



Promoting gender equality through volunteering

in national or subnational policies and frameworks

January 2021

Key gender and volunteering concepts

Affirmative action: A practice or policy that favours individuals from groups known to be discriminated against in a society to redress the balance, for example in recruitment or selection processes.

Formal volunteering: Voluntary activities undertaken through an organization, typified by volunteers making an ongoing or sustained commitment to an organization and contributing their time regularly.

Gender: A term used to describe the socially constructed attributes, opportunities and roles that are associated with being male or female. Gender is an acquired identity that is learned, changes over time and varies widely within and across cultures.

Gender analysis: This involves the collection and analysis of disaggregated data to reveal any different impacts of a policy, programme or activity on women, men or people with non-binary gender identities. It also involves qualitative analyses that help to clarify how and why these differences exist.

Gender discrimination: This refers to any distinction, exclusion or restriction made on the basis of socially constructed gender roles and norms and which prevents a person from enjoying their full human rights.

Gender equality: This refers to women and men being able to access and participate in all spheres of life on an equal footing and receiving adequate and equitable protection of their human rights.

Gender mainstreaming: The process of assessing the gendered implications of any planned action, including legislation, policies or programmes, in any area and at all levels. It is a strategy that makes the concerns and experiences of both women and men an integral part of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and social spheres, so that inequality between men and women is not perpetuated.

Gender-sensitive indicators: Indicators that permit the regular monitoring and evaluation of the progress of laws, policies, programmes or frameworks towards gender equality.

Gender-sensitive legislation: The integration of a gender perspective during legislative processes in order to achieve gender equality.

Gender-responsive budgeting: A process that seeks to ensure that the collection and allocation of public resources are carried out in ways that are effective and contribute to advancing gender equality. It provides tools to assess the different needs and contributions of men and women, and boys and girls within existing revenues, expenditures and allocations, and calls for adjustments to be made to budget policies to benefit all groups.

Informal volunteering: Voluntary activities arranged directly between persons, unmediated by any formal organization. Seventy per cent of the world's volunteer work happens in this way.

Intersectional inequalities: Such inequalities recognize that a range of different factors influence any person's identity, and how they experience either privilege and/or discrimination. Intersectionality in gender analysis acts as a reminder that women and men are not homogeneous groups and that specific attention must be given to combinations of discrimination, for example, gender with ethnicity, disability, social class or religion.

Sex: While 'gender' is used to describe the socially constructed characteristics of women and men, sex refers to those that are biologically determined. For example, some diseases, such as cancers, are sex-specific or are higher risk for males or females.

Volunteerism, volunteering and voluntary activities: These represent a wide range of activities, including traditional forms of mutual aid and self-help, formal service delivery and other forms of civic participation, undertaken of free will for the general public good and where a monetary reward is not the principal motivating factor.¹

Volunteering legislation: A country's procedures and standards that regulate volunteering activity. Legislation has a long-term scope and although it can be amended, it is not a frequent process.

Volunteering policies: Proposed frameworks for volunteer plans and interventions. Policies offer a desired course of action in the medium term (usually 3–10 years) and are adaptable over time through review processes.

Part 1. Volunteering and gender equality

This toolkit is designed to help public policymakers and their stakeholders consider how volunteering can support efforts towards gender equality and women’s empowerment. It outlines ways in which gender concerns can be integrated into national volunteering frameworks, strategies or plans. It also suggests ways in which volunteering focal points can work with broader policymakers to ensure that volunteering is a positive tool for gender-equal social and economic development.

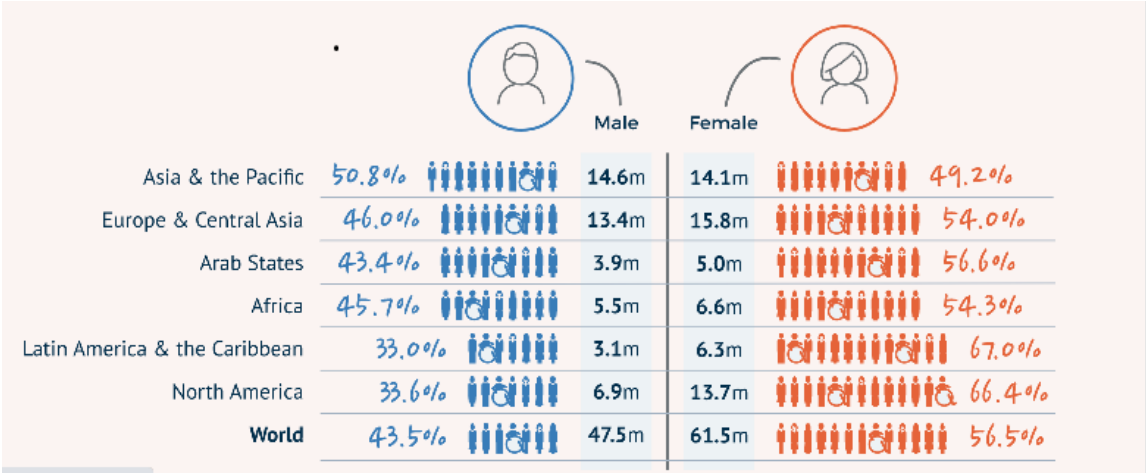
Linkages between volunteering and gender equality

One billion women, men, girls and boys around the world actively volunteer, using their time and efforts to help others. Since volunteering is done by, and between people, there are differences in:

- the way women and men participate in volunteering activities
- the amount of time women and men spend volunteering
- the institutional context that women and men volunteer within (for example, working through formal structures and organizations, or informally)
- the type of volunteering activities in which women and men engage
- the sectors or issues that drive men and women to volunteer
- the levels of responsibility which male and female volunteers have.²

Like other gender differences observed in society, these are not natural occurrences but are shaped by social structures and power dynamics between groups of people. Where inequalities and discrimination occur, this reduces the potential capacities of women and men to contribute to development efforts through volunteering.

Figure 1.1. Women’s share of volunteer work by region



Source: United Nations Volunteers (UNV) 2018a.

What does success look like?

For volunteering to work towards (rather than against) gender equality, volunteering and other relevant policies must analyse how women and men are able to benefit from volunteering, and must make provisions to address inequalities and discrimination. Such provisions should help construct an environment that is conducive to equal rights and opportunities for all, regardless of gender, income, ethnicity, disability, age or any other personal characteristic. **This is referred to as gender equality in volunteering.**

Volunteering also produces a range of products and services that can contribute to women's empowerment and gender equality in societies. For example, men's volunteer groups may lead campaigns to strengthen social norms against domestic violence, while women may volunteer to mentor other women in male-dominated professions to challenge occupational segregation. Much-needed services, such as sexual and reproductive health services that meet the urgent needs of women, may also be volunteer-led at the community level, particularly in low-income contexts. These positive impacts of volunteer efforts are known as **volunteering for gender equality.**

It is important that both interrelated aspects are covered in gender-sensitive national volunteering frameworks, as well as in relevant policies, strategies and plans.

Box 1.1. The Call to Action on Volunteering in the Decade of Action

Under the auspices of United Nations General Assembly resolution 73/140, the **Global Technical Meeting on Reimagining Volunteering for the 2030 Agenda** convened online from 13 to 16 July 2020 with over 5,000 participants from governments, civil society, the private sector and academia. The meeting's main outcome document, [Call to Action: Volunteering in the Decade of Action](#), proposes aligning volunteer efforts with the 2030 Agenda and deepening the engagement and common solidarity of the global volunteering community to help deliver the Sustainable Development Goals (SDGs). The document outlines seven priorities for action:

- Scale up access to volunteering and volunteering opportunities across the SDGs
- Ensure that volunteering is well supported beyond formal, organization-based opportunities
- Address inequalities and risks in volunteering
- Strengthen structures for people's ownership of development processes through volunteering
- Create new models for voluntary action to supercharge ideas to solutions
- Measure the impact on well-being of volunteers and the 2030 Agenda
- Strengthen the alignment of volunteer efforts with SDG gaps and challenges

Several of these priorities can support greater gender equality at the national and subnational levels. For example, addressing gender inequalities in volunteering means opening up access to volunteering opportunities that may not be equally available to women, girls, boys and men. Measuring the impact on volunteers' well-being requires a gender-disaggregated approach to data and research based on the activities that they undertake. These are areas in which development actors will be looking to act and invest during the [Decade of Action for the SDGs](#).

Source: Plan of Action 2020b.

Why are national frameworks and policies relevant to volunteering and gender equality?

The first set of relevant policies and legislation focuses on volunteering. United Nations General Assembly resolution 56/38 recommends that Member States develop an enabling fiscal and legislative environment for people to take action through volunteering. More recently, General Assembly resolution 73/140, among others, emphasizes the need to integrate volunteering into national development policies and strategies to maximize the contributions of volunteering to development priorities. More than 80 countries now have specific legislation, policies and other frameworks on volunteering. These are not established to control volunteer activities, but rather to protect and promote all those who participate in volunteering, both formally through organizations and informally or directly between persons. Volunteering policies and strategies may also cover other issues, such as providing budgetary support, a communication strategy, details of incentives for and the recognition of volunteers, coordination mechanisms for volunteer organizations, and training and technical assistance when necessary.

The second relevant area of public policy addresses women's empowerment and gender equality. In 1995, United Nations Member States adopted by consensus the Beijing Declaration and Platform for Action, which outlines a comprehensive vision for gender equality and women's empowerment. Over the past 25 years, a wide range of national and regional policy and legal instruments have been developed to promote gender equality, including gender policies, strategies and plans, bodies and coordination mechanisms, tools and processes (such as gender audits) and regulation to incorporate ratified treaties (such as the Convention on the Elimination of all forms of Discrimination against Women – CEDAW). Currently volunteerism is rarely covered in such frameworks, with more focus given to paid (formal and informal) employment and care work inside the home. Given that volunteer work comprises an estimated 2.4 per cent of global gross domestic product (GDP),³ much of which is carried out by women informally in their communities, it is important to ensure that volunteer work is well-covered in gender equality concerns and strategies.

To support the integration of volunteer work, other strategies, policies and frameworks, such as sector-specific strategies, may also include relevant components on volunteering. For example, Egypt has included volunteerism in its National Sustainable Development Strategy to promote sustainable agriculture, and has also established mechanisms to encourage voluntary activities and the involvement of volunteer involving organizations (VIOs) in environmental protection. Similarly, Lebanon has integrated volunteerism into its National Social Development Strategy to strengthen communities.⁴

Developing gender-sensitive objectives and strategies: how to use this toolkit

This section provides a snapshot of why volunteering and gender equality must be linked in national strategies and policies relevant to volunteer work. The remainder of this toolkit presents a step-by-step guide for policymakers and their partners to think about how to ensure that women's rights and gender equality are embedded in the three policy areas of:

- national or subnational volunteering policies
- gender equality strategies, frameworks and plans
- sectoral policies that engage volunteers in planning and implementing policy goals.

Part 2. Situation analysis

This section outlines how policymakers can better understand gender and volunteering contexts in their country or city, as a basis for action.

It is worth highlighting that a good gender analysis should include the participation of all relevant stakeholders, including women’s groups, representatives of volunteer organizations, disabled people’s organizations, indigenous communities and networks, lesbian, gay, bisexual, transgender, intersex and queer/questioning (LGBTIQ+) organizations, youth groups and others that are often marginalized in policy processes. In this way, the assessment ensures to have the point of view of those who experience gender and intersectional inequalities first-hand.

Development of the situation analysis has two steps: firstly, relevant national strategies, research or documents on gender equality and women’s empowerment in the context should be gathered so that key priority issues can be determined. Secondly, a rapid gender analysis of volunteerism should be developed using the questions in table 2.2. In part 3, these findings will be cross-referenced to reflect upon areas for action on volunteerism and gender equality.

Step 1. Gender and development priorities

This activity brings the broader gender perspective into the development or revision of policies and strategies. The purpose of this step is to gather relevant legislative and policy information on gender equality, as well as evidence and data, in order to provide a clear picture of the gender situation, including any groups that may be particularly marginalized in development processes. This step can also be used to identify and reach out to gender experts who should be involved in the process, including those from volunteer organizations. In many contexts, there will already be one or more documents setting out the situation in terms of gender equality. It will be important to find and use these documents rather than starting any new work, as they are likely to have been developed with the input of relevant experts.

Table 2.1. National or subnational gender equality priorities

Questions to consider	Actions
<p>A. What international commitments to gender equality have been signed/ratified by the country?</p>	<p>What to do: Identify international commitments, agreements, declarations and conventions on gender equality signed and/or ratified by the country.</p> <p>Examples of commitments to gender equality: CEDAW and the Declaration of the Elimination of Violence against Women (see United Nations Educational, Scientific and Cultural Organization – UNESCO, Gender equality: conventions and declarations).</p>
<p>B. Are there laws guaranteeing equal opportunities for women and men, or national strategies or policies on gender equality in the country?</p>	<p>What to do: Identify any national law, strategy or policy that aims to enforce or develop equal opportunities among and responsibilities of men and women and the responsible government body or focal point.</p> <p>Examples of sources of information: National legislative frameworks on gender equality or other relevant national laws (see United Nations Entity for Gender Equality and the Empowerment of Women – UN-Women, Equality in Law for Women and Girls by 2030: A Multistakeholder Strategy for Accelerated Action; Arekapudi, N. Why gender equality starts with a change in the law).</p>

<p>C. Are there any general and volunteering-specific gender equality indicators? What are the trends/developments with regard to gender equality and women's empowerment?</p>	<p>What to do: Gather up-to-date general and volunteering-specific gender indicators at the national and subnational levels for both formal and informal volunteering.</p> <p>Examples of gender indicators: Shares of economic, social and political participation by sex, access to and relevance of services by sex, the percentage of literate men and women, and the percentage of unemployed men and women (see United Nations Development Programme – UNDP, Learning & Information Pack: Gender Analysis, pp. 18–19; UNDP, Gender equality in human development – measurement revisited, pp. 4–7).</p> <p>Examples of sources of information: National statistical offices, the World Bank, the International Labour Organization (ILO), UNDP's Human Development Reports and UN-Women.</p> <p>Important note: Data should be disaggregated by sex, age, ethnicity, rural/urban areas, regional/district level, and other relevant categories, where possible.</p>
<p>D. What frameworks, policies, strategies and institutions exist to support efforts towards achieving gender equality in the context?</p>	<p>What to do: Identify any relevant national bodies, policies, processes and frameworks (including indicators) that are in place to promote gender equality and women's empowerment.</p> <p>Examples of sources of information: Ministry for Gender Equality or Women's Empowerment, Gender Equality Commission or other statutory body, and national gender strategies, plans or audits. Regional bodies such as the African Union or European Union may also hold data.</p>
<p>E. Have inequalities in society between women and men (or subgroups of women and men) already been identified in existing research, policy or legal frameworks?</p>	<p>What to do: Identify existing inequalities in society between men and women at the national and subnational levels.</p> <p>Examples of gender inequalities: Differences in decision-making capacity, resource allocation, and representation in government institutions and/or economic sectors (see UNDP, Tackling Social Norms).</p> <p>Examples of sources of information: Relevant published country-specific materials on gender equality, direct consultation with civil society organizations such as women's groups, development partners and other relevant stakeholders.</p>
<p>F. Have any marginalized groups been identified at the national or subnational levels?</p>	<p>What to do: Identify any marginalized groups at the national and subnational levels through a desk review of existing research.</p> <p>Examples of marginalized groups: Ethnic minorities, LGBTIQ+ individuals, certain groups of women or men depending on the national/subnational context, women in ethnic groups, adolescent women, retired women (see World Fair Trade Organization – WFTO, Defining the marginalized).</p> <p>Examples of sources of information: Studies from national universities, national research centres, national and subnational government bodies, United Nations reports and other relevant sources.</p>

Step 2. Gender analysis of volunteerism

This next step requires a gender analysis of volunteerism in the context, if such an analysis does not already exist. Analysis requires examining everything from volunteering-specific policy and legal frameworks, to rates of participation in volunteer work among women, men, girls and boys, the types of roles and sectors that they work in and how this is perceived and valued. Information can be collated from national statistics on volunteering where these exist, but also studies and reports produced by organizations that work with volunteers, including civil society organizations, private sector organizations and academia. It is important to remember that volunteering goes beyond the delivery of services and includes several forms of civic engagement and participation such as social activism, social movements and campaigning, as well as environmental protection (figure 2.1).

Figure 2.1. Five broad categories of volunteer work in 2020



Source: Plan of Action 2020a.

Table 2.2. National or subnational gender analysis of volunteerism

Questions to consider	Actions
A. What is the sociodemographic profile of volunteers at the national and subnational levels? ⁵	<p>What to do: Gather up-to-date data on volunteers by type of volunteering arrangement (formal/informal) and sector (health, care, humanitarian, etc.), and identify data gaps and ways in which the quality and the availability of the data can be improved.</p> <p>Examples of data disaggregation: By volunteering type (formal/informal) and sector (health, care, humanitarian, etc.), sex, age, ethnicity, rural/urban areas, and regional/district level (see ILO, Manual on the Measurement of Volunteer Work).</p>

	<p>Examples of sources of information: National statistical offices, UNV’s State of the World Volunteerism Report and the ILO.</p> <p>Important note: Data should be disaggregated by sex, age, ethnicity, rural/urban areas, regional/district level, and other relevant categories, where possible.</p>
<p>B. What are the practical/day-to-day needs of women, men and marginalized groups when they act as volunteers, and what are hinders their fulfilment?</p>	<p>What to do: Identify the barriers that women, men and marginalized people face when engaging in volunteering activities or during their daily duties as volunteers, including safety, security and health concerns.</p> <p>Examples of practical/day-to-day needs as volunteers: Application processes, volunteering duties, participation in volunteering activities (see UNDP, Learning & Information Pack: Gender Analysis, pp. 73–74).</p> <p>Examples of sources of information: Interviews with individual volunteers, representatives of volunteer groups and representatives of women groups and marginalized groups, focus group discussions with volunteers and desk reviews of published research on volunteering in the national/subnational context.</p>
<p>C. What are the strategic/long-term interests of women, men and marginalized groups when they act as volunteers, and what hinders their fulfilment?</p>	<p>What to do: Identify the barriers that women, men and marginalized people face as volunteers in the mid- and long-term and that limit gender equality. Since women and men are not homogeneous groups, understand some of the key differences among women or among men of different ages, ethnicities or socioeconomic groups for example.</p> <p>Examples of strategic/long-term interests as volunteers: Attaining higher levels of responsibility, increasing the visibility of their work, and providing opportunities to promotions as volunteers (see UNDP, Learning & Information Pack: Gender Analysis, pp. 73–74).</p> <p>Examples of sources of information: Interviews with individual volunteers, representatives of volunteer groups and representatives of women groups and marginalized groups, focus group discussions with volunteers and desk reviews of published research on volunteering in the national/subnational context.</p>
<p>D. What strategic programmes and initiatives on gender equality involve volunteers?</p>	<p>What to do: Identify any relevant campaigns, programmes and strategies related to women’s empowerment and gender equality that currently involve volunteers.</p> <p>Examples of programmes or initiatives: The Saleema initiative (national campaign to abolish female genital mutilation in Sudan) and youth caravans for gender equality in Afghanistan.</p> <p>Examples of sources of information: Interviews with individual volunteers, representatives of volunteer groups and representatives of women groups and marginalized groups, focus group discussions with volunteers and desk reviews of published research on volunteering in the national/subnational context.</p>
<p>E. Who are the main volunteering actors (formal and informal) in the national/subnational context?</p>	<p>What to do: Identify government bodies, civil society organizations and relevant individuals that play an important role in the volunteering context at the national/subnational levels, in terms of both formal and informal volunteering.</p> <p>Examples of main actors: Government ministries, international formal volunteering organizations (such as Oxfam International, the International Federation of Red Cross and Red Crescent Societies – IFRC), national formal volunteering organizations and informal volunteers (see UNV, State of the World’s Volunteerism Report 2015, p. xxv).</p>

<p>F. Are there any other key policies and legislation that are relevant to volunteering in the country, and if so, are they gender-sensitive?</p> <p>Are gender equality and gender differences in volunteering specifically addressed in current frameworks, policies and practices?</p>	<p>What to do: Determine whether any other policies and legislation directly relevant to volunteering in the context.</p> <p>Examples of other relevant policies or legislation: Youth policies, laws, programmes and frameworks, labour and employment policies that include unpaid work, strategies and policies on health and care work, disaster preparedness and response strategies, and policies on social inclusion and migrant and refugee integration.</p> <p>Examples of gender equality elements: Anti-discrimination provisions and affirmative action (see UN-Women, 12 critical areas).</p>
<p>G. Have gender specialist groups and volunteers been consulted about the gender impact of current/future volunteering frameworks or policies?</p>	<p>What to do: Ask gender specialist groups and volunteers about past/expected positive impacts on gender equality of volunteering laws, possible challenges and mitigation measures to prevent them.</p> <p>Examples of sources of information: Academics, researchers, policymakers and volunteer groups (particularly volunteer groups for women and marginalized people) (see UNV, The role of gender in volunteerism for community resilience).</p>
<p>H. Is the government's volunteering budget gender-responsive?</p>	<p>What to do: Identify economic resources allocated to gender-responsive activities in the existing public volunteering budget.</p> <p>Examples of gender-responsive activities: Awareness and empowerment training, activities for women and marginalized groups and advocacy activities for gender equality (see UN-Women, Gender responsive budgeting).</p> <p>Examples of sources of information: National budget for volunteering activities as per the national volunteering policy framework or other sectoral frameworks that include provisions for volunteering activities, such as youth policy frameworks.</p>

Box 2.1. Socioeconomic determinants of volunteerism

According to the State of the World’s Volunteerism Report 2018, participation in volunteering activities is often shaped by traditional gender roles. For example, unpaid and informal volunteer care work carried out by women represents a burden that is likely to limit their participation in formal volunteering. Up to three-quarters of global unpaid care work is performed by women, limiting their availability to invest in their own personal and professional development. Men can also be discouraged from both formal and informal volunteer work if they are expected to only carry out paid work as the breadwinner of the family or household.

The benefits of volunteering can also be affected by other socioeconomic characteristics, such as social class, which can interact with gender norms. A major study in the United Kingdom found that those working in managerial and professional positions benefited most from volunteering in terms of the impact on their earnings through skills development and network-building. When the lower rates of women in managerial

roles are taken into account, this likely means a double disadvantage and very gendered returns to volunteering in that context.

Sources: UNV 2018a; ILO 2018; Wilson *et al.* 2020.

Part 3. Identifying and categorizing areas for action

The third part of this process involves bringing together the information gathered and identifying the ways in which volunteerism can support gender equality efforts in national strategies, policies and frameworks. Based on the key findings from part 2, policymakers can use any participatory activity to prioritize and cluster issues to be addressed. It is recommended that these are categorized into three groups (see figure 3.1).

Addressing common issues and challenges: These include areas where gender inequalities in volunteering reflect those more broadly found within society. For example, if there are similar levels of gender segregation in sectors or occupations and in volunteer work, these will likely be driven by common factors. For these issues, common and integrated strategies are needed to address challenges at scale. Small and targeted initiatives within the volunteering sector may be beneficial but somewhat limited in terms of effecting wider change without sufficient attention to the drivers of gender inequalities.

Volunteering strengths: Comparing gender and volunteering situations may reveal areas where volunteer work has relative strengths. For example, a country may have low female participation in labour markets or in politics and leadership, but have equal or even higher participation of women in voluntary sectors. In such contexts, policymakers could consider how to leverage women's voluntary roles to achieve broader social, economic and political participation of women.

For these issues, investments in volunteering that is linked to specific development goals or priorities are likely to be most appropriate. Such investments may come from gender or sector-specific budgets, in particular employment and labour, social protection, basic services and education. Volunteerism can be considered to be an accelerating force for change, particularly at the grass-roots level.

Volunteering challenges: These are areas where volunteering is currently behind the curve in relation to the national context, and which need to be addressed to be a positive force for gender equality. Examples include specific gendered risks that women volunteers face to their security and safety when carrying out their work, or the burden women face in terms of their care and welfare workload, which impacts their availability for other forms of participation.

These issues must be considered a high priority in national volunteering policies, plans and strategies. However, drivers of significant inequalities are likely to lie outside of the scope of stand-alone volunteering policies, which often command limited budgets and political will. It is therefore likely that a multisectoral approach will be needed, bringing together gender and volunteering actors, as well as sector leads. For example, on the issue of unpaid care work, a range of actors including those responsible for labour policies, social protection policies and health and social care policies will most likely need to work together with volunteering lead agencies under the national gender equality framework.

Figure 3.1. Gender and volunteerism action landscape



Part 4. Policy integration

As covered in part 1, ensuring that volunteerism supports gender equality concerns three main areas of policy:

- national or subnational volunteering policies
- gender equality strategies, frameworks and plans
- sectoral policies that engage volunteers in planning and implementing policy goals.

Once the key issues have been identified (part 2) and categorized (part 3), it is important to determine whether there are any opportunities to develop policy. This will make it possible to engage with the relevant decision makers from the onset, and also to consider the most appropriate time to engage with policy, strategy, planning and budgetary processes.

Laws, policies and strategies on volunteerism

More than 80 countries currently have national policies or laws on volunteerism, a list of which can be found on the [UNV knowledge portal](#). These policies and laws usually cover the protection of volunteers and the promotion of volunteering, both formally through organizations and informally or directly between persons. As such, they are the relevant place to address issues such as the rights of volunteers, including the right to non-discrimination on the basis of gender. Such policies can also look to address gender-specific barriers and risks facing volunteers and women's empowerment in the volunteer sector, highlighting any relevant initiatives, campaigns or standards that should be used in the context. National volunteering policies and schemes should consider the perspective and representation of women and girls in relevant policymaking processes, bodies, councils and decisions, particularly since women take on the majority of volunteer work.

At the same time, national volunteer policy frameworks and strategies rarely command the type of resources and influence needed to address many key drivers of gender equality through volunteerism. National policies should therefore highlight or summarize how volunteerism and gender equality issues can be integrated into wider policies and frameworks, including national and subnational gender targets, and how volunteering actors can support these linkages.

Box 4.1. Examples of gender equality in national volunteering laws and policies

In Ecuador, the Organic Law on Citizen Participation includes volunteering and promotes equal opportunities, recognizing the need for affirmative action to promote the participation of women, indigenous people and other marginalized groups.

In Serbia, an initiative has been developed for 2016–2025 as part of the Strategy for the Social Inclusion of Roma to improve the skills and employability of Roma youth through volunteering opportunities across local, provincial and national governments.

Gender equality is one of the main values of Spain's Law on Volunteering, which promotes volunteering based on equal opportunities and non-discrimination.

Source: Plan of Action 2020a.

National gender equality infrastructure

Most countries have a range of national gender equality frameworks, policies and processes. At present, there is no global database on national policies, but these can be easily accessed from national government platforms or from partners (see the [United Nations Armenia repository of national gender documents](#) as an example, which covers laws, frameworks and the establishment of bodies that coordinate and monitor progress).

To date, volunteerism has rarely been integrated into such frameworks, with more focus given to gender dimensions of paid (formal and informal) employment, and more recently, domestic care work. Given that volunteer work comprises around 2.4 per cent of global GDP,⁶ much of which is carried out by women informally in their communities, it is important to ensure that volunteer work is also covered in gender equality frameworks and plans. This could include integrating indicators relating to volunteer work, as well as documenting volunteer contributions to gender equality in the country or context.

Sector policies and strategies

Sector policies or strategies that involve volunteer efforts are also important. Many sectors rely on volunteer labour to support policy goals, even if this is not explicitly stated in official documents. Since sector strategies often direct the comprehensive overview of policy priorities, as well as the resources to tackle these, they are best placed to address gender and volunteering issues, especially the need for investments in volunteers themselves. The relevant sectoral policy will depend on the areas of gender inequality identified in part 2, though could include policy covering labour and employment, care and social policy, health and other basic services, and social protection and welfare. Box 4.2 provides some examples of instances where volunteerism has been incorporated into development strategies.

Box 4.2. Examples of volunteerism in sector strategies

The thirteenth Five-Year Plan for Economic and Social Development of China mentions volunteers in relation to health, culture and the provision of social welfare and community services. It sets a target of 13 per cent of community residents to be registered as volunteers.

In Cyprus and Saudi Arabia, volunteering has been integrated into school curricula to promote social responsibility, inclusion and employment skills.

Egypt includes volunteerism in its National Sustainable Development Strategy to promote sustainable agriculture and includes mechanisms to encourage voluntary activities and the involvement of VIOs in environmental protection.

Lebanon has integrated volunteerism into its National Social Development Strategy to strengthen communities.

In Malta, the National Strategic Policy for Active Ageing 2014–2020 aims to foster volunteering among older people through national programmes and an online platform.

In Sri Lanka, the Peacebuilding Priority Plan includes volunteers and also supports the participation and engagement of women in governance and decision-making processes.

Source: Plan of Action 2020a.

Out of these three policy areas, it will be necessary to determine the entry points for promoting gender equality through volunteering in the context. This includes mapping opportunities in mandates, processes and activities that could be used to integrate the changes that need to happen.

Since many policy processes are medium- to long-term, opportunities to influence change are not likely to happen very quickly. However, building consensus, undertaking background research, modelling potential solutions and finding champions for change should be carried out on an ongoing basis, rather than just at the time of policy development.

Table 4.1 identifies a number of potential entry points for policy integration and action. This can be adapted and built upon in line with context-specific institutional structures, mandates and processes.

Table 4.1. Mapping integration across policy frameworks

National volunteering policies, laws and frameworks	National gender equality frameworks, policies and processes	Sector policies or strategies that engage with volunteers
Include definitions of volunteering that are relevant to the voluntary activities of women, men, girls and boys	Integrate data on gender and volunteering from national statistics and non-governmental partners	Sector policies that highlight any significant contributions from volunteers and include an analysis of how volunteer-led activities impact women, men, girls and boys
Reiterate rights and entitlements of volunteers, including non-discrimination and equal access to opportunities	Include targets and indicators on gender and volunteerism in national gender equality action plans	Sector policies that include sector-specific investments in volunteerism to help deliver priorities in partnership with relevant stakeholders from civil society and the private sector
Address the safety and security of volunteers including gendered risks of different types of volunteer work	Include gender and volunteerism questions in gender audit checklists or other relevant policy review processes	For example, labour-market policies could incorporate the role of volunteering in building skills and social capital for employment, with a specific focus on the barriers for women and men, addressing these through a range of approaches such as learning and training, skills certification and mentorship programmes
Include commitments to support gender equality through volunteering as part of social and economic development processes through specific linkages with sector and other policies	Commit resources for volunteer-led interventions to support gender equality at scale, for example campaigns on gender and social norms	
Include mechanisms to ensure that women and girls have a voice and can participate in volunteer initiatives, organizations and decision-making	Commit resources for addressing gender inequalities in volunteerism through more targeted interventions, such as a leadership programme for indigenous women voluntary leaders	Care policies could include an analysis of women's voluntary care work, and could examine ways to bring recognition and value to this work, such as initiatives to provide health or other insurance, along with incentives that are likely to increase men's participation over time
Cover any incentives for volunteers, including an analysis of how these can help address any gender inequalities in volunteer work		
Provide recognition of gendered contributions to peace and development through volunteerism		

Part 5. Strategies for change

This final section of this toolkit provides ideas of what policymakers and their partners can do to promote gender equality through volunteerism. It builds on examples from countries that can be adapted and scaled up in line with context-specific needs. The examples are clustered into seven interrelated strategies for change (figure 5.1). However, this will remain a live list of examples, and policymakers are encouraged to share any additional case studies for future versions of this toolkit.⁷

Figure 5.1. Strategies for change





Data and evidence approaches

Invest in statistics on volunteering and gender

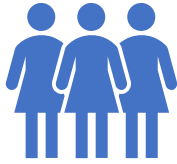
Improving gender-disaggregated data is crucial for understanding any gender dimensions of volunteer work. Several countries have already made commitments to measure the care economy (for example, Ecuador in 2008, Colombia 2010 and Peru in 2011);⁸ measuring inequalities in volunteer work as part of this can shed even more light on unpaid work dynamics.

National data on volunteerism are being increasingly included in employment statistics, and, where available, can be found on the [ILOSTAT database](#). National statistics agencies can collect data on volunteer work using these tools for [Labour Force Surveys](#), [rapid surveys](#) and [population censuses](#). When questions on volunteer work are included in nationally representative surveys, demographic data on age, disability and ethnicity can be explored in addition to gender, thus allowing for a better understanding of volunteerism inequalities.

Integrate volunteering as a form of work and a form of participation for national gender equality audits and assessments

Many countries have a national gender equality body or other institution which carries out regular reviews of public policies and policy implementation. For example, the 2011 National Policy for Gender Equality of Jamaica highlights the need to gather data on women's unpaid work in the household and beyond and to estimate the economic value of this work under the Bureau of Women's Affairs.⁹ This is one of five outcome areas monitored by Jamaica's Gender Advisory Committee, which includes Ministers and others who can support the necessary budget allocations and legislation in parliament.¹⁰

Countries often have a framework for auditing or assessing gender equality indicators, which include data on issues closely related to volunteerism (for example on gender and labour, or gender and civic participation). Integrating dimensions of volunteerism in these areas can help keep focus and attention on this issue while also ensuring accountability of the relevant stakeholders.



Addressing gendered barriers to volunteering

The second part of this process highlights the relevant gendered barriers to types of volunteer opportunities. While all types of people volunteer, roles and opportunities are often gender-segregated, with women struggling to benefit from opportunities that are better recognized and can confer skills, status and social capital.¹¹ Based on the specific issues found, policymakers can work to reduce these barriers in several ways.

Include gender messaging in volunteer recognition campaigns

Campaigns and other initiatives can help update social norms around volunteering. For example, [Kazakhstan](#) and the [Russian Federation](#) have both worked to promote volunteerism and improve its recognition through ‘year of volunteering’ initiatives, held in 2020 and 2018 respectively. Under this initiative, the Russian Federation implemented a new standard on volunteering support, which has been rolled out in regions throughout the country. The Russian Federation also set up an association of volunteer centres, a national online platform and many other initiatives (such as a federal awards competition) to highlight the contributions of volunteers. However, in contexts where local norms around volunteer work are gendered, such recognition initiatives can also include specific messaging and activities aimed at increasing participation among a certain demographic, or encouraging people to volunteer in occupational sectors less associated with their own gender.

Address gender-specific safety and security concerns

The International Red Cross and Red Crescent Movement is one of the world’s largest volunteer organizations. The IFRC and its members have researched the [gendered risks of volunteering](#) in crises and conflict, and provide a number of resources including psychosocial support for volunteers.¹² The United States Peace Corps also provides training and resources on the [safety and security](#) of volunteers. In 2019, the International Forum for Volunteering in Development launched a [new global standard for volunteering](#) which includes dimensions relating to safeguarding and duty of care.

Mitigate gender resource gaps

Volunteer activities not only rely on volunteers’ time and efforts, but require a minimum level of infrastructure or material resources to enable participation. Where gender gaps exist, perhaps in terms of time availability, material or financial resources to participate, or access to technologies, these can be reduced to ensure that opportunities to participate are more equal. For example, a 2018 study showed that in developing countries, boys are twice as likely to own a smartphone as girls, and even if girls were able to borrow phones, their usage was limited compared with their male counterparts.¹³ Although not specifically gender-targeted, in Peru, the Bicentennial Special Project worked with phone companies to provide data free of charge for volunteers running a COVID-19 helpline for vulnerable persons.¹⁴ Such public-private collaboration can be used to improve access to resources in order to enable participation in volunteering where gender gaps also exist.

Address sector segregation in volunteering

Addressing sector bias in volunteering opportunities may require specific programmes or investments aimed at breaking down barriers or providing new opportunities. Technovation Girls Mexico brings together public and private partners from the education, technology and recruitment sectors to enable female mentors to teach girls about information and communications technology (ICT), specifically app development. So far 1,200 girls have benefited from the programme, including Lilia Arceli Lobato Martínez, who won the first-place cash prize in 2016 to further develop her app that promotes volunteerism in Mexico (see annex 1).



Challenging the gendered distribution of volunteer work

When volunteer work is distributed unequally based on gender, opportunities need to be made more accessible, with essential volunteer work redistributed or supported in a way that reduces the burden on specific groups. Globally, two-thirds of care workers are women, with women of all ages performing most unpaid care work at a level estimated to be three times more than men.¹⁵ Although most of this activity is done within the household, if the individual is providing unpaid care for family members, it is considered volunteer work. The time spent carrying out care work determines, among other things, the availability of women to enter paid employment. In fact, unpaid care work is the top reason given for women to justify their inactivity in middle-income countries. Unpaid care work therefore represents an obstacle for women to achieve their career goals or increase their income.¹⁶

Include relevant volunteer work in policies to reduce the burden of unpaid care work

From a policy perspective, there is increasing interest in reducing the burden of unpaid care work, as this can have multiplier effects for women's social, economic and political empowerment. Care policies can allocate public resources to recognize, reduce and redistribute unpaid care work. Examples of such policies include:

- the provision of care services for children and elderly people, or groups with specific needs (for example people with chronic illnesses)
- care-related social protection transfers for individuals with care responsibilities
- the provision of public infrastructure to facilitate care work
- labour regulations that contribute to achieving a better balance between paid employment and unpaid care work, such as leave with pay policies.

Based on national gender policies (such as those in Jamaica and Trinidad and Tobago), the United Nations Economic Commission for Latin America and the Caribbean (ECLAC) has called for the development of a regional policy framework that can help countries implement policies that promote a more equal sharing of unpaid care work between men and women, thus enabling women to participate more fully in the paid labour force.¹⁷ Such work should go beyond that carried out in the household to include women's community care work, including supporting people with home-based health-care needs (such as those living with cancers, HIV or AIDS), taking care of public hygiene facilities and providing labour to households without economically active members (households headed by children or elderly people). Such policy priorities can be addressed through gender-responsive budgets (box 5.1).

Box 5.1. Gender-responsive budgets

Gender-responsive budgets consider the different needs and priorities of women and men and thus contribute to the elimination of existing discrimination and inequalities in the provision of resources.

Introducing mechanisms for gender inequality in national or local budgets is important since budgetary allocations are often crucial to achieving policy goals. A gender-responsive budget helps ensure that the needs and interests of everyone, regardless of their sex or gender, are addressed with actual resource allocation and prioritization (in combination with other characteristics of target groups, including age, disability, ethnicity, etc.).

Gender-responsive budgets often cover specific gender concerns, such as equal access to public infrastructures, education and other opportunities. During their implementation phase, expenditure allocations in the agreed areas will be monitored to ensure that the various population subgroups benefit from resources. Assessments and evaluations can also analyse the overall impact achieved by considering the different allocations and their impact on gender equality.

Gender-responsive budgets already exist in some countries. In Sweden, the Parliamentary Committee on Finance oversees gender issues when preparing the budget for the national Government. As a result of this process, an appendix listing the distribution of resources between women and men is produced and attached to the budget document. A similar example can be found in France, where the Government presents the so-called 'yellow book' as an annex to the Finance Bill, showing resource allocations for the promotion of gender equality.

Sources: European Commission 2006; Organization for Security and Co-operation in Europe (OSCE) 2017.

Support men's participation in non-traditional community volunteer work

Another way to reduce gender inequalities in volunteer work is to better involve other groups to meet priority needs, thus leading to fairer distribution. For example, the School for Husbands is an initiative in Niger which brings together women and men to discuss priority issues, including sexual and reproductive health needs. The men attend meetings twice a month that are supervised by the district head of health, who introduces them to topics such as family planning and maternal health. This initiative encourages men to involve themselves in community health more broadly, taking on roles in relation to community water, sanitation and hygiene, which are often left to women. The meetings and lessons can be assisted by other important members of the community, such as religious leaders, if deemed necessary. Model husbands share information in their villages and contribute to other initiatives, such as building sanitation infrastructure. The schools also encourage men to participate in household chores and to help their wives with these duties (for more information, see annex 1.)

Use incentives to address gender imbalances in volunteer work

Volunteer incentives are a complex issue that have mixed results in terms of shaping rates of voluntary participation. For example, a 2017 study of BRAC volunteers in Bangladesh found that volunteer incentives had contradictory impacts on volunteers depending on their primary motivations.¹⁸ Similarly, a study from the United States found that financial incentives may in fact negatively impact the pro-social image and value associated with volunteering, in turn adversely impacting participation.¹⁹ Although financial and non-financial incentives should not be the primary motivation for volunteer work, it may be reasonable to consider whether and how incentives could be used to reduce the burden of volunteering, particularly for vulnerable groups, as well as shift gender norms in volunteering. For example, granting health insurance to volunteers can not

only provide important coverage to those who participate, but may also help increase voluntary participation more widely in society. The 2006 Korean Basic Law on the Promotion of Volunteering and the 2005 Bolivian Law on Volunteerism include clauses on volunteer insurance,²⁰ while in Poland, volunteers are eligible for state health benefits if they are not covered by any other activity (employment or education).²¹



Promoting women's voice and leadership through volunteering

Dedicated structures or initiatives for volunteerism can help support women's leadership and decision-making roles in society. Evidence shows that participating in volunteering activities can foster women's empowerment both at the individual and community levels, increase women's collective action and bargaining power, promote positive values of equity and mutual support, and increase women's agency.²²

Women are often over-represented in voluntary sectors and volunteer work, but their leadership, and the ability to convert this into other spheres, should not be taken for granted. The following points set out a number of initiatives that work to amplify women's voices using volunteer engagement as a starting point.

Civic engagement and political representation

In Uttarakhand (India), local women began engaging with formal governance structures after developing new skills, capacity, knowledge and the ability to collectively organize from local volunteer activities. With the support of a local community-based organization, the Uttarakhand Environmental Education Centre, a social movement worked to organize informal women's groups to discuss issues on running and maintaining preschool education centres. Groups began to establish themselves around these preschool centres in different villages, eventually developing into an informal network of over 450 groups spread across seven districts in Uttarakhand. The inclusion of a woman volunteer from every family in the village, irrespective of caste and economic status was a key organizing principle of the groups, encouraged by the Uttarakhand Environmental Education Centre. Women's engagement in these collective processes has helped build knowledge, establish networks and foster norms of inclusion. Several women from the groups have been subsequently elected as ward members, block committee members or representatives of the village panchayat (council).²³

Women's voice and leadership in conflicts

Under the European Union Aid Volunteers initiative, ActionAid developed the Gender Sensitive Humanitarian Aid Volunteering (GESHAVO) project, which worked to better involve and support women in protracted crises. In Zimbabwe, the Rural Women's Assembly enables women to be at the forefront of prioritizing humanitarian support, including food distribution. In Jordan, Women's Protection Action Groups (WPAGs) are helping to increase levels of safety, resilience and active involvement in decision-making for women in their local communities.²⁴

African Women's Health Champions

In 2020 the World Health Organization (WHO) together with UNV launched the African Women's Health Champions initiative. The programme will support over 100 health professionals in epidemiology, public health, research and emergency management, among others, to boost women's representation in the sector. It aims to produce the continent's next generation of women leaders in health.



Building value around women's volunteer work

One strategy for addressing gender inequalities in work is to assign more value to the low-paid and low-status work usually carried out by women, and in particular women minorities, refugees and other marginalized groups. This could be achieved by improving the recognition of unpaid care work in the care economy, which currently tends to ignore a large proportion of such work, meaning that unpaid care is largely invisible at the national level and unrecognized, unrewarded and under-valued in communities and households.

National efforts to recognize women's unpaid work

Trinidad and Tobago's National Policy on Gender and Development contains a detailed section on unpaid economic activities and domestic and family life, which highlights how women's work is often invisible in economic analysis and planning. The lack of recognition for unpaid reproductive activities carried out by women, including unpaid agricultural work as family workers on farms and within family businesses, was identified as an emerging area of concern for policy intervention. Among the measures identified for implementation in the Trinidad and Tobago policy are the following:

- the collation, analysis and publication of findings from census data on unremunerated household work, consistent with the requirements of the Counting Unremunerated Work Act of 1996, to provide statistical data on the contribution of unpaid household work to national development
- the examination of sex-disaggregated data and increased research on unpaid work in various sectors, including agriculture and family businesses, within formal and informal contexts, as a basis for the allocation of resources for the training and development of unpaid workers
- the development of programmes aimed at increasing understanding of the value and visibility of housework and other forms of unremunerated work, including initiatives to encourage increased male participation in housework, childcare and other areas deemed to be 'women's work' and which are normally unremunerated
- the provision of increased innovative opportunities for women and men engaged in unpaid housework to access ICT, lifelong learning and part-time, short-term and long-term income earning possibilities, which also include contemporary employment strategies that allow individuals to work from home or take extended leave from work to care for young children and elderly people, and to return to the job market without penalty and loss of opportunities.²⁵

Policies and investments to formalize unpaid work

Where social safety nets and public service infrastructure are lacking, the need for unpaid service delivery through volunteering increases. Transitioning invisible and unpaid work into the formal labour market is therefore a long-term strategy that not only creates employment, but gives women and vulnerable groups greater time and resources to invest in productive work, rather than reproductive work. In 2018, the ILO suggested that over 269 million new care jobs could be created by 2030 through recognizing, reducing and redistributing unpaid care work.²⁶

Critical areas for investment and support include the provision of care for children and elderly people. Countries with higher public spending in these areas have reduced unpaid care work, even controlling for levels of economic development.²⁷ Other macro policies that may influence levels of unpaid work include tax rates, though rates for secondary earners can also be an important factor, as can high wage gaps

between men and women, which discourages labour force participation and increases unpaid work in homes and communities among women.²⁸

Accreditation and certification

Another way to give value and visibility to volunteer work is to link it to opportunities to gain and demonstrate skills and experience that are transferable, particularly for securing paid employment. This is an area where authorities can work closely with academia and learning institutions, as well as the private sector. For example, in Slovakia, the Platform of Volunteer Centres and Organizations has an online tool for skill certification awarded by Matej Bel University. UNV also piloted a skills certification programme in Latin America in partnership with a number of corporations including Axa, Vodafone, Telefonica and Deloitte. However, until now such approaches have often focused on volunteers in further education or early career skills development. Thus, there is a need to link to the unpaid work of women and men, specifically to help volunteers leverage those experiences to assist with entry or re-entry into labour markets. The [CARE Campus](#) is one example of an initiative developed by academic institutions and the private and public sectors to support the development of a comprehensive training programme for formal and informal caregivers in Europe. Similarly, the [i-CARE project](#) sought to back certification for informal migrant caregivers in Cyprus and Greece in order to support the professionalization of care work.



Volunteering to support gendered needs and priorities

The previous categories have primarily focused on how volunteering can be better shaped to support gender equality and women's empowerment. These final two categories provide examples of how volunteering activities and results can also contribute to these areas, with the examples varying from more tangible products and services (such as ensuring health-care provision) to benefits for gender equality (such as influencing social norms through volunteerism).

Box 5.2. Practical and strategic gender needs and interests

Two frameworks to examine gender interests and needs in planning contexts are the 'practical gender needs' and 'strategic gender interests' proposed by Molyneux and Moser. These frameworks highlight that women have a range of needs that are shaped by gender roles and opportunities in societies. Some of these needs are likely to be practical and immediate, while others relate to more transformative changes that address the power dynamics and root causes of gender inequalities. Although putting needs into two different categories is not always useful, and the concept should also be applied to men's own gendered needs, it is important to understand that pursuing practical and strategic interests often require different approaches, which may not always work in agreement. For example, women's unpaid volunteer work to meet their practical needs in terms of maternal health care in isolated communities can perpetuate gap-filling and a lack of investment by duty-bearers, while impacting upon the time available for women to participate in decision-making processes.

Sources: Molyneux (1985); Moser (1993)

Volunteering for women's economic empowerment

In 2019, Oman presented a [Voluntary National Review](#) (VNR) to the High-Level Political Forum for Sustainable Development, which documented how volunteer-led initiatives and a network of women's voluntary associations are providing women with opportunities to learn skills for economic participation and employment. Similarly, in its [2020 VNR](#), the Solomon Islands documents that the West 'Are'Are Rokotanikeni Association (WARA), a women-led, volunteer-run savings club with branches across the country (including remote areas), is helping women to learn about managing finances and storing their savings safely. In the savings club's 10-year existence, the number of women volunteers has increased each year, over 1,000 loans have been taken out and over a million Solomon Islands dollars have been saved.

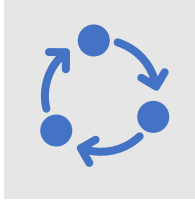
Addressing men's health needs through volunteerism

According to WHO, mental health problems contribute significantly to global disease and disability. Although women and men are equally likely to be affected by mental health challenges, gender can be an important determinant of the type of mental health problems and experiences of women and men, including health-seeking behaviour among those with a mental illness. For example, with the exception of China and parts of India, the rate of suicide among men is three times higher than among women.²⁹ Some volunteer-led mental health services provide specific types of support for women and men in line with their needs, such as the Kenya Red Cross, which trains local men's health champions in informal settlements. These male volunteers provide psychosocial support to their community peers, linking them to any relevant services. During the COVID-19 pandemic, the workloads of these champions has greatly increased, due to mass employment, anxiety and ill-health among family members.³⁰

Gendered vulnerabilities in conflict and crises

Different social groups can experience specific risks and vulnerabilities in conflicts and crises. As such, it is important to ensure that all groups have a voice and are represented in decision-making on protection and assistance. Evidence shows that engaging women in disaster planning can significantly reduce their risk and mortality. During Cyclone Gorky in Bangladesh (1991) the number of women that died outnumbered men at a rate of 14:1. Sixteen years later, during Cyclone Sidr, the rate had decreased to 5:1. In the years in between, many community-based disaster preparedness groups (several of which were led by women) developed disaster response plans, including enhanced early warning and evacuation plans, which helped to significantly reduce death tolls.³¹

The Foundation for the Support of Women's Work (see annex 1) in Turkey (formed in 1986) works to create a more equal society by promoting grass-roots women's leadership and empowerment through poverty elimination, disaster preparedness and response, and the participation of low-income women in decision-making processes. During the response to the İzmit earthquake in 1999, the organization served as a meeting place for women to offer support to other women, provide services for children and work with young volunteers to help distribute humanitarian aid, with their roles later expanding to include establishing centres for women and children where women could self-organize, redistribute relief goods to the most vulnerable and involve themselves in their camp's management duties to improve food and sanitation services and organize livelihood activities. The lessons learned during the post-disaster efforts showed possible ways to empower women through increasing their access to resources, capacity-building and self-confidence in leadership roles.



Volunteering for strategic change and gender-equal societies

As well as meeting immediate needs, volunteering can help transform roles, secure rights and provide opportunities that lead to greater gender equality in societies.

National strategies and plans on volunteerism and gender equality

In 2017, the Government of India partnered with UNV and UNDP to develop an action plan for the growth of youth volunteerism in the area of gender equality and justice (for more information, see annex 1). The action plan seeks to ensure that the country's youth volunteering structures and institutions are gender-responsive, help young people to understand the principles of gender equality and justice, encourage women and members of the LGBTI community to participate in volunteering activities, and protect and promote their rights.

The action plan has identified three targets that it expects to achieve by mobilizing young volunteers. The first target is to address the root causes of gender inequality, which stem from the traditional values that are instilled in individuals from an early age and that present a barrier to women's full participation in society. The second target is to increase young people's awareness about gender equality and justice, thus breaking the cycle of intergenerational gender bias. The third target is to bring innovation to gender equality and justice through the participation of dynamic young volunteers.

To achieve its targets, the action plan benefits from the capacity of young people, who act as agents of social change. Lasting positive social change can be achieved through educating younger generations on the need for gender equality, justice and non-discrimination. A particularly noteworthy feature of this action plan is that it not only focuses on gender equality and non-discrimination between men and women, but also highlights the needs of other marginalized groups, such as members of the LGBTI community and Dalit women.

State programmes on the rights of and opportunities for transgender people

In India, the Department of Social Security and Empowerment of Persons with Disabilities (SSEPD) of the Government of Odisha has developed the Sweekruti scheme, which aims to promote transgender equality and justice under Constitutional article 14 (equality before the law) and article 41 (right to work, education and public assistance), among others. The scheme ensures that third gender people are able to secure registration cards giving them right to access services, as well as targeted support including grants for access to training and employment opportunities. The initiative also works more broadly within communities via volunteers to build understanding and acceptance of transgender persons in order to tackle violence, discrimination and marginalization.³²

Addressing norms and values

Volunteers often help disseminate messages, act as role models of positive behaviours and convene spaces for interaction and discussion on gender issues. Through the [Youth-Mullah Gender Volunteer Caravans](#) in Afghanistan, for example, young Afghan men and women spread gender equality messages. In the Arab States region, UN-Women, Wikimedia, Empower Women, the Secretary-General's Envoy on Youth and volunteer champions launched the [HERstory project](#), which highlights women's contributions in

history, politics, science, technology, leadership and religion, and enhances gender equality content on Wikipedia to close the gender knowledge gap.

Resources

ActionAid International Kenya (2020). Women's leadership in humanitarian crises and conflicts: A collection of case studies. Available at <https://actionaid.org/sites/default/files/publications/Case%20studies%20report%20EUAVI.pdf>.

Alianza por la Solidaridad (2017). *The Gender Approach in the Management of EU Aid Volunteers*. <http://www.aidvolunteers.org/wp-content/uploads/2017/09/GUIA-GENERO-INGLES-WEB.pdf>.

Alonso, Cristian, and others (2019). Reducing and redistributing unpaid work: stronger policies to support gender equality. IMF Working Paper WP/19/225. International Monetary Fund, Fiscal Affairs Department.

Arekapudi, Nisha (2018). Why gender equality starts with a change in the law, 14 May. Available at <https://www.weforum.org/agenda/2018/05/over-100-countries-still-bar-women-from-working-in-specific-jobs>.

Ariely, Dan, Anat Bracha, and Stephan Meier (2009). Doing good or doing well? Image motivation and monetary incentives in behaving prosocially. *American Economic Review*, vol. 99, No. 1 (March).

Asian Development Bank (ADB) (2013). *Tool Kit on Gender Equality Results and Indicators*. Manila: ADB.

European Commission (2006). *Gender-sensitive and Women Friendly Public Policies: A Comparative Analysis of their Progress and Impact*. Luxembourg: European Commission.

European Institute for Gender Equality (no date). Gender awareness-raising. Available at <https://eige.europa.eu/gender-mainstreaming/methods-tools/gender-awareness-raising>.

_____ (2016). *Gender Impact Assessment. Gender Mainstreaming Toolkit*. Available at <https://eige.europa.eu/sites/default/files/mh0416171enn.pdf>.

GHK (2010). *Study on Volunteering in the EU: Country Report Poland*. Available at https://ec.europa.eu/citizenship/pdf/national_report_pl_en.pdf.

Girl Effect (2018). *Real Girls, Real Lives, Connected*. Available at https://static1.squarespace.com/static/5b8d51837c9327d89d936a30/t/5bbe7bd6085229cf6860f582/1539210418583/GE_VO_Full_Report.pdf.

Government of Odisha (2017). *Sweekruti (A Scheme for Promotion of Transgender Equality & Justice)*. Odisha: Department of Social Security and Empowerment of Persons with Disabilities. Available at <https://cdn.s3waas.gov.in/s335051070e572e47d2c26c241ab88307f/uploads/2018/04/2018042881.pdf>.

International Center for Not-for-Profit Law and European Center for Not-for-Profit Law (2009). *Laws and Policies Affecting Volunteerism since 2001*. Available at <https://www.ifrc.org/docs/IDRL/Volunteers/VolunteerismLaws2001.pdf>.

International Federation of Red Cross and Red Crescent Societies (IFRC) (2011). *Project/Programme Monitoring and Evaluation (M&E) Guide*. Geneva: IFRC. Available at <https://www.ifrc.org/Global/Publications/monitoring/IFRC-ME-Guide-8-2011.pdf>.

_____ (2012). *Caring for Volunteers: A Psychosocial Support Toolkit*. Copenhagen: IFRC Reference Centre for Psychosocial Support. Available at <https://www.rcrc-resilience-southeastasia.org/document/caring-for-volunteers-a-psychosocial-support-toolkit-psychosocial-support-pss/>.

_____ (2020). *The Importance of Mental Health and Psychosocial Support during COVID-19*. Available at https://media.ifrc.org/ifrc/wp-content/uploads/sites/5/2020/10/RCRC-MHPSS-Covid19_Report_October_2020.pdf.

International Labour Organization (ILO) (no date). ILOSTAT. Available at <https://ilostat.ilo.org>.

_____ (2011). *Manual on the Measurement of Volunteer Work*. Geneva: ILO.

_____ (2018). *Care Work and Care Jobs for the Future of Decent Work*. Geneva: ILO.

Islam, Asadul, and others (2017). Non-financial incentives, selectivity and performance of volunteers: evidence from a large-scale natural field experiment. Preliminary draft.

Jahan, Rounaq (2010). *Strengthening National Mechanisms for Gender Equality and the Empowerment of Women*. United Nations Division for the Advancement of Women. Available at https://www.un.org/womenwatch/daw/TechnicalCooperation/GLOBAL_SYNTHESIS_REPORT_Dec%202010.pdf.

Jamaica Bureau of Women's Affairs, and Gender Advisory Committee (2011). *National Policy for Gender Equality (NPGE)*. Available at http://japarliament.gov.jm/attachments/461_National%20Policy%20for%20Gender%20Equality%20%28NPGE%29.pdf.

Molyneux, Maxine (1985). Mobilization without emancipation? Women's interests, the State, and revolution in Nicaragua. *Feminist Studies*, vol. 11, No. 2, pp. 227–254.

Moser, Caroline (1993). Practical and strategic gender needs and the role of the state. In *Gender Planning and Development: Theory, Practice and Training*. New York: Taylor & Francis.

Organization for Security and Co-operation in Europe (OSCE) (no date). Glossary on gender-related terms. Available at <https://www.osce.org/gender/26397?download=true>.

_____ (2017). *Making Laws Work for Women and Men: A Practical Guide to Gender-Sensitive Legislation*. Warsaw: OSCE.

Peace Corps (no date). Safety and security. Available at <https://www.peacecorps.gov/volunteer/health-and-safety/safety-and-security/#training>.

Plan of Action (2020a). *Global Synthesis Report to Integrate Volunteering into the 2030 Agenda*. Bonn: UNV.

_____ (2020b). Call to Action: Volunteering in the Decade of Action. Available at <https://unitednationsvolunteers.swoogo.com/gtm2020/calltoaction>.

Scuro Somma, Lucía (2020). Statistics for gender equality: data, knowledge, policies. Presented at the Caribbean Gender Statistics Webinars, July. Economic Commission for Latin America and the Caribbean (ECLAC). Available at https://www.cepal.org/sites/default/files/presentations/statistics_for_gender_equality_data_knowledge_policies.pdf.

Sharma, Divya, and Ratna Sudarshan (2010). Towards a politics of collective empowerment: Learning from hill women in rural Uttarakhand, India. *IDS Bulletin*, vol. 41, No. 5 (September).

Stuart, Sheila (2014). Situation of unpaid work and gender in the Caribbean: the measurement of unpaid work through time-series. Studies and Perspectives Series No. 34. Santiago: United Nations. Available at https://oig.cepal.org/sites/default/files/s2014006_en.pdf.

United Nations, General Assembly (2002). Resolution adopted by the General Assembly. Recommendations on support for volunteering. 10 January. A/RES/56/38.

United Nations Children's Fund (UNICEF) (no date). Saleema initiative. Available at <https://www.unicef.org/sudan/saleema-initiative>.

United Nations Development Programme (UNDP) (2001). *Learning & Information Pack. Gender Analysis*. New York: UNDP. Available at <https://www.undp.org/content/dam/undp/library/gender/Institutional%20Development/TLGEN1.6%20UNDP%20GenderAnalysis%20toolkit.pdf>.

_____ (2015a). *Human Development Report 2015*. New York: UNDP. Available at <http://hdr.undp.org/en/content/human-development-report-2015>.

_____ (2015b). *Where Are the Women? A Study of Women, Politics, Parliaments and Equality in the CARICOM*. New York: UNDP.

_____ (2015c). Gender equality in human development – measurement revisited. New York: UNDP. Available at http://hdr.undp.org/sites/default/files/hdro_issue_paper_on_gender_indices_with_cover.pdf.

_____ (2020). *2020 Human Development Perspectives. Tackling Social Norms*. New York: UNDP.

United Nations Educational, Scientific, and Cultural Organization (UNESCO) (no date). Conventions and declarations. Available at <http://www.unesco.org/new/en/unesco/themes/gender-equality/resources/conventions-and-declarations/>.

United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women) (no date). 12 critical areas. Available at <https://www.unwomen.org/en/news/in-focus/csw59/feature-stories>.

_____ (no date). Gender responsive budgeting. Available at <https://asiapacific.unwomen.org/en/focus-areas/women-poverty-economics/gender-responsive-budgeting>.

_____ (no date). Women count. Available at <https://data.unwomen.org/data-portal>.

_____ (2019). *Equality in Law for Women and Girls by 2030: A Multistakeholder Strategy for Accelerated Action*. New York: UN-Women.

United Nations Volunteers (UNV) (2015). *2015 State of the World's Volunteerism Report*. Bonn: UNV.

_____ (2018a). *2018 State of the World's Volunteerism Report*. Copenhagen: UNV.

_____ (2018b). On the road to gender equality in Afghanistan, 8 March. Available at <https://www.unv.org/Success-stories/road-gender-equality-Afghanistan>.

_____ (2019). The role of gender in volunteerism for community resilience. Bonn: UNV. Available at https://www.unv.org/sites/default/files/SWVR_role%20of%20gender_2019.pdf.

University of Oxford (2014). *A Step by Step Guide to Monitoring and Evaluation*. Available at <https://transitionnetwork.org/wp-content/uploads/2016/09/Monitoring-and-evaluation-guide.pdf>.

Voluntary Action South Lanarkshire (no date). A good volunteer policy. Available at <http://www.vaslan.org.uk/resourcekit/50-volunteering/51-good-volunteer-policy>.

Volunteer Centre East Sussex (2014). Health and safety of volunteers. Available at <http://www.vces.org.uk/wp-content/uploads/2017/01/Essential-Guide-to-Health-and-Safety-of-Volunteers-NL.pdf>.

Volunteer Scotland (2013a). Developing a volunteer policy. Available at <http://www.vaslan.org.uk/resourcekit/sites/default/files/2017-10/5.1%20Developing%20a%20Volunteer%20Policy%20-%20Guide.pdf>.

_____ (2013b). Recognising and valuing volunteers. Available at <http://www.vaslan.org.uk/resourcekit/sites/default/files/2017-10/5.7%20Recognising%20and%20Valuing%20Your%20Volunteers%20-%20Guide.pdf>.

Wilson, John, Noemi Mantovan, and Robert, M. Sauer (2020). The economic benefits of volunteering and social class. *Social Science Research*, vol. 85 (January). Available at <https://www.sciencedirect.com/science/article/abs/pii/S0049089X18309967>.

World Bank (no date). Databank. Available at <https://databank.worldbank.org/source/gender-statistics>.

World Fair Trade Organization (WFTO) (2015). Defining the marginalized. Available at <https://wfto-asia.com/wp-content/uploads/2015/05/Literature-Review-Summary-Defining-the-Marginalized.pdf>.

World Health Organization (WHO) (2002). Gender and mental health. Available at https://www.who.int/gender/other_health/genderMH.pdf.

Annex 1. Case studies

Gender mainstreaming in India's National Youth Policy

Region: South Asia

Country: India

Activities: Training young volunteers, encouraging women and LGBTI participation in volunteering, and debunking gender myths and stereotypes.

Key gender priorities addressed in volunteering: Ensuring equal and non-discriminatory participation of girls and boys in a safe environment; increasing the participation of women and marginalized groups in formal volunteering; strengthening skills development and linkages with professional opportunities; addressing the priorities of women and vulnerable groups in sensitive contexts.

Gender equality and justice in the National Youth Strategy

India has a long tradition of volunteerism, with initiatives such as the *Nehru Yuva Kendra Sangathan* (National Programme for Youth and Adolescent Development) and the National Service Scheme reaching out to over 11 million young people. This represents a huge potential for India as the country has a very young population, with one in four citizens aged 15–29 years. It is in this context that the National Youth Strategy has identified younger adults as an agent to bring about a lasting positive social change, targeting both gender equality and justice and social inclusion as two of its four key areas for intervention.³³

The Action Plan on Gender Equality and Justice

In 2017, the Government of India partnered with UNV and UNDP to develop an action plan for the growth of youth volunteerism in the area of gender equality and justice.

The strategies detailed in the action plan were drawn from the principles of CEDAW. The action plan seeks to ensure that the country's youth volunteering structures and institutions are gender-responsive, help young people to understand the principles of gender equality and justice, encourage women and members of the LGBTI community to participate in volunteering activities, and protect and promote their rights.

The action plan has identified three targets that it expects to achieve by mobilizing young volunteers. The first target is to address the root causes of gender inequality, which stem from the traditional values that are instilled in individuals from an early age and that present a barrier to women's full participation in society. The second target is to increase young people's awareness about gender equality and justice, thus breaking the cycle of intergenerational gender bias. The third target is to bring innovation to gender equality and justice through the participation of dynamic young volunteers.

To achieve its targets, the action plan benefits from the capacity of young people, who act as agents of social change. Lasting positive social change can be achieved through educating younger generations on the need for gender equality, justice and non-discrimination.

Young adults, LGBTI individuals and marginalized groups

A particularly noteworthy feature of this action plan is that it not only focuses on gender equality and non-discrimination between men and women, but also highlights the needs of other marginalized groups, such as members of the LGBTI community and Dalit women.

These groups have a more difficult position in society because they experience multiple vulnerabilities, such as being a woman, having a non-binary gender self-identification, or belonging to a lower cast. By addressing their needs, the action plan is not only helping to improve gender equality and justice within society, but also its inclusiveness, another key area of the National Youth Strategy.

Source:

Ministry of Youth Affairs and Sports of India (MYASI), United Nations Volunteers (UNV) and United Nations Development Programme (UNDP) (2017). *Engendering the National Youth Policy*. New Delhi: UNV India Office.

Foundation for the Support of Women's Work, Turkey

Region: Western Asia

Country: Turkey

Activities: Disaster preparedness and response, gender-sensitive community development, early childhood care and education, and poverty elimination.

Key gender priorities addressed in volunteering: Increasing women's access to leadership positions; increasing women's participation in formal volunteering; recognizing the value of volunteer work for transitioning into remunerated work; ensuring women's priority needs are met, including the provision of services in sensitive environments.

The importance of involving women in disaster risk reduction planning

Evidence shows that engaging women in disaster planning can significantly reduce their risk and mortality. During Cyclone Gorky in Bangladesh (1991) the number of women that died outnumbered men at a rate of 14:1. Sixteen years later, during Cyclone Sidr, the rate had reduced to 5:1. In the years in between, many community-based disaster preparedness groups (several of which were led by women) developed disaster response plans, including enhanced early warning and evacuation plans, which helped to significantly reduce death tolls.³⁴

The participation of women in disaster planning has a positive impact not only on the reduction of women's deaths during natural disasters, but also on the well-being of the communities in the crisis aftermath, as demonstrated by a group of women in Turkey.

Women's leadership in disaster response and recovery

The Foundation for the Support of Women's Work in Turkey (founded in 1986) works to create a more equal society by promoting grass-roots women's leadership and empowerment through poverty elimination, disaster preparedness and response, and the participation of low-income women in decision-making processes.³⁵ In the aftermath of the İzmit earthquake in 1999, the organization had a prominent role, serving as a meeting place for women to offer support to other women, provide services for children and work with young volunteers to help distribute humanitarian aid, with their roles later expanding to include establishing centres for women and children where women could self-organize, redistribute relief goods to the most vulnerable and involve themselves in their camp's management duties to improve food and sanitation services and organize livelihood activities.

The lessons learned during the post-disaster efforts showed possible ways to empower women through increasing their access to resources, capacity-building and self-confidence in leadership roles.

Social recognition and women's empowerment

With the expansion of their centres, services and efforts to restore livelihoods, these women became more visible to the community and gained political recognition, which helped to secure contracts with municipalities to provide their services. The organization now collaborates with local governments, which request their support to provide training, consultancy and monitoring services, contribute to development projects and organize women's groups across the country. Thousands of women have become economically active in formal jobs or started their businesses thanks to this organization.

Currently, the organization has expanded its reach to help Syrian women refugees thanks to its collaboration with Jordanian and Lebanese organizations.³⁶

Sources:

United Nations Development Programme (UNDP) (2001). *Leading Resilient Development*. New York: UNPD.

United Nations Volunteers (UNV) (2018a). *2018 State of the World's Volunteerism Report*. Geneva: UNV.

Women's Learning Partnerships (WLP) (no date). Foundation for the Support of Women's Work. Available at <https://bit.ly/2YIn55Z>.

School for Husbands, Niger

Region: Africa

Country: Niger

Activities: Training men in reproductive health and family planning; encouraging shared decision-making in the household; increasing men's participation in household chores; improving hygiene and sanitation in the communities through volunteerism.

Key gender priorities addressed in volunteering: Balancing male and female roles through increasing men's participation in reproductive health and family planning decisions; reducing the burden of women's unpaid care work through increasing men's participation.

Involving men in reproductive health, family planning and care work

The purpose of the School for Husbands is to bring women and men together to learn about the importance of family planning, health and nutrition, thus enabling them to make well-informed decisions.

Potential male volunteer participants must meet certain criteria, including being married, being a husband whose wife (or wives) uses reproductive health services, being at least 25 years old, accepting that his wife participates in associative structures, having good moral values, cultivating harmony within his family, and being supportive.³⁷

The men attend meetings twice a month that are supervised by the district head of health, who introduces them to topics such as family planning and maternal health. The meetings and lessons can be assisted by other important members of the community, such as religious leaders, if deemed necessary.

Based on these sessions, the men share the information learned among their communities and help install sanitation facilities in their villages to reduce women's work in these areas. The schools also encourage men to participate in household chores and to help their wives with these duties.³⁸

Sources:

Emergency Nutrition Network (ENN) (2020). Back to school: The role of Husband Schools in maternal and child health and nutrition in Niger. Available at <https://www.ennonline.net/nex/9/husbandschoolshealthnutniger>.

Food and Agriculture Organization of the United Nations (FAO) (2020). Niger – L'Ecole des Maris, pour une participation des hommes à la santé de la reproduction. Available at <http://www.fao.org/3/am035f/am035f01.pdf>.

International Planned Parenthood Federation (IPPF) (2020). The 'School for Husbands' in Niger, 23 January. Available at <https://www.ippfar.org/blogs/school-husbands-niger>.

Technovation Girls, Mexico

Region: Latin America and the Caribbean

Country: Mexico

Activities: Women volunteers training young girls, encouraging women participation in science, technology, engineering and mathematics (STEM), and debunking gender myths and stereotypes.

Key gender priorities addressed in volunteering: Balancing volunteer roles in the volunteering sectors; recognizing and valuing volunteer work, including the transition to remunerated work; addressing women's priority strategic needs through access to STEM careers.

Women in technology fields

Women and girls represent a minority among volunteers in STEM fields, which also reflects the situation in societies overall. Research on volunteer computing estimates that than less than 10 per cent of volunteers in this field are women.³⁹ The same study also suggests that these differences in participation are due to the lack of available information and weak capacity to engage wide networks of women to promote these types of opportunities among other women and girls.⁴⁰

Initiatives to increase the participation of women and girls, and men and boys, in areas where they are traditionally underrepresented have the potential to greatly contribute to dismantling gender stereotypes and preconceived ideas about what women and men can do.

Changing the world, one app at a time

Technovation Girls Mexico is the national chapter of a worldwide initiative to teach girls aged 10–18 years to use technology to solve real-world problems. Through this programme, a group of women mentors volunteer to teach girls on app development.

The programme has run in Mexico since 2013 and has involved 1,200 girls to date. Local chapters of Technovation Girls Mexico are present in some of Mexico's most important cities, such as Guadalajara, Mexico City and Querétaro.⁴¹ The initiative has the support of public and private partners from the education, technology and recruitment sectors.

In 2016, Lilia Arceli Lobato Martínez was the first Mexican to win the first-place cash prize to further develop her app that promotes volunteerism in Mexico.⁴²

Seeking a lasting impact

The global network of Technovation national teams aims to inspire and empower girls from all over the world in becoming familiar and comfortable with using technology. According to their reports, 58 per cent of the girls that participate in the programmes pursue further training in computer science after this first experience with technology and other likeminded girls.⁴³ This global initiative meets annually at the Technovation [World Summit](#), bringing together girls from all over the world for a few days.

The global network has seen more than 23,000 girls empowered to use technology to make real-world changes since 2010, with the initiative featured in the book [Wonder Girls: Changing Our World](#) and the documentary [CodeGirl](#).

Sources:

Facebook (no date). Technovation Girls Mexico. Available at <https://www.facebook.com/TechnovationGirlsMexico/>.

Muñoz, Montserrat (no date). Estudiante mexicana, ganadora mundial de Technovation Challenge. Available at <https://bit.ly/2K00QxR>.

Raoking, Feng, and others (2014). Gender and volunteer computing: a survey study. *IEEE Frontiers in Education Conference (FIE) Proceedings*.

Technovation (no date). Our impact. Available at <https://www.technovation.org/impact/>.

Annex 2. Model outline of a gender-sensitive volunteering policy

The following proposed structure is based on the general elements most commonly observed in national volunteering and youth policies gathered during the previous research phase.

- **Preamble**
- **Introduction**
- **Vision**
- **Objectives**
- **Main aspects**
 - **Definitions: volunteerism, volunteers, volunteer organizations, beneficiaries, partnerships**
 - **Public role of volunteerism**
 - **Rights and responsibilities of volunteers and volunteer organizations**
 - **Socioeconomic determinants of volunteerism**
 - **Volunteers' code of conduct**
 - **Volunteers' health and safety**
 - **Privacy and confidentiality**
 - **Volunteers' recruitment**
 - **Volunteers' support, supervision and training**
 - **Value and recognition of volunteer work**
- **Gender-transformative volunteering budget**
- **Monitoring of implementation measures**
- **Impact evaluation**
 - **Feedback mechanism**

Notes

- ¹ United Nations, General Assembly 2002.
- ² UNV 2018a.
- ³ United Nations Development Programme (UNDP) 2015a.
- ⁴ Plan of Action 2020a.
- ⁵ The differentiation between national and subnational levels is particularly useful in contexts where geographic areas present acute differences to the national average, such as extreme poverty, armed conflicts, natural disaster-affected areas, indigenous population majority, etc.
- ⁶ UNDP 2015a.
- ⁷ To submit examples, please email knowledge@unv.org.
- ⁸ Scuro Somma 2020.
- ⁹ Jamaica Bureau of Women's Affairs and Gender Advisory Committee 2011.
- ¹⁰ UNDP 2015b.
- ¹¹ UNV 2018a.
- ¹² International Federation of Red Cross and Red Crescent Societies (IFRC) 2012.
- ¹³ Girl Effect 2018.
- ¹⁴ Plan of Action 2020a.
- ¹⁵ ILO 2018.
- ¹⁶ Ibid.
- ¹⁷ Stuart 2014.
- ¹⁸ Islam 2017.
- ¹⁹ Ariely *et al.* 2009.
- ²⁰ International Center for Not-for-Profit Law (ICNL) and European Center for Not-for-Profit Law (ECNL) 2009.
- ²¹ GHK 2010.
- ²² UNV 2018a.
- ²³ Sharma and Sudharshan 2010.
- ²⁴ ActionAid International Kenya 2020.
- ²⁵ Stuart 2014.
- ²⁶ ILO 2018.
- ²⁷ Alonso *et al.* 2019.
- ²⁸ Ibid.
- ²⁹ World Health Organization (WHO) 2002.
- ³⁰ IRFC 2020.
- ³¹ UNV 2018a.
- ³² Government of Odisha 2017.
- ³³ Ministry of Youth Affairs and Sports of India (MYASI), UNV and UNDP 2017.
- ³⁴ UNV 2018a, p. 50.
- ³⁵ UNDP 2001, p. 53.
- ³⁶ Women's Learning Partnerships (WLP) no date.
- ³⁷ Food and Agriculture Organization of the United Nations (FAO) 2020.
- ³⁸ Emergency Nutrition Network (ENN) 2020.
- ³⁹ Volunteer computing allows people to donate their computing resources, such as storage or processing power, towards massive, often altruistic, projects.
- ⁴⁰ Raoking *et al.* 2014.
- ⁴¹ Facebook no date.
- ⁴² Muñoz no date.
- ⁴³ Technovation no date.