

Annex I

Survey Module Coding Book

Step or variable	Question	Coding
RS_RULE	<i>[Please indicate whether the information in this questionnaire pertains to the respondent him/herself or to other members of the household.]</i>	01 if respondent answers for him/herself 02 if other members of the household provide proxy response
START	So far I have been asking you about paid work. The next few questions are about <u>unpaid non-compulsory</u> work that you did, that is, time you gave without pay to activities performed either through organizations or directly for others outside your own household. <i>[Note: Work is understood here to be an activity that could, in principle, be done for pay.]</i> <i>[Note: Reimbursement of expenses does not disqualify an activity.]</i>	n.a.
WORK_01	In the last four weeks <i>[provide dates marking the period]</i> did you spend any time on this kind of <u>unpaid</u> activity? <i>[If yes, proceed to WORK_02. If no or not sure, proceed to PROMPT_01]</i>	01 Yes 02 No 09 Don't know/Not sure
WORK_02	Please tell me what kind of <u>unpaid</u> work you did. Please mention as many activities as you can remember. Why don't you start with the <u>unpaid</u> work that <i>[you did most recently/ or on which you spent the most time].</i> <i>[Record response verbatim for subsequent occupational coding.]</i> <i>If respondent mentions more than one type of activity, differentiate answers WORK_02 through WORK_03 by a, b, c. at end of variable name</i>	WORK_021 Record response verbatim. WORK_022 Assign activity code from ISCO-88 Index
HOUR_01	I would like to determine the total number of hours you did this <i>[repeat back to the respondent the first activity they reported, then repeat HOUR_01 through TYPE_ORG04 for each additional activity mentioned]</i> in the last four weeks. Do you recall approximately how many hours you spent on this <u>unpaid</u> activity? <i>[If yes, record number of hours given and go to TYPE_ORG01. If no, or unsure, go to HOUR_02]</i> <i>If respondent reports a volunteer activity that is carried out concomitantly with paid work, then this activity would not qualify as volunteer work.</i> <i>If respondent reports a volunteer activity that is carried out concomitantly with unpaid work for a member of the respondent's household, then ask the respondent to estimate the amount of time attributable to the volunteer activity]</i>	Record response verbatim or enter estimation based on HOUR_01 and HOUR_03.
HOUR_02	If you do not recall the total number of hours, could you perhaps recall how many times you did this activity in the last four weeks? <i>[Record response verbatim for subsequent frequency coding]</i>	Enter the number of times
HOUR_03	And how many hours did you spend doing this <u>unpaid</u> work the last time you did it <i>[or on average each time you did it]</i> ? <i>[Record response verbatim]</i>	Enter the number of hours
TYPE_ORG01	Did you do this <u>unpaid</u> work for or through an organization? <i>[If no, code [direct] and go to WORK_03.]</i>	01 Yes 02 No 09 Don't know
TYPE_ORG02	What is the name of the organization for which you did this <u>unpaid</u> work? <i>[Record response verbatim for subsequent industry and sector coding. If more than one organization is mentioned – iterate loop TYPE_ORG for every organization.]</i>	TYPE_ORG021 Record response verbatim TYPE_ORG022 Assign industry code from ISIC, Rev.4 Index (leave blank if answer to TYPE_ORG-1 is "no" or "don't know") TYPE_ORG032 Assign sector code (leave blank if TYPE_ORG01 is "don't know") 00 Direct volunteering (if TYPE_ORG01 is "no") 01 Charity/nonprofit organization/NGO/union or religious organization 02 Business

Step or variable	Question	Coding
		03 Government 04 Other 09 Don't know/Not sure
TYPE_ORG03	If NAME is not in code book, or if no code book is used, ask What does this organization do? ____ (80 spaces) <i>[Record response verbatim for subsequent industry coding.]</i>	TYPE_ORG031 Record response verbatim TYPE_ORG032 Assign industry code from ISIC, Rev.4 Index (leave blank if answer to TYPE_ORG-1 is "no" or "don't know")
TYPE_ORG04	I will now read you a list of four types of organizations. Please tell me which of these types best describes the organization for which you worked. 1. A. Charity/non-profit organization/NGO/union/or religious organization 2. B. Business 3. C. Government 4. D. Other / Not sure <i>[Record response verbatim for subsequent sector coding.]</i> <i>[If respondent mentions more than one type of activity, ask questions HOUR_01 through TYPE_ORG04 for each activity separately. Then proceed to WORK_03]</i>	TYPE_ORG041 Record response verbatim TYPE_ORG042 Assign sector code (leave blank if TYPE_ORG01 is "don't know") 00 Direct volunteering (if TYPE_ORG01 is "no") 01 Charity/nonprofit organization/NGO/union or religious organization 02 Business 03 Government 04 Other 09 Don't know/Not sure
WORK_03	Is there any other <u>unpaid</u> non-compulsory time you gave without pay to activities performed either through organizations or directly for others outside your own household <i>[provide dates marking the period]</i> ? <i>[If yes, go to WORK_02. If no, proceed to END]</i>	01 Yes 02 No
PROMPT_01	Sometimes people don't think of some activities as <u>unpaid</u> work. I will read you a list of examples of this kind of activity. If you gave any time without pay to these activities during the past 4 weeks <i>[provide dates marking the period,]</i> , please respond with a "yes" to each of these as I read them. Otherwise say "no."	n.a.
PROMPT_02	Did you do any <u>unpaid</u> work for a community organization, such as fundraising, providing administrative support, or serving on the board of a school, library, health care center, NGO, club, union, religious congregation, or association? ___yes/___no <i>[Note: The specific examples of activities considered in-scope may vary from country to country, however the overall types of activities should remain the same in order to maintain international comparability.]</i>	01 Yes 02 No
PROMPT_03	Did you clean or improve your community, such as pick up rubbish, or work to improve the water supply, parks, or roads? ___yes/___no	01 Yes 02 No
PROMPT_04	Did you organize an event, such as a community gathering, a sporting or cultural activity, a religious celebration, or a political event to make others aware of an issue? ___yes/___no	01 Yes 02 No
PROMPT_05	Did you provide any <u>unpaid</u> assistance to persons outside of your household, such as the elderly, children, the poor, or disaster victims, prepare and serve food, or transport persons or goods? ___yes/___no	01 Yes 02 No
PROMPT_06	Did you conduct any <u>unpaid</u> coaching or officiating, counseling, or provide any free medical care or legal advice, gather information or scientific data? ___yes/___no	01 Yes 02 No

Step or variable	Question	Coding
PROMPT_07	<p><i>[If respondent says yes to any one of questions in PROMPT_02 to PROMPT_06, say: "You said that you [read back the examples provided for the questions they responded yes to: 1. worked for a community organization, 2. worked to clean or improve your community, 3. worked to organize an event, 4. provided assistance to persons outside of your household, and/or 5. Provided coaching, counseling, medical legal, or food or transport services.]</i></p> <p><i>Ask questions WORK_02 through TYPE_ORG04 for each activity. If no, proceed to END]</i></p>	n.a.
END	End of survey module	n.a.

Additional Questions If Survey Is Annual

Step or variable	Question	Coding
SPECIAL	Additional questions if survey is annual.	n.a.
SPECIAL_01	<p>People often do <u>unpaid non-compulsory</u> work just a few times a year for special events. In the past twelve months, did you give any time without pay to activities performed either through organizations or directly for others outside your own household for a special event that you have not reported on this survey because it did not take place in the past four weeks?</p> <p><i>[If yes, proceed to SPECIAL_02. If no or not sure, proceed to END]</i></p>	01 Yes 02 No 09 Don't know/Not sure
SPECIAL_02	<p>Please tell me what kind of <u>unpaid</u> work you did. Please mention as many activities as you can remember. Why don't you start with the work that [you did most recently/ or on which you spent the most time].</p> <p><i>[Record response verbatim for subsequent occupational coding.]</i></p>	SPECIAL_021 Record response verbatim. SPECIAL_022 Assign activity code from ISCO-88 Index
SPECIAL_03	<p>I would like to determine the total number of hours you did this <i>[repeat back to the respondent the first activity they reported, then repeat SPECIAL_03 through SPECIAL_09 for each additional activity mentioned]</i> in the last twelve months. Do you recall approximately how many hours you spent on this <u>unpaid</u> activity?</p> <p><i>[If yes, record number of hours given, and then go to SPECIAL_06. If no, or unsure, go to SPECIAL_04 If respondent reports a volunteer activity that is carried out concomitantly with paid work, then this activity would not qualify as volunteer work. If respondent reports a volunteer activity that is carried out concomitantly with unpaid work for a member of the respondent's household, then ask the respondent to estimate the amount of time attributable to the volunteer activity]</i></p>	Record response verbatim or enter the value estimated from SPECIAL_04 and SPECIAL_05
SPECIAL_04	<p>If you do not recall the total number of hours, could you perhaps recall how many times you did this activity in the last four weeks?</p> <p><i>[Record response verbatim for subsequent frequency coding]</i></p>	Record the number of times.
SPECIAL_05	<p>And how many hours did you spend doing this unpaid work the last time you did it [or on average each time you did it]?</p> <p><i>[Record response verbatim]</i></p>	Record the number of hours
SPECIAL_06	<p>Did you do this <u>unpaid</u> work for an organization?</p> <p><i>If no, code [direct volunteering] and go to END.</i></p>	01 Yes 02 No
SPECIAL_07	<p>What is the name of the organization for which you did this work?</p> <p><i>[Record response verbatim for subsequent industry and sector coding. If more than one organization is mentioned – iterate loop TYPE_ORG for every organization]</i></p>	Record response verbatim TYPE_ORG071 Record response verbatim TYPE_ORG072 Assign industry code from ISIC, Rev.4 Index (leave blank if answer to TYPE_ORG-1 is "no" or "don't know") TYPE_ORG072 Assign sector code (leave blank if TYPE_ORG01 is "don't know") 00 Direct volunteering (if TYPE_ORG01

Annex I
Survey Module Coding Book

Step or variable	Question	Coding
		is "no") 01 Charity/nonprofit organization/NGO/union or religious organization 02 Business 03 Government 04 Other 09 Don't know/Not sure
SPECIAL_08	<i>If NAME is not in code book, or if no code book is used, ask What does this organization do? _____(80 spaces)</i> <i>[Record response verbatim for subsequent industry coding.]</i>	SPECIAL_081 Record response verbatim SPECIAL_082 Assign code from ISIC, Rev.4 index (leave blank if answer to SPECIAL_06 is "no" or "don't know")
SPECIAL_09	I will now read you a list of four types of organizations. Please tell me which of these types best describes the organization for which you worked. 5. A. Charity/non-profit organization/NGO/union/or religious organization 6. B. Business 7. C. Government 8. D. Other / Not sure <i>[Record response verbatim for subsequent sector coding.]</i> <i>[If respondent mentions more than one type of activity, ask questions SPECIAL_03 through SPECIAL_09 for each activity separately].</i>	SPECIAL_91 Record response verbatim SPECIAL_92 Assign sector code (leave blank if answer to SPECIAL_06 is "don't know") 00 Direct volunteering (if SPECIAL_06 is "no") 01 Charity/nonprofit organization/NGO/union or religious organization 02 Business 03 Government 04 Other 09 Don't know/Not sure
END	End of survey module	n.a.

ANNEX II

TOOLS FOR CLASSIFICATION OF VOLUNTEER WORK

- II.1. In order to estimate the amount of labor services that households give to one another and the distribution of such labor services among fields, and in order to calculate the value of volunteer work as recommended in the United Nations *Handbook on Nonprofit Institutions in the System of National Accounts*, data collected using the recommended survey module is classified in two ways:
- a. By the skill or occupational requirements of the work performed; and
 - b. By the activity or industry for which the work was performed.
- II.2. In order to ensure a reasonable degree of comparability in the data assembled in different countries, this *Manual* recommends using well-established standard classifications of occupation and industry as the agreed classification systems. One of the great advantages of measuring volunteer work through labour force surveys, in fact, is that these surveys use standard classifications of occupations and activities/industries that are readily adaptable to the classification of volunteer work, and have survey interviewers and coder who are familiar with these classification structures.
- II.3. More specifically, this *Manual* recommends the use of:
- a. ISCO-08 and comparable national classifications for the classification of volunteer work occupations ; and
 - b. ISIC Rev. 4, NACE, NAICS, ANZSIC and comparable national or regional equivalents for the classification of the field or industry of volunteer work .
- II.4. This Annex presents a number of tools that should be helpful to coders in applying the classification structures recommended in this *Manual* in classifying both the *occupations* and the *industries* associated with volunteer work.
- II.5. It should be emphasized that although the examples and coding aids discussed in this Annex reference ISCO-08 and ISIC Rev. 4, this choice was dictated by the desire to have a common standard for expository purposes. In practice it is expected that countries will use their national or regional classifications and adapt the coding aids to their own needs and circumstances.
- II.6. More specifically, the tools included in this Annex are as follows:
- a. **Annex II.A: Distinctive Volunteer Work Activities Coded to ISCO-08**
Provides a cross-walk between activities that are somewhat distinctive to volunteer work and the ISCO-08 occupational classifications to which they most closely correspond.

- b. **Annex II.B: Index of Additional Detail Available in ISIC, Rev. 4, Codes to Depict Organization-based Volunteer Work Activities**
Provides additional detailed breakdowns of certain ISIC Rev 4 categories to permit more refined identification of volunteer-work industries.

- c. **Annex II.C: Alphabetical Listing of Common NPI and Volunteer-Work Industry Descriptions Coded to ISIC, Rev. 4**
Provides an alphabetized cross-walk between industries commonly encountered in volunteer work and their corresponding ISIC, Rev. 4, industry classification.

- d. **Annex II.D: Index of ISCO-08 and ISIC, Rev. 4, Codes for Direct Volunteer Work Activities**
Provides a cross-walk for identifying appropriate ISIC, Rev. 4, industry codes for direct volunteer work.

- e. **Annex II.E: Cross-Walk between International Classification of Nonprofit Organizations (ICNPO) Industry Classification Coded to ISIC, Rev. 4 Groups**
Provides a cross-walk between ICNPO industry groups and ISIC, Rev. 4, Equivalents for countries implementing the UN *Handbook on Nonprofit Institutions* and using the ICNPO classification structure recommended there.

Annex II.A

Most occupations commonly performed by volunteers are similar to paid occupations and can be coded using standard ISCO methods. However, there are some occupations that are unique to volunteering, especially distinctive to it, or likely to be described by respondents in ways that differ from answers they would give in describing paid work.

To assist coders who may not be familiar with volunteer occupations, Annex II.A presents a partial list of these unique or distinctive volunteer occupations and provides a cross-walk to their most appropriate corresponding ISCO-08 codes. The list is not exhaustive and can be modified to accommodate local customs and expanded to allow for coding of verbatim responses. The volunteer work occupational descriptors used in Annex II.A were derived from a variety of existing volunteering survey instruments, and were enhanced with additional occupational detail.¹

¹ Including *Measuring Volunteering: A Practical Toolkit (2001)* produced by Independent Sector and United Nations Volunteers, ICATUS, and surveys from several countries.

Distinctive Volunteer Work Activities Coded to ISCO-08

ISCO-08 Code	Volunteer Activity
1114	Serve on the board or governing committee of an organization
1114	Set up a political party
2164	Develop emergency preparedness plans for your community
2421	Serve on a planning or management committee
2432	Campaign for a cause
2432	Disseminate information addressing public concerns
2432	Fundraising professionals
2432	Leading of conferences
2611	Provide pro bono legal or dispute resolution services
2635	Organise and coordinate the response to a disaster or crisis situation
2635	Social work and counseling professionals
2652	Perform music, sing, contribute or display your work of art at a cultural event
2655	Act at a cultural event
3112	Make improvements to the public areas of your community, such as roads, bridges, water supplies, electricity, public utilities
3258	Disaster relief workers
3258	Provide emergency medical care
3323	Shopping for/purchasing of goods as help to other households
3332	Event planners, organisers, or managers
3343	Help set up a programme or meeting to solve a problem affecting your community
3411	Provide pro bono legal services at a paraprofessional level
3412	Community organisers
3412	Counselors, dispute resolution facilitators, and providers of emotional support to others
3412	Provide clerical support to others in paying taxes, paying bills, banking, or filling out forms
3412	Mentoring
3412	Organise others or set up a programme to solve a problem
3412	Provide emergency or crisis counseling

Annex Table II.A
Alphabetical Listing of Common Volunteer Work Activities Coded to ISCO-88

ISCO-08 Code	Volunteer Activity
3413	Prepare pamphlets and other advertising to disseminate information
3413	Usher or greet
3421	Take part as an athlete, player, contestant, team member or participant in a sporting or recreation event for public entertainment whose main purpose was to serve a public cause
3422	Coach, referee, judge, or supervise a sports team
4414	Writing letters to public authorities to draw public attention to a problem faced by the community
4419	Provide assistance to others managing or planning an event
5120	Cooking for collective celebrations or preparing meals as help to other households
5131	Serving meals as help to other households
5152	Household management as help to other households
5152	Provide shelter to victims of a natural disaster
5162	Providing companionship
5163	Help organise a funeral or provide undertaking services for a funeral
5164	Personal care/assistance, pet care
5164	Provide pet care help to someone you know, such as a friend, colleague, neighbour or relative not in your household
5242	Display your craft at a cultural event
5243	Canvassing, or contacting people to advance a cause, by going door-to-door.
5244	Canvassing, or contacting people to advance a cause, by using the telephone.
5311	Babysitting and childcare as help to other households.
5311	Short-term foster care
5312	Assisting in educational programmes, and assisting in teaching or training others to acquire new skills.
5321	Health care assistants
5322	Adult /personal care and assistance as help to other households
5322	Providing home health aid
5322	Support and help the elderly or disabled in their home
5411	Extinguish fires after a disaster
5414	Maintain order in the community or at an event: for example, by patrolling public areas, keeping vigil to deter illegal activities, or defending members of the community from

Annex Table II.A
Alphabetical Listing of Common Volunteer Work Activities Coded to ISCO-88

ISCO-08 Code	Volunteer Activity
	being victimised.
5419	Save victims of a natural disaster from immediate danger, by evacuating flood or fire victims, removing the bodies of people who were killed by a disaster, searching for people trapped in the disaster areas, searching for people lost in the wilderness, mountains or at sea.
5419	Search and rescue workers
6113	Make improvements to the public green areas of your community, by planting trees and other nursery stock
6310	Help to transport, gather, or organise a community harvest
6330	Help to transport, gather, or organise community fishing, hunting, trapping, or gathering
7111	Construction, renovation and repairs of dwellings, historical sites, buildings and other structures as help to other households
8322	Help to transport resources for the community
8322	Driving, providing car, taxi, or van transportation to people or transporting goods.
9111	Domestic helping, cleaning, laundering, housekeeping services for others.
9112	Clean up after an event
9213	Help to bring in or gather supplies that are vital for the community such as water and firewood
9214	Help others to make improvements to the public green areas of the community by providing garden and horticultural labour
9312	Help others to make improvements to the public areas of the community, such as roads, bridges, water supplies, electricity, public utilities
9313	Help in the construction, renovation and repairs of dwellings and other structures as help to other households
9313	Prepare for a natural disaster by protecting buildings and other structures
9331	Transportation assistance to other households, had and pedal vehicle
9332	Transportation assistance to other households, animal drawn vehicle
9412	Assist others to prepare and serve food as help to other households
9520	Fundraising, by collecting money in the street (tin shakers)
9613	Removing debris after a natural disaster
9621	Delivering messages, packages, etc.
9629	Donate blood or other biological material such as bone marrow or organs

Annex II.B

Additional Detail Available in ISIC, Rev. 4, Codes to Depict Organization-based Volunteer Work Activities

In general, ISIC, Rev.4 contains sufficient detail on the industries in which organization-based volunteers work. This represents a considerable improvement over ISIC, Rev.3, which had too little detail on membership organizations, social work without accommodation and other areas in which non-profit institutions have been found to be active. However, the level of detail recommended for two ISIC groups is still insufficient to capture important distinctions with respect to two types of ISIC groups of organizations in the nonprofit sector. The two groups are ISIC groups 889 (Other social work activities without accommodation) and 949 (Activities of other membership organizations).

Additional detail on these two ISIC groups is provided in ISIC Rev. 4's section on alternative aggregations (United Nations 2008). The table below presents these NAICS-inspired alternative structures for ISIC, Rev.4 groups 889 and 949.

ISIC Rev. 4 Class	ISIC Rev. 4 Description
8890	Other social work activities without accommodation
8891	Child and youth service activities
8892	Other individual and family service activities
8893	Community food and housing service activities
8894	Temporary shelters
8895	Emergency and relief activities
8896	Vocational rehabilitation and habilitation activities
8897	Child day care service activities
8898	Charitable or other supporting activities aimed at social work
8899	Other social work activities without accommodation n.e.c.
9491	Activities of religious organizations
9492	Activities of political organizations
9493	Grantmaking and giving activities
9494	Activities of human rights organizations
9495	Activities of environmental, conservation and wildlife organizations
9496	Activities of other social advocacy organizations
9497	Activities of cultural or recreational associations (other than sports or games)
9498	Activities of other civic and social organizations
9499	Activities of other membership organizations n.e.c.
9603	Funeral and related activities
9609	Other personal service activities n.e.c.
9700	Activities of households as employers of domestic personnel

Annex II.C

Alphabetical List of Common NPI and Volunteer Work Industry Descriptions Coded to ISIC, Rev. 4²

ISIC Rev. 4 Class	Common NPI and Volunteer Work Activity Fields
5510	Accommodation, short-term housing, hostels, shelters
5510	Accommodation, short-term housing, hostels, shelters
5510	Accommodation, short-term housing, hostels, shelters, multiple occupancy
5510	Accommodation, short-term housing, hostels, shelters, time share
6920	Accounting organizations
6920	Accounting, bookkeeping and auditing activities; tax consultancy
9492	Activities and services to support the placing of particular candidates into political office
6619	Activities auxiliary to financial service activities (e.g., credit counseling, loan counseling)
7810	Activities of employment placement agencies
6420	Activities of holding companies
8423	Administrative services related to the detention or rehabilitation of criminals
8891	Adoption services
8522	Adult/continuing education
7420	Advertising and photography services
7420	Advertising services, full
9496	Advocacy organizations
8690	Ambulance services
8690	Ambulance services
8690	Ambulatory services and paramedical emergency care
9321	Activities of amusement parks and theme parks
7220	Analysis in the policy area
7220	Analysis in the social sciences
7500	Animal hospitals
7500	Animal protection and welfare
7500	Animal protection and welfare services
7500	Animal shelters and humane societies
9103	Aquariums
9103	Arboreta
7110	Architectural and engineering activities and related technical consultancy
7110	Architectural and engineering activities and related technical consultancy, residential
7110	Architectural and engineering activities and related technical consultancy, non-residential
7110	Architectural and engineering activities and related technical consultancy, historical restoration
7110	Architectural and engineering activities and related technical consultancy, landscape

² ISIC Codes 8891-8899 and 9493-9499 are described in “Alternative aggregation for data reporting on the non-profit institutions sector,” in United Nations (2008), *International Standard Industrial Classification of All Economic Activities (ISIC), Rev.4*, United Nations publication, Sales No. E.08.XVII.25, pp. 282-286.

ISIC Rev.	Common NPI and Volunteer Work Activity Fields
4 Class	
9000	Architectural associations
9000	Architecture
9101	Archive services
9102	Art museums
9491	Associations and auxiliaries of religious congregations and organizations supporting and promoting religious beliefs, services and rituals
9491	Associations of congregations
5920	Audio publishing organizations, non-musical
9000	Ballet companies
9411	Bankers' association
5630	Beverage serving activities
8690	Blood, sperm and organ bank services
6920	Bookkeeping organizations
9103	Botanical and zoological gardens
9103	Botanical gardens
9103	Botanical, zoological and nature reserve services
8891	Boys clubs
8129	Building and industrial cleaning activities (e.g., street sweeping, snow removal, vocational development)
8129	Building and industrial cleaning activities, disinfecting and exterminating
8129	Building and industrial cleaning activities, other sanitation services
8129	Building and industrial cleaning activities, specialized cleaning
8129	Building and industrial cleaning activities, window cleaning
4210	Building of infrastructure like airfield runways;
4210	Building of infrastructure like bridges and elevated highways
4210	Building of infrastructure like railways
4210	Building of infrastructure like roads;
4210	Building of infrastructure like tunnels;
3900	Building remediation services
9411	Business and employers associations
9411	Business associations
8530	Business management schools
5520	Camp sites, camp grounds, recreational vehicle parks and trailer parks
8896	Career counseling, testing, and related services
9000	Ceramic art
8898	Charitable or other activities aimed at social work
8897	Child day care
8890	Child day care services
8897	Child development centers
8690	Childbirth and related services
8891	Child-mentoring groups
9000	Choral societies
9491	Churches
9495	City and highway beautification programs
9498	Civic associations
9494	Civil rights associations
8895	Clothing distribution centers
9329	Coin-operated amusement machine services

ISIC Rev.	Common NPI and Volunteer Work Activity Fields
4 Class	
3812	Collection of hazardous waste (e.g., collection of batteries)
3600	Collection, purification and distribution of water, community development organizations (e.g., hydroelectric projects)
3600	Collection, purification and distribution of water, natural
9102	Collections and collectors pieces of zoological, botanical, mineralogical, anatomical, historical, ethnographic or numismatic interest; antiques
9102	Commemoration of historical events
9101	Commemorative funds and associations
9498	Community and neighborhood organizations
9493	Community foundations
8690	Community mental health centers
3811	Community or area cleanup and beautification
6202	Computer consultancy and computer facilities management activities
6201	Computer programming activities, configuring software for clients
9491	Congregations
9495	Conservation and preservation of natural resources, including land, water, energy, and plant resources for the general use and enjoyment of the public
4290	Construction of civil engineering projects (e.g., dams and dykes and sports facilities), community development, sheltered workshops
4290	Construction of civil engineering projects, dams
4290	Construction of civil engineering projects, harbours and waterways
4290	Construction of civil engineering projects, mining
4100	Construction of housing
4100	Construction of housing, 1- and 2-family
4100	Construction of housing, multifamily
4100	Construction of housing, prefabricated constructions
4290	Construction of other civil engineering projects, other manufacturing
4290	Construction of other civil engineering projects, other sport and recreation facilities
4290	Construction of other civil engineering works
4220	Construction of utility projects (e.g., irrigation systems, sewage systems), community development, sheltered workshops
4220	Construction of utility projects, aqueducts
4220	Construction of utility projects, irrigation and flood control
4220	Construction of utility projects, local cables
4220	Construction of utility projects, local pipelines
4220	Construction services for aqueducts
4290	Construction services for dams
4290	Construction services for harbours and waterways
4210	Construction services for infrastructure like airfield runways;
4210	Construction services for infrastructure like bridges and elevated highways
4210	Construction services for infrastructure like railways
4210	Construction services for infrastructure like roads;
4210	Construction services for infrastructure like tunnels;
4220	Construction services for irrigation and flood control
4220	Construction services for local cables
4220	Construction services for local pipelines
4290	Construction services for mining
4290	Construction services for other civil engineering works

ISIC Rev.	Common NPI and Volunteer Work Activity Fields
4 Class	
4290	Construction services for other industrial plans
4290	Construction services for outdoor sport and recreation facilities
4100	Construction services, 1- and 2-family
4100	Construction services, multifamily
9496	Consumer protection associations
3900	Containment, control and monitoring services
9493	Corporate foundations
8522	Correspondence schools
9312	Country clubs
9000	Creative, arts, and entertainment activities (e.g., ballet companies, activities of sculptors, painters, ceramic artists, choral societies, dance troupes, dissemination of visual arts, theater productions)
8892	Credit counseling/money management services
8423	Crime prevention and public policy
8423	Crime prevention to promote safety and precautionary measures among citizens
8899	Crisis intervention
9497	Cultural and recreational associations
8542	Cultural education organizations (e.g., dance, arts, drama, music education)
9000	Culture and arts
9102	Culture museums
9000	Dance troupes
8891	Delinquency prevention services
8620	Dental services
9101	Design centers
9499	Development assistance associations
6810	Development of housing
6810	Development of housing, rental or leasing services
6810	Development of housing, trade services of residential buildings
6810	Development of housing, trade services of time-share properties
6810	Development of housing, trade services of vacant and subdivided land
8690	Diagnostic imaging services
8895	Disaster/emergency prevention and control
9000	Display of visual arts and architecture
3822	Disposal of hazardous waste (e.g., electronic waste disposal)
9492	Dissemination of information
9000	Dissemination of visual arts and architecture;
3510	Distribution of electrical energy, wind farms, hydroelectric projects
9700	Domestic services for households
9497	Drawing associations
8891	Drop-out prevention
9411	Economic development
8510	Education at elementary level
8510	Education at pre-primary level
8510	Education at primary level
8521	Education at secondary level
8550	Educational support
3510	Electricity distribution services
3510	Electricity transmission services

ISIC Rev. 4 Class	Common NPI and Volunteer Work Activity Fields
8510	Elementary and primary education
8690	Emergency medical services
7820	Employment agencies, temporary staffing-to-permanent
7110	Engineering activities and related technical consultancy
7110	Engineering activities and related technical consultancy, industrial and manufacturing
7110	Engineering activities and related technical consultancy, other
7110	Engineering activities and related technical consultancy, power projects
7110	Engineering activities and related technical consultancy, telecommunications and broadcasting
7110	Engineering activities and related technical consultancy, transportation
7110	Engineering activities and related technical consultancy, waste management projects
7110	Engineering activities and related technical consultancy, water and sewage projects
9411	Entrepreneurial programs
9495	Environmental beautification and open spaces
7490	Environmental consulting organizations
9495	Environmental organizations
9498	Ethnic associations
5621	Event catering, community development and vocational training
9499	Exchange/friendship/cultural programs.
8110	Facilities support activities (e.g., vocational training, sheltered workshop)
8892	Family life/parent education
8690	Family planning services
8892	Family services
8894	Family violence shelters and services
9411	Farmers' association
161	Farming cooperatives, sustainable agriculture organizations
9493	Federated, collective fundraising organizations
5913	Film distribution, licensing services for the right to use entertainment, literary or artistic originals
5913	Film distribution, motion picture, videotape, and television programme distribution services
5912	Film post-production, animation services
5912	Film post-production, audiovisual editing services
5912	Film post-production, captioning, titling, and subtitling services organization, audiovisual editing organizations (e.g., organizations serving the deaf)
5912	Film post-production, captioning, titling, and subtitling services
5912	Film post-production, colour correction and digital restoration services
5912	Film post-production, other
5912	Film post-production, transfers and duplication of masters services
5912	Film post-production, visual effects services
5911	Film production
5911	Film production, content on physical media
5911	Film production, film and video downloads
5911	Film production, licensing services
5911	Film production, motion picture film, exposed and developed
5911	Film production, originals
5911	Film production, production services
5911	Film production, streamed video content

ISIC Rev.	Common NPI and Volunteer Work Activity Fields
4 Class	
6920	Financial auditing organizations
6419	Financial services such as credit and savings associations
6419	Financial services, business non-mortgage loan services
6419	Financial services, credit card
6419	Financial services, deposit services corporate
6419	Financial services, other
6419	Financial services, other credit-granting services
6419	Financial services, personal non-mortgage loans
6419	Financing of housing
8690	First aid training and services
8530	First stage tertiary education
9311	Fitness and wellness centers
9311	Fitness centers
8893	Food banks
8421	Foreign economic aid organizations
8421	Foreign military aid organizations
8891	Foster care
9493	Fund-raising organizations
9603	Funeral and related activities
9200	Gambling and betting activities
8620	General medical services
8411	General public administration activities (e.g., quasi-governmental bodies, tribal councils, standard-setting groups)
8411	General public administration activities, administrative services
8411	General public administration activities, fiscal and financial services
8411	General public administration activities, other
8411	General public administration activities, public services provision organizations
8411	General public administration activities, research and development
8411	General public administration activities, social planning and statistical services
3811	General waste collection services, other
7110	Geological and geophysical consulting organizations
7110	Geophysical service organizations
8891	Girls clubs
9493	Grant-giving services
9493	Grant-making and giving activities
9493	Grant-making foundations
8890	Guidance and counseling n.e.c. relating to children
8891	Guidance and counseling related to children
8610	Gynecological and obstetrical services for inpatients
8894	Halfway homes
8894	Halfway houses
3811	Hazardous waste treatment services
8620	Health clinics
8690	Health education
8620	Health treatment, primarily outpatient
8530	Higher education
8530	Higher learning, providing academic degrees
9497	Historical societies

ISIC Rev. 4 Class	Common NPI and Volunteer Work Activity Fields
9102	History museums
8810	Homemaker services
8710	Homes for the frail elderly
8730	Homes, other than nursing homes
9103	Horticultural programs
8610	Hospitals
8893	Housing assistance
9499	Housing associations
4321	Housing development, building homes for disadvantaged groups, community development, sheltered workshops
4321	Housing development, burglar alarm system installation
4322	Housing development, drain laying services
4321	Housing development, electrical wiring
4330	Housing development, fencing and railing services
4321	Housing development, fire alarm installation
4330	Housing development, floor and wall tiling services
4322	Housing development, gas fitting installation services
4330	Housing development, glazing services
4322	Housing development, heating equipment installation services
4330	Housing development, joinery and carpentry services
4330	Housing development, other building completion and finishing services
4330	Housing development, other floor laying, wall covering and wall papering services
4330	Housing development, other installation services n.e.c.
4330	Housing development, painting services
4330	Housing development, plastering services
4321	Housing development, residential antenna installation
4322	Housing development, ventilation and air conditioning equipment installation services
4322	Housing development, water plumbing services
9494	Human rights organizations
9497	Humanistic societies
7120	Improvement of product control and quality (e.g., consumer safety organizations, environmental testing, product certification)
7120	Improvement of product control and quality, composition and purity testing
7120	Improvement of product control and quality, integrated mechanical and electrical systems
7120	Improvement of product control and quality, other technical testing and analysis
7120	Improvement of product control and quality, physical properties analysis and testing
7120	Improvement of product control and quality, road transport vehicles
3821	Incineration of non-hazardous waste
8892	Income support and maintenance
9493	Independent public-law foundations
6920	Individual tax preparation organizations, tax counseling services
8129	Industrial cleaning activities, sweeping and snow removal
8897	Infant care centers
8810	In-home services
8610	Inpatient care and treatment for the mentally ill
8710	Inpatient convalescent care

ISIC Rev. 4 Class	Common NPI and Volunteer Work Activity Fields
8710	Inpatient health care and rehabilitative therapy to individuals suffering from physical impairments due to injury, genetic defect, or disease and requiring extensive physiotherapy or similar forms of care
8549	Institutions engaged in providing education and training in addition to the formal educational system
6511	Insurance providers, accidental death and dismemberment (e.g., mutuals)
6512	Insurance providers, credit and surety (e.g., mutuals)
6512	Insurance providers, freight (e.g., mutuals)
6512	Insurance providers, general liability (e.g., mutuals)
6512	Insurance providers, health (e.g., mutuals)
6511	Insurance providers, life (e.g., mutuals)
6512	Insurance providers, marine, aviation, and transport (e.g., mutuals)
6512	Insurance providers, motor vehicles (e.g., mutuals)
6512	Insurance providers, other non-life (e.g., mutuals)
6512	Insurance providers, property (e.g., mutuals)
6512	Insurance providers, travel (e.g., mutuals)
7210	Interdisciplinary research and experimental development
7220	Interdisciplinary research and experimental development
9496	International disaster and relief organizations
9494	International human rights and peace organizations
6202	IT design and development organizations
6202	IT management service organizations
6202	IT network management services
6202	IT support services organizations
8891	Job programs for youth
8896	Job training programs
9420	Labor unions
4922	Land transport service organizations (e.g., bus services, shuttle services, charter services)
4922	Land transport service organizations, coach charter services
4922	Land transport service organizations, interurban scheduled road transport services
4922	Land transport service organizations, interurban special-purpose scheduled road transport services
4922	Land transport service organizations, local special-purpose scheduled road transport
4922	Land transport service organizations, non-scheduled long-distance bus and coach services
4922	Land transport service organizations, other land transportation services
4922	Land transport service organizations, passenger car rental services
4922	Land transport service organizations, rental services of buses and coaches
4922	Land transport service organizations, road transport services of passengers by man- or animal-drawn vehicles
4922	Land transport service organizations, sightseeing services
4922	Land transport service organizations, taxi services
9103	Landscape services
8130	Landscape services and maintenance services for public parks, community gardens, public spaces or buildings
9497	Language associations
8530	Law schools

ISIC Rev.	Common NPI and Volunteer Work Activity Fields
4 Class	
9412	Lawyers association
6910	Legal services
6910	Legal services, advice, and assistance in dispute resolution and court-related matters.
6910	Legal services, criminal law
6910	Legal services, legal documentation and certification
6910	Legal services, other fields of law
6910	Legal services, other n.e.c.
9497	Leisure clubs
9101	Libraries
9101	Library and archive services
9101	Library services
9000	Licensing for right to use literary or artistic originals
5820	Licensing services for the right to use computer software
5812	Licensing services for the right to use databases
5912	Licensing services for the right to use entertainment, literary, or artistic originals
8423	Lifeboat services, etc.
8690	Lifeline programs
9497	Literary societies
5920	Live recording organizations
9498	Local development organizations
9493	Lotteries
8521	Lower secondary education, general
8522	Lower secondary education, technical and vocational
6820	Management, leasing of housing
6820	Management, leasing of housing except time-share
6820	Management, leasing of housing, time-share
3290	Manufacture of articles for festivities and carnivals
3290	Manufacture of articles for personal use, community development organizations, sheltered workshops
3290	Manufacture of brooms, brushes, sweepers
3290	Manufacture of button molds
3290	Manufacture of buttons and fasteners
1709	Manufacture of carbon paper
3290	Manufacture of cigarette lighters, hair pins, hair curlers, pads for the application of cosmetics, scent sprays
3290	Manufacture of date, sealing or numbering stamps, hand printing sets, typewriter ribbon, ink pads
1709	Manufacture of envelopes, cards, stationary, cardboard
1709	Manufacture of filter blocks
3290	Manufacture of globes
3290	Manufacture of items using human hair, wig-makers
1709	Manufacture of labels
3290	Manufacture of other articles n.e.c.
1709	Manufacture of other paper and paperboard
1709	Manufacture of paper products, community development organizations, sheltered workshops
3290	Manufacture of parts for umbrellas, walking sticks, whips
3290	Manufacture of pens, pencils, drawing tools

ISIC Rev. 4 Class	Common NPI and Volunteer Work Activity Fields
1709	Manufacture of registers, account books, notebooks, diaries, letter pads, binders, file covers
3290	Manufacture of safety headgear
1709	Manufacture of textile wall coverings
1709	Manufacture of toilet paper, towels, handkerchiefs, sanitary napkins, napkins for babies
3290	Manufacture of umbrellas, walking sticks, whips
1709	Manufacture of wallpaper
9411	Manufacturers' association
7110	Map-making service organizations
7320	Market research and public opinion polling
8893	Material assistance
9412	Medical association
8690	Medical laboratory services
7210	Medical research
8530	Medical schools
9499	Membership organizations n.e.c.
9499	Membership organizations n.e.c.
9498	Membership organizations providing services to members and local communities
9498	Men's and women's clubs
9498	Men's social and civic organizations
8610	Mental health treatment, hospital
8720	Mental health treatment, private practices and clinics
7110	Mineral exploration and evaluation organizations
9491	Monasteries
9491	Mosques
5920	Motion pictures and video production organizations
5920	Motion pictures and video production organizations, originals
9102	Museum services except historical sites and buildings
9102	Museums
9102	Museums
5920	Music and audio publishing organizations, licensing services for the right to use entertainment, literary or artistic originals
9000	Music ensembles
5920	Music publishing organizations
5920	Music publishing organizations, musical audio downloads
5920	Music publishing organizations, printed
5920	Music publishing organizations, sound media
5920	Music publishing organizations, streamed audio content
9495	Natural resources conservation and protection
8690	Nature cure centers
9103	Nature reserves
6391	News agency organizations, audiovisual media
6391	News agency organizations, newspapers
8549	Night schools
3811	Non-hazardous recyclable materials collection, other
3811	Non-hazardous recyclable materials collection, residential (i.e., collection of paper)
3811	Non-hazardous recyclable materials preparation, consolidation, and storage
8897	Nurseries

ISIC Rev. 4 Class	Common NPI and Volunteer Work Activity Fields
130	Nurseries, community development organizations
8730	Nursing homes for the severely handicapped
8690	Nursing services
9000	Opera companies
5629	Operation of food concessions, canteens and cafeterias, community development and vocational training
9000	Orchestras
5812	Organizations compiling directories and lists
5812	Organizations compiling facts/information
9495	Organizations promoting anti-litter campaigns
9412	Organizations promoting, regulating, and protecting professional interests
9496	Organizations providing and supporting apprenticeship programs
9496	Organizations providing and supporting internships
8549	Organizations providing and supporting on-the-job training, and other training programs
8549	Organizations providing and supporting professional training, and other training programs
8893	Organizations providing cash assistance and other forms of direct services to persons unable to maintain a livelihood
8895	Organizations providing food, clothing, shelter, and services to refugees and immigrants
8893	Organizations providing food, clothing, transport, and other forms of assistance
8892	Organizations providing geriatric care
8899	Organizations providing housing search, legal services, and related assistance
8893	Organizations providing temporary shelters to the homeless
8421	Organizations supporting diplomatic affairs and consular services. Development of information for distribution internationally and use abroad.
8895	Organizations that collect, channel, and provide aid to other countries during times of disaster or emergency
9494	Organizations that promote and monitor human rights and peace internationally
9495	Organizations that promote clean air
9495	Organizations that promote clean water
9495	Organizations that promote radiation control
9495	Organizations that promote recycling programs
9495	Organizations that promote reducing and preventing noise pollution
8896	Organizations that promote self-sufficiency and income generation through job training and employment
9495	Organizations that promote solid waste management
9497	Organizations that promote the interests of, or provide services to, members belonging to a specific ethnic heritage
9495	Organizations that promote treatment of hazardous wastes and toxic substances
9420	Organizations that promote, protect, and regulate the rights and interests of employees
9496	Organizations that protect the rights and promote the interests of specific groups of people (e.g., the physically handicapped, the elderly, children, and women)
8690	Organizations that provide primarily outpatient health services
9499	Organizations that recruit, train, and place volunteers and promote volunteering
8895	Organizations that work to educate or otherwise prepare individuals to cope with the effects of disasters

ISIC Rev. 4 Class	Common NPI and Volunteer Work Activity Fields
8895	Organizations that work to prevent, predict, control, and alleviate the effects of disasters
9411	Organizations that work to promote, regulate, and safeguard the interests of special branches of business
9494	Organizations that work to protect or preserve individual civil liberties and human rights
8895	Organizations that work to provide relief to disaster victims
9496	Organizations working towards improving the institutional infrastructure and capacity to alleviate social problems and to improve general public well being
9498	Organizations working towards improving the quality of life within communities or neighborhoods
9000	Original works of authors, composers sculptors and other artists except performing artists, painters and sculptors
9329	Other amusement and recreation activities (e.g., recreational fairs, recreational parks)
7020	Other business consulting services
9498	Other civic and social organizations
9498	Other civic betterment and community facility support services
5629	Other contract food services
5590	Other dormitories and unit accommodation services n.e.c.
8549	Other educational and training, n.e.c.
3900	Other environmental protection services n.e.c.
6499	Other financial service activities, except insurance and pension funding activities, n.e.c
8690	Other health services
8690	Other human health services, n.e.c.
3821	Other landfill services, non-hazardous waste
3821	Other non-hazardous waste treatment and disposal services
1709	Other paper article manufacturing services
9000	Other performing arts and live entertainment
5819	Other publishing and sales activities
9329	Other recreation and amusement services n.e.c.
3900	Other remediation services
5610	Other restaurant and mobile food service activities (e.g., food preparation and delivery to disadvantaged groups, job training)
8610	Other services for inpatients
8810	Other services geared towards senior citizens, except residential nursing homes
3290	Other services provided to manufactures
8890	Other social services without accommodation
8810	Other social services without accommodation for disabled adults
8810	Other social services without accommodation for disabled children
8810	Other social services without accommodation for the elderly
8890	Other social services without accommodation n.e.c.
9496	Other special group advocacy
9319	Other sports and recreational sports services
8620	Outpatient services and counsel in acute mental health situations
8620	Outpatient therapeutic care
8620	Outpatient treatment for mentally ill patients
9497	Painting associations
9000	Paintings, drawings, pastels, etc, originals

ISIC Rev.	Common NPI and Volunteer Work Activity Fields
4 Class	
8549	Paralegal training
6920	Payroll service organizations
6630	Pension fund management (e.g., teacher retirement funds)
6530	Pension funding (e.g., teacher retirement funds)
6530	Pension funding (e.g., teacher retirement funds)
9000	Performing arts
9411	Performing arts associations
9000	Performing arts centers
9000	Performing arts companies
9000	Performing arts event production and presentation
9000	Performing arts event promotion and organization
9000	Performing arts facility operation
8892	Personal counseling
9609	Personal service activities (e.g., massage salons, genealogical organizations, dating services, pet boarding and training services)
9609	Personal service activities, other
9609	Personal service activities, physical well being
7420	Photographic activities, event photography and videography
7420	Photographic activities, event photography, advertising services
7420	Photographic activities, other
7420	Photographic activities, plates, film, paper
7420	Photographic activities, plates, film, paper
7420	Photographic activities, processing
7420	Photographic activities, restoration and retouching services
7420	Photographic activities, specialty
9497	Photographic societies
8690	Physical therapy centers
8690	Physiotherapeutic services
9498	Playground associations
9497	Poetry and literary societies
8423	Police and fire protection services
9492	Political fundraising
9492	Political parties and organizations
9495	Pollution abatement and control
9499	Poor people's cooperatives
6630	Portfolio fund management (e.g., teacher investment funds)
8530	Post-secondary non-tertiary education, general
8530	Post-secondary non-tertiary education, technical and vocational
8510	Pre-school organizations other than day care
9102	Preservation of historical and cultural artifacts
9102	Preservation of historical sites and buildings
8610	Primarily inpatient medical care and treatment
8620	Primary health care services
1811	Printing
8423	Prison alternatives
9493	Private foundations
8423	Probation and parole programs
3510	Production of electrical energy, wind farms, hydroelectric projects

ISIC Rev.	Common NPI and Volunteer Work Activity Fields
4 Class	
9000	Production of visual arts and architecture
3510	Production, transmission and distribution of electricity and electrical services community development organizations (e.g., wind farms, hydroelectric projects)
9412	Professional associations
9499	Programs and projects that promote social and economic development abroad
9499	Programs and services designed to encourage mutual respect and friendship internationally
8892	Programs and services for self-help and personal development
9498	Programs and services to encourage and spread civic mindedness
9411	Programs and services to improve economic infrastructure and capacity
8423	Programs and services to reintegrate offenders
9103	Programs to preserve the parks, green spaces, and open spaces in urban or rural areas
7110	Project management service organizations for construction
7110	Project site master planning organizations
9497	Promotion and appreciation of the humanities
9496	Protection of consumer rights
9312	Provision of amateur sport
9319	Provision of physical fitness
9319	Provision of physical fitness
9499	Provision of recreational facilities and services to individuals and communities
9319	Provision of sport competition events;
9319	Provision of sport competition services
9319	Provision of training
8610	Psychiatric hospitals
8610	Psychiatric services for inpatients
8423	Public administrative services related to law courts
8423	Public administrative services related to other public order and safety issues
8549	Public health and wellness education
8690	Public health promotion
9492	Public relations
7020	Public relations services
5811	Publishing books on a fee or contract basis
5811	Publishing of books
5811	Publishing of books, advertising space or time
5811	Publishing of books, audio books on physical media
5811	Publishing of books, children's
5811	Publishing of books, films and video content on physical media
5811	Publishing of books, general reference
5811	Publishing of books, licensing services for the right to use entertainment, literary or artistic originals
5811	Publishing of books, maps and hydrographic charts non-book
5811	Publishing of books, on-line
5811	Publishing of books, other n.e.c.
5811	Publishing of books, professional, technical and scholarly
5811	Publishing of books, text-based disks, tapes or other physical media
5811	Publishing of books, textbooks
5812	Publishing of directories and mailing lists
5813	Publishing of newspapers and periodicals, on a fee or contract basis

ISIC Rev. 4 Class	Common NPI and Volunteer Work Activity Fields
5813	Publishing of newspapers and periodicals, on-line
5813	Publishing of newspapers, business, professional or academic other than daily
5813	Publishing of newspapers, daily
5813	Publishing of newspapers, general other than daily
5813	Publishing of newspapers, journals, newsletters, and periodicals
5813	Publishing of newspapers, other than daily
5813	Publishing of newspapers, text-based physical media
5812	Publishing of other materials, sales of advertising
5819	Publishing of other on-line content n.e.c.
5819	Publishing of postcards
5819	Publishing of printed pictures or designs
5812	Publishing of text-based disks, tapes, other physical media
5819	Publishing of trade advertising material
5819	Publishing of transfers and printed calendars
5819	Publishing on a fee or contract basis
5812	Publishing organizations
6010	Radio stations
6010	Radio stations, broadcast originals
6010	Radio stations, broadcasting services
6010	Radio stations, channel programme
6010	Radio stations, home programme distribution basic
6010	Radio stations, home programme distribution discretionary
6010	Radio stations, home programme distribution pay-per-view
6010	Radio stations, programme production services
6010	Radio stations, sale of advertising time
9499	Reading promotion
6820	Real estate activities, escrow agencies, housing intermediation and counseling agencies
9497	Recreation and social clubs
9329	Recreation, and other specialized services
8893	Recreation, meal programs
5520	Recreational and vacations camp services
3830	Recycling and recovery of metal waste and scrap
3830	Recycling and recovery of non-metal waste and scrap
3830	Recycling and recovery of reclaimed rubber
3830	Recycling and recovery of waste and scrap, community development organizations, sheltered workshops for disadvantaged groups
8895	Refugee assistance
8413	Regulation of administrative services related to the distributive and catering trades, hotels, and restaurants
8413	Regulation of agriculture, forestry, fishing, and hunting
8413	Regulation of agriculture, forestry, hunting, energy, mining, manufacturing, construction, trades, economic, and labour (e.g., governing boards of professions, trade associations, quasi-governmental bodies, tribal councils)
8413	Regulation of economic, commercial, and labour affairs
8413	Regulation of fuel and energy
8413	Regulation of mining, manufacturing, and construction
8413	Regulation of multipurpose development projects
8412	Regulation of the activities of providing education

ISIC Rev.	Common NPI and Volunteer Work Activity Fields
4 Class	
8412	Regulation of the activities of providing health care
8412	Regulation of the activities of providing health care, education, cultural services and other social services (e.g., governing boards of professions, bar association, quasi-governmental bodies, tribal councils)
8412	Regulation of the activities of providing housing and community amenities
8412	Regulation of the activities of providing recreation, culture, and religion
8413	Regulation of tourism
8413	Regulation of transport and communication
8690	Rehabilitation
4390	Rehabilitation of housing, community development, sheltered workshops
4390	Rehabilitation of housing, concrete
4390	Rehabilitation of housing, foundations
4390	Rehabilitation of housing, framing
4390	Rehabilitation of housing, masonry
4390	Rehabilitation of housing, pile driving
4390	Rehabilitation of housing, roof framing
4390	Rehabilitation of housing, roofing and waterproofing
4390	Rehabilitation of housing, scaffolding
4390	Rehabilitation of housing, special trades n.e.c.
4390	Rehabilitation of housing, structural steel erection
8423	Rehabilitation of offenders
8610	Rehabilitative medical services
9491	Religious congregations and organizations supporting and promoting religious beliefs, services and rituals
9491	Religious services
1820	Reproduction of recorded media
7210	Research and development originals, science and technology
7220	Research and development originals, social sciences
7210	Research and experimental development in agricultural sciences
7210	Research and experimental development in chemistry and biology
7220	Research and experimental development in economics
7220	Research and experimental development in languages and literature
7220	Research and experimental development in law
7210	Research and experimental development in medical sciences and pharmacy
7220	Research and experimental development in other humanities
7210	Research and experimental development in other natural sciences
7220	Research and experimental development in other social sciences
7220	Research and experimental development in psychology
7210	Research and experimental development in the physical sciences
7210	Research in biotechnology
7210	Research in engineering
7210	Research in engineering, other engineering and technology
7220	Research in policy studies
7210	Research in science and technology
7220	Research in social sciences
7210	Research in the life sciences
7220	Research in the policy area.
7220	Research in the social sciences

ISIC Rev. 4 Class	Common NPI and Volunteer Work Activity Fields
7210	Research on specific diseases, disorders, or medical disciplines
7990	Reservation services, accommodation
7990	Reservation services, bus
7990	Reservation services, event tickets and entertainment
7990	Reservation services, rail transportation
7990	Reservation services, time-share exchange
7990	Reservation services, transportation arrangement
7990	Reservation services, vehicle rental
8720	Residential care
8790	Residential care activities for adults (e.g., half-way homes, homeless shelters, safe houses)
8790	Residential care activities for children (e.g., orphanages, half-way homes, homeless shelters, safe houses)
8720	Residential care services for adults suffering from mental retardation, mental health illnesses, or substance abuse
8720	Residential care services for children suffering from mental retardation, mental health illnesses, or substance abuse
8730	Residential care services for disabled adults
8730	Residential care services for disabled young persons
8730	Residential care services for the elderly
8710	Residential health care other than by hospitals
5610	Restaurants and mobile food service activities (e.g., food preparation and delivery to disadvantaged groups, job training)
5610	Restaurants and mobile food service activities (e.g., food preparation and delivery to disadvantaged groups, job training)
4774	Retail sale of second-hand goods, second-hand stores (e.g., Goodwill Industries)
9411	Rural development assistance
7110	Rural land planning organizations
5812	Sale advertising space in print media
5813	Sale of advertising space in print media
5813	Sale of internet advertising space
5819	Sale of internet advertising space
5812	Sale of other advertising space or time
9103	Sanctuaries and refuges
3821	Sanitary landfill services, non-hazardous waste
8690	Sanitation screening for potential health hazards
8549	Schools of continuing studies
9102	Science museums
7490	Scientific and technical consulting organizations
9497	Sculpture associations
8530	Second stage tertiary education
8521	Secondary education
8522	Secretarial schools
164	Seed banks
8892	Self-help and other personal social services
9491	Seminaries
4220	Septic system installation services
9498	Service clubs

ISIC Rev.	Common NPI and Volunteer Work Activity Fields
4 Class	
8892	Services for the elderly
8892	Services for the handicapped
8892	Services for the handicapped
9411	Services furnished by business and employers associations
9495	Services furnished by environmental advocacy groups
9494	Services furnished by human rights organizations
9492	Services furnished by political organizations
9412	Services furnished by professional organizations
9319	Services of athletes
9000	Services of authors, composers, and other non-performing artists
9000	Services of performing artists
9312	Services of sports clubs
9312	Services of sports clubs
9420	Services provided by trade unions
9498	Services provided by youth associations
7500	Services providing care to farm and household animals and pets
1812	Services related to printing
8891	Services to children
8892	Services to families
8895	Services to persons in need of immediate care
8891	Services to youth
8894	Services, counsel, and advice to victims of crime
8896	Sheltered workshops
3830	Ship-breaking and other dismantling of wrecks
8690	Shock/trauma programs
9491	Shrines
9491	Similar organizations promoting religious beliefs and administering religious services and rituals
8892	Single parent agencies and services
4312	Site preparation for construction, draining of agricultural or forestry land, community development organizations, sheltered workshops
4312	Site preparation for construction, excavating and earthmoving services, community development organizations, sheltered workshops
3900	Site remediation and clean-up services, air
3900	Site remediation and clean-up services, environmental cleanup services, decontamination activities, (e.g., removing land mines, cleaning up oil spills, brown fields, and other toxic spaces)
3900	Site remediation and clean-up services, soil and groundwater
3900	Site remediation and clean-up services, surface water
8899	Social development.
8890	Social work activities without accommodation (e.g., welfare, counseling, service, refugee, referral service, adoption activities, community activities, disaster relief, child care, day care services, etc.)
5820	Software publishing (e.g., publishing of open-source software)
5820	Software publishing on a fee or contract basis
5820	Software publishing, application software downloads
5820	Software publishing, computer game software
5820	Software publishing, database management

ISIC Rev. 4 Class	Common NPI and Volunteer Work Activity Fields
5820	Software publishing, development tools and programming languages
5820	Software publishing, general business productivity and home use applications
5820	Software publishing, network software, open-source software
5820	Software publishing, on-line games
5820	Software publishing, on-line software
5820	Software publishing, other application software
5820	Software publishing, software originals
5820	Software publishing, system software downloads
5920	Sound editing organizations
5920	Sound recording organizations
5920	Sound recording organizations, originals
7410	Specialized design activities, design originals
7410	Specialized design activities, industrial design
7410	Specialized design activities, interior design
7410	Specialized design activities, other
8620	Specialized medical services
8522	Sponsored literacy and reading programs
9319	Sports and recreational sports events promotion services
9311	Sports and recreational sports facility operation services
8541	Sports education organizations (e.g., camps, football instruction, yoga instruction, martial arts instruction)
9499	Squatters' associations
7810	Staffing agencies
5590	Student dormitories, student residences
8899	Suicide prevention
8899	Support groups
240	Support services for sustainable forestry, community development organizations
9319	Support services related to sports and recreation
9319	Support services to hunting
8899	Support to victims of assault and abuse
7110	Surface surveying service organizations
8610	Surgical services for inpatients
163	Sustainable agriculture, cocoa bean preparation, fair trade food preparation activities
162	Sustainable agriculture, livestock cooperatives
129	Sustainable forestry, Christmas trees
129	Sustainable forestry, community development organizations
129	Sustainable forestry, natural rubber
129	Sustainable forestry, other raw vegetable materials, n.e.c.
129	Sustainable forestry, tree farms
129	Sustainable forestry, vegetable materials for plaiting, stuffing, padding, dyeing, tanning
220	Sustainable logging, community development organizations
220	Sustainable logging, community development organizations
220	Sustainable logging, fuel wood
220	Sustainable logging, wood charcoal
230	Sustainable natural resource use organizations, community development organizations
230	Sustainable natural resource use, mushrooms and truffles
230	Sustainable natural resource use, natural cork
230	Sustainable natural resource use, natural gums

ISIC Rev. 4 Class	Common NPI and Volunteer Work Activity Fields
230	Sustainable natural resource use, natural gums or other resins
230	Sustainable natural resource use, natural rubber
230	Sustainable natural resource use, other berries
230	Sustainable natural resource use, other parts of plants suitable for ornamental purposes
230	Sustainable natural resource use, wild edible products
210	Sustainable silviculture, community development organizations
210	Sustainable silviculture, community development organizations
9491	Synagogues
7020	Technical and managerial consulting
7020	Technical and managerial consulting, business process management
7020	Technical and managerial consulting, financial management
7020	Technical and managerial consulting, human resource management
7020	Technical and managerial consulting, marketing management
7020	Technical and managerial consulting, operations management
7020	Technical and managerial consulting, other management services except construction
7020	Technical and managerial consulting, strategic management
7020	Technical and managerial consulting, supply chain and other management
8522	Technical and vocational training specifically geared towards gaining employment
7120	Technical testing and analysis (e.g., consumer safety organizations, environmental testing, product certification)
7490	Technical, environmental, and translation consultants
7490	Technical, environmental, and translation consultants, other
9102	Technology museums
8891	Teen pregnancy prevention
6020	Television stations, broadcast originals
6020	Television stations, broadcasting services
6020	Television stations, channel programme
6020	Television stations, home programme distribution basic
6020	Television stations, home programme distribution discretionary
6020	Television stations, home programme distribution pay-per-view
6020	Television stations, programme production services
6020	Television stations, programming and broadcasting activities
6020	Television stations, sale of advertising time
9491	Temples
7820	Temporary employment agency activities
8894	Temporary housing
8894	Temporary shelters
9000	Theater companies
7990	Tour guide services
7912	Tour operator services
9499	Touring clubs
7990	Tourism promotion organizations, regional/community development (e.g., promoting ecotourism activities, volunteer vacations)
8522	Trade schools
7490	Translation and interpretation services
3510	Transmission of electrical energy, wind farms, hydroelectric projects
8899	Transport facilities
7911	Travel agency activities, accommodation reservation services

ISIC Rev.	Common NPI and Volunteer Work Activity Fields
4 Class	
7911	Travel agency activities, air reservation services
7911	Travel agency activities, cruise reservation services
7911	Travel agency activities, package tour reservation
7911	Travel agency activities, Regional/community development, tourism (e.g., promoting ecotourism activities, volunteer vacations)
8895	Travelers aid
3821	Treatment and disposal of non-hazardous waste (e.g., composting organizations)
3822	Treatment of hazardous waste (e.g., electronic waste recycling)
6430	Trusts, funds and similar financial entities
9603	Undertaking services
9810	Undifferentiated goods-producing activities of private households for own use
9820	Undifferentiated service-producing activities of private households for own use
8530	Universities
8521	Upper secondary education, general
8522	Upper secondary education, technical and vocational
7110	Urban planning organizations
8620	Vaccination centers
7500	Veterinary services for farm animals
7500	Veterinary services for pet animals
7500	Veterinary services, other
8894	Victim support
7990	Visitor information organization, regional/community development
9000	Visual arts
9000	Visual arts, architecture, ceramic art
8899	Vocational counseling and guidance
8896	Vocational rehabilitation
8810	Vocational rehabilitation for disabled
8890	Vocational rehabilitation for unemployed
	Vocational rehabilitation for unemployed
8899	Vocational training and guidance
8522	Vocational/technical schools
8423	Volunteer fire departments
9499	Volunteerism promotion and support
1709	Wadding of textile materials
9102	War memorials
3600	Water distribution
3600	Water distribution
3600	Water distribution services
3600	Water distribution services
4220	Water well drilling services
7490	Weathering forecasting and meteorological organizations
8890	Welfare services without accommodation
9311	Wellness centers
9103	Wildlife preservation and protection
9103	Wildlife preservation and protection
9498	Women's social and civic organizations
5590	Workers dormitories, migrant worker housing, worker residences
8891	YMCA

Alphabetical List of Common NPI and Volunteer Work Industry Descriptions Coded to ISIC, Rev. 4

ISIC Rev.	Common NPI and Volunteer Work Activity Fields
4 Class	

8690	Yoga clinics
8891	Youth centers and clubs
8891	Youth services and youth welfare
8891	YWCA
9103	Zoos

Annex II.D

ISCO-08 and ISIC, Rev. 4 Codes for Direct Volunteer Work Activities

ISCO-08	ISCO Description	ISIC Rev. 4	ISIC Description
2341	Primary school teachers	8510	Pre-primary and primary education
2342	Early childhood educators	8510	Pre-primary and primary education
2353	Other language teachers	8549	Other education n.e.c.
2355	Other arts teachers	8542	Cultural education
2356	Information technology trainers	8522	Technical and vocational secondary education
2359	Teaching professionals not elsewhere classified	8549	Other education n.e.c.
3123	Construction supervisors	4100	Construction of buildings
3323	Buyers	9609	Other personal service activities n.e.c.
3341	Office supervisors	8211	Combined office administrative service activities
3344	Medical secretaries	8211	Combined office administrative service activities
3412	Social work associate professionals	8892	Other individual and family service activities
3422	Sports coaches, instructors and officials	8541	Sports and recreation education
3423	Fitness and recreation instructors and program leaders	8541	Sports and recreation education
3435	Other artistic and cultural associate professionals	9000	Creative, arts and entertainment activities
3512	Information and communications technology user support technicians	6209	Other information technology and computer service activities
4110	General office clerks	8211	Combined office administrative service activities
4411	Library clerks	9101	Library and archives activities
4419	Clerical support workers not elsewhere classified	8211	Combined office administrative service activities
5120	Cooks	5610	Restaurants and mobile food service activities
5131	Waiters	5610	Restaurants and mobile food service activities
5152	Domestic housekeepers	9700	Activities of households as employers of domestic personnel
5153	Building caretakers	8110	Combined facilities support activities
5162	Companions and valets	9700	Activities of households as employers of domestic personnel
5164	Pet groomers and animal care workers	9609	Other personal service activities n.e.c.
5311	Child care workers	8897	Child day care service activities

ISCO-08	ISCO Description	ISIC Rev. 4	ISIC Description
5312	Teachers' aides	8550	Educational support activities
5322	Home-based personal care workers	9700	Activities of households as employers of domestic personnel
5329	Personal care workers in health services not elsewhere classified	9700	Activities of households as employers of domestic personnel
6113	Gardeners, horticultural and nursery growers	8130	Landscape care and maintenance service activities
7111	House builders	4100	Construction of buildings
7112	Bricklayers and related workers	4390	Other specialized construction activities
7113	Stonemasons, stone cutters, splitters and carvers	4390	Other specialized construction activities
7114	Concrete placers, concrete finishers and related workers	4390	Other specialized construction activities
7115	Carpenters and joiners	4330	Building completion and finishing
7119	Building frame and related trades workers not elsewhere classified	4330	Building completion and finishing
7121	Roofers	4390	Other specialized construction activities
7122	Floor layers and tile setters	4330	Building completion and finishing
7123	Plasterers	4330	Building completion and finishing
7124	Insulation workers	4329	Other construction installation
7125	Glaziers	4330	Building completion and finishing
7126	Plumbers and pipe fitters	4322	Plumbing, heat and air-conditioning installation
7127	Air conditioning and refrigeration mechanics	4322	Plumbing, heat and air-conditioning installation
7131	Painters and related workers	4330	Building completion and finishing
7132	Spray painters and varnishers	4330	Building completion and finishing
7133	Building structure cleaners	4330	Building completion and finishing
7231	Motor vehicle mechanics and repairers	4520	Maintenance and repair of motor vehicles
7234	Bicycle and related repairers	9529	Repair of other personal and household goods
7311	Precision-instrument makers and repairers	9529	Repair of other personal and household goods
7313	Jewellery and precious-metal workers	9529	Repair of other personal and household goods
7317	Handicraft workers in wood, basketry and related materials	9524	Repair of furniture and home furnishings
7318	Handicraft workers in textile, leather and related materials	9529	Repair of other personal and household goods
7319	Handicraft workers not elsewhere classified	9529	Repair of other personal and household goods

Annex II.D
ISCO-08 and ISIC, Rev.4 Codes for Direct Volunteer Work Activities

ISCO-08	ISCO Description	ISIC Rev. 4	ISIC Description
7323	Print finishing and binding workers	9529	Repair of other personal and household goods
7411	Building and related electricians	4321	Electrical installation
7412	Electrical mechanics and fitters	4321	Electrical installation
7421	Electronics mechanics and servicers	9521	Repair of consumer electronics
7422	Information and communications technology installers and servicers	9521	Repair of consumer electronics
7522	Cabinet-makers and related workers	4330	Building completion and finishing
7531	Tailors, dressmakers, furriers and hatters	9529	Repair of other personal and household goods
7536	Shoemakers and related workers	9523	Repair of footwear and leather goods
7544	Fumigators and other pest and weed controllers	8110	Combined facilities support activities
8322	Car, taxi and van drivers	4922	Other passenger land transport
8342	Earthmoving and related plant operators	4312	Site preparation
9111	Domestic cleaners and helpers	9700	Activities of households as employers of domestic personnel
9121	Hand launderers and pressers	9601	Washing and (dry-) cleaning of textile and fur products
9214	Garden and horticultural labourers	8130	Landscape care and maintenance service activities
9312	Civil engineering labourers	4290	Construction of other civil engineering projects
9313	Building construction labourers	4100	Construction of buildings
9331	Hand and pedal vehicle drivers	4922	Other passenger land transport
9331	Hand and pedal vehicle drivers	4922	Other passenger land transport
9332	Drivers of animal-drawn vehicles and machinery	4922	Other passenger land transport
9332	Drivers of animal-drawn vehicles and machinery	4922	Other passenger land transport
9412	Kitchen helpers	5610	Restaurants and mobile food service activities
9611	Garbage and recycling collectors	3811	Collection of non-hazardous waste
9612	Refuse sorters	3830	Materials recovery
9613	Sweepers and related labourers	8129	Other building and industrial cleaning activities
9621	Messengers, package deliverers and luggage porters	5320	Courier activities
9622	Odd job persons	9700	Activities of households as employers of domestic personnel

Annex II.E

Cross-Walk Between International Classification of Nonprofit Organizations (ICNPO) Industry Classification and ISIC, Rev. 4 Groups

Group	Description	ISIC	ISIC
		section	division
1	Culture and recreation	C**, J**, M**, P**, R**, S**, O**	18, 58**, 59, 60, 63, 74**, 84**, 85**, 90, 91, 92, 93**, 94**
2	Education and research	J**, M**, O**, P**	58**, 72, 74**, 84**, 85**
3	Health	O**, P**, Q**	84**, 85, 86**, 87**, 88**
4	Social services	O**, Q**	84**, 87**, 88**
5	Environment	A**, E**, M**, N**, O**, R**, S**	01**, 02, 38, 39, 74**, 75,
			81**, 84**, 91**, 94**
6	Development and housing	C**, D, E**, F**, G, H, I**, J**, K**, L, M**, N**, O**, P**	17, 32, 35, 36, 41-43**, 47, 49, 55**, 56, 58**, 62, 64**-66, 68, 69**, 70, 71**, 74**, 78, 79, 81**, 84**, 85**, 88**, 94**, 96
		Q**, S**	
7	Law, advocacy and politics	M**, O**, Q**, S**	69**, 71**, 84**, 88**, 94**
8	Philanthropic intermediaries and voluntarism promotion	S**	94**
9	International	O**, Q**, S**	84**, 88**, 94**
10	Religion	S**	94**
11	Business and professional associations, unions	S**, O**	84**, 94**
12	Not elsewhere classified		

** Indicates a split of a section, division or group.

ANNEX III

Additional Data Elements

Introduction

- III.1 As noted in Chapter 5, integration of a volunteer module into established labour force or other household surveys necessarily limits the range of topics that can be covered due in order to limit the burden on the survey platform. The five core data items outlined in Chapter 5 were therefore selected as the minimum needed to be able to portray the economic scale of volunteer work and to meet the requirements of integrating a picture of volunteer work into the satellite accounts on NPIs called for in the United Nations *Handbook on Nonprofit Institutions in the System of National Accounts*.
- III.2 Some countries may wish to add other data items to the proposed survey module where there is local interest and the resources to do so. This chapter provides a brief overview of additional data elements that have been collected in other surveys that may be of interest. However, for the sake of international comparison it is not recommended that any of the five core data elements be omitted.

Additional Data Items

- III.3 Some countries may wish to add other data items to the proposed survey module where there is local interest and the resources to do so. The inclusion of additional questions by statistical offices is optional, and depends only on local ability to incorporate these questions into the survey platform. A brief overview of additional data elements that have been collected in other surveys is provided below.
- III.4 **Ongoing Commitment to Volunteering/History of Volunteering:** To gauge the extent to which individuals volunteer regularly over time, or have volunteered in the past – and to what extent is the pool of volunteers being refreshed by newcomers to volunteering activity.
- III.5 **Reasons for Volunteering:** To determine the respondent's personal reasons for engaging in volunteer activity, such as helping a cause in which they personally believe, supporting friends who volunteer, to improve job skills, to network in the community, for religious beliefs, etc.
- III.6 **How Volunteers are Recruited:** To gain insight into how volunteers are recruited by people or organizations, such as being by friends or coworkers, through an agency, or responding to advertisements on TV or the radio.
- III.7 **Social Network and Demographic Predictors of Volunteering:** To determine the socioeconomic characteristics of volunteers, such as education, income level, religion, and country of birth. And to explore the life experiences or relationships which are predictors of volunteer activity. To determine, for example, if the children of parents who volunteer are more likely to volunteer. Or, whether members of a religious

organization, or those who were members as children, more likely to volunteer than non-members. Or, whether those who engage in higher levels of civic activities are more likely to volunteer.

- III.8 **Characteristics of Volunteers' Relationship to Community:** To identify whether volunteers engage differently in their communities than other groups, or have a different outlook on their communities, whether they have higher or lower trust levels than other populations, and how their place in the community affects volunteer rates.
- III.9 **Relationship Between Volunteers and Donations of Money:** To gauge the relationship between volunteers, those who donate time, those who donate money.
- III.10 **Employer Support for Volunteering:** To gain insight into the degree of encouragement and incentive employers give to employees to volunteer, such as offering time off or the ability to change or reduce their work schedule, use of work facilities or equipment to volunteer, and recognition by employer for volunteer work.
- III.11 **Barriers to Volunteering/Reasons for Stopping Volunteering:** To identify reasons respondents give for not volunteering (do not have time, unable to make long-term commitment, gave enough time already, no one asked, gave money instead of time, had no interest, health problems or physically unable, do not know how to become involved, financial cost of volunteering, dissatisfied with previous experience).

Annex IV

The Treatment of Volunteer Work by the International Labour Organization and the System of National Accounts

Introduction

IV.1 This Annex describes the relationship between volunteer work and the concept of employment in international statistical systems. It demonstrates that most volunteer work is conceptually considered to be within what, in System of National Accounts (SNA) terms, is considered the production boundary of the economy as well as within the international concept of employment as presently understood.

The 2008 System of National Accounts

IV.2 According to the 2008 SNA, the production of market and non-market institutional units is within the production boundary of the economy. This includes the production of corporations or quasi corporations, household unincorporated market enterprises, government, and non-profit institutions serving households. The production of households that produce goods exclusively for own final use, is also within the production boundary. The production of such households, which produce services exclusively for own final use, is included within the production boundary only for the production of housing services by owner-occupied dwellings and the production of domestic and personal services by paid domestic staff. The output of the housing services by owner-occupied dwellings can be equated to the rental value that would be paid for similar accommodation by persons who own their own housing: it does not entail any labour input and therefore it is not relevant in the context of measuring volunteer work; the domestic and personal services by paid domestic staff relates to all services rendered by paid domestic workers. As it is paid, it also is not relevant for measuring volunteer work. All other production of services by households for own final use are unpaid, and while productive, are not included in the SNA production boundary. These are typically unpaid household services, such as cooking, cleaning and looking after the children of the household.

IV.3 The SNA, in line with the international definition of employment, considers that all labour inputs in market and non-market institutional units are regarded as being employed. This is illustrated in Figure IV.1. Thus, organization-based volunteer work is conceptually included in the SNA, and these workers are considered employed. However, in the System of National Accounts, the value of volunteer work in market and non-market institutional units is measured by the costs to the establishment. Thus, if no or limited remuneration is provided, the value of the volunteer work is estimated to be either zero, or at the cost associated with a stipend or other limited form of compensation. No imputation of the value of the volunteer services is made (Chapter 19, 2008 SNA).³ Similarly, direct

³ There is one exception to the non-imputation rule, however. The SNA does suggest that the imputed value of volunteering is necessary in community construction projects only. "If a group of individuals agrees to construct a building or structure, for example a school or a well, these individuals are regarded as being in the labour force and receive mixed income for their efforts. Because it is difficult to value such projects, unless a direct comparison can

volunteering (by individuals as help to other households) in the production of goods is conceptually included in the SNA production boundary. However, direct volunteering in the production of services is not included because the production of unpaid services by these institutional units is also not included in the production boundary. Such volunteers providing services to groups of other individuals “are not regarded as employed but rather engaging in a leisure pursuit, however worthy their efforts might be.” (Chapter 19.39, 2008 SNA).

IV.4 Unpaid workers producing goods and services for their own households’ final use are not considered volunteer workers, and are thus out of scope.

be made with a similar building, the value of construction should be based on the costs incurred. Labour is a significant input into construction projects, so its value must be included as part of the total costs using wage rates paid for similar kinds of work on local labour markets.” (19.41)

Figure IV.1
Classification of Workers in Relation to the Production Boundary of the
System of National Accounts

Category of worker		Labour inputs to units which are:			
		a	b	c	d
		Market producers	Non-market producers	Household producers for own final use	
		Corporations or quasi-corporations	Household unincorporated market enterprises	Government or NPISHs	Households producing for own final use
1	Employees (paid in cash or in kind)	employed	employed	employed	employed
2	Self employed in market producer units	employed	employed		
3	Self employed in own household or in another household with family ties, that produce for own final use	goods			employed
4		services			not employed
5	Volunteer workers in market enterprises, non-market organisations or households other than their own	goods	employed	employed	employed
6		services	employed	employed	not employed

Notes

- a,b** Market producer units may barter and consume part of their production.
- 1d** Are **paid domestic employees**. A paid domestic employee is a person engaged by households to render domestic services for payment in cash or in kind.
- 2** These units may also produce some goods or services for own final use. Includes the production of goods and services that are exchanged for other goods and services (barter). Includes self employed workers rendering domestic services to households in exchange for remuneration.
- 2a** Relate to members of producers' cooperatives in countries where they are not treated as employees but as self employed.
- 3,4** A household with family ties relates to a household of which at least one member belongs to the family of the worker.
- 3d** Are **subsistence workers**. According to the international definition of employment, these workers are included in employment if their production comprises an important contribution to the total consumption of the household. In practice, the production for own final use of these household units is included in the SNA if the amount of the good produced for own final use within households is believed to be quantitatively important in relation to the total supply of that good in the country.
- 4d** Are **unpaid household service providers**. Household service providers (also known as domestic workers) work in households that render services to themselves related to the maintenance, protection and care of the household's members (including pets), premises and equipment. They may include activities common to maids, cooks, waiters, valets, butlers, laundresses, gardeners, gatekeepers, stable-lads, chauffeurs, caretakers, governesses, babysitters, tutors and personal secretaries. The output of these services are consumed by the household to which the services are rendered. The production of these unpaid household services is excluded from the SNA.
- 5,6** A **volunteer worker** is a person who works without pay in activities performed either through an organization or directly for others outside their own household. A volunteer worker works in units that produce goods or services. Such units may be market enterprises, non-market organisations or other households.
- 5a,5b, 6a,6b** Are **volunteer workers** in market enterprises that produce goods or services. The production of these units is included in SNA but there is ambiguity in the current international definition of employment concerning the inclusion of these workers in employment.
- 5c, 6c** Are **volunteer workers** in non-market organisations that produce goods or services. The production of these units is included in SNA but there is ambiguity in the current international definition of employment concerning the inclusion of these workers in employment.
- 5d** Are **volunteer workers** in households that produce goods for own final use. In theory the SNA includes all these goods. In practice, however, the production of these goods is included in the SNA if the amount of the good produced for own final use within households is believed to be quantitatively important in relation to the total supply of that good in the country. There is ambiguity in the current international definition of employment concerning the inclusion of these workers in employment.
- 6d** Are **volunteer workers** in households that produce services for own consumption. The production of these services is excluded from the SNA.

Source: ILO Department of Statistics

The International Labour Organization

- IV.5 Most volunteers are in employment according to the concept of employment which includes “all persons of either sex who furnish the supply of labour for the production of goods or services within the production boundary, as defined by the latest version of the System of National Accounts (SNA), during a specified time-reference period.” (Resolution concerning statistics of the economically active population, employment and unemployment, 13th ICLS). In line with this concept, employment includes in principle all volunteers working through organizations as well as those working directly for other households that produce goods. Only excluded are the volunteers that provide services directly to other households. In practice, however, the operational definition of employment does not include them explicitly. Indeed, according to the current operational definition of employment, the “employed” comprise only those persons above a specified age who, during a short reference period, either one week or one day, did some work for wages or salaries, for profit or for family gain. Volunteers, who do not work for wages, salaries, profit, or for family gain, do not fall into either of these categories. At the time the operational definition of employment was adopted (1982), volunteer work was not explicitly discussed by labour statisticians. Since then, however, the inherent gap between the SNA production boundary and the operational definition of employment has been addressed in international guidelines, including most notably the 2010 Recommendations for the Census.⁴ Figure IV.2, which is a different way of looking at Figure IV.1, presents different “forms” of employment (including volunteer work) in the context of the production boundary of the SNA.
- IV.6 In this framework, volunteer workers are considered to be employed when they work in units that produce either goods or services for any market or non-market producers. The only exception is that volunteer work in the production of services to household producers for their own final use is excluded. As noted above, this type of volunteer work is also excluded from the SNA.
- IV.7 This and other issues of the current international definition of employment are being currently discussed at the international level, with a view to adopt a revised definition at a forthcoming International Conference of Labour Statisticians.

The Current Treatment of Volunteer Work in Practice

- IV.8 While most volunteer work is thus included in employment in theory, in practice, countries tend to exclude volunteer work from their actual measurement of employment, or at least, they do not include it explicitly. It may be possible that volunteer workers get counted as employed in practice, depending on how they answer the standard survey questions on employment (e.g., if they consider that they did work during the reference period).

⁴ c.f. §2.268 in *Principles and Recommendations for Population and Housing Censuses Revision 2* http://unstats.un.org/unsd/demographic/sources/census/docs/P&R_Rev2.pdf.

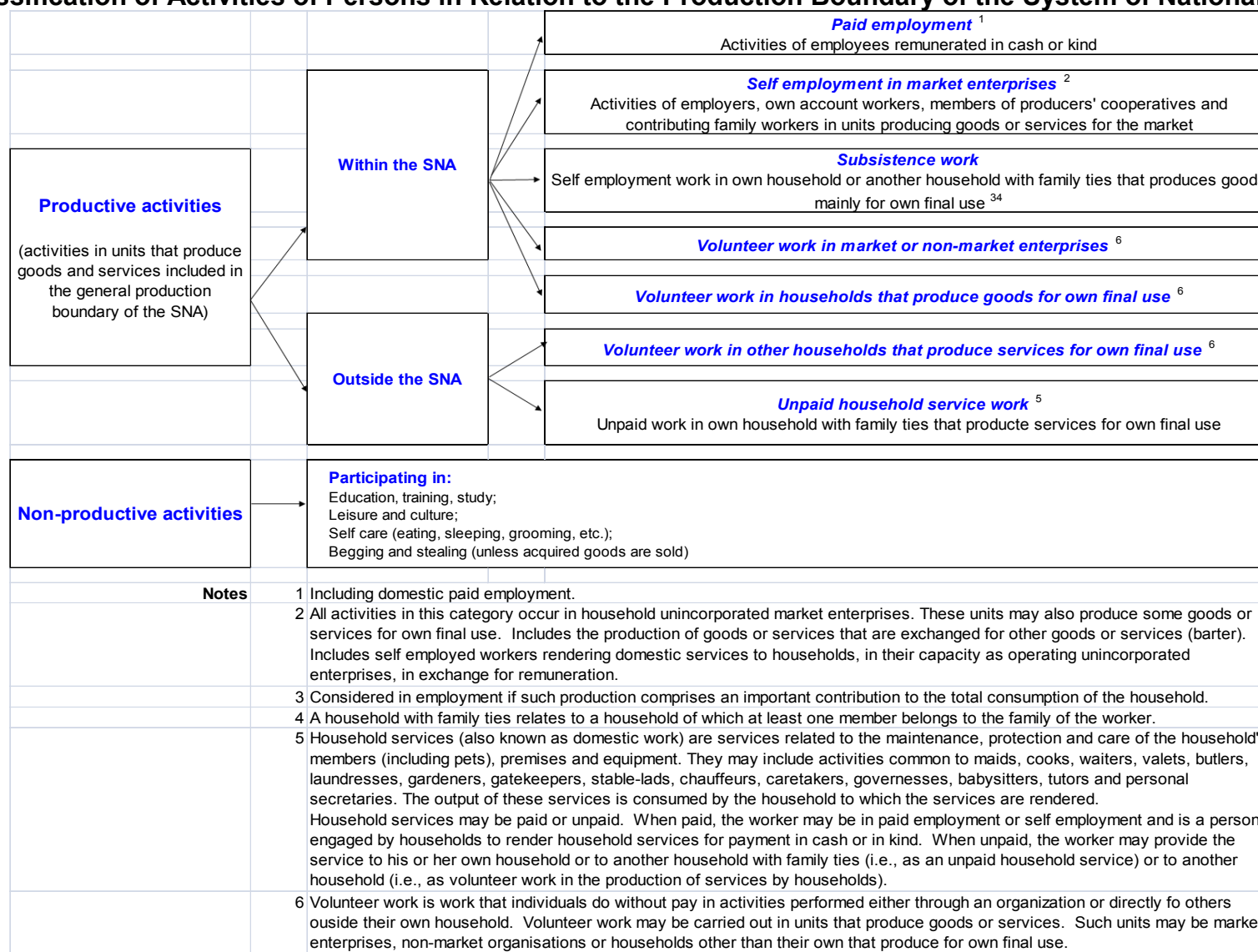
IV.9 In addition, developed countries in general exclude most unpaid work from their measurement of employment. The only unpaid work they capture relates to what is known as "contributing family workers" (or unpaid family workers), who are family members who work in a family business, where the family business produces for sale or barter in the market. This means in practice that most developed countries exclude subsistence agriculture and any production of goods for the consumption of their households, as well as all volunteering. Some of these countries, nevertheless, do produce estimates of the value of this production and the number of workers concerned. At the same time, there are some developed countries, mostly Eastern European, that are currently including subsistence agriculture within employment. And of course, many developing nations as well, include these activities within employment.

Manual on the Measurement of Volunteer Work Approach

IV.10 As noted previously, this Manual recommends an approach that embraces all forms of volunteer work, whether direct or organization-based, and whether goods-producing or service-producing, independently of whether the country includes it in employment or not.

Figure IV.2

Classification of Activities of Persons in Relation to the Production Boundary of the System of National Accounts



Source: ILO Department of Statistics

ANNEX V

References

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