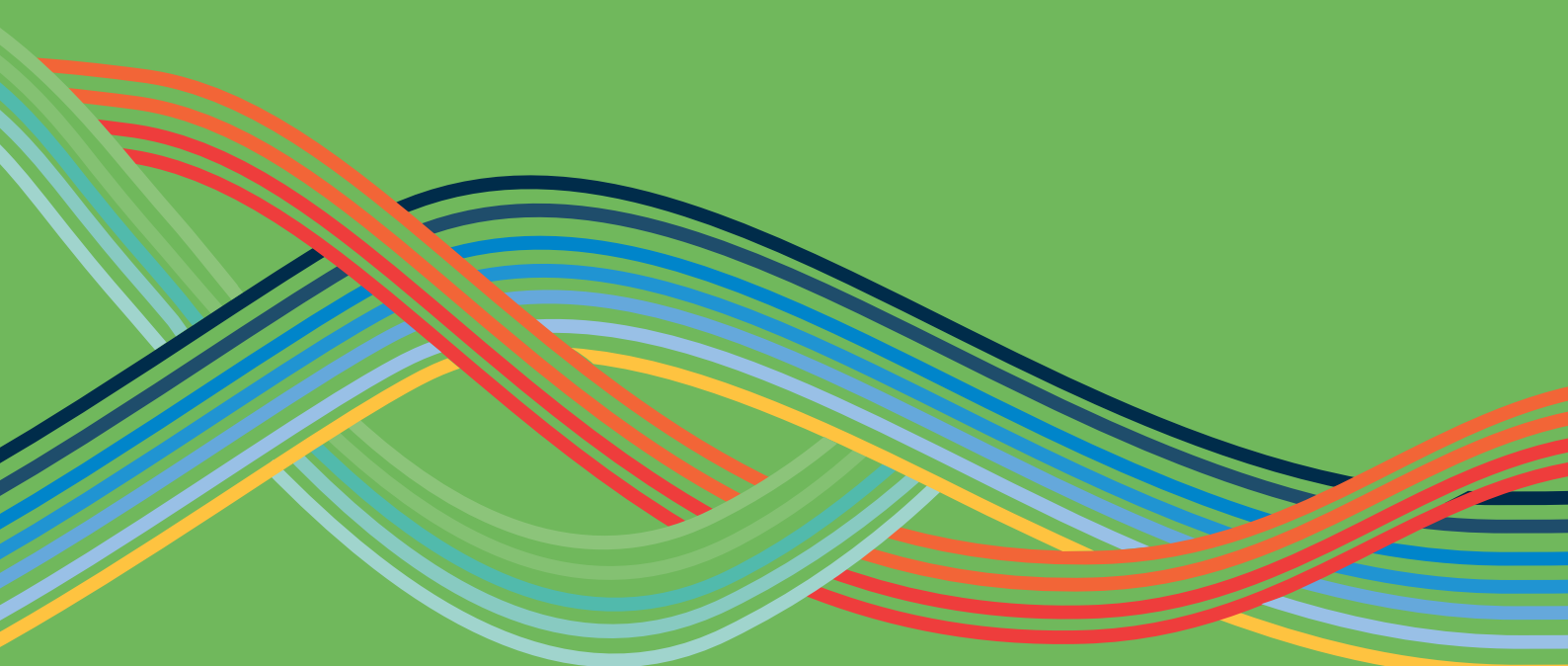




**UN
VOLUNTEERS**

Current Estimates and Next Steps
**THE SCOPE AND SCALE OF
GLOBAL VOLUNTEERING**

A BACKGROUND PAPER FOR THE 2018 STATE OF THE WORLD'S
VOLUNTEERISM REPORT: *THE THREAD THAT BINDS*



■ SUMMARY

This paper was prepared as background research for the 2018 State of the World's Volunteerism Report: *The thread that binds* (UNV, 2018).

■ ACKNOWLEDGMENTS

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Note on regional groupings used in this paper and variations with the 2018 State of the World's Volunteerism Report

Aggregate figures on the scale of direct- and organization-based volunteering as a share of the population 15 years of age or older reported here are based on data generated by the Johns Hopkins Center for Civil Society Studies. They do not reflect the regional groupings of the United Nations Development Programme (UNDP). The State of the World's Volunteerism Report 2018 uses adapted figures in line with UNDP regional boundaries, therefore some statistics deviate slightly from the figures shown in this paper.

■ THE 2018 SWVR

The 2018 State of the World's Volunteerism Report *The thread that binds* is a United Nations flagship publication that presents new evidence on the role of volunteerism in strengthening community resilience. It finds that communities value volunteerism because it enables them to create collective strategies for dealing with diverse economic, social and environmental challenges. At the same time, unless appropriately supported by wider actors, volunteering can be exclusive and burdensome for some groups. Alone, communities have limited capacities and resources to adapt to emerging and future risks. The report thus explores how governments and development actors can best engage with volunteerism to nurture its most beneficial characteristics, while mitigating against potential harms to the most vulnerable. In doing so, the report provides an important contribution to the evidence base on inclusive, citizen-led approaches to resilience-building.



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Executive Summary

Volunteering is increasingly recognized as a significant resource for overcoming development challenges. Empirical data can document the contributions of volunteers, set benchmarks for evaluation, uncover important trends, and encourage policies that help promote volunteering.

Volunteering is difficult to define and measure in a way that is comparable across borders or cultures. When volunteering has been measured, the focus has largely been on organization-based volunteering, rather than volunteering performed spontaneously and directly between people. Many stakeholders fail to recognize the importance of measuring volunteering, especially irregular volunteering, mainly due to the cost and the difficulties of getting a representative sample.

Recent improvements have been made to the way in which volunteering is measured. Key references, such as the International Labour Organization's (ILO) *Manual on the Measurement of Volunteer Work* (2011) and the standardized definitions adopted in the 19th International Conference of Labour Statisticians (2013), provide a common foundation to allow for more accurate estimates of the scope and composition of volunteerism worldwide. Drawing on a number of different sources, it has been possible to generate data on volunteering in countries covering over 60 per cent of the world's population and to estimate the scale of volunteering in other countries for which no solid data is yet available. This collated data provides rich insights into global volunteering patterns:

- ▶ The direct and organization-based volunteer workforce equates to 109 million full-time equivalent (FTE) workers.
- ▶ 70 per cent of global volunteer activity occurs through direct person-to-person engagement, while 30 per cent takes place formally through organizations or associations.
- ▶ Significant variations exist in the scale of the volunteer workforce across different regions. Regional differences also exist in the proportions of direct vs. organization-based volunteering.
- ▶ The majority of global volunteer work (57 per cent) is carried out by women.
- ▶ Organization-based volunteering is fairly evenly distributed between the sexes (51 per cent women and 49 per cent men) while a greater proportion of direct volunteering work is undertaken by women (59 per cent).

While more research is needed to expand the depth and coverage of the data, it is clear that volunteering is an enormous social and economic force. To further improve measurement efforts of global volunteer work, the following recommendations are made:

- ▶ Continue cost-effective surveying of volunteering, including time-use surveys.
- ▶ Expand surveying using the ILO methodology to more countries to ensure richer and more comparable data.
- ▶ Conduct new surveys in those countries for which there is very little data, in particular the most populous countries such as Bangladesh, Egypt, Indonesia, Nigeria, and the Philippines.
- ▶ Encourage research actors and statistical agencies to work closely with volunteer-involving organisations and other development actors to sensitize, synergize and localize the collection of data and ensure that collected data is used effectively by stakeholders to enhance support to volunteers.

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Volunteers in Sudan discuss recommendations for supporting volunteerism (UNV Sudan, 2018)

1

Introduction

The relative handful of countries that have undertaken the measurement of volunteering have done so inconsistently, often failing to define carefully what they mean by the term

Volunteering is a complex phenomenon that is difficult to define let alone measure with precision. A productive activity that produces value to others, volunteering is a form of work undertaken outside of employment or household activities. Pursued for no monetary compensation, it nevertheless produces both tangible and intangible benefits not only for its beneficiaries but also for the volunteers and, where relevant, the organizations that they support. Although a matter of free will, volunteering is often motivated by a sense of personal, cultural, religious, or other obligation. Treated by statistical authorities as a form of unpaid work, it is nevertheless believed to perform important social functions by promoting social integration, civic participation, and sentiments of altruism.

Perhaps because of these ambiguities, volunteering has been largely missing from the international statistical systems that track work or economic activity or even social behaviour. In addition, the relative handful of countries that have undertaken the measurement of volunteering have done so inconsistently, often failing to define carefully what they mean by the term; restricting their focus to organization-based volunteering (sometimes called “formal” volunteering) and ignoring, for the most part, volunteering performed directly for other people or communities (“informal” or “direct”

volunteering); and measuring only how many people volunteer in an entire year but overlooking either what they do or how long they do it.¹

Similar problems have afflicted cross-national efforts to measure volunteering. These surveys have too often relied on peculiar phrasings to depict what is being studied, utilised unreliably small samples, or restricted themselves to simplistic measures such as any level of participation over the previous 12 months, without capturing any sense of the amount of time devoted or the task performed.² Consequently, such surveys have often produced bizarre results. For example, a Gallup Worldview Survey³ that asked respondents if they had “helped a stranger or somebody you didn’t know who needed help?” over the past month, thus reported the rate of organization-based volunteering among Americans to be 39-43 per cent—half again higher than the 26 per cent rate reported based on the more robust United States (US) Current Population Survey sample.⁴ Furthermore, the rate of organizational volunteering reported for the Russian Federation through the Gallup survey, at 26 per cent, was much higher than that reported for Sweden (13 per cent), Denmark (20 per cent), and France (22 per cent), contrary to every other known survey of volunteering in these countries.⁵

Given these problems, providing a reasonable picture of the global scale and value of volunteer work represents a significant challenge. Despite this, it is crucial that the effort be made. The generation of solid empirical data on volunteerism is one feature of a broader strategy for promoting a more enabling environment for this crucial human resource. For one thing, measurement can encourage volunteering by documenting the contributions volunteers can produce, thereby validating the volunteer effort. Furthermore, estimates of the scale of volunteering can encourage policies that help promote volunteering and eliminate barriers to participation. Measuring volunteering not only provides the important data needed to set benchmarks and spot trends, but can also connect volunteering to other important aspects of societal well-being, which can help keep this topic at the forefront of national and international attention.

Fortunately, recent advances in the measurement of volunteering suggest that the obstacles that have long impeded measurement of this phenomenon may be receding. The purpose of this paper is to take advantage of these advances to push the cross-national measurement of volunteering forward as a basis for evidence and policy-making in relation to it. Accordingly, this paper proceeds in four steps. *First*, it calls attention to the barriers that have long impeded solid, reliable cross-national data on volunteering throughout the world. *Second*, it outlines some of the improvements in basic information to advance the understanding of the overall scope and composition of global volunteering and details the steps that have been taken so far to assemble the most reliable estimates possible of the scope and composition of volunteer work globally. *Third*, it examines what has been learned from these steps both about the scale of volunteer work globally and about its composition, regional variations, and demographic composition. *Finally*, it examines a series of implications that flow from these findings for policy, research, and practice.

The generation of solid empirical data on volunteerism is one feature of a broader strategy for promoting a more enabling environment for this crucial human resource

The data also reveal intriguing regional and demographic variations, some of them overturning long-held myths

The result is a paper that builds its estimates of the global scope of volunteer work on actual observations, measured consistently, for the majority of the global population. Ultimately, the scale of volunteer work, when both organization-based and direct volunteering are taken into account, is enormous. Indeed, the full-time equivalent scale of the global volunteer workforce exceeds that in many major global industries, such as construction and transport. The data also reveal intriguing regional and demographic variations, some of them overturning long-held myths. In short, while important limitations still remain in the available data on global volunteering, even the incremental improvements exploited in this paper suggest a rich harvest of new insights into global volunteer realities and the policy and practice implications that flow from them.



Players training for a football match organized by the Coalition of Volunteers with support from UNV (MINUSTAH/Logan Abassi, 2012)

2

What makes it so hard to measure volunteering?

That reliable data on volunteering have long been so limited is due in important part to the series of impediments that stand in the way of it. These take a number of forms:

Active resistance. In some quarters, including within the volunteering community, measurement of volunteering is actively resisted. Volunteering is perceived as a moral duty, an inherent part of neighbourliness, and therefore not a behaviour that should be quantified and measured. In this view, the measurement of volunteer effort dehumanizes and unnecessarily commodifies volunteer effort, thereby robbing volunteering of its essential character as a fulfilling human activity undertaken out of a sense of altruism and social solidarity. Conceiving volunteering as a purely individual action, those who hold this view also see little need for public action to promote it and hence for better information to shape such action.

Contested definitions. The term “volunteering” carries a variety of connotations, some of them unflattering or problematic. In some countries, people are obliged to work without pay for others or in their communities, making it a form of compulsory labour.⁶ For many, volunteering is something formal, done through organizations rather than through mutual aid or other direct engagement with neighbours or friends. This, in

The term “volunteering” carries a variety of connotations, some of them unflattering or problematic

turn, raises the question of who are “valid” beneficiaries of an activity that meets the definition of volunteering? Given that volunteering must be done outside the household or the family, how are these defined in different contexts? What about helping out in a family business? For many, volunteering should be undertaken with purely altruistic intentions, and not for some benefit to the volunteer, such as to acquire training, certification, or even contacts. Furthermore, although volunteering is typically thought to be an activity undertaken without pay, what about reimbursement for expenses or the gaining of occupational skills? Clearly, no definition of the concept can therefore rest on the use of the term “volunteering” alone—at least none that hopes to have it understood the same way by all respondents or used in cross-national comparisons. As will be seen below, the 18th International Conference of Labour Statisticians (ICLS) approved a *Manual on the Measurement of Volunteer Work* that sought to remedy this through the adoption of a standard definition and method of measuring volunteering work.⁷ This was subsequently clarified by the 19th ICLS in 2013,⁸ though these have not yet been universally applied in measurement efforts.

Logistics of data collection. Since volunteering does not involve significant monetary transactions, it is seldom tracked in any administrative records. Even organizations that systematically engage volunteers often find it difficult to record accurately the exact amount and type of work performed by volunteers. This leaves population surveys as the most feasible methodology for capturing the magnitude of volunteer work. However, this methodology is also fraught with multiple problems:

- ▶ Unlike paid employment, which is a well-defined and regularly performed activity, volunteer work is performed irregularly, often with a high degree of seasonality often related to weather, school schedules, or religious observances;
- ▶ Volunteering also typically engages fewer people than those who are employed;
- ▶ Adequately capturing its magnitude therefore requires large samples, but large samples are costly, limiting the time available to clarify the definition with multiple prompts. Insufficient prompting may then result in the failure to recall more idiosyncratic or infrequent forms of volunteering, but too many prompts can at best produce respondent fatigue and at worst inflate the results as respondents feel pressured to respond positively to at least one of the interviewer’s prompts; and
- ▶ Because volunteering is often sporadic, lengthy “reference periods” (e.g. a year) are often used, but this can lead to imprecise recall.

Potential biases. Because of these dilemmas, volunteering surveys suffer from a number of potential biases, including:

- ▶ **Non-response bias:** Survey participation is akin to volunteering in that both require that an individual dedicates time to a task that does not entail compensation. Consequently, non-respondents are therefore likely to be non-volunteers, which can exaggerate the share of volunteers in a sample and hence in the population⁹;
- ▶ **Recall bias:** Respondents rely on their memory to answer survey questions, and the longer the reference period, the more difficult it is to recall the required information accurately. Respondents tend to forget activities performed sporadically or long ago, and to exaggerate or highlight ones that are especially salient even when they are outside the reference period. This, again, may distort results.¹⁰
- ▶ **Social desirability bias:** Survey respondents tend to over-report socially desirable or

Even organizations that systematically engage volunteers often find it difficult to record accurately the exact amount and type of work performed by volunteers

socially expected behaviours, such as religious worship, helping others, or volunteering. As a result, surveys often lead to systematic and substantial overestimations of the incidence of such behaviours, particularly where multiple prompts seem to signal that an interviewer is pushing for positive responses.¹¹

Uncertainty over the most appropriate measure of volunteering. In the study of volunteering, the most commonly selected measure is the number of volunteers during a particular “reference period,” which is then divided by the number of age-eligible people to compute a “volunteering rate”. However, since volunteering is episodic and does not adhere to a normal work schedule, this variable does not provide any real hint about how much volunteering actually occurs, let alone what kind of activity the volunteer carries out. Unless the reference period is an entire year, moreover, it is hard to gauge how many volunteers there are in a country since some people volunteer multiple times and others volunteer only once. More precise surveys ask about the amount of time volunteered in a reference period and this can be converted into the total amount of volunteer time in a country, which, in turn, can be converted into the number of full-time equivalent workers that the volunteers translate into. Unfortunately, however, too few volunteer measurement efforts have pursued this variable.

Surveys often lead to systematic and substantial overestimations



Environmental protection volunteer in Xinzhuang village, China (UNV, 2018)

3

Improved data sources and estimation methods

This study focuses on sources that most fully addressed some of the challenges to measuring volunteering

Despite these barriers, considerable improvement has occurred in the measurement of volunteering over the past two decades. These improvements have made it possible to generate solid data on the amount of both organization-based and direct volunteering in countries that account for well over 60 per cent of the world's population, and hence for the lion's share of volunteer activity. Using this data, it has then been possible to estimate the scale of volunteering in the countries for which no solid data is yet available. This section first discusses the sources of these improvements in available data and then outlines the steps taken to generate the estimates in this paper.

Key sources of improved global data on volunteering

In searching for reliable data on global volunteering, this study focuses on sources that most fully addressed some of the challenges to measuring volunteering cited earlier. This means sources with clear and coherent conceptualizations of volunteering, information not only on head-counts but also the amount of time devoted to volunteering, robust enough samples, and information of the activities that volunteers performed. Broadly speaking, these considerations provided four categories of sources that were found to have accounted for the recent improvements in the global data on

volunteering: (a) the Johns Hopkins Comparative Nonprofit Sector Project; (b) the 2011 International Labour Organization (ILO) *Manual on the Measurement of Volunteer Work*, the ICLS and the 2003 United Nations (UN) *Handbook on Nonprofit Institutions in the System of National Accounts* that laid the basis for it; (c) the identification of a way to secure data on volunteering from official Time Use Surveys (TUSs); and (d) a scattering of newer national volunteering surveys that reflect some of the features identified above.

a) The Johns Hopkins Comparative Nonprofit Sector Project (JHU/CNP)

The Johns Hopkins Comparative Nonprofit Sector Project represents the longest running and largest attempt to collect systematic comparative empirical data about the nonprofit (civil society) workforce at the global level. Working in ultimately 44 countries, this project engaged local teams of researchers to collect some of the first data on the workforce, both paid and volunteer workers, engaged by nonprofit institutions in these countries.¹² Most of this data were derived from official economic statistics assembled as part of national income accounting, but the project went beyond these sources to provide some of the first systematic data on organization-based volunteer data using specially commissioned surveys. Unlike many previous studies, the JHU/CNP surveys collected information not only on the number of volunteers, but also on the duration of their work and their field of activity. This was done intentionally to make it possible to calculate the value of this work expressed in terms of its “full-time equivalent replacement cost.” In the Global Southⁱ and transition countries, where comprehensive registers of nonprofit organizations generally did not exist, hyper-network sampling was used to identify unregistered organizations operating in targeted geographical areas and these organizations were then surveyed and asked about both paid and volunteer workers.

This data has been “aged” to take account of population and general workforce changes

The major limitation of this data is their age. Many were collected during an earlier era with limited resources, necessitating reliance on existing omnibus survey platforms, which inevitably meant limitations on the number of questions and prompts that could be used. Still, at the time of collection in the late 1990s and early 2000s, the findings represented, for many countries, the only reliable source of cross-national information about volunteering and nonprofit activity in general. Since their initial publication, many countries have been able to update this data with national surveys. In others, however, funding limitations have prevented new data collection efforts. In these latter countries, the JHU/CNP data may still represent the best available source. As reflected in Table 1, JHU/CNP data are now available on 44 countries. This data has been “aged” to take account of population and general workforce changes and integrated into the master matrix. In a sense, they represent the “fail-safe source” where newer or more robust data is not available.

ⁱ For the purposes of analysis, in this paper the term ‘Global South’ refers to those countries other than those classified as ‘high-income countries’ (HICs) according to the World Bank. See <https://data.worldbank.org/income-level/high-income>

Table 1 | Data on organizational volunteering generated through the JHU/CNP and “aged” to 2015

Country	Year Collected	Country	Year Collected
Argentina	1995	Mexico	2014
Australia	2007	Morocco	1999
Austria	2001	Netherlands	2002
Belgium	2004	New Zealand	2004
Brazil	2002	Norway	2004
Canada	2002	Pakistan	2000
Chile	2015	Peru	1995
Colombia	1995	Philippines	1997
Czech Republic	2004	Poland	1997
Denmark	2004	Portugal	2002
Egypt	1999	Romania	1995
Finland	1996	Russia	2008
France	2002	Slovakia	1996
Germany	1995	South Africa	1998
Hungary	2003	Spain	1995
India	2000	Sweden	2002
Ireland	1995	Switzerland	2005
Israel	2004	Tanzania	2000
Italy	1999	Turkey	2011
Japan	2004	Uganda	1998
Kenya	2000	United Kingdom	1995
Korea, Republic of	2003	United States	2006

b) The ILO Manual on the Measurement of Volunteer Work (2011) and the 19th International Conference of Labour Statisticians (2013)

A crucial step forward in the development of improved data on volunteering came with the issuance of the ILO Manual on the Measurement of Volunteer Work in 2011

A crucial step forward in the development of improved data on volunteering came with the issuance of the ILO Manual on the *Measurement of Volunteer Work* (henceforth the ILO Manual) in 2011. This ILO Manual was stimulated by the issuance of a *Handbook on Non-profit Institutions in the System of National Accounts* by the UN Statistics Division in 2003, developed in cooperation with the Johns Hopkins Center for Civil Society Studies and a Technical Experts Group. A central innovation of this UN *Handbook* was the acceptance of volunteering as a form of work that should be counted as part of the workforce of nonprofit institutions and valued using a “replacement cost” method, as provided for in the JHU/CNP Project. Since no consensus definition of volunteer work or common survey form and target set of variables for such work existed within the international statistical community, however, an effort was launched to collaborate with the ILO to develop a manual to plug this gap. An early draft of such a document was approved by the 2008 ICLS, and ultimately published in 2011.¹³ The resulting ILO Manual offers an operational definition of volunteer work that was agreed among labour statisticians at the 18th ICLS and recommends a procedure for measuring and valuing such work as part of

regular labour force or other household surveys. A further boost came in 2013 with the establishment of the definition of volunteering as part of a broader clarification of different forms of work activities issued by the ILO.¹⁴ Several features of the ILO approach to measuring volunteering are especially important:

- ▶ It defines volunteering without relying solely on this term. In particular, the 19th ICLS resolution defines volunteering as work performed by persons of “working age who, during a short reference period, performed any unpaid, non-compulsory activity to produce goods or provide services for others”.ⁱⁱ
- ▶ It makes clear that volunteering involves “work” which distinguishes it from leisure activities (and should not be confused with paid employment). This makes it possible to integrate the measurement of volunteering into labour force surveys, which tend to use large samples and to gather a host of additional demographic pieces of data, and use the same classification structures as used for other measures of work (paid and unpaid).
- ▶ It differentiates volunteer work from other work activities by emphasizing that it is unpaid and willingly entered into, sidestepping the difficult to ascertain objectives or motivations for the activity.
- ▶ It differentiates volunteer work from household activities by stipulating that its beneficiaries are not members of the volunteers’ household or related family members.
- ▶ It is quite broad, covering both organization-based and direct volunteer work, an issue of particular importance to countries in the Global South, where civil society organizations are often less plentiful.
- ▶ It sets meaningful boundaries to differentiate in-scope volunteering from various out-of-scope activities, such as apprenticeship and internship arrangements; compulsory activities (e.g. military service or court ordered actions); mere attendance at public or social gatherings or events; and sporadic acts of person to person help that do not involve a meaningful amount of time (e.g. at least an hour in a typical week).ⁱⁱⁱ

The ILO Manual and 19th ICLS resolution recommend the use of official labour force or other household surveys as the platform for measuring volunteer work

The ILO Manual and 19th ICLS resolution recommend the use of official labour force or other household surveys as the platform for measuring volunteer work. Such surveys have the advantage of being typically carried out by official statistical agencies utilizing large samples, capturing considerable demographic data, relying on short reference periods, being compulsory and thus minimizing non response bias, and being carried out by interviewers adept at converting activity descriptions into occupational categories. The ILO Manual recommends asking not only whether respondents took part in any activities that fit the definition above, but also for information on the duration of that activity, the institutional setting in which it took place, and the occupational function of the respondent while performing that activity.

ii More precisely and technically, the 19th ICLS definition further elaborates its definition of volunteer work by noting that: (a) Any ‘activity’ refers to work for at least one hour; (b) ‘unpaid’ is interpreted as the absence of remuneration in cash or in kind for work done or hours worked – nevertheless volunteer workers may receive some small form of support or stipend in cash, when below one third of local market wages (e.g. for out of pocket expenses or to cover living expenses incurred for the activity), or in-kind (e.g. meals, transportation, symbolic gifts); (c) ‘non-compulsory’ is interpreted as work carried out without civil, legal or administrative requirements that are different from the fulfilment of social responsibilities of a communal, cultural or religious nature; (d) production ‘for others’ refers to work performed (i) through or for organizations comprising market or non-market units, including through or for self-help, mutual aid or community-based groups of which the volunteer is a member (i.e. organizational volunteering), or (ii) for households other than the household of the volunteer worker or of related family members (i.e. direct volunteering), or in-kind (e.g. meals, transportation, symbolic gifts).

iii This ILO definition is thus generally in harmony with the definition adopted by the United Nations General Assembly (UNGA) and utilized by UNV: “The terms volunteering, volunteerism and voluntary activities refer to a wide range of activities ... undertaken of free will, for the general public good and where monetary reward is not the principal motivating factor” ((A/RES/56/38 -UNGA, 2002).

To date, ten countries have completed implementations of the ILO Manual approach, though, as noted below, a number of others have carried out surveys consistent with its approach.^{iv} A desk review by ILO in 2018 found 56 countries having collected survey data on volunteering at least once between 2007-2017.¹⁵

c) Time Use Surveys (TUSs)

A third source to provide important data on volunteering are Time Use Surveys (TUSs). These surveys, conducted by national statistical offices in a significant number of countries, use a very rigorous methodology to record the exact duration of a wide range of well-defined activities that individuals carry out. Survey respondents are asked to compile a diary of their daily activities by relatively short, 30-minute time intervals over the course of an entire week to capture both workday and weekend activities. TUSs provide a far more accurate record of the duration of activities than other types of surveys, because they ask respondents to record those activities shortly after they take place as opposed to at the end of a four-week to one-year reference period. Furthermore, respondents are asked to report all activities they perform during the day, which requires reconciliation of these activities within the 24-hour timeframe. Both features significantly reduce recall error vis-à-vis that implicit in other types of survey.

Of particular interest is the TUS activity category titled “community services and help to other households”, which includes volunteering for organizations, various forms of community work, informal help to other households, as well as auxiliary activities (i.e. travel and waiting).^v Thus, information about time spent on both organization-based and direct volunteering is available through TUSs and the data can sometimes be broken down by gender and other socio-demographic characteristics of policy interest. In addition, the categories used for recording the activities undertaken are coordinated by an international TUS oversight process that has formulated a common set of categories known as the International Classification of Activities for Time Use Statistics (ICATUS). This guarantees a high degree of comparability across sites. Unfortunately, TUSs were not designed with the measurement of volunteer work in mind, and thus there are important limitations in the information they make available, including:

- ▶ Available data are limited to the time spent on volunteer activities and do not provide much detail on the type of activity carried out by the volunteer or the field of work, though some disaggregation by broad types of work is possible.
- ▶ While daily volunteer rates can be generated from TUSs, these rates are not comparable to rates generated through other surveys that use a different reference period (e.g. four weeks or one year). This is so because the same people often volunteer more than one day in a month or a year, so extrapolating the daily rates to those longer periods without accounting for multiple instances of volunteering by the

To date, ten countries have completed implementations of the ILO Manual approach

iv Brazil, South Africa, Hungary, Poland, Ireland, Denmark, Italy, Portugal, Norway, Belgium. However, data from Brazil and Denmark were not available at the time this analysis was carried out.

v As just one example, in the TUS used by the Pakistan statistical office, the following activities were separately listed under the category of “community services and help to other households”: “community organized construction and repairs;” “cleaning of classrooms;” “community work such as cooking for collective celebrations;” “cooking for school nutrition programs;” “involvement in civic activities, rallies;” “caring for non-household children;” “caring for non-household sick, disabled, or elderly adults;” “other informal help to other households;” and “other community services not elsewhere classified.” (For further detail and for a parallel list from the South Africa TUS, see Annex IV). The 2016 ICATUS changed the description of this category to ‘unpaid volunteer, trainee and other unpaid work’ to make it more consistent with the 19th ICLS framework. The data used in this report were based on the earlier version of the ICATUS terminology, which was in effect when the data reported here were assembled.

same persons will significantly overestimate the number of people that engage in any volunteering (this problem does not affect extrapolation of volunteering time, however, because time is additive).^{vi}

- ▶ Because the incidence of volunteering and the time spent on volunteer activities during a single week are often limited, with many respondents not volunteering at all during a particular week, volunteer time reported in these surveys often does not rise to a level that that can be reported separately, causing the volunteer time to be merged with time spent on totally different activities, such as internship or social participation.
- ▶ Unlike eating, sleeping, or working, a fairly small proportion of respondents are likely to engage in volunteering of any type in any particular week—probably less than 10 per cent and sometimes as low as 1 per cent. As a result, a country’s score may be unduly determined by the non-random behaviour of a very few individuals, creating potentially large deviations in a country’s reported volunteer rate from year to year that are at base statistical artefacts.
- ▶ The use of the “household” as the unit of observation in TUSs presents another limitation. A household is a group of people living together in one place of residence. Statisticians use this as a convention due to the ambiguity of other concepts such as “family”. But this can have ramifications for the measurement of volunteer work since it does not distinguish between help provided to relatives outside the household vs. non-related persons. In countries where extended families do not live in the same household, help provided to family members living outside one’s own household would count as direct volunteering. But in countries where extended family members live in the same household, that same help to such a family member would not count as direct volunteering. This could thus produce incomparable results, as the same activity is counted in one country but not in another.^{vii}
- ▶ Finally, concepts used in self-reported diaries are subject to interpretation by respondents and do not always correspond with official definitions. For example, while helping neighbours is considered a form of direct volunteering, respondents may instead report it as other types of household activities—such as cleaning, preparing meals, or socializing—depending on the nature of the task.

Time-use surveys were not designed with the measurement of volunteer work in mind, and thus there are important limitations in the information they make available

As detailed more fully in Table 2, research for this paper located valid TUSs covering 47 countries. It also captured the breakdown of this volunteer work by gender for both organization-based and direct volunteering.

vi For example, the American TUS reports the participation rate in volunteering activities in 2015 at 6.4 per cent per day. If 6.4 per cent of the population is multiplied by 365 days, it would result in a number of volunteers that exceeds the total adult population of the United States. The daily rate cannot be extrapolated to the annual rate and vice versa because there is no way of knowing how many volunteers engage in volunteering more than once.

vii In reality, this does not appear to be a serious problem in TUS data that was examined for this analysis. If help to family members were counted as household work in one country and helping other households in another, an inverse relationship between time devoted to these two kinds of help could be observed, as one goes up the other one goes down. However, the analysis of this relationship in 20 countries (17 Organization for Economic Co-operation and Development (OECD) countries, India, China, and South Africa) shows that this correlation is weak but positive (Pearson $r = 0.32$). This means that it is unlikely that these two kinds of help compete with each for time, but rather that both types of help compete for time with other types of activities, such as paid work and study (Pearson $r = -0.11$).

Table 2 | TUS data available on volunteering, by country (47 countries)

Country	Year(s)	TYPE OF VOLUNTEERING COVERED	
		Organization-based	Direct
Argentina	2013	Yes	Yes
Armenia	2011		Yes
Australia	2006	Yes	No
Austria	2008-2009	Yes	Yes
Belgium	2005	Yes	Yes
Bulgaria	2007?	Yes	Yes
Canada	2010	Yes	Yes
China	2008	Yes	Yes
Colombia	2012-2013	Yes	No
Denmark	2001	Yes	Yes
Estonia	1999-2000	Yes	Yes
Ethiopia	2013	No	Yes
Finland	2009-2010	Yes	Yes
France	2009	Yes	Yes
Germany	2001-2002	Yes	Yes
Ghana	2009	Yes	Yes
Hungary	1999-2000	Yes	No
India	1999	Yes	Yes
Iran, Islamic Republic of	2009	No	Yes
Ireland	2005	Yes	No
Italy	2008/2009	Yes	Yes
Japan	2011	Yes	Yes
Korea	2009	Yes	Yes
Latvia	2007?	Yes	Yes
Lithuania	2007?	Yes	Yes
Mexico	2009	Yes	Yes
Moldova	2013	Yes	Yes
Mongolia	2000	No	Yes
Netherlands	2005-2006	Yes	No
New Zealand	2009-2010	Yes	Yes
Norway	2010	Yes	Yes
Pakistan	2007	Yes	Yes
Palestine, State of	2012-2013	No	Yes
Panama	2011	Yes	Yes
Peru	2010	Yes	Yes
Poland	2003-2004	Yes	Yes
Portugal	1999	Yes	Yes
Serbia	2010-2011	No	Yes
Slovenia	2000-01	Yes	Yes

To date, ten countries have completed implementations of the ILO Manual approach

South Africa	2010	Yes	Yes
Spain	2009-2010	Yes	Yes
Sweden	2007?	Yes	Yes
Thailand	2004	No	No
Tunisia	2005-2006	Yes	No
United Kingdom	2005	Yes	Yes
United States	2016	Yes	Yes
Uruguay	2013	Yes	Yes

d) Other data sources

In addition to these three major data sources, an exhaustive survey of other available systematic and comparative statistical databases on volunteering was undertaken. This involved detailed online searches of statistical office websites, inquiries to researchers and statistical officials, downloading of available files, translation of the resulting documents, identification of the methodologies used in the various sources, assembly of the resulting data, and then careful sorting of the available estimates to find the ones with which the authors had the most confidence. Included here were two kinds of sources:

Comparative data sources. The World Values Survey; Gallup Worldview Survey; CIVICUS Civil Society Index; The European Quality of Life Survey; and Eurobarometer. Each of these had its advantages, but none of them fully met the standards identified at the outset of the search as noted earlier.

Other national data sources. Other valid surveys of organization-based and direct volunteering have been carried out in at least 22 countries, providing the opportunity to update earlier JHU/CNP data, fill in other gaps in the TUS data, and shed additional light on volunteer demographics. The 22 recent national reports fall into two groups:

- Fifteen national reports have followed the guidance in the ILO Manual or its companion publication, the UN *Handbook on Nonprofit Institutions*.^{viii} Because these reports utilize a common definition and focus on a common unit of analysis, i.e. time spent volunteering, it made it simple to incorporate the results into the analysis. Of these 15 reports, seven relied on the guidance outlined in the UN Handbook on Nonprofit Institutions, which only reports organization-based volunteering and accepts multiple methodologies for gathering the data, and eight used the methodology recommended in the ILO Manual, which extends the focus to direct volunteering through labour force or other household survey platforms.
- The remaining seven national reports are more problematic. While each may be competent, together they are a jumble, using an array of techniques, focusing on

In addition to these three major data sources, an exhaustive survey of other available systematic and comparative statistical databases on volunteering was undertaken

^{viii} The United Nations *Handbook on Nonprofit Institutions in the System of National Accounts* (UN NPI Handbook) provides guidance to national statistics offices in the production of "satellite accounts" on nonprofit organizations and volunteering. The 2003 UN NPI *Handbook* is currently being updated and among the many changes the revised version includes is the harmonization of the guidance with that in the ILO Manual, including extending the collection of data from organization-based volunteer work only to also include direct volunteer work.

different “units of analysis” (e.g. headcounts, volunteering rates, but not hours volunteered), relying on different reference periods, using different terms to elicit responses, and focusing unevenly on organization-based and direct volunteering.

Table 3 lists the 22 countries and types of national reports the authors identified.^{ix}

Table 3 | National reports on volunteering (22 countries)*

Country	Year(s)	Organization-based	Direct	Type of survey
Australia	2014	Yes	No	GSS
Austria	2009	Yes	Yes	VS
Belgium	2014	Yes	No	ILO
Cameroon	2011	Yes	No	UNHB
Canada	2013	Yes	Yes	GSS
France	2012	Yes	No	VS
Hungary	2014	Yes	Yes	ILO
India	2009-2010	Yes	No	UNHB
Ireland	2013	Yes	Yes	ILO
Italy	2013	Yes	Yes	ILO
Kyrgyzstan	2008	Yes	No	UNHB
Mexico	2014	Yes	No	UNHB
Morocco	2007	Yes	No	UNHB
Mozambique	2003	Yes	No	UNHB
New Zealand	2012	Yes	No	GSS
Norway	2013	Yes	No	ILO
Poland	2010	Yes	Yes	ILO
Portugal	2012	Yes	Yes	ILO
South Africa	2014	Yes	Yes	ILO
Thailand	2012	Yes	No	UNHB
United Kingdom	2016	Yes	Yes	VS
United States	2015	Yes	No	LFS

GSS = General Social Survey (4)

ILO = Survey based on ILO Manual methodology (6)

UNHB = Followed methodology in the UN Handbook on Nonprofit Institutions (8)

VS = Other type of volunteering survey by official statistical agency (3)

LFS = Supplement to labour force survey (not ILO Manual approach) (1)

*Brazil implemented the ILO Manual but the resulting data are not available.

^{ix} Additional reports were identified after this analysis was carried out and have not been reviewed in depth. They are listed in Annex V for informational purposes.



2018 SWVR researcher talks with the members of Eucalyptus organization in El Edén, Guatemala (Mariano Salazar/UNV, 2018)

4

Estimating the scale and scope of volunteering globally

Once the data was assembled, a determination was made regarding which source to use in each country for organization-based and direct volunteering. The age of the data, the availability of variables that would permit the translation of the information into a statement about the amount of time given to volunteer work, the availability of disaggregated demographic information, and the reliability of the survey methodology were all factors taken into account in making this determination. The result, as reflected in Table 4, is a database with actual data on organization-based volunteering for countries representing 72 per cent of the world's population, and on direct volunteering for countries accounting for 62 per cent of world's population (for data sources used in individual countries, see Annex I).

Type of data	SHARE OF GLOBAL POPULATION COVERED, BY TYPE OF DATA AND TYPE OF VOLUNTEERING	
	Organization-based	Direct
Actual data	72%	62%
Estimated data	28%	38%
TOTAL	100%	100%
Total population	4,976.9 million	4,976.9 million

Table 4 | Share of countries with verified data on full-time equivalent (FTE) volunteer work, by type of volunteering

To fill in the scale of both organization-based and direct volunteering for the remaining countries, estimating techniques had to be used, based on two approaches:

- **The regression approach.** The approach used for this paper consisted of building and then testing a statistical model capable of explaining the extent of volunteering in the countries for which solid data are available and then using the resulting model to estimate the likely volunteering in countries where data on volunteering were not available. Several predictor variables were tested, and the following were selected based on the amount of explained variance they accounted for in the base countries: (a) per capita gross domestic product (GDP) in USD; the services share of gross value added; and the revenue of Non-Profit Institutions Serving Households (NPISH) units^x as a share of GDP. This model explained 71.5 per cent of the variance in the countries on which it was tested.

For this approach to be viable, it was necessary to have access to data on the variables included in the model. As it turned out, the condition was met for organization-based volunteering in ten European Union (EU) countries on which direct data were unavailable.

- **The regional averages approach.** For the countries on which the variables needed to utilize the regression approach were not available, estimates were developed based on the averages of other countries in the same regions. The results of the actual and estimated measures of volunteer work by country are recorded in Annex III.

^x Non-Profit Institutions Serving Households (NPISH) is one of five institutional sectors in the System of National Accounts.



Volunteers from a Kuwaiti NGO help to reduce malnutrition in Darfur (Albert González Farran/ UNAMID, 2013)

5

Key findings on the scale and scope of volunteering

The discussion below presents the key findings on the global scope, scale, and demographic features of volunteer activity that resulted from this data assembly. The discussion falls into three parts, focusing, respectively, on: (a) the aggregate picture of global volunteering; (b) regional breakdowns of this aggregate picture; and (c) the demographic dimension of volunteering.

For the most part, the focus is on the hours of volunteer time as the variable that provides the most reliable and useful information. Most importantly it provides a far better sense of the amount of volunteer work generated than is available from headcounts or volunteer rates. What is more, this variable can be translated into the number of full-time equivalent (FTE) workers that the volunteers represent. This then allows for comparison of the volunteer workforce and the total workforce in a country and to the workforces in various industries, thus putting the volunteer workforce into context.

Most importantly it provides a far better sense of the amount of volunteer work generated than is available from headcounts or volunteer rates

a) The aggregate picture of global volunteering

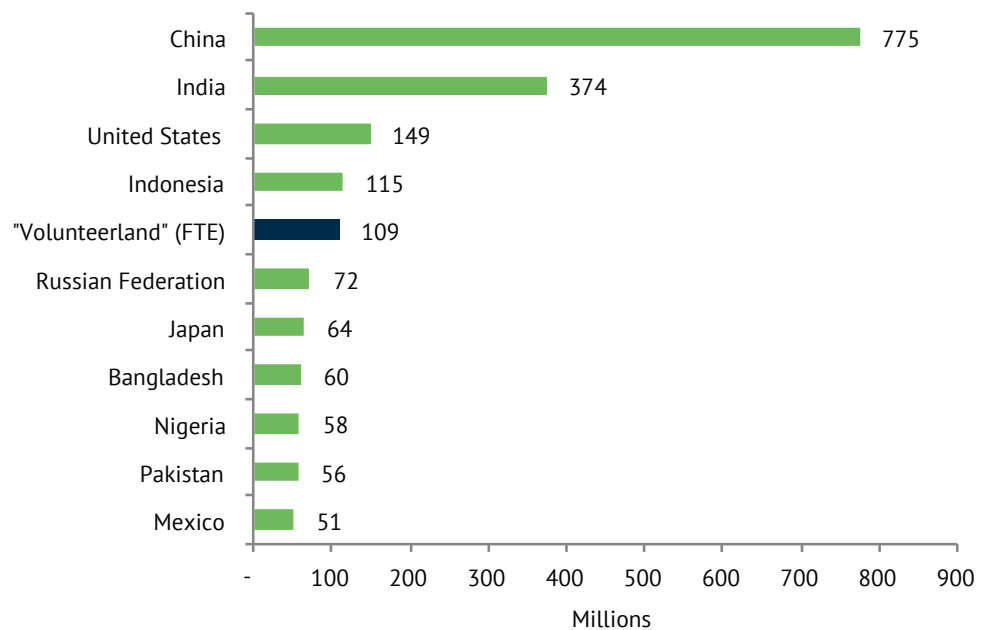
Total scale. As shown in Table 5, it is estimated that the global nonprofit workforce represents the equivalent of 109 million FTE workers.^{xi} Of this total, roughly 30 per cent volunteer through organizations while 70 per cent volunteer directly for others outside of their family or household.

Table 5 | Number of FTE volunteer workers (208 countries and territories, ca. 2015)

Type	FTE VOLUNTEER WORKERS	
	Millions	Percent
Organization-based	32.9	30%
Direct	76.1	70%
TOTAL	109.0	100%

As shown in Figure 1, comparing the volunteer workforce to the workforce of other countries shows that “Volunteerland’s” workforce is roughly equivalent in size to the total employment in Indonesia, two-thirds the total employment in the United States, and is 50 per cent larger than the total employment in the Russian Federation and Japan.

Figure 1 | FTE global volunteer workforce vs. employment in ten most populous countries¹⁶



Excluding china, the global volunteer workforce is over half as large as global employment in manufacturing

Comparison to various industries. Excluding China, for which employment data are not available, the global volunteer workforce is over half as large as global employment in manufacturing, nearly as large as all employment in construction, and four times larger than the workforce in mining, gas, electricity, and water supply (Figure 2).

^{xi} Based on past research, this translates into well over 1 trillion people who have done some type of volunteer activity. This estimate is based on the methodology described in Salamon, Sokolowski & Haddock (2011). This methodology uses organization volunteering participation rates available from the JHU/CNP study. Average rates were computed for countries in different income groups, as defined by the World Bank, and applied to the population of countries on which no data were available.

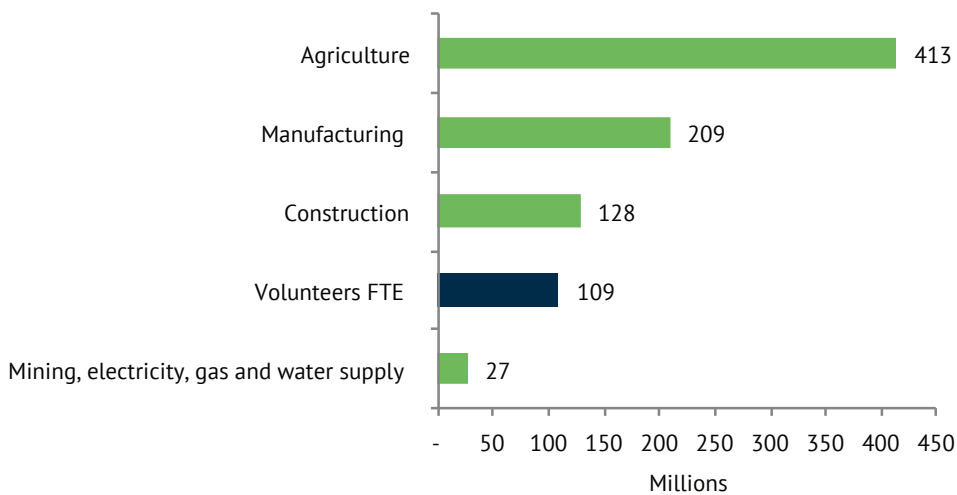


Figure 2 | FTE volunteer workers vs. employment in selected industries (global estimates*)¹⁷

*Global employment estimates do not include China.

In OECD countries, for which more detailed data are available, and where agriculture employs far smaller proportions of the workforce, the volunteer workforce stands out even more starkly as engaging 70 per cent of all workers in manufacturing, and more FTE workers than construction, agriculture, and banking and insurance (Figure 3).

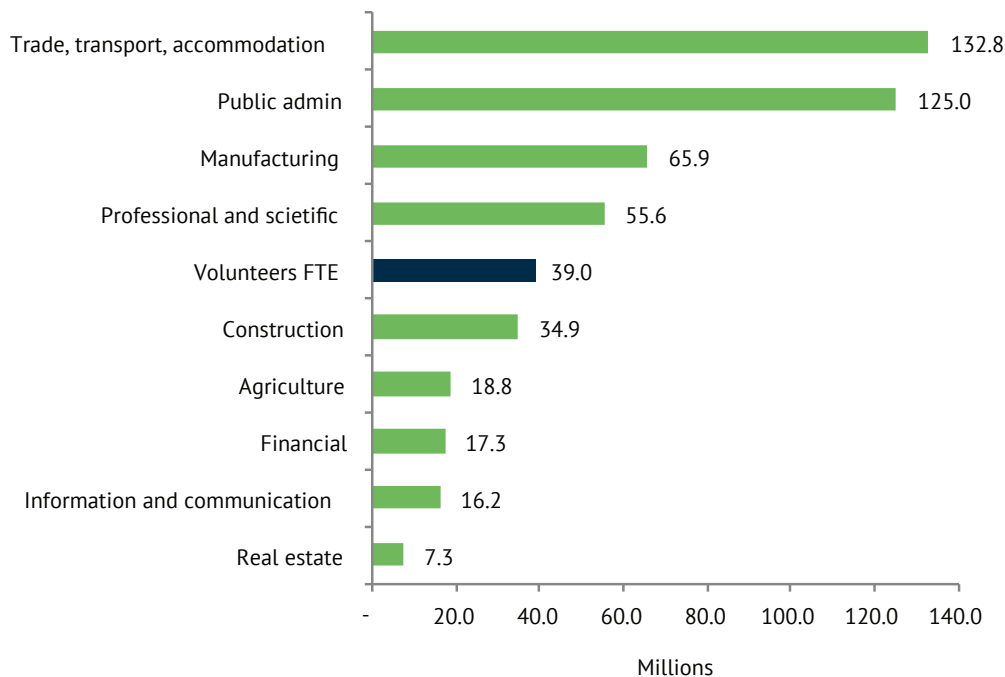


Figure 3 | FTE volunteers vs. employment in selected industries (37 OECD countries*)¹⁸

Significant variations exist in the absolute scale of the volunteer workforce among different regions

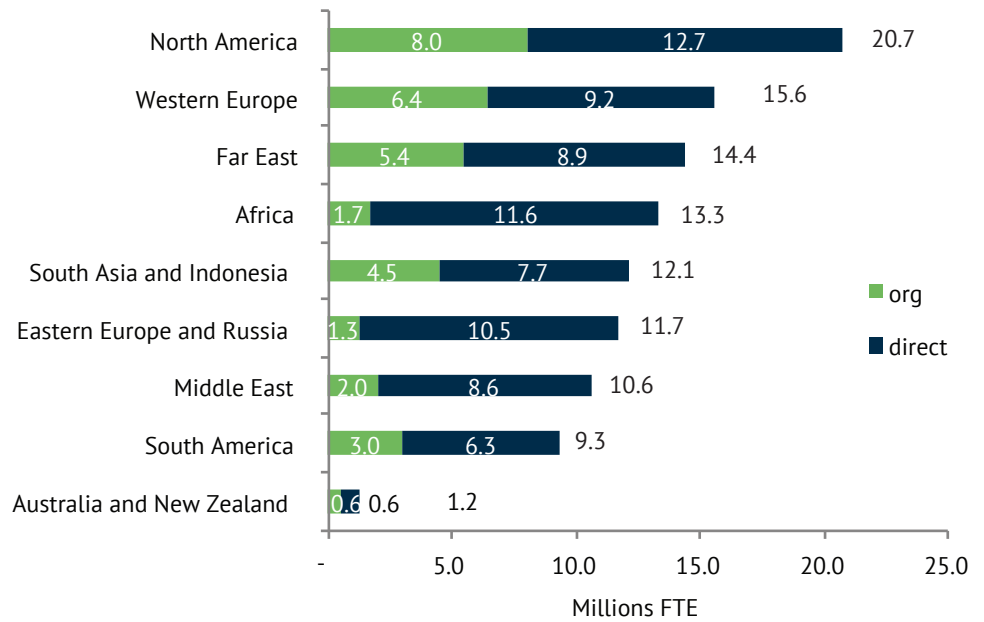
*OECD countries included: 28 EU countries, Australia, Canada, Chile, Israel, Japan, Korea, New Zealand, Norway, and United States.

b) Regional variations

Overall scale. Significant variations exist in the absolute scale of the volunteer workforce among different regions, varying from a high of 20.7 million FTE volunteer workers in North America to 9.3 million in South America. Significant differences also exist in the proportions of direct vs. organization-based volunteering among

regions, with direct volunteering accounting for roughly 60 per cent of the total in North America and Western Europe, but 87 per cent in Africa (Figure 4). This is likely a reflection of the more limited extent of formal nonprofit/civil society organizations in the latter region—the logic being that where there are fewer numbers of organizations there are fewer numbers of opportunities to volunteer for one.¹⁹ This disparity would be even greater, moreover, if the huge scale of direct volunteering in Mexico were deleted from the North American data.

Figure 4 | Total FTE volunteering by region,*, ** (ca. 2015)



Many of these absolute regional disparities hold up even after adjusting for the overall size of the populations in the different regions

*See Annex II for countries within each region
 **Any discrepancies in totals are due to rounding

Many of these absolute regional disparities hold up even after adjusting for the overall size of the populations in the different regions (Figure 5). To be sure, Australia and New Zealand rise in the rankings when account is taken of their generally sparse populations compared to the other regions. But the FTE volunteer workforce as a share of the populations remains quite high in North America and Western Europe, though these regional figures obscure important country variations such as the high Mexican rate of direct volunteering reflected in the North American figure and the substantial Scandinavian volunteering figure reflected in the Western European figure.

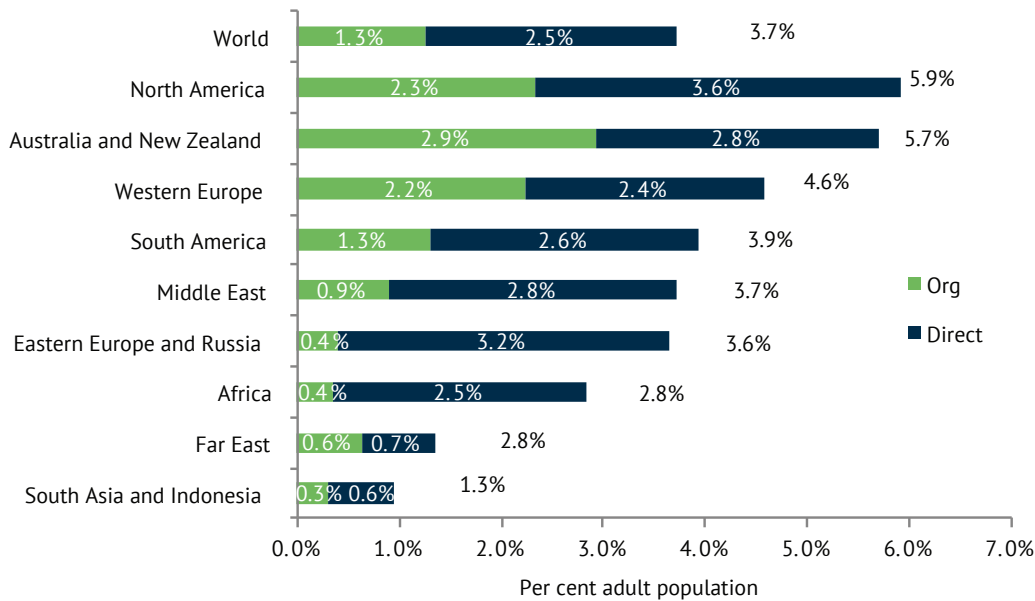


Figure 5 | Total FTE volunteering as per cent of adult (15+) population, by region (ca. 2015)*

*Any discrepancies in totals are due to rounding

Composition. Not just the size but also the composition of volunteering varies by region (Figure 6). Close to 90 per cent of volunteer work is direct volunteering in Africa, Eastern Europe and the Russian Federation, but closer to half of the total in Australia and New Zealand.

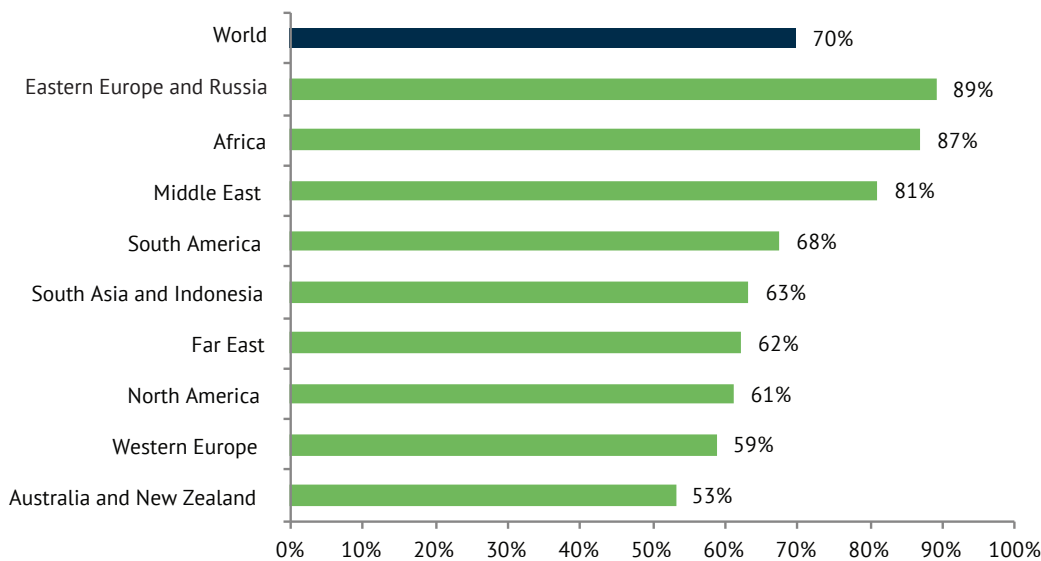


Figure 6 | Direct volunteering as per cent total volunteering, by region (ca. 2015)

c) Demographic profile of the volunteer workforce

Gaining a coherent overview of the demographic make-up of the volunteer work force is impeded by the enormous disparities in how these demographic categories are handled in the available data sources. As just one illustration of this, Table 6 portrays the variations in how the demographic variable of geographic distribution is handled on volunteer surveys carried out by six countries. As shown, all six of these countries provided some data on the geographic distribution of volunteering. However, only three of these reported data using the breakdown of urban vs. rural. Two of these used headcount as their measure while another pair reported the volunteering rate. None of them reported in terms of hours volunteered. The situation with the remaining three

coherent overview of the demographic make-up of the volunteer work force is impeded by the enormous disparities in how these demographic categories are handled

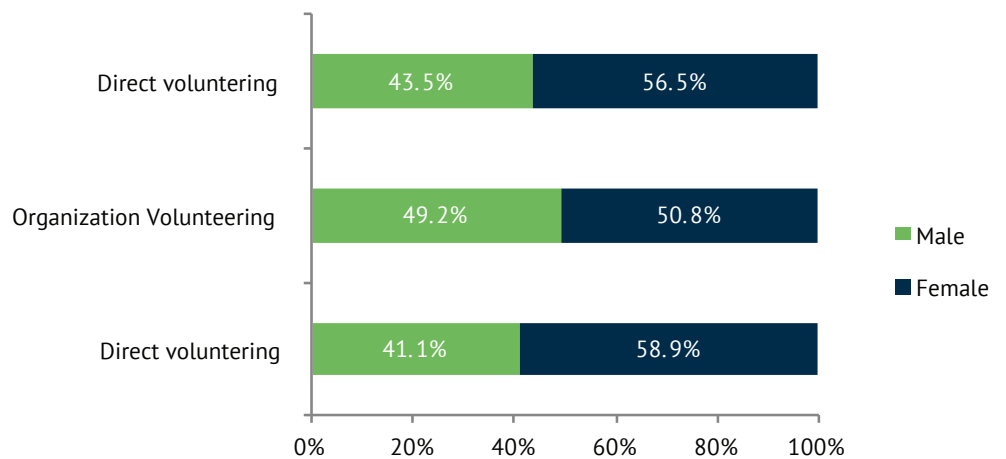
was slightly better since all three agreed on at least one measure of volunteering (the rate) and two also reported data on hours volunteered. However, these three countries simply broke down the volunteering by province or other political subdivision without indicating whether the provinces or states in question were primarily urban or rural. It was thus not possible to compare the geographic distribution of volunteering among these six countries along any common dimension.

Table 6 | Volunteer demographics—geographic distribution: variations in measurement, (selected countries)

Country	URBAN vs. RURAL			PROVINCES/STATES		
	Headcount	Rate (% population)	Hours	Headcount	Rate (% population)	Hours
Australia	✓	✓				
Belgium					✓	
Hungary		✓				
South Africa					✓	✓
India	✓					
Canada					✓	✓

Distribution of volunteering by gender. The one demographic variable on which reasonably reliable data is available is on the gender of the volunteers. As shown in Figure 7, women edge out men in the number of hours of volunteer work they provide—56.5 per cent vs. 43.5 per cent. This is largely a result of averaging these figures with the roughly 60/40 edge women have globally in terms of direct volunteering. When it comes to organization-based volunteering, men and women are roughly equally engaged.

Figure 7 | Distribution of global volunteering by gender



The female dominance in volunteer work holds true in most regions

Variations in female share of volunteering, by region. The female dominance in volunteer work holds true in most regions, but in three regions—South Asia and Indonesia, the Far East, and Eastern Europe and the Russian Federation—the two genders are fairly equally engaged (Figure 8). As a general rule, women account for a smaller share of organization-based volunteering than they do of direct volunteering, though here as well there are outliers (Australia and New Zealand, the Middle East, and to a lesser extent Eastern Europe and the Far East).

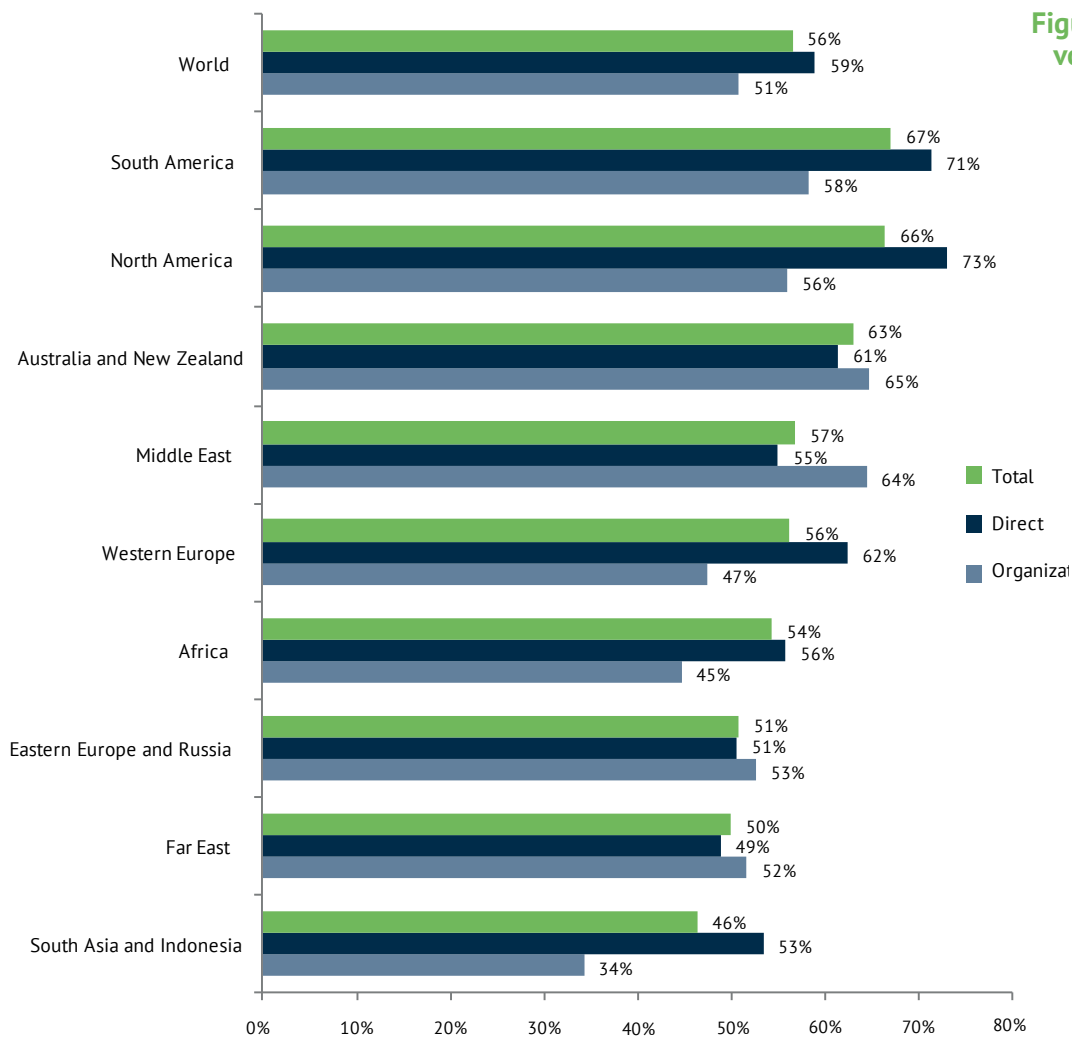


Figure 8 | Female share of volunteering (by region)

Distribution of volunteer rates by age group. Reliable data on volunteering by age of the volunteer is available for only 20 countries. Even among these countries, however, there are wide disparities in how the age groups were defined, making it difficult to obtain a coherent overview of the distribution of the volunteering workforce by age. Some countries define age group by five-year intervals, others by ten-year intervals, and still others by even broader time spans. Additional difficulties arise from the disparity in the types of measures provided, including the number of persons, the number of hours, participation rates for different time periods, or average hours or minutes per day. Table 7 summarizes some of these disparities in the information available on the age of volunteers among these 20 countries.

There are wide disparities in how the age groups were defined, making it difficult to obtain a coherent overview of the distribution of the volunteering workforce by age

Table 7 | Diverse coverage of volunteer age among countries reporting on age

Country	TYPE OF VOLUNTEERING COVERED						Source
	Organization-based		Direct		Combined		
	Age groups	Data type	Age groups	Data type	Age groups	Data type	
Australia	9	N, R					GSS
Austria	8	N, R, TH	8	N, R, TH			SR
Belgium	5	N, AH					SR
Canada	7	N, R					SR
Colombia					6	M, N, R	TUS
Denmark	7	N, R, AH, TH	7	N, R, AH, TH			ILOM
Ethiopia					Y		TUS
Ghana					Y		TUS
Hungary	12	N, R, TH	12	N, R, TH			ILOM
Iran					2	M	TUS
Israel	5	N, R, TH	N, R, TH	N, R, TH			SR
Italy	8	N, R	8	N, R			ILOM
Japan	15	N, R, M					TUS
Mexico	8	N, R	N, R	N, R			SR
New Zealand	4	N, M					TUS
Palestine, State of					5	M, R	TUS
Poland	7	N, R, AH, TH	7	N, R, AH, TH			ILOM
Portugal	4	N, R, TH	4	N, R, TH			ILOM
South Africa	5	N, R, TH	5	N, R, TH			ILOM
United States	6	N, R, TH					LFS

GSS = General Social Survey
 ILOM = Volunteer survey compatible with the ILO Manual methodology
 SR = Special report
 TUS = Time Use Survey
 LFS = Labour force survey supplement
 AH = average hours
 M = Minutes/day
 N = Number of people
 R = Rates
 TH = Total hours

Some insight into age-related differences in volunteering behaviour can be derived from examining patterns of age-related volunteer participation rates

Some insight into age-related differences in volunteering behaviour can be derived from examining patterns of age-related volunteer participation rates, that is, persons in an age group who volunteer as per cent of the total population in that age group. Participation rates were available for 16 out of 20 countries listed in Table 7. Of these, only seven have data on direct volunteering rates and 11 on organization-based volunteering rates (marked R in Table 7).

Interpretation of participation rates requires caution. TUS data report daily average participation rates, while other surveys use longer reference periods— four weeks or 12 months. As discussed in more detail in Section 2 of this report, participation rates are specific to the reference period in which they were captured, and cannot be easily extrapolated to a different reference period. However, participation rates of different groups of people can be compared as long as they pertain to the same reference period (i.e. daily rate of group X can be compared to the daily rate of group Y, but not to the annual rate of group Y or to the annual rate of another country).

Thus, Figures 9 to 14 show direct volunteer participation rates for different age groups in six countries for which comparable data could be assembled.

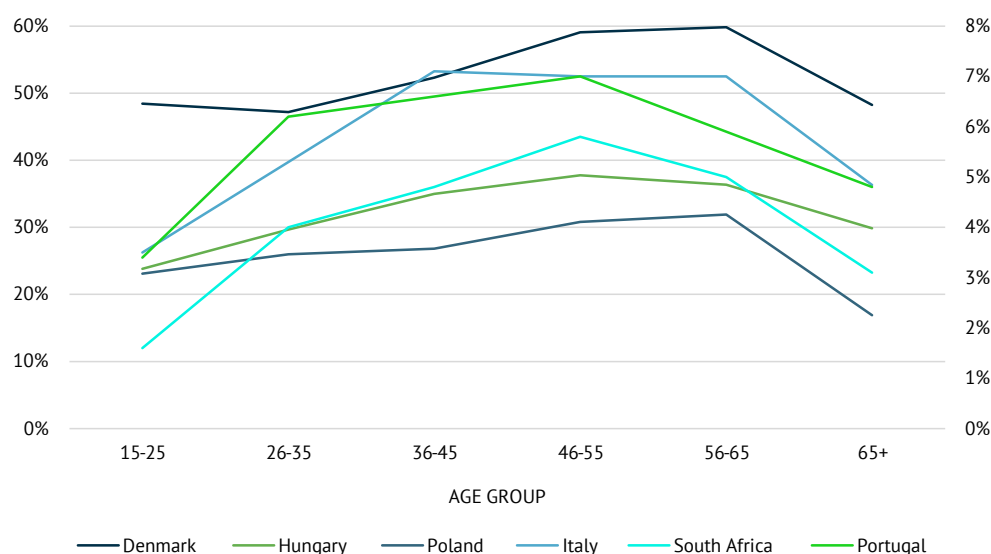


Figure 9 | Distribution of direct volunteer participation rates by age group in six countries

The common feature of these six different distributions is the inverted “U” shape that peaks for the age group of approximately 45–55 years of age.^{xii} This means that in all the observed cases, people in that age group are more likely to engage in direct volunteering than people who are either younger or older. While it would be premature to infer a general pattern from six observations, this data seem to suggest that direct volunteering is affected to a discernible extent by the human life cycle, mainly because it is a direct response to a person’s life circumstances and the relation to the community. Persons in the group of approximately 45–55 years of age are likely to have older or grown children, which gives them more time available to engage in activities aiming to benefit people outside their families. Furthermore, they are more likely to have older friends and neighbours who need help than people in the younger cohorts. The greater availability of time, the greater stakes in their community, and the social connections to friends and neighbours who need help makes this group more likely to engage in community activities than people in the younger cohort. However, the participation in direct volunteering declines as people age. This may be a result of declining health, family obligations (taking care of grandchildren), relocation after retirement, or simply losing social connections.

The common feature of these six different distributions is the inverted “U” shape that peaks for the age group of approximately 45–55 years of age

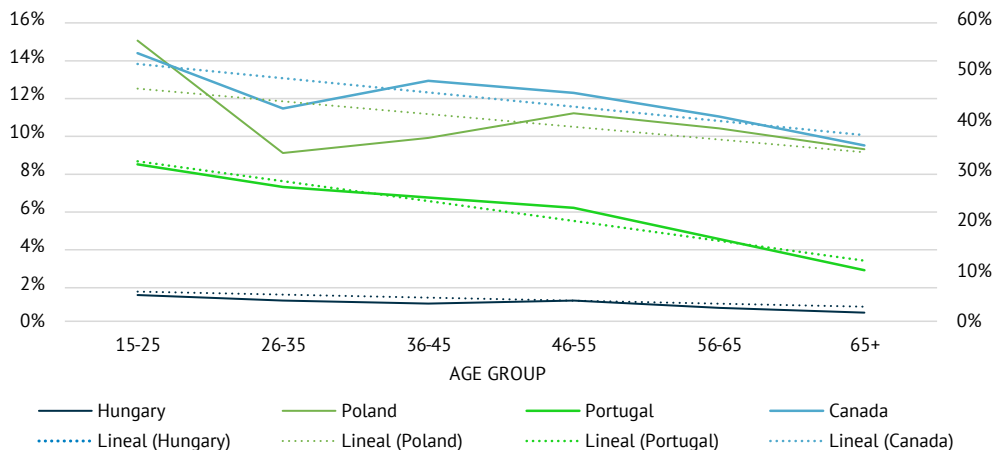
Generational patterns in organization-based volunteering. Organization-based volunteering rates show rather different generational patterns than those observed for direct volunteering. This indicates the likely influence of institutional behaviour on direct volunteering rates. To be sure, all countries that were examined show an increase in organizational volunteering rates for the age group 40–50 years as in the case of direct volunteering, but the inverted “U” participation rates of the younger cohorts do not all follow the same pattern.

In four of the countries for which comparable data exist on the age composition of organization-based volunteering, volunteering peaks among the youngest age group

^{xii} A similar pattern holds for Australia, though the definition of the age groupings differs from that of the countries shown here.

and declines thereafter, followed by a steady decrease in volunteering for the older generations (Figure 10).

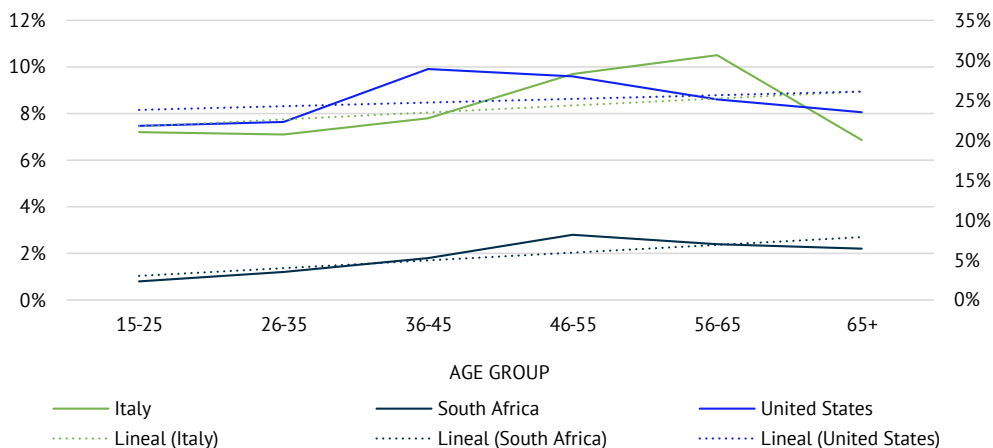
Figure 10 | Organizational volunteering rates decreasing with age (four countries)



A slight increase in volunteering participation rates in the age groups 36–55 years does not reverse that declining trend, as the rates do not reach the peak levels observed for the youngest cohort. Clearly, other forces beyond individual life factors seem to affect organizational volunteering rates in those countries. These factors may be institutional or organizational in character, reflecting decisions by organizations to target, or not target, particular age groups.

A rather different pattern in generational organization-based volunteering rates is evident in three other countries on which comparable data are available – Italy, the United States, and South Africa (Figure 11).

Figure 11 | Organizational volunteering rates increasing with age (three countries)



This pattern again follows the inverted “U” shape, that peaks for the age group 45–55 years of age, except for the US where it peaks for the younger group of approximately 36–45 years of age. One possible explanation of this trend may be linked to the intersection of individual life cycle and institutional factors. People in that age group are likely to have school age children, and in the United States have strong incentives to volunteer for school-related organizations and events. In Italy and South Africa, however, the individual life cycle factors—availability of free time and embeddedness

in the community—are likely explanations of the late middle age peaks in the rates of organization volunteering participation.

A third pattern, observed in Australia and Japan (Figure 12), seems to combine these other two, with organization-based volunteering rates high for the youngest (15–24 years) cohort, then the dropping, only to peak for the middle age group and remain relatively high for the group over 65 years of age. In Australia, the elderly and youth volunteering rates are very similar (31.2 per cent and 31.9 per cent, respectively).

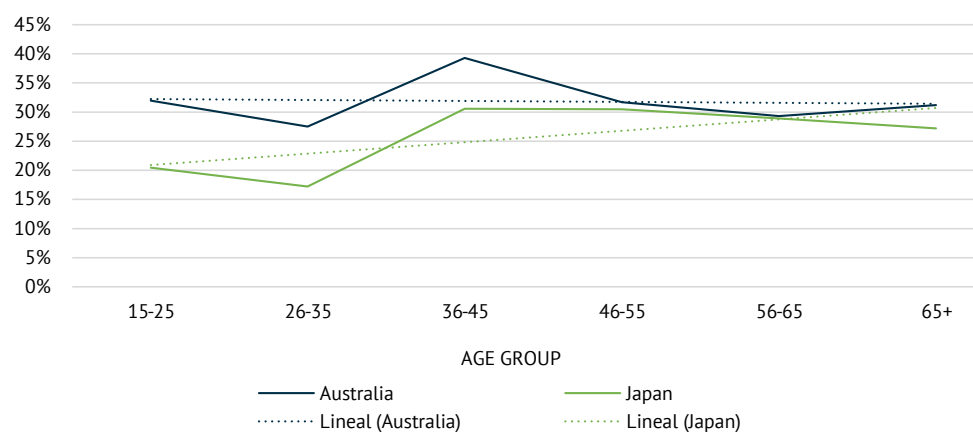


Figure 12 | Organizational volunteering rates fluctuating with age (two countries)

A similar pattern has been observed in Austria (Figure 13), which used a different definition of age groups than the countries discussed previously.

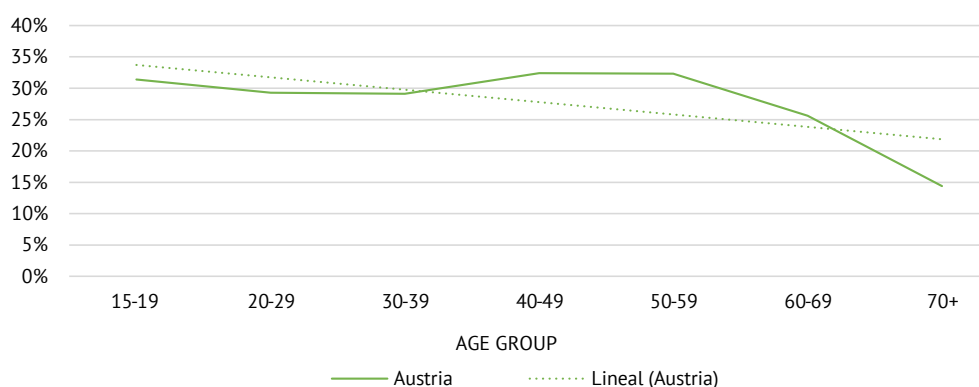


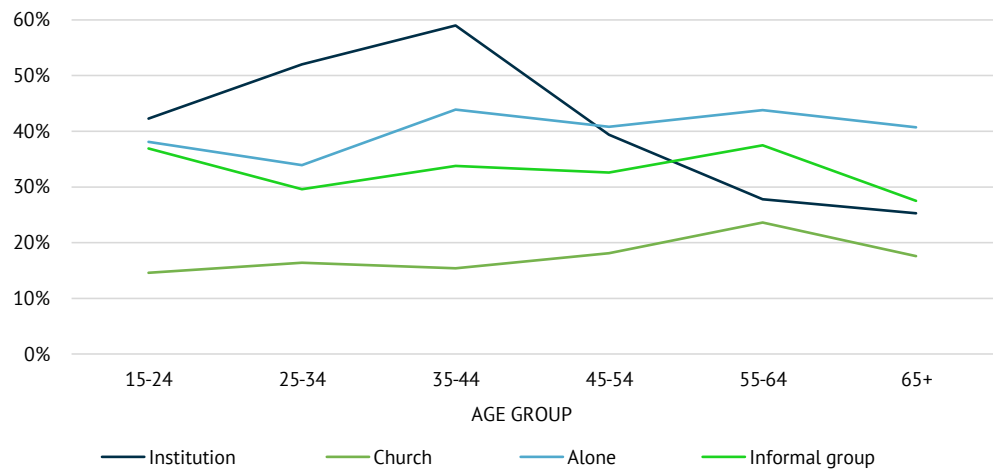
Figure 13 | Organizational volunteering rates fluctuating with age (Austria)

Age rates in Mexico are available through a private survey, *La Encuesta Nacional de Solidaridad y Acción Voluntaria* (ENSAV), conducted by Centro de Investigación y Estudios sobre Sociedad Civil, most recently in 2016. The ENSAV data does not allow easy separation of organization-based volunteering, direct volunteering and from social or religious participation (which is outside the scope of both the ILO and UNDP definitions). This data set instead divides it into the following five categories:

- At institution premises or offices
- At church premises
- Through informal groups without premises
- Alone
- N/A (omitted from this analysis)

Of these, volunteering at institutions most closely corresponds to the ILO and UNDP definitions of organization-based volunteering, but is somewhat narrower as it does not include church-based volunteering. The remaining categories represent a mix of organization-based and direct volunteering and religious and social participation activities. Figure 14 shows the distribution of these four types of volunteering by age groups similar to those shown in Figures 9–12.

Figure 14 | Distribution of different types of volunteering by age group (Mexico, 2016)



Source: Centro de Investigación y Estudios sobre Sociedad Civil, A.C. data files

The distribution of institution-based volunteering in Mexico follows a pattern that is similar to that observed in Italy, the US, and South Africa (Figure 11)—it peaks for the age group 25-35 and it is markedly lower for both the younger and the older cohorts. The other three types do not follow the inverted U-shaped pattern observed in other countries, most likely because social and religious participation is included in those types. In many predominantly Catholic countries, such as Mexico, participation in religious rituals and related activities (such as public observances, processions, festivities, revelries, etc.) tends to be high, as it is a public manifestation of social solidarity and group cohesion. Though participatory activities do not qualify as volunteering (organization-based or direct) it is noteworthy that participation rates in the volunteering and participatory activities through church, informal groups and alone slightly peaks for the age group 55–64, which is consistent with the life cycle effect on volunteer participation rates.

The generational patterns in organization-based volunteering in the countries examined in this section diverge from those observed for direct volunteering

To summarize, the generational patterns in organization-based volunteering in the countries examined in this section diverge from those observed for direct volunteering. Specifically, direct volunteering rates follow an inverted “U” shaped curve—low for youngest and the oldest generations, high for the middle age groups. This pattern is consistent with individual life cycle changes. Organization-based volunteering rates, by contrast, tend to be very high for younger age groups in some countries and then gradually decline for the older cohorts. They are also relatively high for the group 65 years or older in at least two countries. This divergence from the direct volunteering generational patterns suggest the strong influence of institutional and organizational factors that boost youth and, to a lesser extent, elderly volunteer participation in organizational activities.



Volunteers talking with young people in Ukraine about the SDGs (UNV Ukraine, 2017).

6

Conclusions and implications

Conclusions

Based on validated data for countries representing 72 per cent of the world's population for estimating global organization-based volunteering, and for countries representing 62 per cent of the world's total population for global direct volunteering, it becomes clear that volunteering is an enormous social and economic force in the world today. If it were a country, the volunteer workforce, expressed as FTE workers, would make this the 5th largest workforce of any country in the world. And as an "industry" it would outdistance many other major global industries.

Although most attention to date has focused on the portion of volunteering that takes place through organizations, this study shows that 70 per cent of volunteer activity is carried out more informally—person-to-person, directly for friends and neighbours outside the volunteer's family.

If it were a country, the volunteer workforce, expressed as FTE workers, would make this the 5th largest workforce of any country in the world

Significant regional variations exist in the absolute scale of the volunteer workforce and in the proportions of direct vs. organization-based volunteering. As a share of the population, the FTE volunteer workforce is especially high in North America and Western Europe, and considerably lower in Asia and Africa, and this is true even when both direct and organization-based volunteering is included in the calculations. Direct volunteering accounts for the largest portions of the totals in Eastern Europe, Africa, and the Middle East.

Women and men volunteer at roughly equal rates when it comes to organization-based volunteering, but this is not true in the case of direct volunteering, where women volunteer significantly more hours on a person-to-person basis. This is not the case in South Asia and Indonesia, the Far East, and Eastern Europe and the Russia Federation, however, where the two genders are fairly equally engaged.

Significant regional variations exist in the absolute scale of the volunteer workforce and in the proportions of direct vs. organization-based volunteering

The limited number of cases where disaggregated data are available show that direct volunteering tends to be affected by the human life cycle—as people raise their children and establish themselves in their communities (age group 45–55) they tend to help their neighbours and do other community work at rates higher than those in the younger and the older cohorts. However, the generational distribution of organizational volunteering rates does not seem to follow any clearly discernible pattern worldwide. In some countries, this distribution resembles that of direct volunteering, but for many other countries, it peaks for the younger cohort (15–24 years) and then declines either steadily or at rates that visibly vary for different cohorts. Likely explanations lie in institutional arrangements that facilitate or fail to facilitate organization-based volunteering participation for different age groups, but clearly more research in this area is needed.

From description to explanation. The high proportion of direct volunteering hours estimated worldwide is not surprising. Helping others is an essential part of human nature, and it is reasonable to expect this form of activity in human societies. The same, however, is not true for organization-based volunteering, which is affected by the number of organizations mobilizing volunteers, which varies from country to country as a result of different economic conditions, power relationships and institutional arrangements²⁰.

What is surprising is not that direct volunteering represents the larger component of total volunteer activity, but rather that the inclusion of direct volunteering figures does not equalize the amount of volunteering among the regions. Volunteering, and other acts of generosity, are universal characteristics not bound to a particular cultural or religious tradition. What might account, then, for the fact that even with direct volunteering included, the amount of volunteering remains lower in certain regions?

A potentially promising explanation is derived through a close analysis of the time use data. What these data make clear is that the conditions of life for people in many lower-income countries put many other demands on such people that inevitably squeeze out the time left for volunteering. TUS results indicate that people in such countries have to devote upwards of over one third more of their time earning a living than do people in the Global North. On top of that, much more of their time is spent traveling to work, waiting for service, and even traveling to undertake volunteer

activities. Under the circumstances, what is surprising may not be that residents in poor countries seem to have less of the volunteering spirit than some have ascribed to them—but that they manage to achieve the levels of volunteering that they do, given the other obstacles they face.

If one explanation for the surprising persistence in North-South differences in volunteering rates (once direct volunteering is factored into the equation) are the barriers that citizens in the South face in carrying out other personal responsibilities, a second is the continued, indeed expanded, prevalence of direct volunteering in the Global North. One might have expected direct volunteering rates to decline in countries with more formalized volunteering infrastructures as traditional relationships are replaced with more modern, formal ones. Also at work may be a greater tendency for those in the South to carry out their volunteer activities concurrently with other activities, like caring for a neighbour's children while taking care of one's own, which could lead to undercounting volunteering.

In practice, however, direct volunteering has engaged more people for more time in recent years in the Global North, albeit perhaps in different pursuits—sports, recreation, civic activism, advocacy, self-help, and culture rather than social welfare assistance as before. As direct volunteering in poor countries has grown and come into view, direct volunteering in well-off countries has continued to survive, and even to grow.

A major explanation for this outcome may be that an increase in either organization-based or direct, person-to-person, self-help and mutual aid volunteering, or vice versa, does not lead to a decrease in the other. Perhaps, instead, the growth of one leads to a more pervasive sense of volunteering across the board that, in-turn, promotes the growth of the other. This may all be further underpinned by structures and processes that facilitate the engagement of volunteers as the landscape of countries changes over time.

On the other hand, tentative analysis of TUS data for 20 countries (17 OECD countries, India, China, and South Africa) allows for an examination of the relationship between volunteering and other daily activities. This suggests that both direct and organization-based volunteering compete for time with other types of activities, such as paid work and study, and this competition has increased over time. This is suggested by a relatively strong negative correlation between time spent on volunteering (both direct and organization based) and time spent on work, study, and related activities (Pearson $r = -0.45$). Stated differently, the more time people spend on work and similar income-generating activities, the less time they have for other activities, including volunteering.

Implications: Getting beyond the start-up phase in systematic nonprofit measurement

All of this makes clear the critical importance of improving the knowledge base on which such presumptions depend. And despite the efforts to amass comparable data made in this paper, the fact remains that the cross-national measurement of volunteer work is still in its infancy. Volunteer work is not captured in administrative records, and the existing population surveys produce inconsistent results. TUSs capture

Direct and organization-based volunteering compete for time with other types of activities, such as paid work and study, and this competition has increased over time

both organizational and direct volunteering, but this methodology is not without its limitations. For one thing, it does not provide information on the industry and occupational characteristics of volunteers. For another, the fact that volunteer activity is highly sporadic in a sample leads to reporting that often merges volunteering with similar but out-of-scope other activities. What is more, neither type of survey is often carried out in the less well-off countries of the Global South. As a consequence, volunteer work is robbed of the visibility it deserves and opportunities to take greater advantage of its contributions are being lost.

Volunteer work is robbed of the visibility it deserves and opportunities to take greater advantage of its contributions are being lost

Fortunately, the adoption by the ILO Manual and the clear articulation of volunteer activity as a form of work in a resolution issued by the 19th ICLS, offer an opportunity and provide the machinery to begin to solve this problem. The combination of the ILO Manual and the 19th ICLS resolution establishes an officially sanctioned international standard for defining volunteer work and a practical means for measuring it in both its direct and organization-based forms in a systematic, comparable way around the world. Armed with this foundational data on the basic scale, size, and composition of the volunteer workforce, countries will be in a position to make better use of this renewable resource for social, economic, and environmental problem-solving, and advocates and researchers will have a firmer basis on which to engage and support volunteers and to assess the full impacts and consequences of volunteer activity. Similar efforts should also be made to strengthen the visibility of volunteer work in TUSs. This is fully consistent with the observation made by the UN Secretary-General in his 2015 report on volunteering that “measuring volunteerism in its many facets will contribute to a better understanding of human well-being and sustainable development.”²¹

A Useful Metaphor. This is not to say, however, that data of the sort presented here, even if it could be universally generated, are the end of the road in volunteer measurement. To the contrary, studying volunteering is like building a house, with multiple components supporting and enhancing each other. The first step is to lay the *foundations*, then to erect the *structure* – the studs, the joists, and the rafters that will hold the rest of the edifice up – and finally to add the outer shell composed of wall panels, the roof, the doors and the windows. Of these three sections only the last one is fully visible to most observers, yet without the solid foundation and structure the resulting edifice would be as shaky as a house of cards.

The foundation stones of volunteering studies consist of reliable and systematically comparable information on how much volunteering, and of what kind, is taking place. This involves the actual number of people engaged in volunteer activities during a reference period of interest and the amount of time they spend on those activities. Knowing the amount of time is critical to knowing the actual volume of volunteer effort because volunteering tends to be a part-time and episodic activity.

Closely related to the foundation are the structural elements of volunteering studies. This entails information on how this volunteer effort is distributed in society. This includes the distribution of that effort by occupational tasks, the institutional context in which volunteering is performed (organization-based versus direct, and if organization-based what type of organization), the industries or fields where organization-based volunteering is performed, as well as the socio-demographic characteristics of the people performing volunteer activities (their gender, age, level

of education, type of residence, marital status, etc.). This information is critical to social policy-makers and voluntary organization leaders as it enables them to target volunteer mobilization and retention strategies on specific social groups.

Finally, the outer shell of the volunteering study edifice focuses on the factors that motivate or discourage volunteer activities, and the outcomes and impacts that volunteer activities have. In the first category are institutional incentives and barriers, transaction and opportunity costs,^{xiii} and personality traits and value systems that seem to incline individuals to volunteer. The outcomes are the effects of volunteer activities on persons directly engaged in or targeted by those activities, that is, the volunteers themselves, and the direct beneficiaries of their efforts. The impacts are the effects of volunteer activities on broader communities in which these activities occur – neighbourhoods, towns and cities, countries, organizations and even humanity as a whole.

As in any complex structure, the various elements of the volunteer edifice need each other and can only achieve their best result when they operate in harmony. An edifice whose foundation lacks important components needed to support its structure or whose outer shell does not align with the structural elements beneath it will collapse of its own weight or open giant fissures into which dedicated workers can fall. In the volunteer research arena as well, each stage of the construction has its own strengths and weaknesses. Those charged with building the foundation, the statistical agencies that will produce the core data, cannot be expected to be fully informed about this field and can thus use help from those better informed. Based on the experience of the present authors, statistical offices are generally more than willing to engage with local groups supporting and assisting with this work.^{xiv} Because careful measurement of both the determinants and the impacts of volunteer participation involves complicated methodological challenges and controls requiring statistical procedures that are costly to undertake, they must often rely on relatively small samples. To scale these findings therefore requires access to the aggregate data that the foundational and structural elements can provide. Statistical agencies in Ireland and Australia have already demonstrated the insight that such combined approaches can generate.²² The payoff from such efforts can be substantial, however, as the 2015 UN Secretary-General's report on volunteering acknowledged when it noted that "evidence of the impact of volunteerism [...] is a prerequisite for effectively influencing policies, programming, and joint action."²³ But this requires combining the impact analysis with the foundational material that can give it greater visibility and force.

Statistical agencies in Ireland and Australia have already demonstrated the insight that such combined approaches can generate

Fortunately, moreover, although the full completion of the volunteer study edifice may require extended time, even the early stages can exert significant influence. Policy-makers and media figures expecting the volunteering edifice to resemble a doll house can already be suitably impressed by the sheer enormity of the foundation and the substantial structural elements beginning to rise up from it—suggesting a sector

xiii Transaction cost of a volunteering activity is the effort and resources expended to successfully carry out that activity, e.g. effort to recruit and train volunteers, or time and cost of travel to volunteering sites. Opportunity cost, in turn, represents the loss of potential benefits from alternative activities, e.g. the loss of wages from a paid job, or the loss of utility and gratification resulting from the volunteers' activities for their own households and families.

xiv Italy, Mexico, Kyrgyzstan, India, and Brazil all offer examples of this point. In Italy, the national statistics agency worked closely with the team that developed the *ILO Manual* for the ILO, with a local volunteer support center (Associazione Promozione e Solidarietà), and a volunteer support foundation (Fondazione Volontariato e Partecipazione) to design and implement an ILO-based volunteer survey.

with hundreds of thousands of people translating into thousands of FTE workers outdistancing many major industries. This can already generate visibility, further legitimize volunteering, lend volunteers an added measure of self-worth, and help lay the groundwork for more enabling public policies. It can also help target useful improvements in nonprofit management. Thus, the finding reported earlier in this paper - that some countries have achieved unusually high rates of youth volunteering compared to their peers - can already lead researchers and volunteer managers to inquiries into how these countries achieved this outcome.

Current status and key next steps. How far down the road toward building the volunteer study edifice are we, then? And what are the priority initiatives needed to promote its future construction? Clearly, the picture is quite mixed.

1) Extending the foundation. The global estimates of FTE volunteering reported in this paper, based for the most part on TUSs and the ILO Manual methodology, represent the foundations on which studies of other aspects can be based. As reported here, there has been good progress on this most basic task. To date, these two sources provide actual data on the volume of at least the organization-based volunteer effort for about 72 per cent of the global adult population and 79 per cent of the estimated global volume of organization-based volunteering. The actual data on direct volunteering, however, covers about 62 per cent of the global adult population and only about 50 per cent of the global estimates of this kind of volunteering. In addition, although the remaining data gap is relatively small in terms of the size of the populations covered, it is rather large in terms of the number of countries on which no effective foundational volunteering data are currently available (respectively, 146 and 168 out of 209 countries and territories covered by this report).

This represents the first challenge for the future of volunteering studies – the need to extend volunteering surveys to obtain even the most fundamental information on volunteering on a large number of countries. The policy recommendation based on this finding is to expand the existing surveys of volunteering in a way that provides the “most bang for the buck.” This includes the periodic continuation of the volunteering surveys based on the ILO Manual or TUS methodologies in the countries where such studies have been conducted in the past. It also necessitates greater encouragement to those conducting TUS surveys to capture the data on volunteer work in their reporting rather than burying it in other categories of activities as currently happens in many locales. But priority should also be given to expanding the implementation of such surveys to other countries, with special attention focused on the most populous countries on which no volunteer data are available, especially Bangladesh, Egypt, Indonesia, Nigeria, and the Philippines, which collectively represent nearly half of the global population on which no reliable and cross-nationally comparable volunteering data are available.

The policy recommendation based on this finding is to expand the existing surveys of volunteering in a way that provides the “most bang for the buck

Side-by-side with the efforts to expand the implementation of the existing instruments for generating systematic cross-national foundational data on volunteering, however, should also ideally be a more concerted effort to prepare volunteer promotion advocates to access and publicize the data being generated. For better or worse, data does not speak for itself, and volunteer support personnel cannot expect statistical agencies to publicize and market the rich data they may be producing on volunteer activity. Rather, this is a task that volunteer support organizations and other entities

must take up.^{xv} In addition to learning how to engage and motivate volunteers, volunteer support organization personnel must be equipped with the knowledge and skills to access and utilize volunteering data.

2) Addressing the gross gaps in structural elements. As far as the “structural elements” of the global volunteering study house are concerned, the available data, and therefore this report, cover only a relatively small portion of what is desirable and needed. The only demographic feature of volunteering that it was possible to report on at a global level was the gender of volunteers and this only because this is one variable on which TUSs report. Age data were available on a much smaller group of countries, but here a diverse array of age groupings made comparisons extremely difficult. Still largely missing, however, is systematic, comparable cross-national data on other “structural” elements, such as the distribution by occupation and industry needed to calculate the monetary value of the volunteer contribution to the economy and society, as well as the distribution by residence type (urban vs. rural), marital status, and labour market status.

The policy recommendation flowing from this finding is the implementation of volunteering surveys compatible with the ILO methodology in as many countries as possible, starting with the most populous ones, including China, India, Indonesia, Russia as well as all EU countries. This option is recommended because it offers a clear advantage over the TUS methodology for constructing this second component of the volunteer information edifice as it can capture certain “structural” elements that TUSs cannot, e.g. the occupations and industries (fields) in which volunteers work. In addition, when incorporated into labour force or other household surveys, as the ILO Manual recommends, this methodology can also yield a rich harvest of other demographic data on volunteers, which can provide important hints into the factors responsible for motivating volunteering. A side benefit of utilizing these existing statistical vehicles, moreover, is the fact that this can help facilitate cross-national comparability. At least in the case of labour force surveys, considerable attention is paid to fashioning cross-nationally comparable survey protocols that use similar categories for such things as the age cut-offs for different age cohorts. To be sure, countries may not adhere to such recommendations, but at least it increases the likelihood that greater comparability will result.

If including a volunteer supplement to the labour force survey or an existing, regular, household social survey, as recommended by the ILO Manual, is not feasible, the second-best approach is the TUS. If TUSs are used, however, special care needs to be taken to report sufficient detail on volunteer time, including a clear distinction between organization-based volunteering, direct volunteer (helping other households), internships, as well as other social and religious activities. While a TUS is not equipped to provide all the “structural” elements of the “volunteering house,” it provides valuable information on the relationship between time spent on volunteering and on other types of daily activities, which can serve as the basis for estimating transaction and opportunity costs of volunteer participation.

The policy recommendation flowing from this finding is the implementation of volunteering surveys compatible with the ILO methodology in as many countries as possible

^{xv} In Belgium, the King Baudouin Foundation has taken on the task of analyzing and disseminating the data on nonprofit organizations, philanthropy, and volunteering produced by the National Bank of Belgium and the Belgian statistical office.

Improving the “outer shell.” In many respects, the ultimate pay-off to the careful attention to the foundation and structure of the volunteer knowledge edifice comes with the final step—the attachment of the outer shell, the “skin” of the building, and the internal accoutrements that will allow it to function. We want to know not only who the volunteers are demographically, but what makes them tick, why some people in a given demographic volunteer and others do not, and what difference volunteering makes—to the volunteers, to the beneficiaries of their effort, and to society at large. Work on these questions has recently been robust, but disjointed. Perhaps this is advisable at this stage of theory building and testing. But when analysts apply their theories to quite different conceptions of volunteering, measured in quite different ways, it is hard to know whether the result is proof of the influence of the hypothesized cause or merely an artefact of a different way of measuring the central variable. When there are too many “degrees of freedom” in testing causal factors, results become indeterminate. There is thus reason to hope that scholarly communities will come to accept a certain discipline in defining and measuring their dependent variables so that coherent attention can be paid to explaining what is causing identified variations.

Useful attention also needs to be paid to identifying the most crucial motivational and impact questions. Volunteer managers and policy experts need to be brought into these discussions in addition to scholars, whose commitments are often heavily shaped by disciplinary priorities rather than priorities dictated by policy or practice considerations.

3) Towards a two-pronged strategy. This overview indicates that implementing the ILO Manual compatible surveys of volunteer activities, or, if not feasible, TUSs with sufficient detail can cover the “foundations” and basic “structural elements” of the edifice of knowledge needed to fully assess the contribution of volunteering to economy and society. While these “foundational” and “structural” elements are necessary for constructing such an edifice, however, they are not sufficient. Other types of surveys are needed to outline the institutional incentives and barriers, personality traits and value systems, as well as the “outer shell” dimensions of volunteer activities – outcomes and impacts of volunteer contributions. Many such surveys can only be designed and implemented in the national or even local context, as many factors affecting the “outer shell” of volunteer activities may be specific to particular localities.

Our most fundamental policy recommendation for future study of volunteer activities therefore is a dual approach

Our most fundamental policy recommendation for future study of volunteer activities therefore is a dual approach. On the one hand, further studies should be carried out, aiming to flesh out the basic foundations and structural elements of volunteer activities as outlined above. This information is of great significance to the “builders” of the volunteer edifice – the staff of volunteer-involving and support organizations – as well as to government regulators and policy advocates seeking to integrate volunteering into national policy objectives. At the same time, these studies should be complemented with those aiming to contribute additional dimensions to the basic knowledge of the volume and structure of volunteering activities – especially institutional incentives and barriers, transaction and opportunity costs, personal motivations and value systems as well as outcomes and broader impacts of volunteering. Like building a house, neither of these two types of studies should substitute for, or displace, the other type, but rather both should be conducted in tandem and complement one another.

4) Bringing in the occupants. The final policy recommendation relates not to the building of the edifice of volunteer knowledge, but to those who must ultimately occupy this house—the users of volunteer knowledge. In this as in many other fields, there are dangers when the professional architects and system specialists lose touch with those who must occupy and work within the structures they are building. What is more, as equipment and facilities get more complicated, users may find themselves unable to operate the structures made available to them. And as already noted, there is reason to be concerned about this in the construction and use of the knowledge base being built for the volunteer community.

Two inter-related policy conclusions flow from this concern. In the first place, leaders of volunteer-involving and support organizations, and other advocates of volunteering should rally to support implementation of the volunteer measurement equipment that has been created, and statistical agencies should reach out to such professionals for assistance in making sure that international volunteer measurement methodologies are appropriately applied to the realities of volunteer activity in their respective countries. Important issues of translation of common terms need to be tailored to local circumstances and language to avoid unwanted connotations.

Second, however, serious attention needs to be paid to equipping volunteering advocates and support organizations with the knowledge needed to access and make effective use of the information on volunteer work as it emerges from statistical data-gathering. Data that are not put to effective use is worse than useless: it can also lead to the discontinuance of the assembly of basic information that is crucial to the construction of the entire volunteer knowledge edifice. Avoiding this will require paying attention to training volunteer support personnel in accessing, interpreting, and disseminating the volunteering data that statistical agencies are assembling.

Telling a better story

Volunteering is entering a new and exciting phase of recognition as an important renewable resource for social and environmental problem-solving. Important break-throughs have been achieved in recognizing volunteering in policy arenas and establishing statistical procedures that offer important strides in making this phenomenon visible in official statistical systems. We are learning more about volunteering every day, and the more we learn the more clearly the impressive achievements of the volunteer community become.

But the knowledge base on which our current impressions of volunteering rest are still rather feeble and imprecise, making necessary heroic leaps of imputation and intensive manipulation of only partially comparable information. The time has therefore come for volunteering to up its game, to undertake a more systematic and reliable edifice of knowledge through which to tell its story to the world and to equip advocates and activists to do their jobs better. Hopefully, the preliminary estimates presented here will inspire the global volunteering community to launch the kind of dual strategy outlined here for building this reliable edifice of knowledge on volunteering in the very near future.

Serious attention needs to be paid to equipping volunteering advocates and support organizations with the knowledge needed to access and make effective use of the information on volunteer work as it emerges from statistical data-gathering

Annexes

Annex A: Glossary of key terms

▶ VOLUNTEERING

Non-compulsory work performed for others without pay

▶ VOLUNTEER

Person of working age, performing unpaid, non-compulsory activities to produce goods or services for others outside their own household.

▶ DIRECT VOLUNTEERING

Volunteering for households other than the household of the volunteer worker or of related family members. Sometimes called 'informal' volunteering.

▶ ORGANIZATION-BASED VOLUNTEERING

Volunteering through, or for organizations comprising market and non-market units (i.e. organizations) including through or for self-help, mutual aid or community-based groups of which the volunteer is a member. Sometimes called 'formal' volunteering.

▶ MEASUREMENT

Efforts to calculate the scale and scope of volunteering at national and global level according to key metrics such as the number of hours of volunteer work.

Annex B: Data sources by country and region

REGION	Country	DATA SOURCES*	
		Organization-based	Direct
NORTH AMERICA			
	American Samoa	6	6
	Bermuda	6	6
	Canada	5	1
	Cayman Islands	6	6
	Martinique	6	6
	Mexico	1	1
	Montserrat	6	6
	Turks and Caicos Islands	6	6
	United States	1	1
SOUTH AMERICA			
	Argentina	1	1
	Aruba	6	6
	Bahamas	6	6
	Barbados	6	6
	Belize	6	6
	Bolivia	6	6
	Brazil	2	6
	Chile	2	6
	Colombia	1	6
	Costa Rica	6	6
	Cuba	6	6
	Curacao	6	6
	Dominican Republic	6	6
	Ecuador	6	6
	El Salvador	6	6
	Falkland Islands (Malvinas)	6	6
	French Guiana	6	6
	Grenada	6	6
	Guadeloupe	6	6
	Guatemala	6	6
	Guyana	6	6
	Haiti	6	6
	Honduras	6	6
	Jamaica	6	6
	Netherlands Antilles	6	6
	Nicaragua	6	6
	Panama	1	1
	Paraguay	6	6
	Peru	5	1
	Puerto Rico	6	6
	Saint Lucia	6	6

REGION	Country	DATA SOURCES*	
		Organization-based	Direct
	Saint Vincent and the Grenadines	6	6
	Samoa	6	6
	Suriname	6	6
	Trinidad and Tobago	6	6
	Uruguay	1	1
	Venezuela, Bolivarian Republic of	6	6
WESTERN EUROPE			
	Andorra	6	6
	Austria	5	5
	Belgium	5	1
	Denmark	3	1
	Faeroe Islands	6	6
	Finland	3	6
	France	5	1
	Germany	5	1
	Gibraltar	6	6
	Greece	4	6
	Greenland	6	6
	Guernsey	6	6
	Iceland	6	6
	Ireland	5	5
	Isle of Man	6	6
	Italy	3	1
	Jersey	6	6
	Liechtenstein	6	6
	Luxembourg	4	6
	Malta	4	6
	Monaco	6	6
	Netherlands	3	6
	Norway	5	1
	Portugal	5	5
	San Marino	6	6
	Spain	5	1
	Sweden	5	1
	Switzerland	2	6
	United Kingdom	5	5
EASTERN EUROPE AND RUSSIA			
	Albania	6	6
	Armenia	6	1
	Azerbaijan	6	6
	Belarus	6	6

REGION	Country	DATA SOURCES*	
		Organization-based	Direct
	Bosnia and Herzegovina	6	6
	Bulgaria	4	1
	Croatia	4	6
	Czech Republic	3	6
	Estonia	5	6
	Georgia	6	6
	Hungary	5	5
	Kazakhstan	6	6
	Kosovo ¹	6	6
	Kyrgyzstan	5	6
	Latvia	4	1
	Lithuania	4	1
	Macedonia, the former Yugoslav Republic of	6	6
	Moldova	1	1
	Montenegro	6	6
	Poland	5	5
	Romania	2	6
	Russian Federation	6	6
	Serbia	6	1
	Slovakia	3	6
	Slovenia	1	1
	Tajikistan	6	6
	Ukraine	6	6
	Uzbekistan	6	6
MIDDLE EAST			
	Algeria	6	6
	Bahrain	6	6
	Cyprus	3	6
	Egypt	2	6
	Iran, Islamic Republic of	6	1
	Iraq	6	6
	Israel	2	6
	Jordan	6	6
	Kuwait	6	6
	Lebanon	6	6
	Libya	6	6
	Morocco	5	6

¹All references to Kosovo should be understood to be in the context of United Nations Security Council resolution 1244 (1999).

REGION	Country	DATA SOURCES*	
		Organization-based	Direct
	Oman	6	6
	Palestine, State of	6	1
	Qatar	6	6
	Saudi Arabia	6	6
	Syrian Arab Republic	6	6
	Tunisia	1	6
	Turkey	2	6
	United Arab Emirates	6	6
	Yemen	6	6
AFRICA			
	Angola	6	6
	Benin	6	6
	Botswana	6	6
	Burkina Faso	6	6
	Burundi	6	6
	Cameroon	5	6
	Cape Verde	6	6
	Comoros	6	6
	Congo	6	6
	Congo, Democratic Republic of the	6	6
	Côte d'Ivoire	6	6
	Ethiopia	6	1
	Gabon	6	6
	Gambia	6	6
	Ghana	1	1
	Guinea	6	6
	Kenya	2	6
	Lesotho	6	6
	Liberia	6	6
	Madagascar	6	6
	Malawi	6	6
	Mali	6	6
	Mauritius	6	6
	Mozambique	5	6
	Namibia	6	6
	Niger	6	6

REGION	Country	DATA SOURCES*	
		Organization-based	Direct
	Nigeria	6	6
	Réunion	6	6
	Rwanda	6	6
	Sao Tome and Principe	6	6
	Senegal	6	6
	Sierra Leone	6	6
	South Africa	5	5
	South Sudan	6	6
	Sudan	6	6
	Tanzania, United Republic of	6	6
	Togo	6	6
	Uganda	2	6
	Zambia	6	6
	Zimbabwe	6	6
FAR EAST			
	China	1	1
	Hong Kong, China	6	6
	Japan	1	6
	Korea	5	1
	Macau, China	6	6
	Mongolia	6	1
	Singapore	6	6
	Taiwan, China	6	6
SOUTH ASIA AND INDONESIA			
	Afghanistan	6	6
	Bangladesh	6	6
	Bhutan	6	6
	Brunei Darussalam	6	6
	Cambodia	6	6
	Fiji	6	6
	French Polynesia	6	6
	Guam	6	6
	India	5	1
	Indonesia	6	6
	Lao People's Democratic Republic	6	6
	Malaysia	6	6

REGION	Country	DATA SOURCES*	
		Organization-based	Direct
	Maldives	6	6
	Marshall Islands	6	6
	Myanmar	6	6
	Nauru	6	6
	Nepal	6	6
	New Caledonia	6	6
	Northern Mariana Islands	6	6
	Pakistan	5	1
	Palau	6	6
	Philippines	2	6
	Seychelles	6	6
	Sri Lanka	6	6
	Thailand	1	1
	Timor-Leste	6	6
	Tokelau	6	6
	Vanuatu	6	6
	Viet Nam	6	6
AUSTRALIA AND NEW ZEALAND			
	Australia	5	6
	Cook Islands	6	6
	Kiribati	6	6
	New Zealand	2	1
	Norfolk Island	6	6
	Solomon Islands	6	6
	Tuvalu	6	6

KEY:

1. Based on TUS time data and population 15+ years
2. Based on JHU/ CNP data (see Table 1)
3. Time projection (See Part II of paper)
4. Regression (see Part II of paper)
5. Local reports (see Table 3)
6. Based on regional averages (see Figure 4) and population 15+ years

*Types of estimation

Annex C: FTE volunteers by region, by type, by gender (ca. 2015)

Region	POPULATION 15+	FTE VOLUNTEERS (millions)			ORGANIZATION- BASED (FTE)		DIRECT (FTE)		ALL VOLUNTEERING	
	millions	Organization- based	Direct	All	Men	Women	Men	Women	Men	Women
North America	369.0	8.0	12.7	20.7	44.1%	55.9%	27.0%	73.0%	33.6%	66.4%
South America	250.0	3.0	6.3	9.3	41.8%	58.2%	28.7%	71.3%	33.0%	67.0%
Western Europe	347.6	6.4	9.2	15.6	52.6%	47.4%	37.6%	62.4%	43.8%	56.2%
Eastern Europe and Russia	316.2	1.3	10.5	11.7	47.4%	52.6%	49.4%	50.6%	49.2%	50.8%
Middle East	344.5	2.0	8.6	10.6	35.6%	64.4%	45.0%	55.0%	43.2%	56.8%
Africa	483.5	1.7	11.6	13.3	55.4%	44.6%	44.2%	55.8%	45.7%	54.3%
Far East	1,318.8	5.4	8.9	14.4	48.3%	51.7%	51.2%	48.8%	50.1%	49.9%
South Asia and Indonesia	1,523.9	4.5	7.7	12.1	65.8%	34.2%	46.6%	53.4%	53.7%	46.3%
Australia and New Zealand	23.4	0.6	0.6	1.2	35.3%	64.7%	38.6%	61.4%	37.0%	63.0%
WORLD	4,976.9	32.9	76.1	109.0	49.2%	50.8%	41.1%	58.9%	43.5%	56.5%

Annex Table 3 | Volunteering by country (ca. 2015)

Region	POPULATION 15+		ORGANIZATION-BASED VOLUNTEERING (FTE)			DIRECT VOLUNTEERING (FTE)			TOTAL VOLUNTEERING (FTE)		
	ca. 2015		Both genders	Men	Women	Both genders	Men	Women	Both genders	Men	Women
Afghanistan	14,497,505		44,467	28,694	15,774	91,782	40,702	51,080	136,249	69,395	66,853
Albania	2,354,000		9,331	4,409	4,923	76,451	37,602	38,849	85,782	42,010	43,772
Algeria	28,616,998		259,689	92,502	167,188	807,789	361,964	445,825	1,067,478	454,466	613,013
American Samoa	38,265		896	420	476	1,368	412	956	2,264	832	1,432
Andorra	61,000		1,361	729	632	1,436	581	855	2,797	1,309	1,487
Angola	10,182,285		36,303	20,198	16,105	253,018	110,525	142,493	289,322	130,723	158,598
Argentina	20,401,738		121,310	53,426	67,884	343,831	114,280	229,552	465,141	167,706	297,435
Armenia	2,107,000		8,352	3,946	4,406	18,207	6,365	11,842	26,559	10,311	16,248
Aruba	89,584		1,178	500	678	2,347	671	1,677	3,526	1,171	2,355
Australia	19,263,000		422,330	144,218	278,111	532,651	205,769	326,882	954,981	349,987	604,993
Austria	7,246,000		233,961	138,374	95,587	200,141	78,579	121,562	434,102	216,953	217,149
Azerbaijan	6,678,000		26,471	12,506	13,965	216,882	106,671	110,211	243,353	119,177	124,176
Bahamas	272,184		3,580	1,519	2,061	7,132	2,038	5,094	10,713	3,558	7,155
Bahrain	1,085,000		9,846	3,507	6,339	30,627	13,724	16,903	40,473	17,231	23,242
Bangladesh	110,124,970		337,779	217,962	119,818	697,185	309,175	388,010	1,034,965	527,137	507,827
Barbados	222,000		2,920	1,239	1,681	5,817	1,663	4,155	8,738	2,902	5,836
Belarus	7,949,000		31,510	14,887	16,623	258,160	126,973	131,187	289,670	141,860	147,810
Belgium	9,329,000		130,000	89,554	40,446	-	-	-	130,000	89,554	40,446
Belize	233,000		3,065	1,300	1,765	6,105	1,745	4,360	9,170	3,045	6,125
Benin	3,230,698		11,519	6,409	5,110	80,279	35,068	45,211	91,798	41,477	50,321
Bermuda	35,630		834	391	443	1,274	384	890	2,108	775	1,333
Bhutan	559,000		1,715	1,106	608	3,539	1,569	1,970	5,254	2,676	2,578
Bolivia	7,538,000		99,158	42,071	57,087	197,524	56,455	141,069	296,682	98,525	198,157
Bosnia and Herzegovina	2,579,000		10,223	4,830	5,393	83,758	41,196	42,563	93,981	46,026	47,956
Botswana	1,341,003		4,781	2,660	2,121	33,322	14,556	18,766	38,104	17,216	20,887
Brazil	44,460,000		535,048	227,009	308,039	1,165,018	332,975	832,043	1,700,066	559,985	1,140,081
Brunei Darussalam	316,598		971	627	344	2,004	889	1,115	2,975	1,515	1,460
Bulgaria	6,172,000		7,909	3,736	4,172	191,998	92,360	99,639	199,907	96,096	103,811
Burkina Faso	8,740,502		31,163	17,338	13,825	217,192	94,875	122,316	248,355	112,213	136,141
Burundi	4,817,176		17,175	9,556	7,619	119,701	52,289	67,413	136,876	61,844	75,032

Region	POPULATION 15+	ORGANIZATION-BASED VOLUNTEERING (FTE)			DIRECT VOLUNTEERING (FTE)			TOTAL VOLUNTEERING (FTE)		
		Both genders	Men	Women	Both genders	Men	Women	Both genders	Men	Women
Cambodia	10,181,018	31,228	20,150	11,077	64,455	28,583	35,871	95,682	48,734	46,948
Cameroon	12,345,286	24,887	13,846	11,041	306,766	134,004	172,762	331,653	147,850	183,803
Canada	29,280,000	1,111,818	485,003	626,815	931,348	366,102	565,246	2,043,166	851,105	1,192,061
Cape Verde	367,348	1,310	729	581	9,128	3,987	5,141	10,438	4,716	5,722
Cayman Islands	49,000	1,147	537	610	1,752	528	1,224	2,899	1,066	1,834
Chile	14,344,000	164,864	69,948	94,916	375,866	107,427	268,440	540,730	177,375	363,355
China	1,132,960,000	3,913,290	1,961,151	1,952,139	7,826,580	3,922,303	3,904,277	11,739,870	5,883,454	5,856,416
Colombia	34,310,000	474,362	151,457	322,905	899,050	256,959	642,092	1,373,412	408,416	964,996
Comoros	418,585	1,492	830	662	10,401	4,544	5,858	11,894	5,374	6,520
Congo	2,583,048	9,209	5,124	4,086	64,186	28,038	36,148	73,395	33,162	40,233
Congo, Democratic Republic of the	32,118,970	114,516	63,713	50,803	798,120	348,641	449,479	912,635	412,354	500,282
Cook Islands	11,814	347	126	221	327	126	200	674	253	421
Costa Rica	3,716,000	48,882	20,739	28,142	97,373	27,830	69,543	146,255	48,570	97,685
Croatia	3,586,000	29,412	13,896	15,516	116,463	57,281	59,182	145,875	71,177	74,698
Cuba	7,221,323	94,992	40,303	54,689	189,226	54,083	135,143	284,218	94,386	189,832
Curaçao	126,000	1,657	703	954	3,302	944	2,358	4,959	1,647	3,312
Cyprus	676,000	18,615	6,631	11,984	19,082	8,550	10,531	37,697	15,181	22,516
Czech Republic	8,936,000	26,413	12,479	13,934	290,215	142,739	147,476	316,628	155,218	161,410
Côte d'Ivoire	15,411,116	54,946	30,570	24,376	382,949	167,282	215,666	437,895	197,853	240,042
Denmark	4,714,000	114,187	79,129	35,058	160,328	90,200	70,128	274,515	169,329	105,186
Dominican Republic	7,698,000	101,263	42,964	58,299	201,716	57,653	144,064	302,979	100,616	202,363
Ecuador	11,300,000	148,645	63,067	85,578	296,102	84,629	211,473	444,747	147,696	297,051
Egypt	60,664,000	17,335	6,175	11,161	1,712,398	767,312	945,086	1,729,734	773,487	956,247
El Salvador	4,617,000	60,734	25,768	34,966	120,983	34,578	86,404	181,717	60,346	121,370
Estonia	1,100,000	8,130	3,841	4,289	35,725	19,596	16,129	43,855	23,437	20,418
Ethiopia	11,354,772	40,484	22,524	17,960	235,482	129,254	106,228	275,966	151,778	124,188
Faeroe Islands	35,235	786	421	365	829	335	494	1,615	756	859
Falkland Islands (Malvinas)	2,110	28	12	16	55	16	39	83	28	55
Fiji	642,860	1,972	1,272	699	4,070	1,805	2,265	6,042	3,077	2,964
Finland	4,562,000	85,165	47,509	37,656	107,372	47,743	59,629	192,537	95,252	97,285

Region	POPULATION 15+			ORGANIZATION-BASED VOLUNTEERING (FTE)			DIRECT VOLUNTEERING (FTE)			TOTAL VOLUNTEERING (FTE)			
	ca. 2015	Both genders	Men	Women	Both genders	Men	Women	Both genders	Men	Women	Both genders	Men	Women
France	52,578,000	1,072,000	604,626	467,374	1,817,327	452,181	1,365,146	2,889,327	1,056,806	1,832,520	1,889,327	1,056,806	1,832,520
French Guiana	146,122	1,922	816	1,107	3,829	1,094	2,735	5,751	1,910	3,841	5,751	1,910	3,841
French Polynesia	214,160	657	424	233	1,356	601	755	2,013	1,025	988	2,013	1,025	988
Gabon	1,108,605	3,953	2,199	1,753	27,548	12,034	15,514	31,500	14,233	17,268	31,500	14,233	17,268
Gambia	1,075,022	3,833	2,132	1,700	26,713	11,669	15,044	30,546	13,801	16,744	30,546	13,801	16,744
Georgia	3,010,000	11,932	5,637	6,294	97,756	48,080	49,676	109,688	53,717	55,970	109,688	53,717	55,970
Germany	70,070,000	1,405,981	828,649	577,332	1,941,587	892,394	1,049,193	3,347,568	1,721,043	1,626,525	3,347,568	1,721,043	1,626,525
Ghana	16,751,141	57,899	36,600	21,299	810,590	436,370	374,221	868,490	472,970	395,520	868,490	472,970	395,520
Gibraltar	32,857	733	393	341	773	313	461	1,506	705	801	1,506	705	801
Greece	9,247,000	194,891	104,353	90,538	217,639	88,006	129,633	412,530	192,358	220,171	412,530	192,358	220,171
Greenland	36,000	803	430	373	847	343	505	1,650	773	878	1,650	773	878
Grenada	71,000	934	396	538	1,860	532	1,329	2,794	928	1,866	2,794	928	1,866
Guadeloupe	335,769	4,417	1,874	2,543	8,798	2,515	6,284	13,215	4,389	8,827	13,215	4,389	8,827
Guam	128,876	395	255	140	816	362	454	1,211	617	594	1,211	617	594
Guatemala	10,564,000	138,963	58,959	80,004	276,816	79,117	197,699	415,779	138,076	277,703	415,779	138,076	277,703
Guernsey	41,000	915	490	425	965	390	575	1,880	880	1,000	1,880	880	1,000
Guinea	6,597,831	23,524	13,088	10,436	163,949	71,617	92,331	187,472	84,705	102,767	187,472	84,705	102,767
Guyana	549,929	7,234	3,069	4,165	14,410	4,119	10,292	21,644	7,188	14,456	21,644	7,188	14,456
Haiti	8,657,148	113,880	48,317	65,563	226,850	64,836	162,013	340,729	113,153	227,576	340,729	113,153	227,576
Honduras	5,779,000	76,019	32,253	43,766	151,431	43,281	108,151	227,451	75,534	151,917	227,451	75,534	151,917
Hong Kong, China	6,384,000	39,887	15,361	24,525	46,196	26,946	19,250	86,083	42,308	43,775	86,083	42,308	43,775
Hungary	8,252,000	11,315	6,673	4,642	208,418	79,257	129,161	219,733	85,930	133,803	219,733	85,930	133,803
Iceland	230,000	5,131	2,748	2,384	5,413	2,189	3,224	10,545	4,937	5,608	10,545	4,937	5,608
India	805,087,343	2,254,104	1,523,331	730,773	3,273,742	1,587,303	1,686,439	5,527,846	3,110,634	2,417,212	5,527,846	3,110,634	2,417,212
Indonesia	186,101,000	570,816	368,335	202,481	1,178,178	522,478	655,701	1,748,994	890,813	858,181	1,748,994	890,813	858,181
Iran, Islamic Republic of	59,022,000	535,604	190,783	344,821	476,014	236,700	239,313	1,011,618	427,484	584,135	1,011,618	427,484	584,135
Iraq	21,700,894	196,928	70,146	126,782	612,564	274,485	338,079	809,492	344,631	464,861	809,492	344,631	464,861
Ireland	3,612,000	59,920	33,158	26,761	72,353	29,257	43,096	132,273	62,416	69,857	132,273	62,416	69,857
Isle of Man	75,178	1,677	898	779	1,769	715	1,054	3,447	1,614	1,833	3,447	1,614	1,833
Israel	6,000,000	38,039	13,550	24,490	169,366	75,891	93,474	207,405	89,441	117,964	207,405	89,441	117,964
Italy	52,070,000	597,390	283,905	313,486	1,075,634	318,340	757,294	1,673,024	602,245	1,070,780	1,673,024	602,245	1,070,780
Jamaica	2,086,000	27,440	11,642	15,798	54,661	15,623	39,038	82,101	27,265	54,836	82,101	27,265	54,836

Region	POPULATION 15+		ORGANIZATION-BASED VOLUNTEERING (FTE)			DIRECT VOLUNTEERING (FTE)			TOTAL VOLUNTEERING (FTE)		
	ca. 2015		Both genders	Men	Women	Both genders	Men	Women	Both genders	Men	Women
Japan	110,770,000		1,051,237	544,046	507,191	801,560	467,551	334,009	1,852,797	1,011,596	841,201
Jersey	68,734		1,533	821	712	1,618	654	964	3,151	1,475	1,676
Jordan	4,226,241		38,352	13,661	24,691	119,297	53,456	65,841	157,648	67,117	90,531
Kazakhstan	12,630,000		50,065	23,653	26,412	410,185	201,745	208,440	460,250	225,398	234,852
Kenya	24,528,927		113,873	63,356	50,517	609,516	266,253	343,263	723,389	329,609	393,780
Kiribati	72,158		2,122	772	1,350	1,995	771	1,224	4,118	1,543	2,574
Korea	43,017,000		249,472	34,101	215,372	63,180	36,853	26,327	312,652	70,953	241,699
Kosovo ¹	1,329,000		5,268	2,489	2,779	43,162	21,229	21,933	48,430	23,718	24,712
Kuwait	2,507,714		22,757	8,106	14,651	70,787	31,719	39,068	93,543	39,825	53,718
Kyrgyzstan	4,079,000		3,055	1,443	1,612	132,474	65,156	67,318	135,529	66,599	68,930
Lao People's Democratic Republic	4,249,653		13,035	8,411	4,624	26,904	11,931	14,973	39,939	20,342	19,597
Latvia	1,655,000		14,253	6,734	7,519	62,924	28,173	34,751	77,177	34,907	42,270
Lebanon	3,512,559		31,875	11,354	20,521	99,151	44,429	54,722	131,026	55,783	75,243
Lesotho	1,280,896		4,567	2,541	2,026	31,829	13,904	17,925	36,396	16,445	19,951
Liberia	2,099,134		7,484	4,164	3,320	52,161	22,785	29,376	59,645	26,949	32,696
Libya	4,158,723		37,739	13,443	24,296	117,391	52,602	64,789	155,130	66,045	89,085
Liechtenstein	32,000		714	382	332	753	305	449	1,467	687	780
Lithuania	2,483,000		3,093	1,461	1,632	128,735	63,477	65,258	131,828	64,938	66,890
Luxembourg	460,000		18,070	9,675	8,394	10,827	4,378	6,449	28,896	14,053	14,843
Macau, China	548,000		3,424	1,319	2,105	3,965	2,313	1,652	7,389	3,632	3,758
Macedonia	1,724,000		6,834	3,229	3,605	55,990	27,538	28,452	62,824	30,767	32,057
Madagascar	13,027,000		46,446	25,841	20,605	323,706	141,404	182,302	370,152	167,245	202,907
Malawi	8,648,124		30,834	17,155	13,679	214,896	93,872	121,024	245,730	111,027	134,702
Malaysia	21,388,000		65,602	42,332	23,270	135,404	60,047	75,358	201,006	102,378	98,628
Maldives	232,873		714	461	253	1,474	654	820	2,189	1,115	1,074
Mali	8,945,000		31,892	17,744	14,148	222,273	97,095	125,178	254,165	114,839	139,326
Malta	361,000		8,396	4,495	3,900	8,497	3,436	5,061	16,892	7,931	8,961
Marshall Islands	33,293		102	66	36	211	93	117	313	159	154
Martinique	326,442		7,642	3,580	4,062	11,674	3,519	8,155	19,316	7,099	12,217
Mauritius	968,000		3,451	1,920	1,531	24,054	10,507	13,546	27,505	12,427	15,077

¹All references to Kosovo should be understood to be in the context of United Nations Security Council resolution 1244 (1999).

Region	POPULATION 15+		ORGANIZATION-BASED VOLUNTEERING (FTE)			DIRECT VOLUNTEERING (FTE)			TOTAL VOLUNTEERING (FTE)		
	ca. 2015	Both genders	Men	Women	Both genders	Men	Women	Both genders	Men	Women	
Mexico	88,409,000	651,895	350,630	301,265	3,922,324	948,677	2,973,647	4,574,218	1,299,307	3,274,912	
Moldova	2,987,000	3,965	1,382	2,582	120,424	60,576	59,847	124,388	61,959	62,429	
Monaco	31,434	701	376	326	740	299	441	1,441	675	766	
Mongolia	2,023,000	12,639	4,868	7,772	26,971	17,948	9,023	39,610	22,815	16,795	
Montenegro	501,000	1,986	938	1,048	16,271	8,003	8,268	18,257	8,941	9,316	
Montserrat	3,222	75	35	40	115	35	80	191	70	121	
Morocco	24,965,000	54,539	19,427	35,112	704,702	315,771	388,930	759,241	335,198	424,042	
Mozambique	12,590,105	2,238	1,245	993	312,850	136,661	176,188	315,088	137,907	177,181	
Myanmar	33,935,000	104,087	67,165	36,922	214,838	95,272	119,565	318,924	162,437	156,487	
Namibia	1,448,614	5,165	2,874	2,291	35,996	15,724	20,272	41,161	18,598	22,563	
Nauru	6,444	20	13	7	41	18	23	61	31	30	
Nepal	16,856,950	51,704	33,364	18,341	106,719	47,326	59,393	158,423	80,689	77,734	
Netherlands	13,874,000	488,632	226,053	262,579	326,540	132,042	194,499	815,172	358,094	457,078	
Netherlands Antilles	127,802	1,681	713	968	3,349	957	2,392	5,030	1,670	3,360	
New Caledonia	208,690	640	413	227	1,321	586	735	1,961	999	962	
New Zealand	3,626,000	133,799	51,688	82,111	100,264	38,733	61,531	234,063	90,421	143,642	
Nicaragua	4,379,436	57,609	24,442	33,167	114,758	32,799	81,959	172,366	57,241	115,125	
Niger	7,506,499	26,763	14,890	11,873	186,528	81,481	105,047	213,291	96,371	116,920	
Nigeria	103,932,000	370,555	206,166	164,389	2,582,592	1,128,147	1,454,445	2,953,147	1,334,313	1,618,834	
Norfolk Island	2,348	69	25	44	65	25	40	134	50	84	
Northern Mariana Islands	42,639	131	84	46	270	120	150	401	204	197	
Norway	4,247,000	138,769	79,018	59,751	102,756	52,286	50,471	241,525	131,304	110,221	
Palestine, State of	2,836,000	25,736	9,167	16,569	137,234	54,747	82,488	162,970	63,914	99,056	
Oman	2,979,257	27,036	9,630	17,406	84,097	37,683	46,414	111,133	47,314	63,819	
Pakistan	111,515,000	266,377	154,785	111,592	173,599	55,420	118,179	439,976	210,205	229,771	
Palau	15,264	47	30	17	97	43	54	143	73	70	
Panama	2,833,000	61,314	21,642	39,672	67,653	17,282	50,371	128,967	38,924	90,043	
Paraguay	5,018,000	66,009	28,006	38,003	131,490	37,581	93,909	197,499	65,588	131,912	
Peru	23,450,000	215,101	123,125	91,975	529,306	146,376	382,930	744,406	269,501	474,905	
Philippines	64,936,000	337,694	217,907	119,787	411,100	182,308	228,793	748,794	400,214	348,580	
Poland	30,962,000	215,710	103,297	112,413	1,241,790	642,486	599,304	1,457,500	745,782	711,718	
Portugal	8,866,000	109,904	33,540	76,364	99,287	25,816	73,472	209,191	59,355	149,836	

Region	POPULATION 15+		ORGANIZATION-BASED VOLUNTEERING (FTE)			DIRECT VOLUNTEERING (FTE)			TOTAL VOLUNTEERING (FTE)		
	ca. 2015		Both genders	Men	Women	Both genders	Men	Women	Both genders	Men	Women
	Puerto Rico	2,825,000	37,161	15,767	21,394	74,026	21,157	52,868	111,187	36,924	74,263
Qatar	1,907,732	17,312	6,167	11,145	53,851	24,130	29,721	71,163	30,297	40,866	
Romania	16,793,000	49,417	23,347	26,070	545,387	268,243	277,145	594,804	291,590	303,215	
Russian Federation	110,775,000	439,109	207,457	231,651	3,597,648	1,769,462	1,828,185	4,036,756	1,976,920	2,059,836	
Rwanda	6,167,400	21,989	12,234	9,755	153,253	66,945	86,308	175,242	79,179	96,063	
Réunion	665,320	2,372	1,320	1,052	16,532	7,222	9,311	18,905	8,542	10,363	
Saint Lucia	141,000	1,855	787	1,068	3,695	1,056	2,639	5,549	1,843	3,707	
Saint Vincent and the Grenadines	81,577	1,073	455	618	2,138	611	1,527	3,211	1,066	2,144	
Samoa	115,034	1,513	642	871	3,014	862	2,153	4,528	1,504	3,024	
San Marino	28,000	625	334	290	659	266	393	1,284	601	683	
Sao Tome and Principe	178,473	636	354	282	4,435	1,937	2,498	5,071	2,291	2,780	
Saudi Arabia	22,518,000	204,343	72,787	131,556	635,629	284,820	350,808	839,972	357,608	482,364	
Senegal	8,009,748	28,558	15,889	12,669	199,033	86,943	112,090	227,591	102,832	124,759	
Serbia	6,060,000	24,022	11,349	12,673	198,987	111,726	87,262	223,009	123,075	99,934	
Seychelles	77,000	236	152	84	487	216	271	724	369	355	
Sierra Leone	3,471,224	12,376	6,886	5,490	86,256	37,679	48,577	98,632	44,565	54,067	
Singapore	3,300,000	20,618	7,941	12,678	23,880	13,929	9,951	44,498	21,870	22,628	
Slovakia	4,591,000	7,637	3,608	4,029	149,102	73,334	75,768	156,739	76,942	79,797	
Slovenia	1,758,000	11,996	5,668	6,329	42,476	27,026	15,450	54,472	32,693	21,779	
Solomon Islands	380,639	11,195	4,074	7,121	10,525	4,066	6,459	21,721	8,140	13,581	
South Africa	38,981,000	120,176	57,756	62,419	211,191	47,150	164,041	331,366	104,906	226,460	
South Sudan	5,212,987	18,586	10,341	8,245	129,537	56,585	72,952	148,123	66,926	81,197	
Spain	38,965,000	240,704	105,817	134,887	1,148,733	412,808	735,925	1,389,437	518,626	870,812	
Sri Lanka	16,671,000	51,134	32,996	18,138	105,542	46,804	58,738	156,676	79,799	76,876	
Sudan	43,829,430	156,268	86,943	69,325	1,089,111	475,754	613,358	1,245,379	562,696	682,683	
Suriname	245,000	3,223	1,367	1,855	6,420	1,835	4,585	9,643	3,202	6,440	
Sweden	7,257,000	269,849	155,963	113,886	175,584	83,798	91,786	445,432	239,761	205,672	
Switzerland	6,995,000	107,033	57,310	49,723	164,635	66,573	98,063	271,668	123,883	147,785	
Syrian Arab Republic	14,161,500	128,511	45,776	82,735	399,745	179,123	220,622	528,256	224,898	303,357	
Taiwan, China	19,842,000	123,971	47,744	76,227	143,582	83,751	59,830	267,553	131,496	136,057	
Tajikistan	5,351,698	21,214	10,023	11,191	173,807	85,485	88,322	195,021	95,508	99,514	
Tanzania	26,211,464	93,453	51,995	41,459	651,325	284,517	366,808	744,778	336,511	408,267	

Region	POPULATION 15+			ORGANIZATION-BASED VOLUNTEERING (FTE)			DIRECT VOLUNTEERING (FTE)			TOTAL VOLUNTEERING (FTE)			
	ca. 2015	Both genders	Men	Women	Both genders	Men	Women	Both genders	Men	Women	Both genders	Men	Women
Thailand	55,238,000	103,847	70,508	33,339	738,505	388,665	349,840	842,353	459,173	383,179	842,353	459,173	383,179
Timor-Leste	721,282	2,212	1,428	785	4,566	2,025	2,541	6,779	3,453	3,326	6,779	3,453	3,326
Togo	4,085,234	14,565	8,104	6,462	101,513	44,344	57,170	116,079	52,448	63,631	116,079	52,448	63,631
Tokelau	1,036	3	2	1	7	3	4	10	5	5	10	5	5
Trinidad and Tobago	1,065,000	14,009	5,944	8,066	27,907	7,976	19,931	41,916	13,920	27,996	41,916	13,920	27,996
Tunisia	8,491,000	146,743	52,270	94,473	239,680	107,399	132,282	386,424	159,669	226,754	386,424	159,669	226,754
Turkey	57,870,000	47,378	16,876	30,502	1,633,531	731,972	901,558	1,680,909	748,848	932,060	1,680,909	748,848	932,060
Turks and Caicos Islands	41,921	981	460	522	1,499	452	1,047	2,481	912	1,569	2,481	912	1,569
Tuvalu	7,301	215	78	137	202	78	124	417	156	260	417	156	260
Uganda	17,101,419	137,097	76,277	60,820	424,951	185,630	239,321	562,048	261,907	300,141	562,048	261,907	300,141
Ukraine	29,023,000	115,046	54,354	60,693	942,582	463,598	478,984	1,057,628	517,952	539,676	1,057,628	517,952	539,676
United Arab Emirates	3,002,481	27,246	9,705	17,541	84,753	37,977	46,776	111,999	47,682	64,317	111,999	47,682	64,317
United Kingdom	52,499,000	1,123,091	480,942	642,149	1,510,364	662,004	848,360	2,633,455	1,142,946	1,490,509	2,633,455	1,142,946	1,490,509
United States	250,801,000	6,241,525	2,692,445	3,549,080	7,801,906	2,101,571	5,700,335	14,043,431	4,794,016	9,249,415	14,043,431	4,794,016	9,249,415
Uruguay	2,744,000	49,298	21,509	27,788	113,903	31,765	82,138	163,201	53,274	109,927	163,201	53,274	109,927
Uzbekistan	30,754,419	121,910	57,596	64,313	998,813	491,255	507,558	1,120,723	548,851	571,872	1,120,723	548,851	571,872
Vanuatu	159,156	488	315	173	1,008	447	561	1,496	762	734	1,496	762	734
Venezuela	22,192,000	291,923	123,857	168,066	581,513	166,203	415,310	873,436	290,060	583,376	873,436	290,060	583,376
Viet Nam	69,736,000	213,897	138,023	75,874	441,489	195,784	245,705	655,385	333,807	321,579	655,385	333,807	321,579
Yemen	13,618,804	123,586	44,022	79,564	384,426	172,258	212,168	508,012	216,280	291,732	508,012	216,280	291,732
Zambia	8,267,861	29,478	16,401	13,077	205,447	89,745	115,702	234,925	106,145	128,779	234,925	106,145	128,779
Zimbabwe	7,925,130	28,256	15,721	12,535	196,930	86,025	110,906	225,186	101,745	123,441	225,186	101,745	123,441
World Total	4,976,871,945	32,933,544	16,205,507	16,728,038	76,052,761	31,248,229	44,804,532	108,986,305	47,453,736	61,532,569	108,986,305	47,453,736	61,532,569

* All references to Kosovo should be understood to be in the context of United Nations Security Council resolution 1244 (1999).

Annex E: Time Use Survey Categories Related to Volunteer Work

Pakistan Community services and help to other households

Time used for:	
610	Community organized construction and repairs: buildings, roads, dams, wells, etc.
615	Community organized work: cooking for collective celebrations, etc.
621	Cooking for School Nutrition Programs for Girls: Tawana Pakistan Project, etc.
630	Volunteering with or for an organization
650	Participation in meetings of local and informal groups/caste, tribes, professional associations, union, political and similar organizations
660	Involvement in civic and related responsibilities: voting, rallies, etc.
671	Caring for non-household children
672	Caring for non-household sick and disabled adults
673	Caring for non-household elderly adults
674	Other informal help to other households
680	Travel-related to community services
688	Waiting for community services and to help to other households
690	Community services not elsewhere classified

Source: Government of Pakistan, Statistics Division, Federal Bureau of Statistics, Time Use Survey 2007, Islamabad, 2009.

South Africa Community services and help to other households

Time used for:	
610	Community organized construction and repairs: buildings, roads, dams, wells, etc.
615	Cleaning of classrooms
620	Community organized work: cooking for collective celebrations, etc.
630	Volunteering with or for an organization
650	Participation in meetings of local and informal groups/caste, tribes, professional associations, union, political and similar organizations
660	Involvement in civic and related responsibilities: voting, rallies, etc.
671	Caring for non-household children mentioned spontaneously
672	Caring for non-household children not mentioned spontaneously
673	Caring for non-household adults
674	Other informal help to other households
680	Travel-related to community services
690	Community services not elsewhere classified

Source: Statistics South Africa, A Survey of Time Use: How South African Women and Men Spend their Time, Pretoria, 2001.

Annex F: National surveys on volunteerism that have not been reviewed as part of this paper

Spain: “LA POBLACIÓN ESPAÑOLA Y SU IMPLICACIÓN CON LAS ONG” Plataforma del Voluntariado de España (PVE), 2015.

Spain: “Estudio nº 2.864. Barómetro de marzo” 2011, Centro de Investigaciones Sociológicas- Sociological Research Center.

Spain: “Hechos y Cifras,” Plataforma del Voluntariado de España (PVE), 2015

Denmark: Frivillighedsundersøgelsen 2012.

Hong Kong: “Volunteering in Hong Kong: Survey Research,” Centre for Civil Society and Governance, The University of Hong Kong and Policy 21 Limited, May 2010.

Estonia: «Participation in voluntary activities in 2013» survey

Panama: Encuesta Nacional de Voluntariado, 2012 Voluntarios de Panama.

Malta: Statistics on Income and Living Conditions survey, National Statistics Office of Malta.

Mongolia: “The first sociological survey on volunteerism in Mongolia,” 2001.

Macedonia: Youth Cultural Center – Bitola, “Survey about volunteering and draft Plan for development of voluntarism in Macedonia 2005-2015,” (coalition of youth NGO’s) submitted to Secretariat for European affairs of Macedonia.

Singapore: Individual Giving Survey (IGS), 2014, National Volunteer & Philanthropy Centre.

Uruguay: Encuesta nacional realizada en 2009, Instituto de Comunicación y Desarrollo (ICD) en el marco de un proyecto de voluntariado desarrollado por el Ministerio de Desarrollo Social (MIDES) y Voluntarios de Naciones Unidas (VNU).

Kenya: Measuring the Contribution of Volunteer Work on Kenya’s Gross National Product, June 2017

Bosnia – Herzegovina: “Prosocial Dimensions of Volunteering in BH.” Banja Luka, YCC. Youth Communication Center Banja Luka. 2011.

Notes

- 1 Salamon, Sokolowski, & Haddock, 2011
- 2 see Gavelin & Svedberg with Pestoff (2011)
- 3 English, 2011
- 4 US Department of Labour, 2010
- 5 Salamon, Sokolowski, et al., 2004; 2017
- 6 Cnaan, Handy, & Wadsworth, 1996; Handy et al., 2000
- 7 http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/meetingdocument/wcms_101467.pdf
- 8 http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/publication/wcms_220535.pdf
- 9 Abraham, Helms, & Presser, 2008; Groves, 2006
- 10 Hassan, 2005
- 11 Fisher, 1993; Paulhus, 1991
- 12 Salamon, Sokolowski, Haddock, et. al., 2017
- 13 ILO, 2011
- 14 ILO, 2013
- 15 ILO, 2018
- 16 Employment (15+) International Labour Organization modelled estimates, accessed 2017 (via ILO Stat)
- 17 Employment by sector (15+) International Labour Organization modelled estimates, accessed 2017 (via ILO Stat)
- 18 Employment by activities and status (ALFA) OECD.Stat, accessed 2017
- 19 Salamon, Sokolowski, Haddock, et.al., 2017
- 20 Salamon, Sokolowski, Haddock, et. al., 2017
- 21 UNGA, 2015.
- 22 Statistical authorities in Ireland were thus able to demonstrate a relationship between volunteering and “well-being,” those in Australia between volunteering and “trust in others.” See: Australian Bureau of Statistics, 2010
- 23 UNGA, 2015

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2018 STATE OF THE WORLD'S VOLUNTEERISM REPORT *THE THREAD THAT BINDS*

VOLUNTEERISM AND COMMUNITY RESILIENCE

This paper provides an overview of the scale and scope of global volunteering as background research to the 2018 State of the World's Volunteerism Report: *The thread that binds*. The 2018 SWVR is a United Nations flagship publication that presents new evidence on the role of volunteerism in strengthening community resilience. It finds that communities value volunteerism because it enables them to create collective strategies for dealing with diverse economic, social and environmental challenges. At the same time, unless appropriately supported by wider actors, volunteering can be exclusive and burdensome for some groups. Alone, communities have limited capacities and resources to adapt to emerging and future risks. The report thus explores how governments and development actors can best engage with volunteerism to nurture its most beneficial characteristics, while mitigating against potential harms to the most vulnerable. In doing so, the report provides an important contribution to the evidence base on inclusive, citizen-led approaches to resilience-building.

