



**2015 Annual Volunteer Survey Results**  
**Global Tabular Report**

**November 2015**

**Office of Strategic Information, Research, and Planning**

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## Introduction

The Peace Corps is pleased to present results from its 2015 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 Peace Corps' training effectiveness, 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.

## Key Findings

- **Volunteers were successfully advancing the Peace Corps mission of world peace and friendship.** A large majority of respondents made friends at their sites (83%), felt integrated into their community (70%), and felt supported by local communities (78%).
- **Respondents felt most effective in advancing Goal Two (Sharing America with the World).** Eighty-five percent of respondents felt that they were effective in promoting a better understanding of Americans to their counterparts (Goal Two), while 66 percent felt that they were effective in transferring knowledge and skills to counterparts (Goal One).
- **Peace Corps training and field experience helped Volunteers feel prepared to meet the challenges of service.** Approximately half of respondents (51%) indicated that they felt prepared to meet the challenges of Peace Corps service when they first arrived in their host countries. After Peace Corps training and field experience, the majority (88%) felt prepared.
- **Most Volunteers felt safe.** More than nine in 10 respondents (92%) felt safe where they lived, essentially unchanged from 2014. However, 79 percent had experienced insensitive comments, harassment, or discrimination toward them in their host countries.
- **Peace Corps safety and security services continue to receive the highest Volunteer satisfaction ratings.** Of the six major Peace Corps support functions surveyed, respondents were the most satisfied with safety and security support (80%).
- **Volunteers' commitment to serve remained strong in 2015.** Nearly all respondents (97%) intended to complete their service, and most (90%) would recommend Peace Corps service to other qualified candidates.

## Method

The Annual Volunteer Survey was conducted online using a self-administered questionnaire that was available through an open-access link from June 8 to August 14, 2015. A total of 5,213 Volunteers participated out of an eligible population of 5,754 (a 90.6% overall response rate). Geographically, the results represent all 55 posts 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 more than one response that respondents provided 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:<sup>1</sup>

- 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 2015.** Nearly all respondents (97%) intended to complete or extend their service, and nine in 10 respondents (90%) reported that they would recommend Peace Corps service to other qualified candidates.
- **Of the three Peace Corps goals, Volunteers felt more successful at sharing American culture with the world.** Respondents felt more effective in advancing Goal Two (78%–86%) than Goal Three (80%) or Goal One (57%–78%).<sup>2</sup>
- **Differences in professional styles, community receptivity to change, and language barriers were the greatest impediments to respondents' perceived effectiveness in implementing the Peace Corps goals.** About half or more of respondents (49%–57%)<sup>3</sup> who felt ineffective in implementing at least one Peace Corps goal indicated that these specific challenges prevented them from being more effective.

**Table 1. Assessment of Peace Corps Service**

q3. 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%	2%	6%	50%	40%	5,145
Primary assignment/project	4%	9%	18%	51%	18%	5,021
Secondary project/community service activities	2%	3%	16%	48%	32%	4,606
Experiences with other Volunteers	2%	3%	12%	39%	45%	5,149
Work with counterparts/community partners	3%	8%	17%	48%	25%	5,103
Experiences with other host country individuals	2%	3%	13%	45%	37%	5,122

<sup>1</sup> The Peace Corps. "Strategic Plan FY 2014–2018 and Annual Performance Plan FY 2016," 2015.

files.peacecorps.gov/multimedia/pdf/policies/pc\_strategic\_plan\_2014-2018.pdf (accessed November 17, 2015).

<sup>2</sup> Goal One and Goal Two ranges are based on respondent's assessments of work with different categories of groups and individuals. See Tables 5 and 6 for detailed data.

<sup>3</sup> Goal One, Goal Two, and Goal Three ranges are based on respondent's assessments of work with different categories of groups and individuals. See Tables 5, 6, and 7 for detailed data.

**Table 2. Assessment of Peace Corps Service—Average Ratings**

	Average rating	Number of respondents
q3. How personally rewarding do you find your:		
Overall Peace Corps service	4.27	4,424
Primary assignment/project	3.68	4,424
Secondary project/community service activities	4.05	4,424
Experiences with other Volunteers	4.21	4,424
Work with counterparts/community partners	3.84	4,424
Experiences with other host country individuals	4.12	4,424

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

Based on respondents who rated all aspects.

**Table 3. Recommendation of the Peace Corps and Commitment to Serve**

	Definitely not	Probably not	Undecided	Probably yes	Definitely yes	Number of respondents
q4. Today, would you still make the same decision to serve with the Peace Corps?	1%	4%	7%	28%	60%	5,189
q5. Would you recommend Peace Corps service to others you think are qualified?	1%	3%	7%	34%	56%	5,176

**Table 4. Interest in Completing or Extending Peace Corps Service**

	Definitely not	Probably not	Undecided	Probably yes	Definitely yes	Might extend	Number of respondents
q6. Do you intend to complete your Peace Corps service?	1%	1%	2%	11%	68%	18%	5,202

**Table 5. Effectiveness in Building Local Capacity (Goal One)**

q20. 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/community partner	3%	9%	20%	51%	16%	4,914
Goal One—Your host institution/organization	3%	11%	29%	47%	10%	4,635
Goal One—Group(s) with which you work closely	1%	4%	18%	61%	17%	4,688
Goal One—Members of your host community	1%	6%	26%	54%	12%	4,919

**Table 6. Effectiveness in Sharing America with the World (Goal Two)**

q21. 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/community partner	1%	2%	11%	51%	34%	5,012
Goal Two—Your host institution/organization	1%	3%	17%	54%	24%	4,740
Goal Two—Group(s) with which you work closely	<0.5%	1%	12%	56%	30%	4,815
Goal Two—Members of your host community	1%	2%	13%	54%	30%	5,116

**Table 7. Effectiveness in Bringing the World Back Home (Goal Three)**

	Very ineffective	Ineffective	Neither ineffective nor effective	Effective	Very effective	Number of respondents
Goal Three—q22. How effective are you in promoting a better understanding of host country nationals among Americans?	<0.5%	2%	17%	61%	19%	5,141

**Table 8. Effectiveness in All Three Goals—Average Ratings**

q20–q22. How effective are you in...	Average rating	Number of respondents
q20. Goal One—Your counterpart/community partner	3.68	4,072
q20. Goal One—Your host institution/organization	3.50	4,072
q20. Goal One—Group(s) with which you work closely	3.89	4,072
q20. Goal One—Members of your host community	3.71	4,072
q21. Goal Two—Your counterpart/community partner	4.14	4,072
q21. Goal Two—Your host institution/organization	3.97	4,072
q21. Goal Two—Group(s) with which you work closely	4.15	4,072
q21. Goal Two—Members of your host community	4.11	4,072
q22. Goal Three—Among Americans	3.97	4,072

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

Based on respondents who rated all host country individuals and groups on all three goals.

**Table 9. Challenges Preventing Effective Peace Corps Goal Implementation**

q23. 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.)	57%	723
Community/organization is not receptive to change	54%	675
Language barriers	49%	619
Logistical difficulties with counterparts (turnover, limited availability, etc.)	45%	571
Cultural barriers	40%	509
Personal differences with counterparts (personality conflict, disagreements, etc.)	27%	344
Lack of a counterpart	27%	342
Insufficient support from Peace Corps staff	23%	286
Harassment or discrimination at workplace or in the community (sexual or non-sexual)	22%	276
Isolation, including limited means of communication	22%	275
Problems with physical or emotional health	21%	263
Community/organization does not need a Volunteer	20%	246
My skills did not match the needs of the community/organization	19%	238
“Too soon to tell” (early in my service)	18%	232
Recoded from “Other”: Apathy of beneficiaries (Goal 1 or 2) or Americans at Home (Goal 3)	2%	26
Other challenges	7%	94
Number of respondents		1,261

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

Only respondents indicating ineffectiveness in one of the nine goals listed in Table 8 (Questions 20–22) were asked to respond to this question.

## 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 three questions gauging whether selected safety and security skills were taught during pre-service training, were learned, and were applied.

### Key Findings

- **Peace Corps training and field experience helped Volunteers feel prepared to meet the challenges of service.** About half of respondents (51%) felt prepared or very prepared to meet the challenges of Peace Corps service when they first arrived in their host countries. After Peace Corps training and field experience, the great majority (88%) felt prepared or very prepared.
- **Safety and security was the highest-ranked of the 11 Peace Corps training components surveyed.** Eighty-four percent of respondents indicated that training in maintaining personal safety and security was effective. Training in monitoring and evaluating their project goals and outcomes was perceived as the least effective by respondents, with 56 percent rating this training effective or very effective, and training in maintaining mental and emotional health was ranked second lowest with 57 percent of the respondents rating the training effective or very effective.
- **Volunteers felt that the Peace Corps trained them more effectively on topics of cultural adjustment than on topics related to the development of skills for their primary work assignment.** On average, respondents rate the effectiveness of training components related to cultural adjustment higher (between 57 and 84 percent) than of those related to work assignment skills (between 56 and 71 percent).
- **Many Volunteers reported being unable to communicate well in their local language.** Only 41 percent of respondents reported they could communicate well or very well in the local languages spoken in their communities, while nearly one in five respondents indicated that they either communicated poorly (17%) or could not communicate at all (1%).

**Table 10. Preparedness for Peace Corps Service**

	Very unprepared	Unprepared	Neither unprepared nor prepared	Prepared	Very prepared	Number of respondents
q7. How prepared for Peace Corps service did you feel when you arrived in country?	3%	13%	33%	40%	11%	5,211
q10. In general, how prepared do you feel today to meet the challenges of Peace Corps service?	<0.5%	2%	9%	61%	27%	5,205

**Table 11. Preparedness for Peace Corps Service—Average Ratings**

	Average rating	Number of respondents
q7. How prepared for Peace Corps service did you feel when you arrived in country?	3.43	5,203
q10. In general, how prepared do you feel today to meet the challenges of Peace Corps service?	4.13	5,203

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

Based on respondents who rated both time frames.

**Table 12. Effectiveness of Peace Corps Training in Host Country Adjustment Skills**

q8. 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%	6%	13%	61%	19%	5,203
Adjust to your physical living conditions	1%	6%	17%	53%	23%	5,168
Use language needed in your work/community	2%	10%	13%	51%	24%	5,193
Maintain your physical health	2%	8%	23%	48%	19%	5,168
Maintain your mental/emotional health	3%	13%	27%	44%	13%	5,184
Maintain your personal safety and security	1%	3%	12%	51%	33%	5,184

**Table 13. Effectiveness of Peace Corps Training in Host Country Adjustment Skills—Average Ratings**

q8. Please evaluate the effectiveness of your Peace Corps training in preparing you to:	Average rating	Number of respondents
Manage cultural differences	3.91	5,092
Adjust to your physical living conditions	3.91	5,092
Use language needed in your work/community	3.84	5,092
Maintain your physical health	3.74	5,092
Maintain your mental/emotional health	3.51	5,092
Maintain your personal safety and security	4.11	5,092

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

Based on respondents who rated all aspects.

**Table 14. Effectiveness of Peace Corps Training in Primary Work Assignment Skills**

q9. 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	3%	13%	21%	50%	13%	5,172
Work with counterparts/community partners	2%	12%	26%	49%	11%	5,184
Conduct a community needs assessment	4%	11%	23%	49%	14%	5,101
Work on your project goals and objectives	2%	8%	20%	57%	14%	5,161
Monitor/evaluate project goals and outcomes	4%	14%	27%	45%	11%	5,130

**Table 15. Effectiveness of Peace Corps Training in Primary Work Assignment**

**Skills—Average Ratings**

q9. Please evaluate the effectiveness of your Peace Corps training in preparing you to:	Average rating	Number of respondents
Perform technical aspects of your work	3.56	5,012
Work with counterparts/community partners	3.54	5,012
Conduct a community needs assessment	3.58	5,012
Work on your project goals and objectives	3.73	5,012
Monitor/evaluate project goals and outcomes	3.45	5,012

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

Based on respondents who rated all aspects.

**Table 16. Ability to Communicate**

	Not at all	Poorly	Adequately	Well	Very well	Number of respondents
q42. How well can you communicate in the language used by most local people in your community?	1%	17%	41%	26%	15%	5,189
q47. How well can you communicate your personal boundaries in the situations that make you feel uncomfortable?	1%	11%	41%	33%	15%	5,170

**Table 17. Using Safety and Security Skills Learned at Pre-Service Training**

	Used this skill	Learned but did not need to use this skill	Learned, but was unable to apply it when needed	Learned, but do not remember what it involves	I was not trained on this skill	Number of respondents
q11. Have you used your “RADAR” or personal security skills in the past 12 months?	48%	31%	2%	17%	2%	5,202
q12. Have you used Sexual Assault Awareness skills to mitigate unwanted sexual advances in the past 12 months?	35%	53%	5%	6%	1%	5,193
q13. Have you used Bystander Intervention skills in the past 12 months?	30%	60%	2%	6%	2%	5,201

### III. Work of Volunteers

This section presents information on Volunteers' work activities, their reflections on working with counterparts, 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 spent about one-third of their work time on secondary projects or community service.** Respondents spent on average 32 hours per week on work-related activities, of which 10 hours were spent on secondary projects or community service. Seven in 10 respondents felt that they had enough work to do at their sites (68%) and agreed that their skills were a good match to the work they did (72%).
- **Volunteers were committed to their primary project assignment.** Generally, work activities of respondents were closely aligned with their primary project sector: 88 percent to 99 percent of respondents were involved in activities aligned with their respective sectors.
- **Not all Volunteers worked with Peace Corps-assigned counterparts, but many of those who did were satisfied.** Seven in 10 respondents (70%) worked with their Peace Corps-assigned counterparts. Of those, more than six in 10 were satisfied with their partnership with their counterparts in terms of their project work (60%) and integration into the community (70%).
- **Approximately one in five Volunteers felt that current Peace Corps work in their host country should be reduced or discontinued.** More respondents felt that their primary project work should be reduced (12%) than discontinued (8%), but about one in 20 (5%) felt the Peace Corps' program should be discontinued or phased out in their host country entirely.

**Table 18. Primary Project Sector**

q54. Please select the project to which you are assigned in [POST]: [Categorized]	Percentage of respondents	Number of respondents
Agriculture	8%	409
Education	36%	1,840
Environment	9%	481
Health	24%	1,257
Community Economic Development	10%	535
Youth in Development	10%	526
Other	<0.5%	25
Prefer not to answer	2%	96
Total	100%	5,169

**Table 19. Work Activities**

q14. What do you do as part of your Peace Corps work?	Percentage of respondents	Number of respondents
English teaching	60%	3,104
Youth as resources/working with youth	49%	2,536
Gender equity/women's empowerment	43%	2,204
Community development	40%	2,081
Girls education	33%	1,724
HIV/AIDS	33%	1,689
Nutrition education	28%	1,427
Teacher training	27%	1,419
Sports/fitness	25%	1,285
Environment work	23%	1,195
Literacy	23%	1,190
Food security--community/household	20%	1,040
Library development	19%	986
Malaria prevention	19%	973
Income generation	19%	969
Health extension	18%	953
Agriculture/fish/livestock	17%	892
Arts	17%	868
Water and sanitation	16%	842
Maternal, child, and neonatal health	16%	818
Business advising	14%	740
Volunteerism/V <sup>2</sup>	12%	627
NGO development	12%	612
Rural development	12%	604
Math/Science teaching	11%	554
Agroforestry	10%	509
Working with people with disabilities	8%	395
Technology for development/ICT	7%	386
Microenterprise development	6%	330
Other activities	4%	224
Number of respondents		5,183

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

**Table 20. Sector Based on Work Activities**

NOTE: The activity coding groups can be found in the Methodology section of this report.

q14. What do you do as part of your Peace Corps work? [Categorized]	Percentage of respondents	Number of respondents
Education	79%	4,099
Health	62%	3,200
Cross-Sector	55%	2,839
Community Economic Development	54%	2,824
Youth in Development	49%	2,536
Agriculture	27%	1,384
Environment	26%	1,337
Other activities	4%	224
Number of respondents		5,183

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

**Table 21. Primary Assigned Sector by Sector Based on Work Activities**

NOTE: The activity coding groups can be found in the Methodology section of this report.

Project sector based on activities at q14. What do you do as part of your Peace Corps work? (Rows) by Primary assignment at q54. Please select the project to which you are assigned in [POST]: (Columns)	Primary Assignment: Agriculture	Primary Assignment: Education	Primary Assignment: Environment	Primary Assignment: Health	Primary Assignment: Community Economic Development	Primary Assignment: Youth in Development
Education work activities	57%	99%	62%	64%	70%	88%
Health work activities	68%	44%	53%	98%	33%	73%
Cross-Sector work activities	51%	47%	45%	62%	55%	75%
Community Economic Development work activities	69%	34%	58%	58%	97%	60%
Youth in Development work activities	30%	40%	41%	52%	55%	88%
Agriculture work activities	94%	7%	61%	32%	21%	5%
Environment work activities	66%	8%	95%	17%	22%	17%
Other work activities	3%	3%	4%	6%	5%	5%
Number of respondents	406	1,838	479	1,247	528	524

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

**Table 22. Time Spent per Week on Primary and on Secondary Activities**

q17. 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	5,068
Secondary projects or community service	10.0	10.0	5,068
Total	32.0	30.0	5,068

**Table 23. Status of Working Relationship with Peace Corps-Assigned Counterparts**

	Yes	No	Number of respondents
q18. Do you currently work with one or more Peace Corps-assigned counterpart(s)/ community partner(s)?	70%	30%	5,201

**Table 24. Satisfaction with Peace Corps-Assigned Counterparts**

q19. How satisfied are you with the following aspects of working with your Peace Corps-assigned counterpart?	Very dissatisfied	Dissatisfied	Neither dissatisfied nor satisfied	Satisfied	Very satisfied	Number of respondents
Accomplishing your project work	5%	15%	20%	37%	23%	3,512
Integrating into your community	4%	10%	16%	37%	33%	3,567

Only respondents answering positively to working with a counterpart (Question 18) were asked to respond to this question.

**Table 25. Satisfaction with Peace Corps-Assigned Counterparts—Average Ratings**

q19. How satisfied are you with the following aspects of working with your Peace Corps-assigned counterpart?	Average rating	Number of respondents
Accomplishing your project work	3.59	3,485
Integrating into your community	3.84	3,485

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

Based on respondents who rated all aspects.

**Table 26. Quality of Work at Site**

q15. 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	5%	12%	15%	37%	31%	5,152
My skills are a good match to the work I do at site	3%	9%	16%	44%	28%	5,142
My work is directly related to what my community needs	3%	7%	21%	44%	25%	5,091

**Table 27. Quality of Work at Site—Average Ratings**

q15. 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	3.78	5,022
My skills are a good match to the work I do at site	3.85	5,022
My work is directly related to what my community needs	3.82	5,022

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

Based on respondents who rated all aspects.

**Table 28. Opinion on the Future of Volunteers' Primary Project and the Peace Corps Program in the Host Country**

q16. 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:	8%	12%	47%	33%	5,166
The Peace Corps program (the post and all projects) in this country should be:	5%	12%	46%	37%	5,164

## 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 development process that there is a safe and secure environment, appropriate housing, and available work.

### Key Findings

- **Peace Corps Volunteers tended to live in remote locations.** More than three quarters of respondents (78%) lived in sites that are located in villages, rural areas, or rural towns. A typical Volunteer needed to travel 30 minutes from his or her site to reach the nearest Volunteer and four hours to reach the nearest Peace Corps office.
- **One in three Volunteers were Peace Corps pioneers.** Nearly one in three respondents (31%) were the first Peace Corps Volunteers at their sites.
- **Many Volunteers reported gaps between their expectations and the reality of their site.** Just half (54%) of respondents reported that their site matched their expectations. Similarly, 54 percent reported that meaningful work was available to them when they arrived at site. Nearly one in three (29%) did not feel that Peace Corps staff had provided them with useful information about their site prior to their arrival.
- **The vast majority of Volunteers reported that they were currently happy with their sites.** Nearly nine in 10 respondents (87%) reported that they liked their site.
- **Volunteers generally felt safe, but were not immune to negative treatment.** The great majority of respondents (92%) felt safe where they lived. Yet, about four in five (79%) had experienced insensitive comments, harassment, or discrimination in the past year, most often based on gender or race/color/ethnicity.

**Table 29. Site Urbanization**

q50. Please choose the best description of your assigned site.	Percentage of respondents	Number of respondents
Village/rural area (population under 2,000)	42%	2,177
Rural town (population 2,000+ to 25,000)	36%	1,863
City (population over 25,000) - not the capital	18%	926
Capital of the country	2%	125
Outer island (regardless of size)	1%	64
Prefer not to answer	1%	37
Number of respondents	100%	5,192

**Table 30. Generation at Site**

	Yes	No	Number of respondents
q51. Are you the first Peace Corps Volunteer at your site?	31%	69%	5,128

**Table 31. Distance to the Nearest Peace Corps Office and Volunteer**

q53. 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 Peace Corps office in minutes	350	240	4,891
Nearest Volunteer in minutes	62	30	4,891

Based on respondents who answered both parts of the question.

**Table 32. Time Living with Host Country Individual or Family**

q40. 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	8.7	6.0	5,055

Respondents who did not live with host families and reported 0 months (2%) are not included.

**Table 33. Access to Modern Conveniences at Residence**

q43. 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	76%	7%	1%	<0.5%	16%	5,192
Running water	62%	11%	2%	1%	25%	5,186
Cell phone service	92%	5%	1%	<0.5%	2%	5,195
Internet connectivity	56%	16%	4%	1%	23%	5,169

**Table 34. Site Perception**

q26. To what extent do you disagree or agree with each of the following statements?	Strongly disagree	Disagree	Neither disagree nor agree	Agree	Strongly agree	Number of respondents
My site matched my expectations when I arrived	6%	15%	25%	36%	18%	5,105
Peace Corps staff understand what my site is like	9%	18%	20%	38%	15%	5,085
Peace Corps staff provided me with useful information about my site prior to my arrival at the site	9%	20%	22%	39%	11%	5,174
I like my site	1%	3%	9%	37%	50%	5,175

**Table 35. Site Perception—Average Ratings**

q26. 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	3.46	4,914
Peace Corps staff understand what my site is like	3.33	4,914
Peace Corps staff provided me with useful information about my site prior to my arrival at the site	3.25	4,914
I like my site	4.31	4,914

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

Based on respondents who rated all aspects.

**Table 36. Safety Perception**

q45. 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%	44%	48%	5,194
Where you work	<0.5%	1%	4%	43%	53%	5,194
When you travel in-country: transportation safety	5%	18%	25%	42%	10%	5,194
When you travel in-country: personal security	1%	6%	22%	58%	14%	5,194
In the city where your country's main PC office is located	2%	11%	25%	47%	15%	5,191

**Table 37. Safety Perception—Average Ratings**

q45. How safe do you feel in the following environments?	Average rating	Number of respondents
Where you live	4.38	5,174
Where you work	4.47	5,174
When you travel in-country: transportation safety	3.34	5,174
When you travel in-country: personal security	3.77	5,174
In the city where your country's main PC office is located	3.62	5,174

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

Based on respondents who rated all environments.

**Table 38. Exposure to Insensitive Comments, Harassment, or Discrimination**

q46. 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
Experienced any insensitive comments, harassment, or discrimination [Net of items below]	79%	4,031
Gender	50%	2,550
Race/color/ethnicity	49%	2,516
Marital status	32%	1,611
Weight	29%	1,492
Age	18%	929
Religion	12%	605
Sexual orientation	5%	249
Gender or transgender identity expression	2%	124
Nationality	1%	68
Recoded from "Other": Physical appearance	1%	40
Disability	<0.5%	26
Recoded from "Other": No children	<0.5%	25
Other (please specify):	1%	65
Did not experience	21%	1,060
Number of respondents		5,091

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

**Table 39. Initial Availability of Work at Site**

q15. 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%	20%	17%	35%	19%	5,189
Host country individuals with whom I would be working were prepared for my arrival in the community	9%	18%	18%	38%	18%	5,193

**Table 40. Initial Availability of Work at Site—Average Ratings**

q15. 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	3.35	5,022
Host country individuals with whom I would be working were prepared for my arrival in the community	3.38	5,022

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

Based on respondents who rated all aspects.

## 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 contributing to Goal Two.** The majority of respondents (83%) had friends at their sites, and 78 percent felt supported by the local community.
- **The majority of Volunteers maintained their U.S. connections.** In addition to frequent communication with counterparts and other members of their host communities, seven in 10 respondents (71%) maintained weekly or more frequent contact with friends and family in the United States.
- **Most Volunteers felt well-integrated into their communities.** Seven in 10 respondents felt well-integrated into their communities at the time of the survey. Sixty-seven percent of respondents reported communicating at least once a day with host country nationals other than their counterparts, and 45 percent communicated daily with their counterparts.
- **Many Volunteers reported contributing to Goal Three despite still being in the field.** More than half of respondents (57%) reported that they had facilitated direct interactions between Americans and host country nationals in the last 12 months.

**Table 41. Friendship and Personal Support at Site**

q26. To what extent do you disagree or agree with each of the following statements?	Strongly disagree	Disagree	Neither Disagree nor Agree	Agree	Strongly agree	Number of respondents
I have friends at my site	1%	5%	10%	46%	37%	5,177
I feel supported by the local community at my site	2%	6%	14%	45%	33%	5,164

**Table 42. Friendship and Personal Support at Site—Average Ratings**

q26. 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	4.12	4,914
I feel supported by the local community at my site	4.02	4,914

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

Based on respondents who rated all statements.

**Table 43. Communication with People**

q44. 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)	51%	38%	9%	2%	<0.5%	5,206
Other Americans (who are not PCVs)	16%	36%	23%	14%	10%	5,053
Counterpart(s)	45%	45%	6%	2%	2%	5,110
Other host country nationals (who are not your counterparts)	67%	23%	6%	2%	1%	5,170
Friends or family in the United States	19%	52%	25%	4%	<0.5%	5,205
Third country nationals	7%	15%	23%	26%	29%	3,631

**Table 44. Estimated Average Number of Days per Year Volunteers Communicate with Different Groups of People**

q44. 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)	208	5,206
Other Americans (who are not PCVs)	82	5,053
Counterpart(s)	189	5,110
Other host country nationals (who are not your counterparts)	257	5,170
Friends or family in the United States	98	5,205
Third country nationals	39	3,631

Never = 0 days; Less than monthly = 6; Monthly not weekly = 12; Weekly not daily = 52; Daily = 365 days.

**Table 45. Using Personal Connections for Managing Stress**

q39. Which of the following activities do you do to help manage stress?	Percentage of respondents	Number of respondents
Spend time with friends (PCVs, host country nationals, etc.)	78%	4,048
Contact others by phone, text, email, etc. (in your country of service, or in the United States)	77%	4,004
Number of respondents		5,196

Two items of a 20-item multiple response set are used in this table. See **Table 68** for all distribution of responses for this question.

**Table 46. Integration into the Local Community**

	Very poorly integrated	Poorly integrated	Neither poorly nor well integrated	Well integrated	Very well integrated	Number of respondents
q41. How integrated into your community do you feel?	1%	4%	25%	52%	18%	5,175

**Table 47. Facilitating Direct Interactions Between Americans and Host Country Nationals**

	Yes	No	Number of respondents
q24. Did you facilitate direct interactions between Americans and host country nationals in the last 12 months? Please include in-person and virtual interactions (e.g., match programs participation, social media, web conferences, etc.).	57%	43%	5,197

## 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

- **Peace Corps staff maintained contact with Volunteers.** Nearly all respondents (93%) reported that a Peace Corps staff member had visited their site in the past 12 months; 95 percent reported that they received health care from their medical officers (PCMOs) in the past 12 months.
- **Volunteers felt that the Peace Corps' culture is inclusive.** Three in four respondents (76%) agreed or strongly agreed that the Peace Corps organizational culture is inclusive of diverse people.
- **The great majority of Volunteers were satisfied with the Peace Corps' safety and security and medical services.** Of the six major support functions surveyed, respondents were the most satisfied with safety and security support (80%), followed by the medical support provided by Peace Corps in-country staff (73%).
- **A majority of Volunteers reported being satisfied with feedback on their work.** Just over six in 10 were satisfied with the timeliness (61%) and the quality (63%) of feedback from Peace Corps staff on their work.

**Table 48. Satisfaction with In-Country Peace Corps Staff Support**

q25. 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	4%	11%	15%	49%	22%	5,165
Emotional	5%	14%	29%	37%	15%	4,832
Medical	3%	10%	14%	42%	31%	5,158
Project specific technical skills	4%	12%	22%	44%	18%	5,099
Safety and security	2%	5%	13%	42%	38%	5,135
Site selection/preparation	8%	15%	18%	37%	22%	5,177

**Table 49. Satisfaction with In-Country Peace Corps Staff Support—Average**

### Ratings

q25. How satisfied are you with the following types of support provided by in-country Peace Corps staff?	Average rating	Number of respondents
Administrative/logistical	3.73	4,694
Emotional	3.42	4,694
Medical	3.87	4,694
Project specific technical skills	3.58	4,694
Safety and security	4.10	4,694
Site selection/preparation	3.50	4,694

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

Based on respondents who rated all functions.

**Table 50. Country Director’s Awareness of Issues**

	Very unaware	Unaware	Neither unaware nor aware	Aware	Very aware	Number of respondents
q28. To what extent is your current Country Director aware of Volunteer issues and concerns (through in-person, phone, or electronic interactions with Volunteers)?	7%	10%	21%	45%	17%	4,961

**Table 51. Satisfaction with Feedback from Peace Corps Staff**

q27. 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%	12%	22%	44%	17%	4,866
Quality	4%	10%	23%	45%	18%	4,867

**Table 52. Satisfaction with Feedback from Peace Corps Staff—Average Ratings**

q27. How satisfied are you with the timeliness and quality of feedback from Peace Corps staff about your work?	Average rating	Number of respondents
Timeliness	3.56	4,835
Quality	3.63	4,835

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

Based on respondents who rated both aspects.

**Table 53. Satisfaction with Peace Corps Medical Officers**

	Very dissatisfied	Dissatisfied	Neither dissatisfied nor satisfied	Satisfied	Very satisfied	Did not receive healthcare from PCMO(s)	Number of respondents
q33. How satisfied are you with the health care that you have received from your PCMO(s)?	2%	8%	12%	39%	34%	5%	5,146

**Table 54. Site Visits in the Last 12 Months (Any Representatives)**

[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
q29. In the last 12 months, have any of the following Peace Corps representatives visited you at your site?	93%	7%	5,094

**Table 55. Site Visits in the Last 12 Months (Specific Representatives)**

q29. 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/Program Assistant	76%	3,886
Post staff other than Country Director or Program Manager (DMO, DPT, PCMO, S&S Coordinator)	45%	2,305
Peace Corps Volunteer Leader (regional, technical, etc.)	26%	1,308
Country Director	19%	965
Recoded from "Other": Representative from Peace Corps Washington	2%	114
Other Peace Corps representatives	4%	211
Peace Corps representatives did not visit my site during the past 12 months	7%	371
Number of respondents		5,094

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

**Table 56. Inclusion in the Peace Corps' Organizational Culture**

	Strongly disagree	Disagree	Neither disagree nor agree	Agree	Strongly agree	Number of respondents
q48. To what extent do you disagree or agree that the organizational culture of the Peace Corps (including staff and Volunteers) is inclusive of diverse people?	1%	6%	16%	50%	26%	5,189

**Table 57. Gaps in the Culture of Inclusion at the Peace Corps**

q49. Where do you see gaps in the culture of inclusion in the Peace Corps?	Percentage of respondents	Number of respondents
Race/color/ethnicity	72%	288
Socioeconomic status	41%	165
Sexual orientation	39%	154
Age	34%	137
Gender identity	31%	122
Gender	28%	113
National origin	24%	94
Disability	21%	84
Religion	19%	74
Language	16%	64
Family structures	12%	48
Veteran status	10%	40
Other	6%	23
Number of respondents		398

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

The information in the table above is based **ONLY** on respondents who **disagreed** at q48 that the organizational culture of the Peace Corps is inclusive of diverse people. The total number of respondents to answer q49 was 398 out of 5,189.

**Table 58. 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
q30. How often did you use Peace Corps digital materials in your work in the last 12 months?	3%	21%	27%	26%	22%	5,183

## 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

- **Volunteers felt less stressed when they took the survey than when they first arrived at their site, but also less healthy.** Respondents' reported stress levels decreased somewhat between the start of their service and the last 30 days, from a median rating of 7 to 5 on a 10-point scale. In terms of physical health, respondents reported a median score of 8 on a 10-point personal health assessment scale at the beginning of their service, but that number declined to 7 when they rated their current health.
- **Volunteers reported using a large variety of stress management techniques.** While respondents engaged in many different types of activities, the most popular were reading, consuming some form of media, communication with others, either in person or electronically, and exercise.
- **Inability to maintain a healthy lifestyle hindered Volunteers' physical health, while work-related factors contributed to increased stress.** For those whose health ratings decreased, unhealthy local diets (75%) were most often cited as a factor limiting their ability to maintain their physical health.
- **Most Volunteers practiced healthy behaviors.** Nine in 10 respondents (89%) exercised on four or more occasions per month and only one in 10 (10%) smoked four or more times per month.

**Table 59. Health Self-Assessment**

q31. 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	46%	2,399
Health remained the same	26%	1,362
Health improved	27%	1,426
Number of respondents	100%	5,187

**Table 60. Health Self-Assessment—Average and Median Ratings**

q31. 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	7.5	8.0	5,187
Last 30 days	7.0	7.0	5,187

Average rating: 1 = Not at all healthy; 10 = Exceptionally healthy.

Based on respondents who rated both time periods.

**Table 61. Stress Level Self-Assessment**

q32. 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 level increased	29%	1,511
Stress level remained the same	18%	918
Stress level decreased	53%	2,764
Number of respondents	100%	5,193

**Table 62. Stress Level Self-Assessment—Average and Median Ratings**

q32. 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	6.2	7.0	5,193
Last 30 days	5.3	5.0	5,193

Average rating: 1 = Little to no stress; 10 = A great deal of stress.

Based on respondents who rated both time periods.

**Table 63. Involvement in Health-Related Activities: Once per Month or More Often**

q34. 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%	5,144
Eat healthily	98%	5,061
Exercise	94%	4,885
Drink alcoholic beverages	83%	4,278
Smoke	17%	887
Number of respondents		5,183

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 64. Involvement in Health-Related Activities: Four Times per Month or More Often**

q34. During a typical month in your service, how many days do you engage in the following activities? (4+ times per month)	Percentage of respondents	Number of respondents
Get enough sleep	99%	5,105
Eat healthily	95%	4,938
Exercise	89%	4,632
Drink alcoholic beverages	47%	2,415
Smoke	10%	528
Number of respondents		5,180

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 65. Involvement in Health-Related Activities—Average and Median Time Spent per Month**

q34. During a typical month in your service, how many days do you engage in the following activities?	Average number of days	Median number of days	Number of respondents
Eat healthily	20.7	20.0	5,061
Drink alcoholic beverages	5.4	4.0	4,278
Exercise	16.4	15.0	4,885
Get enough sleep	22.6	25.0	5,144
Smoke	10.1	5.0	887

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

**Table 66. Factors Limiting Personal Health**

q36. Do any of the following factors currently limit your ability to maintain your physical health?	Percentage of respondents	Number of respondents
Local diet	75%	1,615
Lack of exercise	41%	887
High stress level	40%	874
Inability to exercise outside	39%	842
Environmental factors (e.g., pollution)	35%	760
Lack of trust in local medical resources	15%	321
Safety and security issues	14%	299
Lack of trust in Peace Corps medical care	13%	290
Lack of access to clean water	13%	287
Distance from health care	13%	276
Recoded from "Other": Not enough money to maintain healthy diet or to exercise	1%	25
Recoded from "Other": Hygiene, sanitation	1%	17
Other factors	7%	151
Number of respondents		2,163

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

Only respondents who indicated that their physical health had deteriorated (Question 31) were asked to respond to this question.

**Table 67. Factors Contributing to Greater Stress**

q38. Which of the following factors contribute to elevating your stress level?	Percentage of respondents	Number of respondents
Work	60%	2,292
Transportation	51%	1,949
Isolation/loneliness	49%	1,900
Communicating in the local language	49%	1,869
Counterparts/community partners	48%	1,859
Interactions with host country nationals	46%	1,789
Cultural adjustments	45%	1,741
Boredom/lack of work	42%	1,621
Family, friends, loved ones back home	38%	1,476
Close of service, or your future after the Peace Corps	38%	1,473
Personal health maintenance	36%	1,384
Sexual or nonsexual harassment	30%	1,144
Interactions with other Volunteers	27%	1,021
Interactions with Peace Corps staff	25%	969
Your host family	24%	916
In-country dating/relationships	21%	809
Personal safety	18%	674
Recoded from "Other": Environment (bugs, heat, pollution, natural disasters, noise, vermin, etc.)	1%	31
Recoded from "Other": Expectations/feeling ineffective	1%	27
Recoded from "Other": Housing	1%	25
Recoded from "Other": Insufficient funds	1%	24
Other sources of stress	6%	212
Number of respondents		3,848

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

Only respondents who rated their stress level 4 or above on a 10-point scale (Question 32 with 1 = "Little to no stress" and 10 = "A great deal of stress") were asked to respond to this question.

**Table 68. Stress Management Activities**

q39. Which of the following activities do you do to help manage stress?	Percentage of respondents	Number of respondents
Read	81%	4,210
Listen to music	80%	4,130
Spend time with friends (PCVs, host country nationals, etc.)	78%	4,048
Exercise, walk, or otherwise make an effort to stay fit	77%	4,023
Contact others by phone, text, email, etc. (in your country of service, or in the United States)	77%	4,004
Watch movies or TV	72%	3,718
Pursue creative hobbies (write or journal, arts and crafts, play music, sing or dance, cook or bake, etc.)	71%	3,661
Sleep, nap, or rest	68%	3,548
Leave your community/travel	61%	3,173
Surf Internet, use the computer, or play video games	51%	2,662
Get involved in additional projects, work, or studying	49%	2,538
Eat more or less than usual	36%	1,877
Meditate	29%	1,506
Drink alcohol	24%	1,244
Pray or attend religious services	17%	871
Shop	11%	590
Smoke	9%	445
Attend counseling session(s)	5%	244
Recoded from "Other": Spending time with pets	1%	26
Other	2%	88
Number of respondents		5,192

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

**Table 69. Number of Drinks per Alcohol Consumption Session Among Volunteers Who Drink**

	Average number of drinks	Median number of drinks	Number of respondents
q35. When you drink alcohol, how many drinks do you usually have?	2.6	2.0	4,198

Only respondents who indicated they drank one or more drinks when they drank (Question 34) were asked to respond to this question.

**Table 70. Reasons for Alcohol Consumption Reported by Volunteers Who Drink****Four or More Drinks per Session**

q37. What are some of the reasons why you might drink alcohol during your Peace Corps service?	Percentage of respondents	Number of respondents
Social events	91%	696
Personal enjoyment	84%	647
Drinking habits of fellow Volunteers	53%	404
Stress reduction	48%	368
In-country cultural norms	42%	319
Continued my U.S. drinking habits here	37%	284
Boredom	28%	217
Easy availability of alcohol	25%	191
Isolation/ Loneliness	17%	130
Other reasons	2%	15
Number of respondents		768

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

Only respondents who indicated they drank four or more drinks when they drank (Question 34) were asked to respond to this question.

## VIII. Participant Profile

A total of 5,213 Volunteers across 55 posts participated in the 2015 Annual Volunteer Survey. Of those, 44 percent were serving in the Africa region, 26 percent in the Europe, Mediterranean, and Asia region, and 29 percent were serving in the Inter-America and Pacific region. Survey participants were representative of the Volunteer population in terms of gender, age, geographic location, 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.
- In 2015, a typical respondent was 25 years old and had served for one year and one month at the time of the survey. Overall, the respondents were—like the population of all eligible Volunteers—divided fairly evenly in terms of their length of service at the time they took the survey.
- Six in 10 respondents were assigned to either the Education (36%) or Health (24%) sectors, which reflects the proportion of the Volunteer population assigned to the Peace Corps' two largest project sectors.

**Table 71. Status as a Peace Corps Volunteer**

	Respondents	All eligible Volunteers
q1. Are you a Peace Corps Volunteer or trainee?		
Volunteer at site one month or longer	94%	91%
Third year/extended Volunteer, including PCVL	6%	8%
Number of respondents	5,187	5,754

**Table 72. Time Spent in Host Country**

	Respondents	All eligible Volunteers
q2. When did you first arrive in the country where you are currently serving? [Categorized]		
6 months or shorter	20%	21%
7–12 months	19%	19%
13–20 months	31%	31%
21–27 months	24%	20%
28 months or longer	5%	5%
Average number of months	15.3	15.3
Median number of months	13.0	13.3
Number of respondents	5,124	5,754

**Table 73. Gender**

	Respondents	All eligible Volunteers
q56. What is your gender?		
Female	61%	63%
Male	34%	37%
Prefer not to answer	4%	<0.5%
Number of respondents	5,161	5,754

**Table 74. Age**

	Respondents	All eligible Volunteers
q57. What is your age? [Categorized]		
23 or younger	20%	21%
24–28	61%	58%
29–55	15%	16%
56 or older	4%	5%
Average	27.7	27.9
Median	25.0	25.0
Number of respondents	4,568	5,754

**Table 75. Primary Project Sector**

	Respondents	All eligible Volunteers
q54. Please select the project to which you are assigned. [Categorized]		
Agriculture	8%	5%
Education	36%	37%
Environment	9%	12%
Health	24%	25%
Community Economic Development	10%	11%
Youth in Development	10%	10%
Other	<0.5%	<0.5%
Prefer not to answer	2%	—
Number of respondents	5,169	5,754

**Table 76. Peace Corps Administrative Region**

	Respondents	All eligible Volunteers
Africa	44%	44%
Europe, Mediterranean, and Asia	26%	27%
Inter-America and Pacific	30%	30%
Number of respondents	5,213	5,754

## IX. Methodology

From June 8 to August 14, 2015, the Peace Corps conducted a survey of currently serving Peace Corps Volunteers—the Annual Volunteer Survey. The 2015 survey is the 20th in a series of studies designed to collect feedback from all Volunteers globally. The first global survey of Volunteers was administered 40 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 14, 2015.

The survey population includes 5,754 Peace Corps Volunteers serving in a two-year program at 55 Peace Corps posts worldwide. By the response cut-off date, 5,213 Volunteers had completed the survey, for an overall response rate of 90.6 percent.

**Table 1. Response Rate**

	All eligible	Participated	Response rate
Volunteers	5,754	5,213	90.6%
Posts	55	55	100.0%

### Survey Instrument and Administration

The 2015 Annual Volunteer Survey self-administered questionnaire contains 57 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
- Basic demographic information

The 2015 survey questionnaire is very similar to the 2014 version of the questionnaire. A copy of the survey instrument is available in the appendix.

Respondents were not asked to provide their names, addresses, or contact information in the survey. All questions were optional (including respondents' demographics), but one screening question was used to identify ineligible respondents and was not optional. The survey was conducted online and could be completed in multiple sessions. A typical respondent spent 25 minutes to complete the survey.<sup>4</sup>

The survey was distributed to Volunteers through country directors at 55 Peace Corps posts.<sup>5</sup> Country directors were asked to distribute the survey invitation and URL to all of their eligible Volunteers on or about June 8. The majority of posts (82%) launched the survey within the first week. By July 15, the survey had been distributed to Volunteers at all posts.

<sup>4</sup> Median time.

<sup>5</sup> Reliance on secondary distribution channels prevents the researchers from ensuring that survey administration is uniform across all respondents. Also see the Limitations section.

**Table 2. Survey Distribution Schedule**

	Number of posts	Percentage of posts
June 8	24	44%
June 9–June 14	21	38%
June 15–June 30	8	15%
July 1–July 15	2	4%
Total	55	100%

## Data Analysis

Findings reported in this publication are based on survey responses from participating Volunteers who represent a very high percentage (90.6%) 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 +/- 9.4 percent (the percentage of population who did not respond to the survey). Since the survey is administered by third parties, the data are also subject to administrative errors, including sample selection error, as well as bias that is introduced by variations in incentives offered to respondents, and variations in solicitation methods and frequency.

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 survey administration processes employed by posts; and, 3) the tracking at post of the individual survey completion status.

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 9.4 percent who did not respond. Therefore, conservative population estimates should always 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.

The decentralized survey distribution through Peace Corps posts resulted in the inconsistent timing of the survey launch, and inconsistent timing and number of survey follow-ups. In addition, survey messages and incentives were not standardized globally. Therefore, differences in responses among geographic locations may be attributable to differences in survey administration.

## Work Activities as Recoded into Sectors at Tables 20 and 21

Tables 20 and 21 categorized Volunteers into sectors based on their reported work activities at q14. What do you do as part of your Peace Corps work? Categorization was completed per the following:

Sector Categorization	Work Activities
Agriculture	<ul style="list-style-type: none"> <li>• Agriculture/fish/ livestock</li> <li>• Food security-- community/ household</li> </ul>
Education	<ul style="list-style-type: none"> <li>• English teaching</li> <li>• Girls education</li> <li>• Library Development</li> <li>• Literacy</li> <li>• Math/science teaching</li> <li>• Teacher training</li> </ul>
Environment	<ul style="list-style-type: none"> <li>• Agroforestry</li> <li>• Environment work</li> </ul>
Health	<ul style="list-style-type: none"> <li>• Health Extension</li> <li>• HIV/AIDS</li> <li>• Malaria prevention</li> <li>• Maternal, child, and neonatal health</li> <li>• Nutrition education</li> <li>• Sports/fitness</li> <li>• Water and sanitation</li> </ul>
Community Economic Development	<ul style="list-style-type: none"> <li>• Business advising</li> <li>• Community Development</li> <li>• Income generation</li> <li>• Microenterprise development</li> <li>• NGO development</li> <li>• Rural development</li> <li>• Technology for development/ICT</li> </ul>
Youth in Development	<ul style="list-style-type: none"> <li>• Youth as resources/working with youth</li> </ul>
Cross-Sector	<ul style="list-style-type: none"> <li>• Arts</li> <li>• Volunteerism/V<sup>2</sup></li> <li>• Working with people with disabilities</li> <li>• Gender equity/women's empowerment</li> </ul>

### 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 is the Volunteer's primary work partner within their primary project.

*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, gender, age, religion, sexual orientation, gender identity, socioeconomic status, veteran status, and family structures.

*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 2015, the Africa region included Benin, Botswana, Burkina Faso, Cameroon, Ethiopia, Ghana, Lesotho, Madagascar, Malawi, Mozambique, Namibia, Rwanda, Senegal, South Africa, Swaziland, Tanzania, The Gambia, Togo, Uganda, and Zambia. The Europe, Mediterranean, and Asia region (EMA) included Albania, Armenia, Cambodia, China, Georgia, Indonesia, Kosovo, Kyrgyz Republic, Macedonia, Moldova, Mongolia, Morocco, Nepal, Philippines, and Thailand. The Inter-America and Pacific region (IAP) included Belize, Colombia, Costa Rica, Dominican Republic, Eastern Caribbean, Ecuador, El Salvador, Fiji, Guatemala, Guyana, Jamaica, Mexico, Micronesia, Nicaragua, Panama, Paraguay, Peru, 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 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."

*Pre-service training (PST):* Any Peace Corps training received before Volunteers are sworn-in.

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

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

*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.

*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 2015 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
- Basic demographic information

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

# 2015 Annual Volunteer Survey (AVS)

06/08/2015–08/14/2015

[Text Node]

## Welcome to the 2015 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.

### 0. Is this your first time accessing the Annual Volunteer Survey this year?

- a. Yes, and I need a **Unique ID** to log in.
- b. No, I already have a **Unique ID** and need to continue where I left off.

*Please use the "Next >>" button at the bottom of each page to continue.*

[Text Node—IF FIRST TIME ACCESSING THE SURVEY]

### Your Unique ID: Write it down!

You have been randomly assigned a Unique ID to access the survey. **You will need this Unique ID in a moment to log in to the survey**, and you will not be able to access the AVS without it. You may also find it useful to take a moment to email yourself a copy of your Unique ID.

You will use your Unique ID to:

- 1) **Log in to the survey**; and,
- 2) **Return to the survey without losing your prior responses**. If you are unable to finish the survey during a given session, use your Unique ID to re-enter the survey where you left off.

Please write down your Unique ID, you will need it in a moment to log in.
---

<b><code>#{e://Field/UniqueID}</code></b>
---

Please email [OSIRP@peacecorps.gov](mailto:OSIRP@peacecorps.gov) if you have any questions about accessing the survey.

[Text Node—IF FIRST TIME TAKING SURVEY]

### Enter a Secret Word

Please enter a secret word or phrase that you can easily remember in the space below. This word or phrase should not contain any personally identifiable information (e.g., do not use your name or phone number).

If you lose your Unique ID or have problems re-entering the survey, please send your secret word or phrase to [OSIRP@peacecorps.gov](mailto:OSIRP@peacecorps.gov) for assistance.

**Secret word or phrase: [OPEN-ENDED RESPONSE]**

[Text Node]

Please log in.

**Unique ID: [OPEN-ENDED RESPONSE]**

# 2015 Annual Volunteer Survey (AVS)

06/08/2015–08/14/2015

## [Text Node—IF UNABLE TO LOG IN—FIRST THREE ATTEMPTS]

Unable to log in with the Unique ID provided. Please try again.

## [Text Node—IF UNABLE TO LOG IN AFTER THREE ATTEMPTS]

Thank you for taking the time to access the 2015 AVS! Unfortunately, it appears that the Unique ID you are trying to enter is not valid.

If you lost your Unique ID but have your secret word, you can contact the Office of Strategic Information, Research, and Planning ([OSIRP@peacecorps.gov](mailto:OSIRP@peacecorps.gov)) to try and retrieve your Unique ID, or you can click on the link you received and start again by selecting "Yes, and I need a **Unique ID** to log in" on the opening screen.

## [Text Node—IF FIRST TIME ACCESSING SURVEY]

### About the 2015 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 8 and August 14, 2015.
- **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.** Your responses will not be associated with your name, email address, or other contact information, and no one—including your country director—will see any 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.** 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

- Your responses will be saved when you use the "<< Back" or "Next >>" button at the bottom of each page to navigate through the survey.
  - *Note:* Please be sure to use the buttons in the survey window and not your web browser's "back" button to navigate through the survey. Using your browser's back button may lead to errors.
- 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.
- If you are unable to complete the survey in one session, please press the "Close Window and Log Out" button at the top of the page you are working on in order to save your responses before logging out.
  - When you wish to re-enter the survey and continue from where you left off, simply use the original link for the survey and re-enter your Unique ID.
- You can track your progress via the survey status bar at the bottom of each screen.
- Some survey questions have an answer choice "NA," which means not applicable.

# 2015 Annual Volunteer Survey (AVS)

06/08/2015–08/14/2015

[PAGE BREAK]

**1. Are you a Peace Corps Volunteer or trainee in [COUNTRY FROM LINK USED]?**

- a. Volunteer at site one month or longer
- b. Volunteer at site less than one month **[TERMINATE SURVEY WITH A CLOSING SCREEN, FOLLOWED BY 2015 AVS FLYER]**
- c. Trainee/not yet sworn-in at site **[TERMINATE SURVEY WITH A CLOSING SCREEN, FOLLOWED BY 2015 AVS FLYER]**
- d. Third year/extended Volunteer, including PCVL
- e. Peace Corps Response Volunteer **[TERMINATE SURVEY WITH A CLOSING SCREEN, FOLLOWED BY 2015 AVS FLYER]**
- f. I am not a Volunteer currently serving in [COUNTRY FROM LINK USED] **[TERMINATE SURVEY WITH A CLOSING SCREEN, FOLLOWED BY 2015 AVS FLYER]**
- g. Other (please specify): **[OPEN-ENDED RESPONSE]**

**2. When did you first arrive in the country where you are currently serving?**

Year	[YEAR SCALE]
Month	[MONTH SCALE]

**[Text Node—CLOSING SCREEN IF PEACE CORPS RESPONSE, FOLLOWED BY 2015 AVS FLYER]**

The Peace Corps is very interested in your views regarding your service, but unfortunately Peace Corps Response Volunteers are not eligible to take this specific survey. The Annual Volunteer Survey is designed for currently serving two-year Volunteers. If you have any questions, please contact [OSIRP@peacecorps.gov](mailto:OSIRP@peacecorps.gov).

**[Text Node—IF WRONG LINK]**

Unfortunately, something went wrong!

If you entered the survey using a different link than the one you had been sent originally, please re-enter the survey by using that original link.

When you restart the survey, please select “Yes, and I need a **Unique ID** to log in” in response to the question “Is this your first time accessing the Annual Volunteer Survey?” Do not use your current Unique ID.

Please contact either your post management or the Office of Strategic Information, Research, and Planning ([OSIRP@peacecorps.gov](mailto:OSIRP@peacecorps.gov)) if you need further assistance, or if you think that you have reached this page in error.

**[Text Node—CLOSING SCREEN IF INELIGIBLE FOR SURVEY, FOLLOWED BY 2015 AVS FLYER]**

Unfortunately, you are not eligible to take the Annual Volunteer Survey at this time.

Only Peace Corps Volunteers who have been at their site for one month or longer are eligible to participate. Please close the survey and contact either your post management or the Office of Strategic Information, Research, and Planning ([OSIRP@peacecorps.gov](mailto:OSIRP@peacecorps.gov)) if you think that you have reached this page in error.

# 2015 Annual Volunteer Survey (AVS)

06/08/2015–08/14/2015

## [Text Node]

To begin, we would like to ask you a few questions about your Peace Corps service overall.

### 3. 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]

### 4. 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

### 5. 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

### 6. 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

### 7. 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

# 2015 Annual Volunteer Survey (AVS)

06/08/2015–08/14/2015

**[Text Node]**

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

**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. 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]

**9. 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]

**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 pre-service training (PST), which refers to the training that you received before being sworn in as a Volunteer.

**11. 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 I was unable to apply it when I needed it.
- d. I learned this skill, but I don’t remember what it involves.
- e. I was not trained on this skill.

# 2015 Annual Volunteer Survey (AVS)

06/08/2015–08/14/2015

12. 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 advances 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 I was unable to apply it when I needed it.
  - d. I learned this skill, but I don't remember what it involves.
  - e. I was not trained on this skill.
13. 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 I was unable to apply it when I needed it.
- d. I learned this skill, but I don't remember what it involves.
- e. I was not trained on this skill.

## [Text Node]

Please answer the following questions about the work you are currently doing in your community.

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

- |  |   |
|--|---|
| <input type="checkbox"/> Agriculture/fish/livestock        | <input type="checkbox"/> Maternal, child, and neonatal health             |
| <input type="checkbox"/> Agroforestry                      | <input type="checkbox"/> Math/science teaching                            |
| <input type="checkbox"/> Arts                              | <input type="checkbox"/> Microenterprise development                      |
| <input type="checkbox"/> Business advising                 | <input type="checkbox"/> NGO development                                  |
| <input type="checkbox"/> Community development             | <input type="checkbox"/> Nutrition education                              |
| <input type="checkbox"/> English teaching                  | <input type="checkbox"/> Rural development                                |
| <input type="checkbox"/> Environment work                  | <input type="checkbox"/> Sports/fitness                                   |
| <input type="checkbox"/> Food security—community/household | <input type="checkbox"/> Teacher training                                 |
| <input type="checkbox"/> Gender equity/women's empowerment | <input type="checkbox"/> Technology for development/ICT                   |
| <input type="checkbox"/> Girls education                   | <input type="checkbox"/> Volunteerism/V <sup>2</sup>                      |
| <input type="checkbox"/> Health extension                  | <input type="checkbox"/> Water and sanitation                             |
| <input type="checkbox"/> HIV/AIDS                          | <input type="checkbox"/> Working with people with disabilities            |
| <input type="checkbox"/> Income generation                 | <input type="checkbox"/> Youth as resources/working with youth            |
| <input type="checkbox"/> Library development               | <input type="checkbox"/> Other (please specify): <b><u>OPEN-ENDED</u></b> |
| <input type="checkbox"/> Literacy                          | <b><u>RESPONSE</u></b>  |
| <input type="checkbox"/> Malaria prevention                |   |

# 2015 Annual Volunteer Survey (AVS)

06/08/2015–08/14/2015

**15. 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]

**[SKIP IF THE PROGRAM OR PROJECT WILL BE DISCONTINUED]**

**16. 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]

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

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

**18. Do you currently work with one or more Peace Corps-assigned counterpart(s)/community partner(s)?**

- a. Yes
- b. No

**[ASK IF HAS A COUNTERPART ("YES" IN PREVIOUS QUESTION)]**

**19. How satisfied are you with the following aspects of working with your Peace Corps-assigned counterpart?**

**[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]

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**[Text Node]**

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

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

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

**22. How effective are you in promoting a better understanding of host country nationals among Americans?**

**[SCALE: Very Ineffective, Ineffective, Neither Ineffective nor Effective, Effective, Very Effective]**

**[ASK IF “INEFFECTIVE” OR “VERY INEFFECTIVE” IN IMPLEMENTING AT LEAST ONE OF THE THREE GOALS] [RANDOMIZE]**

**23. 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 or emotional health
- m. Isolation, including limited means of communication
- n. “Too soon to tell” (early in my service)
- o. Other (please specify): **[OPEN-ENDED RESPONSE]**

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**24. Did you facilitate direct interactions between Americans and host country nationals in the last 12 months?** *Please include in-person and virtual interactions (e.g., match programs participation, social media, web conferences, etc.).*

- a. Yes
- b. No

**[Text Node]**

Now we would like to ask you a few questions about different types of support that the Peace Corps provides.

**25. 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]

**[RANDOMIZE STATEMENT ORDER]**

**26. 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]

**27. 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]

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**28. To what extent is your current country director aware of Volunteer issues and concerns (through in-person, phone, or electronic interactions with Volunteers)?**

- a. Very unaware
- b. Unaware
- c. Neither unaware nor aware
- d. Aware
- e. Very aware

**29. 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/program assistant
- c. Post staff other than country director or program manager (DMO, DPT, PCMO, S&S coordinator)
- d. Peace Corps Volunteer leader (regional, technical, etc.)
- e. Other Peace Corps representatives (please specify): **[OPEN-ENDED RESPONSE]**
- f. Peace Corps representatives did not visit my site during the past 12 months **[EXCLUSIVE]**

**30. 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 through 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.

**31. 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]

**32. 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]

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**33. How satisfied are you with the health care that you have received from your PCMO(s)?** *If you received health care from more than one PCMO, please rate your satisfaction level with all of them as a whole.*

- a. Very dissatisfied
- b. Dissatisfied
- c. Neither dissatisfied nor satisfied
- d. Satisfied
- e. Very satisfied
- f. Did not receive healthcare from my PCMO(s) in the past 12 months

**34. 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 alcoholic beverages	[OPEN-ENDED NUMERIC]
c. Exercise	[OPEN-ENDED NUMERIC]
d. Get enough sleep	[OPEN-ENDED NUMERIC]
e. Smoke	[OPEN-ENDED NUMERIC]

**[ASK IF DRINKS ALCOHOL ON 1+ DAYS/MONTH DURING SERVICE]**

**35. When you drink alcohol, how many drinks do you usually have?**

**[OPEN-ENDED NUMERIC]**

**[ASK IF HEALTH DETERIORATED: (HEALTH WHEN FIRST ARRIVED) > (HEALTH IN LAST 30 DAYS)]**

**36. 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 water
- g. Environmental factors (e.g., pollution)
- h. High stress level
- i. Inability to exercise outside
- j. Safety and security issues
- k. Other factors (please specify): **[OPEN-ENDED RESPONSE]**

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**[ASK IF TYPICALLY CONSUMES 4+ DRINKS WHEN DRINKING]**

**37. 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
- j. Other reasons (please specify): **[OPEN-ENDED RESPONSE]**

**[ASK IF CURRENT STRESS LEVEL IS GREATER THAN OR EQUAL TO 4]**

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

- a. Communicating in the local language
- b. Counterparts/community partners
- c. Cultural adjustments
- d. Family, friends, loved ones back home
- e. Isolation/loneliness
- f. In-country dating/relationships
- g. Interactions with other Volunteers
- h. Interactions with Peace Corps staff
- i. Personal health maintenance
- j. Personal safety
- k. Work
- l. Your host family
- m. Close of service, or your future after the Peace Corps
- n. Sexual or nonsexual harassment
- o. Transportation
- p. Interactions with host country nationals
- q. Boredom/lack of work
- r. Other sources of stress (please specify): **[OPEN-ENDED RESPONSE]**

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**39. 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
- d. Read
- e. Spend time with friends (PCVs, host country nationals, etc.)
- f. Contact others by phone, text, email, etc. (in your country of service, or in the United States)
- g. Eat more or less than usual
- h. Pray or attend religious services
- i. Meditate
- j. Drink alcohol
- k. Leave your community/travel
- l. Shop
- m. Smoke
- n. Attend counseling session(s)
- o. Watch movies or TV
- p. Pursue creative hobbies (write or journal, arts and crafts, play music, sing or dance, cook or bake, etc.)
- q. Sleep, nap, or rest
- r. Surf Internet, use the computer, or play video games
- s. Other (please specify): **[OPEN-ENDED RESPONSE]**
- t. None of the above **[EXCLUSIVE OPTION]**

## **[Text Node]**

The next few questions will focus on your everyday life in your community.

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

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

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

**41. 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

**42. 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

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## 43. 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]

## 44. 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 (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. Third country nationals	[SCALE]

### [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.

## 45. 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]

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**46. 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. Gender
- d. Race/color/ethnicity
- e. Religion
- f. Sexual orientation
- g. Gender or transgender identity expression
- h. Weight
- i. Marital status
- j. Other (please specify): **[OPEN-ENDED RESPONSE]**
- k. Did not experience **[EXCLUSIVE OPTION]**

**47. 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

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

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

**[ASK IF DISAGREES THAT THE ORGANIZATIONAL CULTURE OF THE PEACE CORPS IS INCLUSIVE OF DIVERSE PEOPLE]**

**49. 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. Gender
- f. Age
- g. Religion
- h. Sexual orientation
- i. Gender identity
- j. Socioeconomic status
- k. Veteran status
- l. Family structures
- m. Other (please specify): **[OPEN-ENDED RESPONSE]**

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## [Text Node]

Now we would like to ask you a few demographic questions. 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 your demographic information, however, you are always free to skip or select "Prefer not to answer" for any of the following questions.

### 50. 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

### 51. Are you the first Peace Corps Volunteer at your site?

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

## [ASK IF NOT THE FIRST GENERATION]

### 52. How many generations of Volunteers served before you at your site?

- a. [OPEN-ENDED NUMERIC] generation(s)
- b. Don't know

### 53. 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

### 54. Please select the project to which you are assigned:

[LIST OF COUNTRY-SPECIFIC PROJECTS, FILTERED BY COUNTRY. INCLUDE "I don't see my assigned project listed" AND "Prefer not to answer" OPTIONS]

## [ASK IF "I don't see my assigned project listed" SELECTED]

### 55. To which project were you assigned in [COUNTRY FROM LINK USED]? *You may leave this field blank if you prefer not to answer this question.*

[OPEN-ENDED RESPONSE]

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56. What is your gender?

- a. Female
- b. Male
- c. Prefer not to answer

57. **What is your age?** *Please enter your age in years in the space provided below. You may leave this field blank if you prefer not to answer this question.*

**[OPEN-ENDED NUMERIC]**

[Text Node]

Please click the "Submit Your Survey" button below to submit your answers to the 2015 Annual Volunteer Survey.

[SUBMIT BUTTON, FOLLOWED BY:]

[Text Node]

Thank you for participating in the 2015 Annual Volunteer Survey!

[SHOW ADDITIONAL RESOURCES (NEXT PAGE), WITH LINK FOR DOWNLOAD]

## **Concluding Note**

The Peace Corps extends its sincere appreciation to all Volunteers for their service and for contributing their time and reflections to the 2015 Annual Volunteer Survey. Their participation in this research ensures that the voice of the Volunteer is heard by the agency, Congress, other U.S. government agencies, and the general public.

### **Contact Information**

For questions or comments regarding the survey findings, methodology, or data, please contact the Peace Corps' Office of Strategic Information, Research, and Planning (OSIRP) at [osirp@peacecorps.gov](mailto:osirp@peacecorps.gov).

### **About the Peace Corps**

The Peace Corps sends Americans abroad to tackle the most pressing needs of people around the world. Peace Corps Volunteers work at the grassroots level with local governments, schools, communities, small businesses and entrepreneurs to develop sustainable solutions that address challenges in education, health, economic development, agriculture, environment and youth development. When they return home, Volunteers bring their knowledge and experiences—and a global outlook—back to the United States, which enriches the lives of those around them. President John F. Kennedy established the Peace Corps in 1961 to foster a better understanding among Americans and people of other countries. Since then, more than 220,000 Americans of all ages have served in 140 countries worldwide. Visit [www.peacecorps.gov](http://www.peacecorps.gov) to learn more.

### **About the Office of Strategic Information, Research, and Planning**

It is the mission of OSIRP to advance 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.