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# Volunteering for Development: Beyond 2015

*Findings from the Red Cross Red Crescent  
Global Review on Volunteering*

**Shaun Hazeldine**  
**Global Volunteer Development**  
**International Federation of Red Cross and Red Crescent**



**600 Staff, Experts and Volunteers  
Internal and External**

**160 Countries**

**Semi Structured Interviews,  
Group Sessions, In-Country  
Case Studies and Surveying**

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# Scale of Challenges



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# Health

- *2.3 Million Health workers*
- *1 Billion*
- *Isolated communities*

# Scope and Cost

*“And we also need volunteers to be able to, and I don’t like to say this, but this it is very factual. We need volunteers to be able to help us with cost, for instance, there a lot of functions that are done by volunteers, which we couldn’t afford to pay in Human Resources. Does that sound selfish?”*

*Volunteer Development Manager – Central America*

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# Scale

1:9

1:180

90%

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# Complex Environments



# Urbanisation



**Ouagadougou, Burkina Faso - 1986 and 2006**



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# Urbanisation



## Pearl River Delta - China

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## Urbanisation



1.5 Billion People by 2020

# Instability and Conflict

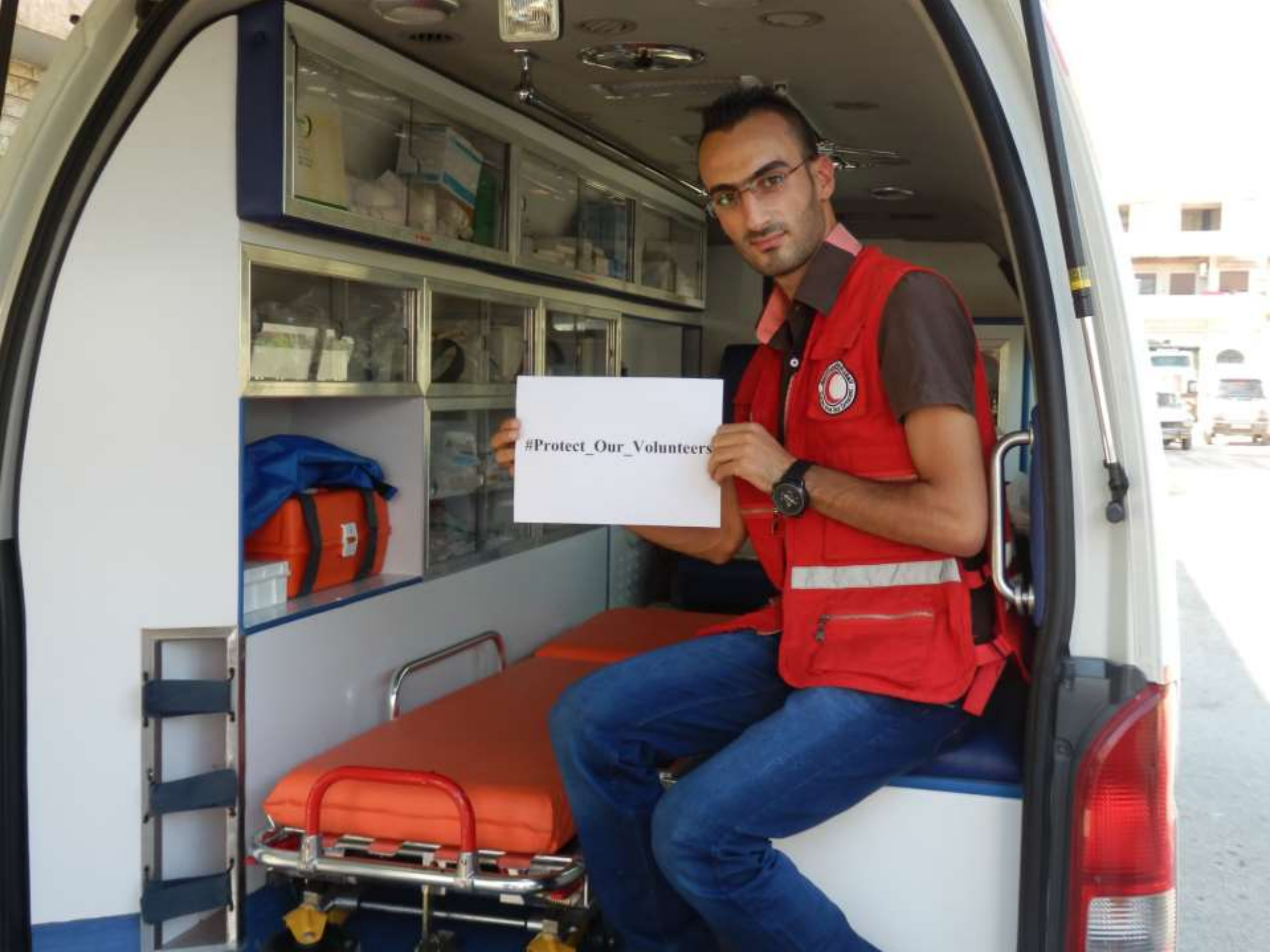
*“Last year conflict erupted between two tribes in our area, the roads were cut off and so no supplies or help could get in at all. It’s a very remote area. We kept working with Maternal Health and as mid wives when needed and also providing first aid to injured people from both sides of the conflict. We had to, no-one was coming to help us you understand”*

Health Volunteer – Yemen Red Crescent



**#ProtectOurVolunteers**





#Protect\_Our\_Volunteers

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# Complex Emergencies



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# Complex Environments

The challenge of supporting volunteers in complex environments



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# Diversity, Migration and Refugees





# Diversity

## Unprecedented Diversity

*“A lot of our work is with new migrant communities or with asylum seekers but it has been very hard to engage these communities into volunteering”*



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# Diversity

“We are trying to meet the needs but there are so many refugees here, millions of people and sometimes we are criticised for focussing on them too much and not doing enough to help our own people who have a lot of problems as well”





# Diversity

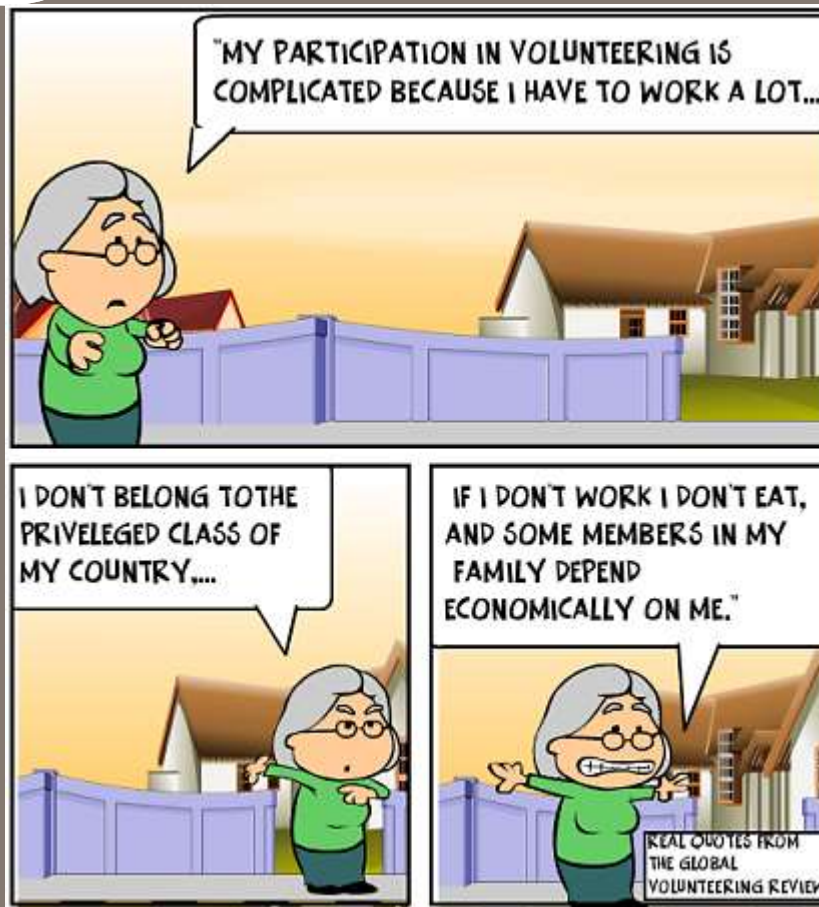
*“[U]nfortunately we can not claim to be a National Society with volunteers who represent and reflect the cultural and social diversity of our country. Our country is becoming an increasingly multicultural and multi-ethnic country, but only a small percentage, for example, of non-citizens, are volunteers of the Red Cross ... Migration [is a trend that will impact volunteering]. (Our country) is notoriously one of the major receiving countries of migrants.”*

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# Paid Volunteers?



# Paid Volunteering



# Paid Volunteering

*“The projects are huge and there is a lot of work to be done in the (refugee) camps, and I think for some it’s easier to offer financial incentives to the volunteers. So they get paid for every family they interview, but the amount is a lot, they can make more than a teacher in our school system does”*

# Paid Volunteering

- *“We gave a per diem to some volunteers for participating in this project that we did that had a lot of funding, but the per diem was high, higher than the minimum wage. That was a couple of years ago and we haven’t done it since but we have found that people still come to us to volunteer because they think they’re going to get money.”*

# Paid Volunteering

- *“We don’t pay our volunteers, we provide some money for transport and food expenses but we don’t pay. But a lot of other agencies do and we find that a lot of our volunteers are leaving and joining these organisations after they have been trained by us”*

*“ This ‘paying volunteers’ is at best distorting or at worst undermining community volunteerism”*



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# Paid Volunteering

*“You know this whole concept of paying volunteers was introduced by you, the foreign organisations, before that we didn’t have problems with this but now it has changed things in our country”*

MENA NS Representative

# Post 2015

- Rapidly changing world
- Additional strain on countries who need it the least
- Needs to be a focus on community volunteering
- Investment in support

## Post 2015

*“Well, yes. We live in a changing world and needs are changing. With the global recession, the world is changing and we need to rethink volunteering, we need to find ways to retain them. Things have changed. People used to volunteer an average of three years, but we are seeing a decrease even though we do a lot of training, we try to motivate our volunteers. We have made a big effort. We now train 15,000 volunteers a year instead of 10,000 and in spite of that, we can see that volunteering is decreasing.”*

## Global Review

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*humanity*

*impartiality*

*Further Questions?*

*volunteerism*

*neutrality*

*unity*



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