

Volunteerism and Gender: Survey for Organisations

Background research on gender and volunteerism for development and peace

About the background research on gender and volunteerism

Education for Change Ltd. (www.efc.co.uk) has been commissioned by the United Nations Volunteers programme to undertake a Background research on Gender and Volunteerism for Development.

The United Nations Volunteers (UNV) programme is the UN organization that promotes volunteerism to support peace and development worldwide. Volunteerism can transform the pace and nature of development, and it benefits both society at large and the individual volunteer. UNV contributes to peace and development by advocating for volunteerism globally, encouraging partners to integrate volunteerism into development programming, and mobilizing volunteers.

This background research aims to map the landscape of gender and volunteerism for development. It will highlight the intersections between gender and volunteerism and issues arising, and collect organisational, programme and project examples of good practice that touch upon aspects of gender and volunteerism. This research is a first step, which will be followed by a comprehensive research project to increase global knowledge on gender and volunteerism.

As a core component of this research, we invite you to complete an online survey about your work and experiences on gender and volunteerism for development. This research is for the benefit not only of UNV but all interested stakeholders and you may choose to be further involved. The survey gives you an opportunity to indicate this.

How to complete the survey

This survey is aimed at organisations internationally working with any type of volunteers. The survey should be completed by staff responsible for volunteer management, country programming and/ or with interest and organisational expertise in gender and volunteerism for development. He or she may wish to consult with colleagues.

The survey is available online in English, French, Spanish and Arabic. Please complete the survey in only one of these language formats.

For reference, an Enquiry Framework that maps some of the issues included in this research project, and the questionnaire, in each of the 4 languages are available at: [click here](#)

The survey will take approximately 30 minutes to complete. You may partly complete the survey and come back later to finish it: responses are saved every time you move to the NEXT page. But you must use the SAME COMPUTER each time you return to the survey. (The computer must allow cookies). To submit the survey please click the DONE button at the end.

Please complete the survey by Wednesday 13 May 2009.

For any questions or problems, please email Louise Wetheridge at l.wetheridge@efc.co.uk.

* 1. Your organisation is:

- A Non-Governmental Organisation working with volunteers
- A Civil Society Organisation working with volunteers
- A UN Organisation working with volunteers
- A government body working with volunteers
- A national public organisation working with volunteers
- A private sector organisation working with volunteers

Other (please specify)

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2. Contact details:

Organisation name	<input type="text"/>
Country	<input type="text"/>
Contact person and position	<input type="text"/>
Email address	<input type="text"/>

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Your work with volunteers

3. Your organisation works with: (please tick all appropriate)

- International volunteers
- National volunteers
- Community volunteers
- Online volunteers
- Corporate private sector volunteers
- Other

Please specify

4. Do you have statistics or studies on your volunteers? Please tick all appropriate options.

	International Volunteers	National Volunteers	Community Volunteers
Number of volunteers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Number of volunteers by female/male	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Type of posts held (management, technical, support, etc)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Type of posts held by female/male	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sector of volunteer work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sector by female/male	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Average length of assignment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Average length of post by female/male	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Volunteer drop-outs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Volunteer drop-outs by female/male	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comment

5. If this data is available, how may we access it?

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6. If your organisation works with community volunteers (individuals from the community, working in the community), is it (Please tick all appropriate options):

- Your organisation does not work with community volunteers
- Providing specific support for women community volunteers
- Ensuring both men and women can volunteer
- Providing training/capacity building to men volunteers
- Providing training/capacity building to women volunteer
- Providing different types of training/capacity building to men and women volunteers
- Ensuring volunteering activities do not conflict with household income generating activities

If you have ticked the last row, please can you describe briefly how this is done

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Gender mainstreaming and gender activities

7. Does your organisation have the following:

	Yes, a written policy	Yes, in practice	A draft	No	N/A
Gender mainstreaming strategy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender action plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strategic gender programming	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender project plans	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender-sensitive volunteer projects evaluation instruments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender-sensitive volunteer assessment & placement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender-sensitive volunteer job descriptions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender-sensitive volunteer management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender-sensitive volunteer professional support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

8. If any of these are available online or in print, how may we access them?

9. Volunteer assessment, recruitment and placement: do you provide any of the following support to men and women? Please tick all appropriate options.

	Support for men	Support for women
Childcare	<input type="checkbox"/>	<input type="checkbox"/>
Child education/schooling	<input type="checkbox"/>	<input type="checkbox"/>
Personal safety and security	<input type="checkbox"/>	<input type="checkbox"/>
Healthcare (e.g logistical/ leave)	<input type="checkbox"/>	<input type="checkbox"/>
Maternity/Paternity indemnities/time off	<input type="checkbox"/>	<input type="checkbox"/>

Other (please specify) / Comment

10. Does your organisation have:

A full time gender post (in programming, volunteer management etc)

A part-time gender post

A gender focal point

A gender champion (without time allocated in job spec)

A gender working group/ action team/ network

None of these

Comment

11. Do you provide gender-specific modules in your training or professional development support to your partner organisations?

Yes

No

I don't know

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16. Please give examples of results and changes achieved on the aspects listed above and email relevant documentation/evaluations to Louise at l.wetheridge@efc.co.uk

17. In your relationships with host organisations/ partners, have issues ever arisen with regard to:

	Always	Often	Sometimes	Rarely	Never	I don't know
Unequal treatment of female and male volunteers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of gender sensitivity in host organisation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of gender mainstreaming in project planning and implementation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Female volunteers struggling to access management positions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Female volunteers expected to undertake menial tasks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Male volunteers not working on gender or women-centred projects	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of access for men to training or professional development opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of access for women to training or professional development opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conflict between volunteer assignment and family/childcare for male volunteers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conflict between volunteer assignment and family/childcare for female volunteers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Male volunteers preferred for specific tasks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Female volunteers preferred for specific tasks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other issues related to gender, please specify/comment:

18. Does your organisation provide support to: (tick all appropriate options):

- National volunteer legislative framework development?
- Gender issues in national volunteer practices?
- Gender issues in the Poverty Reduction Strategy Paper framework?
- National gender machineries (ie Ministries and institutions)
- Local gender machineries
- National Millennium Development Goals initiatives
- Local Millennium Development Goals initiatives
- Gender issues in local policy processes

Other (please specify)

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Your views about gender and volunteerism for development

Please refer to the Enquiry Framework to assist your responses to the questions below: [click here](#)

19. Overall, what do you think are the key issues in Gender and Volunteerism for development and peace? You may use the following headings to present those issues.

Volunteers' recruitment, management and support:

Gender mainstreaming from organisational to project level:

Measuring the impact of volunteerism on men and women beneficiaries:

Measuring the impact of volunteerism on gender equality, equity and human rights:

Leadership and partnership for gender and volunteerism:

Tensions between volunteering and unpaid work:

Other:

20. What key research topics related to gender and volunteerism is your organisation interested in?

21. Would your organisation be interested in a research partnership with UNV on Gender and Volunteerism?

Yes

No

I don't know

22. Are you interested in a follow-up phone call in May? If yes, please provide your phone number (including dialling code):

23. Do you have any overall comments on this survey?

Thank you for your participation!

