



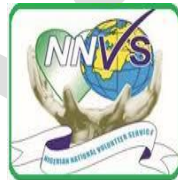
FEDERAL REPUBLIC OF NIGERIA

NATIONAL POLICY

ON

INCLUSIVE VOLUNTEERISM FOR NIGERIA

...Promoting the Culture of Inclusive Volunteerism towards Sustainable National Development



Nigerian National Volunteer Service (NNVS)

Office of the Secretary to the Government of the Federation (OSGF), Abuja, Nigeria

Revised Edition, 2020



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Foreword

to be written by

President of the Federal Republic of Nigeria

DRAFT

Acknowledgement

to be written by the

Secretary to the Government of the Federation

DRAFT

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Executive Summary

Nigerian citizens have a right and responsibility to contribute to nation building. Volunteering benefits individuals, communities, Government, Development and private sectors. In view of the rising insecurity and high level of youth unemployment in the Country, Inclusive Volunteerism will help promote youth employability and entrepreneurship and contribute to family income and community development.

Thus, this National Policy on Inclusive Volunteerism and Plan of Action for Nigeria aims to strengthen Nigeria's communities by promoting and fostering opportunities for citizens to volunteer their ideas, talents and skills towards sustainable development. The Policy envisages that within the next five years, volunteerism would be encouraged, supported, recognized and inculcated as a way of life by all Nigerians. It provides policy and strategic guidelines for different stakeholders: government, business sector, not-for-profit sector and the broader volunteering sector.

This Policy has nine main parts which set out the Nigerian Government's vision for volunteering over the next five years.

- **Part One** gives a general overview of the Policy, its linkages with the Sustainable Development Goals and role in national development, and the process that led to the review of the Policy and the development of its Plan of Action.
- **Part Two** provides an insight on the Policy Framework especially as regards the Context, Goal, Vision, Mission, Fundamental Objectives and Measures to be undertaken to ensure successful implementation of the Policy and its Plan of Action.
- **Part Three** describes the concept of Inclusive Volunteerism, benefits and principles of volunteerism, as well as the thematic areas for engagement, forms and types of volunteerism.
- **Part Four** lays the condition for volunteer service, insurance and management of volunteers
- **Part Five** emphasizes key stakeholders in volunteerism, their expected roles and responsibilities
- **Part Six** highlights the incentives, commitments, innovative financing and other resources needed to ensure support and development of volunteerism in Nigeria
- **Part Seven** provides the Framework for the effective implementation, coordination, advocacy, monitoring and enforcement of the Policy
- **Part Eight** highlights the institutional framework needed to sustain volunteerism in Nigeria
- **Part Nine** provides a five years Plan of Action for implementing the National Policy on Volunteerism

Acronyms and Abbreviations

AUY-VC	African Union Youth Volunteer Corps
CBOs	Community Based Organizations
CRPD	Convention on the Rights of Persons with Disabilities
CSOs	Civil Society Organizations
CVC	Community Volunteer Committee
EVP	ECOWAS Volunteers Programme
FBIN	Fresh & Young Brains Development Initiative
FBOs	Faith Based Organizations
FMARD	Federal Ministry of Agriculture and Rural Development
FME	Federal Ministry of Education
FMEnv	Federal Ministry of Environment
FMI	Federal Ministry of Information and Culture
FRSC	Federal Road Safety Commission
IAVE	International Association for Volunteer Effort
IDPs	Internally Displaced People (Persons)
JID	Joint Initiative for Development
M & E	Monitoring and Evaluation
NARTO	National Association of Road Transport Owners
NOA	National Orientation Agency
NTGV	National Thematic Group on Volunteerism
NGOs	Non-Governmental Organizations
NNVS	Nigerian National Volunteer Service
NURTW	National Union of Road Transport Workers
NYSC	National Youth Service Corps
NYVS	Nigerian Youth Volunteer Service
OSGF	Office of the Secretary to the Government of the Federation
OSSAP-SDGS	Office of the Senior Special Assistant to the President on the SDGs
PLWD	People living with Disabilities
PRSP	Poverty Reduction Strategy Paper
SDGs	Sustainable Development Goals
UNMC	United Nations Millennium Campaign
UNV	United Nations Volunteers
VIOs	Volunteer Involving Organizations
VSO	Voluntary Service Overseas

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Part 1

Policy Background and Rationale

1.0 Background to the National Policy on Inclusive Volunteerism

Volunteerism has long existed in Nigeria through various formal and informal means. For instance, care for the vulnerable and elderly population, participating in community projects or providing finance or other support to individuals, families or communities in distress. Volunteerism is an integral part of our culture and extends to all aspects of our lives. As a result of high population growth, youth restiveness and difficulties of Government institutions to urgently and adequately respond to the needs of citizens, Civil Society and Volunteer Involving Organizations (VIOs) emerged to identify and address gaps in the society and influence policy change and government actions towards them.

This Policy is inclusive and covers the elderly, people living with disabilities, ex- militants, youths that have experienced trafficking, the ex-convicts and the unemployed.

Though Volunteerism is generally acknowledged as a critical and veritable tool for sustainable national development, in Nigeria, the spirit of volunteerism is at its lowest ebb. This is occasioned by poor awareness about the socio-economic importance of volunteerism and more recently economic challenges facing the average Nigerian. This situation has led to the nation being denied a critical development component that can aid and contribute to nation building as well as accelerate development in critical areas. The need to incorporate volunteerism as a tool for development called for a policy framework that will guide the effective management of volunteerism and development. Thus, Nigerian National Volunteer Service (NNVS) Department of the Office of the Secretary to the Government of the Federation (OSGF) initiated the development of this Policy Document.

The foregoing discourse forms the basis for the development and subsequent review of this Policy to provide leadership aimed at promoting volunteerism, engaging volunteers and facilitating their access to volunteerism opportunities. Volunteers play a very important role in nation building and national development agenda. Currently, Government is exploring volunteerism as a tool to effectively engage citizens as a means of creating employment given the continuous rise in the nation's unemployment figures.

Thus, this National Policy on Inclusive Volunteerism was designed to serve as a guide for engagement, retention and management of volunteers in service to their communities and the nation at large. It stipulates how the federal, states and local governments, private and third sectors¹ of the economy can contribute, engage and utilise the services of volunteers in line with current and emerging trends and global best practices under the coordination of the Nigerian National Volunteer Service.

With the prevailing favourable disposition and commitment of our Government to respect the rule of law and promote sovereignty of the nation, this Policy and Plan of Action should aspire to comply with the United Nations Sustainable Goals (UN SDGs) and other global standards for volunteering.

1.1 Rationale for the Revision of the Policy

The need for volunteerism in Nigeria is becoming more evident and respected as a way to improve social cohesion, mental health and well-being, inclusion and inter-connectedness

¹ Third Sector include FBOs, CBOs, CSOs, NGOs, among others

among communities. Nigerian Government recognizes Volunteerism as a practical and powerful mechanism to support the implementation of national priorities and increases employability for young people. Nigeria's population is youthful, with unemployment being the greatest threat to national development. This increase in the youth population is prompting our Government to emphasize volunteerism as a means of constructively engaging and equipping young people for the job market. With the huge human resources in Nigeria, particularly the teeming youth population, it is expected that when the voluntary sector is fully mobilized, trained and supported, it can provide the manpower needed for socio-economic development of the nation.

People living with Disabilities often face difficulties in participating in societal actions especially as regards discrimination and exclusion which hinder their development. Thus, inclusive volunteerism is a vital tool that will help place people with disabilities on equal bases with non-disabled people while integrating them into volunteer actions across the country on the SDGs Principles of Leave No One Behind.

The United Nations (UN) advised nation states to align their national legislation on volunteerism with **Resolution 56/38 passed by the UN General Assembly** in 2001. **The Resolution** highlights the importance for all nation states to adopt a holistic and comprehensive legal framework that will create an enabling environment for volunteering. Since the International Year of Volunteers (IYV) in 2001, there has been an increasing global awareness and wide acceptance of the role of volunteerism in peacebuilding and sustainable development. The United Nations General Assembly specifically noted the importance of legislative and fiscal frameworks for the growth and development of volunteerism, and encouraged governments to enact such measures.² This Policy Review therefore stems from the provisions of these **Resolutions** and is based on the premise that Volunteerism has the power to transform our country and contribute to personal, organizational, community and national peace and development.

Despite efforts by Government and her partners to integrate volunteerism within the key sectors of Nigerian economy, the mechanisms and institutions for coordinating volunteer efforts across the nation are weak and need to be harmonized and strengthened for a more coordinated approach. The Review of this Policy aims at addressing emerging trends and challenges while providing guidance on the management, rights, responsibilities and roles for volunteers, volunteer involving organizations and institutions.

1.2 State of Volunteerism in Nigeria

Volunteerism is a universal human phenomenon that contributes important social and economic benefits to society. Volunteerism in Nigeria is as old as the people because one form of volunteering act or the other has always existed in times that predate modern civilization. In traditional society, there is a level of volunteerism that is expected at a certain age often based on experience, gender, ability, location or availability. Instances of volunteerism in Nigeria include communal farming, burials, festivals, security operations, rescue, advocacy and other community actions. Most times, the task is how to ensure that the passion and spirit of volunteerism in Nigerians is sustained and encouraged to thrive with the conviction that volunteerism is not a means of livelihood but a way of life, and service to humanity.

According to the **United Nations Volunteers (UNV) 2018 State of the World's Volunteerism Report: The thread that binds Volunteerism and community resilience**, the National

² A/RES/63/153 Follow-up to the implementation of the International Year of Volunteers, 18 December 2008

Volunteer workforce for Nigeria was about 58 million as at 2016, with informal volunteering exceeding formal volunteering across the country.

Volunteerism in Nigeria has changed as a result of a variety of factors: from demographic changes in the population to availability of resources and technologies especially gender and disability friendly technologies that encourage more women and people living with disabilities to volunteer. Similarly with the emergence of the Sustainable Development Goals (SDGs), there has been a gradual increase in the number of active volunteers in Nigeria over the past two decades. Reasons for this trend include: change in public perceptions of volunteerism; increased awareness of role of volunteerism in addressing socio-economic, political and environmental concerns; increasing number of volunteer involving organizations that address key developmental issues; emergent number of volunteers needed to support the delivery of public services and community needs; increased involvement of retirees, interests of Nigerian Diaspora to volunteer; people living with disabilities and older people and support by development partners as well as the international community.

1.3 The Policy Development and Review Process

The initial Draft National Policy on Volunteerism was developed by a joint action of the Nigerian National Volunteer Service (NNVS) and United Nations Volunteers (UNV) in December 2007. It was later reviewed by a 'National Volunteerism Policy Review Committee'³ from April to June 2012. The Committee was formally inaugurated on 17th April, 2012. The draft National Policy on Volunteerism in Nigeria was reviewed in 2012 to facilitate policy advocacy, consultations and dialogue among a broader spectrum of stakeholders in the Volunteer and development sector essentially to harness and integrate divergent thoughts, views and opinions with the view of evolving a generally acceptable policy document. Regrettably, that version of Policy was not finalized and adopted for implementation.

On January 9, 2020, in line with the United Nations Principle of 'Leave No One Behind' and Nigerian Government's commitment to inclusive volunteerism, the Nigerian National Volunteer Service (NNVS) with funding support from the Voluntary Service Overseas Nigeria engaged a National Consultant – Barr. Nkiruka Nnaemego-Okonkwo to revise the Policy, develop a Plan of Action for its implementation and get critical stakeholders inputs and endorsement in the revision, adoption and implementation processes with the supervision of the NNVS. Sequel to this, the process for the revision of the Policy and development of a strategic framework for the implementation of the Policy was formally started on January 9, 2020 with an online Survey to get public inputs into the Policy and confirm the preparedness of Government institutions and key actors in the private and third sectors of the economy in the Policy Review and Implementation Processes. The Survey Results are presented as a separate document.

The online consultations done through the Survey was followed by a National Stakeholders' Policy Review and Validation Workshop held in Abuja on February 5, 2020 to finalize and validate the Revised Policy and Plan of Action. Approval by the Federal Executive Council was also sought and received by the Permanent Secretary in the Office of the Secretary to the Government of the Federation (OSGF) on behalf of the NNVS.

³ The Review Committee comprised Nigerian National Volunteers Service (NNVS), United Nations Volunteers (UNV), Fresh & Young Brains Development Initiative (FBIN), National Youth Service Corps (NYSC), International Youth Development Initiative (IYDI), Voluntary Service Overseas (VSO), International Association for Volunteer Effort (IAVE), ECOWAS Volunteer Programme and Joint Initiative for Development (JID)

Key thematic areas were selected for the Plan of Action based on the survey findings, situation analysis as presented within the Policy and the need to establish a strong institutional and coordination framework for its implementation. The Plan of Action was presented and validated alongside the Revised Policy during the National Stakeholders' Policy Review and Validation Workshop in Abuja on February 5, 2020.

1.4 Volunteerism within the context of Sustainable Development Goals

The United Nations Sustainable Development Goals (SDGs) are a comprehensive and ambitious set of goals intended to create a just society where resources are equitably distributed and sustainably utilized in such a way that the lives and well-being of all citizens are safeguarded. The 2030 Agenda for Sustainable Development and its 17 Goals emphasizes an urgent need for countries to develop volunteering infrastructures and identify key measures that can promote an enabling environment for volunteerism. The United Nations also recognizes volunteer groups as among the means of implementation of the 2030 Development Agenda. Thus, the global community places volunteerism at the centre of a strategic and long-term approach for policies and programmes aimed at implementing the SDGs towards sustainable peace and development across the globe.

On their part, the post-2015 international framework and processes recognize volunteerism and citizen engagement as common threads and vital tools for sectoral policies and plans. National Governments are encouraged under the *Sendai Framework for Disaster Risk Reduction, 2015*⁴ to engage volunteers in the design and implementation of policy and plans. Again, volunteers are critical in strengthening engagement with national actors, community liaison and national capacity development, as noted by the High Level Independent Panel on United Nations Peace Operations Report, 2015.

On the basis of inclusivity and fairness, volunteerism is an effective mechanism for reaching the poorest and most marginalized populations in Nigeria, especially as they add in numbers and experience to the existing public service workforce and help to ensure the relevance of these services to the communities they have been set up for. Volunteers have an opportunity to develop and/or strengthen their skills while directly contributing to sustainable development. Public, private and third sector institutions and organizations contribute to volunteerism through their corporate social responsibility and volunteer actions respectively.

1.5 Role of Volunteerism in promoting Community and National Development

Volunteerism plays a key role in addressing different local and national challenges in Nigeria, such as climate change and environmental issues, food insecurity, youth unemployment, socio-cultural differences, migration, urbanization, gender inequality and social exclusion of vulnerable groups. Volunteerism contributes immensely to local and national economies by providing a huge source of human resources. It also creates social capital and a better 'quality of life' which can be an influential factor in investment and job creation. Volunteerism offers indigenous knowledge and a pool of human, material and financial resources which can be harnessed to help governments in delivering better policy and programmatic interventions. A conducive and enabled volunteering sector empowers citizens and communities with skills and the opportunity to directly engage in their own development that will in turn have impact both locally and nationally. In general, volunteerism is a critical resource for peace and national development.

⁴<https://www.bing.com/search?q=sendai+framework+for+disaster+risk+reduction%2C+2015&form=EDGTCT&q=PF&cvid=f6559bb646b848b7b1f0a56f6d2591fb&cc=US&setlang=en-US#>

Part 2

Policy Framework: Context, Goal, Vision, Mission, Objectives and Measures

2.0 Policy Context

Volunteerism in Nigeria was previously conducted in a way that made it impossible to coordinate or harness volunteers' skills and opportunities towards national development. Though currently in Nigeria, there is no contemporary national framework for coordinating and evaluating volunteer activities. Therefore, this Policy aims to bridge that gap and promote volunteerism in Nigeria. The Policy seeks to make every Nigerian citizen a stakeholder in the quest for sustainable national development and to create a knowledge base and networking platform for all institutions and organizations. It sets out to re-activate the spirit of volunteerism in the country and serve as a reference point for volunteering actions across Nigeria, and promote equal opportunity for all.

2.1 Policy Goal

To have a Vibrant and Strategic Volunteerism Framework by 2024

2.2 Vision

To have a country with inclusive volunteerism where all citizens become drivers of their own development and agents of positive change

2.3 Mission

To stimulate citizens' consciousness about volunteerism and place volunteerism at the heart of developmental policies and actions across Nigeria

2.4 Fundamental and Specific Objectives

2.4.1 Fundamental Objectives

To entrench volunteerism in the national development framework that harnesses human, technical and financial resources for social and economic development of the Nation.

2.4.2 Specific Objectives

1. To rekindle, support and promote the culture of inclusive volunteerism among Nigerians;
2. To integrate and ensure that volunteer service is a key component of all sector strategic development plans and institutional actions;
3. To establish an inclusive research, communication, advocacy, technological and peer review mechanism that documents and disseminate current and emerging trends, challenges, key lessons, best practices and innovative approaches to inclusive volunteerism;
4. To design a legal and operational framework that recognizes volunteers' contributions and enables better conditions for volunteering;
5. To clearly define roles of key stakeholders in volunteerism, their lines of communication, accountability, and operational standards; and
6. To establish a national coordination framework to effectively mobilize and harness domestic and foreign resources towards achieving the goals and objectives of volunteerism in Nigeria.

2.5 Scope of the Policy

Volunteer work covers all sectors of the economy such as education, emergency and humanitarian, health (including sexual and reproductive health), social welfare, arts and culture, agriculture, energy, environment, sports, ICT, foreign aid, human rights, women and youth development. However, this Policy prioritizes areas in the above-mentioned sectors that promote sustainable agriculture and food security, safe cities, quality education, environmental sustainability, peace and conflict resolution, democracy and good

governance, humanitarian support, social protection, gender mainstreaming, economic and social justice.

2.6 Policy and Legislative Measures

This Policy promotes an enabling environment, operational structures and implementation capacities to advance inclusive volunteerism and support volunteers and volunteer involving organizations in their work. This Policy is intended to lead to the enactment of an Act as well as State Laws on inclusive volunteerism in order to adapt and localize global frameworks on volunteerism that regulate, incentivize and protect volunteers' actions across Nigeria. The Policy provides an operational structure for national, state, and local government volunteer schemes, as well as for private, and third sector actors that support volunteerism. Through the implementation framework, provisions are made for key resources needed for inclusive volunteerism including innovative financing, advocacy and communication channels, data management and operational standards.

2.6.1 Policy Environment

The Enabling Environment simply refers to the overall policy framework within which inclusive and empowered volunteerism can be achieved. In Nigeria, the overall policy framework include the Constitution, National Policy on Volunteerism, sector- based Policies, international policy and legal frameworks that are volunteer-friendly. The Policy recognizes the importance of equitable and fair treatment of volunteers regardless of their background, age, gender, experience, location, ability/ people living with disabilities (PLWD), occupation, among other factors. The Policy relies on Government's commitment to regional and global agreements and programmes especially the UN SDGs Development Agenda, Africa Agenda 2063, African Union Youth Volunteer Corps, ECOWAS Volunteers Programme, among others.

2.6.2 Legal Environment

The legal environment focuses on how legal issues affect volunteerism in Nigeria. Laws can support an enabling environment for volunteerism on the basis of fundamental rights and freedoms. This means that both international and national laws on fundamental rights and freedoms shall protect volunteers and define the legal scope of volunteer activity. The National Act or State Law on Inclusive Volunteerism when enacted, shall prevent the term "volunteerism" from being used as a substitute for 'cheap labour' or 'illegal forms of compulsory labour.' The Act or State Law shall recognize, protect and support volunteer participation in foreign missions and programmes, and possibly accord diplomatic privileges and immunities to volunteers for ease of volunteer work. Volunteers shall be protected in the event of damages or injuries experienced in the course of their work. To facilitate volunteer recruitment, engagement and retentions, tax provisions should expressly exempt volunteers from paying taxes on the amounts they receive as reimbursement of expenses or for subsistence support, provided that these amounts are reasonable and necessary for the purposes of their volunteer assignments.

2.7 Policy Review

This Policy shall be due for another review in 2024 and shall follow an integrated and comprehensive consultative process that integrates stakeholders' inputs and emerging realities.

Part 3

Concept of Volunteerism

3.0 Definition of Volunteerism

Generally, Volunteerism is considered an altruistic activity, intended to promote good or improve human quality of life, but people also volunteer for their own skill development, to meet others, to make contacts for possible employment, to have fun, and a variety of other reasons that could be considered self-serving.⁵ Volunteerism is as essential to life as life itself; it is the sacrifice of time, skill or resources with the aim of making a positive change either as an individual or group (formal or informal).

According to the United Nations General Assembly Resolution (2002), Volunteerism means *“activities undertaken of free will, for the good of the general public and where monetary reward is not the principal motivating factor.”*⁶

This Policy defines ‘Volunteerism’ as an act of offering time, energy, skills, financial, material and/or other resources out of one’s own freewill, without necessarily expecting monetary reward in return, and the action or activity must be beneficial to the society or contribute to positive change.

3.1 Concept of Inclusive Volunteerism

Volunteerism is an essential part of an inclusive society in which all Nigerian citizens feel valued and have the opportunity for meaningful social participation and engagement. Inclusive Volunteerism contributes to a greater sense of belonging and helps individuals feel more connected to their local communities. Engaging volunteers with a diverse range of experiences and backgrounds enables organizations to build stronger links to their local communities. This can create greater social cohesion.

Volunteer Inclusivity: Some organizational policies on volunteerism clearly create space for the inclusion of marginalized groups, particularly people living with disabilities, women and youth. In Nigeria, gender dimension to volunteerism is often characterized by socio-economic, cultural and religious factors. For instance, in some communities, more females volunteer than males, while in other communities, younger females volunteer more than their male counterparts because of their gender roles and stereotypes. Also, there are instances where the older population and retirees volunteer more than the young population in order to maintain their physical fitness and ensure their relevance in community processes. Again, possibility of volunteer actions undertaken by people living with disabilities and citizens with little or no educational background is very low when compared to their counterparts. Thus, the principle of inclusive volunteerism encourages the integration of all citizens into volunteer actions that address their felt needs and aspirations.

Furthermore, there is an increase in the number of volunteer involving organizations in Nigeria to address social, environmental and economic challenges in the society. This leads to an urgent need to regulate, sustain, professionalize, incentivize and monitor the voluntary sector to ensure better results.

Disability and Volunteerism: *Article 1 of the Convention on the Rights of Persons with Disabilities (CRPD)* defines Persons with disabilities to include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various

⁵ Fresh & Young Brains Development Initiative (2009) ‘A Toolkit for Volunteerism.’ www.freshbrainsdevelopment.com

⁶ UNGA 2002

barriers may hinder their full and effective participation in society on an equal basis with others.

Article 2 of CRPD which speaks to “Reasonable Accommodation” that support Disability Inclusivity and provide practical steps to inclusive volunteerism. For example, the frontline aspect of volunteer work poses an additional consideration for making volunteering accessible. When “fit” with service recipients are determined, this Policy recognizes that disability shall not affect selection and encourages volunteer managers to also consider any barrier(s) and discriminatory attitudes that the volunteer with a disability may face when working directly with the public.⁷

3.2 Principles of Volunteerism

- 3.2.1 Voluntary:** Volunteerism should be voluntary and a ‘matter of choice’. Therefore, volunteers should be able to render service out of their free will.
- 3.2.2 Temporary:** Volunteers shall not be used by organisations to replace paid workers, since they are not permanent staff. This Policy recognizes that Volunteerism is not ‘cheap labor.’
- 3.2.3 Humanity:** Volunteer efforts should be selfless service to humanity.
- 3.2.4 Community Service:** Volunteer efforts should be beneficial to the community.
- 3.2.5 Impartial:** Volunteers should render services without restriction, not minding religion, race or creed and shall always be neutral in rendering services.
- 3.2.6 Dignity:** Volunteers must believe in the intrinsic dignity of all persons regardless of race, gender, religion or political affiliation, they should appreciate human differences, and work for the benefit of all.
- 3.2.7 Solidarity:** Volunteers should relate with one another as partners irrespective of their organization, religion, ethnic affiliation or gender.
- 3.2.8 Legitimacy:** Volunteerism is a legitimate way in which citizens can participate in the activities of their community.
- 3.2.9 Beneficial:** Volunteerism benefits the community and the volunteer.

These principles apply to both volunteers and VIOs.

3.3 Benefits of Volunteerism

The benefits of volunteering are significant for personal, community and national development. The benefits are economic, social, cultural and environmental. Volunteers play a significant role in rural, peri-urban and urban communities across Nigeria. They do not only contribute their resources and expertise but also assist during humanitarian crises and natural disasters. Volunteerism reinforces community connectedness, crime reduction, lifelong learning, improved employability, personal empowerment, education and training, active citizenship, gender and social inclusion. Positive volunteerism has transformational power and brings feelings of well-being to those who volunteer.⁸ Volunteerism also has positive impacts in the lives of the elderly, retirees and people living with disabilities. Volunteerism also benefits organizations that involve volunteers in their work; they often rely on volunteer support for their growth and expansion.

3.4 Thematic Areas for Volunteer Engagement

This Policy shall focus on key areas of the United Nations Sustainable Development Goals and the Nation’s Development Agenda especially those that affect the welfare, health, income, livelihoods, peace, security and development of the Nigerian community and her members. It shall address the thematic areas from two broad perspectives: Policy

⁷ https://volunteer.ca/vdemo/EngagingVolunteers_DOCS/Supporting_Volunteerism_by_People_with_Disabilities_Guidebook.pdf

⁸ The Impact of Volunteering on the Health and Wellbeing of the Volunteer (2017).

Engagement and Volunteer Actions. Also, the Policy shall address current and emerging global and national trends as regards Poverty and Hunger Reduction, Inclusive Education, People living with disabilities, rural and elderly populations, Humanitarian Support, Food Security and Nutrition Safety, Equitable Distribution of Resources, Migration, Resource Mobilization, Innovative Technology, Data Management, Climate Change and Environmental Sustainability, Employment and Entrepreneurship, Transparency and Good Governance, Financial Literacy, Transformative Leadership, Gender and Corruption.

3.5 Forms of Volunteerism in Nigeria

In Nigeria, Volunteerism is seen as a powerful force that engages people especially women and youth in working towards peace and development. The following forms of Volunteerism are recognized by this Policy:

3.5.1 Voluntary action: is deeply embedded in most cultures in Nigeria. It emerges from long-established ancient traditions of sharing, whether understood as mutual aid and self-help, philanthropy and community service, or civic participation and advocacy. Volunteerism is both an opportunity and an asset for development. It represents a tremendous resource for addressing many of the development challenges of our times.

Mutual aid, Service to others, Participation and Advocacy are the four main types of volunteer activity or voluntary action.

- a. **Mutual aid:** In many parts of Nigeria, this form of voluntary action is the mainstay of social and economic support systems. From small, informal kinship and clan groupings, to more formal, rotating credit associations, voluntary collective activity is central to people's welfare.
- b. **Service to others:** Citizens volunteer time through formal and informal organizations in fields such as health, social welfare, housing, environment, literacy, religion and sports. The service may be local, national or international in scope, and may involve government programmes, non-governmental organizations or the private sector.
- c. **Participation:** Volunteerism is a proven and valuable component of good governance. Examples are representation on government consultative bodies, involvement in local development projects, parents' and teachers' participation in school associations.
- d. **Advocacy:** This is a diverse category, encompassing activist movements and coalitions whose aims are to raise wider awareness about local and global issues.

3.5.2 Skills-based Volunteerism: refers to volunteerism in which volunteers are specifically trained in the area they are volunteering in. This contrasts with traditional volunteerism where specific training is not required.

3.5.3 Virtual Volunteerism: This is also called as e-Volunteerism, online volunteerism or micro-volunteerism. Virtual Volunteerism is a term that describes a volunteer who completes tasks, in whole or in part, offsite from the organization being assisted, using internet in the home, school, tele-center or work computer or other Internet-connected devices such as a smartphone. Virtual volunteerism is similar to telecommuting, except that, instead of online employees who are paid, these are online volunteers who are not paid. Most organizations especially UN Volunteers have online volunteers.

3.5.4 Environmental Volunteerism: refers to volunteers who contribute towards environmental management. These volunteers conduct a range of activities including climate change advocacy, environmental monitoring, ecological restoration such as re-vegetation and weed removal, and educating others about the natural environment.

- 3.5.5 Volunteering in Schools:** School systems around the country need volunteers and donations in order to run effectively. Whenever the economy is down, the need for volunteers and resources increases greatly. There are many opportunities available in the school system for volunteers to take advantage of, especially if one has a special skill or trade. Much like the benefits of any type of volunteerism, there are great rewards for the volunteer, student, and school.
- 3.5.6 Formal Volunteerism:** This is defined as an activity which takes place through not-for-profit organizations or projects and is undertaken in order to benefit the community; performed of the volunteer's own free will and without coercion; is intended for no financial payment; and is done within designated volunteer positions.
- 3.5.7 Informal Volunteerism:** This means giving unpaid help to an individual who is not a relative. Voluntary activities done directly, unmediated by any formal organization that coordinates larger-scale volunteer efforts.⁹ Informal volunteerism builds on principles of self-organization and community cohesion and offers maximum flexibility and opportunities for innovation. Informal volunteering can draw on the power of human relationships to strengthen trust and social solidarity, enhance shared meaning within groups and lead to the types of collective action that communities often rely on in times of adversity.
- 3.5.8 Donorship:** Donorship has found its place in our society. It is natural to make one-off donations for publicly beneficial aims or to contribute to humanitarian relief services for individuals and communities affected by natural disasters or conflicts.
- 3.5.9 Mutually Beneficial Volunteerism:** Mutually beneficial volunteerism is an activity carried out by members of a certain association or club for the sake of implementing their objectives and mission .e.g. Rotary Club, Lions Club, among others.
- 3.5.10 Corporate Volunteerism:** This is a form of volunteerism where corporate or private sector organisations promote volunteerism within their profit-oriented businesses.

3.6 Types of Volunteers

Globally, there are five main types of volunteers: Traditional Volunteers, Interns/Gap Year Volunteers, Voluntourists, Online Volunteers and Micro Volunteers. However, for the purpose of this Policy, a Volunteer could fall under the following:

- 3.6.1 Individual Volunteers:** Individuals can volunteer through community service projects, advocacy, capacity building, mentoring and humanitarian relief, among others. An individual can volunteer as a child, youth, adult, professional or retiree.
- a. **Child:** Volunteerism should be introduced as a way of life to citizens during their infancy so that they can imbibe the culture of volunteerism while growing up. Early stages of volunteerism helps the child relate better with peers and other members of the society. Volunteer activities for children include peer mentoring in areas such as reading, playing and other activities which can be introduced into primary schools.
 - b. **Cadet:** This starts from the age 12-18 years which is the formative years of the person and the orientation imbibed within this stage will have an impression on the person in later life. We all have volunteered in one or more groups while within this

⁹ UNV 2015, p. xxv

age and if the passion with which we volunteered then had been sustained, we would today be one of the nations with the strongest volunteer force.

- c. **Youth:** This comprises of volunteers between the ages of 18-35years. Volunteerism provides a key linkage to youth employability and entrepreneurship and often helps young people contribute to policy and decision-making processes. Youth Volunteerism provides young people with positive experiences and opportunities which enhance their strengths and capacity, and which affirm them as valued contributors to their communities and shapers of their own future. It offers the chance for adults, communities and young people to work together with a shared purpose and enterprise. Through Youth Volunteerism, communities are able to recognize, value, support and encourage young people's contributions. These supportive social networks enhance interconnection between young people and their communities.
- d. **Adults:** These are individuals who are above 35 years old. They include artisans, professionals or elderly people. Through volunteerism, adults share ideas and best practices with other members of the society thereby bridging generational gaps and contributing to community development.
- e. **Professionals:** These are experts in their various fields of endeavour. Through volunteerism, professionals render pro-bono services to other members of the society .e.g. free legal and medical services, among others.
- f. **Retirees/Senior Citizens:** These are volunteers who have retired from active service. They can volunteer in community service, areas of interest and in their chosen fields of work e.g. a retired teacher taking 2-4 hours classes in a week. Also a health officer, or a retired Armed Officer or Para Military Officer could mobilize youth for community policing.

3.6.2 Family Volunteers: Family volunteerism allows parents, children and other family members to spend time together while contributing to the community and causes they care about. The parents and adults in a family assume an active role in the moral development of their children. They need to become fully involved at every stage in the child's mental growth until he/she attains maturity. This involvement includes learning to communicate with the younger generation through their books and reading materials. Family volunteerism is also a way of giving back to the society as a family and building communal love to tackle ethnicism.

3.6.3 Group Volunteers: Individuals can come together as a group to volunteer their talents, ideas, resources (human, material and financial) as a way of contributing to community development. The group could be a network, coalition, youth groups, women group, age group, interest group, pressure group. The sole aim of group volunteerism is to pool individual resources together.

3.6.4 Organizational Volunteers: Organizations are also involved in Volunteerism. Some are volunteer placement organizations, volunteer involving organizations or volunteer-based organizations. These organizations are guided by National Standards for Volunteer Management and include: Youth and gender-based organizations, Non-Governmental Organizations, Faith Based Organizations, Voluntary Youth organizations, Community Based Organizations, Corporate Bodies, Private or Public Sector Institutions, Schools or Educational

Institutions, Government Ministries, Departments and Agencies. These organizations help to build the capacity of youth volunteers and mainstream them into developmental processes.

- 3.6.5 Community Volunteers:** These are individuals who are volunteering in their own or a nearby community. They are often connected to a formal programme of work led by local NGOs, international organizations or Government institutions. Volunteerism at community levels can be done through community service learning and action-oriented projects geared towards contributing to community development and sustainable development goals. Community volunteerism is considered the most inclusive model for volunteering because they have flexible volunteering arrangements, can be full time or part-time, short or longer term, and do not require educational attainment like other forms of volunteerism. Community volunteerism strengthens relationships and allows community members to support each other emotionally in times of crisis.
- 3.6.6 Corporate Volunteers:** These are corporate/private sector organisations carrying out profit-oriented businesses in Nigeria. Apart from supporting volunteer involving organisations, they also establish volunteer service units in their respective organisations and encourage their employees to actively participate in volunteer work in their immediate communities.
- 3.6.7 Diaspora Volunteers:** These are volunteers across borders. It involves Nigerians volunteering in other countries. Diaspora population volunteering in the country of origin is a way of contributing to the development of the homeland.
- 3.6.8 National Volunteers:** This is volunteerism done by citizens of a country, either within their community or in another part of the country, which contributes towards local or national development. National volunteering can be done in form of localised, unstructured and informal way called '*civic engagement*' or '*community participation*.' It may also be in a structured way called '*volunteering schemes*.' They often have knowledge and understanding of the local context, local issues and challenges.
- 3.6.9 International Volunteers:** Individuals who have travelled from their home country to another country to volunteer. International volunteers also include '*diaspora volunteers*' who are individuals that volunteer in their country of origin, and '*south-south volunteers*' who are individuals who travel from a global south country to another global south country to volunteer.

Part 4

Volunteer Service and Management

Volunteers are viewed as a valuable resource to the nation. Consequently, there is a need to promote and protect their rights while providing good conditions for their volunteer service.

4.0 Conditions for volunteering:

- i. Volunteerism is not undertaken primarily for financial benefits;
- ii. Volunteerism is not a substitute for permanent employment;
- iii. Volunteerism is undertaken freely and passionately;
- iv. Volunteerism shall be without discrimination on the basis of religion, gender, social class, educational qualifications, health status, state of origin, ability or disability; and
- v. Volunteerism is beneficial to a third party as well as the community.

4.1 Rights of Volunteers

As Volunteers render their voluntary service, they are expected to enjoy the following rights:

- i. Equal opportunities in terms of gender;¹⁰
- ii. No discrimination or harassment;¹¹
- iii. Have their personal information kept confidential;
- iv. Enjoy Right to Protection of life and property and such other rights as enshrined in the Nigerian Constitution;
- v. Have a description of their volunteering roles;
- vi. Have their duration of volunteerism counted as work experience;
- vii. Be given appropriate support, skills and training;
- viii. reasonable pre-approved out of pocket expenses reimbursed ;
- ix. Have any concerns or questions dealt with properly;
- x. Opportunities to enjoy tax incentives;
- xi. Right to a safe, comfortable, friendly and healthy work environment;
- xii. Right to access to volunteer information and policies;
- xiii. Right to collaboration and profitable networking; and
- xiv. Access to Insurance Cover especially in cases where they work in natural disaster and conflict prone areas.

4.2 Responsibilities of Volunteers

The following are responsibilities of volunteers:

- i. Abide by laid down rules, volunteer guidelines, procedures and processes;
- ii. Comply with terms of references and job descriptions of their engaging institutions;
- iii. Be in regular contact with project leaders, host organization and/or communities;
- iv. Alert the volunteer manager or project coordinator in problematic or emergency cases;
- v. Be reliable, honest, responsible, act appropriately and set a good example to others when volunteering;
- vi. Ensure Professionalism, Accountability and serve the best interest of their host organizations, communities and the Country within which they operate or perform their assignments;
- vii. Provide requisite skills, be available and punctual, protect classified information and the sanctity of intellectual property & information of host organizations and communities except where such information is repugnant to natural justice, equity and good conscience;
- viii. Accept guidance and support from the volunteer coordinator and host organization;

¹⁰ Male and female,

¹¹ On the basis of age, gender, disability, religion, class or educational background

- ix. Be willing to learn and participate in trainings, meetings, retreats and all relevant activities within the volunteer period; and
- x. Maintain and respect the organisations data protection and confidentiality policies.

4.3 Responsibilities of Volunteer Involving Organizations towards volunteers

- i. Promote mutual understanding, common standards of practice and ensure that volunteers are effectively included as active participants in the organization.
- ii. Indicate level of professionalism expected of volunteers as regards conduct, dressing, punctuality, reporting and accountability, integrity, confidentiality, among others.
- iii. Highlight major steps involved in the recruitment and selection process, including feedback, references and security checks.
- iv. Explain the Organization's policies that are volunteer-related such as equal opportunities, health and safety, confidentiality, data protection, policy/ procedures for reclaiming out of pocket expenses, and details of insurance cover (including any limitations or conditions on the cover provided)
- v. Inform volunteers of dispute resolution mechanisms within the Organization and assign a volunteer manager to supervise its volunteers.

4.4 Volunteer Insurance

Volunteer involving organizations and communities shall ensure that adequate safety and security measures are put in place for volunteers. Provisions shall be made for life, health and permanent disability insurance coverage for volunteers. Volunteers shall enjoy the same Insurance Cover like staff of an organization or members of a community.

4.5 Volunteer Service

Volunteer Service entails the use of knowledge and skills of volunteers. Non-profit making organizations often benefit from the use of skills that professionals have such as accounting, audit, administration, project management, ICT, among others. Volunteer services are also necessary for the attainment of the SDGs and national development. Thus, Volunteer Service also entails the following:

4.5.1 Community Development: Volunteers shall be encouraged to undertake and engage in activities that benefit the community and enhance the well-being of members of the community.

4.5.2 Education: Volunteers shall continue to contribute to programs and processes to achieve Universal Basic and Quality Education through the deployment of volunteer teachers and/or the re-engagement of retired and active teachers.

4.5.3 Conflict Resolution: Volunteers shall be trained in conflict management and alternative dispute resolution mechanisms and be supported to provide pro bono and para-legal services in conflict prone communities.

4.5.4 Relief Operations: Volunteers shall be trained to provide assistance during emergency situations arising from conflicts and/or natural disasters. They shall be involved in relief operations and be encouraged to render services such as evacuation of internally displaced persons (IDPs), vulnerable groups, distribution of relief materials and ensuring safety of IDPs and their property.

4.5.5 Para-Military Institutions: Volunteers shall be posted to paramilitary institutions including the police in different categories but will in no circumstance, be arms carriers. They shall be trained on community policing, traffic control, road safety, fire service, drug law

enforcement, food safety and inspection, among others. Their services shall also include checking orderliness in public places like airports, parks, stadia, market places. Overall, their services shall contribute to community well-being and strict adherence to law and order.

4.5.6 Corporate and Public enterprises: These are stakeholders in the drive for national development. Volunteers shall be posted to public, private or third sector organizations that meet the Volunteer Management Standards as prescribed by this Policy. These organizations shall be given incentives to engage the services of volunteers. Organizations that desire to collaborate with the NNVS, Office of the Secretary to the Government of the Federation (OSGF) are at liberty to apply to the National Office requesting for services of volunteer(s), but the decision on where volunteer(s) could be posted to, shall be the prerogative of the NNVS.

4.5.7 Value Re-Orientation: Volunteers in Nigeria and from the Diaspora shall through their actions, contribute to government's efforts in achieving the UN SDGs and the Transformation Agenda. Also, volunteers shall engage in value re-orientation campaigns and the enlightenment of the citizenry about government policy on volunteerism and other thematic areas.

4.6 Volunteers Data Management

NNVS shall develop guidelines and standard templates for use by volunteer-involving organizations to enable them assess the socio-economic value resulting from volunteer effort and the associated costs. To achieve this, NNVS with support from her partners shall host an online national database of volunteers, volunteer involving organizations, location and thematic areas of volunteer placements, impact and their cost value to the socio-economic development of the country. NNVS shall collaborate with the National Bureau of Statistics to capture all relevant data on volunteerism through an annual survey and periodic data analysis.

This Policy recommends the creation of National, State and Local Government Volunteer Training and Management Centres as vital to promoting volunteerism across Nigeria. These Centres will provide information, training for individuals, organizations, institutions, groups and communities that want to engage volunteers or undertake voluntary activity.

4.7 Engaging People living with Disabilities (PLWDs) in Inclusive Volunteerism: Developing tasks that can be completed at home, being flexible about volunteering schedules and establishing virtual volunteer pathways or enabling participation through conferencing software will alleviate challenges faced by PLWDs and promote virtual volunteerism among PLWDs.

This Policy encourages VIOs to *provide orientation, transportation and relevant support to ensure empowered and inclusive volunteerism by PLWDs throughout the volunteer process without segregating them.*

Part 5

Roles and Responsibilities of Stakeholders in Volunteerism

5.0 Key Stakeholders in Volunteerism

These are institutions and organizations from the Public, Private and Third Sectors of the Nigerian Economy that involve and/or promote volunteerism in their work. They include:

- 5.0.1 **Public Sector:** This includes Government Ministries, Departments and Agencies; Academic and Research Institutions; Security and Intelligence Agencies, and Specialized Technical Committees of the Executive, Judicial and Legislative Arms of Government.
- 5.0.2 **Private Sector:** These are Organized Private Sector and Business Organizations, Micro, Small and Medium Scale Enterprises, Multinational Companies/Corporations, Medical and Labour Unions, among others.
- 5.0.3 **Third Sector:** This covers a wide spectrum of Civil Society Organizations (CSOs): Youth and Women Organizations; Faith Based Organizations (FBOs); Community Based Organizations (CBOs); Child-focused Organizations; other Volunteer Involving Organizations (VIOs); Cultural Associations; Professional bodies/Associations; Diaspora Organizations and Networks; Bilateral/Multilateral Development Partners; Organizations for People living with Disabilities; Self-Help Associations/Support Groups; Diplomatic Community; Media; among others.

5.1 Roles and Responsibilities of Stakeholders

The roles and responsibilities of stakeholders in volunteerism are listed hereunder:

5.1.1 The Government:

Government at all levels: Federal, State and Local Government shall ensure the following:

- Stewardship through gender friendly policies and legal framework that will create enabling environment for promoting volunteerism;
- Funding volunteer efforts, research, technology and best practices across the country;
- Creating synergy and linkages between and among a variety of stakeholders, including but not limited to, Government institutions, CBOs, NGOs, media, Private and Public sectors;
- Enhancing peace building, human rights and non-discrimination;
- Coordination, registration regulation, and information dissemination;
- Monitoring and Evaluation;
- Measuring volunteer work and impact through relevant agencies and institutions;
- Integrating volunteerism into Sectoral; National, State and Local Government Strategies, schemes and volunteering infrastructure with a focus on social and economic inclusion;
- Mainstream Volunteerism across Government Ministries, Departments and Agencies, including Educational Institutions and other sector-based institutions; and
- Promotion of Global standard on volunteerism.

5.1.2 Volunteer Involving Organizations (VIOs):

This includes CSOs especially NGOs at National and international levels, CBOs, FBOs, traditional institutions, Coalitions, networks, advocacy groups, media institutions. Their responsibilities include:

- Networking and facilitating information exchange;
- Advocacy, awareness and training, mutual learning and experience sharing;
- Motivating and encouraging self-help development;
- Mobilizing and promoting local volunteer efforts, financial, technical and human resources;

- Participating in the National Thematic Group on Volunteerism and Multi-Sectoral Stakeholders engagement on volunteerism;
- Dissemination of volunteerism messages to the grassroots;
- Serve as Monitor and evaluation focal point; and
- Mentoring and Coaching.

5.1.3 Academia/Educational Institutions:

- Teaching, training and transferring skills;
- Creating awareness;
- Mentoring;
- Strengthening expertise, evidence gathering, research and knowledge sharing on volunteerism and development themes, policies and actions;
- Providing access, supporting governments and partners in the use of evidence for policies and practice on volunteerism; and
- Facilitating establishments of volunteer groups.

5.1.4 Private/Business Sectors:

- Assisting and funding volunteer community development projects;
- Providing assistance in humanitarian relief situations;
- Sharing expertise, experiences, best practices and key lessons on volunteerism; and
- Promoting and integrating corporate volunteerism as part of Corporate social responsibilities (CSR) initiatives.

5.1.5 Men, Youth and Women:

- Involvement and active participation of men, women and youth in volunteerism;
- Promoting peaceful co-existence, human rights and non-discrimination; and
- To uphold the tenets of international best practices of volunteerism.

5.1.6 People living with Disabilities

- Involvement and active participation of Persons with Disabilities in volunteerism;
- Promoting peaceful co-existence, human rights and non-discrimination; and
- To uphold the tenets of international best practices of volunteerism.

5.1.7 Professional Bodies:

- Transferring of Skills and Knowledge; and
- Supporting volunteerism.

5.1.8 Diaspora Organizations and Networks:

- Participation and mentoring;
- Supporting community development projects;
- Providing assistance in humanitarian relief situations; and
- Exchange programmes.

5.1.9 Civil Society Organizations

- Promote volunteerism as a tool to widen participation;
- Strengthen people's ownership of the 2030 Agenda;
- Measure, document and share volunteers' contributions to sustainable peace and development strategies;
- Sharing expertise, experiences, best practices and key lessons on volunteerism;
- Advocate for an enabling environment and framework for inclusive volunteerism;
- Support research.

5.1.10 Development Partners and Diplomatic Community:

- Capacity building for CBOs and NGOs;
- Provide technical, material, technological and financial assistance;
- Assist and fund volunteer community development projects;
- Provide assistance in humanitarian relief situations;
- Mobilize volunteers for diverse assignments to support the implementation, voluntary reporting and evaluation of the 2030 Agenda as part of UN system capacities; and
- Support Research.

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Part 6

Volunteer Support, Funding and Sustainability

6.0 Support and Development

NNVS and her partners shall do all within their competence and capability to ensure the development, support and efficiency of volunteers in the following ways:

- 6.0.1 Human Resources Development:** Human resource is the strength of volunteerism across the world; thus, volunteerism shall contribute immensely to human capital development across all sectors of the Nigerian economy.
- 6.0.2 Volunteer Recruitment:** NNVS in collaboration with the Federal Ministry of Labour and Productivity and members of the National Thematic Group on Volunteerism shall set up and/or strengthen acceptable modalities for volunteer recruitment across states and local governments. The NNVS and VIOs shall implement the volunteer recruitment process and engage the services of volunteers and volunteer involving organizations in its operations. Organizations shall comply with the provisions of this Policy as regards Volunteer recruitment to promote the welfare of the community, national and international volunteers.¹² Every recruitment and engagement shall be communicated through a formal letter and Volunteer Policy stating the Terms of Reference and volunteer duties to be performed. NNVS shall organize orientation and interactive exercises for volunteers. NNVS and VIOs shall select and assign volunteers to recipient organizations. NNVS shall receive and debrief volunteers after their service period from the recipient organizations. NNVS shall maintain regular contacts with recipient organizations to determine their technical and manpower needs.
- 6.0.3 Volunteer Retention:** NNVS shall ensure credible programmes and postings that are beneficial to volunteers' development. NNVS shall abide by standard global practice to ensure that the number of years spent on volunteerism by fresh graduates is counted as part of work experience to enhance their recruitment prospects.
- 6.0.4 Intervention Model:** NNVS and partners shall ensure that all interventions and services rendered by volunteers are channelled towards community and national development. It shall also be seen to contribute to making lives better for the host community.
- 6.0.5 Community Volunteering Committee:** NNVS shall encourage volunteers, team leaders, community facilitators and community representatives to form committees in order to encourage regular meetings and prepare the host communities to receive volunteers for an empowered volunteerism in the communities. The Committee shall empower the communities to become key stakeholders in development efforts and ensure that volunteer services meet the expectations and desires of the host communities. Through the Committee, host communities will know what the volunteers are doing and thus support volunteering efforts.
- 6.0.6 Recognition:** NNVS shall through policy and legal framework, ensure that years spent on volunteerism are recognized and rewarded.

¹² Volunteers' Welfare shall include work documents and tools, benefits and scheme for illness, insanity, accident, and death, safe and healthy work environment and general logistics

- 6.0.7 Capacity Building:** NNVS and VIOs shall ensure that volunteers have access to training and re-training opportunities for personal, organizational and community development as the need arises.
- 6.0.8 Community support:** Volunteers at all levels shall enjoy support from the Government, Volunteer involving organizations and benefiting communities. They shall be well received and protected by their host organizations, institutions or communities as the case may be. They shall not be harassed, intimidated or discriminated against on the basis of their age, gender, educational level, experience, degree of ability or disability, class, ethnic or religious background. A nationwide campaign is needed to spur organizational and citizens' engagement in volunteerism as a culture and veritable tool for national development.
- 6.0.9 Mutual Partnerships:** NNVS shall work closely with relevant institutions, organizations, groups and bodies drawn from public, private and third sector that work with volunteers, or are volunteering agencies at community, local government, state and national levels. NNVS shall regulate and set standards for all volunteer organizations that are desirous of operating in Nigeria.
- 6.0.10 Volunteer Database:** NNVS shall develop and update regularly a national database of all volunteers, volunteer involving organizations and volunteer efforts in the country in line with data protection and privacy policy. NNVS shall be the custodian of the database and shall be at liberty to submit data for public scrutiny and use in developmental planning and programmes.

6.1 Incentives

Volunteers shall receive financial incentives such as honoraria or some tokens of appreciation, out of pocket expenses, travel, communication and housing allowances, healthcare and travel insurance, social protection, payment of 'per diems' for travel, feeding and other daily expenses that will be tax exempt, and are incurred in the course of performing their duties. However, these financial incentives shall not be regarded as 'payment for services performed' or 'incentives' but as 'stipends'.

Volunteer incentives for this Policy include grants, impact investment, awards, fundraising support, recommendations, public profiling, conference speaking opportunities, role modelling, mentoring, capacity building, research, technological, material and technical resources to help them finance their volunteer workforce and activities.

6.2 Research and Technology for Volunteer Development

Research plays a pivotal role in volunteerism for sustainable development as it identifies trends, innovations, gaps and success factors; documents and recommends practical ways to address needs and aspirations of members of the society. According to **UNV's State of the World's Volunteerism Report (2011)**, technological developments are opening up spaces for people to volunteer in ways that have no parallel in history; they present exciting opportunities for volunteers especially young people and people living with disabilities who had difficulties in volunteering in the past. For millennials and technology savvy volunteers, the use of technology in volunteer work is no longer a 'convenience' but an 'everyday necessity'.

Innovative Research and Technology create exciting new prospects for inclusive volunteerism and empowers organizations with powerful new tools to mobilize, organize, incentivize and evaluate volunteers while also offering volunteers new opportunities for agency and feedback. It widens social connections and promotes new forms of volunteering

such as online volunteerism and micro-volunteerism which are often are disconnected from specific times and locations.

6.3 Innovative Finance for sustaining Volunteerism

The success of every policy rests on its sustainability. This Policy therefore encourages the development of innovative financing mechanisms that will promote and sustain the culture of volunteerism across Nigeria. This Policy for the rebirth of the culture of volunteerism is not different, thus NNVS shall make efforts to sustain volunteerism in Nigeria.

NNVS shall, through the following ways attempt to raise more funds for the running of its programmes:

- 6.3.1 Stickers:** NNVS shall collaborate with the Board of Internal Revenue and other relevant agencies for the sale of stickers on volunteer-related subjects. The stickers will be volunteer support stickers that each car owner may wish to buy or renew yearly and is expected to be pasted on vehicles. The stickers shall be in the following categories:
- i Private Cars
 - ii Commercial
 - iii Buses
 - iv Luxurious
 - v Motor bikes
 - vi Airline operators
- 6.3.2 Media:** NNVS shall engage with the media so that it can benefit from their good will and have allocation of airtime or space, which will be used for value re-orientation, and for publicising efforts of volunteers in our communities.
- 6.3.3 Corporate Bodies:** NNVS shall embark on advocacy to garner support for volunteerism and integrate private sector actors and corporate organisations so that at intervals (bi-annually, annually or quarterly), they will support NNVS with donations as part of their corporate social responsibility to the nation.
- 6.3.4 Government Allocations:** NNVS shall advocate for allocation of resources for its operations from all levels of government (Federal, State and Local Government).
- 6.3.5 Volunteer Trust Fund:** NNVS shall establish a Volunteer Trust Fund where every well-meaning individual, private or public enterprises and Non-Governmental Agencies can contribute. There will be Volunteer Trust Fund donation collection boxes in hotels or other distinguished public places where citizens can make their donations at all times. Transparent mechanism of resource mobilization management will be put in place by NNVS.
- 6.3.6 Bill Boards:** NNVS shall advocate for space from all levels of government for mounting bill boards, and will collaborate with the private sector practitioners to lease such bill boards as means of revenue generation for NNVS and aiding volunteer efforts in the country.
- 6.3.7 Souvenirs/Corporate Gifts:** NNVS shall have souvenirs and other gift items that reflect volunteerism and community service in shops, at airports and other departmental shops so that every purchase is a direct contribution to NNVS funds. NNVS will also have pins/lapels which will be sold to volunteer efforts supporters. There will also be awards to individuals and organizations that make great contributions to NNVS operations.

- 6.3.8 Other Professional Bodies (Footballers, Nollywood, PMAN etc):** NNVS shall collaborate with Nigerian professionals in sports, media and entertainment to annually support volunteer efforts through the contribution of their services without expecting monetary gains. NNVS shall have volunteers help with sales of tickets, mounting the gates and ensuring orderliness during games.

Other innovative finance mechanisms include:

- a. Joint Donor Basket Fund on Inclusive Volunteerism;
- b. Private Sector Impact Investment Fund for Volunteer-led initiatives and enterprises;
- c. Research, Technology, Training, Conference and/or Travel Grants;
- d. Scholarships for Volunteer-related Fellowships, Degrees, Short Courses, Mutual Learning and Exchange Programmes;
- e. Financial Awards and Special Recognitions;
- f. Crowd funding and other Domestic Resource Mobilization strategies;
- g. Foreign Aid in form of financial, technical, technological and/or material resources;
- h. Individual and family voluntary contributions/donations;
- i. Corporate Social Responsibility; and
- j. Debt Recovery Funds.

6.4 Management of Finances

The institutional framework for the financial management of volunteerism in Nigeria shall be led by the NNVS working in partnership with the Federal Ministry of Finance and relevant Ministries, Departments and Agencies (MDAs), private sector, development partners and CSOs. Financial guidelines for resource mobilization, management and accountability shall be in line with Government Financial Regulations.

6.5 Commitments

6.5.1 Commitments of the Federal Government of Nigeria

To support the aforementioned vision, goal and objectives, the government of the Federal Republic of Nigeria is committed to:

- joining in marking the International Volunteer Day, on 5th December of every year;
- recognizing and celebrating best practices in volunteerism and contributions of volunteers by all three tiers of government; the Federal, State and Local Government levels;
- recognizing and supporting community development works through NNVS;
- ensuring that volunteers have appropriate protection under law;
- creating public private partnership in supporting volunteer projects in Nigeria;
- encouraging the participation of bilateral and multi-lateral development partners in the development of efficient volunteerism in Nigeria;
- reducing barriers associated with volunteering in legislation, policy and practice;
- supporting initiative to increase understanding of volunteerism and dissemination of information about volunteerism in Nigeria; and
- encouraging Nigerians in Diaspora to contribute to volunteerism for national development.

6.5.2 Stakeholders' Commitment

NNVS shall actively engage relevant stakeholders in volunteerism in the policy planning, implementation and evaluation process and solicit their commitments to ensure proper coordination, mutual learning, sustainable partnerships and reduction of multiplicity of voluntary actions. Since the Volunteer Policy Process started in Nigeria in 2007, some institutions and organizations have been providing huge support to the NNVS in developing and reviewing the Policy, and in hosting the annual International Volunteer Day events. They include: United Nations Volunteers (UNV), Voluntary Service Overseas (VSO), Fresh & Young Brains Development Initiative (FBIN), International Association for Volunteer Efforts (IAVE), ECOWAS Volunteer Programme (EVP), NEPAD Peer Mentoring Programme (PMP), National Youth Service Corps (NYSC), Joint Initiative for Development (JID), and the International Youth Development Initiative (IYDI), among others. These organizations formed the initial membership of the National Thematic Group on Volunteerism which was recently expanded by the NNVS to involve more organizations and institutions for inclusive volunteerism.

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Part 7

Policy Implementation, Monitoring and Enforcement Framework

7.0 Volunteer Management

NNVS shall develop a National Volunteer Management Tool for maintaining records of volunteers, including dates of service, positions held, duties performed, evaluation of work, awards received and general appraisal of each volunteer to determine work placement or other volunteer-related opportunities. Volunteers and the Volunteer Manager shall be responsible for submitting all appropriate records and uploading relevant information to the National Volunteers Database through Volunteer Management Department of the organization in a timely and accurate manner. This Policy recognizes that not all information about volunteers shall be included in the national data base; some information shall be documented at the organizational level. For instance, duties, evaluation of work, work placement, among others. There shall also be terms of agreement between the volunteer and the Volunteer involving organization (VIO). More importantly, Volunteer personnel records shall be accorded the same confidentiality as staff personnel records within an organization. The various VIOs are expected to adopt same management tool.

A Volunteer Management Toolkit shall include:

7.0.1 Compensation: NNVS, Volunteer involving organizations and communities shall adopt standard procedures and make special provisions for payment or refund of out-of-pocket expenses made by the Volunteer in the course of the volunteer work.¹³

7.0.2 Recognition: Recognition makes volunteers feel valued within the organization or community they work for. A volunteer's pay is a sign of appreciation and recognition that a volunteer is an equal and respected member of the organization or community. Recognition also motivates volunteers to support organizational and community goals.¹⁴ Volunteers shall be motivated using the PAAP Principles – Praise, Affiliation, Accomplishments, Power and Influence.

7.0.3 Disengagement: A volunteer can resign on his own accord in cases of emergency, breach of Volunteer Contract, employment, ill health, marital and cogent personal reasons, among others. An organization or community shall relieve a volunteer of his or her duties as a matter of last resort where the volunteer is ineffective, unmotivated, unproductive or due to high maintenance. Both parties shall have recourse to the Volunteer Contract where it exists, or give due notice of the disengagement (at least one month notice shall be given by either parties). NNVS shall have powers to terminate the volunteer contract in cases of breach of contract by either party.

7.1 Implementation & Enforcement of the Policy

The Federal Government of Nigeria hereby reiterates its commitment to support and sustain volunteerism in Nigeria and consequently ensure the effective implementation of the Government Policy on Volunteerism led by the NNVS as the Coordinating and Implementing institution.

Also, the NNVS shall undertake the following:

¹³ Stipends and refunds shall cover the volunteer's transport, communications, accommodation and running costs incurred on behalf of the organization.

¹⁴ Recognition includes Awards, Recommendations, Job Referrals, Impact Grants, Scholarships, Certificates of Service, Material Gifts, Donations, Employment, Retention, Consultancies, among others.

- maintain records of volunteer involving organizations and relevant details of their volunteers and the projects they are involved in from time to time;
- maintain contact, records and communication with Nigerians in Diaspora and encourage them to contribute their quota to national development through volunteerism;
- develop and implement a monitoring and evaluation (M&E) system for assessing volunteer efforts in Nigeria;
- develop and implement strategies for coordinating, facilitating and regulating volunteer activities across Nigeria with the view to contributing to peaceful co-existence, support for humanitarian efforts and national development;
- ensure that Organizations employing services of volunteers shall have policies in place that support private volunteerism while ensuring that their staff fulfil their professional obligations and volunteers do not replace existing staff.
- encourage Government agencies and Parastatals to take into account the needs of volunteers in their organizations, and the costs associated with volunteering, when developing policies and delivering services; and
- also ensure that internal policies, operations and procedures in volunteerism of host organizations are conducive, favourable and are discriminatory against volunteers.

7.2 Coordination at National, State and Local Government Levels

NNVS shall create offices in Local Governments and States across the Federation in order to effectively play its pivotal role in coordinating and reporting on state of volunteerism across the country. For NNVS to function efficiently and effectively, autonomy and adequate resources are needed to be put in place.

7.3 Mutual Accountability and Peer Review Mechanism

Mechanism to encourage mutual learning, accountability, reporting and peer review shall be designed to monitor the overall performance of government and volunteer involving institutions in the implementation of this Policy and its Plan of Action. All Volunteer Desk officers and M & E officers in the NNVS, other MDAs and Volunteer involving organizations shall constitute membership of the Peer Review Team who shall be trained to deliver on this mandate and shall meet quarterly to report on and assess the performance of each organization in line with this Policy and Plan of Action, and develop a comprehensive report which can also be integrated into the National Voluntary Report on the SDGs, Advocacy and Campaign Strategy on Volunteerism and Annual Volunteer Report for Nigeria. A Volunteer Performance Scorecard shall be developed and shared online for easy access for volunteers and VIOs to monitor performance of Government and other stakeholders in volunteerism against the targets set in this Policy and Plan of Action.

7.4 Strategies for Sustaining Volunteerism

7.4.1 Constitutional/Legislative Backing:

All efforts shall be made to ensure that this Policy has legislative backing, and, all sectors of the Nigerian Society especially Federal, State, Local Governments, Civil Society Organizations and the organized private sectors are mobilized to uphold this Policy and support all volunteer efforts in Nigeria.

Hence, arising from this Policy, shall be '**A Bill for an Act to promote Inclusive Volunteerism and establish the Nigerian National Volunteer Service Commission (NNVSC)**' that will provide the legal framework on volunteerism in Nigeria.

7.4.2 Good Governance: Volunteer efforts in Nigeria shall uphold democratic, accountability and gender principles needed to promote good governance and inclusivity. The stakeholders in the implementation of this Policy and Plan of Action shall work under a technical

cooperation framework with such tools as Memoranda of Understanding (MoUs) and partnership arrangements between them and the NNVS. There shall also be performance contracts between the NNVS and individual policy implementing entities (public sector, private sector and civil society organizations), and between the entities themselves.

7.4.3 Acceptable Electoral Practice: Volunteer efforts shall be seen to contribute to the attainment of acceptable electoral practice in Nigeria. It shall not be seen to encourage or support imposition of candidates, rigging, thuggery and other electoral malpractices, but contribute positively to the process and conduct of free and fair elections.

7.4.4 Volunteer Corps: There shall be a pool of registered volunteers that will form the Volunteer Corps of the NNVS. The crux of services to be rendered by the NNVS depends and relies on the ability to mobilize and coordinate an active and inclusive Volunteer Corps.

7.4.5 Training Centre: NNVS shall partner with relevant stakeholders for training of volunteers across the country.

7.5 Penalty for Non Compliance

Adequate disciplinary measures shall be stipulated by the National Council on Volunteerism and imposed on any institution that fails to enforce the rules specified in this Policy.

7.6 Monitoring and Evaluation

NNVS shall be responsible for coordinating the monitoring and evaluation processes for all volunteer-related activities in the country and shall establish a framework for carrying out such activities. NNVS shall encourage and continue to support community mapping and impact assessments on volunteerism which capable of uplifting the standard of volunteerism in Nigeria. NNVS shall support and encourage all efforts that will further enhance the development of volunteerism in Nigeria.

Part 8

Institutional Framework for Sustaining Volunteerism in Nigeria

8.0 Strengthening of NNVS

Currently, Nigeria National Volunteer Service (NNVS) is domiciled in the Office of the Secretary to the Government of the Federation and was set up to oversee the overall management and general administration of volunteerism and Diaspora matters in Nigeria as provided in the Act establishing the Service. NNVS was established in 2003 with the responsibility to coordinate volunteering processes as tools to reduce anti-development factors, break down the prejudices of tribes, religion and political affiliation that hinder national unity and social-economic wellbeing of the people.

This Policy recommends that the Government should create a Nigerian National Volunteer Service Commission (NNVSC) with legislation and/or regulations to guide the operations and activities of volunteerism in Nigeria. Thus, the Policy recommends that NNVS be upgraded and strengthened as a Federal Government Commission (NNVSC) vested with the responsibility of collaborating, coordinating, regulating and setting standards for volunteering, volunteers and all volunteer organizations wishing to operate in Nigeria. The NNVSC shall be charged with the responsibility of organizing the third sector, comprising but not limited to, civil society organizations and development agencies to ensure that these bodies are more efficient and responsive through sanitizing and coordinating their practices. NNVSC shall ensure that volunteerism is given its due recognition in Nigeria. It shall also ensure that government MDAs at all levels appreciate the roles and contributions of volunteers and the need, desirability and feasibility of creating the appropriate environment for volunteerism to flourish. Also, NNVSC shall involve and partner with all relevant stakeholders to accelerate the development of volunteerism in Nigeria and consequently help Nigeria fast-track the achievement of its development priorities.

Specifically, NNVSC shall:

- i. Provide administrative and managerial role on volunteerism
- ii. Be the national voice for volunteerism and advocate for inclusive volunteerism.
- iii. Respond to the training, development and support needs of the Volunteers and Volunteer involving organizations.
- iv. Strengthen local competence through continued delivery of train-the-trainer workshops, continuous professional development and technical support throughout the volunteering infrastructure.
- v. Work through her departments and in partnership with Volunteer involving organizations to pilot innovative projects and initiatives to raise awareness, enhance best practice volunteering and promote effective volunteer management.
- vi. Work alongside the National Thematic Group on Volunteerism and relevant stakeholders to strengthen the national infrastructure and increase its resourcing, capacity and effectiveness.
- vii. Lead in the development, implementation and evaluation of best practice standards and quality in the volunteering infrastructure.

8.1 Nigerian National Council on Volunteerism: The Federal and States' Executive Councils shall comprise Ministers and Commissioners from all MDAs at Federal, State and Local Government levels, and the National Thematic Group on Volunteerism. The Council shall collectively represent the executive arm of government and be responsible for implementing national and state policies to support volunteer development at the national, state and local government levels respectively. That is, they shall be responsible for ensuring the integration

and implementation of inclusive volunteerism in all sectoral policies and plans developed, and in particular this Policy. This shall be done through the prioritization of sectors to focus on, allocation of resources to the sectors and constant monitoring to ensure that the policies are being implemented, but more importantly, that the implementation of the policies contribute to addressing key challenges faced by volunteers in Nigeria and to their overall empowerment. They shall show high level commitment to celebrate the annual International Volunteer's Day at the Federal, State and Local Government levels as a sign of commitment to promoting inclusive volunteerism.

8.2 Technical Working Group (TWG) on Inclusive Volunteerism: The Technical Working Group shall harmonize and enhance the effective coordination of volunteer efforts at Local, State and National levels. The Technical Group shall work with the Legislative arm of Government at National and State levels to advocate for the enactment of an Act and State Laws to strengthen activities of volunteerism in Nigeria. Members of the Working Group shall be drawn from various institutions, including relevant Government Ministries, Departments and Agencies, Donor agencies, CSOs, traditional bodies, media, VIOs and volunteers. The Working Group shall be chaired by the NNVSC at the Federal level and replicated in the 36 States of the Federation and the FCT. The Working Group shall meet quarterly to review indicators and progress of sectoral activities within the Plan of Action; initiate specific policy issues within sectors and monitor the overall implementation of this Policy, as well as provide regular updates on the progress to their MDAs as briefs to the Federal/States' Executive Councils, Senate, Federal House of Representative and the States' Houses of Assemblies. Each Government Ministry, Department or Agency that works with volunteers or in collaboration with VIOs shall designate a particular officer as a Contact Officer. In performing its role, NNVS shall work closely with the Contact Officers.

The Technical Working Group shall perform the following specific tasks:

- Advise on the implementation of the Policy;
- Assist NNVS to put in place mechanisms and instruments that are needed to ensure the effective, efficient and sustainable use of the volunteerism modality;
- Advise on strategies for the implementation of the Policy and monitor and evaluate the outcomes.

8.3 National Thematic Group on Volunteerism (NTGV)

The current National Thematic Group on Volunteerism (NTGV) shall continue in her role of providing financial, material and technical support to the NNVS in celebrating the annual International Volunteers Day (IVD), undertaking volunteer activities in line with this Policy and Plan of Action.

8.4 Legislative Committees on Volunteerism

The Senate/House Committees on Diaspora and other volunteer-related committees including the Committees on Youth Affairs and Women Affairs shall constitute membership of the Legislative Committees on Volunteerism at State and Federal levels. They shall provide technical support on volunteer-related and humanitarian issues within the different sectors of their respective Houses. They shall also constantly work with the NNVS and relevant stakeholders on legal reforms to promote a culture of volunteerism among Nigerians. They are expected to work with the NNVS and the National Thematic Group on Volunteerism to sponsor Bills and raise issues pertaining to volunteer management and coordination as identified within this Policy and its Plan of Action on the floor of the Legislative Houses.

Part 9
Plan of Action for
Implementing the Policy on Inclusive Volunteerism for Nigeria (2020 – 2024)

Objectives	Key Activities	Expected Outcome	Key Indicators	Target Audience	Location	Time Frame	Responsible Institution
1. To promote the culture of inclusive volunteerism among Nigerians							
	1.1 Nationwide Advocacy and Sensitization campaign on the National Policy on Volunteerism and Plan of Action	More opportunities to promote volunteerism across Nigeria	Number of individuals, organizations and institutions promoting volunteerism	Policy makers, Nigerian Citizens, MDAs, Private sector and third sector actors, media	Nation wide, online, print, traditional and electronic media	January 2020 – March 2024	NNVS, National Thematic Group on Volunteerism, Media, Multi-Sectoral Working Group on Volunteerism, Traditional, faith-based and non-profit institutions
	1.2 Organize Community Volunteer Labs, Core Theatre presentations and exchange programs to encourage peaceful and sustainable relationships among volunteers and community members	Community understanding and engagement in volunteerism	Quantity and quality of community engagements held	Community, LG, State and National	LG, State, Federal	May 2020 – February 2024	NNVS National and State Offices, Media, Community Heads, Traditional and faith-based institutions, Local Government Chairmen, NNNGO, NTGV, MDAs and VIOs, AIESEC
2. To strengthen NNVS to effectively deliver her mandate of coordinating and managing volunteer programming across Nigeria	2.1 Organize a 3 days Institutional Strengthening and Policy Implementation Workshop for NNVS Staff and relevant stakeholders to be involved in the implementation process and volunteer desks	Capacity of NNVS strengthened to fully implement the Policy and Plan of Action	Number of personnel trained on the Policy and Plan of Action, Specific roles, expected deliverables and timelines assigned. Workshop Reports	NNVS Staff Steering Committee members of the NTGV, Volunteer focal points in MDAs, VIOs and other institutions	Federal, State, Local Government levels	February – April 2020	National Consultant on the Volunteer Policy and Plan of Action with funding and technical support from OSGF, NNVS, AUY-VC, VSO, FBIN, ECOWAS Commission, and UNV

3. To integrate and ensure that volunteer service is a key component of all sector strategic development plans and institutional actions	<p>3.1 Develop and integrate sector-based advocacy and volunteer service curricular into health, youth and sports, women and social welfare, education, agriculture, environmental, energy and humanitarian sectors through workshops and conferences.</p>	<p>Changes in public and institutional perception of volunteerism</p> <p>Active and voluntarized public and private sectors</p>	<p>Number of MDAs, VIOs adopting and integrating volunteerism in their annual budgets and plans</p>	<p>MDAs, VIOs, LG and States</p>	<p>LG, State, Federal, VIOs</p>	<p>June 2020 – December 2023</p>	<p>NNVS, OSGF, NTGV, Technical Aids Corps, Donor Working Group, National Council on Volunteerism</p>
	<p>3.2 Develop and train teachers, community volunteers and informal educators on the 'Teachers Guidance Pack on Volunteerism' that will aid in integrating the concept of volunteerism into subjects and courses in schools</p>	<p>Volunteerism integrated into school curricular and community extra-curricular programs</p>	<p>Number of schools using the Guidance Pack</p>	<p>SUBEB, SEB, NUC, NABTEB, Albinism Foundation, JONAPWD</p>	<p>LG, State, Federal, VIOs</p>	<p>July 2020 – November 2023</p>	<p>National Policy Review Consultant, NNVS, VSO, UNV, FBIN, Technical Aids Corps, ECOWAS Commission, IAVE, NYVS, NTGV, MDAs</p>
	<p>3.3 Hold dialogues with diaspora organizations, health practitioners and key stakeholders on promoting medical missions as a form of volunteerism</p>	<p>Medical Missions practised as a form of volunteerism</p>	<p>Number of diaspora organizations and individuals involved in the missions</p>	<p>Ministry of Health, FCT Social Development Secretariat, Nigerian Medical Association, Health practitioners, National Assembly Committees on Diaspora</p>	<p>State, National</p>	<p>July (Annual Diaspora Day celebrations)</p>	<p>OSGF, NNVS, NTGV, AUY-VC, National Assembly Committees on Diaspora. Ministry of Budget and National Planning, Ministry of Humanitarian Affairs</p>
4. To establish an inclusive research, communication, advocacy, technological and peer review mechanism that documents	<p>4.1 Develop a National Database on Volunteerism and upload the National Policy on Volunteerism and its Plan of Action, relevant toolkits, checklists and other resources for public access</p>	<p>A functional and comprehensive database of volunteers and VIOs</p>	<p>Quality of the database and ease of access</p>	<p>Volunteers and VIOs</p>	<p>LG, State and National</p>	<p>March 2020 – February 2024</p>	<p>NNVS, UNV, VSO, FBIN, ECOWAS Commission, AUY-VC, NYVS, Ministry of Communication, National Bureau of Statistics</p>

<p>and disseminate current and emerging trends, challenges, key lessons, best practices and innovative approaches to inclusive volunteerism</p>	<p>4.2 Start online mutual learning and interactive platforms on volunteer-related themes and sustainable development goals</p>	<p>Active and engaging discussions on trends and best practices</p>	<p>Quality of discussions and key lessons documented and used for policy engagements and action planning on volunteerism</p>	<p>Nigerian Public, organizations and institutions</p>	<p>National</p>	<p>March 2020 – February 2024</p>	<p>NNVS, NTGV, MDAs</p>
	<p>4.3 Train Volunteer Managers and Desk Officers from NNVS, MDAs and VIOs on Innovative Research tools and Volunteers Database Management</p>	<p>Innovative research methodologies used to promote volunteerism</p>	<p>Quality of research findings and impact</p>	<p>Volunteer Managers and Desk Officers from NNVS, MDAs and VIOs</p>	<p>LG, State and National levels</p>	<p>July 2020 – July 2023</p>	<p>NNVS, UNV, VSO, FBIN, ECOWAS, AUJ-VC, NYSC, IAVE, Ministry of Communication, Ministry of Information, National Bureau of Statistics</p>
	<p>4.4 Train M & E officers from sectoral MDAs, VIOs and community volunteers on accountability, monitoring, evaluation and reporting of volunteer programs, gaps, key successes and recommended actions</p>	<p>An effective peer review and MEAL system in place</p>	<p>Comprehensive report on volunteerism</p>	<p>M & E officers from sectoral MDAs, VIOs and community volunteers</p>	<p>LG, State and National levels</p>	<p>September 2020 – September 2023</p>	<p>NNVS, NTGV, Ministry of Information, Ministry of Budget and National Planning</p>
	<p>4.5 Submit quarterly and annual report on State of Volunteerism in Nigeria to NNVS</p>	<p>To document volunteer efforts, achievements and lessons that can influence national development planning and the national voluntary reporting on the SDGs</p>	<p>Quality of report published and disseminated</p>	<p>MDAs, VIOs, OSSAP-SDGs</p>	<p>LG, State and National levels</p>	<p>September 2020 – September 2023</p>	<p>NNVS, NTGV, NYSC, OSSAP-SDGs, Ministry of Budget and National Planning, Donor Agencies</p>

<p>5. To celebrate volunteers' contributions and promote better conditions for volunteering</p>	<p>5.1 Hold annual volunteer awards ceremonies during the International Volunteer's Day event on December 5 to recognize outstanding community, corporate, national and international volunteers, institutions and organizations.</p>	<p>Volunteer awards institutionalized through an online public poll at Local Government, State and National Levels</p>	<p>Quality of awards held and number of recipients given</p>	<p>Volunteers, VIOs, MDAs, Private Sector, Development Partners</p>	<p>LG, State and National</p>	<p>December 5 every year</p>	<p>NNVS and NTGV</p>
	<p>5.2 Create, and upload a monthly online profile of outstanding volunteers, organizations, institutions, communities, LG and States</p>	<p>Volunteer contributions celebrated to spur citizens actions</p>	<p>Frequency and quality of uploads</p>	<p>Volunteers, VIOs, MDAs, Private Sector, Development Partners</p>	<p>LG, State and National</p>	<p>Monthly starting from April 2020</p>	<p>NNVS, implementation committee and NTGV</p>
	<p>5.3 Launch an annual Volunteer Impact Grant Scheme to support outstanding volunteers and VIOs to undertake or expand their volunteer actions</p>	<p>Volunteer efforts sustained, replicated and/or expanded for a wider coverage and impact</p>	<p>Number of Volunteers, communities and VIOs supported</p>	<p>Volunteers, VIOs, Communities</p>	<p>LG, State and National</p>	<p>February each year</p>	<p>NNVS, Private Sector, Donor Agencies</p>
	<p>5.4 Design and Initiate a special "Retirees Volunteers Program" to train and engage retirees in community volunteerism</p>	<p>Retirees providing technical and mentoring support to the volunteer process</p>	<p>Number of retirees involved in volunteerism</p>	<p>Retirees from MDAs, private, VIOs and development partners</p>	<p>Community, LG, State and National</p>	<p>August 2020 – February 2024</p>	<p>NNVS, OSGF, Head of Civil Service, NYSC and NTGV</p>
	<p>5.5 Organize Inclusive Volunteer Bootcamps for People living with Disabilities, Persons with Health and other Special Needs, vulnerable youth and women (orphans, destitutes, widows, ex-convicts, unemployed, rural, out of school and poor youth and women) to build their leadership and entrepreneurial skills</p>	<p>Vulnerable groups actively involved in volunteerism</p>	<p>Number of vulnerable groups and individuals trained and volunteering</p>	<p>Individuals with vulnerability, Networks, organizations working on vulnerability</p>	<p>LG, State and National</p>	<p>October 2020 – February 2024</p>	<p>NNVS, NTGV, NYSC, FBIN, JONAPWD, NNNGO, FCT Social Development Secretariat, Ministries of Youth, Women and Humanitarian Affairs</p>

6. To promote mutual learning platforms among key stakeholders in volunteerism	6.1 Hold periodic and/or annual meetings of the various institutional frameworks identified in the Policy Framework (NTGV, Multi-Sectoral Working Group, Donor Working Group, among others)	Mutual learning platforms and operational standards in place	Frequency and quality of meetings and personnel involved	MDAs, VIOs, development partners	LG, State and National	September 2020 – February 2024	NNVS, OSGF, NTGV, National Council on Volunteerism, Private Sector
	6.2 Information dissemination in development planning and programs	Quality communication material produced	Number of materials produced and distributed	MDAs, VIOs, development partners	LG, State and National	September 2020 – February 2024	NNVS, NTGV
7. To establish a national coordination framework to effectively mobilize and harness domestic and foreign resources towards achieving the goals and objectives of volunteerism in Nigeria	7.1 Launch the Joint Donor Basket Fund (JDBF) on Inclusive Volunteerism and roll out calls for proposals for research, projects and travel grants	JDBF launched, and accessible to volunteers, VIOs and institutions	Number of grants awarded and update on implementation	volunteer s, VIOs, CBOs and institutions	LG, State and National	October 2020 – February 2024	NNVS, OSGF, NTGV, National Council on Volunteerism Private Sector
	7.2 Hold breakfast meetings and dialogues with the organized private sector to get their support to formally launch the Private Sector Impact Investment Fund for Volunteer-led initiatives and enterprises	Deepened private sector engagement in CSR and volunteer activities	Number of initiatives and enterprises benefitting from the Private Sector Impact Fund	volunteers, VIOs, CBOs and institutions	State and National	February 2021 – February 2024	NNVS, NESG, CBN, Ministry of Finance
	7.3 Organize Volunteer's Field Visits and Foreign Missions	Best practices, new knowledge and experience gained; awareness created on the Policy and Implementation Plan among the international Community	Number of field visits and foreign missions undertaken ; reports shared	Volunteers, VIOs, NNVS, NTGV and institutions	LG, State and National	May 2020 – February 2024	NNVS, VSO, UNV, FBIN, IAVE, ECOWAS Commission, NYSC

	7.4 Host the 1 st ECOWAS Volunteers Management Dialogue within the ECOWAS Parliament Summit	Diaspora and international community from the regional bloc interacting with National Stakeholders	Number of Stakeholders and thematic engagements held, mutual partnerships formed	Development Partners, ECOWAS Commission, ECOWAS Parliament, Foreign embassies and missions in Nigeria	Abuja	Every year from May 2020	NNVS, VSO, OSGF, ECOWAS Commission, UNV, FBIN, IAVE, NYSC, NTGV
	7.5 Host the annual National Stakeholders Summits and IVD Celebrations Corporate Social Responsibility	Update on Policy Implementation and best practices shared	Quality of Stakeholders engagement and efforts shared	Representatives of relevant stakeholders in Volunteerism	LG, State, National	Every year in September	NNVS, OSGF and NTGV
	7.6 Hold annual Volunteers' Parliament and Policy Dialogues to review and track annual budgetary provisions on volunteerism within Annual Local Government, State and National Budgets	Volunteer-related budgets integrated in annual sectoral budgets	Report on annual Budgetary allocations and expenditure on Volunteerism	Representatives of relevant stakeholders in Volunteerism	LG, State, National	Every year in September	NNVS, OSGF and NTGV

Annex 1

List of Stakeholders that reviewed and validated the National Policy on Inclusive Volunteerism and Plan of Action (February 5, 2020)

S/NO	Name	Gender	Position/Organization	State
1	Barr. Nkiruka Stella Okonkwo	Female	National Consultant on the Review of the National Policy on Volunteerism and its Plan of Action. CEO/Founder, Fresh & Young Brains Development Initiative/Alexijan Consults	FCT
2	Mr. Andrew Adejoh David	Male	Permanent Secretary, Political and Economic Affairs Office (PEAO) Office of the Secretary to the Government of the Federation	FCT
3	Mr. Babatunde Jaji	Male	Director, Nigerian National Volunteer Service, Office of the Secretary to the Government of the Federation (NNVS/OSGF)	FCT
4	Mr. Salifu M. Michael	Male	Country Director, Voluntary Service Overseas (VSO)	FCT
5	Ms. Veronica Obiwevbi	Female	Country Coordinator, United Nations Volunteers Programme (UNV)	FCT
6	Ms. Moyosoluwa Oladayo	Female	National Policy Advisor, Voluntary Service Overseas (VSO)	FCT
7	Mr. Emmanuel Agodi	Male	Chief Administrative Officer, Nigerian National Volunteer Service (NNVS)	FCT
8	Mrs Hajara Mustapha	Female	Federal Ministry of Justice	FCT
9	Mrs. Obinna R. Ngozi	Female	Federal Ministry of Women Affairs	FCT
10	Mr. J. O Olugbemi	Male	Directorate of Technical Aids Corps (DTAC)	FCT
11	Beloo Sayid	Male	Directorate of Technical Aids Corps (DTAC)	FCT
12	O.R. Asonibare	Female	Federal Road Safety Commission (FRSC)	FCT
13	DCC Muarice Okoye	Male	Federal Road Safety Commission (FRSC)	FCT
14	Theodore O. P Sefia	Male	DTCA, Ministry of Foreign Affairs	FCT
15	Olutoye Daniel	Male	DTCA, Ministry of Foreign Affairs	FCT
16	Dick-Iruenabere U.	Female	National Youth Service Corps Scheme (NYSC) Headquarters	FCT
17	Akachukwu Gabriel	Male	National Orientation Agency	FCT
18	Patricia Aniebue	Female	Office of the Senior Special Assistant to the President on the SDGs (OSSAP-SDGs)	FCT
19	Onyenwe Fortune	Male	Federal Capital Territory Administration (FCTA)	FCT
20	Udo-Aluya Grace .I.	Female	Directorate of Technical Aids Corps (DTAC), Ministry of Foreign Affairs	FCT
21	Oruikor Mary	Female	Abuja Enterprise Agency (AEA)	FCT
22	Lilian Ewelu	Female	Abuja Enterprise Agency (AEA)	FCT
23	Hauwa Abubakara	Female	Small and Medium Enterprises Development Agency in Nigeria (SMEDAN)	FCT
24	Maryam Ahman	Female	National Emergency Management Agency (NEMA)	FCT
25	Saleh Aliyu	Male	Federal Ministry of Information and Culture	FCT
26	Amina Dauran	Female	Federal Ministry of Youth & Social Development (FMYSO)	FCT
27	Victor Abia	Male	Federal Ministry of Youth & Social Development (FMYSO)	FCT
28	Ahmed Abu Ingawa	Male	National University Commission (NUC)	FCT
29	Tayo Kayode	Male	Office of the Secretary to the Government of the Federation (OSGF)	FCT
30	Agu Afamu Prince	Male	Office of the Secretary to the Government of the Federation (OSGF)	FCT
31	Peter Ihugba	Male	Office of the Secretary to the Government of the Federation (OSGF)	FCT
32	Gabriel Achigu	Male	Office of the Secretary to the Government of the Federation (OSGF)	FCT
33	Funmilayo Moses	Female	Office of the Secretary to the Government of the Federation (OSGF)	FCT

34	Comrade Akinbi S	Male	Office of the Secretary to the Government of the Federation (OSGF)	FCT
35	Osinowo Olayinka	Male	Office of the Secretary to the Government of the Federation (OSGF)	FCT
36	Oluwatosin Oyeyemi	Female	Nigerian National Volunteer Service, Office of the Secretary to the Government of the Federation (NNVS/OSGF)	FCT
37	Rachel N. Obiechina	Female	Nigerian National Volunteer Service, Office of the Secretary to the Government of the Federation (NNVS/OSGF)	FCT
38	Chinelo Nwokolo	Female	Nigerian National Volunteer Service, Office of the Secretary to the Government of the Federation (NNVS/OSGF)	FCT
39	Idris Salisu	Male	Nigerian National Volunteer Service, Office of the Secretary to the Government of the Federation (NNVS/OSGF)	FCT
40	Kelvin Ohiomokhe	Male	Nigerian National Volunteer Service, Office of the Secretary to the Government of the Federation (NNVS/OSGF)	FCT
41	Esther Obe	Female	Nigerian National Volunteer Service, Office of the Secretary to the Government of the Federation (NNVS/OSGF)	FCT
42	Eunice Enu	Female	Nigerian National Volunteer Service, Office of the Secretary to the Government of the Federation (NNVS/OSGF)	FCT
43	Sharon Chukwu	Female	Nigerian National Volunteer Service, Office of the Secretary to the Government of the Federation (NNVS/OSGF)	FCT
44	Agnes Agada	Female	Nigerian National Volunteer Service, Office of the Secretary to the Government of the Federation (NNVS/OSGF)	FCT
45	Muazu Ibn Jibril	Male	Nigerian National Volunteer Service, Office of the Secretary to the Government of the Federation (NNVS/OSGF)	FCT
46	Hon. Quadri-adu Kehinde	Male	African Union (AU) – ECOSOCC	Lagos
47	Queen Ehirim	Female	United Nations (UN) Women Nigeria Country Office	FCT
48	Ramatu Umar Bako	Female	Oxfam Nigeria	FCT
49	Foyeke Ayangade	Female	I Care Initiative for the Youth and Less Privileged	FCT
50	Leonard Okonkwo	Male	LeeaGlobal Resources	FCT
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Annex 2

List of Contributors in the Online Consultations on the Review of the National Policy on Inclusive Volunteerism and Plan of Action (January 9 – February 10, 2020)

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