



*Framework*

*Gender and Volunteerism for Development and Peace*

This enquiry framework aims to guide the documentation review. It has been developed to achieve a broad coverage of “the landscape” of Gender and Volunteerism, not, at this stage, to prescribe specific foci. The framework covers the macro, meso, micro and individual level (A to E) and interaction between these levels. It further includes policy (theoretical), activity (actual), and the outcomes and impacts of these (1 to 3). This structure helps to highlight gaps. While key issues and queries have been allocated a specific cell in the framework, many queries overlap cells and could reasonably be added to another cell. This overlapping will be highlighted and explored as issues are mapped out during the review and subsequently.

This is not a conceptual framework on the topic, or a reporting outline, and does not preclude the selection of the themes that will be explored further in the concept note or in the research proposal. It is not intended that the questions posed here are “answered”. Rather, this is an enquiry tool to help us at this stage map and bring together diverse issues relating broadly to the theme of Gender and Volunteerism. This exercise will enable a consequent focus on (3 - 5) key issues in Gender and Volunteerism.

	1. Policy, access and control	2. Volunteering activities/projects	3. Outcomes & impact
<b>A. Political, social, cultural, national contexts</b>	<ul style="list-style-type: none"> <li>• Gender disparities in national legislation, policies, resource allocation and reverberation on national policies related to volunteerism infrastructure. Issues?</li> <li>• Dynamic between volunteerism / VIOs and other development actors and structures, including women's groups</li> <li>• Agency harmonisation (incl. UN and other development organisations) for gender and volunteerism</li> <li>• Variations in definitions of volunteerism in different contexts</li> </ul>	<ul style="list-style-type: none"> <li>• Expression and management of tension and trade-off in the interface between advocacy for volunteerism and unpaid labour</li> <li>• Equality and human rights issues surfacing for those working in volunteerism</li> </ul>	<ul style="list-style-type: none"> <li>• Vision for change and expected outcomes and impact of gender and volunteerism for development and peace (including stability, rights, democracy, human security, civil society)</li> <li>• Examples and type of positive impact of volunteerism on traditional gender roles and gender equality (at all levels)</li> <li>• Examples and type of impact on national capacities for promotion of gender equality</li> <li>• Duty-bearers empowerment to address gender issues</li> <li>• Examples of women and men's mutual empowerment</li> <li>• Impact on legislative frameworks for national volunteer structures</li> <li>• Contribution of men and women volunteers to society and economic impact</li> <li>• Sustainability dimension</li> </ul>
<b>B. Programming for UNV V4D and other VIOs</b>	<ul style="list-style-type: none"> <li>• VIOs' gender mainstreaming policies</li> <li>• Programming for volunteerism and gender. Explicit, implicit, issues?</li> <li>• Gendered dimensions (and inclusion and diversity) to VIOs' policies (e.g recruitment/ selection/participation)</li> <li>• Approach to volunteering projects (instrumentalist, mitigation, transformative). Issues? Risk assessment?</li> <li>• Leadership and partnerships (UN, VIOs, NGOs) for the promotion of G&amp;V</li> <li>• Promotion of volunteerism values and shared understanding with partners and stakeholders (management of perceptions around unpaid work)</li> <li>• Entry points to enhance dialogue with organizations with a gender mandate</li> </ul>	<ul style="list-style-type: none"> <li>• Volunteer projects specifically addressing gender in development and peace, G&amp;V, and support to duty-bearers to address gender issues</li> <li>• Projects designed to engage beneficiary women and men in volunteerism</li> <li>• Evidence of gender mainstreaming in projects and gender-specific projects</li> <li>• Coordination, resources and knowledge brokering for projects addressing gender and G&amp;V</li> <li>• Platform and activities supporting the promotion of gender and G&amp;V</li> <li>• Partnership activities</li> <li>• Good practices in volunteering activities/projects that help advance G&amp;V</li> <li>• Addressing gender in the monitoring and evaluation of volunteering projects/ activities</li> </ul>	<ul style="list-style-type: none"> <li>• Expected outcomes for gender and volunteerism in VIOs' policies and programming</li> <li>• Contribution of volunteerism for development and peace to gender equality, to G &amp; V</li> <li>• Organisational impact and impact on gender mainstreaming and programming, including programming for promoting volunteerism</li> <li>• Results frameworks conducive to gender equality, including specific indicators</li> <li>• Documented best practices, lessons learned on impact of volunteerism on gender equality and impact of projects on G &amp; V</li> <li>• Perceived impact of projects (including projects in partnerships) on G &amp; V and gender equality</li> <li>• Impact on knowledge and understanding of volunteerism and G &amp; V on key players and stakeholders</li> </ul>

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<p><b>C. Volunteerism infrastructures</b></p>	<ul style="list-style-type: none"> <li>• Understanding and mainstreaming of gender in different infrastructures</li> <li>• Equal access and participation by men and women in volunteer infrastructures</li> <li>• Recognition and response to strategic and practical needs of men and women volunteers (e.g, childcare, personal security, training etc)</li> <li>• Practical measures to distinguish volunteerism from other forms of unpaid work, e.g. domestic work (including caring) and subsistence production</li> <li>• Creation of opportunities for placement addressing G &amp; V, gender, and favouring women's positive action in non-traditional areas of volunteering</li> </ul>	<ul style="list-style-type: none"> <li>• Types of volunteering infrastructures at different levels - integration of men and women in those</li> <li>• Equal access by men and women to all volunteering opportunities</li> <li>• Social class/ economic independence affecting volunteer opportunities of women</li> <li>• Gender training, gender mainstreaming training</li> <li>• Support infrastructure to address gender issues, including networks and exchange platforms at international, national and community levels</li> <li>• Differences in length, type, level and sector of volunteer service by sex</li> <li>• Capacity of managers and implementers of volunteering activities/ projects to deal with gender issues – gaps, good practices</li> </ul>	<ul style="list-style-type: none"> <li>• Impact of different volunteering infrastructures on women and men, and on gender equality and promotion of volunteerism</li> <li>• Impact of different project approaches (instrumental, mitigation, transformative) on gender awareness, gender equality and G &amp; V</li> <li>• Impact of G &amp; V on volunteerism infrastructures, including support to volunteers, host organisations, training etc</li> </ul>
<p><b>D. Volunteer capacity &amp; experiences</b></p> <p><i>Focus on International and National Volunteers</i></p>	<ul style="list-style-type: none"> <li>• Ratio of men to women in different type of volunteer posts/assignments</li> <li>• Strategies for building the capacity of women and men to participate as volunteers in ways which contribute to their own development</li> <li>• Recording and documenting volunteer experiences (in support to development and peace keeping) with regard to gender (and gender and promotion of volunteerism)</li> <li>• National policies and employers' response to the volunteer experience – and leverage other work/ life opportunities for men and women</li> </ul>	<ul style="list-style-type: none"> <li>• Rationales and motivations given by men and women for volunteering</li> <li>• Roles taken up by women and men volunteers for development and peace; barriers preventing men and women from jumping across roles</li> <li>• Men and women volunteers in leadership roles, barriers</li> <li>• Gender and G&amp;V activities men and women volunteers are engaged with for development and peace, including work with women's organisations and movements</li> <li>• Good practice in activities that attract men and women to volunteer</li> <li>• Trends and patterns in volunteers more involved in gender specific projects</li> <li>• Specific factors affecting men and women</li> </ul>	<ul style="list-style-type: none"> <li>• Women and men volunteering experience benefits (typology) and transferability of those to other spheres (and barriers to transferability)</li> <li>• Impact of knowledge sharing between VIOs and volunteers on volunteers and their work in development and peace operations</li> <li>• Volunteerism contribution to changing gender roles and perceptions in volunteers' home communities</li> <li>• Approach to volunteering that have provided men and women with the most effective capacity building and benefits (and reasons why)</li> </ul>



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		volunteers in Peace Operations.	
<p><b>E. Individual and community empowerment</b></p> <p><i>Men and women, households and communities</i></p> <p><b>Community volunteers</b></p>	<ul style="list-style-type: none"> <li>• Programmes address gender and G&amp;V objectives?</li> <li>• Gender and volunteerism indicators to assess programme results and impact</li> <li>• Evidence-based programming</li> </ul>	<ul style="list-style-type: none"> <li>• Activities men and women volunteers engage with at community level</li> <li>• Activities liberating, empowering or perpetuating gender inequalities</li> <li>• Intended outcomes of projects (instrumental, mitigation, transformative)?</li> </ul>	<ul style="list-style-type: none"> <li>• Benefits of volunteering (and different approaches/types of volunteerism) for men and women, for community groups, and for communities as a whole (capacity building, skills, advocacy, income generation, capacity to fund raise, increased confidence in claiming one's rights, increased interaction with municipal authorities/the locally elected etc)</li> <li>• Men and women beneficiaries' experiences of volunteerism</li> <li>• Impact of volunteerism to changing gender roles and perceptions in communities</li> <li>• Impact of volunteerism on gender equality in communities (including reduction of GBV, safer environments, promotion of peace, conflict resolution, stronger civil society, community and social development, social inclusion and social cohesion etc)</li> <li>• Sustainability of attitude and behaviour changes related to gender, in a volunteerism context</li> <li>• Results frameworks that are conducive to gender equality, including indicators to assess project impact on gender equality</li> <li>• Volunteerism versus basic necessity/income generation activities (for women in particular)</li> </ul>