

The background is a light purple color with a pattern of darker purple geometric shapes. These shapes include circles of various sizes and squares of various sizes, some of which are partially cut off by the edges of the frame. The shapes are arranged in a somewhat regular grid-like pattern, creating a modern, minimalist aesthetic.

the Possibilists

A global study of the lives and work of
young social innovators

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About The Possibilists

The Possibilists is a global ecosystem alliance of 16 organizations that work to support young social innovators in their efforts to generate positive social and environmental impact. The partner organizations consist of Ashoka, ChangemakerXchange, Global Changemakers, Kofi Annan Foundation / Extremely Together, MasterPeace, Obama Foundation, One Young World, Peace First, Social Impact Award, Social Shifters, SOS Children's Villages, The Diana Award, Unleash, We Are Family Foundation, Young Sustainable Impact, and Yunus & Youth.

This study was driven by the desire to better understand the lives and realities of young changemakers. And by doing so, identifying their key challenges and main needs so that we may offer suitable solutions to help them maximize their impact.

This first report is based on the survey answers of 791 young changemakers from 137 countries worldwide. The focus of the study was youth aged 16-35 who lead initiatives with a social and/or environmental impact and are beyond the idea stage in implementing their activities. The survey was conducted between February 19th – March 4th, 2021 and was disseminated among the members of the 16 partner networks, as well as other young changemaker communities. In May 2021 we also conducted 10 interviews with young social innovators to complement the results of the survey. For more details, please see the Methodology section and the Annex at the end of this report.

The global study is the first step in the initiative The Possibilists. Based on the findings and the expressed wishes of young social innovators, the partner organizations will develop and contribute to activities that address the main outcomes of this report.

We invite all other interested communities, support organizations, and funders to join these efforts and contribute to strengthening the role of young social innovators in shaping social change. You can find more details on www.thepossibilists.org.

How to *read* this report

The report is structured in five main sections. We begin by looking at the characteristics of the 791 young social innovators in the sample and at their work and motivation. We then explore some of the challenges that young changemakers face and the barriers to scaling their impact, as well as their strengths and ways of responding to the COVID-19 pandemic. We then take a closer look at their needs, for themselves and their initiatives. In conclusion, we state our recommendations for how ecosystem stakeholders can respond to these needs, what ought to change and the way forward in devising meaningful support systems for young changemakers.

Acknowledgements

This study would not have been possible without the commitment and valuable work of the young social innovators who took the time to tell us more about their lives and work. We greatly appreciate all of the honest, direct, and personal narratives that the young changemakers shared with us.

We would like to thank the representatives of the 16 partner networks involved in the study and whose valuable contributions shaped this first report: Luca Solesin (Ashoka), Nick McGirl and Matthias Scheffelmeier (ChangemakerXchange), Saraniya Thayaparan and Cornelia Reyes (The Diana Award), Gabriela Jaeger (Global Changemakers), Sofia Anton (Kofi Annan Foundation), Aart Bos (MasterPeace), Hannah Winnick (Obama Foundation), Safoora Biglari (One Young World), Kelsey Thompson-Briggs (Peace First), Jakob Detering and Corina Angelescu (Social Impact Award), Jonathan Coburn (Social Shifters), Ulla Riedle and Vira Mistry (SOS Children's Villages), Jennifer Pham (Unleash), Jess Teutonico (We Are Family Foundation), Amund Grytting (Young Sustainable Impact), Marcela Thurler Lessa (Yunus & Youth). Thank you to our academic partners, Peter Vandro and the Social Entrepreneurship Center at the Vienna University of Economics and Business, for their support throughout the entire research process.

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Executive Summary

At this very moment, over 1.2 billion youth globally¹ are a source of energy, ideas, inspiration, and determination to improve current social and environmental conditions. Of these youth, 791 young changemakers from 137 countries around the world who engage in their communities and who are catalyzing social and environmental change are at the core of The Possibilists study. They demonstrate that although they experience financial difficulties and burnout, they are also resilient in the face of global crisis and committed to making a difference. We owe it to them to offer greater and more effective support.

The young social innovators in The Possibilists study are well educated young people living mostly in urban areas around the world and tackling social and environmental issues that fall under each and every one of the global SDGs. Young changemakers have a strong intrinsic desire to better their communities and empower others through their work. This, above all, is their main motivator.

Their strong engagement comes with a cost. Young social innovators are underpaid and overworked. They report experiencing financial difficulties and uncertainties, suffering from burnout and high levels of stress, and working in social and environmental contexts that are not always supportive of their initiatives. They are highly conscious of and concerned about the current state of the world, as well as the future of the planet and humanity.

Despite these difficulties, young social innovators remain engaged and are actively fighting for long-term, sustainable social change. In 2020, with the onset of the COVID-19 pandemic, the majority of young changemakers in the study were able to pivot their activities to address the crisis. In doing so, not only did they offer timely solutions for the communities they serve, they, for the most part, also managed to keep their initiatives afloat despite extreme economic uncertainty.

The work and engagement of young social innovators is rooted in a deep sense of commitment and ambition. They seek resources to help them advance their initiative, increase the complexity of their solutions, and grow both personally and professionally. They need opportunities to improve their skills and the quality of their work, connect with other like-minded social innovators, develop financial and operational stability, and gain visibility for their efforts.

As a global support community, we must take action to respond to the needs and challenges of young social innovators. We need to engage with and see them as real people (as opposed to only leaders of their initiatives), strengthen their financial stability, and prevent burnout. We need to help their initiatives grow and become more impactful. We need to leverage their strong connection both to the local and the international community, as well as their strong motivation and desire to enact social change. We need to ensure a diverse representation and empowerment of young social innovators worldwide and we need to amplify their voices and give them a seat at the table when it comes to decision-making.

The Possibilists alliance is getting started on all of this. Join us!

1 United Nations. (2019). *International Youth Day, 12 August 2019*. UN Department of Economic and Social Affairs Population Dynamics. https://www.un.org/development/desa/youth/wp-content/uploads/sites/21/2019/08/WYP2019_10-Key-Messages_GZ_8AUG19.pdf

Why do we need to support *young* social innovators?

There have never been so many young people in the world as there are today.² According to the United Nations,³ in 2019 there were 1.2 billion youth aged 15-24 across the world, which is the equivalent of 16% of the global population. In 2019, Asia and Africa were the regions in the world where a majority of youth in the world lived.

That said, young people are more than an important demographic. They are a source of energy, ideas, inspiration, and determination to improve the current social and environmental conditions of the world. Young people engage in their communities in multiple ways, from volunteering to starting their own social impact initiatives. They are mobilizing for change and exerting their voice on issues of high importance to them – the Fridays for Future, Black Lives Matter, March for our Lives movements being just some recent examples.

The global issues we currently face, inequality, climate change, migration and the weakening of democracies, require new ways of thinking and radical changes to our economic, social, and political systems. It has become apparent that to tackle these global challenges effectively, we must involve more stakeholders and work together in more efficient and effective ways.⁴ Young people will and must play a central role in this. As the next generation, they will inherit the legacies of our world today. And they know it. When it comes to finding solutions to existing problems, youth can offer a fresh perspective. They are creative, innovative and perhaps most importantly, willing to try new things. Until now, this power has been a largely untapped resource.

At the moment, the current outlook for youth is troubling. Our economies do not work in their favor and studies in the US,⁵ the UK,⁶ and across the OECD world⁷ already foresee millennials being financially worse-off than their parents. Youth unemployment has been on the political agenda for years now⁸ with comprehensive solutions still to be developed. According to the UN,⁹ “it is estimated

2 United Nations. (2014). *The power of 1.8 billion. Adolescents, youths and the transformation of the future*. United Nations Population Fund. https://www.unfpa.org/sites/default/files/pub-pdf/EN-SWOP14-Report_FINAL-web.pdf

3 United Nations. (2019). *International Youth Day, 12 August 2019*. UN Department of Economic and Social Affairs Population Dynamics. https://www.un.org/development/desa/youth/wp-content/uploads/sites/21/2019/08/WYP2019_10-Key-Messages_GZ_8AUG19.pdf

4 Monbiot, G. (2019, April 15). *Only rebellion will prevent an ecological apocalypse*. The Guardian. https://www.theguardian.com/commentisfree/2019/apr/15/rebellion-prevent-ecological-apocalypse-civil-disobedience?fbclid=IwAR1zgtl6r1IPc9U5s1K6CvHh-EJr7f4O4dAoYFwannir4kgJ_ld3y18YKY0

5 Lowrey, A. (2020, May 15). *Millennials Are the New Lost Generation*. The Atlantic. <https://www.theatlantic.com/ideas/archive/2020/04/millennials-are-new-lost-generation/609832/>

6 O'Connor, S. (2018, February 23). *Millennials poorer than previous generations, data show*. Financial Times. <https://www.ft.com/content/81343d9e-187b-11e8-9e9c-25c814761640>

7 OECD (2019), *Under Pressure: The Squeezed Middle Class*, OECD Publishing, Paris, <https://doi.org/10.1787/689afed1-en>.

8 Gray, A. (2018, August 13). *What you need to know about the world's youth, in 7 charts*. World Economic Forum. <https://www.weforum.org/agenda/2018/08/what-you-need-to-know-about-the-worlds-young-people-in-7-charts/>

9 United Nations. (2020). *World Youth Report: Youth Social Entrepreneurship and the 2030 Agenda*. UN Department of Economic and Social Affairs -- Youth. <https://www.un.org/development/desa/youth/wp-content/uploads/sites/21/2020/07/2020-World-Youth-Report-FULL-FINAL.pdf>

that 96.8 per cent of all young workers in developing countries are in the informal economy” and still 30% of young women and 13% of young men are not in employment, education, or training (NEETs).

Global bodies have emphasized the need to take rapid and significant action in improving the situation of youth worldwide. We have to reconfigure power relations¹⁰ and to mainstream intergenerational leadership by lifting barriers for entry to decision-making.¹¹ We need to create tailored systems of support with a mix of appropriate skills and knowledge, networks, economic environments, and access to technology¹² for all youth of the world.

These efforts can be facilitated by the fact that youth are highly resourceful.¹³ They use technology to a large extent, they care about world issues, and also remain hopeful and engaged in the state of the world and their local communities. The 2020 World Youth Report of the United Nations¹⁴ pinpointed youth social entrepreneurship as a key component to reaching the 2030 Sustainable Development Goals.

Along these lines, The Possibilists study started from the strong desire to understand the realities of young social innovators globally and to facilitate their access to the global arena of decision-making on social and environmental issues. We recognize the power of youth when it comes to solving pressing social and environmental issues and we believe in their capacity and creativity to trigger more rapid action on the issues that matter to them.

The Possibilists study takes a closer look at the realities of young social innovators and defines the concrete steps that need to be taken to improve their lives, maximize their impact, and create better working conditions and professional opportunities for them.

Who are the *young* social innovators?

The Possibilists study is built upon the insights and stories of 791 young social innovators from around the world. In this first section, we will look at who they are and what their work is about, what drives them and what holds them back.

The young changemakers in The Possibilists study are a diverse group of people. 36% of respondents are aged 26-30, with the average age for the entire sample being 27 years old. Women are more strongly represented in our sample (53%), while 2% of respondents either identified as non-binary or preferred not to disclose their gender.

10 RSA. (2012, March 21). *Why It's Kicking Off Everywhere*. YouTube. https://www.youtube.com/watch?v=bu9YBJ_wp3I&ab_channel=RSA

11 Kofi Annan Foundation. (2020). *Why youth leadership when dealing with complex crises must no longer be ignored*. <https://www.kofiannanfoundation.org/promoting-youth-leadership/video-lifting-barriers-to-youth-participation-in-decision-making/attachment/et-policy-paper-final/>

12 United Nations. (2020). *World Youth Report: Youth Social Entrepreneurship and the 2030 Agenda*. UN Department of Economic and Social Affairs -- Youth. <https://www.un.org/development/desa/youth/wp-content/uploads/sites/21/2020/07/2020-World-Youth-Report-FULL-FINAL.pdf>

13 Gray, A. (2018, August 13). *What you need to know about the world's youth, in 7 charts*. World Economic Forum. <https://www.weforum.org/agenda/2018/08/what-you-need-to-know-about-the-worlds-young-people-in-7-charts/>

14 United Nations. (2020). *World Youth Report: Youth Social Entrepreneurship and the 2030 Agenda*. UN Department of Economic and Social Affairs -- Youth. <https://www.un.org/development/desa/youth/wp-content/uploads/sites/21/2020/07/2020-World-Youth-Report-FULL-FINAL.pdf>

791
young changemakers

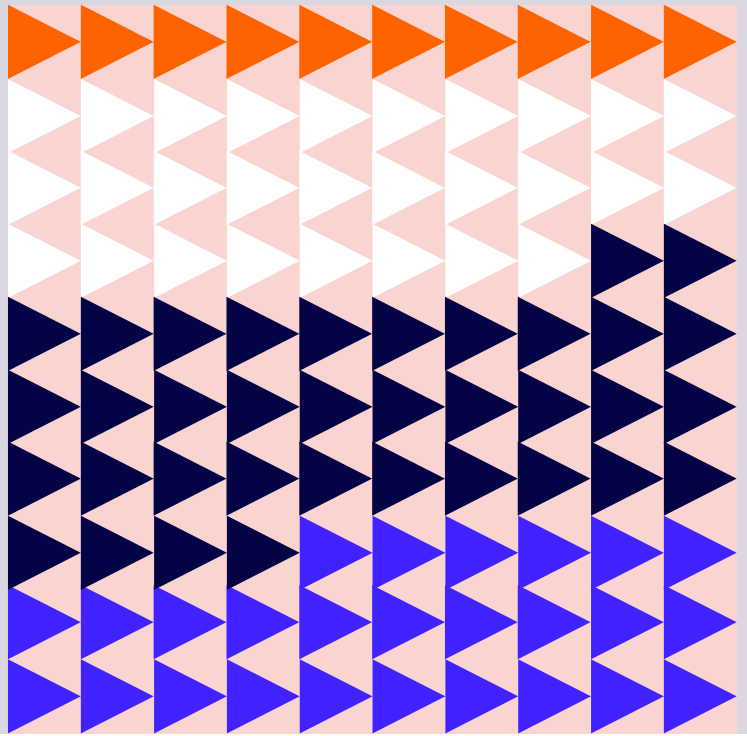
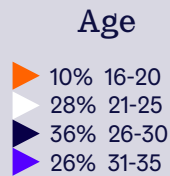


Figure 1. Age of young social innovators

791
young changemakers

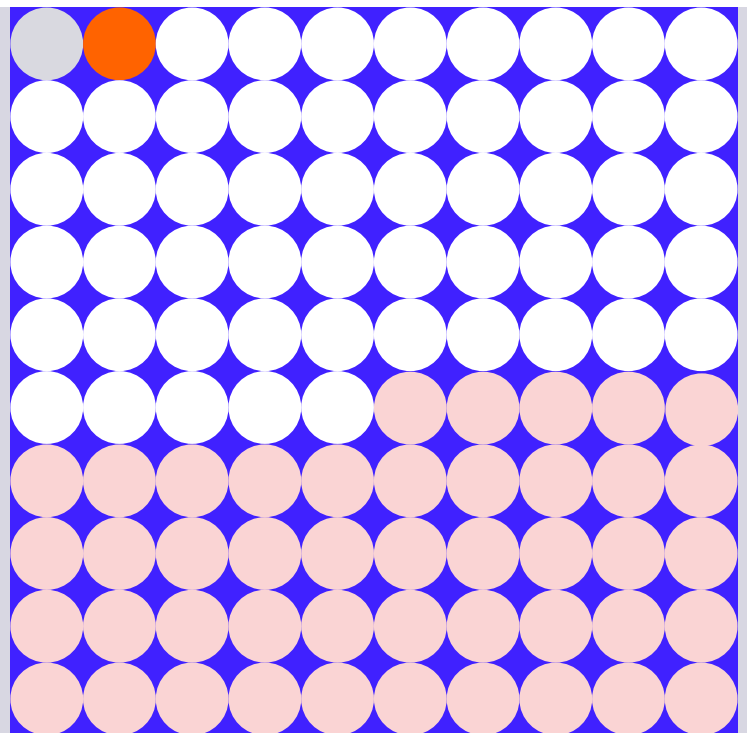
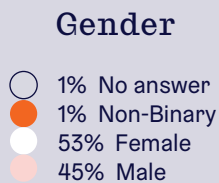


Figure 2. Gender of young social innovators

As for their region, **30% of young changemakers reside in Sub-Saharan Africa** (33 countries represented with the highest number of respondents coming from Nigeria, Uganda, Kenya, Rwanda, South Africa, Zimbabwe). **25% are based in 32 European countries**, with the highest number of respondents living in Germany, UK, Spain, France, Romania, the Netherlands, and Portugal. 22 countries in **Asia** are represented in the sample, with the highest number of respondents coming from India, the Philippines, Singapore, and Indonesia out of a total of **17% of responses**. **11% of respondents live in 25 Latin American countries**, with Argentina, Brazil, and Mexico being the most strongly represented countries. **8% of respondents live in 17 countries in the Middle East and Northern Africa**. **7% of respondents come from three North American countries**, with the highest number from the USA followed by Canada. Five countries from **Oceania** are also represented in the

sample, with the greatest number of answers coming from Australia and New Zealand, this region encompasses 1% of the responses.

Overall, countries most strongly represented in the study sample are Nigeria (62 respondents), USA (39 respondents), Uganda (37 respondents), Germany (36 respondents), India (34 respondents), and Kenya (30 respondents). For a complete list of the 137 countries represented in the study, refer to the Annex at the end of the report.

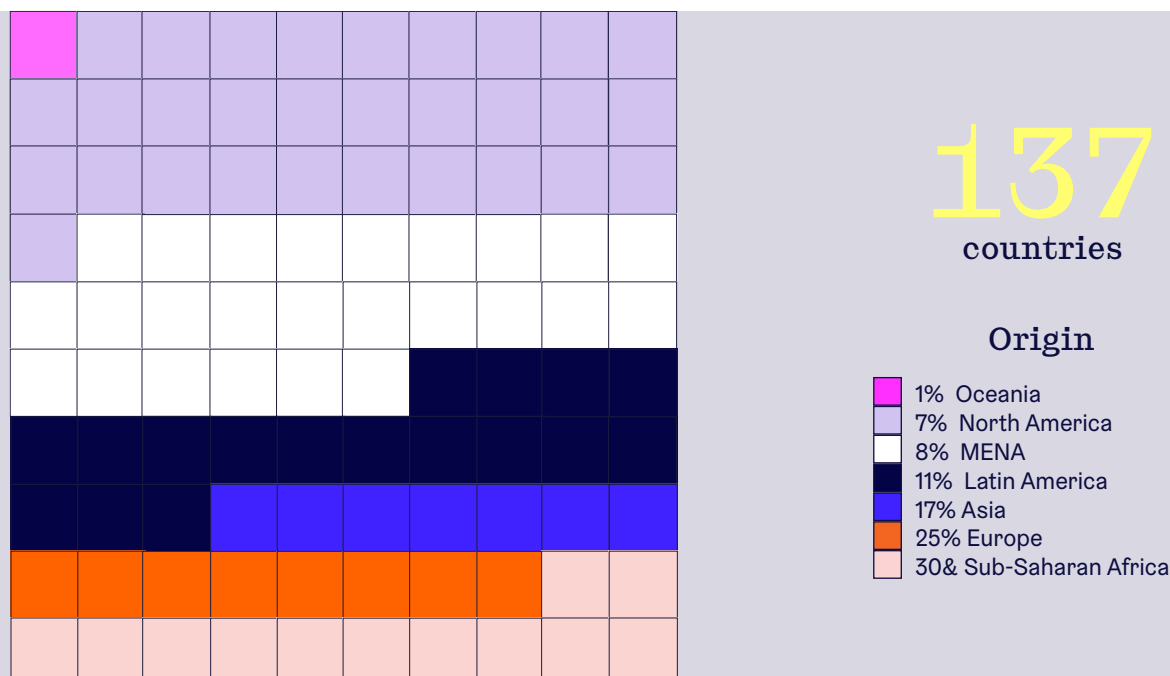


Figure 3. Global regions where young social innovators live (N=791)

When it comes to their area of residence, **62% of young changemakers live in (large) metropolitan areas**, while only 8% of respondents live in rural areas. Although globally more of the population is located in urban areas than in rural ones,¹⁵ this distribution emphasizes the strong urban embeddedness of the support networks that young changemakers are a part of. It also raises broader questions about the access to opportunities and the offer for engagement for youth outside of urban centers and if these offers are sufficient and adjusted to their context.

Area of Residence

N=791

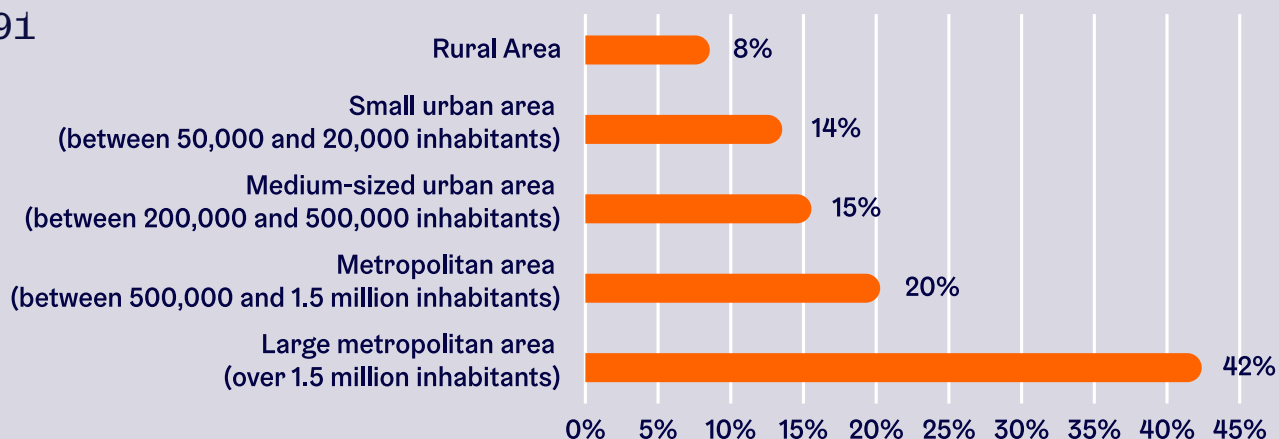


Figure 4. Area of residence of young social innovators

15 Worldometer. (2020). *World Demographics 2020 (Population, Age, Sex, Trends)* - Worldometer. <https://www.worldometers.info/demographics/world-demographics/>

The young changemakers in our sample are highly educated. 79% of them have at least a Bachelor's degree, including 2% of young social innovators who have a PhD degree. 10% of the sample indicated vocational training or secondary school and 12% reported a high school degree or an equivalent as their highest educational degree acquired.

Highest educational degree (N=791)

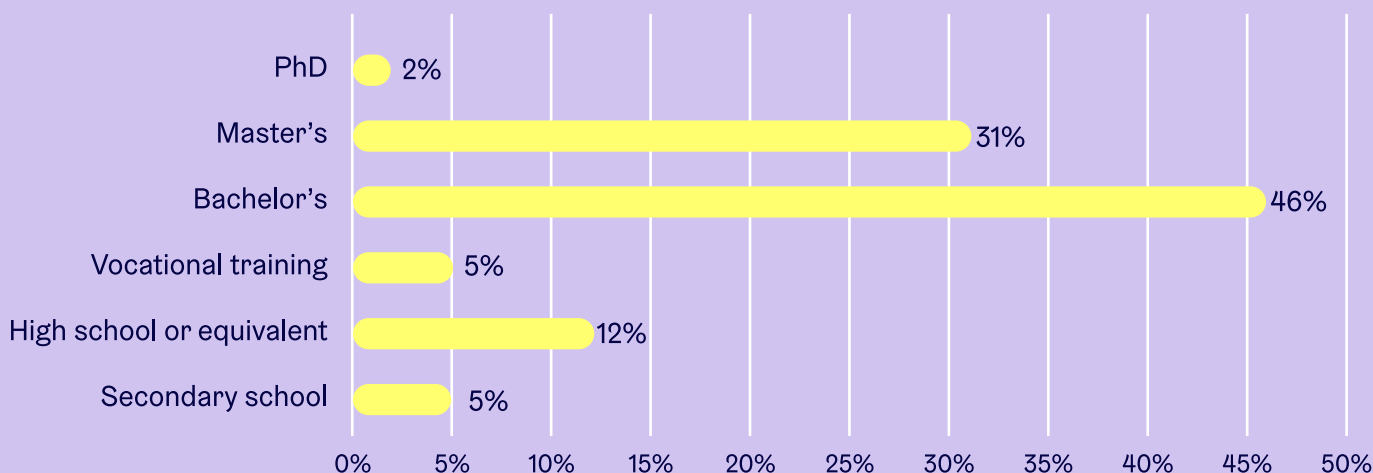


Figure 5 . Highest educational degree of young social innovators

Respondents were asked whether they identified as being part of a marginalized group and, if so, on what basis. **27% of respondents consider themselves to be part of a marginalized group** and due to the diversity in countries and contexts, they have various experiences of what that means. The most frequently mentioned discrimination criteria are sexual orientation (belonging to the LGBTQ+ community), being a woman (being a mother was also mentioned as a particular instance), being young, having a refugee or migrant background, belonging to a specific race and ethnicity, being part of an indigenous group, but also having certain religious affiliations. Young social innovators also feel marginalized based on their limited financial resources, due to living in a marginalized neighborhood and area with limited resources or in a rural area, being unemployed or underemployed, and not having access to formal education or coming from a non-academic background. Health is also an element that makes them feel vulnerable, either due to physical disability and illness, or due to mental health issues. Some young social innovators feel marginalized due to their profession, which is not properly remunerated and appreciated socially. Speaking or not speaking a particular language was also mentioned as a source of marginalization, as was coming from the youth care system, for instance orphanages.

Consider themselves member of a marginalized group N=791

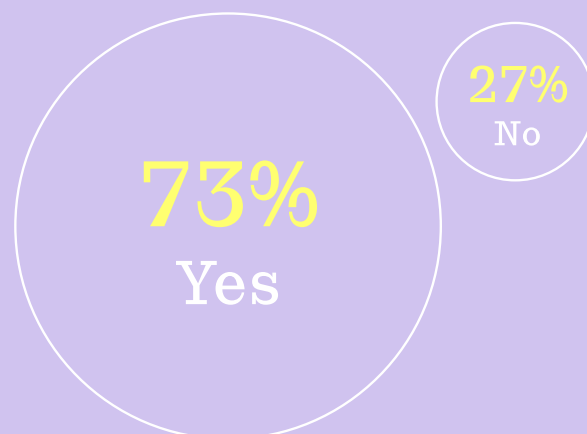


Figure 6. Young social innovators who consider themselves to be marginalized

Still, the majority of young social innovators do not consider themselves to be part of a marginalized group. We would like to acknowledge that many of the young social innovators in the study are part of local and international networks and therefore have generally more resources - personally and in their communities - to get engaged and start their initiatives.

What are young social innovators *working on*?

The young social innovators in The Possibilists study are leading different types of initiatives. We use the term ‘initiative’ throughout the study to refer to the project, program or organization (NGO, social business, campaign, movement, etc.) that they lead. This initiative should have some established social and/or environmental impact, at least on a local level.

Through their diverse initiatives, the young changemakers address all of the Sustainable Development Goals (SDGs) formulated by the United Nations. Of these, **the highest number of young leaders work on SDG 4 – Quality education (53%), followed by 38% who work on SDG 10 - Reduced inequalities and 37% working on SDG 3 – Good health and well-being.** The SDGs that have the lowest representation in the sample are SDG 14 – Life below water (3%), SDG 7 – Affordable and clean energy (6%) and SDG 15 – Life on land (6%). 6% of young changemakers report addressing all of the SDGs through their work and 2% feel that the SDGs do not represent their work well.

Distribution across SDGs
N=791

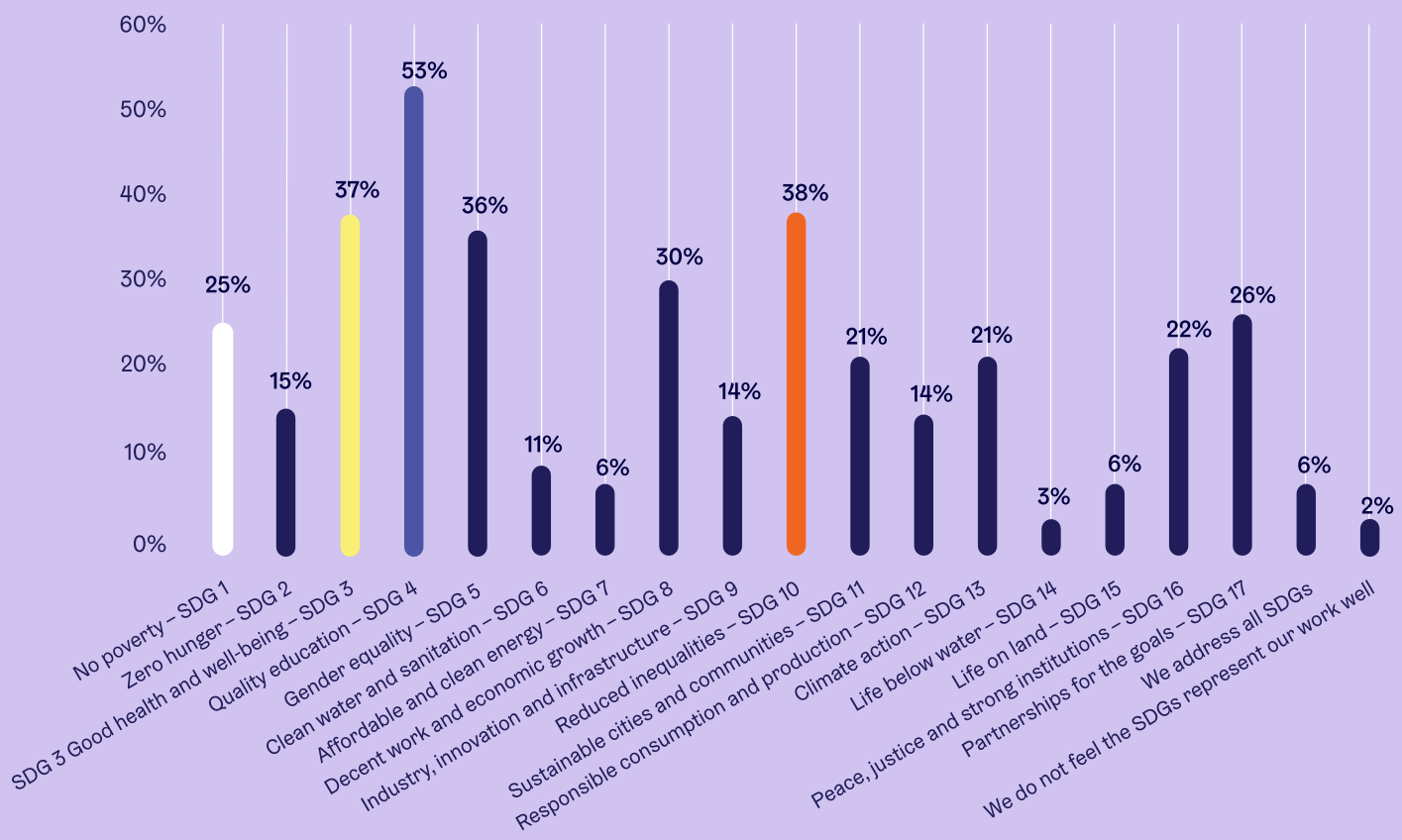


Figure 7. The Sustainable Development Goals (SDGs) that young social innovators work on

A complete overview of how each individual SDG is represented in each global region and also of the diversity of SDG work conducted in each global region can be seen in Figure 8 and in Table 1 in the Annex.

SDG distribution by region

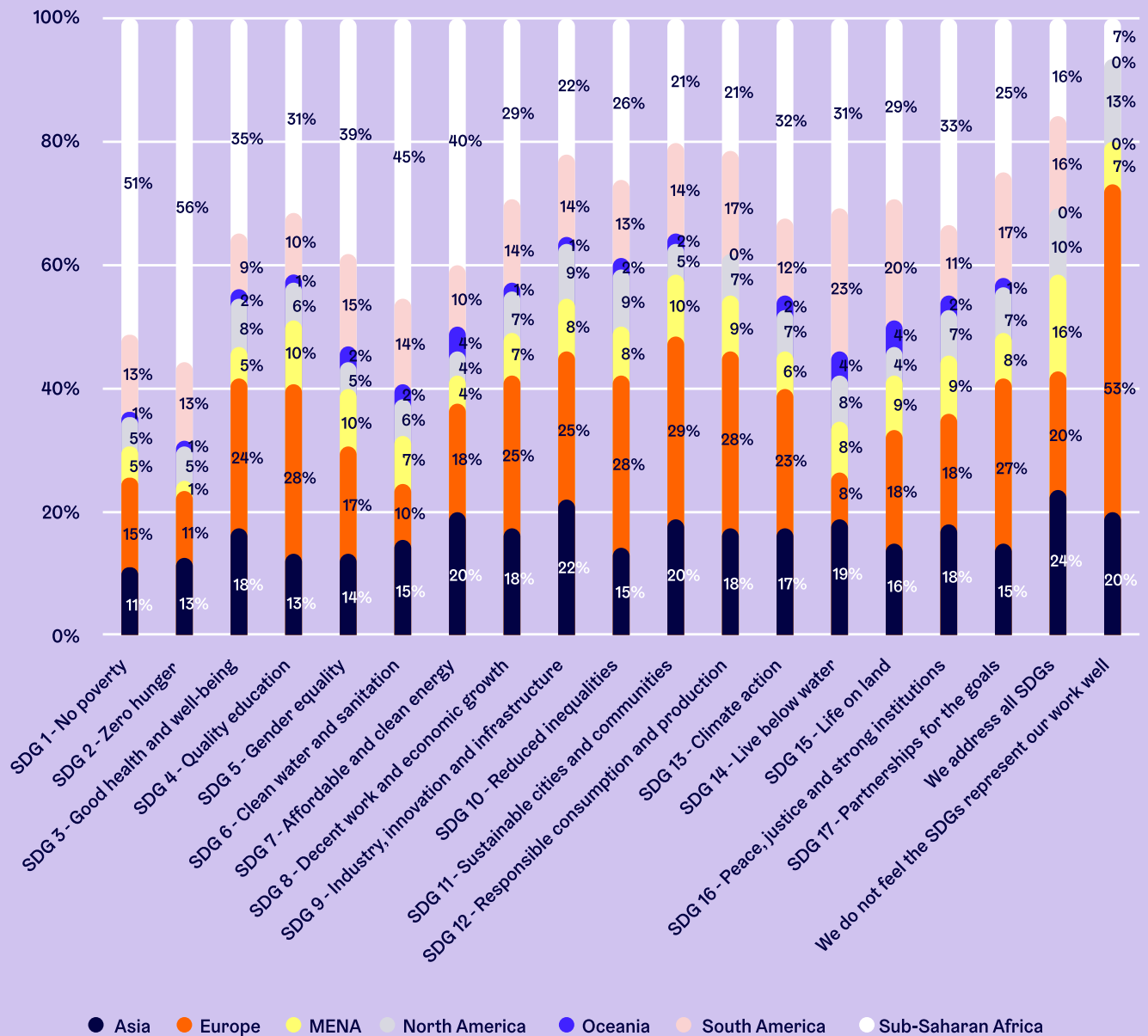


Figure 8. Work on SDGs across global regions (N=791)

As expected, we can observe connections between the particular challenges of a certain region and the inclination of young social innovators based there to address these challenges – for instance, gender equality in the MENA region¹⁶ or poverty reduction in Sub-Saharan Africa.^{17 18} However, most young social innovators in the study focus on education as their main lever for change, with a particular focus on reducing inequalities through their work. Surprisingly, climate change only emerges as a main action area in Oceania, despite the recent increase in attention and action on

16 Congressional Research Service. (2020, November). *Women in the Middle East and North Africa: Issues for Congress* (No. R46423). <https://fas.org/sgp/crs/mideast/R46423.pdf>

17 UN Department of Economic and Social Affairs (DESA). (2021, March 8). *UN/DESA Policy Brief #93: Social policy and social protection measures to build Africa better post-COVID-19*. Economic Analysis & Policy Division | Dept of Economic & Social Affairs | United Nations. <https://www.un.org/development/desa/dpad/publication/un-de-sa-policy-brief-93-social-policy-and-social-protection-measures-to-build-africa-better-post-covid-19/>

18 IMF African Department. (2021, April 12). *Six Charts Show the Challenges Faced by Sub-Saharan Africa*. IMF. <https://www.imf.org/en/News/Articles/2021/04/12/na041521-six-charts-show-the-challenges-faced-by-sub-saharan-africa>

this issue of youth globally.¹⁹ The study found that while the issue of climate change does worry young changemakers, a smaller proportion of them chose to address this topic directly in their work.

Most of the youth, regardless of age, have been involved with their initiatives for a relatively short time. 72% of respondents have been leading their initiative for the past four years and 23% of the sample for the past ten years. 1% of young social innovators report they started their initiative in 2021, indicating a sustained drive to find solutions and develop initiatives even in the most challenging of times.

When engagement with the initiative started N=788

- 2004-2010
- 2011-2015
- 2016-2020
- 2021

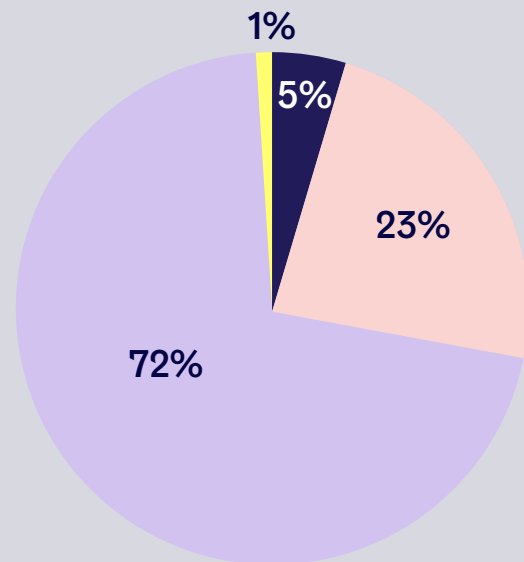


Figure 9. Start of engagement with the initiative

In terms of the stage of development of the initiative, the distribution is rather balanced between initiatives in the start-up phase (35% of respondents), in a stable phase of running operations (37% of respondents), and in the scaling phase (28% of respondents).

Level of development of the initiative N=791

- Start-up initiative: I started activities, I'm building organizational structures, I started reaching out to communities, partners, I implemented/piloted some first projects related to my idea.
- Running operations: I have /I am part of an established initiative that runs regular activities.
- Scaling: I am actively expanding my initiative to new regions or fields to grow in size and/ or impact (e.g. across various geographies, across different target groups, across various other organizations, etc.).

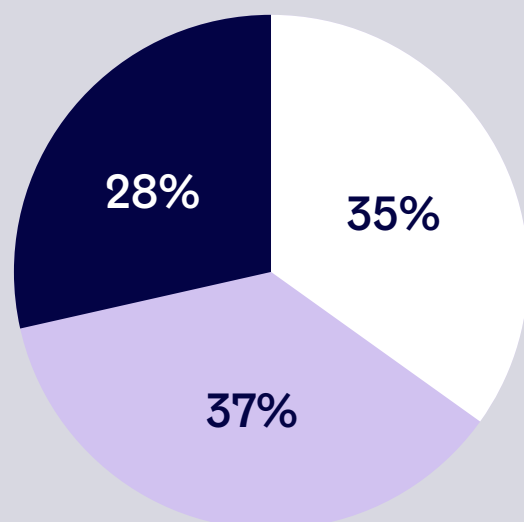


Figure 10. Level of development of the initiative

¹⁹ United Nations. (2020b, August 12). *Young People Are Boosting Global Climate Action*. UN Climate Change. <https://unfccc.int/news/young-people-are-boosting-global-climate-action>

Young social innovators work with a strikingly diverse group of people and places. Some of the beneficiaries include: youth, farmers, other social organizations, general community members, corporate stakeholders and employees, women and gender minorities, orphans, persons with disabilities, researchers, medical specialists, migrants and refugees, journalists, the elderly, public institutions, the homeless, people with physical and mental health issues, etc. It is difficult to categorize the multitude of groups they help, as they can be very specific to certain regions and initiatives. Many of the young social innovators focus on working with other youth. This is reflected in their strong focus on SDG 4 and in one of their main motivations which is to support other changemakers, as discussed below. This reflects the mentorship role that young social innovators play in the lives of their peers and other youth.

The young social innovators have different motivations for developing their initiatives. Some of the main motivations they mention are the wish to mobilize and empower others for changemaking (an average of 4.7 on a 1-5 scale), the wish to contribute to pressing global issues (an average of 4.65 on a 1-5 scale), followed by the wish to do something for the community they belong to (an average of 4.35 on a 1-5 scale). Directly experiencing injustice/oppression themselves seems to be the least strong motivation for starting the initiative (an average of 3.70 on a 1-5 scale), followed by the wish to develop their own employment opportunities (an average of 3.78 on a 1-5 scale). We therefore notice a strong intrinsic motivation underlying the community engagement of young social innovators, as well as a strong wish to contribute both locally and globally to issues they feel strongly about. Although social entrepreneurship was highlighted internationally for its potential to create employment for youth,²⁰ The Possibilists young social innovators are not primarily driven by their own employment needs and wishes.

Main motivation for developing the initiative

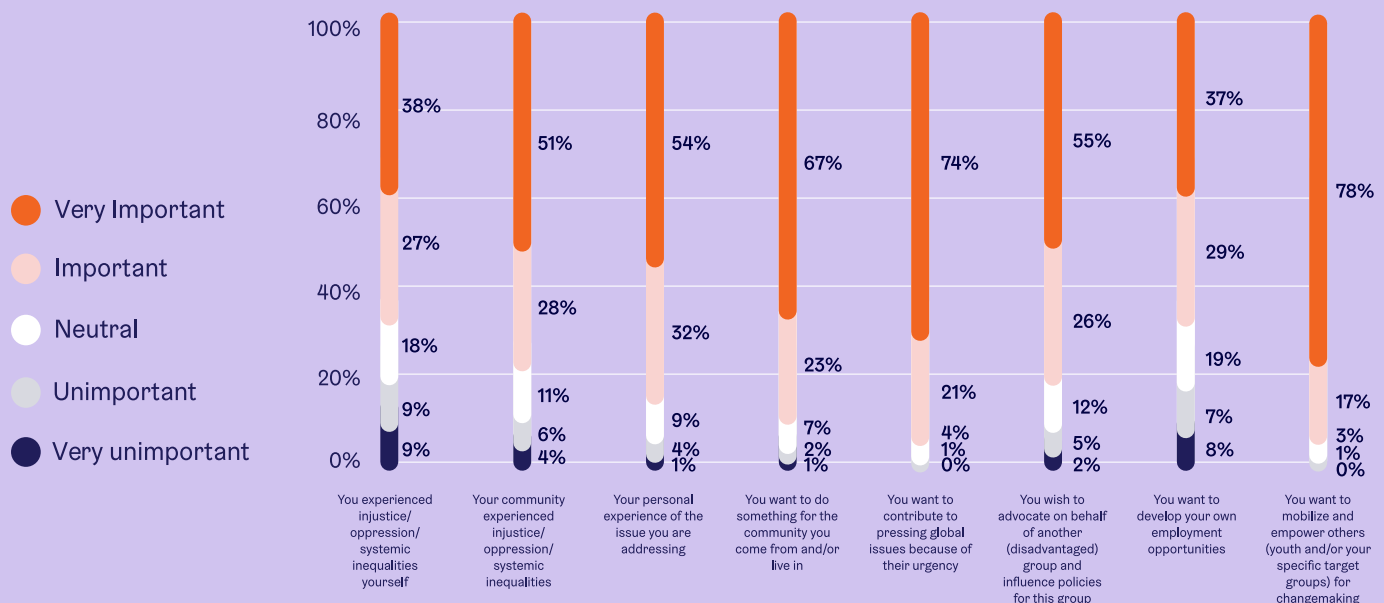


Figure 11. Main motivations of young social innovators for working on their initiative (N ranges from 779 to 791)

20 United Nations. (2020). *World Youth Report: Youth Social Entrepreneurship and the 2030 Agenda*. UN Department of Economic and Social Affairs -- Youth. <https://www.un.org/development/desa/youth/wp-content/uploads/sites/21/2020/07/2020-World-Youth-Report-FULL-FINAL.pdf>



“A series of instances emphasized for the team and myself that there is a serious need for a platform that stimulates personal growth within African youth. Young people are battling with a myriad of issues including identity, high unemployment, poverty, unattainable higher education and unfulfilled promises of the democratic era. And so we launched our initiative to help young people to find and amplify their voices, as well as start innovating solutions for these pressing issues.”

Amonge Sinxoto, Blackboard Africa, South Africa

When asked about the most important factors that allow them to successfully work on their initiative in general, young social innovators named their motivation and personal purpose (an average of 4.8 on a 1-5 scale) as being the most important factor. This was followed by their personal experience (an average of 4.59 on a 1-5 scale) and professional connections that support them (an average of 4.42 on a 1-5 scale). Their personal financial security was the factor that scored lowest on the list of factors - but still relatively high - with an average of 4.08 on a 1-5 scale. These results illustrate that young social innovators rely mostly on their own passion and dedication, as well as a strong support network, in order to do their work. Their own financial security is seen as less critical to the success of their venture, not because it is unimportant, but because they currently lack access to financial resources and therefore must instead rely on their passion, determination and intrinsic motivation in order to succeed. Since they do not have financial security at the moment, they rate it as less important for their current success, but it is clear that gaining financial security is in fact very important to them and critical for the long-term success of their ventures. This dichotomy will be further explored in the following section.

Most important overall factors for successfully working on the initiative (%)

N=786

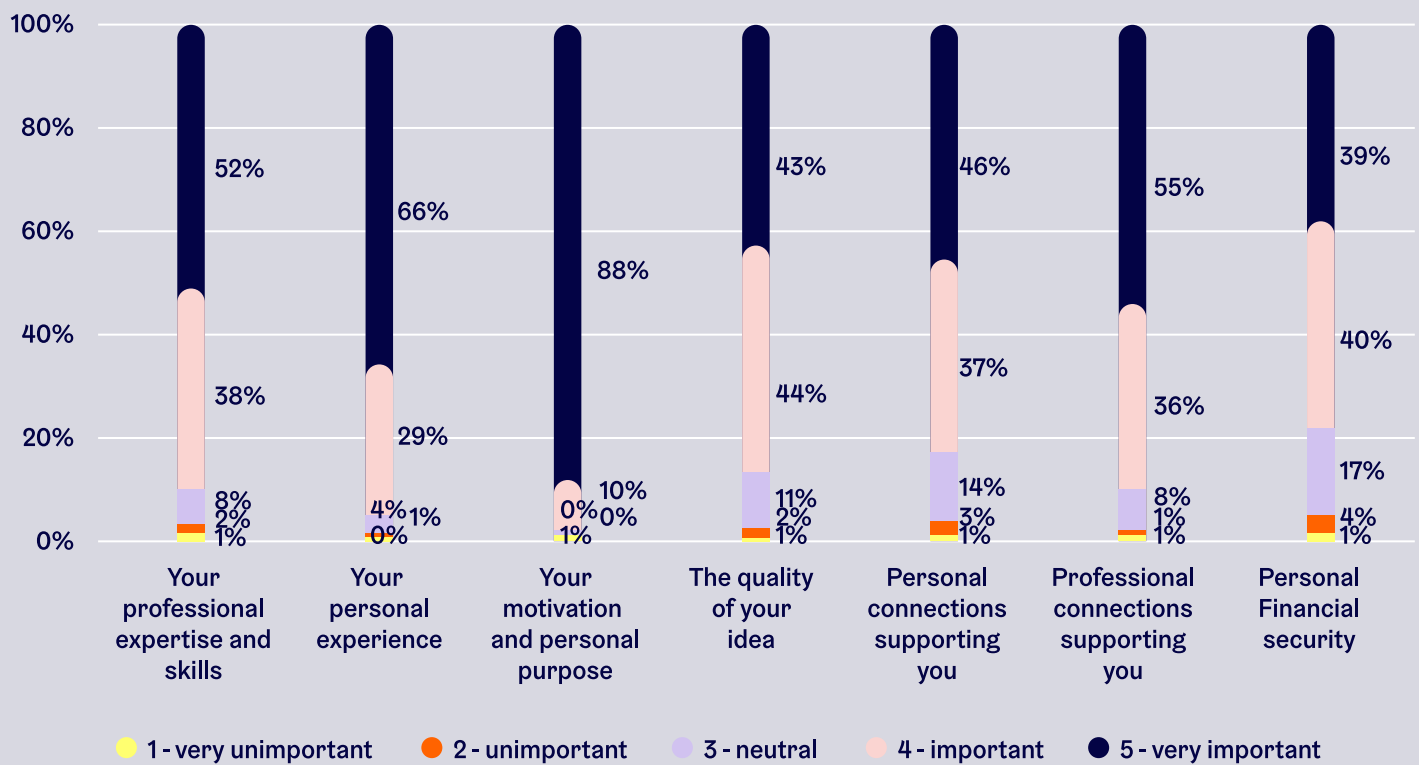


Figure 12. Current factors and resources that allow young social entrepreneurs to successfully work on their initiative



“When we started, both my co-founder and I worked part-time to support the early days of our pilot programme and this is a key issue with funding and a real Catch-22 situation, if you can’t show proof of your business working then you can’t get funding BUT like us, if you don’t have any funding to start with how are you going to show the proof? This is when we knew that we wanted to change the whole narrative around funding that we see for start-ups and businesses these days. We knew that raising money was not being sustainable, earning money is and decided to set-up our business model as such that would allow us to do the work we love, the way we want. It’s taken a few years to really hone in our business model and whilst we still aren’t 100% financially sustainable yet, we are definitely getting there.”

Rachita Saraogi, Sisterhood, London, UK

Young social innovators do not have it *easy*.

The significant contribution that young changemakers are making to society comes with a serious personal cost. They are sacrificing their own financial security and are generally underpaid for the work they do, they are burning out and they are being stretched thin as they try to juggle careers, education, and activism work. We must take action to remedy this. While young innovators prove time and time again that they are capable of truly incredible things, they should not have to withstand incredibly negative working conditions. In order to reach their full potential as individuals, they must be provided with the correct resources and support to thrive.

Young social innovators *struggle* financially.

Young social innovators are generally underpaid and have very little financial security. 66% of young changemakers cannot cover their financial needs, or can cover them only symbolically, through the work on their initiative. Only 9% of them can cover all their necessary expenses through their initiative work. This lack of financial compensation will result in limited time and energy spent on their ventures and the social issues they wish to address, as they have to look elsewhere for financial security.

Financial compensation N=791

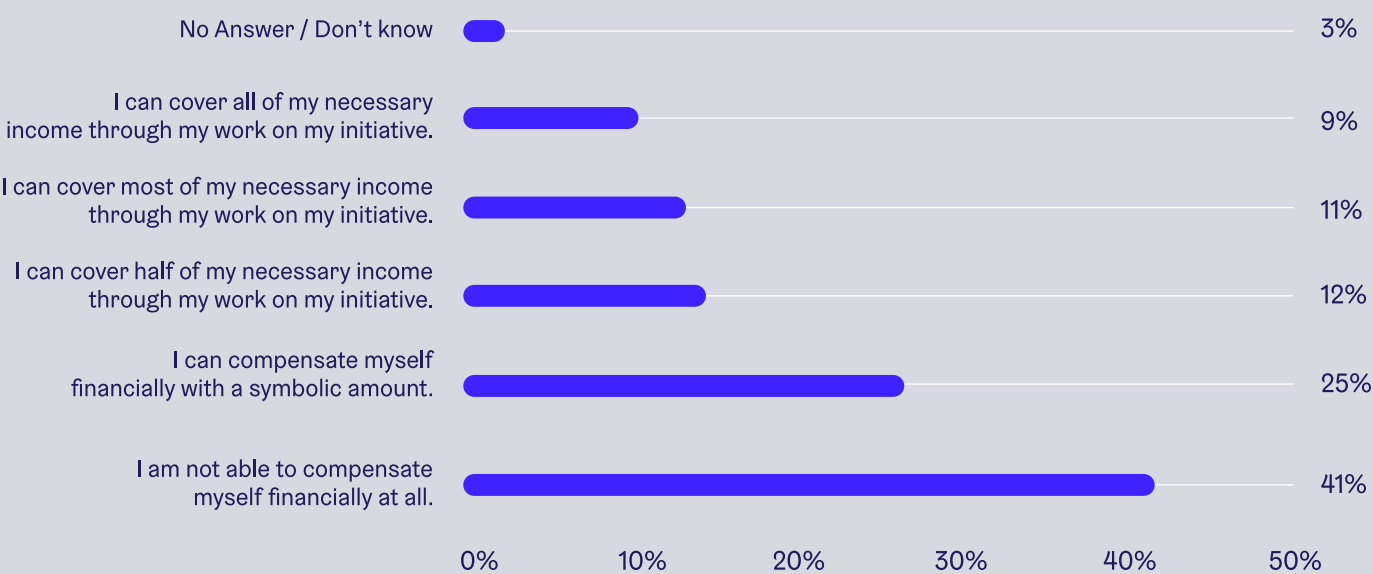


Figure 13. Ability of young social innovators to compensate themselves financially



“Funding has been our biggest struggle. We got by on small grants and awards for 2-3 years before we were able to raise capital. This came at a great personal and financial cost to our founders - including lost income, lost time in being able to purchase a home and raise families. There isn't enough funding for early stage ideas. If we had gotten more funding early on, there is no doubt that our impact would be much larger than it is today.”

Rónán Ó Dálaigh, Thriftify, Ireland

When it comes to gender, more women report not being able to compensate themselves financially at all or with just a symbolic amount than men (78% compared to 63%). Similarly, out of the respondents that can cover half or more of their necessary income through their initiative, 35% are men compared to 28% women.

In terms of age, the older the social innovators are, the more likely they are to be able to compensate themselves financially for their work. This is most probably related to their increased experience and the more mature stages of their work and initiatives, which can attract more funding. Thus, if only 13% of 16-20-year-olds and 18% of 21-25-years-olds can cover half or more of their income through the work on their initiative, when it comes to the age group 26-35 the proportion increases to 39% and for the age group 31-35 to 44%. However, it is still important to stress that across the board, most respondents can still not compensate themselves financially at all or can do so only symbolically: 79% in the age groups 16-20 and 21-25, 58% in the age group 26-30 and 53% in the age group 31-35.

The regions in which the young changemakers can cover half or most of their necessary income through their work on their initiative to the highest extent are Europe (41% of respondents), MENA (38% of respondents), and Asia (36% of respondents). Only 24% of respondents can cover half or most of their necessary income in Sub-Saharan Africa, with 75% of respondents reporting they cannot compensate themselves at all or only symbolically. 71% and 70% respectively of young changemakers in Latin America and Oceania also cannot compensate themselves, followed closely by 69% of the respondents in North America. We observe that in Europe more young social entrepreneurs can compensate themselves financially, possibly due to the more stable contexts, more formal support systems for social entrepreneurs, and stronger local economies. Respondents from the MENA region report a similar situation despite the weaker local economies. In North America the financial situation of young changemakers is depicted as very challenging despite the economic strength of countries in the region. This could be an illustration of different

value systems, as well as a reflection of the varying roles that the state plays in different regions of the world. It also underlines the importance of differentiating between the economic contexts of the young social innovators and their individual economic background and opportunities, the latter being potentially more comparable across regions based on the demographic characteristics of the group in the study.

Young changemakers with higher educational degrees are more likely to be able to compensate themselves financially. The difference is striking between those who hold a PhD degree and those who do not: 75% of respondents with a PhD degree can cover at least half of their income through their initiative, compared to only 40% of those with a Master's degree, 32% of those who have a Bachelor's degree, 24% who completed vocational education, and 15% of those who completed high school and secondary education, respectively. Of those who report not being able to compensate themselves at all or only doing so symbolically, the highest number have only completed secondary education (80% of respondents) or high school (79% of respondents), followed by those who completed vocational education (74% of respondents) and those who have a Bachelor's degree (67% of respondents) and a Master's degree (57% of respondents).

Young changemakers that consider themselves members of a disadvantaged group are slightly less likely to be able to compensate themselves financially, but the difference is rather small compared to the respondents who do not consider themselves disadvantaged. 68% of respondents belonging to a marginalized group cannot compensate themselves financially compared to 64% of those who do not feel marginalized. Similarly, 30% of the respondents who consider themselves members of a disadvantaged group can cover half or more of their expenses compared to 32% of the ones who do not feel they belong to a marginalized group.

The more advanced the initiative, the more likely that young changemakers can compensate themselves financially. 80% of the respondents whose initiative is in the early start-up phase cannot compensate themselves, compared to 61% whose initiative is in the running operations stage and 54% whose initiative is in the scaling stage. At the same time, 18% of the ones working on a start-up can compensate themselves, compared to 36% of the ones with running operations and 44% who are scaling.

More details about the ability of young social innovators to compensate themselves financially across all these dimensions can be found in Table 2 in the Annex.

Financial needs also emerged when young social innovators were asked about their general personal needs surrounding basic resources. 88% mentioned financial resources as being very important for them, with an average value of 4.41 on a 1-5 scale. 79% also indicated that basic resources such as food and shelter are a necessity, with an average value of 4.16 on a 1-5 scale. Access to better digital infrastructure and access to better working facilities and infrastructure were rated slightly lower, with an average of 4.16 and 4.00 respectively on a 1-5 scale.

Personal needs - basic resources

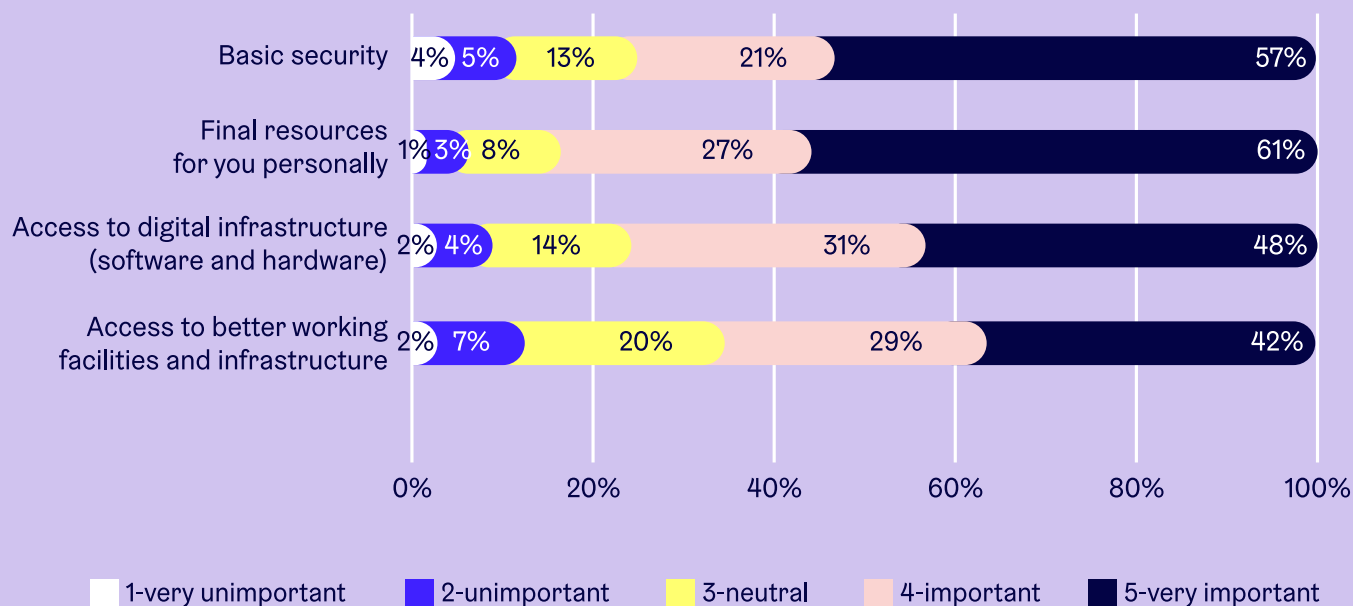


Figure 14. Importance of personal needs in terms of basic resources for young social innovators to continue working on their initiative (N ranges from 778 to 788)

Young social innovators have *multiple* simultaneous responsibilities.

79% of young changemakers have other ongoing professional commitments in parallel to the work on their initiative. These commitments are either other forms of employment or fellowships on different topics, skills development, studying and acquiring higher educational degrees, but also volunteering for other NGOs and initiatives. The young changemakers work in a variety of fields – as doctors, veterinarians, engineers, graphic designers, farmers, researchers, in tech, education, etc. Most mentioned more than one additional commitment apart from their initiative - many study and work at the same time.

Have other professional commitments N=791



Figure 15. Young social innovators with other professional commitments

The most often mentioned reasons for why they engage in these activities are out of financial need, because they want to develop their skills, out of passion, and because they want to better themselves. They use these other activities to finance or support their initiatives, but they also mention the need to support family financial needs or family businesses. These other engagements help young social innovators understand and engage with their community, while also providing additional networking opportunities. Young social innovators mentioned that their other commitments also include activities meant to prevent them from burnout, to foster their well-being, and to offer them a chance at self-expression (e.g. painting, poetry etc.).

It is important to mention that not all young social innovators in the study see their social impact initiative as their long-term career goal. Some report wanting to be able to work full-time on their initiative, while some are open to other professional paths. This also motivates their other commitments.



“When I was an undergrad, it was really hard for me to tell people “no.” I was managing BlankPaperz, pursuing my studies, volunteering at different places, traveling around the world and speaking at different conferences. I also had my own personal life and I always wanted to jump on new exciting opportunities and explore so much. I feel fortunate to have had those experiences, but on many occasions I broke down and fell very ill. There was also a lot of mental stress. I had to learn how to balance and prioritize my life. I was between 16 and 20 when all of this was happening.”

Mirabelle Morah, BlankPaperz Media, Nigeria

The above illustrates a picture of young social innovators who are overachievers, determined to become better and do better through various activities. However this is also rooted in their perilous financial situation and the need to pursue various income streams. These results raise questions about youth unemployment²¹ and the imbalance between the societal expectations placed on the youth and the financial opportunities available to them. These tensions also take a toll on their overall well-being, as will be explored in the following section.

21 United Nations. (2020). *World Youth Report: Youth Social Entrepreneurship and the 2030 Agenda*. UN Department of Economic and Social Affairs -- Youth. <https://www.un.org/development/desa/youth/wp-content/uploads/sites/21/2020/07/2020-World-Youth-Report-FULL-FINAL.pdf>

Young social innovators are prone to *burnout*.

Global bodies such as the UN are increasingly turning their attention to the issue of mental health and the well-being of youth.²² The partner networks in The Possibilists have also directly experienced that this is an area that demands increased support and attention.

Young social innovators were asked about their experiences of burnout since starting work on their initiatives. We define burnout as a state of mental, physical, and emotional exhaustion, usually as a result of prolonged stress or frustration, whereby a person is unable to cope with their life situation and perform optimally.

Here the answers were alarming: **59% of young social innovators in The Possibilists study report having experienced different degrees of burnout since they started working on their initiative. Only 7% report no symptoms of burnout whatsoever and 34% emphasize stress as being problematic for them occasionally, but without experiencing burnout.**

Level of burnout during the entire time of working on the initiative

N=791

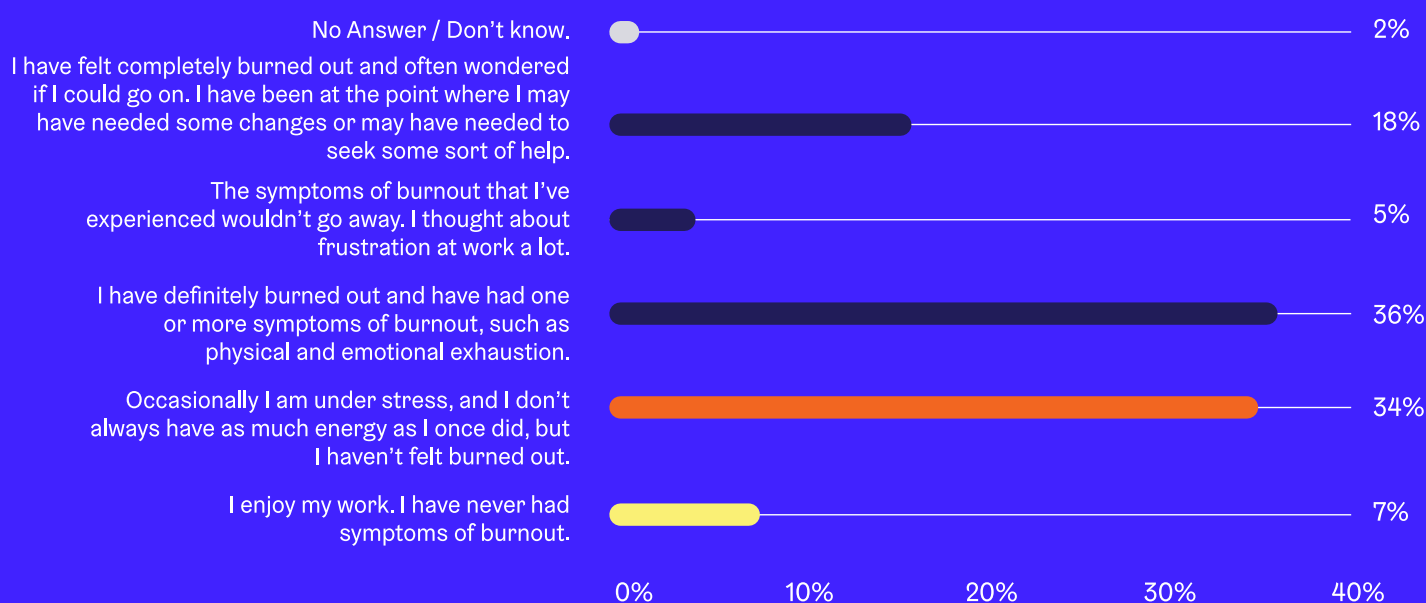


Figure 16. Experience of burnout of young social innovators since starting work on their initiative

22 UN Department of Economic and Social Affairs -- Youth. (2021, January 26). *Global Youth Survey for the World Youth Report 2021: Improving Youth Wellbeing and Mental Health* | United Nations For Youth. United Nations. <https://www.un.org/development/desa/youth/world-youth-report/global-youth-survey-2021.html>

“I have experienced burnout several times since I started my company. There was one time where Virtualahan reached the final stage of a competition and I had to pitch while burning with fever just to secure another six months of salary for my team. I also had anxiety attacks while in meetings. It even got to the point where I had to call my brother to take me home because I no longer had the strength to make it home myself. How ironic, since as a founder you are always expected to project strength of character, serve as an inspiration, and be seen as always positive and “on” so that people will take you seriously. Many young founders experience this, some even worse, when they are just starting out. It will continue to harm us unless we do something to address this growing problem.”

Ryan Gersava, Virtualahan, Philippines



Burnout levels seem to be more acute among women and non-binary respondents compared to men. 62% of women and 60% of non-binary respondents respectively have experienced some degree of burnout, compared to 52% of male respondents. Similarly, 36% of women and 40% of non-binary respondents report not feeling burned out, compared to 46% of men. Please note however that the non-binary respondents were only a small proportion (1%) of the sample which limits the representativity of claims we can make for this demographic group.

In terms of age, the highest proportions of respondents reporting some degree of burnout were reported in the age group 16-20 (67% of respondents) and 26-30 (61% of respondents). The lowest proportion (53% of respondents), but still a majority, is in the age group 21-25. 55% of 31-35-year-olds report having suffered some degree of burnout with 46% report not having suffered from burnout. This is the highest proportion in the sample, followed by 42% of 31-35-year-olds, 37% of 26-30-year-olds and only 33% of 16-20-year-olds reporting not having suffered from it. These results are alarming, as they indicate that very young changemakers are strongly affected by burnout, which emphasizes once again the multiple pressures they have to manage and the negative effect this can have on their well-being. The level of education does not seem to have an effect on the different levels of burnout experienced by youth.

Young changemakers in North America report the highest numbers of burnout, with 72% of respondents suffering from some degree of burnout. It is followed by Europe, Asia and Oceania, each with 60% of respondents reporting burnout, and MENA where 58% of respondents report some degree of burnout. Although still reported by a majority of respondents, the regions with the lowest proportion – 54% and 53% respectively – are Latin America and Sub-Saharan Africa. The regions with the highest proportion of respondents who haven't experienced burnout symptoms are Latin America and Sub-Saharan Africa (44%), followed by MENA (41%), Oceania and Europe (40%), and Asia (37%). Only 28% of respondents in North America report not having had burnout experiences.

There seems to be a correlation between the size of the living area and the experience of burnout, with respondents residing in metropolitan and major urban areas reporting higher burnout levels than those living in small urban and rural areas. A majority of respondents living in rural and small urban areas (51%) report they haven't experienced burnout symptoms, compared to 40% of those living in medium-sized urban areas, 37% of those in large metropolitan areas, and 36% of those in metropolitan areas. In contrast, 63% of those in metropolitan areas report having experienced some degree of burnout, followed by 61% of the ones in large metropolitan areas and 57% of the ones in medium-sized urban centers. 49% of young changemakers in small urban centers and 46% of the ones in rural areas report having experienced some degree of burnout.

Feeling marginalized also seems to be correlated with a higher chance of experiencing burnout. 64% of the respondents who identified themselves as being part of a marginalized group report having experienced some degree of burnout, compared to 56% of those not belonging to a marginalized group. Only 36% of those belonging to a marginalized group report never having experienced burnout symptoms, compared to 43% of the ones who don't feel that they belong to a marginalized group.

When looking at the stage of the initiative, 63% of young changemakers whose initiative is in the running operations phase (mid-stage) report having experienced some degree of burnout, compared to 56% who are in the start-up phase and 53% in the scaling phase. Only 36% of respondents in the running operations phase report not having experienced burnout symptoms compared to 41% in the start-up phase and 46% in the scaling phase. It seems therefore that burnout occurs regardless of what stage the initiative is in.

More details about the effects of all these dimensions on different levels of burnout can be found in Table 3 in the Annex.

Well-being needs were also prioritized by the young changemakers when asked about their personal needs in general. 78% of young social innovators in the study reported needing support in increasing their well-being (with an average of 4.14 on a 1-5 scale of importance) and 79% also listed the support of family and friends as a very important need for their well-being (with an average of 4.15 on a 1-5 scale). This highlights the fact that well-being is also one of the key dimensions that need to be addressed when thinking of proper support for young social innovators.

Personal needs - well-being

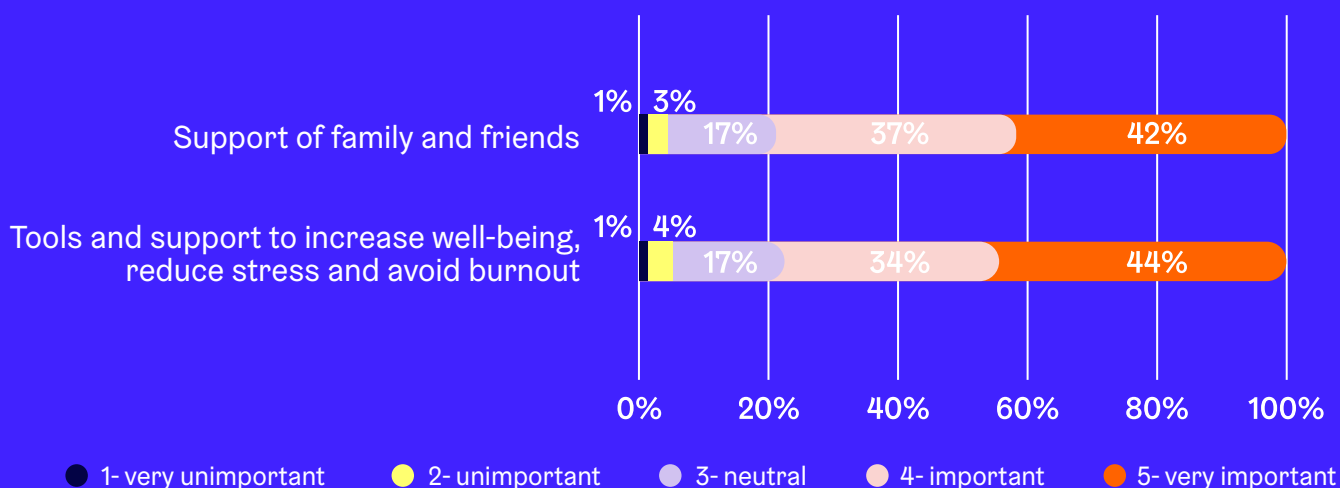


Figure 17. Personal needs of young social innovators in terms of well-being (N=788 and N=790)

The combined strains of financial insecurity and poor well-being were visible when young changemakers were asked what makes it difficult for them to work on their initiatives. The difficulties they signaled are related mostly to lack of personal financial stability (60% of respondents), followed by juggling with other responsibilities (59% of respondents) and a high risk of burnout (54% of respondents). Aspects such as experiencing harassment (8% of respondents) or lack of role models (11% of respondents) are less of an impediment in the respondents conducting their work, but self-doubt is experienced by 41% of young social innovators.

What makes it difficult to work on the initiative N=786

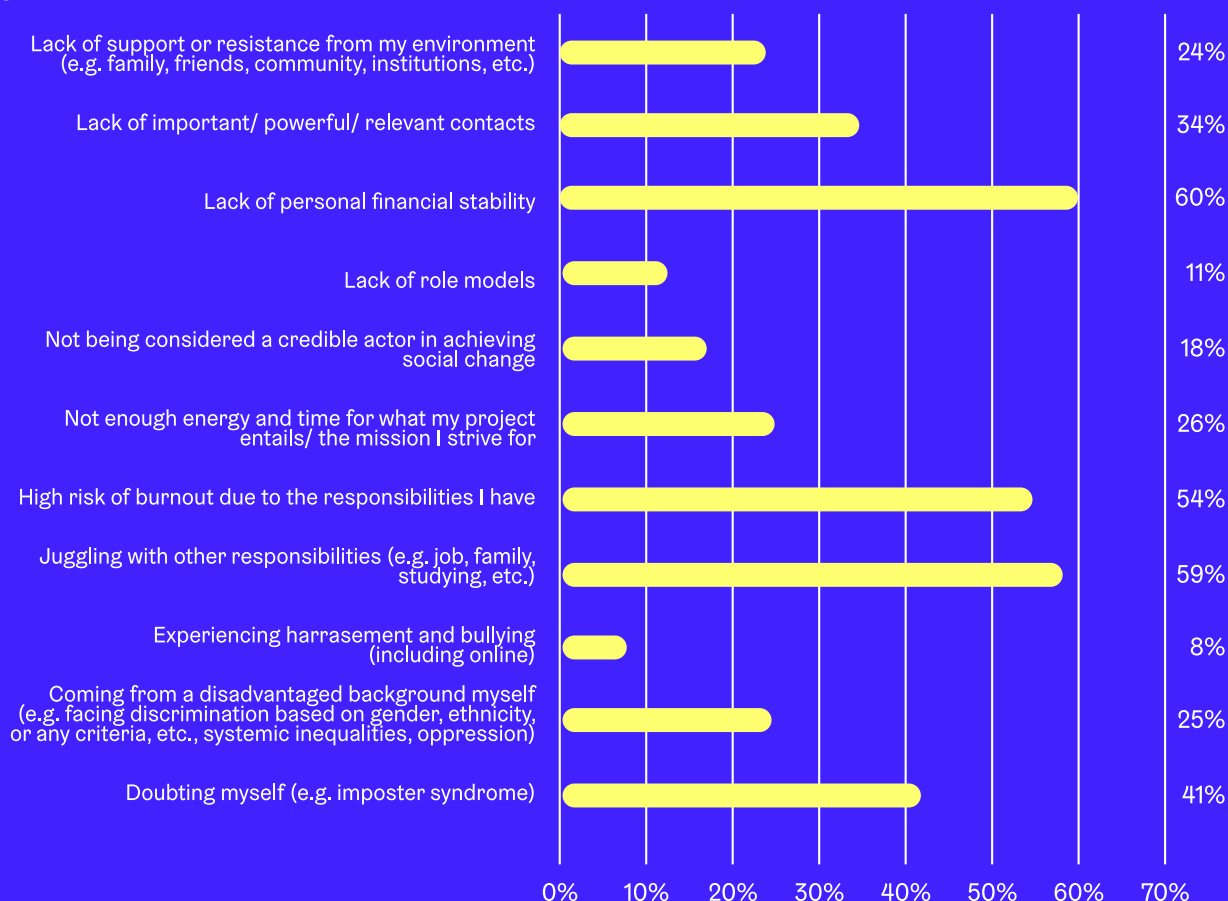


Figure 18. Main difficulties of young social innovators in their work on the initiatives



“Our funding comes entirely from collaborations with initiatives, museums and sponsors. That means the Museum of Values relies on project-based funding, which is stressful from time to time. It feels a bit like being Schrödinger’s Cat – we are dead and living at the same time. You develop a constant hope towards the future and crossing fingers that the next application, grant or contract comes through. From a professional point of view, scaling your impact with these uncertainties is challenging and needs a lot of evaluation. Thinking about our personal life, it’s just stressful from time to time.”

Jan Stassen, Museum of Values, Berlin

Contexts *challenge* young social innovators.

The conditions for their social impact initiatives

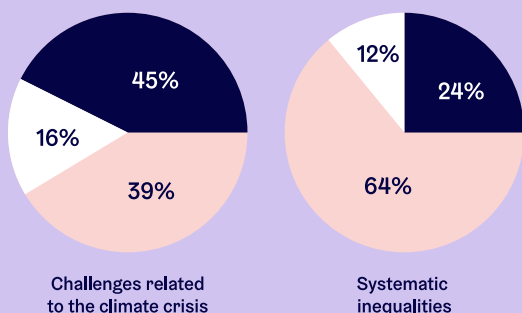
The work of young social innovators is also influenced by various factors from their environments and contexts. Here, **systemic inequalities (64% of respondents)**, **the state of the economy in their country (62% of respondents)**, and **the financial opportunities in their country (61% of respondents)** were the elements most often reported as negatively affecting their work. They were followed by levels of corruption (59% of respondents) and the political leadership (46% of respondents). Performance of public institutions and the state of democracy or the political system in the country were also perceived as having a rather negative effect on their work. **The only element in the context that young changemakers see as having slightly more of a positive than negative influence on their work is the legal framework corresponding to their type of initiative – 37% see it positively, compared to 35% who see it negatively.**

Overall, this goes to show that young changemakers do not perceive their broader (national) contexts as being particularly supportive of their work and efforts to grow their initiatives. Financial and economic dimensions emerge again as very important, together with political systemic issues and inequality.

Here too, the issue of climate change did not emerge as being one of the top elements in their context that young changemakers saw as affecting their work. 45% of them reported that this issue

does not apply to their work, although they mention it as a main area of concern for them in general. This, correlated with the rather low proportion of young social innovators in the sample who work on climate change issues, indicates a potential difficulty for them to connect their individual capacity and situation with an issue as complex and overwhelming as climate change. Additionally, the fact that climate change is a long-term phenomenon with relatively limited everyday implications for some regions of the world currently, might also be an explanation for these results.

Influence of context - Other systemic issues



● Doesn't affects my work ● Negatively affects my work ● Positively affects my work

Figure 19. Influence of systemic issues on the work of social innovators (N=722 and N=728)

Influence of context - Economy

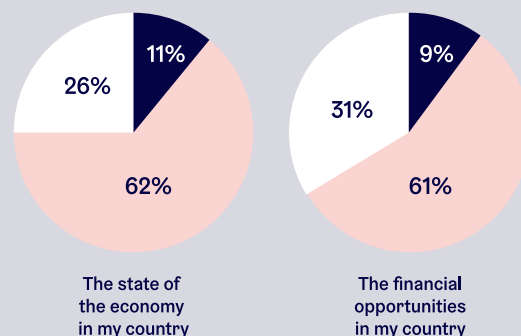
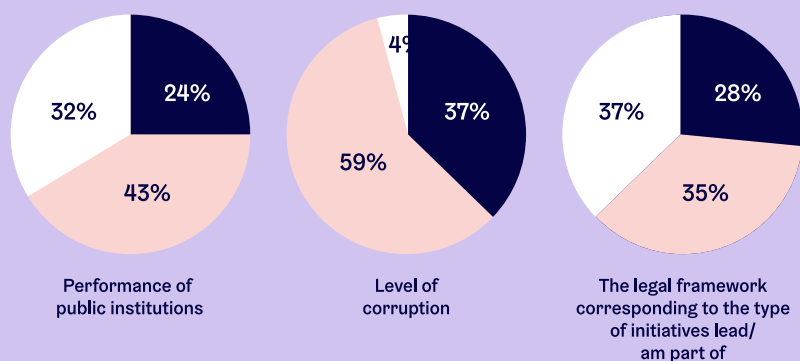


Figure 20. Influence of economic factors on the work of social innovators (N=735)

Influence of context - State and administration



● Doesn't affects my work ● Negatively affects my work ● Positively affects my work

Figure 21. Influence of the state and administration on the work of young social innovators (N=720, N=726, and N=663)

Influence of context - Politics

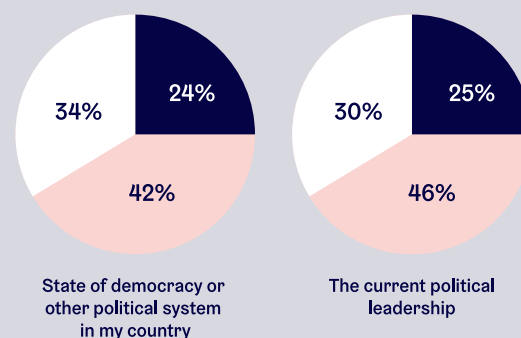


Figure 22. Influence of the political context on the work of young social innovators (N=725 and N=718)

We also inquired about security issues that might affect the work of the social innovators. This was an element applicable to a smaller proportion of the young changemakers, those who live in conflict areas. Security issues and violent conflict do not affect most young changemakers' work or contexts (59% and 55% of the sample respectively), but a clear majority of the respondents that are affected by these issues are negatively affected by them, as was to be expected.

Influence of context - Security

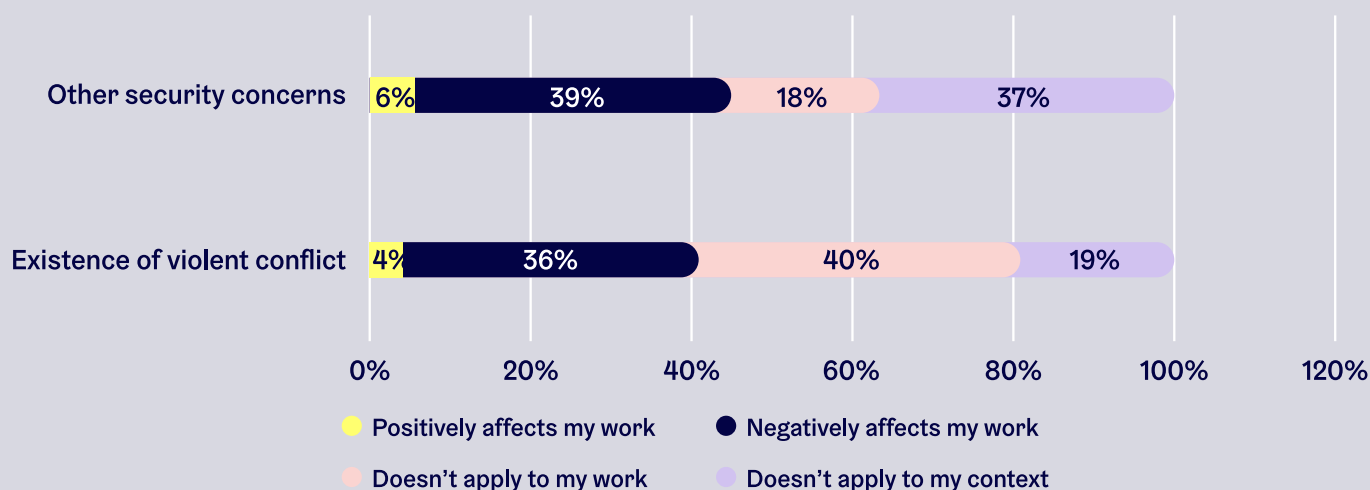


Figure 23. Influence of security factors on the work of young social innovators (N=760 and N=732)

Apart from the elements specified above, we also asked the young social innovators to share with us other issues in their context that affect them and their work. They mentioned a wide range of challenges that can add more concreteness to the main aspects specified above:

- Traditional cultural contexts (discrimination on a variety of criteria, traditional cultural beliefs, stereotypes and prejudice of people, illiteracy);
- Limited opportunities for their initiatives (inability to afford talent, weak systemic support for initiatives and young changemakers like them in terms of financing and support also for different economic models, donor fatigue);
- Health issues (the COVID-19 crisis, other epidemics and health issues);
- Political and legal situation (restrictive legal structures, political polarization, censorship, lack of stability in foreign policy, restrictions for civil society most of the times politically motivated);
- Economic disparities (poverty of the target group, differences between urban and rural regions, focus on market mechanisms and profits rather than on social needs of communities, high rate of (youth) unemployment);
- Organized crime (drug trade and related problems);
- Climate issues ignored or not addressed because of economic need;
- Infrastructure (limited reliability of digital infrastructure, poor overall infrastructure).

Not everything is seen as a challenge. Although some countries are safer than others overall, emerging economies and developing countries are sometimes seen in a positive light by young social innovators. They also describe how the government can be supportive through promoting the development and use of technology or through the creation of support programs for various enterprises.

To gain a broader perspective, we asked young social innovators what main issues they are concerned about in the world. The most common topics on young changemakers' minds are increased polarization and conflict (locally and globally), climate change (including use of chemicals in farming, resistance of business and people towards more sustainable models of development, etc.), the COVID-19 pandemic and its aftermath, general distrust in media, government, science and between people, individualism and lack of empathy.

Surprisingly, young social innovators worry about their lack of voice in world matters, as well as their limited ability to do something about the state of the world.

They also mentioned big shifts and the need for fast adaptation, high competition globally and the speed of new inventions, instability and uncertainty as worrisome for them personally. Despite the fact that they are actively contributing to the most pressing issues globally, some young social innovators still feel dismayed and anxious about their ability to cope with the fast-paced rhythm of the world and to adjust to its demands. These answers are a sign of the pressure that young social innovators put on themselves to keep adapting and performing in a situation that is highly uncertain. This should provide significant food for thought for decision-makers because if the young social innovators in The Possibilists, who are among the most engaged youth globally, do not feel prepared for what's to come, the level of doubt, anxiety, and powerlessness among the millions of youths worldwide are probably even higher.

However, some of the young social innovators remain optimistic: they report not being worried at all or that they do not think about all these global issues and just "do their thing". They see a bright future ahead of them based on their ideas, their engagement in their work, and all the opportunities that are currently available for creating change.

Young social innovators remain engaged and provide *solutions* in times of crises.

Despite financial instability, risk of burnout, and challenging contexts, young social innovators are very resourceful and remain engaged in the issues that are worrisome for them – locally and globally. They react quickly when crisis situations arise and make use of their liaison role between local and international levels of action. Therefore, despite their personal difficulties, young social innovators remain committed to their communities and to enacting change.

Young social innovators are strongly *connected* to local and international communities.

Through their initiatives, the young social innovators manage to bridge the local/international gap, as they work on pressing local issues while also being extremely well-connected on a global level. We asked young social innovators about their sense of belonging in their local communities and to the international communities of the partner networks in The Possibilists.

In general, more than half of the respondents reported to have a strong sense of belonging in their local community (an average of 3.90 on a 1-5 scale), trust their community (an average of 3.64 on a 1-5 scale), feel seen, valued and recognized for their work (an average of 3.57 on a 1-5 scale), and feel they can be their authentic self in the community (an average of 3.68 on a 1-5 scale). A lower percentage of respondents (44%) say they strongly feel that their voice is represented in the local community, with an average of 3.26 on a 1-5 scale. This reflects also other instances throughout the survey where some of the young social innovators reported not feeling sufficiently represented or heard.

Relation to the local community

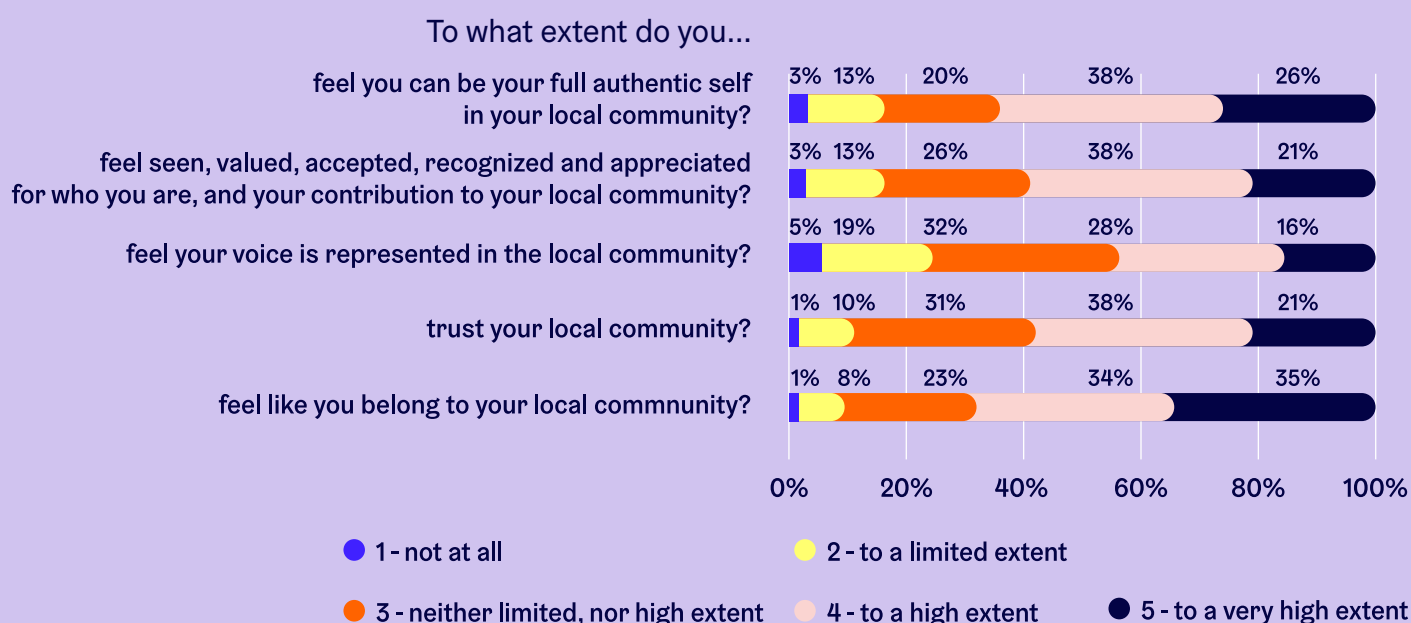


Figure 24. Relation of young social innovators to their local communities (N ranges from 783 to 786)

The connection to the local community can also be influenced by the concrete support that the young changemakers receive. 58% of them are part of local support networks for their work and 62% of those who are engaged in these ecosystems are satisfied to a high extent and to a very high extent with them (with an average value of 3.56 on a 1-5 scale).

Part of local support networks
N=791

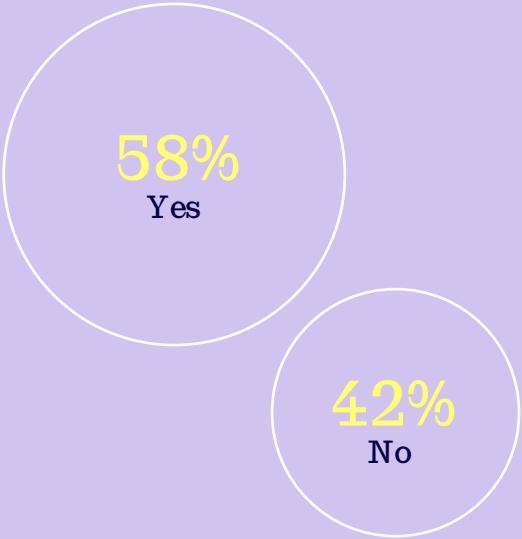


Figure 25. Young social innovators who are part of local support networks

Satisfaction with the overall support of the local ecosystem

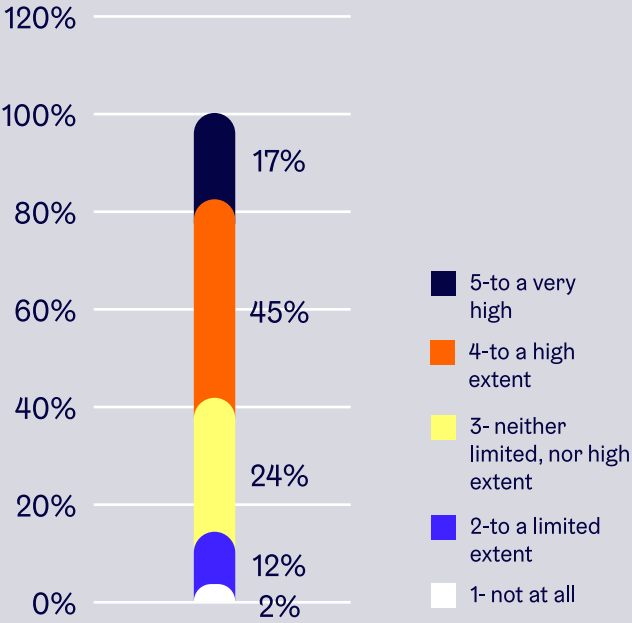


Figure 26. Satisfaction of young social innovators with the overall support of the local ecosystem (N=458)

It seems therefore that the connection of the young social innovators to their local communities has a rather positive effect, which strengthens their motivation for becoming active in the community in the first place.

When it comes to the partner networks in The Possibilists that they belong to, the connection remains strong, with even slightly higher values than for the local community. Over 70% of young social innovators report feeling like they belong to the network (an average of 3.98 on a 1-5 scale), that they trust it (an average of 4.18 on a 1-5 scale), that they feel seen, valued, and recognized for their work (an average of 3.96 on a 1-5 scale), and that they can be their authentic selves in these international communities (an average of 4.16 on a 1-5 scale). Here too, feeling that their voice is represented in their network is reported by fewer respondents – 58% with an average of 3.47 on a 1-5 scale.

Relation to the partner network / community

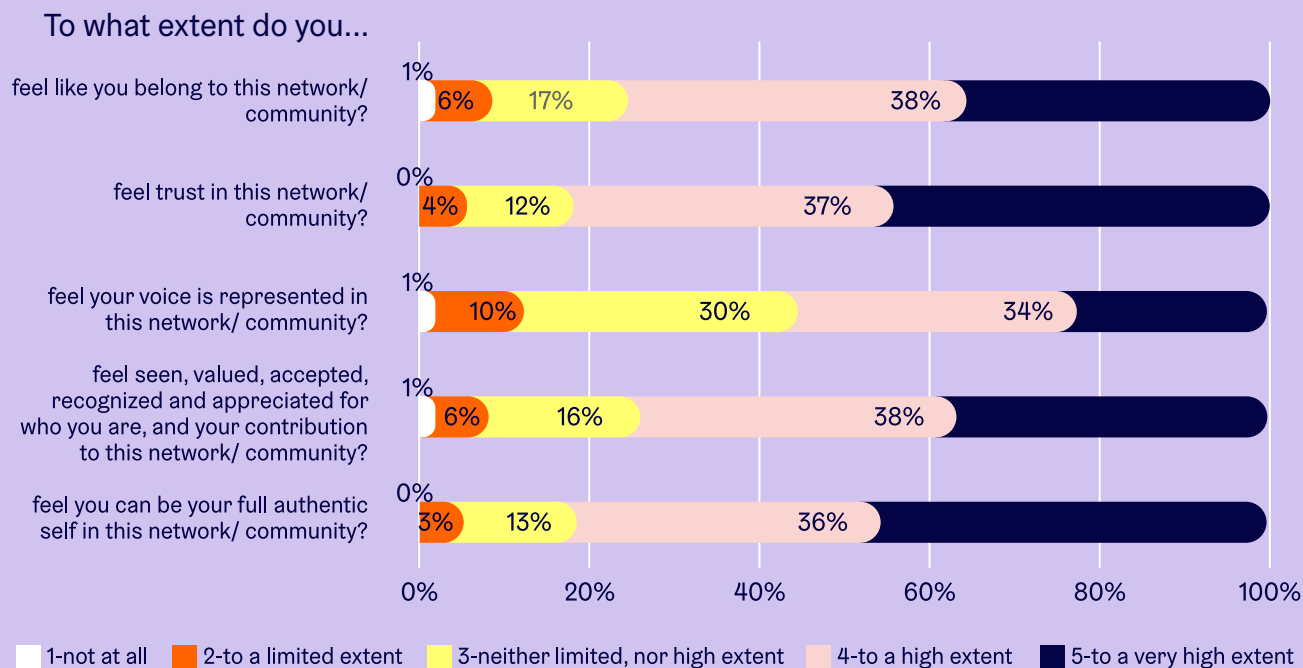


Figure 27. Relation of young social innovators to the partner network/community in The Possibilists (N ranges from 67 to 696)

It seems that the young social entrepreneurs are strongly connected to both the international and the local environments in which they operate. This makes them bridge-builders between these levels of action, as well as ambassadors between their local, grassroots work and the global dimensions of the issues they tackle. They report slightly higher levels of belonging, trust, feeling that they can be their authentic self and that they are valued and recognized within the international networks they are part of. This indicates that the international, diverse, global networks fulfil an important complementary role of support in the lives and work of these youth.

The satisfaction levels with the international support networks overall are also slightly higher than for the local support ecosystem. 84% report high satisfaction levels with an average of 4.10 on a 1-5 scale.

Satisfaction with overall support of partner network/ community

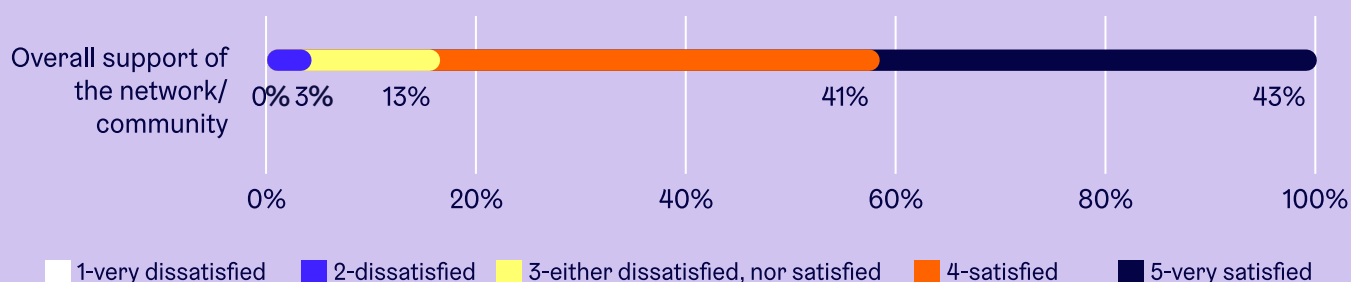


Figure 28. Satisfaction of young social innovators with the overall support of the partner network/ community in The Possibilists (N=688)

The main reasons for which young social innovators joined one or more of the partner networks in The Possibilists are to:

- have like-minded people and a support community around
- learn different skills and more about a topic (e.g. peace)
- access (financial) support and opportunities for their initiative and for themselves
- access well-being support
- make use of the international and global dimension of these networks

When it comes to their local support systems, young social innovators view them with mixed feelings.

They see the following aspects as being positive:

- Local support organizations provide connections with local media and local professionals in their immediate geography
- Local expertise on their issue and/or on social entrepreneurship, funding, workspaces,
- A sense of belonging
- And other various tools of support that they appreciate overall

They see the following aspects as being negative:

- Not receiving support at the right time when they need it
- The fact that government funding goes to external consultants with less expertise in the local context
- The fact that business and start-up incubators do not differentiate between social and classical entrepreneurship

Young social innovators also wish for more integrity of the support, with a primary focus on social impact and inclusivity rather than on certain individuals in the initiative. Some young social innovators also feel that they are discriminated against and not taken seriously in the local ecosystem.

They feel their local support organizations could offer more funding, more tailored support also in terms of scaling, and could do more to connect to the global ecosystem. They also wish for more government and institutional support, as well as more long-term support, and support for initiatives at different stages. Some young innovators sometimes feel there is a need for stronger ethics in the field, as well as for more innovation, open-mindedness, co-designing, focus on well-being, and collaboration between stakeholders. Still, it is important to note that the local support ecosystems for young social innovators are very diverse and at various stages of development, which is reflected in their mixed assessment.

Overall, the young social innovators appreciate the support received both from their local ecosystem and the international partner networks, while also recognizing there is always space for improvement. A stronger focus on their representation in both of these contexts would make them even more satisfied, but ultimately, they draw on various strengths and possibilities of different support organizations and contexts for their initiative – either locally or internationally – which underlines once again the complementary nature of these two dimensions.

Young social innovators *respond quickly* to pressing crises – the COVID-19 pandemic

As for all of us, the COVID-19 pandemic has disrupted the lives and work of young changemakers. It is one of their main concerns at the moment. But what truly stands out is their resilience and proactive way of dealing with such a unique challenge. Despite the normal personal difficulties of navigating the pandemic, the young social innovators feel motivated by it and have steered their initiatives towards effectively tackling it. Young changemakers show us how to actually turn the pandemic into an opportunity for significant positive change.

Pandemic *effects* on the wish to make a change in the world

80% of young social innovators report the fact that the pandemic increased their wish to make a change in the world (an average of 4.36 on a 1-5 scale). This shows their commitment and motivation for social change has increased in times of difficulty, rather than led to a withdrawal from this kind of activity.

Influence of COVID-19 on wish to make a change in the world

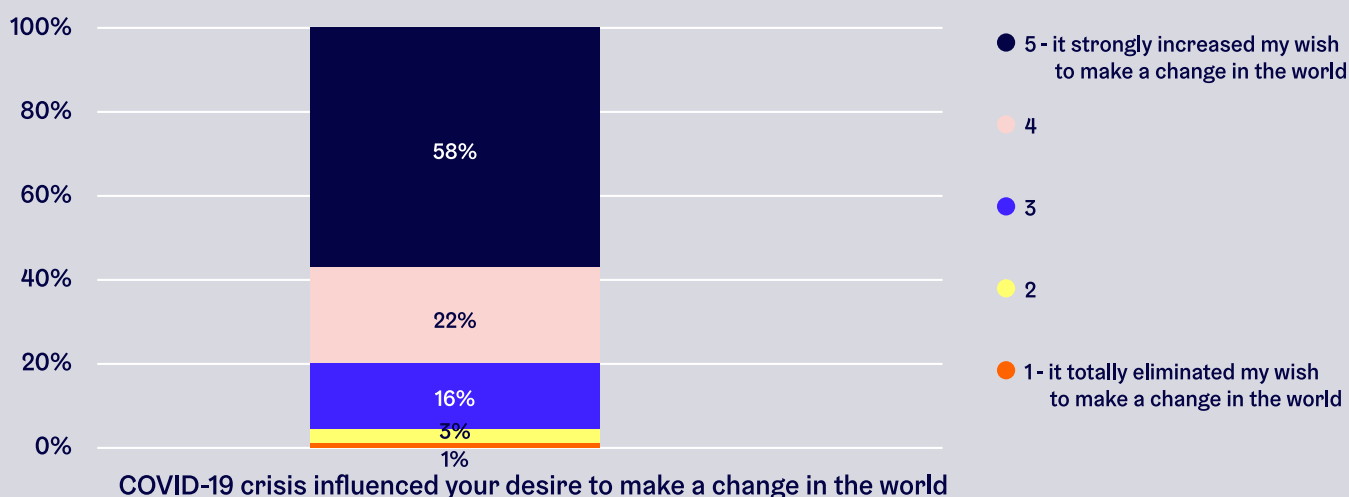


Figure 29. Influence of the COVID-19 pandemic on the wish of young social innovators to make a change in the world (N=782)

The pandemic made them reassess life choices, it triggered a 'now or never' feeling, and it highlighted necessary areas of action. It also gave some of them time to reflect and to focus on self-development. The sense of urgency opened a "window of awareness around the world" and made the young social innovators realize that what they do matters and is more necessary than ever. They feel a new sense of relevance for their initiative work because of seeing the effects of the pandemic directly in their communities and because of the increase in use of digital tools, which open opportunities for their ventures to grow and expand. Young social innovators see in the pandemic an opportunity for fundamental change and an increase in the awareness of specific issues (sustainability, climate issues, gender violence, economic inequality, etc.) and in the openness of people to support their activities. The past year has also highlighted the global interconnectedness of us all and the importance of global citizens such as the young social innovators in bridging local and global issues. In many ways, the pandemic highlighted the vulnerabilities and disparities within our society, which in turn, motivated young social innovators to develop new solutions and new initiatives to address these increasingly urgent and visible inequalities.

However it was not all positive. 20% of respondents report that the pandemic meant a decrease in their wish to make a change in the world. To this extent, young social innovators talk about less

energy, feeling less effective and overwhelmed, even “paralyzed”, and going through burnout during the pandemic. The lack of access to their beneficiaries, lack of access to funds, financial losses and inability to pay staff meant some had to pause or stop the initiative or delay activities. Fewer connections with other social enterprises or initiatives also decreases their motivation. Some became angry with the handling of the pandemic and lost faith in global collaboration altogether. It was difficult to switch to online services in countries where an internet connection is not broadly available. Young social innovators report struggling to give back to their communities when they were also having a rough time themselves, therefore experiencing an inner conflict between stepping back and wanting to do more. Some mentioned that their motivation hasn’t necessarily changed, it was always there, but the avenues to make use of it have changed. Personal loss also served as motivation to do more for healthcare systems, but youth also see people focusing more on themselves and their security and less on others during these times.

We haven’t identified specific demographic factors that influence the motivation of young social innovators. The motivation of the respondents in the context of the COVID-19 pandemic increased slightly more among men than women (81% of respondents compared to 78%). The biggest increase in motivation is reported by the age group 16-20, followed closely by the age group 26-30 (82% and 81% of respondents respectively). 80% of the respondents who feel they belong to a marginalized group report an increase in motivation, compared to 78% who do not report belonging to a marginalized group.

90% of the respondents in Oceania report an increase in motivation, followed by 85% of the respondents in North America, 84% of respondents in Asia and 83% of respondents in Sub-Saharan Africa. 78% of respondents in Latin America report an increase in motivation and 77% of the ones in MENA, with Europe being the region where 68% of respondents report an increase in motivation - the lowest proportion compared to the other regions.

More details about the connections between all these dimensions and the motivation of young changemakers during the COVID-19 pandemic can be seen in Table 4 in the Annex.

Pandemic *effects* on the capacity to make a change in the world

What is more, 58% of young changemakers also report that the pandemic has increased their capacity to make a change in the world (an average of 3.75 on a 1-5 scale).

Influence of COVID-19 on capacity to make a change in the world

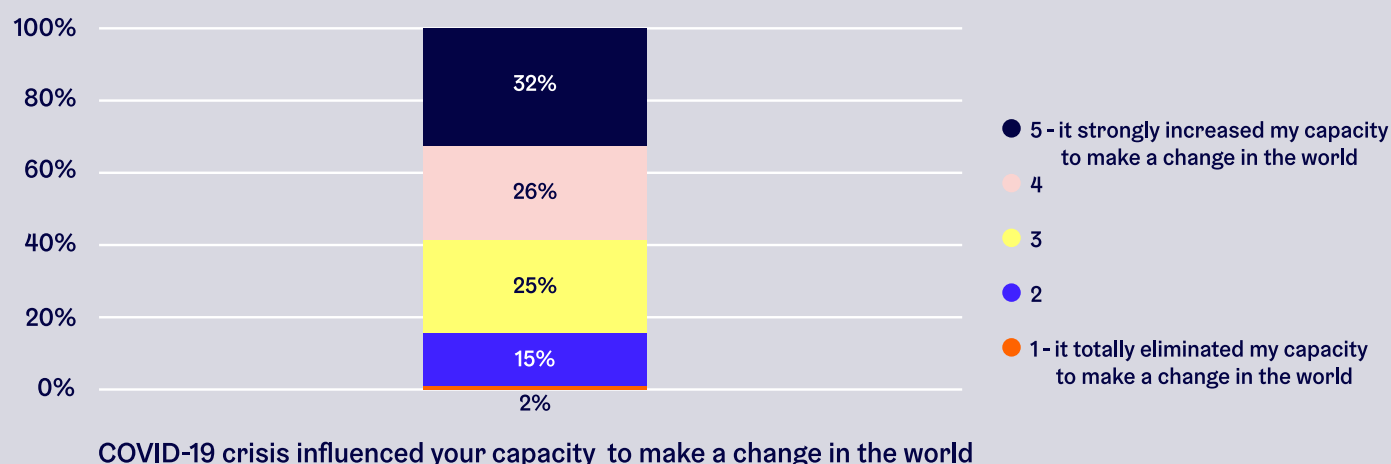


Figure 30. Influence of the COVID-19 pandemic on the capacity of young social innovators to make a change in the world (N=786)

This capacity increase happened in a variety of ways for them. They acquired new skills through online learning and trainings that otherwise would have been inaccessible, the lockdowns increased the number of beneficiaries in need which increased operations of initiative, and they also changed the initiatives based on new issues arising. Digital tools also helped increase capacity due to more access and reaching more people at the same time. The pandemic also highlighted the strength of their social network and some young social innovators reengaged with their international networks because they had more time and everybody's focus shifted to the digital world. The income of some initiatives increased, new ideas and new ways of engaging in the community developed (e.g. helping unemployed youth with job applications, helping refugees with cryptocurrency and blockchain universal basic income funds, switched to selling dry fruit and vegetables instead of fresh, etc.). The sense of urgency during the pandemic also translated into more grants and funding for some of the issues highlighted (e.g. gender violence) and sometimes their country's response to the crisis helped increase their capacity due to different policies. On a personal level, the young social innovators felt more connected to people from around the world, as empathy and the wish of people to contribute increased. Some also experienced fewer distractions, had a break to think, set new priorities, and gained courage to start new ventures. As the world slowed down and young changemakers found themselves staying closer to home, they also found more time for reflection and inner work. The pandemic also increased their awareness of new ways of (remote) working.

“It’s interesting because the concept of the digital divide became much more publicized during COVID-19, meanwhile our organization was formed more than a year before the pandemic. School and work moving online made it even more necessary to have a computer. I believe that is one of the reasons why our organization has grown so much in the past year. Providing computers for free opens up so many opportunities that weren’t available before.”

Dylan Zajac, Computers 4 People, USA



17% of the respondents reported a capacity decrease for their initiative. Reasons mentioned for this decrease were personal burnout because of the pandemic, loss of self-confidence, personal health risks, and the emotional distancing from family, team, target group, and partners because of the remote work. The physical distance could not always be compensated by the online as digital access is not available to everybody or applicable to all social issues. Volunteering is more difficult due to mental health challenges, but also due to personal financial worries as a result of loss of income. The pandemic also slowed down funding processes and direct interaction with other cultures due to travel restrictions. Young social innovators had difficulty networking and conducting field work and the pandemic makes it more difficult for them to see the results of their work. Resources got redirected to COVID-19 direct efforts mostly and issues they were focusing on are not a priority right now. The decrease in corporate funding led to the need to rely more on grants and meant changes in funding models for the initiatives. For some social innovators the pandemic revealed important problems in the initiative that also led to stopping activities.

When it comes to the way in which the COVID-19 pandemic influenced the capacity of young changemakers, fewer women reported an increase in capacity compared to men and non-binary respondents (54% compared to 63% and 70%, respectively). In terms of age, 64% of young changemakers aged 21-25 report an increase in capacity, followed by 58% of the ones aged 26-30, 55% of the ones ages 31-35 and 52% of the ones aged 16-20. Slightly fewer respondents who consider themselves members of a marginalized group report an increase in capacity (57%) compared to the ones who do not belong to marginalized groups (59%).

61% of respondents in the start-up phase of their initiative report an increase in capacity, followed by 60% of those in the scaling phase and 54% of those with running operations.

Those living in smaller communities were more likely to report an increase in capacity, suggesting a correlation between community size and capacity changes. 67% of respondents in rural areas, 66% in small urban areas, 65% in medium-sized urban areas, 54% in metropolitan areas and 53% in large metropolitan areas report an increase in capacity. This could potentially be attributed to the closeness to the target group and the capacity to still provide support in communities small enough that can still remain connected despite social distancing.

You can find further details on all these dimensions and their relation to the capacity of young changemakers to make a social change in the context of COVID-19 in Table 5 in the Annex.

Effects of the pandemic on the initiatives of young social innovators

Regarding the concrete effects of the pandemic on their initiatives, 69% of young changemakers report that they adjusted their activities to the new situation: 27% adjusted previous activities to digital solutions, 39% developed completely new activities that run in parallel with previous ones, and 3% report changing their organization completely as a result of the pandemic. Only 3% of young changemakers shut down their activities and 17% paused their activities. This indicates a high degree of resilience and also resourcefulness of young social innovators in such a difficult and unexpected situation. Fast and creative adaptation, as well as continuous contribution to the needs of their communities is what makes these young social innovators key change agents in dealing with social and environmental issues.

Some young social innovators started a new initiative during the pandemic and they report that the pandemic is what made it possible in the first place. For others, the pandemic accelerated the process for their organization to move from the idea phase to placing a prototype solution or product on the market. The young social innovators also adopted a mix of responses: they paused some activities, they modified others, they added other activities based on new skills, or

they expanded some activities. While some developed new online activities, others continued to grow their operations and the pandemic only strengthened their online organizational models and already existing remote work. Other social innovators report that the pandemic made previous activities more innovative as they had to revisit them, and that the pandemic changed priorities of the organization but not the activities or organization itself. However the respondents also signal that their responses also depended on government restrictions, that some of the funding stopped and that this prevented them from moving to online activities, and lot less than they planned.

Influence of COVID-19 on capacity to make a change in the world

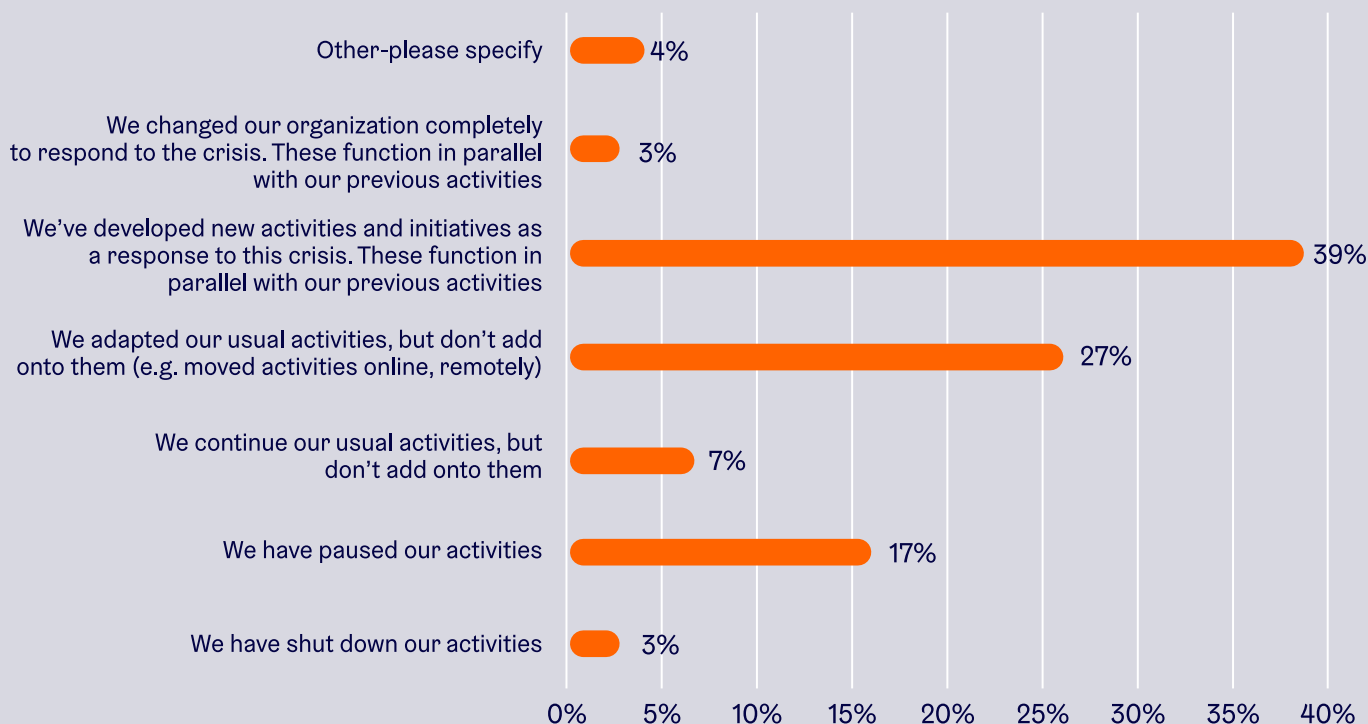


Figure 31. Influence of the COVID-19 pandemic on the initiative (N=791)

We haven't identified particular demographic characteristics that influence the response of the initiatives to the pandemic. Slightly more female respondents report adapting their activities as a result of the pandemic (68%) compared to 65% of men. On average, 19-20% of respondents paused or shut down activities, regardless of gender. 68% of respondents in the age group 21-25 adapted their activities, followed by 67% in the 26-30 age group, 66% in the 31-35 age group and 58% in the 16-20 age group. 34% of the respondents who consider themselves to be from a marginalized group shut down or paused their activities compared to 30% of the respondents who don't consider themselves to be marginalized. A majority of respondents adapted their activities, regardless of their educational level.

77% of respondents in the scaling phase adapted their activities, compared to 66% of those running operations and 58% of those in the start-up phase. At the same time, 26% of those in the start-up phase, 20% of those running operations and 12% of those scaling closed or paused their activities. More advanced organizations were less likely to pause or stop activities, and more likely to adapt or add new activities. Whereas early stage ventures were more likely to completely adapt or reorient their activities.

The bigger the living areas of the social innovators, the more likely the initiatives were to shut down or pause their activities, but also to adapt activities or change organizational focus.

Out of the organizations that have shut down activities, 60% were led by young changemakers in Sub-Saharan Africa and 10% were led by young changemakers in Asia, Europe, and Latin America respectively. Pausing activities was also most common in Sub-Saharan Africa (30%), followed by Europe (24%) and Asia (15%). 21% of the ones that changed their organizational focus were led by changemakers in Europe and MENA respectively and 17% of them by people in Asia, Latin America and Sub-Saharan Africa respectively. 36% of the ones that explained taking another route with their organization were based in Europe compared to 21% in Latin America and 15% in Sub-Saharan Africa.

50% of initiatives that closed were in the start-up phase compared to 30% in running operations and 20% in the scaling phase. The ones that paused were also mostly in the start-up phase (46%), compared to 38% running operations and 17% scaling. The ones that adapted existing activities were 37% in running operations, 34% in start-up phase and 29% in scaling phase. The ones that reoriented the organization are 39% in start-up and running operations phases respectively and 22% in the scaling phase. Here too we notice that the more advanced an initiative is, the less likely it is for it to shut down, but also that initiatives in more early stages tend to adapt their activities to a bigger degree.

More details about the effects of all these dimensions on the initiatives during the COVID-19 pandemic can be found in Table 6 and Table 7 in the Annex.

The needs of young social innovators to *continue* their social change work

Young changemakers have tremendous energy and motivation that they dedicate to their social change work, however they need additional outside support. By responding to the personal needs of young changemakers, we can improve their livelihoods and also help them sustain their social engagement for years to come - as opposed to looking for alternative professional opportunities. By responding to the needs of their initiatives, we can increase their impact and maximize their effectiveness.

Their personal *needs*

In addition to the well-being and financial needs highlighted in a previous section, we asked young changemakers what other personal needs they have when it comes to their changemaking work.

The top 3 personal needs highlighted by young changemakers were:

- **connection to relevant people for their work** (senior changemakers, advisors, experts, etc.) (95% of respondents with an average value of 4.56 on a 1-5 scale);
- **developing specific skills for advancing the initiative and mentoring from senior experts** (each mentioned by 90% of respondents as very important with an average of 4.47 and 4.43 respectively on a 1-5 scale);
- **personal financial resources and recognition and visibility** (each mentioned by 89% of respondents with an average of 4.41 and 4.38 respectively on a 1-5 scale).

Connections to other young changemakers and peer-to-peer networks both locally and internationally were also ranked highly by the young changemakers: 87% see the connections to the local peer-to-peer networks as important and very important (with an average value of 4.27 on a 1-5 scale) and 89% of respondents see the connections to the international peer-to-peer networks as important and very important (with an average value of 4.34 on a 1-5 scale) respectively.

Personal needs - Skills and knowledge

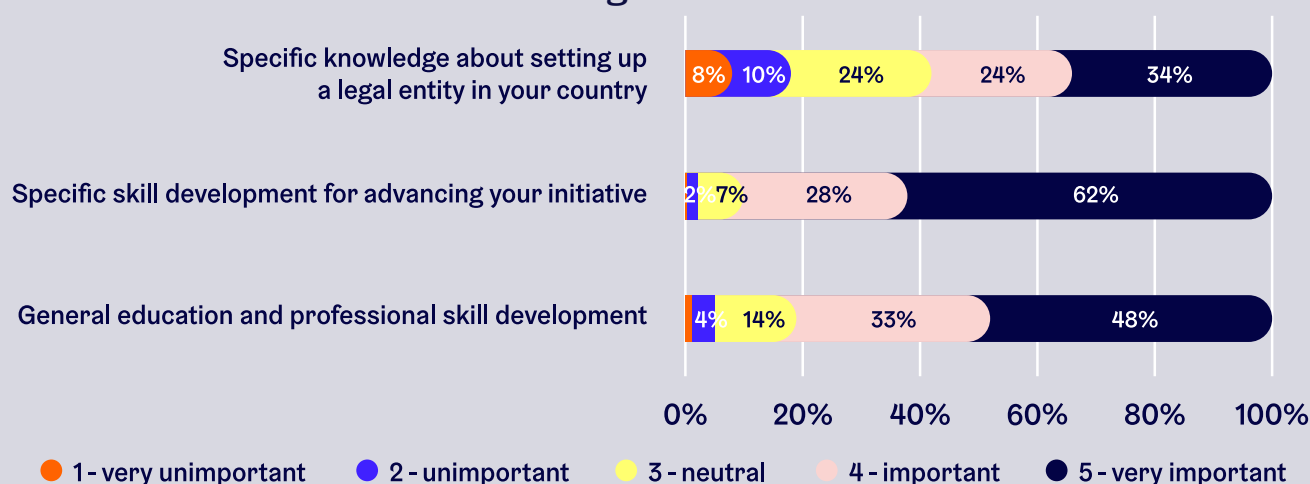


Figure 32. Importance of personal needs in terms of skills and knowledge for young social innovators to continue working on their initiative (N=790, N=788, and N=88)

Personal needs - Networking and visibility

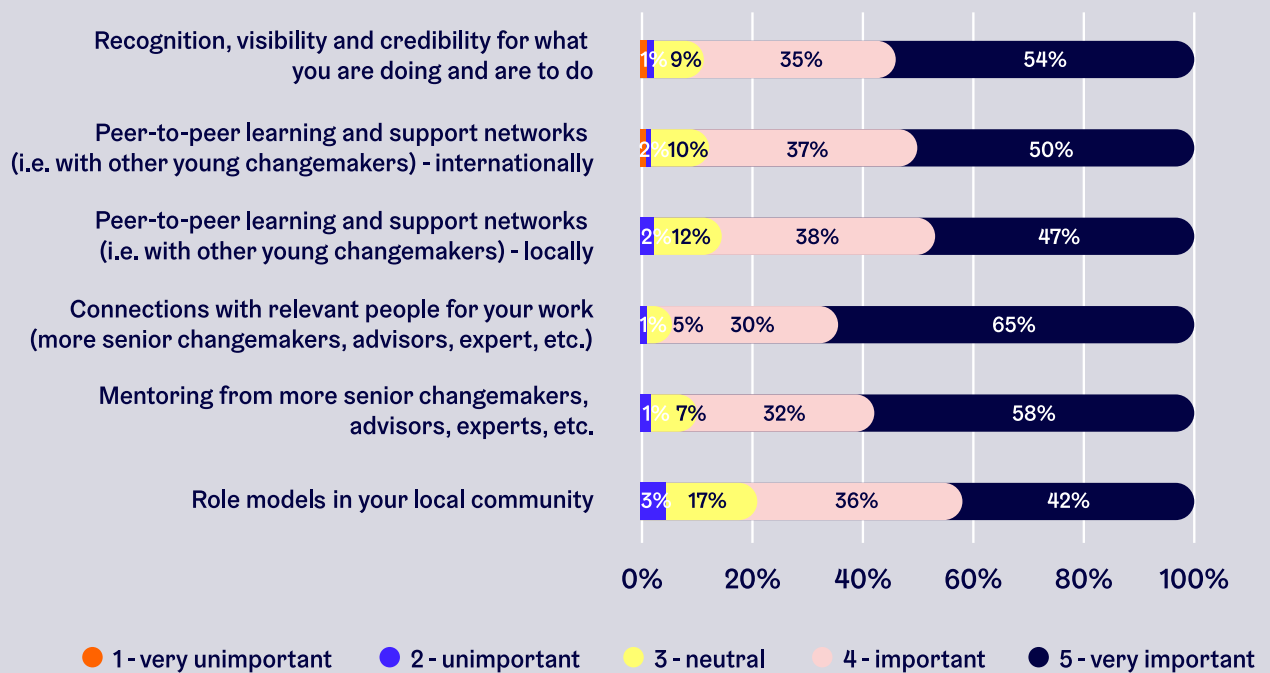


Figure 33. Importance of personal needs in terms of networking and visibility for young social innovators to continue working on their initiative (N ranges from 785 to 790)

The needs of their *initiatives*

In the study, we also focused on the current needs of the initiatives that the young social innovators lead. The top 3 initiative needs mentioned were:

- ensuring the quality of products and services provided by their initiative and ensuring financial health of the organization (each mentioned by 95% of respondents and with averages of 4.58 and 4.67 on a 1-5 scale respectively);
- increasing collaborations with other projects, institutions, etc. (especially government) (mentioned by 94% of respondents with an average of 4.50 on a 1-5 scale);
- access to funding and increasing impact and scaling opportunities (each mentioned by 93% of respondents and with averages of 4.64 and 4.57 on a 1-5 scale respectively).

Additionally, over 90% of young changemakers also indicated the following as central needs:

- support in impact measurement and reporting (mentioned by 92% of respondents with an average value of 4.50 on a 1-5 scale);
- ensuring team well-being (mentioned by 92% of respondents with an average of 4.51 on a 1-5 scale);
- access to relevant local connections and networks for their work (mentioned by 91% of respondents with an average of 4.42 on a 1-5 scale);
- access to specific knowledge, skills development, and capacity building of the initiative (mentioned by 90% of respondents with an average of 4.34 on a 1-5 scale);
- access to relevant global connections and networks for their work (90% with an average of 4.46 on a 1-5 scale);
- gaining visibility, recognition and legitimacy for the work of the initiative (90% with an average of 4.47 on a 1-5 scale).

Here again, setting up a legal entity was seen as important by 52% of respondents with an average

of 3.22 on a 1-5 scale. The organizational setup overall was a category of needs that 60-70% of respondents identified as very important compared to average values of 80-90% for other categories. This indicates the fact that the concrete organizational form and the administrative processes associated with it are not considered as pressing as other aspects in the work on their initiative. It connects to the fact that the legal framework specific to their organization was not identified as one of the more constraining elements in the context of the young social innovators.

Overall, young social innovators put strong focus on scaling and growing their initiative, as well as ensuring the quality of their services and achieving and measuring their social impact. This is closely followed by a strong wish and need to connect with other experts, initiatives, and peers in order to grow and improve their initiative. Financial stability and health of the organization is also a clear concern for them.

Initiative needs - Organizational setup of the initiative

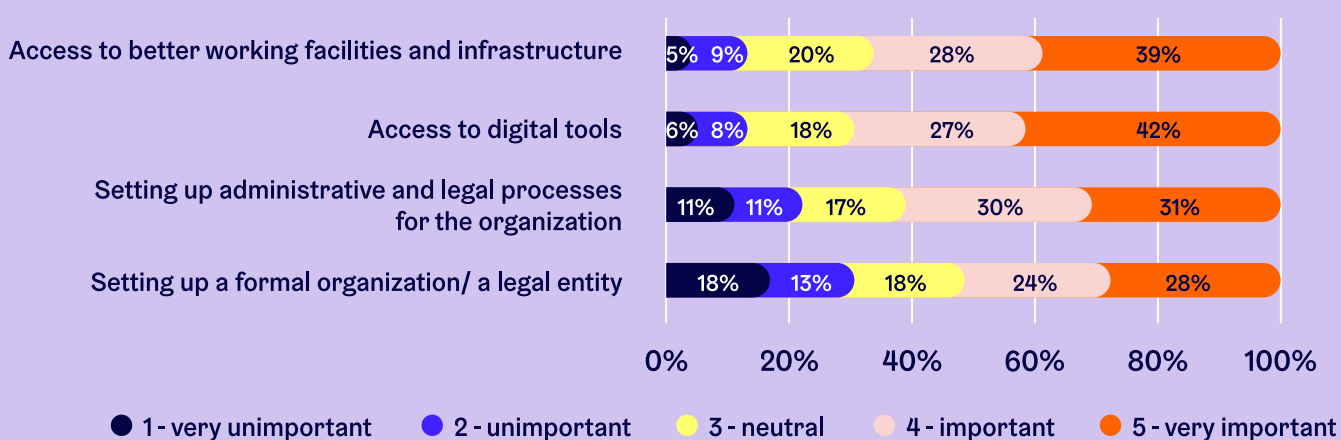


Figure 34. Importance of initiative needs in terms of organizational setup (N ranges from 774 to 783)

Initiative needs - Impact of the initiative

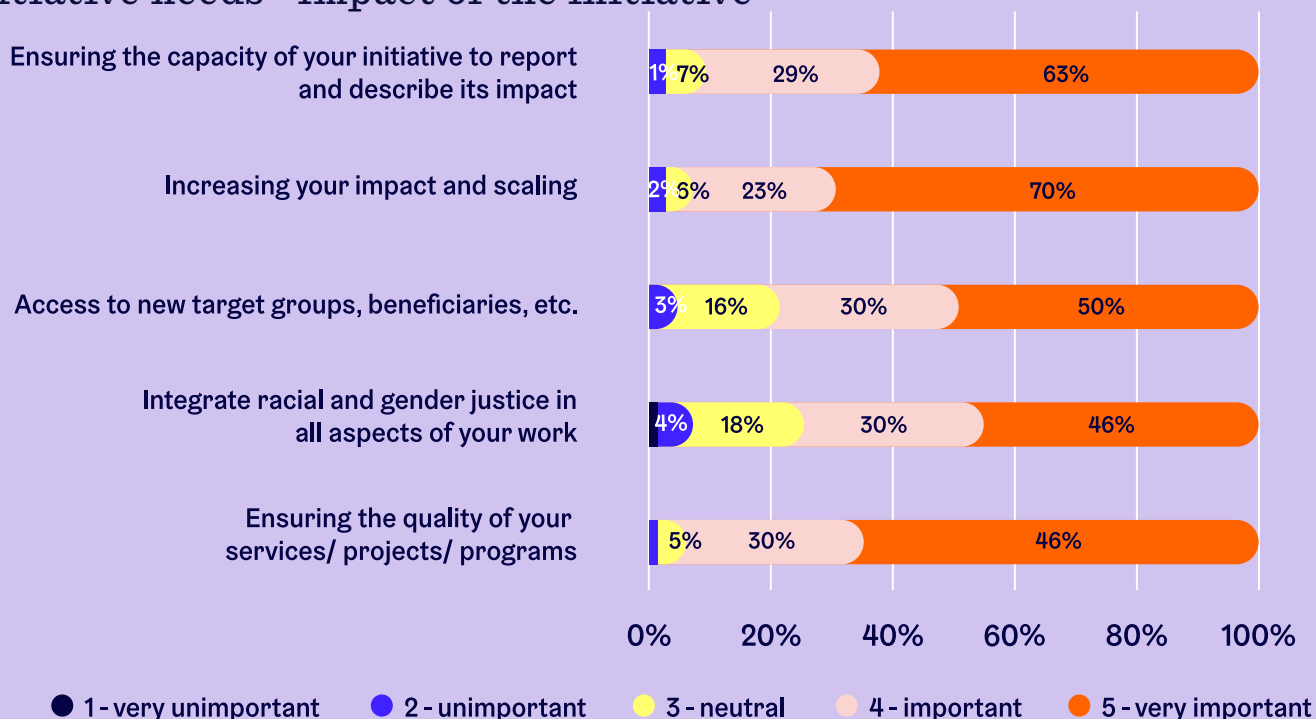


Figure 35. Importance of initiative needs in terms of ensuring the impact of the initiative (N ranges from 782 to 790)

Initiative needs - Team setup

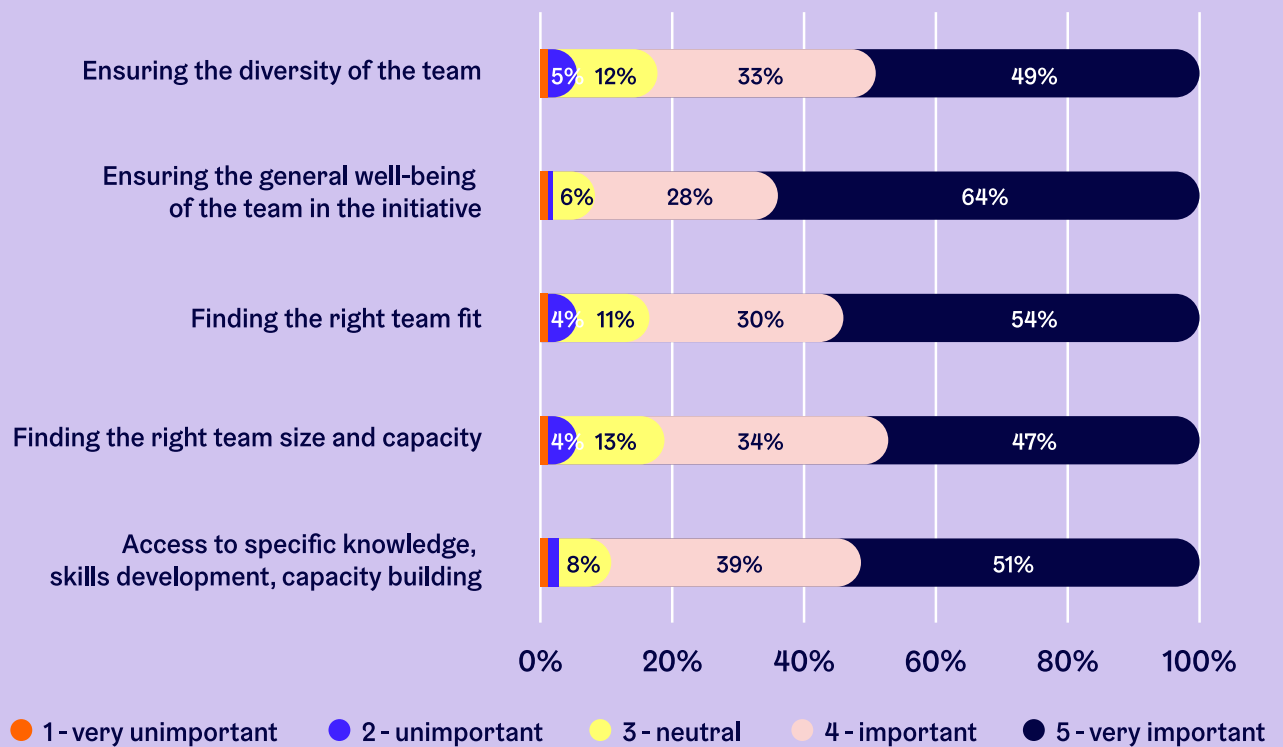


Figure 36. Importance of initiative needs in terms of team setup (N ranges from 786 to 789)

Initiative needs - Finance

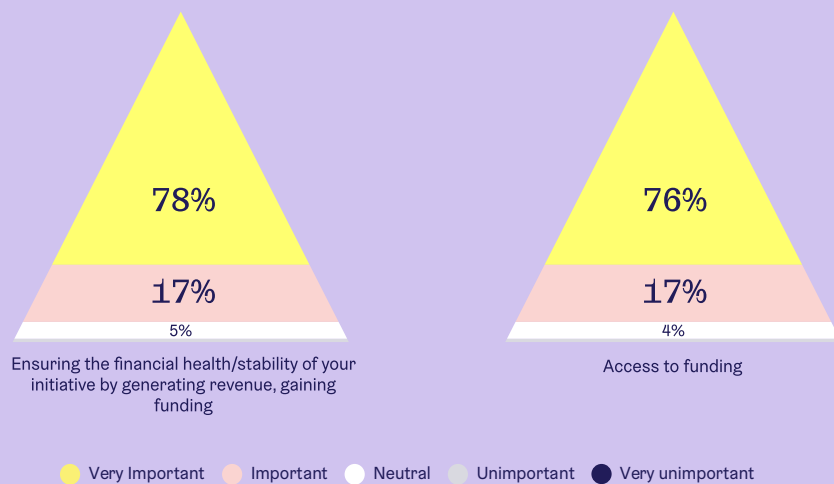


Figure 37. Importance of initiative needs in terms of finance (N=786 and N=787)

Initiative needs - Collaboration, networking and visibility

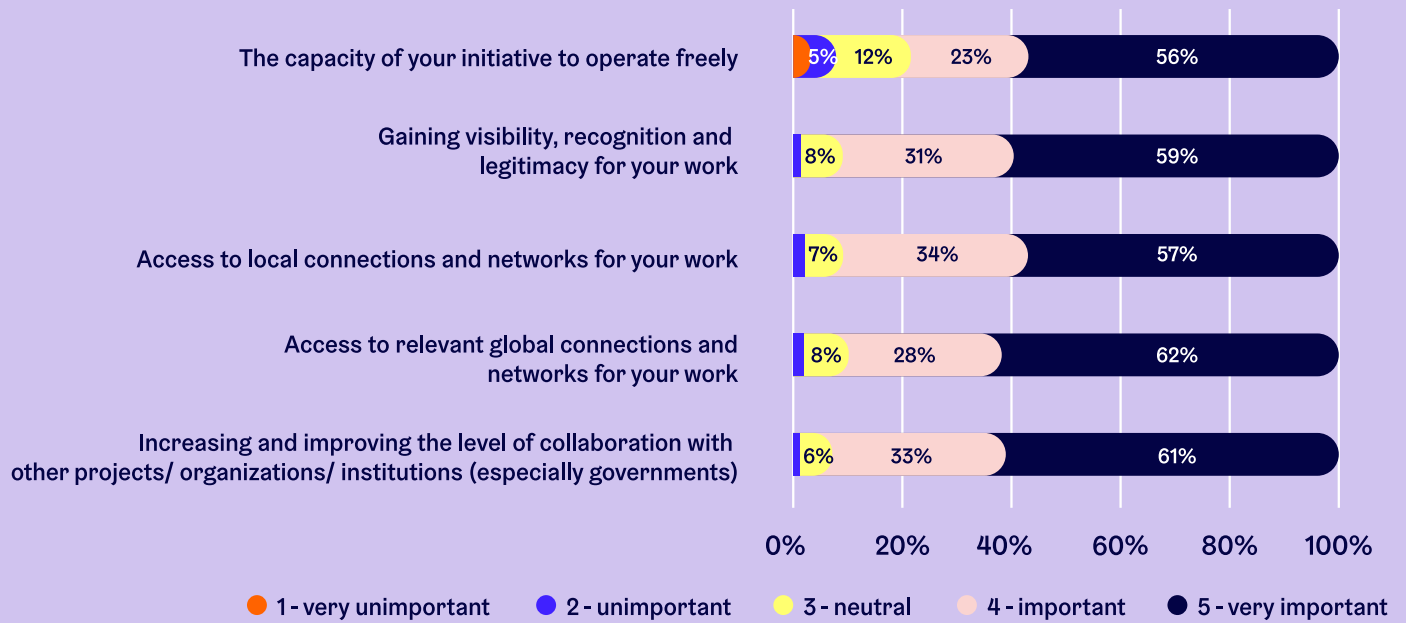


Figure 38. Importance of initiative needs in terms of collaboration, networking and visibility (N ranges from 781 to 789)

What can *we do* as a global community of support?

The Possibilists study was based on the desire to have an accurate and in-depth understanding of young changemakers around the world - their strengths, their challenges, their aspirations, and their wishes. We have heard from hundreds of engaged youth who shared important insights about their lives, their work, their worries, and also their needs for the future. Young social innovators around the world have spoken and now it's our chance, and our duty, to respond in meaningful ways.

The Possibilists was always meant to be a coalition that can amplify the voices of young social innovators and that can also develop new ways and channels of support together with other stakeholders – both for the social innovators themselves and for their initiatives.

Based on the first analysis of the survey results, as well as the personal stories and journeys that young social innovators have shared, these are the key areas of action that the global support community needs to invest in going forward.

1. Focus on the person, not just the initiative.

Young social innovators want to be seen, heard and valued as individuals. As a global support network, we must acknowledge that young social innovators can only create impact for their communities if they are thriving as individuals. Therefore the components of support programs for youth social entrepreneurship need to be adjusted to not only incorporate ways of strengthening initiatives, but to also acknowledge and provide personal-level support. The focus of our work should be fostering a life-long changemaking mindset that is not bound to the success of a specific organization or venture.

2. Ensure the personal financial stability of young social innovators.

Ensuring the personal financial security of young social innovators is critical. They currently face high levels of demand and low levels of financial security. Support programs must take this into account and work to counteract this. In addition to offering concrete funding opportunities, we must work to change our perceptions and actions regarding financial access for youth working on social change initiatives. Young changemakers are doing important, hard work and deserve financial compensation. Organizations who engage young social innovators as speakers or promote their work, even be it micro-engagements, should ensure they are fairly compensated for their time.

3. Prevent burnout of young social innovators.

Young social innovators are experiencing high levels of burnout. They are under immense and continuous pressure to perform, while also feeling an overarching sense of duty and responsibility. We need to reflect on what this means for their long-term health and well-being.

As a sector, we must acknowledge this and take sweeping action to remedy it. In addition to offering well-being support, we must consider how our support programs might be placing additional or unnecessary pressure and/or demands on young social innovators. Acknowledging multiple simultaneous or similar demands might be a first step towards better coordination between support programs, organizations, and networks.

4. Support the initiatives of young social innovators to grow, improve their quality, and be financially stable.

Young social innovators emphasized their need for more support in developing quality products and services, scaling, and the need for more financial stability within their organization. To meet these needs, we should offer regular trainings and interdisciplinary learning opportunities that allow young social innovators to deepen the understanding of their work and learn from other state-of-the-art solutions addressing similar challenges. We can help them scale by connecting them to like-minded peers and initiatives that complement their work, while also strengthening their global and local networks through mindful strategic partnerships. We should rethink funding processes in order to lower the barriers of access, particularly for mid-stage organizations who find themselves struggling to attract institutional funders, and develop more useful frameworks for assessing the financial health of initiatives.

5. Build upon the strong local – international connection of young social innovators.

The participants in The Possibilists study act as bridges between macro global issues and the way these manifest locally in communities of different sizes and types around the world. They can effectively communicate local challenges internationally, while at the same time translating global matters into concrete local action. In order to make progress on reaching ambitious goals such as the SDGs, we need to better leverage the embeddedness of young social innovators in both their global and local worlds. In addition to creating international formats for networking and connection, we must also create spaces where local specific challenges can be discussed. As a global community, we need to honor the importance of the local in driving deep and sustainable social change.

6. Leverage the strong motivation of young social innovators to make a difference.

Even in the face of crises, such as the COVID-19 pandemic, we see young social innovators around the world stepping up with constructive solutions for new challenges. Their resilience, innovation and adaptability are vital resources for their communities and for building healthy societies in the future. The strong intrinsic motivation of the Possibilists make them incredible peers and inspirational role models for other young people. We must appreciate and acknowledge this widely so that they become multipliers and continue empowering other youth to become change agents in their own communities.

7. Reduce barriers in our own programming and support diverse young social innovators.

In order to develop smart, effective and sustainable solutions to the diverse global challenges we are facing, we need diverse perspectives and a wide range of experiences to be included in the work. System inequalities are one of the main barriers for social innovators and their work. We need to put an explicit focus on reducing these barriers in order to achieve real diversity, inclusion and belonging. Identifying and engaging young social innovators also from smaller and rural communities, from remote areas, and from marginalized groups should be a top priority for effectively addressing the issues their communities are facing. This is important as these young social innovators can achieve more long-lasting and deep impact as a result of their proximity to the social and environmental issues they directly experience and address.

It starts by looking at our own programming and considering what requirements or formulations might exclude certain people from feeling addressed or welcome. Once we have looked within and worked to deconstruct our own organizational biases, we can begin to look outward. In order to overcome exclusion, we must actively seek out those who are often underrepresented. This means doing outreach in marginalized communities and remote areas. Even if this requires greater organizational efforts in terms of funding and time, ensuring equitable and diverse representation among young changemakers is essential for developing effective solutions for all.

8. Connect young social innovators with relevant decision-makers.

The future-oriented ideas and perspectives of young social innovators should be at the core of devising long-term strategies and influencing leadership at multiple levels. The wish of youth to have a voice, play a role, and achieve social change should be fostered and amplified.

As a support ecosystem, we need to facilitate access to decision-makers and grant young social innovators access to places of power and influence. We can do this by encouraging their creative thinking and connecting their ideas with broader policy efforts. We can develop governance arrangements that take into account the voices of young social innovators and help us steer institutions and organizations based also on their priorities and idealism (in international fora and organizations, as well as in our own individual networks). This can strengthen the voice and ideas of young social innovators and can help shift decisions. We need to keep working to amplify the voices and credibility of young social innovators as key global development stakeholders and contributors.

The Possibilists study is only the beginning. Young changemakers around the world have shown us what they are capable of. As a support ecosystem, we must focus our actions and programming on efforts that improve their well-being, provide financial opportunities, ensure the ongoing quality of their work, and strengthen their voice in decision-making spaces. Real and long-term sustainable change will require all stakeholders to participate. We're already getting started on www.thepossibilists.org.

Will you *join us*?

Methodology

The Possibilists study is based on survey responses of 791 young changemakers from 137 countries worldwide. The focus of the study was youth aged 16-35 who lead initiatives with a social and environmental impact and who are beyond the idea stage with their initiatives. The survey was conducted between February 19th – March 4th, 2021 and was disseminated among the members of the 16 partner networks, as well as other young changemaker communities (please see Annex). The survey was sent to more than 13,591 youth globally out of which 962 completed the survey. Out of this total number of answers, the 791 eligible responses were selected based on the criteria for the study (age and stage of initiative) and analyzed for this report. In May 2021, we also conducted 10 supplementary qualitative interviews with selected young social innovators in which they responded to nine more in-depth questions about their lives and their work. This qualitative part of the study was conducted via phone and e-mail correspondence and it complemented and contextualized the results of the survey.

The survey questions were developed through repeated exchange among the partner networks involved in The Possibilists and they were based on their previous experience working with young leaders and social innovators. The purpose of the survey was both to test hypotheses and assumptions which emerged from the work of the partner networks, as well as to paint an accurate and updated picture of the realities of the young changemakers. One of the components of the survey was also focused on their engagement and satisfaction level with the partner networks themselves. This data is shared with each partner network separately and the way it will be processed is up to each partner network. Another purpose of the study was also to identify the current personal and initiative needs of the young changemakers, in order to be able to develop more appropriate support formats for them and their work. A starting reflection on these next steps for support can be found in the last section of this report and it will be the basis for future collaboration between the partner networks involved in the project.

The survey was transferred into an online format using the Paperform platform. The respondents could choose between an English, Spanish, and French version of the survey to fill out anonymously. The survey took approximately 20-30 minutes to complete and respondents were also offered some 'thank you' tokens for their efforts in the form of online subscriptions, communication and visibility opportunities, etc. depending on their preferences.

The data gathered was cleaned and prepared for analysis by ensuring the consistency of responses, preparing the variables for analysis, and partially translating the Spanish and French data for the closed questions (the qualitative answers in Spanish and French were analysed in original). The analysis was focused on a descriptive overview of the data and identifying first correlations between different variables, especially between the demographic variables and the aspects that stood out in the first analysis (the issue of financing, well-being, etc.). The qualitative data was analyzed for a first overview of the main trends and patterns in the responses, without going into in-depth qualitative coding at this stage. The results of the first analysis were discussed with the partner networks and with the academic partner, the Social Entrepreneurship Center at the Vienna University of Economics and Business, repeatedly in the process of finalizing this report.

The analysis of the data is still in incipient stages and many more insights and learnings can be drawn from this very rich body of data. Further causal explanations for the first analysis of the results presented in the report can be developed in future studies.

For more information regarding the research process and the methodology, you can contact [Alexandra Ioan](#).

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Annex

Complete list of countries represented in the report, number of respondents from each country and percentage of total sample

Afghanistan	1	0%	Denmark	1	0%	Lebanon	6	1%	Romania	16	2%
Albania	2	0%	Djibouti	1	0%	Lesotho	3	0%	Russian Federation	1	0%
Algeria	2	0%	Dominican Republic	2	0%	Liberia	2	0%	Rwanda	14	2%
Angola	1	0%	Ecuador	3	0%	Libya	2	0%	Saint Kitts and Nevis	2	0%
Argentina	15	2%	Egypt	7	1%	Liechtenstein	1	0%	Saint Vincent and the Grenadines	1	0%
Armenia	1	0%	El Salvador	3	0%	Lithuania	1	0%	Serbia	1	0%
Australia	4	1%	Estonia	2	0%	Malawi	8	1%	Seychelles	1	0%
Austria	6	1%	Eswatini	2	0%	Malaysia	9	1%	Sierra Leone	4	1%
Azerbaijan	2	0%	Ethiopia	2	0%	Mali	2	0%	Singapore	13	2%
Bahrain	3	0%	Finland	1	0%	Mauritania	1	0%	Slovakia	2	0%
Bangladesh	7	1%	France	17	2%	Mauritius	1	0%	South Africa	11	1%
Belarus	1	0%	Gambia	3	0%	Mexico	11	1%	South Sudan	2	0%
Benin	1	0%	Georgia	1	0%	Moldova, Republic of	2	0%	Spain	18	2%
Bhutan	2	0%	Germany	36	5%	Mongolia	2	0%	Sri Lanka	1	0%
Bolivia (Plurinational State of)	2	0%	Ghana	9	1%	Morocco	9	1%	Sweden	6	1%
Bosnia and Herzegovina	1	0%	Greece	5	1%	Mozambique	1	0%	Switzerland	4	1%
Botswana	2	0%	Grenada	1	0%	Myanmar	2	0%	Tanzania, United Republic of	9	1%
Brazil	12	2%	Guatemala	3	0%	Namibia	1	0%	Thailand	3	0%
Brunei Darussalam	2	0%	Guyana	1	0%	Nepal	7	1%	Togo	2	0%
Burkina Faso	1	0%	Haiti	1	0%	Netherlands	12	2%	Trinidad and Tobago	1	0%
Cambodia	1	0%	Honduras	2	0%	New Zealand	3	0%	Tunisia	6	1%
Cameroon	8	1%	Hong Kong	2	0%	Nicaragua	3	0%	Turkey	13	2%
Canada	14	2%	Hungary	1	0%	Niger	1	0%	Uganda	37	5%
Chile	1	0%	India	34	4%	Nigeria	62	8%	United Arab Emirates	2	0%
China	4	1%	Indonesia	10	1%	North Macedonia	1	0%	United Kingdom of Great Britain and Northern Ireland	28	4%
Colombia	9	1%	Iraq	4	1%	Norway	1	0%	United States of America	39	5%
Comoros	1	0%	Ireland	5	1%	Oman	1	0%	United States Minor Outlying Islands	1	0%
Congo, Democratic Republic of the	2	0%	Italy	8	1%	Pakistan	6	1%	Uruguay	1	0%
Costa Rica	1	0%	Jamaica	2	0%	Palestine, State of	1	0%	Vanuatu	1	0%
Côte d'Ivoire	1	0%	Japan	2	0%	Papua New Guinea	1	0%	Venezuela (Bolivarian Republic of)	2	0%
Cuba	1	0%	Jordan	2	0%	Paraguay	1	0%	Viet Nam	3	0%
Cyprus	3	0%	Kazakhstan	1	0%	Peru	9	1%	Yemen	3	0%
Czechia	2	0%	Kenya	30	4%	Philippines	19	2%	Zambia	5	1%
			Kiribati	1	0%	Poland	3	0%	Zimbabwe	10	1%
			Kosovo	2	0%	Portugal	10	1%			

List of other organizations and networks that we sent the survey to apart from the partner networks in The Possibilists:

- Bridge for Billions
- PEP
- Social Innovation Academy
- Global Shapers Asia
- Invisible Beauty Program
- Ashoka Young Changemakers
- UNESCO Youth Forum group
- UNESCO ESD Leaders group
- Expo 2020 Global Innovators group
- Youth in Landscapes Network Group
- various other young social entrepreneurs in Latin America, Europe, MENA, Africa, Asia

Distribution of young social innovators across partner networks in the Possibilists

The young social innovators in the study have multiple affiliations with the partner networks in The Possibilists, which depicts their strong interest in support networks for their work and initiatives. In Figure 37 you can see the distribution of respondents across all the networks involved in the initiative. 34% of the respondents are part of the ChangemakerXchange network, followed by 16% who are part of One Young World and 15% who are part of Global Changemakers. The fact that many young social innovators are part of more than one network also indicates their role as bridge-builders between these different networks and organizations.

Network distribution

N=791

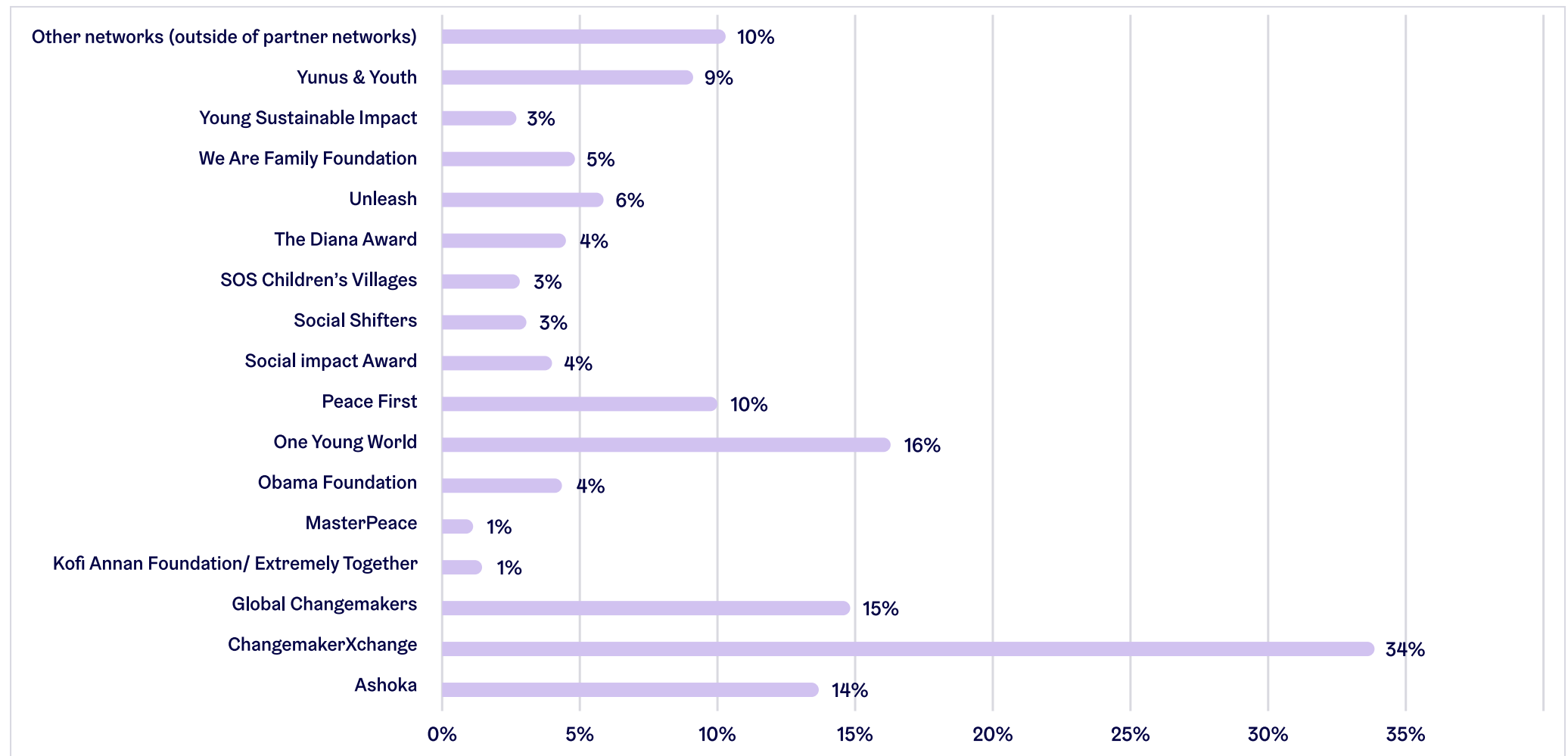


Figure 39. Percentage of young social innovators in the study belonging to the partner networks in The Possibilists

80% of respondents have been engaged very recently with the partner networks, either currently or in the past 2 years. This indicates that they are up to date on the activities of the partner networks and that they are currently actively interacting with such support organizations for their initiatives.

Involvement with partner network

N=710

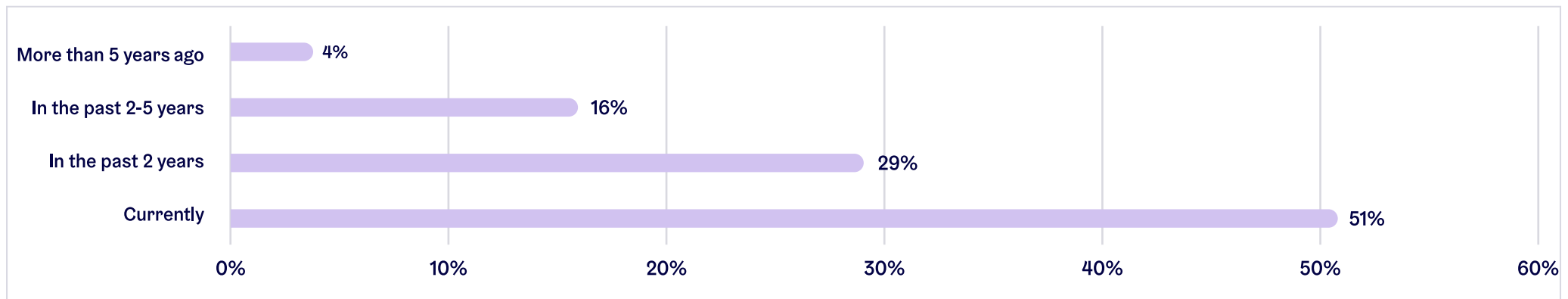


Figure 40. Duration of involvement of young social innovators with the partner networks in The Possibilists

Table 1. Percentage of initiatives tackling each SDG across global regions

	SDG 1 - No poverty	SDG 2 - Zero hunger	SDG 3 - Good health and well- being	SDG 4 - Quality educatio n	SDG 5 - Gender equality	SDG 6 - Clean water and sanitati on	SDG 7 - Affordab le and clean energy	SDG 8 - Decent work and econom ic growth	SDG 9 - Industr y, innovati on and infrastr ucture	SDG 10 - Reduc ed inequa lities	SDG 11 - Sustaina ble cities and commun ities	SDG 12 - Respon sible consum ption and product ion	SDG 13 - Climate action	SDG 14 - Life below water	SDG 15 - Life on land	SDG 16 - Peace, justice and strong institutio ns	SDG 17 - Partners hips for the goals	We address all SDGs	We do not feel the SDGs repres ent our work well
Asia	11%	13%	18%	13%	14%	15%	20%	18%	22%	15%	20%	18%	17%	19%	16%	18%	15%	24%	20%
Europe	15%	11%	24%	28%	17%	10%	18%	25%	25%	28%	29%	28%	23%	8%	18%	18%	27%	20%	53%
MENA	5%	1%	5%	10%	10%	7%	4%	7%	8%	8%	10%	9%	6%	8%	9%	9%	8%	16%	7%
North America	5%	6%	8%	6%	5%	6%	4%	7%	9%	9%	5%	7%	7%	8%	4%	7%	7%	10%	13%
Oceania	1%	1%	2%	1%	2%	2%	4%	1%	1%	2%	2%	0%	2%	4%	4%	2%	1%	0%	0%
Latin America	13%	13%	9%	10%	15%	14%	10%	14%	14%	13%	14%	17%	12%	23%	20%	11%	17%	16%	0%
Sub-Saharan Africa	51%	56%	35%	31%	39%	45%	40%	29%	22%	26%	21%	21%	32%	31%	29%	33%	25%	16%	7%
TOTAL	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Table 2. Effect of demographic characteristics on the ability of young social innovators to compensate themselves financially

	Ability to compensate themselves financially						
	I am not able to compensate myself financially at all.	I can compensate myself financially with a symbolic amount.	I can cover half of my necessary Income through my work on my Initiative.	I can cover most of my necessary Income through my work on my Initiative.	I can cover all of my necessary Income through my work on my Initiative.	N/A / Don't know	Total
Gender							
Female	43.71%	24.70%	11.40%	6.65%	9.98%	3.56%	100%
Male	37.96%	25.21%	12.18%	15.86%	7.37%	1.42%	100%
Non-binary	40.00%	0.00%	10.00%	10.00%	40.00%	0.00%	100%
Prefer not to disclose	28.57%	28.57%	0.00%	0.00%	28.57%	14.29%	100%
Age							
16-20	60.76%	17.72%	8.86%	3.80%	0.00%	8.86%	100%
21-25	50.69%	28.11%	9.68%	4.15%	4.15%	3.23%	100%
26-30	37.06%	24.48%	13.99%	12.59%	11.54%	0.35%	100%
31-35	28.71%	23.92%	11.48%	17.70%	15.31%	2.87%	100%
Region							
Asia	34.35%	26.72%	16.79%	10.69%	8.40%	3.05%	100%
Europe	31.00%	26.50%	11.00%	11.00%	19.00%	1.50%	100%
MENA	37.88%	16.67%	10.61%	16.67%	10.61%	7.58%	100%
North America	48.15%	20.37%	7.41%	9.26%	9.26%	5.56%	100%
Oceania	50.00%	20.00%	0.00%	20.00%	10.00%	0.00%	100%
Latin America	43.33%	27.78%	6.67%	10.00%	8.89%	3.33%	100%
Sub-Saharan Africa	50.83%	24.17%	12.92%	9.17%	1.67%	1.25%	100%
Education							
PhD	16.67%	8.33%	41.67%	25.00%	8.33%	0.00%	100%
Master's	30.74%	26.64%	11.48%	14.34%	13.93%	2.87%	100%
Bachelor's	42.08%	24.59%	11.75%	10.38%	9.56%	1.64%	100%
High school or equivalent	59.34%	19.78%	10.99%	3.30%	1.10%	5.49%	100%
Secondary school	60.00%	20.00%	7.50%	7.50%	0.00%	5.00%	100%
Vocational training	39.47%	34.21%	7.89%	7.89%	7.89%	2.63%	100%
Living area							
Large metropolitan area (over 1.5 million inhabitants)	38.51%	25.37%	10.75%	8.36%	14.33%	2.69%	100%
Metropolitan area (between 500 000 and 1.5 million inhabitants)	35.00%	27.50%	13.13%	16.25%	5.63%	2.50%	100%

	Ability to compensate themselves financially						
	I am not able to compensate myself financially at all.	I can compensate myself financially with a symbolic amount.	I can cover half of my necessary Income through my work on my Initiative.	I can cover most of my necessary Income through my work on my Initiative.	I can cover all of my necessary Income through my work on my Initiative.	N/A / Don't know	Total
Medium-sized urban area (between 200 000 and 500 000 inhabitants)	44.26%	22.13%	9.02%	11.48%	9.02%	4.10%	100%
Small urban area (between 50 000 and 200 000 inhabitants)	54.21%	21.50%	10.28%	9.35%	2.80%	1.87%	100%
Rural area	40.30%	23.88%	19.40%	10.45%	4.48%	1.49%	100%
Belonging to a marginalized group							
No	39.86%	24.78%	9.88%	12.13%	10.23%	3.12%	100%
Yes	43.93%	24.30%	7.94%	10.28%	12.15%	1.40%	100%
Stage of development of the Initiative							
Start-up initiative	53.65%	26.28%	6.93%	7.66%	2.92%	2.55%	100%
Running operations	35.62%	25.68%	16.10%	10.96%	8.90%	2.74%	100%
Scaling	32.44%	21.33%	11.56%	14.22%	17.78%	2.67%	100%
Total	40.96%	24.65%	9.36%	11.63%	10.75%	2.65%	100%

Table 3. Effect of demographic characteristics on the different experiences of burnout of young social innovators

Level of burnout							
	I have never had symptoms of burnout.	Occasionally I am under stress, and I don't always have as much energy as I once did, but I haven't felt burned out.	I have definitely burned out and have had one or more symptoms of burnout, such as physical and emotional exhaustion.	The symptoms of burnout that I've experienced wouldn't go away. I thought about frustration at work a lot.	I have felt completely burned out and often wondered if I could go on. I have been at the point where I may have needed some changes or may have needed to seek some sort of help.	N/A / Don't know	Total
Gender							
Female	6.18%	29.45%	41.09%	4.28%	17.34%	1.66%	100%
Male	7.93%	38.24%	29.18%	5.10%	17.85%	1.70%	100%
Non-binary	0.00%	40.00%	30.00%	20.00%	10.00%	0.00%	100%
Prefer not to disclose	0.00%	42.86%	28.57%	0.00%	28.57%	0.00%	100%
Age							
16-20	6.33%	26.58%	36.71%	5.06%	25.32%	0.00%	100%
21-25	10.60%	35.02%	34.10%	4.61%	14.29%	1.38%	100%
26-30	4.90%	32.52%	38.11%	4.90%	17.83%	1.75%	100%
31-35	5.74%	36.36%	33.01%	4.78%	17.70%	2.39%	100%
Region							
Asia	3.05%	34.35%	40.46%	3.05%	16.03%	3.05%	100%
Europe	5.50%	34.00%	36.00%	6.50%	17.50%	0.50%	100%
MENA	10.61%	30.30%	37.88%	1.52%	18.18%	1.52%	100%
North America	3.70%	24.07%	42.59%	7.41%	22.22%	0.00%	100%
Oceania	10.00%	30.00%	30.00%	20.00%	10.00%	0.00%	100%
Latin America	5.56%	38.89%	38.89%	5.56%	10.00%	1.11%	100%
Sub-Saharan Africa	10.00%	34.17%	29.17%	3.75%	20.42%	2.50%	100%
Education							
PhD	8.33%	33.33%	16.67%	0.00%	41.67%	0.00%	100%
Master's	4.10%	34.84%	40.57%	3.69%	15.16%	1.64%	100%
Bachelor's	8.20%	32.79%	35.79%	4.37%	16.94%	1.91%	100%
High school or equivalent	3.30%	32.97%	37.36%	8.79%	16.48%	1.10%	100%
Secondary school	15.00%	37.50%	15.00%	5.00%	27.50%	0.00%	100%
Vocational training	10.53%	31.58%	23.68%	7.89%	23.68%	2.63%	100%

Level of burnout							
	I have never had symptoms of burnout.	Occasionally I am under stress, and I don't always have as much energy as I once did, but I haven't felt burned out.	I have definitely burned out and have had one or more symptoms of burnout, such as physical and emotional exhaustion.	The symptoms of burnout that I've experienced wouldn't go away. I thought about frustration at work a lot.	I have felt completely burned out and often wondered if I could go on. I have been at the point where I may have needed some changes or may have needed to seek some sort of help.	N/A / Don't know	Total
Living area							
Large metropolitan area (over 1.5 million inhabitants)	4.78%	32.54%	38.21%	3.28%	19.40%	1.79%	100%
Metropolitan area (between 500 000 and 1.5 million inhabitants)	6.88%	28.75%	43.75%	5.63%	13.75%	1.25%	100%
Medium-sized urban area (between 200 000 and 500 000 inhabitants)	4.92%	35.25%	36.89%	2.46%	18.03%	2.46%	100%
Small urban area (between 50 000 and 200 000 inhabitants)	9.35%	42.06%	23.36%	7.48%	17.76%	0.00%	100%
Rural area	16.42%	34.33%	19.40%	10.45%	16.42%	2.99%	100%
Belonging to a marginalized group							
No	7.11%	35.53%	36.74%	3.29%	15.60%	1.73%	100%
Yes	6.07%	28.50%	32.24%	8.88%	22.90%	1.40%	100%
Stage of development of the Initiative							
Start-up initiative	10.58%	30.29%	38.32%	5.47%	12.41%	2.92%	100%
Running operations	4.45%	31.16%	38.36%	5.14%	19.86%	1.03%	100%
Scaling	5.33%	40.89%	28.44%	3.56%	20.89%	0.89%	100%
Total	6.83%	33.63%	35.52%	4.80%	17.57%	1.64%	100%

Table 4. Effect of demographic characteristics on the motivation of young social innovators as a result of the COVID-19 pandemic

	Motivation to make a change in the world as a result of the COVID-19 pandemic						
	1 – totally eliminated my wish to make a change in the world	2	3	4	5 – totally eliminated my capacity to make a change in the world	N/A / Don't know	Total
Gender							
Female	0.71%	2.85%	18.53%	22.57%	54.39%	0.95%	100%
Male	0.57%	4.25%	14.16%	18.98%	60.91%	1.13%	100%
Non-binary	0.00%	0.00%	10.00%	40.00%	50.00%	0.00%	100%
Prefer not to disclose	0.00%	0.00%	0.00%	57.14%	28.57%	14.29%	100%
Age							
16-20	0.00%	3.80%	12.66%	31.65%	50.63%	1.27%	100%
21-25	0.00%	4.61%	14.29%	15.67%	63.59%	1.84%	100%
26-30	1.05%	2.45%	14.69%	20.98%	60.14%	0.70%	100%
31-35	0.96%	3.35%	22.01%	24.40%	48.33%	0.96%	100%
Region							
Asia	0.00%	2.29%	13.74%	27.48%	56.49%	0.00%	100%
Europe	0.50%	3.50%	26.00%	27.50%	40.50%	2.00%	100%
MENA	1.52%	3.03%	16.67%	25.76%	51.52%	1.52%	100%
North America	0.00%	1.85%	12.96%	38.89%	46.30%	0.00%	100%
Oceania	0.00%	0.00%	10.00%	30.00%	60.00%	0.00%	100%
Latin America	1.11%	3.33%	14.44%	21.11%	56.67%	3.33%	100%
Sub-Saharan Africa	0.83%	4.58%	11.25%	7.92%	75.00%	0.42%	100%
Education							
PhD	0.00%	0.00%	33.33%	0.00%	66.67%	0.00%	100%
Master's	0.82%	4.51%	18.03%	24.18%	52.05%	0.41%	100%
Bachelor's	0.55%	2.19%	16.12%	20.49%	59.84%	0.82%	100%
High school or equivalent	0.00%	5.49%	10.99%	29.67%	50.55%	3.30%	100%
Secondary school	0.00%	5.00%	12.50%	12.50%	65.00%	5.00%	100%
Vocational training	2.63%	2.63%	18.42%	10.53%	65.79%	0.00%	100%
Living area							
Large metropolitan area (over 1.5 million inhabitants)	0.60%	2.69%	19.40%	24.18%	52.24%	0.90%	100%
Metropolitan area (between 500 000 and 1.5 million inhabitants)	0.63%	3.13%	13.75%	20.63%	59.38%	2.50%	100%
Medium-sized urban area (between 200 000 and 500 000 inhabitants)	0.82%	4.92%	12.30%	24.59%	57.38%	0.00%	100%

	Motivation to make a change in the world as a result of the COVID-19 pandemic						
	1 – totally eliminated my wish to make a change in the world	2	3	4	5 – totally eliminated my capacity to make a change in the world	N/A / Don't know	Total
Small urban area (between 50 000 and 200 000 inhabitants)	0.00%	2.80%	16.82%	15.89%	63.55%	0.93%	100%
Rural area	1.49%	5.97%	13.43%	13.43%	64.18%	1.49%	100%
Belonging to a marginalized group							
No	0.69%	3.29%	16.81%	21.32%	56.50%	1.39%	100%
Yes	0.47%	3.74%	14.95%	21.96%	58.41%	0.47%	100%
Stage of development of the Initiative							
Start-up initiative	0.36%	2.92%	15.33%	19.34%	59.49%	2.55%	100%
Running operations	1.03%	3.77%	15.41%	25.68%	54.11%	0.00%	100%
Scaling	0.44%	3.56%	18.67%	18.67%	57.78%	0.89%	100%
Total	0.63%	3.41%	16.31%	21.49%	57.02%	1.14%	100%

Table 5. Effect of demographic characteristics on the capacity of young social innovators as a result of the COVID-19 pandemic

	Capacity to make a change in the world as a result of the COVID-19 pandemic						
	1 – totally eliminated my capacity to make a change in the world	2	3	4	5 – totally increased my capacity to make a change in the world	N/A / Don't know	Total
Gender							
Female	1.66%	14.96%	28.50%	26.84%	27.32%	0.71%	100%
Male	1.42%	13.88%	21.81%	24.93%	37.68%	0.28%	100%
Non-binary	0.00%	20.00%	10.00%	30.00%	40.00%	0.00%	100%
Prefer not to disclose	0.00%	28.57%	0.00%	28.57%	28.57%	14.29%	100%
Age							
16-20	1.27%	15.19%	31.65%	26.58%	25.32%	0.00%	100%
21-25	0.92%	11.98%	22.58%	26.27%	37.79%	0.46%	100%
26-30	1.40%	16.43%	23.43%	24.48%	33.57%	0.70%	100%
31-35	2.39%	14.83%	27.27%	27.75%	26.79%	0.96%	100%
Region							
Asia	1.53%	11.45%	21.37%	35.11%	29.77%	0.76%	100%
Europe	2.50%	22.50%	33.50%	20.50%	19.50%	1.50%	100%
MENA	0.00%	13.64%	28.79%	27.27%	30.30%	0.00%	100%
North America	1.85%	24.07%	25.93%	20.37%	27.78%	0.00%	100%
Oceania	0.00%	0.00%	40.00%	40.00%	20.00%	0.00%	100%
Latin America	0.00%	16.67%	27.78%	24.44%	31.11%	0.00%	100%
Sub-Saharan Africa	1.67%	7.92%	17.08%	26.67%	46.25%	0.42%	100%
Education							
PhD	0.00%	16.67%	16.67%	16.67%	50.00%	0.00%	100%
Master's	1.64%	20.08%	28.28%	26.23%	23.36%	0.41%	100%
Bachelor's	1.64%	12.30%	22.95%	25.41%	36.89%	0.82%	100%
High school or equivalent	2.20%	16.48%	25.27%	23.08%	31.87%	1.10%	100%
Secondary school	0.00%	5.00%	25.00%	30.00%	40.00%	0.00%	100%
Vocational training	0.00%	7.89%	26.32%	36.84%	28.95%	0.00%	100%

	Capacity to make a change in the world as a result of the COVID-19 pandemic						
	1 – totally eliminated my capacity to make a change in the world	2	3	4	5 – totally increased my capacity to make a change in the world	N/A / Don't know	Total
Living area							
Large metropolitan area (over 1.5 million inhabitants)	0.60%	19.10%	25.67%	25.97%	27.46%	1.19%	100%
Metropolitan area (between 500 000 and 1.5 million inhabitants)	1.25%	14.38%	30.63%	21.25%	32.50%	0.00%	100%
Medium-sized urban area (between 200 000 and 500 000 inhabitants)	3.28%	13.93%	18.03%	27.87%	36.89%	0.00%	100%
Small urban area (between 50 000 and 200 000 inhabitants)	1.87%	7.48%	23.36%	29.91%	36.45%	0.93%	100%
Rural area	2.99%	5.97%	23.88%	28.36%	38.81%	0.00%	100%
Belonging to a marginalized group							
No	1.56%	14.04%	25.30%	25.48%	33.10%	0.52%	100%
Yes	1.40%	16.36%	24.30%	27.57%	29.44%	0.93%	100%
Stage of development of the Initiative							
Start-up initiative	1.82%	12.41%	23.72%	25.55%	35.40%	1.09%	100%
Running operations	1.71%	17.81%	26.71%	26.71%	27.05%	0.00%	100%
Scaling	0.89%	13.33%	24.44%	25.78%	34.67%	0.89%	100%
Total	1.52%	14.66%	25.03%	26.04%	32.11%	0.63%	100%

Table 6. Effect of demographic characteristics on the work of the initiative a result of the COVID-19 pandemic

	We have shut down our activities.	We have paused our activities.	We continue our usual activities, but don't add onto them.	We adapted our usual activities, but didn't add onto them. (e.g. moved activities online, remotely)	We've developed new activities and initiatives as a response to the crisis. These function in parallel with our previous activities.	We changed our organization completely to respond to the crisis. We do not conduct our previous activities anymore.	Other	Total
Gender								
Female	1.66%	17.34%	5.94%	24.70%	43.23%	2.85%	4.28%	100.00%
Male	3.68%	16.71%	8.22%	29.75%	34.84%	3.12%	3.68%	100.00%
Non-binary	0.00%	20.00%	0.00%	40.00%	40.00%	0.00%	0.00%	100.00%
Prefer not to disclose	0.00%	28.57%	14.29%	0.00%	28.57%	0.00%	28.57%	100.00%
Age								
16-20	2.53%	21.52%	8.86%	27.85%	30.38%	3.80%	5.06%	100.00%
21-25	2.30%	17.51%	5.53%	27.65%	40.55%	3.23%	3.23%	100.00%
26-30	2.80%	15.73%	6.29%	28.67%	38.46%	3.15%	4.90%	100.00%
31-35	2.39%	17.22%	8.61%	23.44%	42.58%	1.91%	3.83%	100.00%
Region								
Asia	1.53%	15.27%	3.82%	25.95%	47.33%	3.05%	3.05%	100.00%
Europe	1.00%	16.50%	7.00%	29.00%	38.00%	2.50%	6.00%	100.00%
MENA	1.52%	25.76%	6.06%	19.70%	37.88%	7.58%	1.52%	100.00%
North America	1.85%	14.81%	3.70%	29.63%	40.74%	1.85%	7.41%	100.00%
Oceania	0.00%	20.00%	10.00%	30.00%	40.00%	0.00%	0.00%	100.00%
Latin America	2.22%	15.56%	6.67%	25.56%	37.78%	4.44%	7.78%	100.00%
Sub-Saharan Africa	5.00%	17.50%	9.58%	27.50%	36.67%	1.67%	2.08%	100.00%
Education								
PhD	0.00%	16.67%	0.00%	33.33%	50.00%	0.00%	0.00%	100.00%
Master's	2.46%	18.03%	7.38%	23.77%	41.39%	1.23%	5.74%	100.00%
Bachelor's	1.91%	16.39%	6.28%	27.60%	41.26%	3.55%	3.01%	100.00%
High school or equivalent	2.20%	20.88%	9.89%	27.47%	32.97%	2.20%	4.40%	100.00%
Secondary school	5.00%	15.00%	10.00%	35.00%	22.50%	5.00%	7.50%	100.00%
Vocational training	7.89%	13.16%	2.63%	28.95%	36.84%	7.89%	2.63%	100.00%

	We have shut down our activities.	We have paused our activities.	We continue our usual activities, but don't add onto them.	We adapted our usual activities, but didn't add onto them. (e.g. moved activities online, remotely)	We've developed new activities and initiatives as a response to the crisis. These function in parallel with our previous activities.	We changed our organization completely to respond to the crisis. We do not conduct our previous activities anymore.	Other	Total
Living area								
Large metropolitan area (over 1.5 million inhabitants)	2.09%	14.63%	7.76%	23.58%	43.28%	3.88%	4.78%	100.00%
Metropolitan area (between 500 000 and 1.5 million inhabitants)	2.50%	18.13%	3.13%	33.13%	37.50%	1.88%	3.75%	100.00%
Medium-sized urban area (between 200 000 and 500 000 inhabitants)	2.46%	19.67%	5.74%	28.69%	36.89%	2.46%	4.10%	100.00%
Small urban area (between 50 000 and 200 000 inhabitants)	2.80%	18.69%	10.28%	29.91%	33.64%	1.87%	2.80%	100.00%
Rural area	4.48%	20.90%	8.96%	20.90%	37.31%	2.99%	4.48%	100.00%
Belonging to a marginalized group								
No	4.33%	25.82%	3.12%	7.11%	17.50%	2.43%	39.69 %	100.00%
Yes	3.74%	29.91%	2.34%	6.54%	16.36%	2.80%	38.32 %	100.00%
Stage of initiative								
Start-up initiative	3.65%	22.63%	8.39%	26.64%	31.39%	3.28%	4.01%	100.00%
Running operations	2.05%	17.47%	7.88%	26.71%	39.04%	3.08%	3.77%	100.00%
Scaling	1.78%	10.22%	4.00%	27.56%	49.33%	2.22%	4.89%	100.00%
TOTAL	2.53%	17.19%	6.95%	26.93%	39.32%	2.91%	4.17%	100.00%

Table 7. Initiative responses as a result of the COVID-19 pandemic across global regions, living areas and stage of the initiative

	We have shut down our activities.	We have paused our activities.	We continue our usual activities, but don't add onto them.	We adapted our usual activities, but didn't add onto them. (e.g. moved activities online, remotely)	We've developed new activities and initiatives as a response to the crisis. These function in parallel with our previous activities.	We changed our organization completely to respond to the crisis. We do not conduct our previous activities anymore.	Other	Total
Region								
Asia	10.00%	14.71%	9.09%	15.96%	19.94%	17.39%	12.12%	16.56%
Europe	10.00%	24.26%	25.45%	27.23%	24.44%	21.74%	36.36%	25.28%
MENA	5.00%	12.50%	7.27%	6.10%	8.04%	21.74%	3.03%	8.34%
North America	5.00%	5.88%	3.64%	7.51%	7.07%	4.35%	12.12%	6.83%
Oceania	0.00%	1.47%	1.82%	1.41%	1.29%	0.00%	0.00%	1.26%
Latin America	10.00%	10.29%	10.91%	10.80%	10.93%	17.39%	21.21%	11.38%
Sub-Saharan Africa	60.00%	30.88%	41.82%	30.99%	28.30%	17.39%	15.15%	30.34%
Living area								
Large metropolitan area (over 1.5 million inhabitants)	35.00%	36.03%	47.27%	37.09%	46.62%	56.52%	48.48%	42.35%
Metropolitan area (between 500 000 and 1.5 million inhabitants)	20.00%	21.32%	9.09%	24.88%	19.29%	13.04%	18.18%	20.23%
Medium-sized urban area (between 200 000 and 500 000 inhabitants)	15.00%	17.65%	12.73%	16.43%	14.47%	13.04%	15.15%	15.42%
Small urban area (between 50 000 and 200 000 inhabitants)	15.00%	14.71%	20.00%	15.02%	11.58%	8.70%	9.09%	13.53%
Rural area	15.00%	10.29%	10.91%	6.57%	8.04%	8.70%	9.09%	8.47%
Stage of initiative								
Start-up initiative	50.00%	45.59%	41.82%	34.27%	27.65%	39.13%	33.33%	34.64%
Running operations	30.00%	37.50%	41.82%	36.62%	36.66%	39.13%	33.33%	36.92%
Scaling	20.00%	16.91%	16.36%	29.11%	35.69%	21.74%	33.33%	28.45%
TOTAL	100%	100%	100%	100%	100%	100%	100%	100%

