Peace Corps
Office of Strategic Information,
Research, and Planning

2019 Annual Volunteer Survey Results

Global Tabular Report

November 2019

About the Office of Strategic Information, Research, and Planning (OSIRP)

OSIRP advances evidence-based management at the Peace Corps by guiding agency strategic planning; monitoring and evaluating agency-level performance and programs; conducting research to generate new insights in the fields of international development, cultural exchange, and Volunteer service; enhancing the stewardship and governance of agency data; and helping to shape agency engagement on high-level, governmentwide initiatives.

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Introduction

This report examines the results from the Peace Corps' 2019 Annual Volunteer Survey. Since 1975, the Annual Volunteer Survey has been a source of information on the state of the Peace Corps program for the agency, Congress, researchers, the media, and the general public.

The purpose of the survey is to assess progress toward the agency's strategic goals by tracking the perceived impact of Peace Corps Volunteers' work. The survey also captures Volunteers' assessments of the effectiveness of Peace Corps training, their personal health and safety, their overall service experience, and in-country staff support.

The key findings detailed here and in section headings are based on global data. Post, regional, and other levels of tabular reporting are likely to differ, given different response distributions.

Key Findings

- *Volunteers were successfully advancing the Peace Corps mission of world peace and friendship.* Most respondents made friends at their sites (79%) and felt supported by their communities (78%).
- *Volunteers felt most effective in advancing Goal Two (Sharing America with the World), followed by Goal Three (Bringing the World Back Home), and Goal One (Building Local Capacity).* For example, they felt effective at promoting an understanding of Americans to their host communities (81%) and promoting a better understanding of their host country to their social networks in the U.S. (76%), but felt somewhat less effective at transferring knowledge and skills to their host communities (67%).
- *Overall, Peace Corps training helped Volunteers feel prepared for service, but some gaps remain.* Eighty-five percent of respondents agreed that their technical trainers were knowledgeable, though only about half (52%) agreed technical topics were covered in sufficient depth. A large majority of respondents (79%) indicated that training in maintaining personal safety and security was effective, while forty percent felt training around emotional/mental health was effective.
- *Volunteers generally felt that their work sites and projects set them up for success, though there is room for improvement.* Three quarters of respondents (74%) felt that their current skills were appropriate to the work they did at their site, with slightly lower percentages reporting that their work was aligned to community need (70%) and that they had enough work to do at their site (66%). In terms of project design, almost two-thirds of respondents (65%) considered their primary project to be effective in meeting its stated goals and objectives. Though most liked their sites, only about half of respondents reported that they either received useful information concerning their sites in advance from Peace Corps staff (48%) or that their community work partners were prepared for their arrival (56%).
- *Most Volunteers felt safe.* More than nine in ten respondents felt safe where they lived (93%) and worked (95%). However, 22 percent felt unsafe using local transportation.

Method

The Annual Volunteer Survey was conducted online using a self-administered questionnaire that was available from June 17 to August 9, 2019 through a direct link specific to the respondent. A total of 5,358 Volunteers participated out of an eligible population of 6,040 (an 89% overall response rate). Geographically, the results represent all 61 countries where Volunteers served while the survey was in the field. A detailed description of the survey methodology is available in Section IX of this report.

About this Report

This *Global Tabular Report* consists primarily of tables presenting distributions of responses to quantitative survey questions. Each table in the report contains reference numbers that match the corresponding questions in the survey questionnaire (see appendix). Most of the tables in this report show the percentage of respondents who selected each answer choice as well as the total number of respondents who answered the question. When interpreting the data, it is important to note the total number of respondents listed on each table, as well as any notes that might be presented with a table. The sum of percentages in each table, row, or column may not total

to 100 percent either due to rounding, or due to respondents providing more than one response when answering multiple response questions. Definitions of the key survey terms that appear in this report are included in Section IX.

I. Peace Corps Service Assessment and Goal Implementation

This section presents information on the motivation of Volunteers to join the Peace Corps, as well as their overall assessment of their Peace Corps service and their self-rated effectiveness in implementing the three Peace Corps strategic goals:[1]

- Goal One: Building Local Capacity. Advance local development by strengthening the capacity of local communities and individuals through the service of trained Volunteers.
- Goal Two: Sharing America with the World. Promote a better understanding of Americans through Volunteers who live and work within local communities.
- Goal Three: Bringing the World Back Home. Increase Americans' awareness and knowledge of other cultures and global issues through Volunteers who share their Peace Corps experiences and continue to serve upon their return.

Key Findings

- ***Volunteers' commitment to serve remained strong in 2019.*** Nearly all respondents (96%) intended to complete their service, and one in five (19%) thought they might extend their service. Eighty-six percent of respondents reported that they would recommend Peace Corps service to other qualified candidates.
- ***Respondents tended to see the Peace Corps as an opportunity to help others while being exposed to a different culture****.* Exposure to a different culture (95%) and helping others (95%) were the most important reasons why respondents accepted their Peace Corps invitation, while a challenging U.S. job market was the least important (37%).
- ***Volunteers continued to feel most successful at achieving Goal Two, followed by Goal Three and Goal One.*** For example, they felt effective at promoting an understanding of Americans to their host communities (81%) and promoting a better understanding of their host country to their social networks in the U.S. (76%), but felt less effective at transferring knowledge and skills to their host communities (67%).
- ***Professional and linguistic challenges remained the greatest impediments to respondents' perceived effectiveness in implementing the Peace Corps goals***. Regardless of how they rated their effectiveness, over half of all Volunteers reported that professional challenges (55%)—including differing local expectations relating to work styles, as well as lack of resources—and language barriers (54%) prevented them from being more effective. Those who rated themselves as less effective were more likely to also cite community receptiveness, cultural challenges and counterpart difficulties (e.g., the lack of a counterpart, logistical issues, professional/personal differences, etc.) as strong barriers as well.

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[1] The *Peace Corps FY 2018-2022 Strategic Plan, FY 2020 Annual Performance Plan and FY 2018 Annual Performance Report* is available online at https://s3.amazonaws.com/files.peacecorps.gov/documents/open-government/FY_2020_Annual_Performance_Plan_and_FY_2018_Annual_Performance_Report.pdf.

Table 1. Motivation For Peace Corps Service

q06. How important were the following factors in accepting your Peace Corps invitation?	Very unimportant	Unimportant	Neither unimportant nor important	Important	Very important	Number of respondents
Exposure to a different culture	1%	1%	4%	31%	64%	5,321
Gaining work experience	3%	5%	12%	40%	40%	5,326
Opportunity to help others	1%	1%	4%	32%	63%	5,326
Gaining international experience	1%	2%	7%	33%	57%	5,319
Learning a new language or enhancing foreign language skills	2%	6%	16%	36%	40%	5,324
Personal growth	1%	1%	5%	30%	64%	5,315
Challenging U.S. job market	15%	21%	27%	23%	14%	5,324
Opportunity to serve my country	10%	17%	26%	28%	19%	5,329
Travel/adventure	1%	3%	10%	42%	44%	5,323
Financial, educational, and career benefit programs available to current and returned Volunteers	6%	11%	21%	37%	26%	5,327

Table 2. Motivation For Peace Corps Service—Average Ratings

q06. How important were the following factors in accepting your Peace Corps invitation?	Average rating	Number of respondents
Exposure to a different culture	4.56	5,231
Gaining work experience	4.10	5,231
Opportunity to help others	4.55	5,231
Gaining international experience	4.43	5,231
Learning a new language or enhancing foreign language skills	4.07	5,231
Personal growth	4.54	5,231
Challenging U.S. job market	3.00	5,231
Opportunity to serve my country	3.29	5,231
Travel/adventure	4.26	5,231
Financial, educational, and career benefit programs available to current and returned Volunteers	3.66	5,231

Average rating: 1 = very unimportant; 5 = very important.

Based on respondents who rated all motivational factors.

Table 3. Assessment Of Peace Corps Service

q01. How personally rewarding do you find your:	Very unrewarding	Unrewarding	Neither unrewarding nor rewarding	Rewarding	Very rewarding	Number of respondents
Overall Peace Corps service	1%	3%	8%	56%	33%	5,219
Primary assignment/project	3%	9%	18%	52%	18%	5,114
Secondary project/community service activities	1%	4%	15%	51%	29%	4,726
Experiences with other Volunteers	2%	4%	12%	39%	43%	5,261
Work with counterparts/community partners	2%	7%	16%	49%	27%	5,205
Experiences with other host country individuals	1%	4%	13%	46%	36%	5,245

Table 4. Assessment Of Peace Corps Service—Average Ratings

q01. How personally rewarding do you find your:	Average rating	Number of respondents
Overall Peace Corps service	4.20	4,552
Primary assignment/project	3.72	4,552
Secondary project/community service activities	4.02	4,552
Experiences with other Volunteers	4.16	4,552
Work with counterparts/community partners	3.93	4,552
Experiences with other host country individuals	4.12	4,552

Average rating: 1 = very unrewarding; 5 = very rewarding.

Based on respondents who rated all service aspects.

Table 5. Recommendation Of The Peace Corps And Commitment To Serve

	Definitely not	Probably not	Undecided	Probably yes	Definitely yes	Number of respondents
q02. Today, would you still make the same decision to serve with the Peace Corps?	1%	5%	8%	33%	52%	5,295
q03. Would you recommend Peace Corps service to others you think are qualified?	1%	5%	10%	39%	44%	5,310

Table 6. Interest In Completing Or Extending Peace Corps Service

	Definitely not	Probably not	Undecided	Probably yes	Definitely yes	Might extend	Number of respondents
q04. Do you intend to complete your Peace Corps service?	1%	1%	3%	12%	64%	19%	5,308

Table 7. Effectiveness In Building Local Capacity (Goal One)

q25. How effective are you in transferring knowledge and skills to help the following individuals or organizations to build their capacities?	Very ineffective	Ineffective	Neither ineffective nor effective	Effective	Very effective	Number of respondents
Goal One—Your counterpart(s)/community partner(s)	2%	8%	18%	59%	13%	5,047
Goal One—Your host institution/organization	3%	12%	28%	49%	8%	4,656
Goal One—Group(s) with which you work closely	1%	4%	18%	63%	14%	4,626
Goal One—Members of your host community	1%	7%	25%	56%	11%	4,936

Table 8. Effectiveness In Sharing America With The World (Goal Two)

q26. How effective are you in promoting a better understanding of Americans among the following host country individuals or groups of individuals?	Very ineffective	Ineffective	Neither ineffective nor effective	Effective	Very effective	Number of respondents
Goal Two—Your counterpart(s)/community partner(s)	1%	2%	11%	58%	28%	5,129
Goal Two—Your host institution/organization	1%	4%	18%	56%	20%	4,767
Goal Two—Group(s) with which you work closely	1%	2%	14%	59%	24%	4,764
Goal Two—Members of your host community	1%	4%	14%	57%	24%	5,115

Table 9. Effectiveness In Bringing The World Back Home (Goal Three)

q27. How effective are you in promoting a better understanding of host country nationals among the following American individuals or groups of individuals?	Very ineffective	Ineffective	Neither ineffective nor effective	Effective	Very effective	Number of respondents
Goal Three—Your family and close friends	1%	2%	8%	54%	36%	5,168
Goal Three—Your match program (e.g., World Wise Schools)	3%	6%	35%	42%	15%	1,443
Goal Three—Other groups with which you work closely	1%	3%	20%	58%	18%	2,976
Goal Three—Your social network in the United States	1%	5%	18%	53%	23%	4,769

Table 10. Effectiveness In All Three Goals—Average Ratings

q25—q27. How effective are you in...	Average rating	Number of respondents
Goal One—Your counterpart(s)/community partner(s)	3.75	5,047
Goal One—Your host institution/organization	3.48	4,656
Goal One—Group(s) with which you work closely	3.87	4,626
Goal One—Members of your host community	3.68	4,936
Goal Two—Your counterpart(s)/community partner(s)	4.10	5,129
Goal Two—Your host institution/organization	3.92	4,767
Goal Two—Group(s) with which you work closely	4.04	4,764
Goal Two—Members of your host community	3.99	5,115
Goal Three—Your family and close friends	4.22	5,168
Goal Three—Your match program (e.g., World Wise Schools)	3.61	1,443
Goal Three—Other groups with which you work closely	3.89	2,976
Goal Three—Your social network in the United States	3.92	4,769

Average rating: 1 = very ineffective; 5 = very effective.

Table 11. Challenges Preventing Effective Peace Corps Goal Implementation (All Respondents)

q28. Which of the following challenges have prevented you from being more effective in achieving Peace Corps goals?	Percentage of respondents	Number of respondents
Professional challenges (promptness, work style, lack of resources, etc.)	55%	2,881
Language barriers	54%	2,821
Logistical difficulties with counterparts	45%	2,367
Cultural barriers	39%	2,070
Community/organization is not receptive to change	39%	2,040
"Too soon to tell" (early in my service)	28%	1,480
Isolation, including limited means of communication	22%	1,159
Harassment or discrimination at workplace or in the community (sexual or non-sexual)	22%	1,145
Personal differences with counterparts	21%	1,086
Lack of a counterpart	21%	1,079
Problems with emotional health	20%	1,051
Insufficient support from Peace Corps staff	19%	987
Community/organization does not need a Volunteer	14%	715
Problems with physical health	12%	636
My skills did not match the needs of the community/organization	11%	588
Other (please specify):	5%	244
None of the above	3%	154
Number of respondents	100%	5,241

Percentage of respondents in a column may not add to 100 due to multiple responses provided.

**Table 12. Challenges Preventing Effective Peace Corps Goal
Implementation (Respondents Who Cited Ineffectiveness In At Least One
Goal)**

q28. Which of the following challenges have prevented you from being more effective in achieving Peace Corps goals?	Percentage of respondents	Number of respondents
Professional challenges (promptness, work style, lack of resources, etc.)	64%	908
Language barriers	58%	823
Community/organization is not receptive to change	53%	761
Logistical difficulties with counterparts	53%	752
Cultural barriers	47%	675
Lack of a counterpart	29%	416
Personal differences with counterparts	29%	412
Isolation, including limited means of communication	28%	396
Harassment or discrimination at workplace or in the community (sexual or non-sexual)	27%	391
Insufficient support from Peace Corps staff	27%	384
"Too soon to tell" (early in my service)	25%	361
Problems with emotional health	25%	358
Community/organization does not need a Volunteer	23%	328
My skills did not match the needs of the community/organization	19%	275
Problems with physical health	13%	182
Other (please specify):	5%	76
None of the above	1%	14
Number of respondents	100%	1,427

Percentage of respondents in a column may not add to 100 due to multiple responses provided.

Data is inclusive of respondents who indicated ineffectiveness in one of the 12 goal elements listed in Table 10 (Questions 25–27).

II. Peace Corps Training

This section presents Volunteers' assessments of various Peace Corps training components. Peace Corps training consists of two parts: pre-service training (before Volunteers are sworn in) and in-service training (after Volunteers are sworn in). The survey focused on Peace Corps training overall, without differentiating between pre-service and in-service training. The only exception is five questions gauging whether selected safety and security skills were taught during pre-service training, were learned, and were applied.

Key Findings

- ***Overall, Peace Corps training and field experience helped Volunteers feel better prepared to meet the challenges of service.*** Forty-one percent felt prepared or very prepared to meet the challenges of Peace Corps service <u>when they first arrived</u> in their host countries. After Peace Corps training and field experience, twice as many (82%) felt prepared or very prepared.
- ***Safety and security training remains highly ranked.*** Four out of five respondents (79%) indicated that training in maintaining personal safety and security was effective, and a considerable majority (77%–89%) reported successfully learning a specific safety and security skill during pre-service training (PST) or using that skill in the last 12 months. RADAR was the set of skills respondents were least able to retain—19 percent reported receiving training at PST but forgetting what it involved.
- ***Volunteers felt that the Peace Corps trained them least effectively on leveraging their network in the United States and on maintaining their mental/emotional health***. Less than a third of respondents (29%) considered their training on interacting with contacts in the U.S. to share experiences and advance their work to be effective or very effective. Forty percent reported their mental/emotional health maintenance training to be effective or very effective.
- ***Volunteers rated the competence of their technical trainers highly, but the applicability of technical training content to their project work or the depth of that training was rated less highly.*** Eighty-five percent of respondents agreed that their technical trainers were knowledgeable, and 80 percent agreed they effectively communicated material. Only 71 percent agreed that technical training content was relevant to their work at site, and only about half (52%) agreed it was covered in sufficient depth.
- ***Volunteers generally considered their language training to be effective.*** Three quarters of Volunteers overall (76%) rated language training as effective or very effective. Seventy-four percent of respondents who have been in country six months or less reported that they could communicate at least adequately in the local languages spoken in their communities, with the proportion improving to 85 percent for Volunteers who were in country 21 months or longer.

Table 13. Preparedness For Peace Corps Service

	Very unprepared	Unprepared	Neither unprepared nor prepared	Prepared	Very prepared	Number of respondents
q05. How prepared for Peace Corps service did you feel when you arrived in Country?	7%	21%	32%	33%	8%	5,309
q10. In general, how prepared do you feel today to meet the challenges of Peace Corps service?	1%	4%	13%	61%	21%	5,315

Table 14. Preparedness For Peace Corps Service—Average Ratings

	Average rating	Number of respondents
q05. How prepared for Peace Corps service did you feel when you arrived in Country?	3.15	5,282
q10. In general, how prepared do you feel today to meet the challenges of Peace Corps service?	3.97	5,282

Average rating: 1 = very unprepared; 5 = very prepared.

Based on respondents who rated both time frames.

Table 15. Effectiveness Of Peace Corps Training In Host Country Adjustment Skills

q07. Please evaluate the effectiveness of your Peace Corps training in preparing you to:	Very ineffective	Ineffective	Neither ineffective nor effective	Effective	Very effective	Number of respondents
Manage cultural differences	1%	8%	16%	58%	17%	5,299
Adjust to your physical living conditions	2%	7%	21%	53%	17%	5,253
Use language needed in your work/community	3%	9%	13%	50%	26%	5,288
Maintain your physical health	3%	14%	28%	43%	12%	5,257
Maintain your mental/emotional health	7%	21%	32%	33%	7%	5,284
Maintain your personal safety and security	1%	5%	14%	54%	25%	5,284

Table 16. Effectiveness Of Peace Corps Training In Host Country Adjustment Skills—Average Ratings

q07. Please evaluate the effectiveness of your Peace Corps training in preparing you to:	Average rating	Number of respondents
Manage cultural differences	3.82	5,144
Adjust to your physical living conditions	3.77	5,144
Use language needed in your work/community	3.87	5,144
Maintain your physical health	3.47	5,144
Maintain your mental/emotional health	3.12	5,144
Maintain your personal safety and security	3.97	5,144

Average rating: 1 = very ineffective; 5 = very effective.

Based on respondents who rated all training aspects.

Table 17. Effectiveness Of Peace Corps Training In Primary Work Assignment Skills

q08. Please evaluate the effectiveness of your Peace Corps training in preparing you to:	Very ineffective	Ineffective	Neither ineffective nor effective	Effective	Very effective	Number of respondents
Perform technical aspects of your work	4%	13%	19%	51%	14%	5,261
Work with counterparts/community partners	3%	12%	22%	51%	13%	5,281
Conduct a community needs assessment	4%	14%	23%	45%	14%	5,258
Work on your project goals and objectives	2%	9%	19%	55%	14%	5,264
Monitor/evaluate project goals and outcomes	4%	16%	25%	45%	9%	5,230
Interact with contacts in the United States to share your experiences and advance your work	8%	27%	35%	23%	6%	4,853

Table 18. Effectiveness Of Peace Corps Training In Primary Work Assignment Skills—Average Ratings

q08. Please evaluate the effectiveness of your Peace Corps training in preparing you to:	Average rating	Number of respondents
Perform technical aspects of your work	3.57	4,743
Work with counterparts/community partners	3.59	4,743
Conduct a community needs assessment	3.52	4,743
Work on your project goals and objectives	3.69	4,743
Monitor/evaluate project goals and outcomes	3.40	4,743
Interact with contacts in the United States to share your experiences and advance your work	2.91	4,743

Average rating: 1 = very ineffective; 5 = very effective.

Based on respondents who rated all training aspects.

Table 19. Ability To Communicate

	Not at all	Poorly	Adequately	Well	Very well	Number of respondents
q47. How well can you communicate in the language used by most local people in your community?	2%	18%	42%	24%	14%	5,246
q53. How well can you communicate your personal boundaries in the situations that make you feel uncomfortable?	1%	14%	44%	28%	13%	5,235

Table 20. Ability To Communicate In The Local Language, By Time Spent In Host Country

q47. How well can you communicate in the language used by most local people in your community?	Not at all	Poorly	Adequately	Well	Very well	Number of respondents
6 months in host country or shorter	2%	24%	48%	17%	8%	792
7–12	1%	22%	45%	22%	9%	1,553
13–20	2%	15%	42%	26%	15%	1,260
21–27	1%	14%	37%	28%	20%	1,394
28 months in host country or longer	2%	10%	27%	32%	28%	247

Table 21. Volunteer Assessment Of Technical Training

q09. To what extent do you disagree or agree with each of the following statements?	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Number of respondents
My technical training covered the breadth of subject matter that I needed to perform my primary sector work effectively	3%	16%	19%	47%	16%	5,270
My technical training covered subject matter topics at the necessary depth that I needed to perform my primary sector work effectively	5%	23%	20%	40%	13%	5,268
My primary sector technical training facilitator(s) was knowledgeable in the subject matter covered	1%	4%	10%	48%	37%	5,257
My primary sector technical training facilitator(s) was able to effectively communicate subject matter to me	2%	7%	11%	53%	27%	5,266
My technical training is relevant to the work that I do at my site	3%	11%	15%	49%	21%	5,260

Table 22. Volunteer Assessment Of Technical Training—Average Ratings

q09. To what extent do you disagree or agree with each of the following statements?	Average rating	Number of respondents
My technical training covered the breadth of subject matter that I needed to perform my primary sector work effectively	3.56	5,203
My technical training covered subject matter topics at the necessary depth that I needed to perform my primary sector work effectively	3.32	5,203
My primary sector technical training facilitator(s) was knowledgeable in the subject matter covered	4.15	5,203
My primary sector technical training facilitator(s) was able to effectively communicate subject matter to me	3.97	5,203
My technical training is relevant to the work that I do at my site	3.75	5,203

Average rating: 1 = strongly disagree; 5 = strongly agree.

Based on respondents who rated all aspects.

Table 23. Using Safety And Security Skills Learned At Pre-Service Training

	Used this skill	Learned but did not need to use this skill	Learned this skill, but was unable to apply it when needed	Learned this skill, but do not remember what it involves	I was not trained on this skill	Number of respondents
q11. Have you developed and used personal safety and security strategies in the past 12 months?	60%	29%	4%	7%*	<0.5%	5,284
q12. Have you used your "RADAR" or personal security skills in the past 12 months?	48%	29%	3%	19%	2%	5,283
q13. Have you used Sexual Assault Awareness skills to mitigate unwanted sexual attention in the past 12 months?	40%	43%	9%	6%	2%	5,283
q14. Have you used Bystander Intervention skills in the past 12 months?	32%	56%	4%	6%	2%	5,284

* Percentage refers to respondents who received strategies training, but did not develop any of their own.

Table 24. Using Transportation Safety Strategies Learned At Pre-Service Training

q15. Which of the following strategies from the Transportation Safety session at pre-service training (PST) have you consistently tried to apply in the last 12 months?	Percentage of respondents	Number of respondents
Avoid travel at night	71%	3,719
Use a seat belt when available	70%	3,669
Assess the state of the driver before getting into their vehicle	63%	3,296
Reduce non-essential travel	48%	2,520
Assess the state of a vehicle before getting into that vehicle	47%	2,455
Wear a helmet when biking	38%	2,012
None of the above	3%	181
Other strategies (please specify):	2%	91
Recoded from "Other" - Assess surroundings while traveling	1%	68
Recoded from "Other" - Communicate/build relationships with host country nationals	1%	54
I did not receive this training session	<0.5%	19
Number of respondents	100%	5,269

Percentage of respondents in a column may not add to 100 due to multiple responses provided.

III. Work of Volunteers

This section presents information on Volunteers' work activities, their reflections on working with counterparts, their views on how effective their projects were in meeting intended goals and objectives, as well as their opinions on the future of their primary projects and the Peace Corps program in their host countries.

Key Findings

- ***Peace Corps Volunteers generally reported that their project work matched both their skills and the needs of their host communities.*** Respondents spent on average about 31 hours per week on work-related activities, of which nine were spent on secondary projects or community service. Three quarters of respondents (74%) felt that their skills were appropriate to the work they did at their site, with slightly lower percentages reporting that their work was aligned to community need (70%) and that they had enough work to do at their site (66%).
- ***Volunteers perform work that relates to their primary project assignment.*** Generally, the work activities of respondents were closely aligned with their primary project sector: From 89 percent in Youth in Development to a high of 99 percent of Education respondents were involved in activities connected to their respective sectors. More than half of respondents (55%) reported undertaking cross-sector work.
- ***The majority of Volunteers are satisfied with the relationships with their counterparts.*** Of those respondents who maintained a working relationship with their Peace Corps-assigned counterpart, 64 percent were satisfied with their partnership in terms of their project work, and 72 percent in terms of their integration into the community. Furthermore, Volunteers were especially satisfied with counterparts that they themselves identified, and with their community partnerships that formed organically, from both a project work (79%) and community integration (85%) perspective.
- ***Most Volunteers felt that their primary projects fulfill their stated objectives.*** Almost two-thirds of respondents (65%) considered their primary project to be effective in meeting its stated goals and objectives. Accordingly, about four out of five respondents (78%) supported the continuation of their project in their host country, either as is or even in expanded form. Similarly, 82 percent felt the Peace Corps program overall should continue in their host country, either at the same scope or in expanded form.

Table 25. Primary Sector Assignment

	Percentage of respondents	Number of respondents
Agriculture	10%	532
Community Economic Development	9%	489
Education	41%	2,208
Environment	7%	373
Health	21%	1,146
Youth in Development	11%	610
Total	100%	5,358

Primary Sector Assignment refers to the Peace Corps-assigned work sector of record of the

respondents.

Table 26. Work Activities

q16. What do you do as part of your Peace Corps work?	Percentage of respondents	Number of respondents
English teaching	59%	3,111
Youth as resources/working with youth	46%	2,406
Gender equity/women's empowerment	45%	2,383
Girls education	34%	1,802
Teacher training	28%	1,456
Nutrition education	26%	1,359
HIV/AIDS	25%	1,311
Sports/fitness	21%	1,110
Childhood or early literacy	21%	1,085
Organizational management/leadership development	20%	1,080
Environment work	20%	1,074
Malaria prevention	19%	1,013
Library development	19%	987
Food security - community/household	18%	932
Agriculture/fish/livestock	17%	900
Income generation	17%	873
Health extension	16%	864
Maternal, child, and neonatal health	15%	771
Water and sanitation	14%	750
Arts	14%	723
Math/Science teaching	13%	672
Entrepreneurship	12%	659
Business advising	12%	623
Agroforestry	9%	493
NGO development	9%	465
Volunteerism/V²	9%	450
Working with people with disabilities	7%	373
Technology for development/ICT	6%	336
Microenterprise development	5%	264
Other (please specify):	1%	74
Number of respondents	100%	5,285

Percentage of respondents in a column may not add to 100 due to multiple responses provided.

Table 27. Sector Based On Work Activities

q16. What do you do as part of your Peace Corps work? [Categorized]	Percentage of respondents	Number of respondents
Education	79%	4,164
Health	57%	3,002
Cross-Sector	55%	2,905
Youth in Development	46%	2,406
Community Economic Development	40%	2,118
Agriculture	25%	1,295
Environment	23%	1,196
Other activities	1%	74
Number of respondents	100%	5,285

Percentage of respondents in a column may not add to 100 due to multiple responses provided.

Table 28. Primary Sector Assignment By Sector Based On Work Activities

q16. Volunteer Work Activities (Rows) by Primary Sector Assignment (Columns)	Agriculture	Community Economic Development	Education	Environment	Health	Youth in Development
Education	55%	62%	99%	56%	62%	83%
Health	74%	28%	37%	52%	98%	63%
Cross-Sector	53%	60%	47%	48%	60%	78%
Youth in Development	28%	53%	36%	37%	47%	89%
Community Economic Development	57%	93%	22%	49%	39%	47%
Agriculture	95%	22%	5%	63%	28%	6%
Environment	62%	21%	7%	95%	15%	18%
Other activities	1%	3%	1%	1%	1%	2%
Number of respondents	521	483	2,189	367	1,123	602

Primary Sector Assignment refers to the Peace Corps-assigned work sector of record of the respondents. Volunteer Work Activities are based on the responses to q16 "What do you do as part of your Peace Corps work?" which were then classified by sector.

Percentage of respondents in a column may not add to 100 due to multiple responses provided.

Table 29. Time Spent Per Week On Primary And Secondary Activities

q19. How many hours do you spend on your primary work and secondary projects or community service during an average work week?	Average number of hours	Median number of hours	Number of respondents
Primary work	22.0	20.0	5,099
Secondary projects or community service	9.0	7.0	5,099
Total	31.0	30.0	5,099

Table 30. Status Of Working Relationship With Counterparts

q21. Do you currently work with one or more counterpart(s)/community partner(s)?	Yes	No	Number of respondents
Counterpart(s) assigned to you by the Peace Corps or your host institution/organization	75%	25%	5,248
Other counterparts/community partners, including those you identified yourself	84%	16%	5,207

Table 31. Satisfaction With Peace Corps-Assigned Counterparts

q22. How satisfied are you with the following aspects of working with your Peace Corps-assigned counterpart(s)?	Very dissatisfied	Dissatisfied	Neither dissatisfied nor satisfied	Satisfied	Very satisfied	Number of respondents
Accomplishing your project work	4%	13%	19%	44%	20%	3,195
Integrating into your community	3%	9%	16%	40%	32%	3,275

Table 32. Satisfaction With Host Organization-Assigned Counterparts

q23. How satisfied are you with the following aspects of working with your host organization-assigned counterpart(s)?	Very dissatisfied	Dissatisfied	Neither dissatisfied nor satisfied	Satisfied	Very satisfied	Number of respondents
Accomplishing your project work	4%	12%	18%	47%	20%	2,628
Integrating into your community	2%	8%	19%	43%	28%	2,646

Table 33. Satisfaction With Other Counterparts Or Community Partners

q24. How satisfied are you with the following aspects of working with counterparts/community partners not assigned by the Peace Corps or your host organization, including those you identified yourself?	Very dissatisfied	Dissatisfied	Neither dissatisfied nor satisfied	Satisfied	Very satisfied	Number of respondents
Accomplishing your project work	1%	6%	14%	48%	31%	4,213
Integrating into your community	1%	4%	11%	43%	42%	4,266

Table 34. Satisfaction With Counterparts Or Community Partners—

Average Ratings

q22—q24. How satisfied are you with the following aspects of working with counterparts/community partners:	Average rating	Number of respondents
Your Peace Corps-assigned counterpart(s)— Accomplishing your project work	3.64	3,181
Your Peace Corps-assigned counterpart(s)— Integrating into your community	3.89	3,181
Your host organization-assigned counterpart(s)— Accomplishing your project work	3.68	2,597
Your host organization-assigned counterpart(s)— Integrating into your community	3.86	2,597
Other counterparts or community partners— Accomplishing your project work	4.01	4,168
Other counterparts or community partners— Integrating into your community	4.21	4,168

Average rating: 1 = very dissatisfied; 5 = very satisfied.

For a given counterpart type, based on respondents who rated both aspects.

Table 35. Quality Of Work At Site

q17. To what extent do you disagree or agree with each of the following statements?	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Number of respondents
I have enough work to do at my site	6%	14%	14%	38%	27%	5,231
My skills are a good match to the work I do at site	3%	7%	16%	49%	25%	5,241
My work is directly related to what my community needs	3%	9%	19%	48%	22%	5,207

Table 36. Quality Of Work At Site—Average Ratings

q17. To what extent do you disagree or agree with each of the following statements?	Average rating	Number of respondents
I have enough work to do at my site	3.67	5,115
My skills are a good match to the work I do at site	3.87	5,115
My work is directly related to what my community needs	3.79	5,115

Average rating: 1 = strongly disagree; 5 = strongly agree.

Based on respondents who rated all aspects.

Table 37. Effectiveness Of Volunteer Projects In Meeting Stated Goals And Objectives

q20. How effective has your project been in meeting its stated goals and objectives?	Very ineffective	Ineffective	Neither ineffective nor effective	Effective	Very effective	Number of respondents
Your primary project	4%	10%	21%	53%	13%	4,725
Your Peace Corps small grant-funded project	1%	3%	7%	47%	42%	820

Table 38. Opinion On The Future Of Volunteers' Primary Project And The Peace Corps Program In The Host Country

q18. In your view, which of the following options would benefit your host country the most?	Discontinued/ Phased out	Reduced	Maintained as is	Expanded	Number of respondents
Your project/primary work assignment should be:	9%	13%	44%	34%	5,247
The Peace Corps program (the post and all projects) in this country should be:	5%	14%	45%	37%	5,244

IV. Site Characteristics

This section presents Volunteer feedback regarding the characteristics of their assigned sites. Before a Volunteer arrives at site, the Peace Corps ensures through the site identification and development process that there is a safe and secure environment, appropriate housing, and available work.

Key Findings

- *Peace Corps Volunteers continued to live in remote locations.* Eight in ten respondents lived in villages, rural areas, or rural towns. The average travel time to the closest Volunteer was about an hour, while it took an average of over six hours to reach the nearest Peace Corps office.
- *One in three Volunteers was a Peace Corps "pioneer."* Thirty-two percent of respondents reported being the first Peace Corps Volunteer at his or her site.
- *Despite mixed reviews of the Peace Corps' work in setting expectations, the vast majority of Volunteers liked their sites.* About half of respondents reported that they either received useful information concerning their site in advance from Peace Corps staff (48%) or that their community work partners were prepared for their arrival (56%). Yet the vast majority (86%) reported that they liked their site.
- *Cellular coverage was more common than running water.* More than nine in ten respondents (92%) enjoyed daily cell phone coverage at their residence, compared to only 61 percent with daily access to running water.
- *Volunteers felt safest where they lived and worked.* The great majority of respondents felt safe where they lived (93%) and worked (95%). Far fewer felt safe using transportation (52%), with 22 percent actually feeling unsafe using transportation. A substantial proportion of respondents (42%--48%) experienced insensitive comments, harassment, or discrimination in their host country in the past year, based on their American nationality, sex, and/or race/color/ethnicity.

Table 39. Site Urbanization

q56. Please choose the best description of your assigned site.	Percentage of respondents	Number of respondents
Village/rural area (population under 2,000)	46%	2,411
Rural town (population of 2,000 to 25,000)	35%	1,830
City (population over 25,000) - not the capital	15%	777
Outer island (regardless of size)	2%	106
Capital of the country	2%	93
Number of respondents	100%	5,217

Table 40. Generation At Site

	Yes	No	Number of respondents
q57. Are you the first Peace Corps Volunteer at your site?	32%	68%	5,204

Table 41. Distance To The Nearest Peace Corps Office And Volunteer

q58. How long does it take you to reach the nearest Peace Corps office and the nearest Peace Corps Volunteer by your typical mode(s) of transportation?	Average	Median	Number of respondents
Nearest office in minutes	386	270	5,025
Nearest Volunteer in minutes	67	30	5,025

Based on respondents who answered both parts of the question.

Table 42. Time Living With Host Country Individual Or Family

q45. How long have you lived with a host country individual or family in total?	Average number of months	Median number of months	Number of respondents
Total number of months lived with a host family	8.9	6.0	5,092

Respondents who did not live with host families and reported 0 months are not included.

Table 43. Access To Modern Conveniences At Residence

q48. How often are the following services available at your residence?	At least once a day	At least once a week, but less than daily	At least once a month, but not every week	Less than once a month	Service not available	Number of respondents
Electricity	77%	6%	1%	<0.5%	16%	5,226
Running water	61%	9%	1%	1%	27%	5,225
Cell phone service	92%	5%	<0.5%	<0.5%	2%	5,218
Internet connectivity	68%	10%	3%	1%	18%	5,199

Table 44. Site Perception

q31. To what extent do you disagree or agree with each of the following statements?	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Number of respondents
My site matched my expectations when I arrived	6%	16%	27%	37%	15%	5,106
Peace Corps staff understand what my site is like	12%	22%	20%	34%	13%	5,101
Peace Corps staff provided me with useful information about my site prior to my arrival at the site	10%	21%	21%	37%	11%	5,234
I like my site	2%	3%	9%	39%	48%	5,238

Table 45. Site Perception—Average Ratings

q31. To what extent do you disagree or agree with each of the following statements?	Average rating	Number of respondents
My site matched my expectations when I arrived	3.40	4,859
Peace Corps staff understand what my site is like	3.12	4,859
Peace Corps staff provided me with useful information about my site prior to my arrival at the site	3.20	4,859
I like my site	4.27	4,859

Average rating: 1 = strongly disagree; 5 = strongly agree.

Based on respondents who rated all statements.

Table 46. Safety Perception

q51. How safe do you feel in the following environments?	Very unsafe	Unsafe	Neither unsafe nor safe	Safe	Very safe	Number of respondents
Where you live	<0.5%	2%	5%	45%	47%	5,234
Where you work	<0.5%	1%	4%	44%	51%	5,237
When you travel in-country: transportation safety	4%	18%	26%	43%	9%	5,243
When you travel in-country: personal security	1%	7%	22%	56%	14%	5,242
In the city where your country's main PC office is located	1%	8%	22%	51%	17%	5,242

Table 47. Safety Perception—Average Ratings

q51. How safe do you feel in the following environments?	Average rating	Number of respondents
Where you live	4.38	5,212
Where you work	4.45	5,212
When you travel in-country: transportation safety	3.34	5,212
When you travel in-country: personal security	3.74	5,212
In the city where your country's main PC office is located	3.74	5,212

Average rating: 1 = very unsafe; 5 = very safe.

Based on respondents who rated all environments.

Table 48. Exposure To Insensitive Comments, Harassment, Or Discrimination

q52. In the last 12 months, have you experienced insensitive comments, harassment, or discrimination towards you in your host country based on any of the following characteristics?	Percentage of respondents	Number of respondents
Sex	48%	2,478
American nationality	47%	2,415
Race/color/ethnicity	42%	2,167
Marital status	40%	2,036
Weight	31%	1,595
Age	24%	1,234
Did not experience	16%	824
Religion	13%	682
Gender expression	12%	635
Sexual orientation	7%	367
Other (please specify):	2%	79
Disability	1%	38
Recoded from "Other" - Appearance	1%	37
Number of respondents	100%	5,130

Percentage of respondents in a column may not add to 100 due to multiple responses provided.

Table 49. Initial Availability Of Work At Site

q17. To what extent do you disagree or agree with each of the following statements?	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Number of respondents
Meaningful work was available for me when I arrived at site	10%	19%	17%	36%	18%	5,266
Host country individuals with whom I would be working were prepared for my arrival in the community	9%	18%	16%	38%	19%	5,264

Table 50. Initial Availability Of Work At Site—Average Ratings

q17. To what extent do you disagree or agree with each of the following statements?	Average rating	Number of respondents
Meaningful work was available for me when I arrived at site	3.34	5,115
Host country individuals with whom I would be working were prepared for my arrival in the community	3.39	5,115

Average rating: 1 = strongly disagree; 5 = strongly agree.

Based on respondents who rated all aspects.

Table 51. Time Spent Away From Site—Average And Median Time Spent In The Last 30 Days

q50. In the last 30 days, how many nights were you away from your community for the following reasons?	Average	Median	Number of respondents
Official Peace Corps activities	3.7	2.0	5,174
Primary or secondary assignment work	1.0	0.0	5,174
Taking care of personal needs/visits with friends	2.3	2.0	5,174

Respondents who reported not spending any nights away from site are not included.

V. Personal Connections

This section presents Volunteer responses to questions related to people-to-people communication, which contributes to a better understanding of how Volunteers advance the agency's mission of promoting world peace and friendship.

Key Findings

- ***Volunteers reported successfully engaging with their communities, advancing the Peace Corps mission of world peace and friendship.*** A large majority of respondents had friends at their sites (79%) and felt supported by the local community (78%). Overall, 68 percent of respondents felt well or very well integrated into their host communities.
- ***Nearly all Volunteers communicated weekly or more with multiple groups in-country.*** About nine in ten respondents communicated at least weekly with the following groups, in order of frequency: other Peace Corps Volunteers, host country nationals other than their counterpart, and their counterpart.
- ***The majority of Volunteers reported contributing to Goal Three while being in the field.*** More than half of respondents (55%) reported that they had facilitated interactions between Americans and host country nationals in the last 12 months.

Table 52. Friendship And Personal Support At Site

q31. To what extent do you disagree or agree with each of the following statements?	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Number of respondents
I have friends at my site	3%	8%	10%	48%	31%	5,227
I feel supported by the local community at my site	2%	6%	14%	46%	32%	5,215

Table 53. Friendship And Personal Support At Site—Average Ratings

q31. To what extent do you disagree or agree with each of the following statements?	Average rating	Number of respondents
I have friends at my site	3.97	4,859
I feel supported by the local community at my site	4.00	4,859

Average rating: 1 = strongly disagree; 5 = strongly agree.

Based on respondents who rated all statements.

Table 54. Communication With People

q49. How frequently do you communicate with the following groups of people either in person, by phone, or electronically?	At least once a day	At least once a week, but less than daily	At least once a month, but not every week	Less than once a month	Never	Number of respondents
Peace Corps Volunteers (PCVs)	59%	33%	7%	2%	<0.5%	5,230
Other Americans (who are not PCVs)	7%	9%	11%	24%	49%	5,027
Counterpart(s)	43%	46%	7%	2%	2%	5,151
Other host country nationals (who are not your counterparts)	66%	23%	6%	2%	2%	5,208
Friends or family in the United States	35%	49%	14%	2%	<0.5%	5,235
Other groups in the United States that you work with	2%	4%	10%	22%	62%	4,793
Third country nationals	7%	10%	15%	27%	41%	4,878

Table 55. Estimated Average Number Of Days Per Year Volunteers Communicate With Different Groups Of People

q49. How frequently do you communicate with the following groups of people either in person, by phone, or electronically?	Estimated average number of days	Number of respondents
Peace Corps Volunteers (PCVs)	233	4,369
Other Americans (who are not PCVs)	31	4,369
Counterpart(s)	183	4,369
Other host country nationals (who are not your counterparts)	256	4,369
Friends or family in the United States	154	4,369
Other groups in the United States that you work with	12	4,369
Third country nationals	31	4,369

Never = 0 days; Less than monthly = 6; Monthly not weekly = 12; Weekly not daily = 52;

Daily = 365 days.

Based on respondents who reported for all seven groups of people.

Table 56. Using Personal Connections For Managing Stress

q44. Which of the following activities do you do to help manage stress?	Yes	No	Number of respondents
Spend time with PCVs	73%	27%	5,251
Spend time with host country nationals	49%	51%	5,251
Contact others by phone, text, email, etc. (in your country of service, or in the United States)	81%	19%	5,251

Table 57. Integration Into The Local Community

	Very poorly integrated	Poorly integrated	Neither poorly nor well integrated	Well integrated	Very well integrated	Number of respondents
q46. How integrated into your community do you feel?	1%	6%	25%	49%	19%	5,251

Table 58. Facilitating Interactions Between Americans And Host Country Nationals

	Yes	No	Number of respondents
q29. Did you facilitate interactions between Americans and host country nationals in the last 12 months?	55%	45%	5,245

VI. Ongoing Peace Corps Support and Site Monitoring

This section presents Volunteer feedback on in-country Peace Corps staff support, processes, and organizational culture.

Key Findings

- *Most Volunteers have positive opinions of their country director and overall staff support.* A majority agreed that their country director performed well on four elements of Volunteer support, rating the fostering of open communication (69%) and consistent enforcement of post policies (68%) the highest. Ninety-four percent of respondents were visited by a Peace Corps staff member in the 12 months preceding the survey. Nineteen percent were visited by their country director.
- *Volunteers were highly satisfied with safety and security and medical support.* Of the six major support functions surveyed, respondents were once again most satisfied with safety and security support (79%), followed by the medical support provided by Peace Corps in-country staff (71%). Respondents were least satisfied with emotional support (41%).
- *A majority of Volunteers reported being satisfied with feedback on their work.* About six in ten were satisfied with the quality (62%) and the timeliness (61%) of feedback from Peace Corps staff on their work.
- *Many Volunteers felt that the Peace Corps' culture is inclusive.* Sixty percent agreed or strongly agreed that the Peace Corps' organizational culture is inclusive of diverse people. The highest percentage of all respondents saw race/ethnicity and socioeconomic status as the biggest gaps in inclusion, while those who felt the Peace Corps was not inclusive were significantly more likely to also perceive gaps relating to sexual orientation, gender expression, national origin, sex, and age.

Table 59. Satisfaction With In-Country Peace Corps Staff Support

q30. How satisfied are you with the following types of support provided by in-country Peace Corps staff?	Very dissatisfied	Dissatisfied	Neither dissatisfied nor satisfied	Satisfied	Very satisfied	Number of respondents
Administrative/logistical	5%	14%	18%	44%	19%	5,209
Emotional	10%	20%	30%	30%	11%	4,932
Medical	4%	11%	14%	40%	30%	5,207
Project specific technical skills	3%	13%	20%	45%	18%	5,176
Safety and security	2%	7%	12%	44%	35%	5,194
Site selection/preparation	8%	16%	17%	37%	22%	5,245

Table 60. Satisfaction With In-Country Peace Corps Staff Support—

Average Ratings

q30. How satisfied are you with the following types of support provided by in-country Peace Corps staff?	Average rating	Number of respondents
Administrative/logistical	3.57	4,763
Emotional	3.12	4,763
Medical	3.81	4,763
Project specific technical skills	3.61	4,763
Safety and security	4.02	4,763
Site selection/preparation	3.50	4,763

Average rating: 1 = very dissatisfied; 5 = very satisfied.

Based on respondents who rated all functions.

Table 61. Volunteer Perceptions Of Their Country Director

q33. To what extent do you disagree or agree with each of the following statements?	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Number of respondents
My Country Director enforces post policies in a consistent manner	9%	10%	13%	40%	28%	4,663
My Country Director is aware of the issues that Volunteers face in service	13%	16%	15%	36%	21%	4,838
My Country Director fosters open communication between herself/himself and Volunteers	10%	9%	13%	36%	32%	5,051
My Country Director facilitates the resolution of issues that Volunteers face in service	12%	14%	19%	34%	22%	4,468

Table 62. Volunteer Perceptions Of Their Country Director—Average Ratings

q33. To what extent do you disagree or agree with each of the following statements?	Average rating	Number of respondents
My Country Director enforces post policies in a consistent manner	3.65	4,162
My Country Director is aware of the issues that Volunteers face in service	3.34	4,162
My Country Director fosters open communication between herself/himself and Volunteers	3.69	4,162
My Country Director facilitates the resolution of issues that Volunteers face in service	3.41	4,162

Average rating: 1 = strongly disagree; 5 = strongly agree.

Based on respondents who rated all statements.

Table 63. Satisfaction With Feedback From Peace Corps Staff

q32. How satisfied are you with the timeliness and quality of feedback from Peace Corps staff about your work?	Very dissatisfied	Dissatisfied	Neither dissatisfied nor satisfied	Satisfied	Very satisfied	Number of respondents
Timeliness	5%	14%	22%	43%	15%	4,905
Quality	5%	12%	22%	45%	16%	4,882

Table 64. Satisfaction With Feedback From Peace Corps Staff—Average Ratings

q32. How satisfied are you with the timeliness and quality of feedback from Peace Corps staff about your work?	Average rating	Number of respondents
Timeliness	3.50	4,858
Quality	3.57	4,858

Average rating: 1 = very dissatisfied; 5 = very satisfied.

Based on respondents who rated both aspects.

Table 65. Awareness Of The PC SAVES Helpline

	Yes	No	Number of respondents
q59. Are you aware of the PC SAVES Helpline for obtaining information related to sexual assault services?	89%	11%	5,108

Table 66. Site Visits In The Last 12 Months (Any Representatives)

q34. In the last 12 months, have any of the following Peace Corps representatives visited you at your site? [Categorized]	Peace Corps representatives visited site in the past 12 months	Peace Corps representatives did not visit site in the past 12 months	Number of respondents
	94%	6%	5,166

Table 67. Site Visits In The Last 12 Months (Specific Representatives)

q34. In the last 12 months, have any of the following Peace Corps representatives visited you at your site?	Percentage of respondents	Number of respondents
Program manager/APCD or program assistant/program specialist	69%	3,556
Regional manager, housing coordinator, language/cultural facilitator	42%	2,167
DMO, DPT, PCMO, S&S coordinator	34%	1,740
Peace Corps Volunteer Leader	19%	997
Country Director	19%	992
Peace Corps representatives did not visit my site during the past 12 months	6%	294
Other Peace Corps representatives (please specify):	3%	140
Recoded from "Other" - Representative from Peace Corps Washington	1%	75
Number of respondents	100%	5,166

Percentage of respondents in a column may not add to 100 due to multiple responses provided.

Table 68. Inclusion In Peace Corps' Organizational Culture

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Number of respondents
q54. To what extent do you disagree or agree that the organizational culture of the Peace Corps is inclusive of diverse backgrounds?	4%	13%	23%	44%	16%	5,230

Table 69. Gaps In The Culture Of Inclusion At The Peace Corps (All Respondents)

q55. Where do you see gaps in the culture of inclusion in the Peace Corps?	Percentage of respondents	Number of respondents
Race/color/ethnicity	43%	2,106
Socioeconomic status	38%	1,848
Disability	28%	1,393
Age	28%	1,364
Personal viewpoints or beliefs	27%	1,338
Gender expression	24%	1,186
Sexual orientation	23%	1,131
None of the above	18%	902
Religion	17%	828
National origin	14%	690
Sex	12%	584
Veteran status	10%	509
Family structures	10%	490
Language	10%	469
Other (please specify):	2%	74
Recoded from "Other" - Mental health	1%	28
Number of respondents	100%	4,892

Percentage of respondents in a column may not add to 100 due to multiple responses provided.

Table 70. Gaps In The Culture Of Inclusion At The Peace Corps (Respondents Who Disagreed That The Organizational Culture Of The Peace Corps Is Inclusive Of Diverse People)

q55. Where do you see gaps in the culture of inclusion in the Peace Corps?	Percentage of respondents	Number of respondents
Race/color/ethnicity	82%	731
Socioeconomic status	57%	503
Sexual orientation	42%	376
Gender expression	42%	371
Age	41%	368
Disability	38%	337
Personal viewpoints or beliefs	38%	336
National origin	30%	265
Religion	26%	232
Sex	26%	229
Language	19%	166
Family structures	17%	150
Veteran status	13%	116
Other (please specify):	3%	23
None of the above	1%	11
Recoded from "Other" - Mental health	<0.5%	n<5
Number of respondents	100%	887

Percentage of respondents in a column may not add to 100 due to multiple responses provided.

Data is inclusive of respondents who disagreed in q50 that the organizational culture of the Peace Corps is inclusive of diverse people.

Table 71. Using Peace Corps Digital Materials

	At least once a day	At least once a week, but not every day	At least once a month, but not every week	Less than once a month	Did not use in the past 12 months	Number of respondents
q35. How often did you use Peace Corps digital materials in your work in the last 12 months?	3%	20%	28%	28%	21%	5,233

VII. Health of Volunteers

This section presents the distribution of responses to questions about the physical and emotional health of Volunteers as well as their stress levels and health-related habits.

Key Findings

- ***Many Volunteers felt less healthy when they took the survey than when they first arrived at their site.*** Forty-four percent of respondents reported deteriorated health during service. They attributed this to the local diet significantly more often as the next most frequently reported health challenges—stress and the inability to/lack of exercise.
- ***Yet, Volunteers felt less stressed when they took the survey than when they first arrived at their site.*** About half of respondents (51%) reported reduced stress during service. Six out of ten Volunteers felt that they are able to recover quickly from stressful events. While respondents engaged in many different types of stress-reducing activities, the most popular were listening to music and other audio, communication with others electronically, reading, exercise, and watching movies or TV. The most common sources of stress were work (52%), isolation/loneliness (47%), interacting with host country nationals (45%), and transportation (45%).
- ***Of the approximately 81 percent of Volunteers who drink alcohol, the majority (56%) reported consuming four or more drinks in one sitting on at least one occasion in the month prior to the survey.*** The most common reasons cited for drinking were social events with other Volunteers (78%), followed by personal enjoyment (58%), and community events (46%).

Table 72. Health Self-Assessment

q36. How would you rate your physical health when you first arrived at your site, and during the last 30 days? [Categorized]	Percentage of respondents	Number of respondents
Health deteriorated	44%	2,297
Health remained the same	26%	1,382
Health improved	30%	1,557
Number of respondents	100%	5,236

Table 73. Health Self-Assessment—Average And Median Ratings

q36. How would you rate your physical health when you first arrived at your site, and during the last 30 days?	Average	Median	Number of respondents
When first arrived	7.3	8.0	5,236
Last 30 days	6.9	7.0	5,236

Average rating: 1 = not at all healthy; 10 = exceptionally healthy.

Based on respondents who rated both time periods.

Table 74. Stress Level Self-Assessment

q37. How would you rate your average level of stress during the first month after you arrived at your site and during the last 30 days? [Categorized]	Percentage of respondents	Number of respondents
Stress elevated	32%	1,681
Stress level remained the same	17%	886
Stress reduced	51%	2,665
Number of respondents	100%	5,232

Table 75. Stress Level Self-Assessment—Average And Median Ratings

q37. How would you rate your average level of stress during the first month after you arrived at your site and during the last 30 days?	Average	Median	Number of respondents
Month when first arrived	6.1	6.0	5,232
Last 30 days	5.4	5.0	5,232

Average rating: 1 = little to no stress; 10 = a great deal of stress.

Based on respondents who rated both time periods.

Table 76. Ability To Recover From Stressful Events Self-Assessment

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Number of respondents
q38. It does not take me long to recover from a stressful event	2%	16%	23%	46%	13%	5,249

Table 77. Involvement In Health-Related Activities: Once Per Month Or More Often

q39. During a typical month in your service, how many days do you engage in the following activities? (1+ time monthly)	Percentage of respondents	Number of respondents
Get enough sleep	99%	5,142
Eat healthily	97%	5,052
Exercise	93%	4,869
Drink alcohol	81%	4,236
Smoke	16%	832
Number of respondents	100%	5,209

Respondents who were not involved in any of the activities and reported 0 days are not included.

Percentage of respondents in a column may not add to 100 due to multiple responses provided.

Table 78. Involvement In Health-Related Activities: Four Times Per Month Or More Often

q39. During a typical month in your service, how many days do you engage in the following activities? (4+ times monthly)	Percentage of respondents	Number of respondents
Get enough sleep	98%	5,080
Eat healthily	94%	4,885
Exercise	88%	4,583
Drink alcohol	43%	2,244
Smoke	9%	485
Number of respondents	100%	5,196

Respondents who were not involved in any of the activities and reported 0 days are not included.

Percentage of respondents in a column may not add to 100 due to multiple responses provided.

Table 79. Involvement In Health-Related Activities—Average And Median Time Spent Per Month

q39. During a typical month in your service, how many days do you engage in the following activities?	Average	Median	Number of respondents
Eat healthily	19.4	20.0	5,052
Drink alcohol	4.8	4.0	4,236
Exercise	15.6	15.0	4,869
Get enough sleep	21.9	25.0	5,142
Smoke	9.2	4.5	832

Respondents who were not involved in any of the activities and reported 0 days are not included.

Table 80. Factors Limiting Personal Health

q41. Do any of the following factors currently limit your ability to maintain your physical health?	Percentage of respondents	Number of respondents
Local diet	58%	3,032
Stress level	37%	1,908
Inability to exercise outside	33%	1,695
Lack of exercise	32%	1,645
Environmental factors (e.g., pollution)	27%	1,408
None of the above	15%	795
Lack of trust in Peace Corps medical care	15%	773
Safety and security issues	12%	623
Distance from health care	12%	620
Lack of trust in local medical resources	11%	567
Lack of access to clean drinking water	9%	467
Other factors (please specify):	3%	139
Recoded from "Other" - Prior or current medical condition or injury	1%	75
Recoded from "Other" - Other cultural factors/host family	1%	58
Recoded from "Other" - Not enough time	1%	35
Recoded from "Other" - Not enough money to maintain health	1%	34
Recoded from "Other" - Not enough sleep	1%	31
Number of respondents	100%	5,184

Percentage of respondents in a column may not add to 100 due to multiple responses provided.

Table 81. Factors Contributing To Greater Stress

q43. Which of the following factors contribute to elevating your stress level?	Percentage of respondents	Number of respondents
Work	52%	2,707
Isolation/loneliness	47%	2,457
Interactions with host country nationals	45%	2,365
Transportation	45%	2,358
Communicating in the local language	44%	2,333
Cultural adjustments	43%	2,268
Counterparts/community partners	41%	2,125
Lack of work	37%	1,949
Close of service, or your future after the Peace Corps	37%	1,922
Sexual or nonsexual harassment	37%	1,918
Family, friends, loved ones back home	35%	1,852
Boredom	34%	1,759
Personal health maintenance	30%	1,559
Interactions with other Volunteers	26%	1,374
Interactions with Peace Corps staff	26%	1,360
Your host family	23%	1,197
In-country dating/relationships	20%	1,040
Personal safety	19%	997
Other sources of stress (please specify):	4%	195
None of the above	1%	75
Number of respondents	100%	5,246

Percentage of respondents in a column may not add to 100 due to multiple responses provided.

Table 82. Stress Management Activities

q44. Which of the following activities do you do to help manage stress?	Percentage of respondents	Number of respondents
Listen to music, podcasts, audiobooks or other audio	85%	4,479
Contact others by phone, text, email, etc. (in your country of service, or in the United States)	81%	4,255
Read	78%	4,115
Exercise, walk, or otherwise make an effort to stay fit	76%	4,009
Watch movies or TV	76%	4,005
Sleep, nap, or rest	74%	3,875
Spend time with PCVs	73%	3,830
Pursue creative hobbies	69%	3,624
Leave your community/travel	65%	3,430
Surf Internet, use the computer, or play video games	55%	2,879
Spend time with host country nationals	49%	2,567
Get involved in additional projects, work, or studying	48%	2,505
Eat more or less than usual	37%	1,934
Meditate	33%	1,753
Drink alcohol	20%	1,043
Shop	16%	824
Pray or attend religious services	15%	774
Smoke	7%	390
Attend counseling session(s)	6%	300
Other (please specify):	1%	43
None of the above	<0.5%	6
Number of respondents	100%	5,251

Percentage of respondents in a column may not add to 100 due to multiple responses provided.

Table 83. Frequency Of Occasions Involving The Consumption Of Four (If Female)/Five (If Male) Or More Alcoholic Drinks Among Volunteers Who Drink

q40. How many times during the past 30 days did you have 4 or more drinks on an occasion (if female), or 5 or more drinks on an occasion (if male)?	Percentage of respondents	Number of respondents
At least one time in the past 30 days	56%	4,238
Five times or more in the past 30 days	7%	4,238

Data is inclusive of respondents who drank at least once a month.

Table 84. Reasons For Alcohol Consumption Reported By Volunteers Who Drink

q42. What are some of the reasons why you might drink alcohol during your Peace Corps service?	Percentage of respondents	Number of respondents
Social events with other Volunteers	78%	4,057
Personal enjoyment	58%	3,045
Social events with community members	46%	2,406
In-country cultural norms	30%	1,577
Drinking habits of fellow Volunteers	27%	1,398
Stress reduction	25%	1,308
Continued my U.S. drinking habits here	15%	808
Boredom	15%	793
Easy availability of alcohol	14%	708
I do not drink	10%	530
Isolation/loneliness	9%	491
Other reasons (please specify):	1%	40
Number of respondents	100%	5,233

Percentage of respondents in a column may not add to 100 due to multiple responses provided.

Data is inclusive of respondents who drank at least once a month.

Table 85. Perceptions Of Unauthorized Drug Use As A Problem Among Volunteers In Host Country

	Extreme problem	Considerable problem	Moderate problem	Slight problem	Not at all a problem	Don't know	Number of respondents
q60. To what extent do you perceive unauthorized drug use to be a problem among Volunteers in your host country?	1%	3%	6%	16%	47%	26%	5,029

VIII. Participant Profile

A total of 5,358 Volunteers across 61 countries participated in the 2019 Annual Volunteer Survey. Of those, 45 percent were serving in the Africa region, 28 percent in the Europe, Mediterranean, and Asia region, and 27 percent were serving in the Inter-America and Pacific region. Survey participants were representative of the Volunteer population in terms of sex, age, race/color/ethnicity, education, marital status, prior Peace Corps service, geographic location, work sector, and length of service.

This section compares basic demographic information about survey participants with that of the entire population of Volunteers who served while the survey was in the field.

Key Findings

- Survey respondents reflected a predominantly female Volunteer population.
- The vast majority of respondents (94%) held at least an undergraduate degree with 12% also holding a graduate degree, consistent with the Volunteer population.
- In 2019, the average respondent was almost 27 years old and had served 15 months at the time of the survey. Overall, the respondents were—like the population of all eligible Volunteers—distributed fairly evenly in terms of their length of service at the time they took the survey.
- More than six in ten respondents were assigned to either the Education (41%) or Health (21%) sectors, which reflects the proportion of the Volunteer population assigned to the Peace Corps' two largest project sectors.

Table 86. Time Spent In Host Country

Number of months since Volunteer first arrived in the country [Categorized]	Respondents	All eligible Volunteers
6 months or shorter	15%	15%
7–12	29%	28%
13–20	24%	24%
21–27	27%	28%
28 months or longer	5%	5%
Number of respondents	5,358	6,040
Average number of months	15.1	15.4
Median number of months	13.0	13.0
Total	5,358	6,040

Table 87. Sex

	Respondents	All eligible Volunteers
Female	65%	64%
Male	35%	36%
Number of respondents	5,358	6,040

Table 88. Age

	Respondents	All eligible Volunteers
23 or younger	27%	27%
24–28	56%	57%
29–55	14%	14%
56 or older	3%	3%
Number of respondents	5,358	6,040
Average	26.9	26.8
Median	25.0	25.0
Total	5,358	6,040

Table 89. Race/Color/Ethnicity

	Respondents	All eligible Volunteers
American Indian or Alaskan Native	<0.5%	<0.5%
Asian or Pacific Islander	6%	6%
Black or African-American	8%	8%
Hispanic or Latino	13%	13%
Not specified	3%	3%
Two or More Races	6%	5%
White	66%	65%
Number of respondents	5,358	6,040

Table 90. Education

	Respondents	All eligible Volunteers
A.A. degree/Some college	3%	3%
College graduate	80%	80%
Graduate study	2%	2%
Graduate degree	12%	11%
Other	<0.5%	<0.5%
Not available	3%	3%
Number of respondents	5,358	6,040

Table 91. Marital Status

	Respondents	All eligible Volunteers
Single	99%	99%
Married (Serving w/spouse)	<0.5%	<0.5%
Married (Other)	1%	1%
Divorced/Legal separation	<0.5%	<0.5%
Widowed	<0.5%	<0.5%
Not available	<0.5%	<0.5%
Number of respondents	5,358	6,040

Table 92. Prior Peace Corps Service

	Respondents	All eligible Volunteers
First Peace Corps service	97%	97%
Served in Peace Corps previously	3%	3%
Number of respondents	5,358	6,040

Table 93. Primary Project Sector

	Respondents	All eligible Volunteers
Agriculture	10%	10%
Community Economic Development	9%	9%
Education	41%	41%
Environment	7%	7%
Health	21%	22%
Youth in Development	11%	11%
Number of respondents	5,358	6,040

Table 94. Peace Corps Administrative Region

	Respondents	All eligible Volunteers
Africa	45%	46%
Europe, Mediterranean, and Asia	28%	28%
Inter-America and Pacific	27%	27%
Number of respondents	5,358	6,040

IX. Methodology

From June 17 to August 9, 2019, the Peace Corps conducted a survey of currently serving Peace Corps Volunteers—the Annual Volunteer Survey. The 2019 survey is the 24th in a series of studies designed to collect feedback from all Volunteers globally. The first global survey of Volunteers was administered 44 years ago, in 1975. Since 2009, the survey has been administered on an annual basis to meet agency performance requirements.

The objective of this study is to obtain Volunteers' perspectives on the current state of the Peace Corps program in order to help the agency improve its performance by better understanding how practices in the field contribute to program outcomes and affect the Volunteer experience. The scope of the study includes Volunteers who joined the Peace Corps to serve abroad for two years, were sworn in, and had served for one month or longer as of August 9, 2019.

The survey population includes 6,040 Peace Corps Volunteers serving in a two-year program across 61 Peace Corps countries worldwide. By the response cut-off date, 5,358 Volunteers had completed the survey, for an overall response rate of almost 89 percent.

Table 1. Response Rate

	All eligible	Participated	Response Rate
Volunteers	6,040	5,358	88.7%
Countries	61	61	100.0%

Survey Administration and Instrument

The 2019 Annual Volunteer Survey was distributed to Volunteers through a direct link specific to each respondent, sent via email. The distribution process was centrally-managed by the Peace Corps' Office of Strategic Information, Research, and Planning (OSIRP). This is a continuation of a fundamental change in the way that the survey is administered to Volunteers that was implemented in 2017. In prior years, the survey was distributed to Volunteers through Country Directors at each Peace Corps country.

This change in the distribution process helps to ensure that survey administration is uniform across all eligible respondents, allowing all eligible Volunteers an equal opportunity to respond. Responses were received from every country on the first day of the survey window.

Table 2. Date first survey response was received from Peace Corps countries

	Number of countries	Percentage of countries
June 17	61	100.0%
Total	61	100.0%

The 2019 Annual Volunteer Survey self-administered questionnaire contains 60 detailed questions—although some questions may not have been applicable to all respondents. It covers the following broad topics:

- Overall assessment of Peace Corps service
- Training for Peace Corps assignment
- Work activities
- Peace Corps goals and impact
- Peace Corps support
- Health of Volunteers
- Site characteristics
- Additional demographic, health, and well-being information

The 2019 survey questionnaire is similar to the 2018 version of the questionnaire. The most notable changes include an expansion of the Volunteer counterpart satisfaction section to include consideration of Volunteer counterparts other than those assigned by the Peace Corps, and a question gauging perceptions of Volunteer unauthorized drug use at a given post. A copy of the survey instrument is available in the appendix.

The Annual Volunteer Survey continues to be confidential. Respondents were informed that their name and email address would be automatically removed from their responses, with individual responses being accessible only to survey analysts at Peace Corps headquarters in order to facilitate data preparation, incorporate supporting data from existing Peace Corps information systems, and report aggregate results. All questions were voluntary. The survey was conducted online, accessible on mobile devices, and could be completed in multiple sessions. A typical respondent spent 28 minutes to complete the survey.[2]

Data Analysis

Findings reported in this publication are based on survey responses from participating Volunteers who represent a very high percentage (89%) of, but not all, Volunteers. Therefore, the data are subject to error, including coverage error and nonresponse error. Since the nature of these errors is unknown, the overall survey estimates may range within +/- 11 percent (the percentage of population who did not respond to the survey). While the survey is no longer administered by third parties, the data may be impacted by bias that is introduced by variations in incentives offered to respondents designed to boost participation.

Data were analyzed and tabulated using specialized statistical software packages. Percentages in tables may not add to 100 either due to multiple responses provided by respondents or due to rounding. Averages and percentages are not reported if the number of observations in a cell is less than five. Unless otherwise specified, responses "don't know," "prefer not to say," or "not applicable" are not included.

Limitations

Three major limitations of the study are: 1) an unknown nonresponse bias; 2) inconsistent practices surrounding incentivizing survey participation employed by posts; and 3) the tracking at some posts of individual survey completion status, which may introduce unintended response biases impacting the accuracy or truthfulness of individual survey responses.

The survey was distributed to all eligible two-year Peace Corps Volunteers, not to a probability-based sample of Volunteers. Although a very high percentage of Volunteers responded, there is nothing known about the opinions of the 11 percent who did not respond. The change in methodology incorporating direct distribution to Volunteers now allows for a study of non-response and the exploration of potential remedies such as survey weighting and imputation. In the interim, conservative population estimates should still be employed. These estimates should include a range resulting from assigning all nonrespondents to the most positive ratings on a given scale, to assigning all nonrespondents to the most negative ratings on a given scale—a process that essentially redistributes survey results based on the population totals.

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[2] Median time.

While the distribution of the survey itself was centralized, posts still had latitude in messaging and incentivizing participation. Furthermore, some posts independently tracked respondent participation via formal and informal means. Therefore, differences in responses among geographic locations may be attributable to these potential differences in survey support policies and strategies.

Work Activities as Recoded into Sectors at Tables 27 and 28

Tables 27 and 28 categorized Volunteers into sectors based on their reported work activities in "q16. What do you do as part of your Peace Corps work?" Categorization was completed per the following:

Sector Categorization	Work Activities
Agriculture	• Agriculture/fish/livestock • Food security—community/household
Education	• Childhood or early literacy • English teaching • Girls education • Library development • Math/Science teaching • Teacher training
Environment	• Agroforestry • Environment work
Health	• Health extension • HIV/AIDS • Malaria prevention • Maternal, child, and neonatal health • Nutrition education • Sports/fitness • Water and sanitation
Community Economic Development	• Business advising • Entrepreneurship • Income generation • Microenterprise development • NGO development • Organizational management/leadership development • Technology for development/ICT
Youth in Development	• Youth as resources/working with youth
Cross-Sector	• Arts • Gender equity/women's empowerment • Volunteerism/V² • Working with people with disabilities

Key Survey Definitions

The following definitions explain terms that appeared in the survey questionnaire and in this report.

Administrative/Logistical staff: Peace Corps staff who perform routine administrative duties, records management, and a range of support functions, including accounting. Positions grouped into this category may include administrative officer, administrative assistant, cashier, executive assistant, general services officer, general services assistant, or receptionist.

Associate Peace Corps director (APCD)/Program manager: Peace Corps staff member responsible for programming, administration, or support of Volunteer projects in their country of assignment.

Bystander Intervention Training: Training that is offered during pre-service training and is aimed at teaching Volunteers how to intervene, if necessary, to keep other Volunteers safe.

Counterpart: A host country national who generally serves as a Volunteer's primary work partner.

Country director (CD): Senior Peace Corps official in the country of assignment; responsible for all aspects of the Peace Corps' program in that country.

Digital materials: Any Peace Corps materials that a Volunteer may have received by email or downloaded through knowledge-sharing platforms such as PCLive.

Director of management and operations (DMO): Peace Corps staff member who manages the budget and administrative functions in the country of assignment.

Director of programming and training (DPT): Peace Corps staff member who provides technical assistance and guidance to overseas staff in the development, management, and evaluation of projects and oversight of a post's training program.

Diversity: A collection of individual attributes that include, but are not limited to, characteristics such as national origin, language, race, color, ethnicity, disability, sex, age, religion, sexual orientation, gender expression, socioeconomic status, veteran status, and family structures.

Language/cultural facilitator (LCF): Peace Corps staff member, often contracted, who helps Peace Corps Volunteers and trainees acquire the language and cross cultural skills needed to successfully live and work in the host country.

Match program: A program that is meant to promote the Peace Corps' Third Goal of teaching Americans about the world by facilitating communication among U.S. contacts and current and returned Peace Corps Volunteers.

Official Peace Corps activities: In the context of defining Volunteer time away from their site, Official Peace Corps activities include training and conferences sponsored by the Peace Corps, time away for safety and security issues, Volunteer medical leave, and Volunteer annual leave.

Participatory Analysis for Community Action (PACA): The Peace Corps' participatory approach where every member of the community can and should express his or her feelings and ideas freely (young and old people, men and women).

Peace Corps administrative region: The Peace Corps divides its operations into three regions. In the summer of 2019, the Africa region included Volunteers posted in Benin, Botswana, Cameroon, Comoros, Eswatini, Ethiopia, The Gambia, Ghana, Guinea, Lesotho, Liberia, Madagascar, Malawi, Mozambique, Namibia, Rwanda, Senegal, Sierra Leone, South Africa, Tanzania, Togo, Uganda, and Zambia. The Europe, Mediterranean, and Asia region (EMA) included Volunteers posted in Albania, Armenia, Cambodia, China, Georgia, Indonesia, Kosovo, Kyrgyz Republic, Moldova, Mongolia, Morocco, Myanmar, Nepal, North Macedonia, Philippines, Thailand, Timor-Leste, and Ukraine. The Inter-America and Pacific region (IAP) included Volunteers posted in Belize, Colombia, Costa Rica, Dominican Republic, Ecuador, Fiji, Grenada[3], Guatemala, Guyana, Jamaica,

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[3] Operations in Grenada, Saint Lucia, and Saint Vincent and the Grenadines are managed by the Eastern Caribbean post

Mexico, Panama, Paraguay, Peru, Saint Lucia[3], Saint Vincent and the Grenadines[3], Samoa, Tonga, and Vanuatu.

Peace Corps medical officer (PCMO): Peace Corps staff member responsible for assisting Volunteers in maintaining their health while in their country of assignment.

Peace Corps Sexual Assault Volunteer Education and Support (PC SAVES) Helpline: A helpline that provides anonymous confidential crisis intervention, support and information to Peace Corps Volunteers and trainees who have been affected by sexual assault.

Peace Corps small grant-funded project: A small-scale grassroots development project meant to build sustainable capacity in communities where Volunteers serve. The Peace Corps makes funding for these projects available to Volunteers and the community organizations with which they work.

Peace Corps Volunteer (PCV): A U.S. citizen 18 years of age or older who applied and was selected for voluntary service abroad by satisfying the standards of enrollment and who swore or affirmed to the Peace Corps Volunteer Oath and Pledge administered by the Peace Corps Director, regional director, or country director.

Personal security training: Training that is offered during pre-service training and is aimed at teaching Volunteers how to recognize and mitigate risk in their host countries by "turning on their RADAR."

Post: The principal office responsible for managing the day-to-day operations within a host country. A post usually consists of one or more countries.

Pre-service training (PST): Any Peace Corps training that Trainees receive before they are sworn in as Volunteers.

Primary assignment/project: The specific project work to which Volunteers are assigned.

RADAR: RADAR stands for **R**ecognize the danger, **A**ssess the situation, **D**ecide what is best for you, **A**ct when the timing is right, and **R**eassess as the situation changes. Trainees learn RADAR in the Personal Security and Risk- Reduction module.

Safety and Security (S&S) Coordinator: Peace Corps staff member who assists the country director in carrying out the responsibility for maintaining the safety and security of Volunteers, in part by implementing a post's safety and security program.

Secondary project/community service activities: Activities other than a Volunteer's primary project assignment.

Sexual Assault Awareness Training: Training that is offered during pre-service training and is aimed at teaching Volunteers how to recognize cultural and gender-based "sex signals" as well as the tactics of sexual predators or potential assailants in Volunteers' host country.

Site: Volunteer site is defined as the home in which the Volunteer resides and the surrounding neighborhood/area.

Site selection and preparation: A number of collaborative responsibilities of Peace Corps staff, with the active participation of host country representatives that are undertaken before Volunteers arrive at their sites. This includes, but is not limited to, site visits, housing checks, safety and security assessment, and community orientation.

Appendix: Survey Questionnaire

This appendix contains a copy of the 2019 Annual Volunteer Survey questionnaire that was administered online. The questionnaire consists of eight sections:

- Overall assessment of Peace Corps service
- Training for Peace Corps assignment
- Work activities
- Peace Corps goals and impact
- Peace Corps support
- Health of Volunteers
- Site characteristics
- Additional demographic, health, and well-being information

Skip patterns for questions that may not have been applicable to all respondents are indicated in the square brackets preceding the question.

[Text Node]

Welcome to the 2019 Annual Volunteer Survey
The Voice of the Volunteer Since 1975!

Your thoughtful participation in this confidential survey is a key element in advancing the mission of the Peace Corps.

Learning about your experience as a Volunteer is extremely important to the Peace Corps' Director, as well as to other members of the Peace Corps staff worldwide. What we learn from you will help both to improve the Peace Corps' ability to meet the needs of the communities in which you serve and to enrich your service as a Volunteer.

[Text Node—IF UNABLE TO ACCESS SURVEY]
Thank you for taking the time to access the 2019 AVS! Unfortunately, it appears that there is a problem with the link. Please contact the Office of Strategic Information, Research, and Planning (AVS@peacecorps.gov) and we will send you a new one.

[Text Node—IF FIRST TIME ACCESSING SURVEY]
About the 2019 Annual Volunteer Survey

- **The survey should take you approximately 30 minutes to complete.** You will be able to save your responses and continue from where you left off at any time between June 17 and August 9, 2019.

- **Aggregate survey results will be publicly available.** Each year the Peace Corps publishes survey reports on its Open Government Internet site and shares the global results with Congress. A variety of other reports based on the results may also be made public.

- **Your individual feedback is confidential, so you should feel comfortable expressing your honest opinions.** Once the survey has closed, your name and email address will be automatically removed from your responses. Once these identifiers are removed, individual responses will be made available only to survey analysts at Peace Corps headquarters in order to facilitate data preparation, incorporate supporting data from existing Peace Corps information systems, and report aggregate results. No one— including your country director or any other post staff —will see survey results unless they are combined in a way that prevents Volunteers from being personally identified. We encourage you to respond to all questions so that your valuable viewpoint can help to make a difference in how the Peace Corps operates. While your participation is confidential, if you do not feel comfortable providing an answer to any question, you are always free to skip that question and move on to the next.

- **Confidentiality starts with you.** <u>Do not share your survey link!</u> As you take the survey, please avoid mentioning any individuals, organizations, or site locations by name. Please use generic references instead, such as "another Volunteer," "the organization I work with," or "the town where I live."

- **Your feedback really does make a difference!** In the past, AVS results have helped to guide many Peace Corps improvements, including better training and enhanced site preparation. Please provide your honest, thoughtful opinions in order to help us to further improve Peace Corps operations in your community and around the world.

[Text Node—IF FIRST TIME ACCESSING THE SURVEY]

Navigation Instructions

- If you do not feel comfortable providing an answer to any question, you are always free to skip that question and move on to the next.

- Please use the "<< Back" or "Next >>" button at the bottom of each page to navigate through the survey. Please do <u>not</u> use your <u>web browser's</u> "back" button, which may lead to errors.

- Your responses will be saved automatically as you proceed through the survey. If you are unable to complete the survey in one session, you may simply close your browser. When you wish to re-enter the survey and continue from where you left off, simply use the original link for the survey.

- You can track your progress via the survey status bar at the top of each screen.

- Some survey questions have an answer choice "NA," which means "Not Applicable". Some have an answer choice "DK," which means "Don't Know".

[Text Node]
To begin, we would like to ask you a few questions about your Peace Corps service.

1. **How personally rewarding do you find your:**

   [SCALE: Very unrewarding, Unrewarding, Neither unrewarding nor rewarding, Rewarding, Very rewarding, NA/Don't know]

a. Overall Peace Corps service	[SCALE]
b. Primary assignment/project	[SCALE]
c. Secondary project/community service activities	[SCALE]
d. Experiences with other Volunteers	[SCALE]
e. Work with counterparts/community partners	[SCALE]
f. Experiences with other host country individuals	[SCALE]

2. **Today, would you still make the same decision to serve with the Peace Corps?**

   a. Definitely not
   b. Probably not
   c. Undecided
   d. Probably yes
   e. Definitely yes

3. **Would you recommend Peace Corps service to others you think are qualified?**

   a. Definitely not
   b. Probably not
   c. Undecided
   d. Probably yes
   e. Definitely yes

4. **Do you intend to complete your Peace Corps service?**

   a. Definitely not
   b. Probably not
   c. Undecided
   d. Probably yes
   e. Definitely yes
   f. Might extend

5. **How prepared for Peace Corps service did you feel when you arrived in-country?**

    a. Very unprepared
    b. Unprepared
    c. Neither unprepared nor prepared
    d. Prepared
    e. Very prepared

6. **How important were the following factors in accepting your Peace Corps invitation?**

   [SCALE: Very unimportant, Unimportant, Neither unimportant nor important, Important, Very important]

a. Exposure to a different culture	[SCALE]
b. Gaining work experience	[SCALE]
c. Opportunity to help others	[SCALE]
d. Gaining international experience	[SCALE]
e. Learning a new language or enhancing foreign language skills	[SCALE]
f. Personal growth	[SCALE]
g. Challenging U.S. job market	[SCALE]
h. Opportunity to serve my country	[SCALE]
i. Travel/adventure	[SCALE]
j. Financial, educational, and career benefit programs available to current and returned Volunteers	[SCALE]
k. Other (please specify): **[OPEN ENDED RESPONSE]**	[SCALE]

[Text Node]
Now, we would like to ask you a few questions about your Peace Corps training overall.

7. **Please evaluate the effectiveness of your Peace Corps training in preparing you to:**

   [SCALE: Very ineffective, Ineffective, Neither ineffective nor effective, Effective, Very effective, NA/No training]

a. Manage cultural differences	[SCALE]
b. Adjust to your physical living conditions	[SCALE]
c. Use language needed in your work/community	[SCALE]
d. Maintain your physical health	[SCALE]
e. Maintain your mental/emotional health	[SCALE]
f. Maintain your personal safety and security	[SCALE]

8. Please evaluate the effectiveness of your Peace Corps training in preparing you to:

[SCALE: Very ineffective, Ineffective, Neither ineffective nor effective, Effective, Very effective, NA/No training]

a. Perform technical aspects of your work	[SCALE]
b. Work with counterparts/community partners	[SCALE]
c. Conduct a community needs assessment (e.g., PACA)	[SCALE]
d. Work on your project goals and objectives	[SCALE]
e. Monitor/evaluate project goals and outcomes	[SCALE]
f. Interact with contacts in the United States to share your experiences and advance your work	[SCALE]

9. Technical Training is aimed at imparting the knowledge, skills and attitudes required to perform work activities and achieve results relating to your primary sector. This training may be offered during pre-service training (PST), in-service training (IST), and/or mid-service training (MST).

To what extent do you disagree or agree with each of the following statements?

[SCALE: Strongly disagree, Disagree, Neither disagree nor agree, Agree, Strongly agree, NA/No training]

a. My technical training covered the *breadth* of subject matter that I needed to perform my primary sector work effectively	[SCALE]
b. My technical training covered subject matter topics at the necessary *depth* that I needed to perform my primary sector work effectively	[SCALE]
c. My primary sector technical training facilitator(s) was knowledgeable in the subject matter covered	[SCALE]
d. My primary sector technical training facilitator(s) was able to effectively communicate subject matter to me	[SCALE]
e. My technical training is relevant to the work that I do at my site	[SCALE]

10. In general, how prepared do you feel today to meet the challenges of Peace Corps service?

a. Very unprepared
b. Unprepared
c. Neither unprepared nor prepared
d. Prepared
e. Very prepared

[Text Node]
The next few questions in this section are about <u>pre-service training (PST)</u>, which refers to the training that you received before being sworn in as a Volunteer.

11. Training and materials providing instruction on personal safety and security strategies are included as part of pre-service training (PST).

To what extent have you developed and used personal safety and security strategies in the past 12 months?

   a.   I developed strategies to keep myself safe and used them to mitigate risk
   b.   I developed strategies but did not need to use them
   c.   I developed strategies but was unable to apply them when I needed it
   d.   I learned about strategies but did not develop any of my own
   e.   I was not trained to develop strategies

12. Personal Security Training, which is aimed at teaching you how to recognize and mitigate risk in your host country by "turning on your RADAR," is offered during pre-service training (PST).

Have you used your "RADAR" or personal security skills in the past 12 months?

   a.   I have used this skill to keep myself safe by recognizing and mitigating risk
   b.   I learned but did not need to use this skill
   c.   I learned this skill but was unable to apply it when I needed it
   d.   I learned this skill but don't remember what it involves
   e.   I was not trained on this skill

13. Sexual Assault Awareness Training, which is aimed at teaching you how to recognize cultural and gender-based "sex signals" as well as the tactics of sexual predators or potential assailants in your host country, is offered during pre-service training (PST).

Have you used Sexual Assault Awareness skills to mitigate unwanted sexual attention in the past 12 months?

   a.   I have used this skill to keep myself safe by recognizing and mitigating risk
   b.   I learned but did not need to use this skill
   c.   I learned this skill but was unable to apply it when I needed it
   d.   I learned this skill but don't remember what it involves
   e.   I was not trained on this skill

14. Bystander Intervention Training, which is aimed at teaching you how to intervene, if necessary, to keep other Volunteers safe, is offered during pre-service training (PST).

Have you used Bystander Intervention skills in the past 12 months?

a. I have used this skill to keep Volunteers safe by recognizing and mitigating risk
b. I learned but did not need to use this skill
c. I learned this skill but was unable to apply it when I needed it
d. I learned this skill but don't remember what it involves
e. I was not trained on this skill

15. Which of the following strategies from the Transportation Safety session at pre-service training (PST) have you consistently tried to apply in the last 12 months? *Please check all that apply.*

a. Reduce non-essential travel
b. Use a seat belt when available
c. Avoid travel at night
d. Assess the state of the driver before getting into their vehicle
e. Assess the state of a vehicle before getting into that vehicle
f. Wear a helmet when biking
g. Other strategies (please specify): **[OPEN-ENDED RESPONSE]**
h. None of the above
i. I did not receive this training session

[Text Node]
Please answer the following questions about <u>the work you are currently doing</u> in your community.

16. What do you do as part of your Peace Corps work? *Please check all that apply.*

❑ Agriculture/fish/livestock
❑ Agroforestry
❑ Arts
❑ Business advising
❑ Childhood or early literacy
❑ English teaching
❑ Entrepreneurship
❑ Environment work
❑ Food security—community/household
❑ Gender equity/women's empowerment
❑ Girls education
❑ Health extension
❑ HIV/AIDS
❑ Income generation
❑ Library development
❑ Malaria prevention

❑ Maternal, child, and neonatal health
❑ Math/science teaching
❑ Microenterprise development
❑ NGO development
❑ Nutrition education
❑ Organizational management/leadership development
❑ Sports/fitness
❑ Teacher training
❑ Technology for development/ICT
❑ Volunteerism/V²
❑ Water and sanitation
❑ Working with people with disabilities
❑ Youth as resources/working with youth
❑ Other (please specify): **[OPEN-ENDED RESPONSE]**

17. To what extent do you disagree or agree with each of the following statements?

[SCALE: Strongly disagree, Disagree, Neither disagree nor agree, Agree, Strongly agree, NA/Don't know]

a. Meaningful work was available for me when I arrived at site	[SCALE]
b. Host country individuals with whom I would be working were prepared for my arrival in the community	[SCALE]
c. I have enough work to do at my site	[SCALE]
d. My skills are a good match to the work I do at site	[SCALE]
e. My work is directly related to what my community needs	[SCALE]

18. In your view, which of the following options would benefit your host country the most?

[SCALE: Discontinued/Phased out, Reduced, Maintained as is, Expanded]

a. Your project/primary work assignment should be:	[SCALE]
b. The Peace Corps program (the post and all projects) in this country should be:	[SCALE]

19. How many hours do you spend on your primary work and secondary projects or community service during an average work week? *Please enter "0" if none.*

a. Primary work **[OPEN-ENDED NUMERIC]**
b. Secondary projects or community service **[OPEN-ENDED NUMERIC]**

20. How effective has your project been in meeting its stated goals and objectives?

[SCALE: Very ineffective, Ineffective, Neither ineffective nor effective, Effective, Very effective, NA/Don't know]

a. Your primary project	[SCALE]
b. Your Peace Corps small grant-funded project(s)	[SCALE]

21. Do you currently work with one or more counterpart(s)/community partner(s)?

a. Counterpart(s) assigned to you by the Peace Corps	[YES/NO]
b. Counterpart(s) assigned to you by your host institution/organization	[YES/NO]
c. Other counterparts/community partners, including those you identified yourself	[YES/NO]

[ASK IF ANSWERED "YES" TO QUESTION 21a.]

22. **How satisfied are you with the following aspects of working with your <u>Peace Corps-assigned</u> counterpart(s)?**

    [SCALE: Very dissatisfied, Dissatisfied, Neither dissatisfied nor satisfied, Satisfied, Very satisfied, NA/Don't know]

a. Accomplishing your project work	[SCALE]
b. Integrating into your community	[SCALE]

[ASK IF ANSWERED "YES" TO QUESTION 21b.]

23. **How satisfied are you with the following aspects of working with your <u>host organization-assigned</u> counterpart(s)?**

    [SCALE: Very dissatisfied, Dissatisfied, Neither dissatisfied nor satisfied, Satisfied, Very satisfied, NA/Don't know]

a. Accomplishing your project work	[SCALE]
b. Integrating into your community	[SCALE]

[ASK IF ANSWERED "YES" TO QUESTION 21c.]

24. **How satisfied are you with the following aspects of working with counterparts/community partners <u>not assigned by the Peace Corps or your host organization</u>, including those you identified yourself?**

    [SCALE: Very dissatisfied, Dissatisfied, Neither dissatisfied nor satisfied, Satisfied, Very satisfied, NA/Don't know]

a. Accomplishing your project work	[SCALE]
b. Integrating into your community	[SCALE]

[Text Node]

For the next few questions, please let us know your thoughts on how <u>effective</u> you are in different aspects of your service.

25. **How effective are you in transferring knowledge and skills to help the following individuals or organizations to build their capacities?**

    [SCALE: Very ineffective, Ineffective, Neither ineffective nor effective, Effective, Very effective, NA]

a.	Your counterpart(s)/community partner(s)	[SCALE]
b.	Your host institution/organization	[SCALE]
c.	Group(s) with which you work closely	[SCALE]
d.	Members of your host community	[SCALE]

26. **How effective are you in promoting a better understanding of Americans among the following host country individuals or groups of individuals?**

    [SCALE: Very ineffective, Ineffective, Neither ineffective nor effective, Effective, Very effective, NA]

a.	Your counterpart(s)/community partner(s)	[SCALE]
b.	Your host institution/organization	[SCALE]
c.	Group(s) with which you work closely	[SCALE]
d.	Members of your host community	[SCALE]

27. **How effective are you in promoting a better understanding of host country nationals among the following American individuals or groups of individuals?**

    [SCALE: Very ineffective, Ineffective, Neither ineffective nor effective, Effective, Very effective, NA]

a.	Your family and close friends	[SCALE]
b.	Your match program (e.g., World Wise Schools)	[SCALE]
c.	Other groups with which you work closely	[SCALE]
d.	Your social network in the United States	[SCALE]

28. **Which of the following challenges have prevented you from being more effective in achieving Peace Corps goals?** *Please check all that apply.*

 a. Language barriers
 b. Cultural barriers
 c. Personal differences with counterparts (personality conflict, disagreements, etc.)
 d. Logistical difficulties with counterparts (turnover, limited availability, etc.)
 e. Lack of a counterpart
 f. Insufficient support from Peace Corps staff
 g. Community/organization does not need a Volunteer
 h. Harassment or discrimination at workplace or in the community (sexual or non-sexual)
 i. Community/organization is not receptive to change
 j. My skills did not match the needs of the community/organization
 k. Professional challenges (promptness, work style, lack of resources, etc.)
 l. Problems with physical health
 m. Problems with emotional health
 n. Isolation, including limited means of communication
 o. "Too soon to tell" (early in my service)
 p. Other (please specify): **[OPEN-ENDED RESPONSE]**
 q. None of the above **[EXCLUSIVE OPTION]**

29. **Did you facilitate interactions between Americans and host country nationals in the last 12 months?** *Please include in-person and virtual interactions (e.g., participation in programs such as World Wise Schools educator match, social media, web conferences, blogs, etc.).*

 a. Yes
 b. No

[Text Node]
Now we would like to ask you a few questions about <u>different types of support</u> that the Peace Corps provides.

30. **How satisfied are you with the following types of support provided by in-country Peace Corps staff?**

[SCALE: Very dissatisfied, Dissatisfied, Neither dissatisfied nor satisfied, Satisfied, Very satisfied, NA/Don't Know]

a. Administrative/logistical	[SCALE]
b. Emotional	[SCALE]
c. Medical	[SCALE]
d. Project-specific technical skills	[SCALE]
e. Safety and security	[SCALE]
f. Site selection/preparation	[SCALE]

31. To what extent do you disagree or agree with each of the following statements?

[SCALE: Strongly disagree, Disagree, Neither disagree nor agree, Agree, Strongly agree, NA/Don't know]

a. My site matched my expectations when I arrived	[SCALE]
b. Peace Corps staff understand what my site is like	[SCALE]
c. Peace Corps staff provided me with useful information about my site prior to my arrival at the site	[SCALE]
d. I like my site	[SCALE]
e. I have friends at my site	[SCALE]
f. I feel supported by the local community at my site	[SCALE]

32. How satisfied are you with the timeliness and quality of feedback from Peace Corps staff about your work?

[SCALE: Very dissatisfied, Dissatisfied, Neither dissatisfied nor satisfied, Satisfied, Very satisfied, NA/Don't know]

a. Timeliness	[SCALE]
b. Quality	[SCALE]

33. To what extent do you disagree or agree with each of the following statements?

[SCALE: Strongly disagree, Disagree, Neither disagree nor agree, Agree, Strongly agree, Don't know]

a. My Country Director enforces post policies in a consistent manner	[SCALE]
b. My Country Director is aware of the issues that Volunteers face in service	[SCALE]
c. My Country Director fosters open communication between herself/himself and Volunteers	[SCALE]
d. My Country Director facilitates the resolution of issues that Volunteers face in service	[SCALE]

34. **In the last 12 months, have any of the following Peace Corps representatives visited you at your site?** *Please check all that apply.*

    a. Country director
    b. Program manager/APCD or program assistant/program specialist
    c. DMO, DPT, PCMO, S&S coordinator
    d. Regional manager, housing coordinator, language/cultural facilitator
    e. Peace Corps Volunteer Leader
    f. Other Peace Corps representatives (please specify): **[OPEN-ENDED RESPONSE]**
    g. Peace Corps representatives did not visit my site during the past 12 months **[EXCLUSIVE]**

35. **How often did you use Peace Corps digital materials in your work in the last 12 months?** *Digital materials include any Peace Corps materials that you may have received by email, or that you may have downloaded from the Peace Corps website or other knowledge-sharing platforms such as PCLive.*

    a. At least once a day
    b. At least once a week, but not every day
    c. At least once a month, but not every week
    d. Less than once a month
    e. Did not use in the past 12 months

[Text Node]
Now, please answer a few questions about your physical health and emotional well-being.

36. **How would you rate your physical health when you first arrived at your site, and during the last 30 days?**

    [SCALE (End-points only): 1 = Not At All Healthy, 10 = Exceptionally Healthy]

a. When first arrived	[SCALE]
b. Last 30 days	[SCALE]

37. **How would you rate your average level of stress during the first month after you arrived at your site and during the last 30 days?**

    [SCALE (End-points only): 1 = Little to No Stress, 10 = A Great Deal of Stress]

a. Month when first arrived	[SCALE]
b. Last 30 days	[SCALE]

38. To what extent do you disagree or agree with the following statement?

It does not take me long to recover from a stressful event.

a. Strongly disagree
b. Disagree
c. Neither disagree nor agree
d. Agree
e. Strongly agree

39. During a typical month in your service, how many days do you engage in the following activities? *Please indicate the average number of days per month. Enter "0" if none.*

a.	Eat healthily	[OPEN-ENDED NUMERIC]
b.	Drink alcohol	[OPEN-ENDED NUMERIC]
c.	Exercise	[OPEN-ENDED NUMERIC]
d.	Get enough sleep	[OPEN-ENDED NUMERIC]
e.	Smoke	[OPEN-ENDED NUMERIC]

[ASK IF DRINKS ALCOHOL MORE THAN 0 DAYS/MONTH DURING SERVICE]

40. One drink is equivalent to a 12-ounce beer, a 5-ounce glass of wine, or a mixed drink with one shot of liquor. A 40 ounce beer would count as 3 drinks, or a cocktail drink with 2 shots would count as 2 drinks.

[TEXT IF RESPONDENT IS FEMALE]

Considering all types of alcoholic beverages, how many times during the past 30 days did you have 4 or more drinks on an occasion? *Enter "0" if none.*

[TEXT IF RESPONDENT IS MALE]

Considering all types of alcoholic beverages, how many times during the past 30 days did you have 5 or more drinks on an occasion? *Enter "0" if none.*

[RESPONSE OPTIONS FOR ALL RESPONDENTS]
a. **[OPEN-ENDED NUMERIC]** times
b. Don't know/not sure

41. **Do any of the following factors currently limit your ability to maintain your physical health?**
    Please check all that apply.

    a. Distance from health care
    b. Lack of trust in local medical resources
    c. Lack of exercise
    d. Lack of trust in Peace Corps medical care
    e. Local diet
    f. Lack of access to clean drinking water
    g. Environmental factors (e.g., pollution)
    h. Stress level
    i. Inability to exercise outside
    j. Safety and security issues
    k. Other factors (please specify): **[OPEN-ENDED RESPONSE]**
    l. None of the above **[EXCLUSIVE OPTION]**

42. **What are some of the reasons why you might drink alcohol during your Peace Corps service?**
    Please check all that apply.

    a. Easy availability of alcohol
    b. Continued my U.S. drinking habits here
    c. Drinking habits of fellow Volunteers
    d. In-country cultural norms
    e. Isolation/loneliness
    f. Personal enjoyment
    g. Stress reduction
    h. Boredom
    i. Social events with community members
    j. Social events with other Volunteers
    k. Other reasons (please specify): **[OPEN-ENDED RESPONSE]**
    l. I do not drink **[EXCLUSIVE OPTION]**

43. Which of the following factors contribute to elevating your stress level? *Please check all that apply.*

a. Boredom
b. Communicating in the local language
c. Counterparts/community partners
d. Cultural adjustments
e. Family, friends, loved ones back home
f. Isolation/loneliness
g. In-country dating/relationships
h. Interactions with other Volunteers
i. Interactions with Peace Corps staff
j. Personal health maintenance
k. Personal safety
l. Work
m. Your host family
n. Close of service, or your future after the Peace Corps
o. Sexual or non-sexual harassment
p. Transportation
q. Interactions with host country nationals
r. Lack of work
s. Other sources of stress (please specify): **[OPEN-ENDED RESPONSE]**
t. None of the above **[EXCLUSIVE OPTION]**

44. Which of the following activities do you do to help manage stress? *Please check all that apply.*

a. Exercise, walk, or otherwise make an effort to stay fit
b. Get involved in additional projects, work, or studying
c. Listen to music, podcasts, audiobooks or other audio
d. Read
e. Contact others by phone, text, email, etc. (in your country of service, or in the United States)
f. Spend time with PCVs
g. Spend time with host country nationals
h. Eat more or less than usual
i. Pray or attend religious services
j. Meditate
k. Drink alcohol
l. Leave your community/travel
m. Shop
n. Smoke
o. Attend counseling session(s)
p. Watch movies or TV
q. Pursue creative hobbies (write or journal, arts and crafts, play a musical instrument, sing or dance, cook or bake, etc.)
r. Sleep, nap, or rest
s. Surf Internet, use the computer, or play video games
t. Other (please specify): **[OPEN-ENDED RESPONSE]**
u. None of the above **[EXCLUSIVE OPTION]**

[Text Node]
The next few questions will focus on your everyday life in your community.

45. **How long have you lived with a host country individual or family in total?** *Please include time spent during training. Please enter "0" if never.*

    [OPEN-ENDED NUMERIC] year(s)
    [OPEN-ENDED NUMERIC] month(s)

46. **How integrated into your community do you feel?**

    a. Very poorly integrated
    b. Poorly integrated
    c. Neither poorly nor well integrated
    d. Well integrated
    e. Very well integrated

47. **How well can you communicate in the language used by most local people in your community?**

    a. Not at all
    b. Poorly
    c. Adequately
    d. Well
    e. Very well

48. **How often are the following services available at your residence?**

    [SCALE: At least once a day; At least once a week, but less than daily; At least once a month, but not every week; Less than once a month; Service not available; Don't know]

a. Electricity	[SCALE]
b. Running water	[SCALE]
c. Cell phone service	[SCALE]
d. Internet connectivity	[SCALE]

49. **How frequently do you communicate with the following groups of people either in person, by phone, or electronically?**

[SCALE: At least once a day; At least once a week, but less than daily; At least once a month, but not every week; Less than once a month; Never; Don't know]

a. Peace Corps Volunteers (PCVs)	[SCALE]
b. Other Americans in host country (who are not PCVs)	[SCALE]
c. Counterpart(s)	[SCALE]
d. Other host country nationals (who are not your counterparts)	[SCALE]
e. Friends or family in the United States	[SCALE]
f. Other groups in the United States that you work with, such as educators and classrooms	[SCALE]
g. Third country nationals (i.e., people in host country who are neither Americans nor host country nationals)	[SCALE]

50. Volunteers spend time overnight away from their communities for a wide variety of reasons.

In the last 30 days, how many nights were you away from your community for the following reasons? *Please indicate the number of nights. Enter "0" if none.*

a. Official Peace Corps activities *(e.g., Peace Corps sponsored training, safety and security issue, medical leave, annual leave, etc.)*	[OPEN-ENDED NUMERIC]
b. Primary or secondary assignment work *(e.g., visiting health clinics, visiting agricultural cooperatives, participating in a camp for youth, training not sponsored by Peace Corps, etc.)*	[OPEN-ENDED NUMERIC]
c. Taking care of personal needs and/or visits with friends	[OPEN-ENDED NUMERIC]
d. Other reasons (please specify): **[OPEN-ENDED RESPONSE]**	[OPEN-ENDED NUMERIC]

[Text Node]
Now we would like to ask you a few questions regarding your feelings of safety and comfort in your country, and also about the Peace Corps' culture as it relates to diverse groups.

51. **How safe do you feel in the following environments?**

    [SCALE: Very unsafe, Unsafe, Neither unsafe nor safe, Safe, Very safe]

a.	Where you live	[SCALE]
b.	Where you work	[SCALE]
c.	When you travel in-country: transportation safety	[SCALE]
d.	When you travel in-country: personal security	[SCALE]
e.	In the city where your country's main PC office is located	[SCALE]

52. **In the last 12 months, have you experienced insensitive comments, harassment, or discrimination toward you in your host country based on any of the following characteristics?**
    Please check all that apply.

    a. Age
    b. Disability
    c. Sex
    d. Race/color/ethnicity
    e. American nationality
    f. Religion
    g. Sexual orientation
    h. Gender expression
    i. Weight
    j. Marital status
    k. Other (please specify): **[OPEN–ENDED RESPONSE]**
    l. Did not experience **[EXCLUSIVE OPTION]**

53. **How well can you communicate your personal boundaries in the situations that make you feel uncomfortable?**

    a. Not at all
    b. Poorly
    c. Adequately
    d. Well
    e. Very well

54. **To what extent do you disagree or agree that the organizational culture of the Peace Corps (including staff and Volunteers) is inclusive of diverse backgrounds?** *Diversity is a collection of individual attributes that include, but are not limited to, characteristics such as national origin, language, race, color, ethnicity, disability, sex, age, religion, sexual orientation, gender identity/expression, socioeconomic status, veteran status, and family structures.*

   a. Strongly disagree
   b. Disagree
   c. Neither disagree nor agree
   d. Agree
   e. Strongly agree

55. **Where do you see gaps in the culture of inclusion in the Peace Corps?** *Please check all that apply.*

   a. National origin
   b. Language
   c. Race/color/ethnicity
   d. Disability
   e. Sex
   f. Age
   g. Religion
   h. Sexual orientation
   i. Gender expression
   j. Socioeconomic status
   k. Veteran status
   l. Family structures
   m. Personal viewpoints or beliefs
   n. Other (please specify): **[OPEN-ENDED RESPONSE]**
   o. None of the above **[EXCLUSIVE OPTION]**

[Text Node]

Now we would like to ask you a few questions about demographics, health, and well-being. As with all questions on the Annual Volunteer Survey, your responses to these questions are confidential. Your answers will only be reported in combination with those of other Volunteers in a way that ensures that you will not be personally identifiable by the answers that you provide.

If you do not feel comfortable sharing this information, however, you are always free to skip or select "Prefer not to answer" for any of the following questions.

56. **Please choose the best description of your assigned site.**

    a. Capital of the country
    b. City (population over 25,000)—not the capital
    c. Rural town (population of 2,000 to 25,000)
    d. Village/rural area (population under 2,000)
    e. Outer island (regardless of size)
    f. Prefer not to answer

57. **Are you the first Peace Corps Volunteer at your site?**

    a. Yes
    b. No
    c. Don't know

58. **How long does it take you to reach the nearest Peace Corps office and the nearest Peace Corps Volunteer by your typical mode(s) of transportation (e.g., walking, bicycle, bus, etc.)?** *You may leave these fields blank if you prefer not to answer this question.*

    a. Nearest Peace Corps office   **[OPEN-ENDED NUMERIC]** hours **[OPEN-ENDED NUMERIC]** minutes
    b. Nearest Peace Corps Volunteer   **[OPEN-ENDED NUMERIC]** hours **[OPEN-ENDED NUMERIC]** minutes

59. **Are you aware of the PC SAVES Helpline for obtaining information related to sexual assault services?** *You may skip this question if you prefer not to answer.*

    a. Yes
    b. No

60. To what extent do you perceive unauthorized drug use to be a problem among Volunteers in your host country? *You may skip this question if you prefer not to answer.*

    a. Not at all a problem
    b. Slight problem
    c. Moderate problem
    d. Considerable problem
    e. Extreme problem
    f. Don't know

[Text Node]

<div align="center">

Please click the "Submit Your Survey" button below to submit your answers to the 2019 Annual Volunteer Survey.

</div>

[SUBMIT BUTTON]

[Text Node – Show next page with confirmation message below]

<div align="center">

Thank you for participating in the 2019 Annual Volunteer Survey!

</div>

[SHOW ADDITIONAL RESOURCES, WITH LINK FOR DOWNLOAD]