

## FIND THE VOLUNTEER INSIDE YOU CAMPAIGN PACK 2011

# Methodology for National Societies

## to calculate the economic value of volunteers

- Find out how many active volunteers you have (according to the definition)
- Segment them into:
  - health promotion, treatment and social services
  - disaster preparedness, response and recovery
  - promotion of social inclusion and a culture of non-violence and peace
  - general support services.
- If some volunteers work in multiple areas, assign them to all relevant segments and then scale back the segments so the total number of volunteers from the segments does not exceed the total number of volunteers in your country from step 1.
- Within the segments, determine who would be grouped as specialized vs. generalized, according to the definitions (e.g. specialized health would be equivalent to a professional nurse, whereas generalized health would be equivalent to a community health worker).
- Determine the average number of hours worked per month for the different types of volunteer.
- Determine the Full Time Equivalent number of hours per month (usually 160) and then calculate the percentage of Full Time Equivalent work that your volunteers provide. E.g. if the average number of hours worked in a month for all types of volunteers is 8 hours out of a total possible number of hours of 160 (which would be full time), then 8 hours is 5% of a Full Time Equivalent (FTE) staff member.
- Multiplying e.g. 25,000 health volunteers by the 5% FTE = 1250 FTE health volunteers. Multiplying 1250 FTE by 90% generalized vs. 10% specialized yields 1125 general health volunteers and 125 specialized health volunteers. Repeat for other categories of volunteers.
- Look up a benchmark monthly wage in the ILO database or in your own national statistics. Or you can use the median monthly benchmark wages in US dollars used for this study in the following table.
- Multiply the FTE specialized health volunteers by the relevant median monthly wage. Repeat for the other seven categories of volunteer.
- Then add all the monthly value for all eight categories together (specialized health, generalized health, specialized disaster, generalized disaster, specialized social promotion, generalized social promotion, specialized general support services, generalized general support services) and multiply by 12 to get the annual economic value of Red Cross Red Crescent volunteers in your country.

## Median benchmark wages by Red Cross Red Crescent zone and by Human Development Index category

Red Cross Red Crescent Zone	Human Development index Category	Specialized median monthly benchmark wage USD				Generalized median monthly benchmark wage USD			
		Health	Disaster	Social Inclusion	General	Health	Disaster	Social Inclusion	General
Africa	High	683.75	1'887.48	651.49	1'800.75	595.59	595.59	1'001.36	483.49
Africa	Medium	484.81	269.34	226.24	484.81	333.98	202.00	430.94	107.74
Africa	Low	75.67	268.29	120.98	299.56	67.68	56.40	81.86	58.94
Americas	Very high	4'332.80	4'814.40	4'652.52	4'758.26	3'051.67	1'858.33	1'951.64	1'951.64
Americas	High	895.63	1'260.38	1'161.28	1'144.42	835.84	529.90	736.74	764.82
Americas	Medium	521.24	1'726.56	1'101.68	1'600.68	446.08	296.68	892.00	494.68
Asia / Pacific	Very high	3'723.09	4'643.31	3'783.04	4'413.13	2'784.52	3'714.62	3'802.61	2'870.40
Asia / Pacific	High	1'628.32	2'051.89	1'628.32	1'939.64	899.16	899.16	899.16	1'130.65
Asia / Pacific	Medium	205.09	578.24	305.53	265.05	231.55	204.52	316.44	231.55
Asia / Pacific	Low	75.67	268.29	120.98	299.56	67.68	56.40	81.86	58.94
Europe and Central Asia	Very high	2'316.51	1'144.88	2'520.74	3'552.12	1'592.90	1'460.47	1'375.34	1'375.34
Europe and Central Asia	High	663.04	667.93	456.53	936.54	502.03	429.98	481.55	475.45
Europe and Central Asia	Medium	109.59	253.88	136.37	341.98	84.01	122.84	130.27	158.06
Middle East / North Africa	Very high	1'105.59	2'007.06	1'122.59	2'313.22	1'054.56	816.43	1'156.61	1'156.61
Middle East / North Africa	High	636.52	1'394.68	901.29	1'607.43	732.80	732.80	716.75	719.43
Middle East / North Africa	Medium	217.50	318.14	191.98	626.97	190.86	135.89	196.52	186.09

Note: there are no countries in the Africa region with very high HDI ranking, and no countries in the Americas, Europe and Central Asia and the Middle East and North Africa with a low HDI ranking.