suggestion that the programs that focus more on expertise tend to favour the 30-59 age band.<sup>8</sup>

### 4.3 Volunteer education

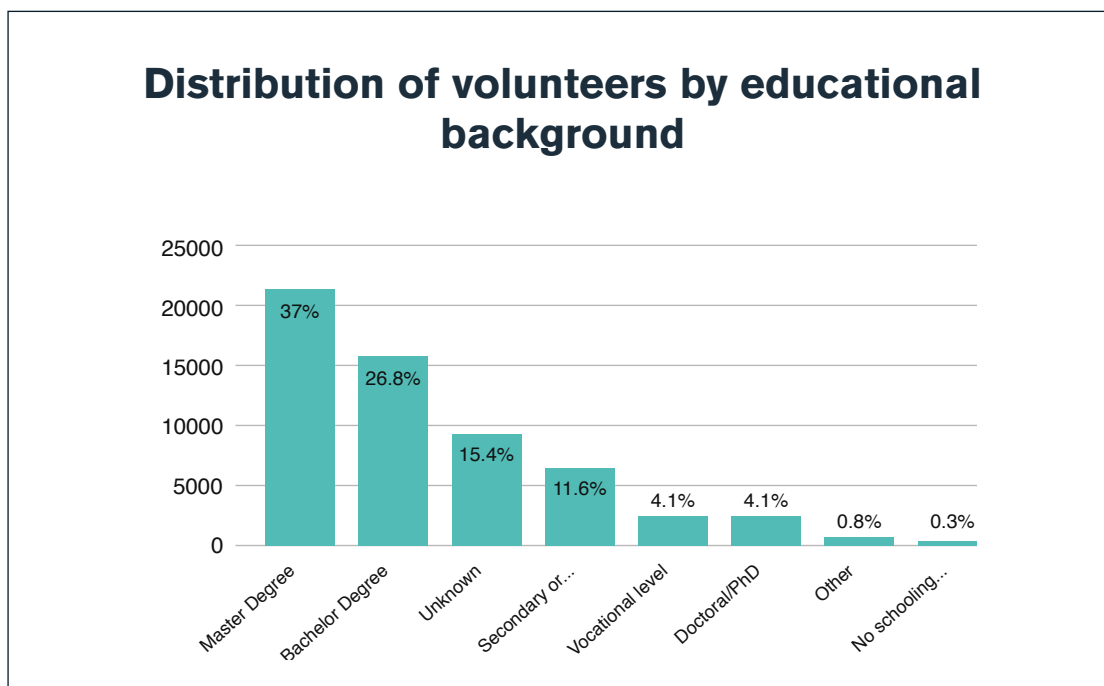
Figure 4.3 shows the survey outcomes on the educational background of international volunteers. It can be seen that international volunteers exhibit a high level of formal education. IVCOs reported that over 80% of volunteers (whose educational level was known) possessed a first degree or a higher qualification. However, nearly 16% of the number of volunteers were categorised as “unknown”, which could affect this outcome.

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7 In terms of numbers, international volunteer service focuses on program formats for the age group up to 29 years. Here, the volunteers from Germany in particular exhibit a lower level of education (college). The age group from 30 up to 59 years makes up the second largest group of volunteers (employed persons). Volunteering formats for international volunteers with work experience are offered as short-term service (short-term expert voluntary service) and especially as long-term (technically qualified) volunteer service.

8 The data may not be sufficiently detailed in some areas to reach clear conclusions and might benefit from a narrowing of the age bands for future surveys.

Figure 4.3 Distribution of volunteers by educational background



The proportion with no school certification or in the category of no stated certification is 1.1%. Two agencies – Raleigh International and France Volontaires – together provide most of these volunteers who are part of youth programs. The relatively large proportion of volunteers with secondary or non-tertiary education (or comparable) at 11.6% (6,769) comes mostly from the German Weltwärts and International youth programs (5,218).

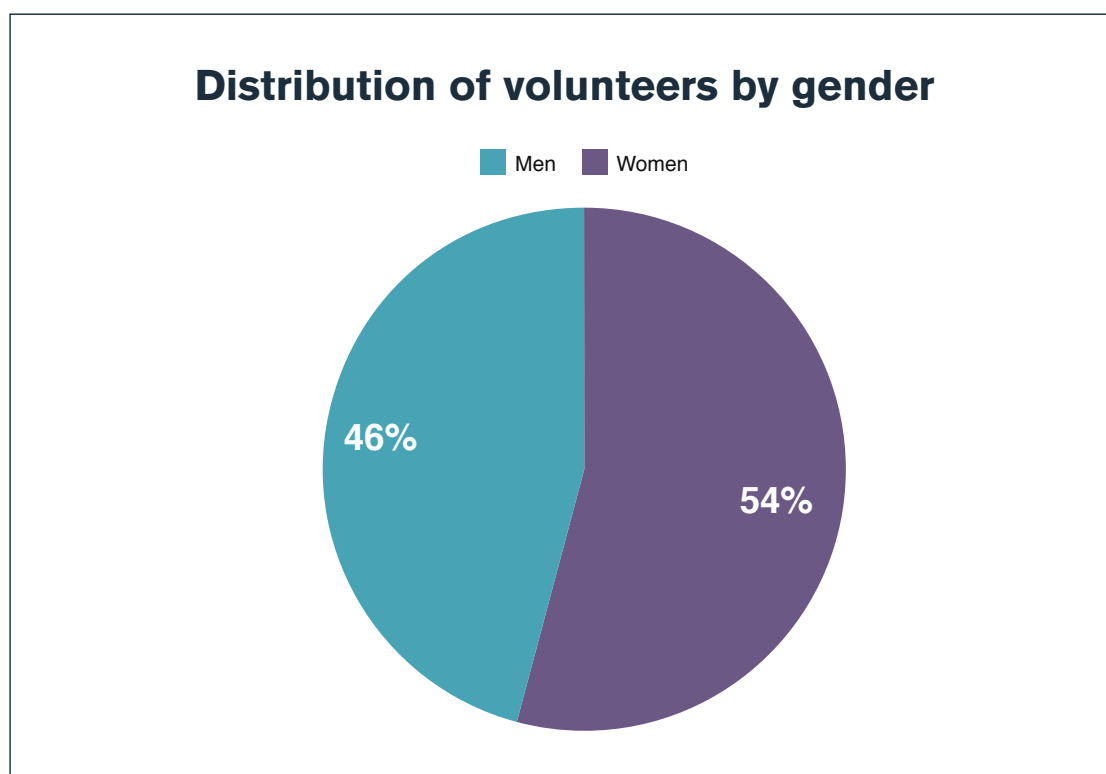
In reviewing the data on Bachelor and Masters level qualifications, it is evident that some agencies set minimum levels of qualification for entry into programs. This needs to be considered when analysing the data. For example, although the largest educational category is that of a Masters degree, it should be noted that 15,501 of those volunteers are with UNV. Effectively, UNV seldom recruits volunteers below Masters degree level for its in-country programs and *all* online volunteers are reported as having a Masters degree. The development worker program reported by AKLHUE in Germany is another clear example, which has no volunteers with just a first degree – all 1,147 volunteers have Masters degrees and 37 have Doctorates.

This tends to suggest that volunteers with a first degree are more widely spread across the agencies, but this cannot be conclusively evidenced. In fact, programs appear generally to recruit both first degree and Masters degree level volunteers. However, across all programs surveyed that provided data, 26 had more volunteers with a Bachelor degree, with 12 having programs with more volunteers with a Masters degree. Youth programs tend to have more volunteers with a first degree.

## 4.4 Gender distribution

The survey shows that the majority of international volunteers who undertake volunteering through the agencies are women, who comprise 31,642 (54%) of all volunteers reported in the survey, as shown in Figure 4.4 below.

**Figure 4.4 Distribution of volunteers by gender**



The overall distribution when viewed at program level looks quite different. Of 60 programs (of widely ranging sizes), 27 have more than 60% of women on the program, while 18 programs have more than 50% men. This variation is also spread throughout agencies, with most agencies having programs with more than 60% women *and* with more than 50% men. Leaving aside the small programs, only two agencies, Cuso International and AVI, show *all* of their programs as having more than 60% women.

Some insights on the gender distribution of volunteering may be drawn from the nature of the programs where men predominate. The three programs with the largest proportion of men are all senior experts' programs (AKLHUE, CESO and JICA), reaching levels of 90%, 78% and 77% respectively. This pattern is echoed elsewhere, but extending into the "professional" program (FK Norway – 62% men), through corporate volunteers (VSO – 60%). In some areas, the data poses some interesting questions. For example, UNV show a 60:40 male majority for their national and international volunteer programs, but their online program is almost the exact reverse. Also, the AKLHUE incoming program shows a 60:40 balance in favour of male volunteers.

The patterns of programs where women are more likely to be volunteers are fairly consistent around the youth and long-term volunteer programs. However, there are some counter-tendencies. UNV programs have already been noted above, while the Unité capacity building program and AKLHUE development workers program have a majority of male volunteers.

The survey does raise some interesting questions to explore. The data suggests men are more likely to predominate on senior, expert-focused programs, while women predominate on long term volunteer and youth programs.

## 4.5 Preparation and support

The survey identified that across 60 programs, all IVCOs provided both pre-departure training/briefing and a re-entry briefing.<sup>9</sup> An in-country briefing is offered in 90% of programs as well.

These findings support the importance attached by IVCOs to volunteer preparation before, during and after placement. However, this is an area where self-reporting might be usefully supplemented, and this area should be further explored in a qualitative review.

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<sup>9</sup> One organisation did not reply to the questions on training.

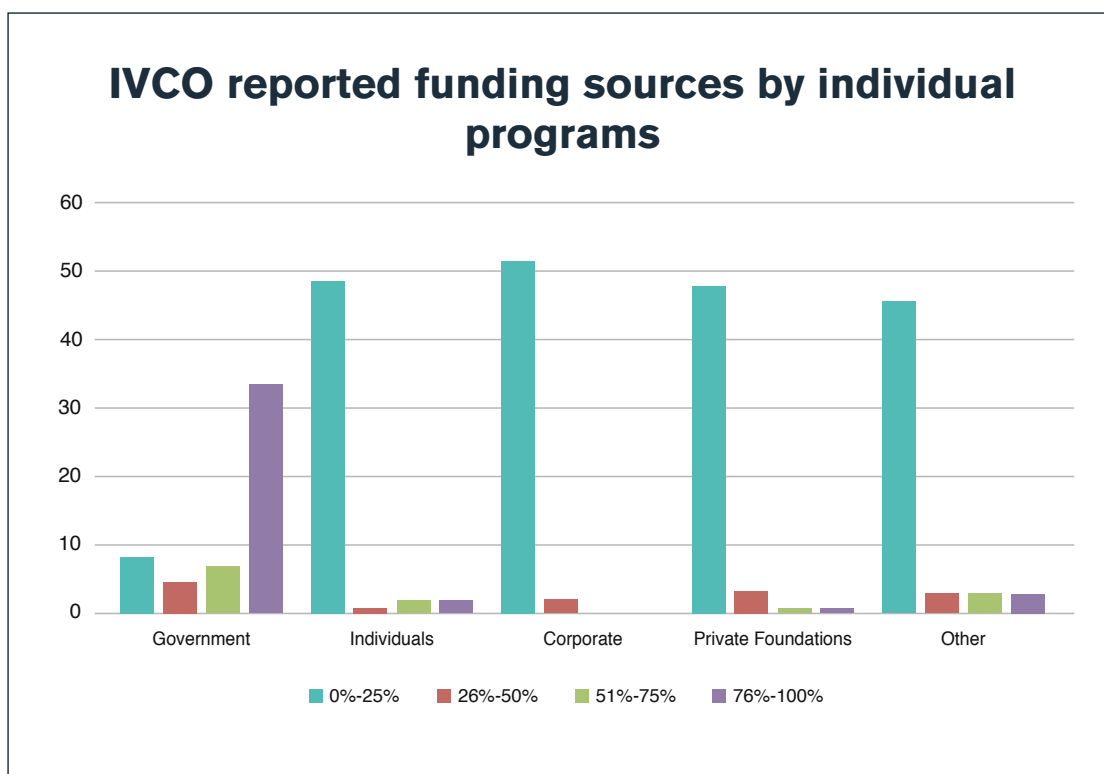
## 5. HOW IVCOS FINANCE VOLUNTEER SERVICE

The survey sought to establish how IVCOs were funded to deliver volunteer programs.

### 5.1 The distribution of funding sources across IVCO programs

IVCOs were asked to provide the percentage financial contribution to each program against defined categories of funder: Government, Individuals, Corporate, Private Foundations and Other.<sup>10</sup> The survey received replies for 54 different programs and the distribution of funding sources for IVCO programs is shown below in Figure 5.1.

**Figure 5.1 Sources of funding for IVCO programs**



<sup>10</sup> In-kind support would not be likely to be included in these responses.

The responses illustrated in the above chart show the importance of government funding to IVCO programs, which remains the major source of funding for the IVCO programs surveyed:

- 75% of the financial costs of 34 of the 54 programs was provided by national government funding.
- National governments provided in excess of 50% of the funding for 75% of all programs.
- 35% of the programs were funded entirely by government funding.

The responses also showed the limits of other funding sources, as shown in Figure 5.1:

- There were no programs in which corporate funding was reported as the main source of funds. In only two of the 54 instances did corporate support exceed 25% of program costs.
- In only two programs were foundations the main source of funding.
- Individuals were the main source of funding in four programs.
- In six programs, “Other” was cited as the main source of income.

## 5.2 Government funding of IVCO activity

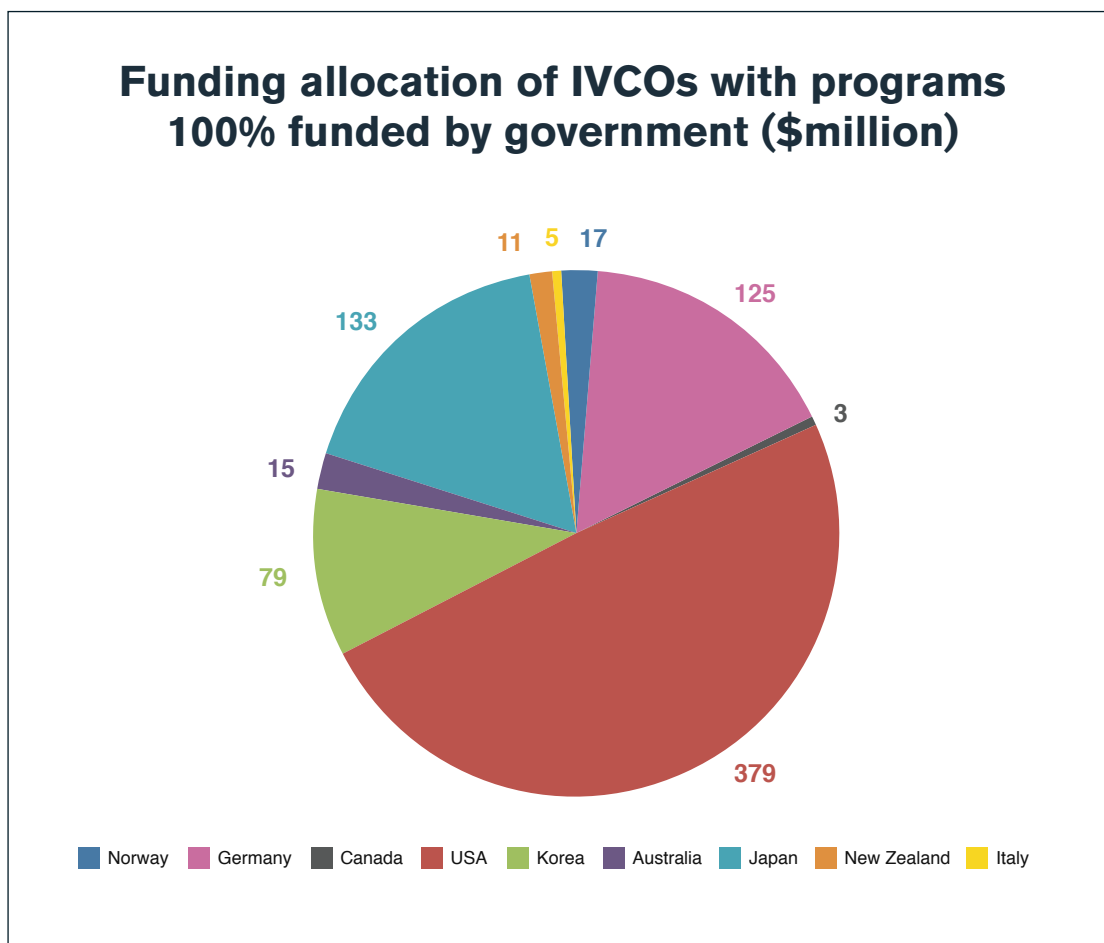
Figure 5.2 shows the sources of funds for programs that are 100% funded by governments. The overall level of funding of these programs amounts to \$765 million.<sup>11</sup> Approximately 50% of the fully funded programs for international volunteer service is provided by the US government in its support for Peace Corps. Of the remainder, \$133 million (17%) relates to programs run by the Japanese government (JICA); \$125 million (16%) by German-based organisations (German government funded); and \$79 million (10%) by the Korean government agency (KOICA).

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<sup>11</sup> The number of IVCO programs partially financed by government funds is greater, although the total volume of funding is less. The subsidy ratio ranges from 25% to 95% and the organisations might be largely described as NGOs, rather than the government departments that appear in the fully funded category. The figures shown in this section are in US Dollars.



Figure 5.2 Funding allocation of IVCOs with programs 100% funded by government



### 5.3 Costs of volunteer service

The survey provides some insights into the unit costs of volunteers in different agencies. IVCOs were asked to provide program costs alongside volunteer numbers. The intention was that unit cost per volunteer could be determined based on the annual program costs and the number of volunteers that were placed. However, such comparisons are not necessarily reliable, as the way in which individual IVCOs define program costs may vary. Nevertheless, the data does give some indications.

Taking, for example, the larger scale youth programs, including Weltwärts and ICS, agencies appear to be spending between \$5,835 and \$11,500 per volunteer placement. The costs of long-term programs vary significantly. The estimated Peace Corps cost is a useful indicator at \$60,552 per volunteer placement.<sup>12</sup>

<sup>12</sup> The figures provided are per volunteer and do not standardise for the length of service. It is reaffirmed that since not all criteria are known and direct comparability is not given, the examples provided require further investigation.

## 6. CONCLUSIONS AND RECOMMENDATIONS

The above survey outcomes indicate the current picture of IVCO led volunteering for development, which is primarily international volunteering funded directly or indirectly from state sources. It embraces a sample of nearly 60,000 volunteers through 25 IVCOs. However, it is recognised there are other forms of volunteering for development and international volunteering that are not included, for example humanitarian relief. There are also many organisations that are not included in the survey, despite the efforts of the researchers and Forum. Also, the way data is generated, retained and published by IVCOs varies and may not easily align with survey questions in all cases. While attempts have been made to identify supporting data from outside the survey, data may exist that we have not been able to include. This means the data should be considered with care and must not be regarded as a comprehensive survey of volunteering for development.

Nevertheless, the survey provides a useful initial baseline as well as a contemporary picture. The key outcomes have been cited previously in section 2, above.

The process of undertaking a survey of IVCOs has indicated some areas where methodology could be usefully improved. These include:

- a) A focus on the source of volunteers that is based on wider criteria than self-reported data from the Head Office of IVCOs.
- b) Clarity on the distinction between international and national volunteers included in IVCO programs' reported numbers to provide greater consistency on data generated.
- c) Clarity and guidance on the use of the bands used to identify program length, recognising that self-reporting may not always be accurate.
- d) Identifying ways in which age bands may be defined to give more precise data.
- e) Reduce reliance on self-reporting or have models of triangulation that can validate data generated.
- f) A specific model that baselines funding to address the complexity of the costs of volunteer funding.

We recommend that this survey be undertaken at least every five years so that trends can be identified. In terms of comparison, future 'next-level down' surveys could be addressed between the major quantitative surveys. Such reviews could address more qualitative aspects, e.g. pre-departure training or post-placement activity. There is also a need for a process to develop a similar baseline that helps triangulate the initial self-reported data with data from other sources, including funders, recipient communities and governments/institutions, etc.

The results of the survey are compartmentalised, and in reviewing the data, it is recognised some further understanding of the interconnections would be useful. This might be addressed once the issues of main concern are clearly identified. The existing data may have some scope to explore potential correlations between the different aspects explored, e.g. how do age, placement length, gender and country of placement relate to each other, if at all. That is beyond the scope of the current paper, but would potentially be a worthwhile exercise that would be enhanced by strengthening comparability and some discussion of how to highlight qualitative issues beyond and behind the quantitative data reflected in the survey at present.

Finally, the authors have not easily managed to make comparisons with other surveys, and indeed, it is beyond the scope of this work. However, we consider it important to consider the comparability, resonance or otherwise between surveys undertaken previously and recommend this as an area for Forum to consider. Such work is not easy, but will help provide Forum and its members with important and comparable data for rolling out its Forum Research Strategy.

In summary, we recommend Forum:

- a) Reviews the learning on this initial baseline in terms of methodology and approach and considers how to improve the survey model.
- b) Extends the survey questions to include intended impact and contribution of volunteer placements that is quantifiable.
- c) Repeats this survey every five years, building a long-term comparison of trends but considering a quicker second survey to tweak and consolidate methods and corroborate results.
- d) Undertakes qualitative surveys comparing IVCO practices in the following areas:
  - i. Volunteer preparation and training
  - ii. Assessing the unit costs of volunteers
  - iii. The impact and contribution of volunteering
- e) Explores the interplay between the different components of volunteering surveyed in this work through further analysis of the statistical data, including models of correlation and regression analysis.
- f) Undertakes research to compare these outcomes to past and contemporary surveys.

# ANNEX 1 SUMMARY OF PROGRAMS CONTRIBUTING TO THE SURVEY IN THE WORDS OF THE IVCOS

Organisation	Program	The aim of the program	Requirements
Association Learning and Helping Overseas (AKLHUE)	Development workers program	A development worker's assignment is supposed to have a high impact for a specific target group to help reducing poverty.	A development workers will be asked to give at least two years of his/her time. He/She needs to a professional background and several years of working experience.
Association Learning and Helping Overseas (AKLHUE)	Incoming	Different south-north programs.	Mainly Youth volunteers but there is no age limitation.
Association Learning and Helping Overseas (AKLHUE)	International youth volunteer program	IJFD is a learning program.	IYVP (IJFD) intends to reach young people after finishing school (could be 16 years) up to 28 years.
Association Learning and Helping Overseas (AKLHUE)	Senior Experten Service	<ul style="list-style-type: none"> <li>a) A program for highly qualified SeniorExperts committing themselves on short-term assignments abroad on a voluntary basis.</li> <li>b) A program for highly qualified Senior Experts supporting the young generation in Germany during the period of education and vocational training.</li> </ul>	Usually retired experts from the age of 55 upwards. The professional experience is decisive. At least 15 years relevant professional experience.
Association Learning and Helping Overseas (AKLHUE)	Weltwärts	Weltwärts is a learning program for young volunteers.	The program is designed for volunteers between the age of 18 and 28 years. There is no specific educational or professional background needed to participate.
Australian Volunteers International	Australian Volunteers for International Development	The overall goal of the program is to make a positive contribution to international development through Australian volunteers working with communities, organisations and governments in developing countries and building valuable people-to-people links.	18+. Recruited to specific assignments based on the needs of partner organisations.
Australian Volunteers International	University student international volunteer programs	Each program is designed with a university. The aim is to provide the curriculum and skills as an integral part of their qualification.	University students studying degrees.

Organisation	Program	The aim of the program	Requirements
Canadian Executive Service Organisation (CESO)	CESO-DAMU Partnership Business Roadmap 2020 – Senior Experts Component	<p>This program, which lasted from 2013 to 2015, focused on assisting The Entrepreneurship Development Fund (DAMU) in Kazakhstan. The fund was developed in 1997 by the Ministry of Regional Development to support economic diversification in Kazakhstan through the development of small and medium enterprises (SMEs).</p> <p>The program aimed to support the Senior Experts Component of the Kazakhstan government’s four-pronged Business Roadmap 2020 initiative, intended to stimulate private sector growth. Through the CESO-DAMU partnership, CESO experts worked closely with DAMU regional offices to assist local entrepreneurs. CESO volunteers provided training and technical assistance to Kazakhstani entrepreneurs throughout the country. As a result of CESO’s support, entrepreneurs from a broad range of industries and businesses enhanced their productivity, aligned their product quality with international standards, promoted business linkages, and improved their marketing and export capacity.</p>	<p>CESO volunteers are highly-skilled, senior-level Canadian professionals from the public and private sectors, from nearly every industry. They have on average 25 years of experience in their given field and are retired or semi-retired.</p> <p>We are looking for volunteers with expertise in our eight service areas:</p> <ul style="list-style-type: none"> <li>- Strategic Planning</li> <li>- Business Development</li> <li>- Accounting and Finance</li> <li>- Organisational Development</li> <li>- Community Development</li> <li>- Governance</li> <li>- Production and Operations</li> <li>- Institutional Strengthening</li> </ul>
Canadian Executive Service Organisation (CESO)	Sustainable Economic Development and Governance through Volunteer Advisory Support to the Private and Public Sector	<p>The project, which was implemented from 2009 to 2015, contributed to stronger and more effective public and private sector institutions, while fostering private sector development with clients and partners in eight program countries across Africa, Asia and the Americas. The program also included a public engagement component that sought to build a constituency of educated, informed and active Canadian citizens.</p> <p>The goal of the program was to support program countries’ efforts to alleviate poverty by contributing to equitable economic growth and facilitating good governance practices, in support of the Millennium Development Goals. This program was designed to build the capacity primarily of micro, small and medium enterprises to grow and create increased employment opportunities through a partnership model.</p> <p>The objectives of the program were to:</p> <ul style="list-style-type: none"> <li>- build the capacity of micro, small and medium-sized enterprises (MSME) to generate revenue and provide employment opportunities for men and women;</li> <li>- strengthen local partnerships between partner institutions and CSOs and their respective members or beneficiaries, reinforcing their capacity to support SME development, and to deliver effective services;</li> <li>- strengthen government entities in support of a well-functioning, competitive local and national environment for SMEs; and to</li> <li>- foster increased public participation in the governance process.</li> </ul>	<p>CESO volunteers are highly-skilled, senior-level Canadian professionals from the public and private sectors, from nearly every industry. They have on average 25 years of experience in their given field and are retired or semi-retired.</p> <p>We are looking for volunteers with expertise in our eight service areas:</p> <ul style="list-style-type: none"> <li>- Strategic Planning</li> <li>- Business Development</li> <li>- Accounting and Finance</li> <li>- Organisational Development</li> <li>- Community Development</li> <li>- Governance</li> <li>- Production and Operations</li> <li>- Institutional Strengthening</li> </ul>

Organisation	Program	The aim of the program	Requirements
Canadian Executive Service Organisation (CESO)	Volunteer Cooperation in Haiti / Programme de Coopération volontaire d'appui à la gouvernance, à l'éducation et au développement économique en Haïti, Phase II (PCV II)	<p>The purpose of the Volunteer Cooperation Program (VCP) in support of governance, education and economic development in Haiti is to build the institutional and organisational capacities of certain key actors in government decision-making bodies, universities, primary schools, professional training centres, civil society organisations and private-sector businesses, thereby helping to reduce poverty and rebuild the country.</p> <p>The program is being implemented under a consortium involving four partners, including CESO and the lead organisation CECI.</p>	<p>CESO volunteers are highly-skilled, senior-level Canadian professionals from the public and private sectors, from nearly every industry. They have on average 25 years of experience in their given field and are retired or semi-retired.</p> <p>We are looking for volunteers with expertise in our eight service areas:</p> <ul style="list-style-type: none"> <li>- Strategic Planning</li> <li>- Business Development</li> <li>- Accounting and Finance</li> <li>- Organisational Development</li> <li>- Community Development</li> <li>- Governance</li> <li>- Production and Operations</li> <li>- Institutional Strengthening</li> </ul>
CECI	Uniterra	<p>Volunteering and partnerships for increased empowerment, employment and incomes for youth and women.</p> <p>AN INNOVATIVE AND INCLUSIVE APPROACH</p> <p>The program engages with economic sub-sector actors, be they private, non-profit or public entities, as well as associations, training service providers.</p>	Long and short term volunteering, student volunteering and corporate volunteering. Uniterra mobilises highly skilled professionals.
Comhlámh	Lead the development and implementation of good practice standards among Irish VSAs	Our programme aims to develop and strengthen expertise in international volunteering from Ireland to contribute to the fight against global poverty, influence related policies and be Ireland's coordinator on international volunteering.	All people who undertake international volunteering placements from Ireland.
Cuso International	Canadian Partnership Program Agreement (CPPA)	The core of CPPA programming expanded, over the 2009-2015 period, to comprise support to sub-programs in 30 countries in Africa (Benin, Burkina Faso, Cameroon, Ethiopia, Kenya, Ghana, Mozambique, Nigeria, Rwanda, Tanzania), Latin America (Bolivia, Colombia, El Salvador, Guyana, Honduras, Jamaica, Nicaragua, Peru), the Caribbean (mainly Guyana and Jamaica, but extending to other countries in the sub-region: Barbados, Belize, Dominica, Grenada, St. Lucia, Trinidad and Tobago) and Southeast Asia (Cambodia, Indonesia, Laos, Myanmar). Each sub-program focused on the achievement of development results for poor and marginalized communities in line with one (in a few cases two) of DFATD's priority themes: Food Security, Children and Youth and Sustainable Economic Growth, and cross-cutting themes: Environmental Sustainability, Equality between Women and Men and Governance.	<p>Volunteers must have:</p> <ul style="list-style-type: none"> <li>- Canadian citizenship (70%) or from the Global South (30%)</li> <li>- University degree</li> <li>- 3 years of relevant experience</li> <li>- Show ability in Cuso International six dimensions (flexibility, commitment to learning, realistic and positive commitment, sensitivity to the needs of others, teamwork, self-assurance)</li> <li>- Eager to fundraise for Cuso International</li> </ul>

Organisation	Program	The aim of the program	Requirements
Cuso International	Diasporas for Development (DfD)	<p>Diasporas for Development (DfD) supports and promotes the mobilisation of diaspora communities to address human resource gaps in developing countries. Cuso International is committed to recruiting a total of 40 American skilled professionals from the target communities of Ethiopia, Kenya, Peru, Jamaica and the Philippines for volunteer placements in their country of affinity. The volunteers support local partner organisations to help develop and deliver projects that contribute to the creation and development of employability and entrepreneurship skills and opportunities.</p> <p>DfD is a co-designed, co-funded and co-managed alliance comprising the United States Agency for International Development (USAID), Accenture and MentorCloud.</p>	<p>Volunteers must have:</p> <ul style="list-style-type: none"> <li>- US citizenship (and diaspora background)</li> <li>- University degree</li> <li>- 3 years of relevant experience</li> <li>- Show ability in Cuso International six dimensions (flexibility, commitment to learning, realistic and positive commitment, sensitivity to the needs of others, teamwork, self-assurance)</li> <li>- Eager to fundraise for Cuso International</li> </ul>
Cuso International	YouLead Nigeria	<p>The YouLead project is designed to promote youth employment through job creation and entrepreneurship in the natural resources sectors – agriculture, forestry, aquaculture and ecotourism – as well as to support state government institutions in developing natural resource policies and programs. YouLead will support skills transferal and growth in the small business sector by matching experienced Nigerian and Canadian professionals with Nigerian youth.</p>	<p>Volunteers must have:</p> <ul style="list-style-type: none"> <li>- University degree</li> <li>- 3 years of relevant experience</li> <li>- Show ability in Cuso International six dimensions (flexibility, commitment to learning, realistic and positive commitment, sensitivity to the needs of others, teamwork, self-assurance)</li> <li>- Eager to fundraise for Cuso International</li> </ul>

Organisation	Program	The aim of the program	Requirements
Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)	GIZ Development Service	<p>The GIZ Development Service sends development workers to partner countries involved in international cooperation with Germany in Africa, Asia, Central Asia, Latin America and the Middle East. They advise state and civil society organisations at local level. Services are provided in areas ranging from economic development, employment promotion, democracy and education, promotion of rural development, efficient health care Systems promotion and civil conflict Transformation.</p> <p>Development workers cooperate closely with grassroots actors in the partner country, drawing on their professional experience and competencies in order to promote sustainable development. By offering their expertise and an outside perspective, they can support partner organisations in overcoming obstacles to development and finding innovative solutions. GIZ development workers advise state and civil society organisations within programmes that GIZ delivers on behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ). They focus on the local level and complement the services that GIZ provides at national and regional level.</p> <p>Civil conflict transformation and peacebuilding/Civil Peace Service</p> <ul style="list-style-type: none"> <li>- Setting up structures for cooperation and dialogue</li> <li>- Strengthening information and communications structures</li> <li>- Rehabilitating groups particularly affected by violence</li> <li>- Providing advice and training on civil conflict transformation methods</li> <li>- Promoting peace education</li> <li>- Strengthening legal certainty at local level</li> </ul> <p>The Civil Peace Service Programme.</p> <p>Through the Civil Peace Service (CPS) Programme, GIZ sends development workers as peace experts to crisis and conflict regions. They contribute different perspectives and provide effective support to peace processes. In this way, people in our partner countries receive support in managing conflict without using violence and in advancing societal change and sustainable development that is founded on respect for human rights. Among other things, CPS experts support organisations in mediating conflicts, provide guidance and instruction on dealing with traumatised victims of violence, train the staff of local partner organisations in civil conflict transformation methods and give advice on developing peacebuilding strategies. In keeping with the principle of ‘networked peace’, the CPS is run by eight non-governmental actors and GIZ – as the only state executing agency.</p> <p>Staying involved after returning.</p> <p>On their return, former development workers make an important contribution to creating an open and tolerant society in Europe by carrying out voluntary development work. Through the Education meets Development Programme (BTE), for instance, they raise awareness of development issues in kindergartens, schools, universities and independent education institutions.</p>	<p>GIZ people with at least two years of professional experience. There is no age limit. Experiences.</p> <p>Experience in development cooperation is not required although very welcome. The profiles of the development workers are usually high technical profiles.</p>
FOCSIV	European Volunteer Service (EVS)	<p>The aim of the program is to raise European citizenship awareness, to create solidarity and promote intercultural dialogue. The EVS project can last max 12 months.</p>	<p>The EVS volunteer should be between 17 and 30 years old.</p> <p>No educational background requests, nor languages knowledge (the program foresee language courses for participants).</p>



Organisation	Program	The aim of the program	Requirements
FOCSIV	International Volunteer (voluntary development workers)	A development workers assignment is supposed to have a high impact for a specified target group to help reducing poverty.	A very wide range of professions. The international volunteers needs to have an educational or professional background linked to the cooperation project in which she/he is employed.
FOCSIV	National Civil Service volunteer	A national program for young volunteers with the aim to foster their active citizenship in Italy and abroad.	The target volunteer is a young woman or man from the age of 18 to 29 year old, of any cultural background. Not only Italian, but also regularly living in Italy.
FOCSIV	Short term volunteer (work camp)	Short term volunteer are employed in 15 days-1 month experience abroad, with the aim of: <ul style="list-style-type: none"> <li>- giving a small contribution to the local hosting community through work activities that don't need professional competences,</li> <li>- sharing a period of time with local communities in needs,</li> <li>- raising the participants awareness about development issues, fostering their personal engagement once they come back in Italy.</li> </ul>	No specific profile is needed. Short term volunteers need to be more than 18 years old and have a basic knowledge of the international language spoken in the destination country.
France Volontaires	Civic service	The Civic Service is a national voluntary service created by the law of March 10th, 2010. It joins in the youth policy aiming at the national cohesion, in the social mix within the framework of a project of collective interest.	Young people between 16 and 25 with a focus on ,NEETs' (Not in Education, Employment or Training).
France Volontaires	EUROSHA	EUROSHA is a pilot project within the framework of EU Aid Volunteers, a European Commission initiative. It seeks to address humanitarian issues and specifically to promote inclusive humanitarian information-sharing in crisis preparedness.	Young people from different countries in Europe and Africa.
France Volontaires	Solidarity leave	Solidarity leave is about exchanging know-how. Experienced individuals, still active, support projects or partner associations by bringing in their expertise. This is a short term program.	Solidarity Leave exclusively concerns employees in companies or active agents from local and regional authorities.
France Volontaires	The Volunteering for Development Programme (VSI for its initials in French)	This volunteering programme is coordinated and funded by the Ministry of Foreign Affairs (MFA). It is a long-term programme for skilled volunteers to contribute to development projects or to humanitarian action in developing countries. Only organisations having a specific authorisation from the MFA are allowed to recruit and send these volunteers. There is a specific act (the 2005-159 act) that frames the programme, the type of contract the volunteer signs with the sending organisation, the type of preparation before departure the sending organisation must propose, the volunteer's social security and health coverage. The volunteer leaves for an assignment that lasts from 1 to 2 years. The combined duration of the assignments, carried out either continuously or not, shall not exceed 6 years. There are many fields of action: health, education, support of civil society, etc.	VSI is looking for people who have attained the majority, single or couples, with no nationality conditions or age limit.  In practice, most are between 18 and 40 (In 2011, 44% were between 26 and 30*).  They are mostly qualified professionals (in 2011, 53% had 5 years' post-baccalaureate education*), with or without experience.

Organisation	Program	The aim of the program	Requirements
Fredskorpset / FK Norway	FK Volunteer Exchange programme	The overall aim for the programme is to foster Youth Leadership. CSO's exchange volunteers across borders North to South, South to North and South to South.  For the partnering organisations there is a goal to include returning volunteers in the organisation.	The programme used to target youth in the age of 18-25. We have now expanded the target group to 18 - 35.  Each partnership will have a distinct volunteer profile, based on the needs and contribution of each organisation. This is based on the idea that the host organisation should be able to provide relevant and challenging tasks for the volunteer, which will benefit the organisation.
Fredskorpset / FK Norway	The FK Health Exchange Programme (ESTHER)	The programme is the Norwegian contribution to the European Health for Development Cooperation called the ESTHER Alliance ( <a href="http://www.esther.eu/">http://www.esther.eu/</a> ).  The grants are given to Health Institutions entering a partnership including exchange of personnel.	Medical professionals. 90% of the volunteers should be below 35 years old.
Fredskorpset / FK Norway	The FK Professional Programme	The programme facilitates exchange of staff across borders in partnerships going North to South, South to North and South to South. The programme aims to increase individual and institutional capacity building, as well as relations between countries. The programme has a focus on vocational training, Social Responsible Business and primary health care.	The target group for this programme is young professionals between 20 - 35 years old. Each partnership will design a more specific target group based on the needs of the partners.
German Doctors	German Doctors	Doctors assist in nine projects in six countries.	Doctors only.
HORIZONT3000	Technical Assistance Programme (Personelle Entwicklungszusammenarbeit)	The main aim of the Technical Assistance Programme is to provide capacity development support for HORIZONT3000 local partner organisations. Technical Advisors (TAs) act as catalysts for its local partners to unleash, strengthen, create, adapt, and maintain capacity over time.  The programme goal is formulated as "strengthening and consolidation of the concepts and methods for systematic capacity development and knowledge management in the areas Rural Development and Natural Resource Management, Human Rights / Civil Society and Education". It aims to increase the effectiveness of work of the local partner organisations, which, in turn, will have higher capacities to contribute to the improvement of the living conditions of their respective target groups.	Our Technical Advisors (Entsendung nach österr. Entwicklungshelfergesetz) must have a profound education and minimum 2 years' work-experience in the field of the job which is required by the local partner organisation. Minimum age is 22.
International Service	Development Workers as part of ODT capacity building work.	The Organisational Development Programme aims to build the capacity and effectiveness of NGOs and of their service delivery and advocacy for vulnerable populations.	Volunteers with professional experience in the relative capacity building field i.e. Finance, HR, management etc.  Recruitment through open recruitment process on our website as and when needed and matched to specific project needs.
International Service	International Citizen Service (ICS)	ICS volunteers receive high-quality training, which means they can make an effective contribution during their placement – and understand how this fits into a wider programme of development work. Following to empower and strengthen individuals, organisations and communities, build capacity, promote inclusion and maximise potential.	International volunteering for 18-25 year olds and UK, EU, EEA citizen with a current UK address.  Team Leaders need to have some experience of leading and supporting diverse groups of young people. You must be 23-35 years old, with strong facilitation, communication and interpersonal skills.

Organisation	Program	The aim of the program	Requirements
Japan International Cooperation Agency (JICA)	Japan Overseas Cooperation Volunteers Program (JOCV)	<p>The JOCV program is operated as one of the technical cooperation schemes of Japan's ODA.</p> <p>The program aims to:</p> <ul style="list-style-type: none"> <li>- contribute to the socioeconomic development and/or reconstruction of developing countries</li> <li>- strengthen friendship and mutual understanding between developing countries and Japan</li> <li>- foster global perspectives in JOCVs and put their experiences to good use for the benefit of society after they return to Japan</li> </ul>	<p>Target age group: 20-39 years old</p> <p>Selection criteria include technical and linguistic skills and health determined by document submissions, a written exam and personal interviews.</p> <p>Specific educational and/or professional criteria differs according to each volunteer request.</p>
Japan International Cooperation Agency (JICA)	Senior Volunteers (SV)	<p>The SV program is operated as one of the technical cooperation schemes of Japan's ODA.</p> <p>The program aims to:</p> <ul style="list-style-type: none"> <li>- contribute to the socioeconomic development and/or reconstruction of developing countries</li> <li>- strengthen friendship and mutual understanding between developing countries and Japan</li> <li>- foster global perspectives in SVs and put their experiences to good use for the benefit of society after they return to Japan</li> </ul>	<p>Target age group: 40-69 years old.</p> <p>Selection criteria include technical and linguistic skills and health determined by document submissions, a written exam and personal interviews.</p> <p>Specific educational and/or professional criteria differs according to each volunteer request.</p> <p>SVs are expected to have solid experiences, specialized knowledge and technologies cultivated over long years.</p>
Japan International Cooperation Agency (JICA)	Youth and Senior Volunteers for Nikkei Communities	<p>The Nikkei (Japanese Descendant) Communities Volunteer Program aims to cooperate in the development of Nikkei communities in Latin American countries. Main areas of cooperation include Japanese Language Education, Primary School Education and Social Welfare Services.</p>	<p>Target age group: Youth Volunteers –20-39 years old.</p> <p>Senior Volunteers – 40-69 years old.</p> <p>Selection criteria include technical and linguistic skills and health determined by document submissions, a written exam and personal interviews.</p> <p>Specific educational and/or professional criteria differs according to each volunteer request.</p>
Korea International Cooperation Agency (KOICA)	World Friends IT Volunteers	<p>Korea's IT professionals are sent to developing countries, helping to bridge digital divide and foster global IT talents.</p> <p>Under World Friends IT Volunteers program, Korean college students and IT professionals are sent to developing countries with the mission to address digital divide that exists around the world. These volunteers offer IT training, carry out IT projects and promote Korea's image as an IT powerhouse. Since 2001, some 5,000 volunteers have been deployed to government organisations, public agencies and universities across 70 countries, with more than 500 in-service volunteers each year.</p> <p>World Friends IT Volunteers are assigned on a group basis consisting of four members to transfer cutting edge skills of Korea, helping to usher in an inclusive information society and cultivate global IT talents. IT training programs such as intermediate level Microsoft Office courses, and on-demand IT projects for local entities, including website building are available. Participants can apply for either a short-term assignment of four weeks or a mid-term assignment of two to three months.</p> <ul style="list-style-type: none"> <li>- Assignment period: 4-12 weeks</li> <li>- Eligibility: youth</li> </ul>	<p>Youth.</p>

Organisation	Program	The aim of the program	Requirements
<p>Korea International Cooperation Agency (KOICA)</p>	<p>World Friends KOICA Volunteers</p>	<p>World Friends Volunteers deployed by KOICA practice the spirit of sharing and learning through their long-term service to improve the quality of life in developing countries.</p> <p>World Friends Volunteer program operated by KOICA is a two-year overseas volunteer program that engages any Korean citizens having interest in volunteerism. Since the first assignment by the Korean government in 1990, it has been developed into a systematic and multidimensional program with rigorous demand survey, recruitment and selection procedures, volunteer training and education, in-service support, and post-service care.</p> <p>The program deploys volunteers across some 50 specific service areas, organized under KOICA's core thematic areas, education, health, IT, public administration, rural development, industry and energy, and environment. On average, nearly 1,600 volunteers are working with their host communities on the ground, while 1,000 volunteers are recruited on an annual basis. In addition to the general volunteer program, specialized programs are available as well. For example, World Friends NGO Volunteers are deployed in cooperation with NGOs, World Friends Dream Volunteer program target graduates of vocational high schools, and Saemaul Leader Volunteers are organized in collaboration with the Gyeongsangbuk-do government. World Friends Youth Mid-term Volunteer program is also available for those seeking to serve for less than a year</p> <ul style="list-style-type: none"> <li>- Assignment period: 2 years</li> <li>- Eligibility: 20 or older</li> </ul> <p>&lt;World Friends KOICA Volunteers - World Friends Dream Volunteers&gt;</p> <p>Students of meister or vocational high schools who dream of becoming skilled technicians are given an opportunity to practice what they learned in overseas settings, which can be a stepping stone in their future career.</p> <ul style="list-style-type: none"> <li>- Assignment period: 1 year</li> <li>- Eligibility: senior class of meister or vocational high schools)</li> </ul> <p>&lt;World Friends KOICA Volunteers - World Friends Youth Mid-term Volunteers&gt;</p> <p>Building bridges between short-term and long-term programs, this six-month program is designed to foster field-oriented volunteers.</p> <ul style="list-style-type: none"> <li>- Assignment period: 6 months</li> <li>- Eligibility: undergraduates</li> </ul> <p>&lt;World Friends KOICA Volunteers - Saemaul Leader Volunteers&gt;</p> <p>Organized in cooperation with the Gyeongsangbuk-do government, this volunteer program is specifically dedicated to transferring Korea's experiences in rural development represented to developing countries.</p> <ul style="list-style-type: none"> <li>- Assignment period: 1 year</li> <li>- Eligibility: 20 or older</li> </ul>	<p>High school or older.</p>

Organisation	Program	The aim of the program	Requirements
Korea International Cooperation Agency (KOICA)	World Friends NGO Volunteers	<p>World Friends NGO Volunteers is a long-term volunteer program under which dedicated and professional volunteers are sent to the sites of development projects run by the Korean government and NGOs worldwide.</p> <ul style="list-style-type: none"> <li>- Assignment period: 1 year</li> <li>- Eligibility: 18 or older</li> </ul>	18 or older.
Korea International Cooperation Agency (KOICA)	World Friends Techno Peace Corps	<p>The Techno Peace Corps is sent to universities and research institutes in developing countries to undertake joint research endeavours and participate in science and technology training programs.</p> <p>World Friends Techno Peace Corps was launched in 2006 for the first time, with 17 volunteers who were assigned to eight organisations in six countries. Since then, the Techno Peace Corps has carried out collaborative research activities across a wide range of science and technology fields. As of 2014, 40 volunteers are serving in 19 organisations in 15 countries.</p> <p>The one-year long assignment can be renewed for an additional year for those who wish to continue, based on a performance review. Mostly comprised of volunteers with a bachelor's or higher degree in natural sciences or engineering, the Techno Peace Corps provides education, guidance and consulting on science and technology according to their respective areas of expertise. These areas include biology, bioengineering, chemistry, electronic and electrical engineering, ICT, energy, environmental engineering, geology, fisheries science, agrifood, industrial engineering, materials engineering, mechanical engineering, oceanology, pharmacy, and physics.</p> <p>The Techno Peace Corps program is designed to ignite strategic cooperation with developing countries, which are rich in energy and biological resources and home to promising talents.</p> <ul style="list-style-type: none"> <li>- Assignment period: 1 year</li> <li>- Eligibility: natural sciences or engineering majors</li> </ul>	Natural sciences or engineering majors.

Organisation	Program	The aim of the program	Requirements
Korea International Cooperation Agency (KOICA)	World Friends Youth Volunteers	<p>By giving students an opportunity to participate in overseas volunteering programs, World Friends Youth Volunteers program aims to improve the competitiveness of Korean undergraduate students on the global stage by inducing their personal development. Also, exchanges that take place between participating Korean students and their counterparts in host countries can create friendships and boost mutual understanding. The first group of university volunteers was sent in 1997, and around 8,500 undergraduates have been deployed up until now.</p> <p>The program, offered for a short-term period from two to three weeks during winter and summer breaks, is coordinated by the Korean University Council for Social Service and the Pacific Asia Society. The Korean University Council for Social Service also supports overseas volunteer programs organized within each university.</p> <p>Volunteers organize classes to teach local residents about Korean language, Korean culture, English language, and Taekwondo. Other specialized volunteers undertake more advanced activities in professional areas of robotics, IT, agriculture, health, and rehabilitation. Volunteers can also participate in cultural exchange programs with local college students.</p> <p>College students are invited to explore creative volunteer opportunities and interact with local counterparts in joint activities.</p> <ul style="list-style-type: none"> <li>- Assignment period: 2-3 weeks</li> <li>- Eligibility: youth and undergraduates</li> </ul>	Youth and undergraduates.
Raleigh International Trust	Expedition	This programme aims to develop the leadership and citizenship of those who take part, supporting them to work with communities and other local beneficiaries to improve the lives and environment of poor rural communities.	<p>Youth aged 17-24 years:</p> <ul style="list-style-type: none"> <li>- UK youth</li> <li>- International youth</li> <li>- In-country youth</li> </ul> <p>Plus older volunteers (aged 25 years plus) with good people and project management skills, including medics, communications professionals, engineers.</p>
Raleigh International Trust	International Citizen Service	This programme is funded by the UK government Department of International Development. The lead contractor is VSO and Raleigh works within a consortium of volunteer sending development organisations to deliver the programme. The aim of the programme is threefold: the personal and social development of the volunteers, community development and action at home on their return.	<p>Volunteers (1:1 ratio):</p> <ul style="list-style-type: none"> <li>UK youth 18-23</li> <li>In-country youth 18-23</li> </ul> <p>Team leaders (1:1 ratio):</p> <ul style="list-style-type: none"> <li>UK - 23-30 years</li> <li>In-country - 23-30 years</li> </ul>
Singapore International Foundation	Singapore International Volunteer - Direct Service	Community service projects that engage generalist or non-skilled volunteers to deliver on sustainable outcomes e.g. access to clean drinking water, reading programme.	Professionals, managers and executives. But not necessarily engaged or volunteering in their area of expertise.
Singapore International Foundation	Singapore International Volunteer - Specialist	Capacity building by specialist volunteers via train-the-trainer model to deliver on sustainable change.	Experts in their field.

Organisation	Program	The aim of the program	Requirements
Skillshare International	International Citizen Service	Programme for UK and In-country volunteers aimed at developing active citizenship.	18-25 UK volunteers Youth in-country defined in terms of local definitions skill is not an entry criterion, but meeting personal specification that a volunteer can contribute or learn needs to be demonstrated
Uganda National Volunteers Link	Youth volunteer exchange program	Host communities (program impact on knowledge/learning, attitudes and values, friendships across borders, skills, career studies, and local and regional action).	Youth volunteers targeted are between the age of 18 to 29 years old graduate with specific skills in areas of technical vocational, community development and public health. This is a global program that welcomes volunteers around the world.
Uganda National Volunteers Link	Youth volunteer program	Host communities (program impact on knowledge/learning, attitudes and values, friendships across borders, skills, career studies, and local and global action).	Youth between the age 16 to 30 are our target with background in community development and public health.
UN Volunteers (UNV)	International UN Volunteers, Fully-Funded UN Volunteers, National UN Volunteers, UN Youth Volunteers	The United Nations Volunteers (UNV) programme is the UN organisation that supports sustainable human development globally through the promotion of volunteerism, including the mobilisation of volunteers. It serves the causes of peace and development by enhancing opportunities for participation by all peoples. It is universal, inclusive and embraces volunteer action in all its diversity. It values free will, commitment, engagement and solidarity, which are the foundations of volunteerism.	A university degree or higher technical diploma. 2 years of relevant work experience. At least age 25 when taking up an assignment. Good working knowledge in at least one of the three UNV working languages: English, French, Spanish.
UN Volunteers (UNV)	UN Online Volunteers	UNV's Online Volunteering (OV) service connects development organisations and volunteers over the Internet and supports their effective online collaboration.  It gives development organisations access to a broader pool of knowledge and resources to enhance their capacities, while it offers individuals worldwide additional opportunities to volunteer for development and contribute to the achievement of the Millennium Development Goals.	<ul style="list-style-type: none"> <li>- Provide technical expertise (e.g. advice on waste disposal, contract drafting)</li> <li>- Support project and resources management (e.g. project planning, volunteer management)</li> <li>- Contribute to knowledge management (e.g. data collection, database development)</li> <li>- Facilitate communication and networking (e.g. newsletters production and translation, moderation of online discussion groups)</li> </ul>

Organisation	Program	The aim of the program	Requirements
Unité	Personal Development Cooperation 2013-2016: "Capacity Development Programm"	The "Capacity Development Programm" focuses on „Capacity Development“ (individual skills enhancements, organisational development, networking, system developments) in the South and the East. Working in partnership with increased reciprocity in the institutional relationship increases the effectiveness of this development approach, which besides the fight against poverty and social justice strengthening also includes the work of peace and dialogue between worldviews. The professionals take part with their expertise to the improvement of the living conditions of the local population by strengthening the partner organisation (institution building).	The development workers are professionals and experienced experts who can provide a competence to the partner organisation, based on their expressed needs. Age: 30 and more.
Unité	Personal Development Cooperation 2013-2016: "Civil society strengthening Program"	The "Civil society program" focuses on the promotion of collective civic awareness through international exchange and solidarity („bridging capital“). Here, the North-South synergies and networks are not the only ones bearing the models elements, but over time, the networks between partnerships in the South (South-South) become increasingly important. The goal is a positive social change, which reinforces the civil society and its stakeholder.	Thematic experts from civil society organisations. Age: 30 or more.
Unité	Personal Development Cooperation 2013-2016: Learning Program	The "Learning Program" focuses on the mutual learning through interpersonal, professional and intercultural exchanges. It is often aimed at young adults. Thanks to this exchange, they are able to develop their social or professional skills or to gain new ones, which they can use in their country of origin.	Young adults with or without accomplished professional education. Age: between 18 and 30.



Organisation	Program	The aim of the program	Requirements
US Peace Corps	Peace Corps Response	<p>Peace Corps Response assignments offer qualified Americans the opportunity to obtain considerable career experience, while accomplishing tangible results in a short period of time. Such assignments are challenging, but for Americans with significant work experience and an interest in serving overseas, the experience is extremely rewarding.</p> <p>Volunteers provide targeted assistance in diverse assignments covering a range of projects, including food security, civil engineering, information systems, library science, and university level teaching.</p>	<p>Peace Corps Response recruits seasoned professionals who have significant experience, are doctors and nurses applying for the Global Health Service Partnership, and/or are returned Peace Corps Volunteers who have successfully completed their Peace Corps service.</p> <p>All Peace Corps Response candidates must be U.S. citizens.</p>
US Peace Corps	Peace Corps Volunteers	<p>Peace Corps Volunteers serve to promote world peace and friendship by fulfilling three goals: to help the people of interested countries in meeting their need for trained men and women, to help promote a better understanding of Americans on the part of the peoples served, and to help promote a better understanding of other peoples on the part of Americans</p> <p>Peace Corps Response provides qualified professionals the opportunity to serve in rewarding, short-term assignments, in various programs around the world. When you serve as a Peace Corps Response Volunteer, you bring your skills and experience to projects in places where you are needed most.</p> <p>Global Health Service Partnership is a program that aims to improve clinical education, expand the base of physician and nursing educators and build healthcare capacity in countries that face critical shortages of healthcare providers.</p> <p>University Programs (Master’s International, Coverdell Fellows, Peace Corps Prep, Campus Ambassadors) Combine Peace Corps service with a graduate degree or receive a fellowship to study after you return.</p>	<p>All Peace Corps candidates must be U.S. citizens and at least 18 years old. While college degrees can help an applicant qualify for service, the Peace Corps also considers work, hobbies, and volunteer experiences that align with the skills it is seeking.</p> <p>Peace Corps Response recruits seasoned professionals who have significant experience, are doctors and nurses applying for the Global Health Service Partnership, and/or are returned Peace Corps Volunteers who have successfully completed their Peace Corps service.</p> <p>Global Health Service Partnership participants have to be a U.S. physician or nursing licensure. Competitive physician applicants should be board eligible or board certified in their core specialties, and nurse applicants should have completed a BSN with a minimum of three years’ experience in a clinical specialty or an advanced degree (MPH, MSN, ARPN, DNP, PhD, or CNM).</p> <p>The Peace Corps University Programs offers unique opportunities for students at all levels to get involved in serving while pursuing their education goals.</p>
US Peace Corps	University Programs (Master’s International, Coverdell Fellows, Peace Corps Prep, Campus Ambassadors)	Combine Peace Corps service with a graduate degree or receive a fellowship to study after you return.	The Peace Corps offers unique opportunities for students at all levels to get involved in serving while pursuing their education goals.

Organisation	Program	The aim of the program	Requirements
Volunteer Service Abroad (VSA)	Volunteer Service Abroad	<p>VSA development work aims are to support sustainable development and improve the quality of life in developing countries we will work with local people to:</p> <ul style="list-style-type: none"> <li>- establish and develop productive enterprises that generate income and provide employment</li> <li>- improve the management and governance of public services so that they function effectively for their intended communities</li> <li>- strengthen civil society organisations that provide community development and social services for vulnerable members of society</li> </ul>	Suitable skills for one of the assignments.
VSO	Corporate volunteering	<p>Similar to long-term international volunteer placements except that they are usually recruited through VSO's corporate partners and jointly supported through VSO and the corporate partner. The different types of corporate volunteer placements within VSO are:</p> <ul style="list-style-type: none"> <li>- Short term group placements (IBM)</li> <li>- Relay placements (Syngenta) (rolling number of volunteers that come for short placements over a period of time)</li> <li>- Short term (2 month) individual placements e.g. Bodyshop</li> <li>- Long term (&gt; 6 months) individual placement (Randstad)</li> <li>- National volunteers (Samsung Kenya)</li> </ul>	Corporate volunteers with the requisite experience (tends to be a focus on specific business skills depending on the placement).
VSO	Diaspora volunteers	<p>Recruits volunteers to return to their country of origin for a period of time to volunteer their skills on a specific project. Tend to be deliberately recruited for their knowledge and understanding (i.e. ability to speak the local language) of the country context as well as for their technical skills.</p> <p>Recent example: 2-year project on maximizing the value of the Kenyan Dutch diaspora. The project is supporting social enterprises and community based organisations through the Kenyans living in the Netherlands.</p>	Individuals who identify as part of a diaspora community and whose country of origin is one of the 22 in which VSO operates.
VSO	International Citizen Service	<p>This is VSO's youth volunteering programme. We are one of 10 consortium partners who also recruit volunteers for the ICS scheme. Volunteers are recruited for a 3-month period to work on a specific project related to one of VSO's core programme areas in education, health, livelihoods or governance. The volunteers are recruited as part of a group of equal numbers of UK volunteers and national volunteers (who are from the country in which they are volunteering). Typical projects include peer to peer youth mentoring in communities and community mobilisation around a specific issue/campaign.</p>	UK and national volunteers (in the countries where VSO recruits, i.e. Kenya, Nigeria, Bangladesh) between 18-25years. Volunteers need no specific prior experience but do have to go through a selection and training process.
VSO	Long-term international volunteers	<p>Note: all VSO programmes take place in Africa and Asia-Pacific.</p> <p>VSO recruits international volunteers to volunteer overseas. The volunteers are usually assigned for 1-2years in-country working directly with VSO's local partner organisations (civil society organisations, local &amp; regional government, medical facilities, teacher training colleges etc.) as part of a broader VSO programme in one of VSO's four programmatic areas -education, health, livelihoods, social accountability.</p>	<ul style="list-style-type: none"> <li>- Individuals with a minimum of 4-5yrs experience in their specific area of expertise</li> <li>- Recruited from a range of countries including; UK, Southern Ireland, Kenya, Philippines, Uganda and Tanzania.</li> </ul>

Organisation	Program	The aim of the program	Requirements
VSO	National volunteers	<p>Whilst I recognise this survey is focused on international volunteers it is important to highlight that a substantial and growing aspect of VSO's volunteers are national volunteers in the countries where VSO works. These broadly fall into three categories:</p> <ul style="list-style-type: none"> <li>- Long-term, skilled national volunteers (undertake very similar placements as VSO's long-term international volunteers)</li> <li>- ICS national volunteers (part of the ICS programme, equal number of UK and national youth volunteers are recruited to work together on projects)</li> <li>- Corporate national volunteers (recruited through corporate organisations in the countries where VSO works).</li> </ul>	See above descriptions.
VSO	Political volunteers	<p>Parliamentarians contribute to this approach by sharing lobbying skills, building the capacity of elected representatives and by growing the confidence and ability of local partners to influence national policy. On return, by talking about their experiences in Parliament and beyond, MPs and Peers increase understanding of international development issues.</p> <p>Since 2005, we have placed 48 Parliamentarians with partner organisations in Africa and Asia. Placements last for approximately 1 to 2 weeks and provide an opportunity to work with local people on issues of importance to them. Each placement is carefully designed to contribute to our wider development strategy for the participating country.</p> <p>Parliamentarians, in common with all VSO volunteers, discuss possible placements and are matched to a role that makes best use of their individual experience.</p> <p>VSO is strongly endorsed by many governments and development experts around the world. In 2009, we were voted 'Charity of the Year' by Parliamentarians in the DODS 'Charity Champions' awards.</p> <p>Example: Margaret Hodge MP worked with Sankalpa, an alliance of eleven women's organisations in Nepal in April 2013. Providing strategic advocacy advice and training workshops she worked to build capacity of those organisations. Margaret also met with Government Ministers and political leaders to discuss the benefit, need and urgency of implementing reforms to guarantee women's broad and meaningful participation in politics and public life ahead of Nepal's general elections later that year.</p>	MPs and Members of the House of Lords in the UK and overseas.
VSO	Short-term international volunteers	Same as long-term international volunteers but undertake short-term placements (6 months or less) focused on a very specific short-term assignment.	(See criteria for long-term international volunteers).
World University Service of Canada (WUSC)	Uniterra	<p>Volunteering and partnerships for increased empowerment, employment and incomes for youth and women.</p> <p>AN INNOVATIVE AND INCLUSIVE APPROACH</p> <p>The program engages with economic sub-sector actors, be they private, non-profit or public entities, as well as associations, training service providers.</p>	Long and short term volunteering, student volunteering and corporate volunteering. Uniterra mobilises highly skilled professionals.

## ANNEX 2 SURVEY QUESTIONNAIRE

### Questionnaire – international volunteering worldwide

This questionnaire is designed to collect data about various types of international volunteering worldwide. This will help to develop an understanding of different kinds of volunteering, similarities and differences among country programs; depict aims of volunteering activities worldwide; and follow up on trends and developments within countries. The survey does not cover any activities of a volunteer within his or her home country or the respective country of residence.

The study is carried out by the Association “Learning and Helping Overseas” under the umbrella of the International Forum for Volunteering in Development. It addresses volunteer sending agencies as well as umbrella institutions dealing with international volunteerism.

In case of questions please contact:

Hartwig Euler

...

The questionnaire is divided into three sections:

- 1) General information about your organisation
- 2) Frame for the volunteer assignments / programs
- 3) Sending activities for individual programs

#### **General information:**

Organisation's name

Director / CEO

Contact Person

Telephone / Skype

E-Mail

Status of Organisation

#### **Framework for the Volunteer Assignments / Program**

**Name of the program / International volunteer assignment**

**The aim of the program**

Please describe the intention of the volunteer program or assignment.

**Which groups of volunteers are targeted? Who should participate?**

**Please describe your volunteer profile.**

International volunteer sending activities in last reporting year (Between 1. January 2013 and 30. June 2015).

**Period used for questionnaire / reporting year****First day of reporting year**

The timely availability of data may vary considerably from one country to another and from one organisation to another. Moreover, different reporting periods may cause difficulties in aligning the data sets within a given time frame. Therefore, please choose the most recent period (of one complete year) for which you provide a complete set of data concerning your volunteers. This period should be anytime within the 1st January 2013 and the 30th June, 2015.

**Total number of volunteers within the program / assignment in the reporting year** (including those who had already been deployed before the beginning of the period).

Number of volunteers:

**How many volunteers started the program / assignment in this period?**

Number of volunteers:

The following questions refer to the total number of volunteers in the program / assignment during this period (including those who had already been deployed before the beginning of the period).

**Number of volunteers by age groups**

Below 18

19 to 29

30 to 59

60 and above

**Number of participants by sex**

Male

Female

**Educational background of participants**

No schooling completed

Secondary schools and other non-tertiary education

Vocational education and training

Bachelor or equivalent

Master or equivalent

Doctoral / PhD or equivalent

Other

Unknown

The category “Other” allows for educational paths that are not covered within the listed options due to different educational systems.

**Is work experience required?**

Yes

No

The term “work experience” in this context does not include experience gained during tertiary education, nor does it apply to internships or other occupations with an educational purpose. Please, only tick “yes” if your volunteers need to have gained actual work experience after their graduation.

**Number of volunteers per “direction” of deployment**

North to South

South to North

South to South

Incountry volunteering

The terms “North” and “South” are not strictly defined. They refer, however, to the level of development of a country. “North to South” implies that volunteers from countries with a very high Human development index (HDI) are deployed to countries with a medium or low HDI and vice versa. A classification is given by UNDP. A South to South regional deployment includes all cross-border-volunteer deployments within one region / one part of continent.

**Number of volunteers per region of deployment**

North America

Central and south America

Africa

Asia

Australia, New Zealand and Pacific

Europe

**Number of volunteers by duration of deployment**

Less than 3 months

3 months or more, but less than 12 months

12 months or more, but less than 24 months

24 months and more

**Please describe the preparation process for your volunteers' deployment:**

Does your organisation offer...

...pre-departure briefing?

...in-country briefing?

...re-entry support / briefing?

**What proportion of your program is funded by the following sources?**

National government

Private foundation or charitable organisation

Corporate sponsorship

Individual contributions

Other (please specify)

**What is the annual budget for the program in US Dollar?**

For conversion from EUR please use the change rate from 1st November 2015: 1 EUR = 1.10096 USD

Finalize Questionnaire

Overview

On this page you receive an overview over your answers in this questionnaire part. If you are satisfied with your answer you can mark this part as completed. This is only for your

own reference; you will still be able to make changes.

Please also submit your latest annual report to [euler@entwicklungsdienst.de](mailto:euler@entwicklungsdienst.de)

You have completed the questionnaire.

Thank you for taking part in this survey.

In case of questions please contact:

Hartwig Euler