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# **ASSESSMENT OF THE CONTRIBUTION OF VOLUNTEERISM TO TOGO'S SOCIO-ECONOMIC DEVELOPMENT**



**Reimagining  
Volunteering**  
for the 2030 Agenda  
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**WORKING PAPER**

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# ASSESSMENT OF THE CONTRIBUTION OF VOLUNTEERISM TO TOGO'S SOCIO-ECONOMIC DEVELOPMENT

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Since 2017, the National Agency for Volunteerism in Togo (ANVT) has been experimenting with a data collection system, backed by a computer application, to assess Togolese volunteer's contribution to national development objectives on health. These data, in concert with national health actors, has enabled ANVT to generate data on the achievements of volunteers. The evaluation of this pilot initiative, in December 2018, concluded that it should be extended to three other development sectors (Education, Environment and Agriculture) while taking up as its main challenge the quantification of the contribution of national volunteers to the achievement of development goals and SDGs.

This paper uses data from the system to look at the contribution of volunteers to the health and education sectors in Togo. It finds that:

- 1) In the Education sector the deployment of 368 volunteer teachers at Secondary 1 level and 721 volunteer teachers at Secondary 2 level in the 2018-9 school year helped to reduce the pupil/teacher ratio from 47 to 37 (10 points) and from 33 to 28 (5 points) respectively; the intervention of these volunteers contributed to the success of 1,470 students in the BEPC (2.4% of the national total) and 2,223 students in the BAC II (12.07% of the national total);
- 2) In the health sector the study showed that 110 volunteer nurses and 87 midwives deployed in 2018, 106 volunteer nurses and 101 midwives deployed in 2019, were involved in actions to fight malaria, HIV/AIDS and improve maternal and child health during these years;
- 3) In terms of resource efficiency, the deployment of 1,393 volunteers in the Education and Health sectors enabled the State to save 927,432,970 CFA francs over one year. This deployment of national volunteers in the two sectors constitutes a beneficial economic choice for the government, in view of the cost-benefit ratio that it presents.

Unfortunately, due to the COVID-19 pandemic, the team were not able to look at impact on specific SDG targets, for example comparing health results for volunteer vs non-volunteer areas, nor to look in more depth at the specific value of the human capital provided beyond financial costs. These are areas which should be further investigated in future work, combining the data collection system with other sources.

## Problem and research framework of the study

In Togo, as in many countries, volunteerism is the most deeply rooted form of social engagement in all communities. Traditions have always preferred collective or individual acts based on personal commitment for the benefit of the population. Togo has a long tradition of volunteerism, the most widespread form of which is widely supported and driven by community-based organizations, civil society organizations and collectives of national and international volunteer hosting associations. The Togolese government, by identifying the role of volunteerism in strengthening civic engagement and improving the employability of young people, has created a favourable environment for its development through the establishment of the National Volunteer Agency in Togo in 2014.

Despite the recognition of volunteerism as a lever for achieving development goals, it is difficult to assess its real contribution to improving the living conditions of communities and to measure its impact at the local, national and global levels. As a result, volunteer-involving organizations, national statistical institutes and policymakers have little data that can capture the socio-economic impact of volunteerism in order to make decisions in its favour.

This study aims to identify indicators relevant to the volunteer's missions in the education and health sectors, and to report on their contribution in the achievement of national objectives related to these sectors.

In this sense, the central question answered by the study is: "What is the contribution of volunteers to the achievement of development goals in the education and health sectors in Togo?"

More specifically:

- For the education sector: What is the role of volunteers in improving the pupil-teacher ratio and the success rate in the national secondary school leaving examinations?
- For the health sector: What have the volunteers' achievements consisted of?
- And across both sectors: In what ways is the deployment of national volunteers in the education and health sectors a beneficial economic choice for the Togo government, in view of the cost-benefit ratio?

### Methodological approach

This study is based on primary data on volunteers obtained from ANVT data collection systems and administrative data over the period 2018-2019. Thus, the study includes 1,393 national volunteers deployed within local hosting organizations and communities. In the construction of the methodological approach, operational approaches and techniques adapted to the context of the study were used in order to quantify the contribution of the volunteers. Similarly, several actors were involved at different levels.

Several actors in Togo were involved in the research and data collection process:

- **Volunteers:** they are deployed in priority sectors such as education and health.
- **Hosting organizations:** these constitute the legal and professional framework for the intervention of volunteers. They are involved in the collection and validation of primary data before their transmission to ANVT.
- **The technical services of health and education sectors:** a process with the heads of the ministerial departments in charge of health and education made it possible to validate the entire system of data collection from volunteers and to ensure support at the highest level. These services were also solicited, in particular for the collection of administrative data.

### Primary data collection techniques

The collection and centralization of data was done in an inclusive manner. The data used comes from the collection forms filled in monthly by each volunteer and authenticated by the host organization. These forms are then checked and entered into the computer application designed for this purpose.

The data processing took place in two phases:

- Harmonization of variables in the databases of the Education and Health sectors collected by the Regional Volunteer Centres (RVCs);
- Creation of disaggregation variables and analysis variables in all the databases.

The analysis of data from the education sector consisted in cross-referencing data collected by ANVT from volunteers assigned to the education sector (secondary education) with the administrative data of the national education sector during the 2018-2019 school year. Specifically, the achievements of the volunteers are related to the indicators of the Education Scoreboard in Togo in order to determine national volunteers contribution to the results obtained at the national level. With regard to the health sector, ANVT analyzed data collected from volunteers deployed in local hospitals during the years 2018 and 2019. Our analysis was focused on the evolution of the number of volunteers and their participation in the health care of the population throughout the country.

#### Difficulties, constraints encountered in conducting the study and approaches to solutions

The conduct of the study did not encounter any major difficulties apart from those related to access to administrative data in the health sector, which could have been used to look at specific SDG targets. Indeed, due to the management of the health crisis related to COVID-19 the technical services of the Ministry in charge of health were unable to provide the research team the requested data. Consequently, the research team was content to use only the primary data collected by ANVT.

#### Contribution of volunteerism to the strengthening of the school system in Togo

A total of 1,089 volunteers have been mobilized and deployed by ANVT in secondary education throughout the national territory during the school year 2018/2019. At the national level, the total number of NVs is 1003 males compared to 86 females (Table 1). The proportion of female volunteers in secondary education is low (7.9 per cent of the total population of volunteer teachers).

Table 1 Distribution of NVs by region and gender

Region	Gender of volunteer		Total
	Male	Female	
Maritime	72	2	74
Plateaux	193	13	206
Centrale	226	17	243
Kara	232	22	254
Savanes	93	5	98
Grand Lomé	187	27	214
<b>Total</b>	<b>1003</b>	<b>86</b>	<b>1089</b>

Source: Data collected by ANVT (school year 2018-2019)

The distribution of NVs according to the secondary school cycle shows that 721 out of 1089 (66.2 per cent) are in cycle 2 (high school) and 368 or 33.8 per cent in cycle 1 (middle school). More than three volunteers out of ten (36.2 per cent) work in two schools and about three volunteers out of ten (27.4 per cent) work in three schools.

Data from administrative statistics for the school year 2018-2019 show that the total number of students enrolled in Secondary 1 is 581,323 and the total number of students enrolled in Secondary 2 is 164,793.

The number of teachers working in both Secondary 1 and Secondary 2 are 15,818 and 5,973 respectively. Of these teachers, 3,317 are volunteers in Secondary 1 and 947 in Secondary 2 (Table 1.2). The number of volunteer teachers takes into account those of ANVT (1,089) and community volunteers.

Table 2 Distribution of secondary students and teachers by region

Region	Number of students		Total number of teachers		Number of Volunteers	
	Secondary 1	Secondary 2	Secondary 1	Secondary 2	Secondary 1	Secondary 2
Maritime	112 551	28 522	3 175	999	693	150
Plateaux	116 686	31 732	2 971	1 068	933	200
Central	59 912	16 215	1 744	718	459	132
Kara	64 841	22 750	1 824	848	594	162
Savanes	70 199	16 224	1 640	479	625	106
Grand Lomé	157 134	49 350	4 464	1 861	13	197
<b>Total</b>	<b>581 323</b>	<b>164 793</b>	<b>15 818</b>	<b>5 973</b>	<b>3 317</b>	<b>947</b>

Source: Togo Education Scoreboard: Indicators for 2018-2019

### Contribution of volunteering to improve the pupil-teacher ratio

The pupil-teacher ratio is the average number of pupils per teacher in a school division in a year. The higher the pupil/teacher ratio is, the less the pupil benefits from adequate supervision.

The pupil-teacher ratio is obtained by dividing the total number of pupils enrolled in a secondary education cycle by the number of teachers working in that cycle.

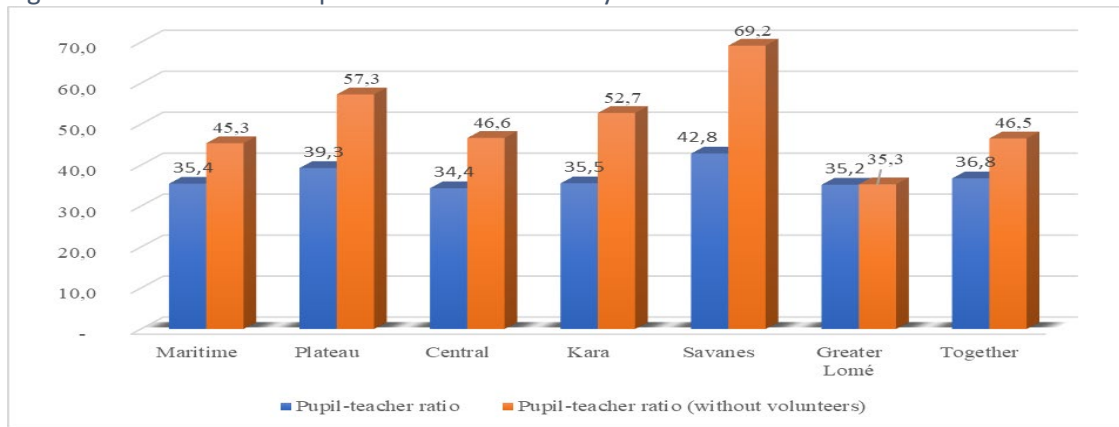
The higher the number of students per teacher, the less chance a student has of receiving the teacher's attention. It is generally believed that low pupil-teacher ratios result in smaller class sizes that allow the teacher to focus more attention on each pupil, thus contributing to improved student achievement.

The hypothesis is that the deployment of national volunteers in secondary education brings the pupil/teacher ratio closer to the national minimum standard (30 pupils per teacher).

Figure 1 shows that in Togo during the 2018-2019 school year, a teacher in lower secondary school will be responsible for an average of 37 pupils. This ratio would be 47 pupils per teacher if volunteer teachers were excluded. This 10-point reduction has helped bring the ratio closer to the national minimum standard (maximum 30 pupils per teacher).<sup>i</sup>

The decline in the pupil-teacher ratio is broken down as follows at the regional level: (i) from 45 to 35 in the Maritime region, (ii) from 57 to 39 in the Plateaux region, (iii) from 47 to 34 in the Central region, (iv) from 53 to 36 in the Kara region and (v) from 69 to 43 in the Savanes region.

Figure 1 Ratio of students per teacher in secondary school 1

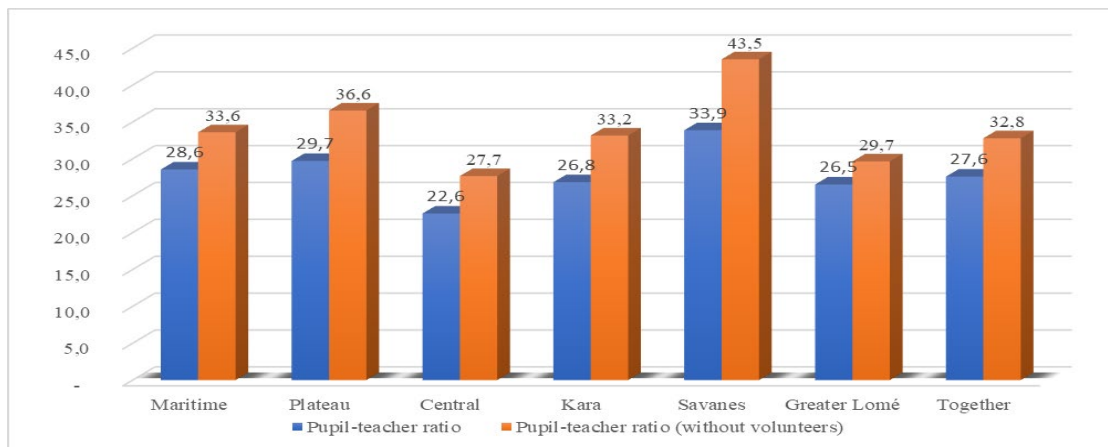


Source: Authors

The pupil-teacher ratio in Secondary 2 in the same school year 2018-2019 is 28 nationally. This ratio would be 33 without the volunteers, a decrease of 5 points.

The decline in the pupil-teacher ratio is broken down as follows at the regional level: (i) from 33 to 28 in the Maritime region, (ii) from 36 to 29 in the Plateaux region, (iii) from 27 to 22 in the Central region, (iv) from 33 to 26 in the Kara region and (v) from 43 to 33 in the Savannah region (Figure 2).

Figure 2 Ratio of students per teacher in secondary school 2



Source: Authors

The decrease in the ratio from 47 to 37 (or 10 points) in Secondary 1 and from 33 to 28 (or 5 points) in Secondary 2, due to the intervention of the volunteers, shows that the hypothesis stated above has been verified and confirmed. So, we concluded that the more volunteers are deployed in the education system, the more the pupil-teacher ratio will be kept close to the national standard.

It should be noted that there are two main limitations. The first relates to the calculation of the indicator and the second to the failure to take into account gender analysis. The indicator does not take into account factors that may affect the quality of teaching/learning such as differences in teachers' qualifications, teacher education, professional experience, the status, teaching methods and materials and classroom working conditions. Similarly, the results were not disaggregated to determine the number of male and

female students per teacher nor differences in the gender ratio of teachers vs volunteers, most of the latter of whom were male. These are aspects that should be strengthened in any further analysis.

#### Contribution of volunteering to the success rate in secondary school leaving examinations

To obtain the success rate in the examinations, we divided the total number of students passing a final exam by the number of teachers in that cycle. The teacher's contribution to student success is evaluated by dividing the number of students admitted by the number of teachers. The coefficient thus obtained is related to the number of volunteer teachers. This ratio is calculated by region and at the national level.

The hypothesis is that the involvement of national volunteers in teaching at secondary level contributes to improving the success rate of students in the national final exams for the school year 2018 - 2019.

During the 2018-2019 school year, a total of 61,649 pupils in Form 4 of junior secondary school passed their end-of-year exam (Brevet d'Etude du Premier Cycle (BEPC), including 25,413 girls (41.2 per cent). In view of these results, all the volunteers working in junior Secondary school contributed to the success of 12,996 students (21.1 per cent of the total number of students admitted). The 368 volunteers deployed by ANVT contributed to the success of 1,470 students at the BEPC, or 2.4 per cent of the total number of students admitted (Table 3).

Table 3 Distribution of PEBC students admitted to PEBC by region

Region	Admitted to PEBC			Teachers	Volunteers	Contribution of all volunteers to student success	Number of ESVs	Contribution of VNEs to Student Success
	Male	Female	Total					
Maritime	6 316	3 991	10 307	3 175	693	2 250	23	75
Plateaux	6 582	3 519	10 101	2 971	933	3 172	77	262
Centrale	3 839	2 301	6 140	1 744	459	1 616	76	268
Kara	5 479	3 458	8 937	1 824	594	2 910	84	412
Savanes	4 292	2 364	6 656	1 640	625	2 537	56	227
Grand Lomé	9 728	9 780	19 508	4 464	13	511	52	227
<b>Total</b>	<b>36 236</b>	<b>25 413</b>	<b>61 649</b>	<b>15 818</b>	<b>3 317</b>	<b>12 996</b>	<b>368</b>	<b>1 470</b>

Source: Togo Education Scoreboard: Indicators for 2018-2019

For the High secondary school exam (Baccalaureate Part II (BAC II), all series combined at the national level, 18,416 students were declared admitted, including 5,478 women (29.8 per cent of the total number of admissions). ANVT's volunteers contributed to the success of 2,223 students, or 12.07 per cent according to the national total (Table 4). For information, all the volunteers are involved in the success of 2,920 students in BAC II (15.6 per cent of the national total).



Table 4 Distribution of students admitted to BAC II by region

Region	Admitted to IBC all series			Teachers	Volunteers	Contribution of all volunteers to student success	Number of ESVs	Contribution of VNEs to Student Success
	Male	Female	Total					
Maritime	2 417	966	3 383	999	150	508	51	173
Plateaux	2 839	958	3 797	1 068	200	711	129	459
Centrale	1 522	543	2 065	718	132	380	167	480
Kara	1 942	774	2 716	848	162	519	170	544
Savanes	1 219	366	1 585	479	106	351	42	139
Grand Lomé	2 999	1 871	4 870	1 861	197	516	162	424
<b>Total</b>	<b>12 938</b>	<b>5 478</b>	<b>18 416</b>	<b>5 973</b>	<b>947</b>	<b>2 920</b>	<b>721</b>	<b>2 223</b>

Source: Togo Education Scoreboard: Indicators for 2018-2019

In the end, the 368 volunteers mobilized by ANVT contributed to the success of 1,470 students in the BEPC (2.4% per cent of the national total) and 2,223 students in the BAC II (12.07% per cent of the national total). This confirms the initial hypothesis that the involvement of national volunteers in teaching at secondary level contributes to improving the success rate of students in the national final exams for the school year 2018 – 2019.

The provision of volunteer teachers can increase the success rate in the secondary school leaving examinations (BEPC and BAC II) if these teachers are trained in teaching methods in addition to their specialties. As a reminder, ANVT volunteer teachers are trained in general pedagogy and teaching methodology before being deployed.

This indicator is often calculated according to the number of teachers involved in examination classes. As this information was not available in the data received from the Ministry of Primary and Secondary Education, the indicator was calculated on the assumption that all teachers are involved in student achievement regardless of the class in which they work in the cycle concerned.

### Contribution of volunteering to strengthening the health system

ANVT mobilizes various health professionals as volunteers for the benefit of health structures. The present study focused on the achievements of the “nurses” and “midwives” volunteers. At the national level, the total number of nursing volunteers mobilized by ANVT remained relatively stable over the study period, rising from 110 volunteers in 2018 to 106 in 2019 (Table 5).

Table 5 Evolution of the number of volunteer nurses by region between 2018 and 2019

Region	2018		2019	
	Staff	Weight	Staff	Weight
Grand Lomé	39	35 per cent	38	36 per cent
Maritime	11	10 per cent	4	4 per cent

Plateaux	17	15 per cent	26	25 per cent
Centrale	15	14 per cent	11	10 per cent
Kara	16	15 per cent	15	14 per cent
Savanes	12	11 per cent	12	11 per cent
<b>Total</b>	<b>110</b>	<b>100 per cent</b>	<b>106</b>	<b>100 per cent</b>

Source: Data collected by ANVT (2018-2019)

The number of patients seen by all the nursing volunteers mobilized at the national level is 91,665 in 2018 and 56,181 in 2019, i.e. an average of 833 and 530 patients consulted per volunteer respectively (Table 6).

Table 6 Distribution of the number of patients seen by volunteer nurses by region in 2018 and 2019

	2018			2019		
	Staff	Average	Weight	Staff	Average	Weight
<b>Maritime</b>	9 585	871	10 per cent	405	101	1 per cent
<b>Plateaux</b>	18 645	1 097	20 per cent	21 586	830	38 per cent
<b>Centrale</b>	15 363	1 024	17 per cent	8 940	813	16 per cent
<b>Kara</b>	12 366	773	13 per cent	6 244	416	11 per cent
<b>Savanes</b>	2 793	233	3 per cent	2 189	182	4 per cent
<b>Grand Lomé</b>	32 913	844	36 per cent	16 817	443	30 per cent
<b>Total</b>	<b>91 665</b>	<b>833</b>	<b>100 per cent</b>	<b>56 181</b>	<b>530</b>	<b>100 per cent</b>

Source: Data collected by ANVT (2018-2019)

The reporting of the volunteer tracking system at the national level shows that the number of volunteer midwives placed in health centres by NVA is 101 in 2019. This is an increase of 16 per cent compared to the year 2018 (87 volunteers).

To measure the contribution of volunteers in the response to malaria, ANVT has collected data on the achievements of its volunteers on the number of malaria cases treated, the number of sensitizations conducted, and participation in campaigns for the distribution of impregnated mosquito nets.

The same approach was adopted for the indicators “combating HIV/AIDS” and “improving maternal health”. The starting assumption is that the volunteers were involved in the response to malaria, the fight against HIV/AIDS and the improvement of maternal health. However, without access to health sector administrative data, it was not possible to cross-analyze the contribution of volunteers to national health sector outcomes.

#### Nursing volunteers, actors in the fight against communicable diseases

In 2019, volunteer nurses deployed throughout the country treated 27,918 cases of malaria, a 40 per cent decrease in cases treated in 2018. During these two years, the majority of malaria cases treated (a proportion ranging from 71 per cent in 2018 to 89 per cent in 2019) were recorded in the Plateaux region (22 per cent in 2018 and 41 per cent in 2019), in the Central region (20 per cent on average over the two years) and in Grand Lomé (28 per cent over the same period). The various cases of malaria treated by the volunteers are part of the strategic plan to combat malaria 2017-2022, which includes as a treatment

protocol the Rapid Diagnostic Test (RDT) and the administration of Artesunate and Artemether injections, which have been free of charge since May 2019.

To prevent malaria, the volunteers regularly organize sensitizations for the population and campaigns for the free distribution of impregnated mosquito nets. The number of malaria sensitizations conducted is 4,215 and the number of people affected is 38,112 over the period 2018 - 2019.

Table 7 Distribution of the number of patients treated for malaria by region during 2018 and 2019

	2018			2019		
	Staff	Average	Weight	Staff	Average	Weight
<b>Maritime</b>	4735	430	10 per cent	190	48	1 per cent
<b>Plateaux</b>	10361	609	22 per cent	11367	437	41 per cent
<b>Centrale</b>	9512	634	21 per cent	5486	499	20 per cent
<b>Kara</b>	7042	440	15 per cent	2112	141	8 per cent
<b>Savanes</b>	1496	125	3 per cent	892	74	3 per cent
<b>Grand Lomé</b>	13032	334	28 per cent	7871	207	28 per cent
<b>Total</b>	46178	420	100 per cent	27918	263	100 per cent

Source: Data collected by ANVT (2018-2019)

### Fight against HIV/AIDS

3,307 people were tested by ANVT nursing volunteers in 2019. This number is 22 per cent lower than in 2018 when the number of people tested for HIV was 4,233. During 2019, more than half of the people tested for HIV (56 per cent) were registered in the Plateaux region, while the other half were mainly distributed between Greater Lomé (20 per cent) and the Centrale region (15 per cent). For the year 2018, on the other hand, it is Greater Lomé that has recorded the highest proportion (28 per cent) of people tested (Table 8). According to the national strategy for the fight against the disease, HIV test is one of the main actions to prevent the spread of this pandemic.

Table 8 Distribution of the number of people tested for HIV by region in 2018 and 2019

	2018			2019		
	Staff	Average	Weight	Staff	Average	Weight
<b>Maritime</b>	863	78	20 per cent	77	19	2 per cent
<b>Plateaux</b>	946	56	22 per cent	1 837	71	56 per cent
<b>Centrale</b>	508	34	12 per cent	121	11	4 per cent
<b>Kara</b>	718	45	17 per cent	496	33	15 per cent
<b>Savanes</b>	29	2	1 per cent	113	9	3 per cent
<b>Grand Lomé</b>	1 169	30	28 per cent	663	17	20 per cent
<b>Total</b>	<b>4 233</b>	<b>38</b>	<b>100 per cent</b>	<b>3 307</b>	<b>31</b>	<b>100 per cent</b>

Source: Data collected by ANVT (2018-2019)

## Volunteer midwives and improving maternal health

The volunteer midwives carried out 42,811 prenatal consultations and delivered 14,103 women over the period 2018 - 2019. Each midwife attended an average of 227 pregnant women and delivered 75 women.

### *Awareness and adoption of family planning methods*

Over the period 2018 - 2019, the number of women who have benefited from counseling or sensitization on Family Planning (FP) through volunteer midwives is 24,410 nationally (Table 9). Among the women sensitized on FP, 11,622 (48 per cent) accepted and adopted a family planning method.

Table 9 Distribution of the number of women sensitized on FP by volunteer midwives by region during 2018 and 2019

	2018			2019		
	Staff	Average	Weight	Staff	Average	Weight
<b>Maritime</b>	2 343	146	14 per cent	1 014	113	2 343
<b>Plateaux</b>	3 840	240	23 per cent	2 357	94	3 840
<b>Centrale</b>	1 860	207	11 per cent	1 165	146	1 860
<b>Kara</b>	3 295	253	20 per cent	996	77	3 295
<b>Savanes</b>	296	74	2 per cent	541	60	296
<b>Grand Lomé</b>	4 785	165	29 per cent	1 918	52	4 785
<b>Total</b>	<b>16 419</b>	<b>189</b>	<b>100 per cent</b>	<b>7 991</b>	<b>79</b>	<b>16 419</b>

Source: Data collected by ANVT (2018-2019)

### *Raising awareness on the Prevention of Mother-to-Child Transmission (PMTCT) of HIV/AIDS*

Since 2001, PMTCT has been a priority intervention in Togo and is taken into account in the National Health Development Plan (PNDS) and in national plans to combat HIV/AIDS. It is within this framework that volunteer midwives have worked on PMTCT awareness missions. The results reported in the Table 10 indicate that volunteer midwives reached 25,379 women on PMTCT issues over the period 2018 - 2019.

Table 10 Distribution of the number of women sensitized on PMTCT by volunteer midwives by region in 2018 and 2019

	2018			2019		
	Staff	Average	Weight (%)	Staff	Average	Weight (%)
<b>Maritime</b>	2 267	142	13	980	109	12
<b>Plateaux</b>	3 779	236	22	2 011	80	25
<b>Centrale</b>	1 215	135	7	1 039	130	13
<b>Kara</b>	3 377	260	20	723	56	9
<b>Savanes</b>	769	192	4	784	87	10
<b>Grand Lomé</b>	5 892	203	34	2 543	69	31
<b>Total</b>	<b>17 299</b>	<b>199</b>	<b>100</b>	<b>8 080</b>	<b>80</b>	<b>100</b>

Source: Data collected by ANVT (2018-2019)

The above results demonstrate the involvement of national volunteers in the response to malaria, the fight against HIV/AIDS and the improvement of maternal and child health.

## Financial contribution of voluntary action to strengthening the education and health systems

In order to evaluate the financial contribution to the strengthening of the Education and Health systems over one year, for each of these sectors, we compared the amount that volunteers cost to NVA to the amount that they would cost if they were recruited in the civil service. The difference between the two amounts allows us to know whether this choice is an economic loss or gain for the State.

The initial assumption is that the state achieves cost savings in terms of cost-benefit by deploying national volunteers in the education and health sectors. In the field of Education, the 1,089 volunteers mobilized cost ANVT about 1.3 billion CFA for the 2018-2019 school year. If the latter were in service in the public administration, they would cost the State about CFA 1.99 billion. Thus, the use of volunteers in the secondary education system saves the State CFA 732 million.

Table 11 Cost of volunteers working in education by region

Region	Number of VN	Annual cost of volunteers <sup>ii</sup>	Annual cost Public service	Gain of the State
Maritime	74	85 869 600	129 679 080	43 809 480
Plateaux	206	239 042 400	366 453 313	127 410 913
Centrale	243	281 977 200	442 892 239	160 915 039
Kara	254	294 741 600	477 363 140	182 621 540
Savanes	98	113 719 200	180 697 865	66 978 665
Grand Lomé	214	248 325 600	398 623 510	150 297 910
<b>Total</b>	<b>1 089</b>	<b>1 263 675 600</b>	<b>1 995 709 148</b>	<b>732 033 548</b>

Source: Data collected by ANVT (school year 2018-2019)

As in Education, during the year 2019, the State has saved 195 million through the commitment of 304 volunteers in the Health sector.

Table 12 Cost of volunteers working in health sector by region

Region	Number of VN	Annual cost of volunteers	Annual cost Public service	Gain of the State
Maritime	21	23 018 400	36 447 656	13 429 256
Plateaux	69	74 667 600	115 048 450	40 380 850
Centrale	26	29 900 400	47 197 500	17 297 100
Kara	40	45 336 000	71 163 172	25 827 172
Savanes	29	33 111 600	52 122 858	19 011 258
Grand Lomé	119	136 197 600	215 651 385	79 453 785
<b>Total</b>	<b>304</b>	<b>342 231 600</b>	<b>537 631 022</b>	<b>195 399 422</b>

Source: Data collected by ANVT, 2019

In short, the deployment of national volunteers in the Education and Health sectors is an economic choice for the Government in that it saves 927 432 970 F CFA over one year with 1,393 volunteers. The

deployment of 1,393 volunteers in the Education and Health sectors enabled the State to save 927,432,970 CFA francs over one year. This confirms the hypothesis stated at the outset. In conclusion, the government's choice to use volunteers in the different socio-economic sectors constitutes, in terms of internal efficiency, an acceptable cost-benefit ratio in terms of the contribution of volunteers to the achievement of national objectives.

However, volunteering should not replace employment opportunities for young people for reasons of economy. Beyond financial and economic considerations, volunteers strengthen their employability by building their professional capacities and skills through their involvement in education and public health. They are often recruited by the structures in which they are engaged. Overall, the rate of professional integration of volunteers within their host structure exceeds 40%.

The calculation of the cost of the official does not take into account other benefits such as promotion bonuses, seniority bonuses, insurance, etc. In other words, the economic gain to the government from using volunteers would be greater than the result given by the study. It also does not bring in the gains to volunteers from the experience, which would be another important reason for using volunteers rather than civil servants rather than just cost efficiencies.

## Discussion

Due to challenges in obtaining data during COVID-19, the achievements of the volunteers in the health sector were not triangulated with those of the administrative or health districts as was the case for the education sector. The cross-analysis of these data would have made it possible to link the achievements of the volunteers with the progress indicators of the five axes of the National Health Development Plan 2017-2022, namely:

- Accelerating the reduction of maternal, neonatal and infant and child mortality and strengthening family planning and adolescent health;
- Strengthening the fight against communicable diseases;
- Improving health security and response to epidemics and other public health emergencies;
- Strengthening the fight against non-communicable diseases and health promotion; and
- Strengthening the health system towards Universal Health Coverage (UHC) including community health.

In other words, it would have made it possible to:

- Determine the portion of volunteers in achieving these sectoral objectives. This would involve looking at what the 27,918 cases of malaria treated by volunteers represent, for example, in the national indicator "Malaria mortality in children under 5 years of age" over the period 2018-2019.
- Explain the correlation between the geographical distribution of volunteers by health profiles and the increase in geographical accessibility rates, the coverage of health personnel needs at the primary level of care, the density of health personnel (ratio per 10,000 inhabitants)
- Extend the analyses to other health volunteer profiles to determine the representativeness of volunteers in the health workforce in the private sector and in CSOs.
- This cross-analysis would also have allowed health authorities to know the real contribution of volunteers to their objectives, especially since the Ministry of Health does not disaggregate outcome indicators according to the status of health professionals.

By comparing the data collected and the administrative data of secondary education on the one hand, and by analyzing the data collected in the field of health on the other hand, ANVT has managed to evaluate the contribution of its volunteers to the strengthening of these two sectors through the following indicators:

- **For Education:** (i) the pupil-teacher ratio, (ii) the pass rate in the examinations of cycles 1 and 2 of secondary education;
- **For Health:** (i) the contribution of volunteers in the fight against communicable diseases (malaria and HIV/AIDS), (ii) the contribution of volunteers to the improvement of maternal health;

**For both sectors (Health and Education):** the financial cost-benefit ratio of using volunteers in each of these sectors.

In view of the interesting results obtained and the limitations of the present study, ANVT plans, with the support of other funding to be sought, to deepen the process of evaluating the contribution of volunteers to the Education and Health sectors.

## NOTES

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<sup>i</sup> “Norms and standards of the school map in primary and secondary education in Togo” 2019.

<sup>ii</sup> The monthly cost of an ANVT volunteer is 96,700 F CFA (monthly allowance, social security and health insurance charges, follow-up and accompaniment costs).

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