

Volunteer work: its obstacles and factors for its success

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Abstract :

No one can deny that the issue of volunteer work in contemporary time is one of the main pillars and pillars in achieving development, and it is also an important symbol and reference to measure the level of awareness and sophistication in society, and given this importance many considered it as a sector that is no less important than the government sector in terms of roles And jobs,

But despite this location and the status it occupies, it sometimes collides with some obstacles at different levels, including what is at the volunteer level, and some of which are related to the volunteer charity, and there are obstacles related to the environment of society in which volunteer work exists .

That is why this article came to highlight the most important active factors for volunteerism, which would contribute a positive contribution to making volunteer work perform its role and function with comfort and success.

Keywords: volunteer work, volunteering, obstacles, success factors.

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I- Introduction :

Volunteer work in its many forms is considered one of the practices that all societies have witnessed, regardless of their religion and systems. It reflects the essence of human nature, and it is a behavior based on desire and self-motivation without any coercion or obligation, because if it were not like that, it would lose its characteristic and philosophy.

Volunteer work is considered at present One of the basic pillars and pillars of achieving development. As a result of rapid transformations and changes, its importance and status has increased from day to day to become a standard and symbol of the progress of society and its civilization. Volunteering enhances the values of positive participation among individuals, which makes them aware of the needs and challenges of their society, and brings the various groups and segments of society closer together, which instills in them the values of cohesion. Social solidarity is an effective means and tool used to confront problems and crises and works to solve them or mitigate their severity and their effects on the individual and society.

Voluntary work does not stop its importance only for the individual, but also exceeded that to reach the governments, since the latter today is in front of several circumstances and situations that stood unable to find solutions and ensure completely what he faced, and in front of this deficit resorted to volunteer work as a supportive sector and supportive of the development process, then The developed countries were putting volunteer work in a prominent and leading position of its effectiveness and efficiency, because this position and this interest are logical to double and increase in other governments.

Despite the great importance of volunteer work in several aspects, it faces many obstacles and challenges that may reach them not to achieve its goals, and these obstacles are related to the volunteer himself, such as his lack of commitment and adherence to the completion of the tasks and activities assigned to him, including what is related to the institution and the charity association The programs of the programs and the goals of the planned in advance, including what is related to society as a whole as the lack of appreciation and respect that must be volunteer work and the volunteer on both.

Based on the existence of different challenges and obstacles facing volunteer work and limiting its effectiveness, we will try in this article to address these obstacles in some detail, to put after it sentences of factors that would support volunteer work and make it reach its goals for which it was do it for them.

1- Language:

The origin of the word is taken from the verb voluntary, and it is in the sense of submission, it is said to be obedient, and he obeyed voluntarily, as it is obedient, that is, because and criticism.

Volunteering is what he donated from himself, which he does not have to impose
(243)

And the Arabs say volunteering, that is, the cost of its ability, and as for their saying in donating something: he may volunteer, but he did not need him, but he was able with the best that I would like to do, and this is not said except in the chapter of goodness and righteousness (ابن فارس، ص 431)

Ibn al-Atheer said: The origin of the volunteer: the volunteer, so I inserted the T in the Taa, which is (أبي سعيدات المبارك، ص 142)

Convention:

Before starting to address the concept by definition, we point out that despite the multiplicity and diversity of definitions of the concept, which came as a result of the difference of religions and intellectual trends of specialists and those interested in the field of volunteer work, it is not observed that it is all involved and agrees that it is an unimaginable work to wait for a material and its goal is to provide service and assistance For others, and for this reason we will limit this element to only some definitions, and we mention the following:

Hana Badawi Hafez knew him as "the efforts made by a person without obtaining material benefits and humanity, and he participates in actions that take time, effort and personal sacrifices, and the volunteer makes all of this about his desire and choosing him, believing that he must be performed."

As for Abdullah Al -Khatib, he defined it as 'the work that the individual does to achieve specific social goals, without targeting his work, or harvesting material profit, or achieving a personal benefit' (بدوي، 2004، ص 151)

Abdullah Al -Naeem also defines the volunteer work as: "The social and economic activity that individuals or representatives in the organizations, institutions and civil communities of public benefit, without a direct material return for those in charge of it in order to reduce the size of problems and contribute to their solution, whether it is with money or effort (ميادة محمد، 2014، ص 163)

The Association of Social Specialists in the United States of America defined him as: 'efforts made by specialized volunteers or semi -specialists who have a certain experience or skill and have an effective role in participation to achieve the services of the profession that aims at the well -being of individuals and societies in a complementary way achieved the greatest possible benefit to them. (الخدام، 2013، ص 225)

He knew that "an aid aid is carried out by an individual without coercion or obligatory and is appreciated, but it is not directly aimed at achieving material gains" (T. Güntert, 2022)

Tawfiq Osseiran defined it: 'Volunteering includes humanitarian efforts made by members of society individually or collectively, and is based mainly on desire and self-motivation, whether this motivation is emotional or subconscious, and the volunteer does not aim to achieve material compensation or private profit, but rather to acquire a sense of belonging to society and assume some responsibilities that contribute to meeting urgent social needs. (زينو، 2017، ص 14)

He was also known as 'sacrifice of time, effort, or money without waiting for a material return (سبيكة، 1993، ص31) equivalent to the effort "

From the previous definitions of volunteer work, we can conclude that it includes a number of characteristics that are the following:

Volunteer work does not aim to wait for a physical return.-

- The love of goodness and self -motivation is directed at the volunteer.

Volunteering takes multiple images, it may be a donation of money, effort, or sacrifice of time.-

There is no requirement for scientific numbers to participate in voluntary efforts.-

- An effort and action that the individual voluntarily is obligated without obligating.

Volunteering takes multiple images, which may be individually or collectively.-

.Voluntary work is based on the desire to provide a service to society-

Second - the importance and goals of volunteer work:

Voluntary work is considered one of the most important pillars of development in its various dimensions, as it contributes an effective contribution to the prosperity and development of society. The values that volunteer work include takaful, cooperation, and others are all values that are in the interest of the individual and society as a whole. Civilization, in its circumstances and needs, which is the thing that made the involvement of members of society and integration in it more than necessity.

Based on the site and the important position occupied by volunteer work for the volunteer, as it enhances its capabilities and skill and makes it a healthy and social individual, as well as for society, as it is considered one of the most prominent pillars of achieving development in it, we will stand in this element on a number of points that highlight its importance for them.

1- The importance of volunteering for the volunteer:

, given that the (العلي، 1996، ص76) - Training the individual on positive participation in society individual is a social being, of course, affects and is affected by what is going on in his social environment, it requires him to be a positive and a participant, far from negativity and introverted, and from the mechanisms that adopt The individual has to participate in societal life in its various fields is his involvement in volunteer activities. Through its way, it is integrated into his community and becomes an effective individual in it.

- Establishing social relations with individuals and institutions, volunteer work contributes to enhancing building skills and weaving different social relations through his work with others (McCabe ,others,2007), his volunteer activity opens up horizons for him to expand his circle of

knowledge and relationships, his relationship becomes not limited to a worker Agency, kinship, or study, but rather to a broader and more comprehensive environment.

- Gaining confidence and a sense of self-satisfaction (**Stacy buteel**) Contributing to doing good by volunteering, participating in community issues and seeking to develop it all reflects positively on the individual, and makes him feel proud that he is an active individual and an important part of his society.

Since we are Muslims and follow the teachings of our true religion as recommended by the Qur'an and Sunnah, contributing to doing good, extending a helping hand to the other and providing the best for society and the country falls within the commandments of the Islamic religion in order for everyone to live in safety and well, and the individual's commitment to these commandments and teachings by volunteering makes him a righteous, beneficial and satisfied individual who is confident in them.

, as a result of multiple circumstances and (**برزان، 2017، ص16**) - Love of others and self -denial factors. Many individuals find that they tend to individualism and self -interest, so they do not think about others or their society even though they need them, and this characteristic and advantage that has negative effects on the individual and society It can only be revived and removed by getting used to the love of goodness and giving part of the time by volunteer for the attention of those who need help, whatever its type and size, because with this help and with this service we implant other different values, so instead of selfishness and individualism shows the value of participation and a value of cooperation and a sense of others (**Stukas,others**), the individual is strengthened by the feeling of self -denial, and this is directed to the love of others, and he has the desire for giving, granting and sacrifice without waiting for the benifits.

- True understanding of the requirements of society, through various volunteer activities, the volunteer becomes aware and understanding of the needs and requirements of society, without these activities, the individual finds himself isolated from his reality and issues, does not know what is happening around him and does not know what is required of him, volunteering integrates its owner into social life deeply, which enables him to discover his role and duty towards the requirements of society.

- Work within teams, the opportunities for participation in volunteering would contribute effectively to work within working groups, especially if the volunteer activities are emanating from charitable societies and institutions, as they distribute volunteers in private groups according to the requirements of the activity to be presented, and it is known that work is within the teams And groups have advantages and benefits that are mentioned, as the individual trained to work with the group and gains the experience of dividing tasks, and gives him the opportunity to participate in expressing opinion, discussion and dialogue, which contributes in one way or another to developing his skills and capabilities.

, The volunteer work within the (**سعيد حسن، 2009، ص17**) - Investing the potential energies and talents groups and within the teams emerges and detonates the energies and talents that the individual

possesses inside, which would not appear without engaging and participating in voluntary activities, the volunteer may find his intention through various roles possessing the characteristics of the characteristics. And many qualifications, such as taking responsibility, dividing tasks, roles, and the degree of persuasion and influence, that possessing such qualities is a valuable opportunity to form a leadership personality capable of bearing burdens and tasks and a strong opportunity to fill a job in the future, as many experiences have proven that most of the successful leaders and managers were at the beginning of their lives involved in volunteer work.

- Maintaining mental health (Jean segal), volunteer work helps to face the effects of stress, anger and anxiety, as the aspect of social contact of helping others and working with them can have a profound impact on mental health in general, and volunteer work fights depression as it keeps the volunteer in regular contact with others and helps him develop a strong support system, which in turn protects him from depression.

According to the results of one of the studies in this field, she explained that providing assistance through volunteer work produces what can be described as' **(the power volunteering)** , which can lead to provoking physical reactions that already improve mental and luxury health, as studies have proven. Another field is that participatory work with others and communicating with them improves mood and reducing stress and anxiety, and has proven that adults with disabilities or health conditions that range from hearing and vision to heart or diabetes diseases or digestive disorders all show improvement after volunteer work.

- Creating opportunities for employment and enhancing professional life, the volunteer benefits from new experiences that may help him to discover the career path that is compatible with his capabilities and interests. For example, he discovers through volunteer work that he prefers to perform administrative tasks instead of sales or tasks that depend on certain skills, so volunteer work helps in determining the career path he desires and helps him to evaluate his professional goals, it also has a great role in enriching the biography of the volunteer, which allows him to gain additional points during employment interviews.

The volunteer work also gives the volunteer an opportunity to practice the important skills used in the workplace, such as teamwork, communication, problem solving, project planning, task and organization, the skills he gained in his voluntary tasks

2- The importance of volunteer work for society:

Voluntary work is a measure of society's progress. Volunteering in our contemporary life has become a symbol of the extent of the progress and prosperity of societies, and for this we find in advanced societies that the rates of engagement and integration into charitable societies and institutions are very high in comparison with less societies in the level of progress and development.

Volunteering has now become a pivotal significance and indication in the field of development in its multiple dimensions, so the growth of its movement and its widespread spread among different circles from the segments of society and its comprehensiveness in different regions of the country is

an indication that this society has fertile ground and energies capable of making its progress and development

- Spreading the spirit of awareness and belonging, volunteer work plays an important role in developing a sense of belonging and social interconnection between members of society, and with this feeling, the volunteer is strengthened with belonging and (كامل، 2011، ص14) positive participation, so he has the ability and will to serve his community with enthusiasm and without waiting for financial compensation.
- Social development, voluntary work is its importance in that it contributes to mobilizing the energies of society members in order to eliminate the aspects of backwardness and its causes, so progress and social welfare between its members societies through its active bodies has become in our time to it. A prominent role in solving many issues and problems, and it has become an essential sector in developing development programs and plans. In the last years, the so -called scientific charitable association appeared. Recently, the role of associations is no longer to provide services and activities for the needy and the poor, but it went beyond this to search for the causes of these conditions and how it can be He transcended and reforming it, and thus the role of these associations has become the strengthening of these social segments by creating development projects and programs.
- Confronting social problems, by virtue of the rapid changes and transformations that occur on societies, which resulted in a set of harmful effects in society, on the one hand, these changes contributed to increasing the rates and rates of the spread of these problems, and on the other hand, new aspects of problems that did not exist before, and from Here the role of volunteer work has emerged through its institutions in the face of and fighting these manifestations by all available and possible means. Among the mechanisms on which these institutions depend on this is that they carry out courses and awareness and preventive campaigns, in addition to holding study days and forums through which specialists and academics lecture, all of these initiatives are from She will face the wave of this terrible increase in problems. Voluntary institutions have become working alongside official institutions in order to combat and confront the various deviations that have been affected by society.
- The use of volunteers in the periods of crises (**Rochell**), every society, whatever the level of its progress or its succession, is to occur in it crises of all kinds such as health or environmental crises, for example, and the latter may extend to longer periods This crisis shows volunteer work through individual or institutional initiatives to contain and work to reduce its severity and its effects on the individual and society, and perhaps what happened in recent years with the Korona pandem Crises can not deny them.
- Activating members of society, with the participation of community members in various voluntary tasks and work, of any kind, turn into positive citizens towards their society and form and hold a positive culture that contributes to building and progressing society, as effective participation has become at the present time among the indicators that occupy a pivotal position in the areas of development, and for this reason Volunteer work through his activities is a factor in activating the

role of the individual and making it useful, contributing far away from the tools of demolitions that are attached to society.

- Benefiting from the energies of young people and exploiting their free time, volunteering is one of the glorious strategies that most charitable institutions pursue in order to take advantage of the energies inherent in young people and exploit their spare time. The transformation of youth energies into work and beneficial activities for its society and its country is better than being used in adverse works that harm the interests of society Likewise, the exploitation of the large spare time among young people in volunteer works in a positive way by inserting it in the field of volunteering would keep them away from the bad circles and close to them a door of deviation.

- Learn about the gaps and shortcomings, through the voluntary activities and operations that active institutions reveal the shortcomings and gaps in the field of services directed by governments and official institutions for members of society, so the increasing demand for services is a quantity and a quality in front of the number of citizens and their spread is a challenge to these institutions to provide them in empty Among the deficiencies. A kind of deficiencies in government services in its quantitative and qualitative slit that the government will see through its institutions a rational view in order to support and strengthen it until it reaches the required level.

- Instilling the values of volunteering among generations, the practice and spread of volunteer activities among the groups of society would contribute significantly to the transfer of these good and good behaviors to the generations and young people to come, as the younger age groups follow the example of those who are older than them and imitate their behaviors, the transmission of these charitable works from generation to generation is a factor of their continuity and sustainability.

- Highlighting the humanitarian aspect and strengthening social solidarity, volunteer work is a practical embodiment of the principle of solidarity and social solidarity, as it represents a set of charitable works and activities provided by the volunteer in order to provide and meet the needs of others, with these works through which the volunteer sacrifices his time, effort and money, signs of humanity appear among the members of society and increase opportunities for support and social solidarity.

- Integration and cooperation between governmental institutions and charitable institutions , The actions provided by charitable institutions contribute effectively to (الحمدي، 2016، ص13-24) completing what governments may be unable to provide and provide to their citizens of services, programs and projects, as a result of certain circumstances, government institutions may stand Unable to reverse and fill all the needs and requirements of the citizen, which is the thing that was called from charitable institutions from completing this deficit by providing assistance and proposing and implementing programs and projects, and with this concerter and integration highlights the role of volunteer work as an important sector in addition to the government sector.

Third- Voluntary Work obstacles:

Despite the utmost importance of volunteer work for the individual and society as a whole in its various aspects, it sometimes objects to it as a number of obstacles, as is all social processes, which makes this work face great challenges that limit its effectiveness and directly or indirectly affect the achievement of the desired and planned goals. It has from behind volunteer work, and these obstacles may vary according to their source, some of which are linked to the individual and the volunteer himself and the other connected to society and its institutions, including active institutions and related to the field of volunteering, which we will try to stand with him in a kind of detail in this element.

1- Obstacles to the individual and volunteer level:

- Many of those who resort to volunteer work aim to achieve special goals and goals, as they take advantage of volunteer work to reach a social status in order to satisfy their desire and personal tendencies, and this is all at the expense of volunteering and charitable work for which the institution was established, and we also point out that besides this point there is It is among the volunteers who are looking for special privileges for their efforts, which creates a kind of misunderstanding that leads to the emergence of conflicts between those in charge of the work and the association or the institution and the volunteers themselves.
- The absence of awareness of the importance of volunteering and its various goals, and this is due to several reasons due to the individual himself, and the community and institutions concerned with volunteering can also be the reason for this, and we will address it in the obstacles associated with them later.
- Lack of commitment and discipline on the part of the volunteer, and this is due to the latter's belief that he is not obligated and not obliged to do so, and the practice of this behavior would hinder the efforts of the volunteer process and fail the planned tasks and operations. We note here that non-compliance may appear in two different aspects, either in the part related to attendance and participation or in the exercise of the tasks and work assigned to it on time.
- Complement the previous point associated with commitment and discipline, volunteer work is affected by the lack of continuation and continuation of the volunteer, that is, it may break into the field of volunteer work for a period and then cut it off, which would create a kind of fluctuation up sometimes that the association or institution is forced to stop all or part of the operations as a result of the shortage of supervisors for the voluntary process .
- The lack of desire for volunteer work on the part of many as a result of their interest in themselves and their families, because many see that taking care of themselves and their family is one of the first priorities, and they thus believe that participation in any other work may cause an imbalance in its arrangements.
- In many cases, we find volunteers who interfere in the process of voluntary practice, which may cause a conflict of powers and imbalances in management, and this is because they believe that everyone stands at one line and are equal being equal in volunteering.

- There is a misconception among many individuals and volunteers lies in their belief that they should devote more time and efforts to volunteer work, otherwise there is no need to do so , they see that they are negligent and make weak efforts, which makes them (الخليف، 2013، ص 184) either not engage in volunteer work from the beginning, or they give up doing so in the future.

2- Obstacles at the level of volunteer institutions:

The lack of special programs to train volunteers before assigning them to work. No one can deny the role of training in increasing the efficiency and effectiveness of the volunteer, and if we want to search for this reason, we find it due to several backgrounds, including what is related to the educational and cultural level of those in charge of this body, which qualifies them with attention or not for the training process, the reluctance of those who are qualified to train to do such this The initiatives, especially if they know in advance that they do not receive material interview, as for the other and implicitly related reason to the previous point, which is the financial credits, those in and the aid (محمود عبد السلام، 2009، ص 25) charge of these bodies often in front of the lack of funding preferred to directly volunteer work as a primary At the expense of the initiative by training.

- The lack of clear and specific regulations and regulations such as what is found in the institutions of the self -organization, so many of them even if it is considered a form of formalities and protocol only, so those in charge of the authority can apply rigor and regulations to the volunteers, since the institution itself is characterized by nature The official, and the application of this in advance leads to the reluctance of volunteering, as well as in return, volunteers refuse to treat a treatment in which a kind of official, because they see themselves who are the ones who have them as well as the body.

- The absence of clear roles for the volunteer, every time you find him participating in a work that differs from the other, which affects his return and effectiveness, and in addition to this we find the lack of opportunity for the volunteer to choose what suits him from volunteer tasks, the desire and interest in a work is the basis of feet and positive interaction with him, as well as each individual has the potential and capabilities qualify him to be able or not to do a certain work without another.

- In many cases, the active bodies in the field of volunteer work lack coordination among themselves, as coordination overcomes the difficulties that stand in front of them and contributes to increasing supervision, as well as contributes effectively to the diversity of activities and work and does not make them all participate in one form, and thus the citizen benefits from various volunteer services.

- Most of the active bodies in volunteer work we find that those in charge of them feel that these bodies are like private property and no one has the right to approach them, especially in the aspect of assuming leadership positions and responsibilities within them, the repetition of these scenes instills aversion and reluctance by many as a result of the negative impressions formed towards those who manage these bodies.

- In addition to the previous point, we find in many cases the control of individuals with a bad reputation over charitable institutions and associations and active in the field of volunteering

, and this is what led many individuals to abandon participation in volunteer (الرفاعي، 2006، ص5) work, either by not taking it out in the first place or leaving it after it was active in it. As well as avoiding righteous members of society by providing various aids and donations for fear of them because the real concerned will not benefit from them.

- The community has many competencies in various fields and they can provide an addition to volunteer work, but they do not have information that there are associations or private institutions that need their capabilities and abilities.

- Many associations and bodies active in the field of volunteering in front of the lack of volunteers joining them find no escape but to resort to intensifying the tasks and volunteer burdens on the small category of volunteers, which makes them in the end escape and abandon volunteering.

3- Obstacles at the community level:

- The inferior view of members of society and not giving the due appreciation to volunteers, and this view is attributed to the negative prejudices carried by these individuals to the bodies and associations active in the field of volunteering, such as the fact that their affiliates, for example, are opportunistic and unfair in the distribution of aid and other negative ideas.

- Many community groups ask to extend aid to them more than they need, and their goal is to benefit from more than one association, this greed and selfishness makes volunteers and actors lose confidence and become frustrated by these practices, which may push them to think about reluctance and stay away from volunteer work.

- In many societies, especially Arabic ones, there is some control exercised on some associations , as a result of investigating the (ناجي، 2018، ص39) and active bodies by private state institutions sources of funding and support, as well as searching for parties benefiting from aid, volunteers and those in charge of association affairs may be forced to stay away and stop providing or seeking to search for funders and supporters of volunteer work.

- One of the obstacles to promoting the subject of volunteerism is the difficulty of quantifying its benefits and results achieved, as without measurable results, it is difficult to obtain financial and political support from the government. (Nelson, 2005)

- The absence of almost complete in many societies for a name Arabic of which in particular for volunteer guidance centers, and the Corona crisis that hit our Arab world in the past years revealed this, as we did not have any statistics related to the number of volunteers, and we did not have special centers to guide and supervise them, which further exacerbated the crisis.

- In the same path of the previous point, there is another obstacle and challenge that stands in front of the volunteer process and is related to a spatial problem for bodies and associations active in the field, as some areas in need of voluntary services are characterized by a lack of volunteers, while on the other hand, we find many of them in other areas less in need, and it is difficult to transfer the volunteer from one area to work in another area, as he is a volunteer and not an employee .

- There is a crisis of volunteers of women and youth, on the one hand the reluctance of women to volunteer work, especially in Arabic societies for social reasons, and on the other hand there is a lack of turnout of young people to volunteer work, many field studies have shown that the large majority of volunteers in the Arab world are between the ages of 45 and 65 years

(النابلسي، 2010، ص107).

- In many societies lack the existence of clear regulations and regulations that regulate volunteer work and protect it, this absence makes the volunteer process go in most cases randomly and without controls and a specific organization that codifies the process, as well as the lack of these regulatory texts make volunteers in many cases not legally protected, which becomes an obstacle and one of the challenges that stand in the face of the volunteer towards engaging in volunteer work.

- The limited role that socialization institutions play in the field of volunteering and its importance for the individual and society as a whole, especially the family and the school. At the present time, just as the curricula and activities of the school are almost free from everything that encourages volunteer work, this all led to the creation of generations that have no awareness of the concept of volunteering and its importance.

Fourth - Volunteer work success factors:

The fact that a person is socially in its nature, this nature leads him to coexist with the members of his community and cooperate with them, and provides them services that they need, but sometimes this natural instinct objects to multiple conditions and reasons, including environmental and social Goodness of all kinds is affected by it, and it may sometimes reach the absence of some. With the presence of these circumstances and reasons, we find an explanation for the variation of charitable work between individuals and different societies.

Based on the above, it can be said that any act or voluntary charitable work is related to a number of components and factors that must exist to support the establishment and success of this work, and therefore specialists in this field have identified a number of factors as a basic mechanism, including the following:

-Attention to training as an important and effective strategy to provide volunteers with skills that qualify them to carry out the tasks assigned to them and are expected to be efficiently, and thus the satisfaction and desire of the volunteer is achieved to continue his volunteer work, and training helps him to participate in expressing his opinions about the activities of the association or the institution to which he belongs, and it becomes Thus, it is a contribution to its development and progress, which is due to the great benefit on the institution and the beneficiary of volunteer work and the community as a whole.

We can not leave this point except by adding a great benefit due to charitable institutions due to training, which is that volunteers, after undergoing training courses, become more committed and

committed to the tasks assigned to them and become more respectful of the rules and regulations on which these institutions are based.

- Appreciation and respect. These two values are considered the currency by which the institution, as well as members of society and its institutions, express their gratitude for the work carried out by the volunteer. Appreciation, interest and respect must be shown continuously by these people for the purpose of further strengthening volunteerism and, why not, increasing its spread among different segments of society. Society does not remain limited to a specific group or segment. Although volunteer work from its beginning does not expect financial compensation, and in fact the volunteer embarks on this with optional voluntary initiatives, expressing and praising these good initiatives, regardless of their size and image, is considered a strong moral motivation for the volunteer.

- The media, the media plays a functional role in deepening and consolidating the values of solidarity and cooperation between members of society, as it contributes to enhancing the values of participation and a sense of social responsibility. The media is of importance in showing the importance of volunteer work and its prominent place in societal life, as well as spreading awareness and implanting its meanings and concepts among society. Thus, he becomes a merit in motivating and the positive impact on active participation towards it, and from here it is necessary to exploit the role of the various media, any exploitation, especially that we are in a time characterized by the diversity of technology, media and communication.

- Working to bring more new volunteers, especially those with competencies. In the element of obstacles that stand in front of volunteer work, we have touched on a fundamental point, which is that there are many and many members of society who have preparations for volunteering and providing a helping hand in certain areas that will develop volunteer work. He raised his position, but no one calls them and asked for their experience and their qualifications, and therefore it is imperative for the institutions and associations in the field of volunteer work to open the door for all and take advantage of everyone according to the ability and desire to storm this field, and it must take advantage of as we said in the previous element the role of modern media in attracting volunteers .

- Tribunal and good coordination between the actors in the field of volunteering, as many obstacles facing volunteer work in the field is the absence of coordination and communication between the actors. For example, a focus may occur in providing volunteer work on needy individuals without others, or focusing on a specific field and field of volunteering without other areas. And it is a thing that negatively reflects on the failure to meet the needs of all individuals and not to diversify the areas of volunteering they want, and therefore coordination would reduce the burdens on the actors, expand the segment of beneficiaries and diversify the services and activities directed to those who deserve it.

We can add at the same point that the actors must intensify coordination efforts between them and government institutions in order to cover the largest and widest possible number of those in need of

aid and service, especially since the government efforts cannot meet all the needs, especially since the number of the needy and poor is increasing annually in many societies.

- Pre -planning and good and accurate organization of volunteer work activities (**Key Steps, 2022**), so the activities and the provision of services should not be on certain occasions only, and also should not go randomly without a tight strategy, so planning in this field is enough to include everyone and improve performance And it raises its effectiveness, and it also enables it to take advantage of its beneficiaries, as the absence of the planning element has proven through the numerous experiments the lack of voluntary work in many stations, either by not controlling and controlling activities, or that the services did not arrive and did not benefit from those who are the first With it.

- The use of technology in the field of volunteer work. Those who activate in this field must strengthen their work by using modern means in order to preserve information and data for the charitable institution or those related to those who were directed to the service, as preparing special programs for this matter facilitates the return to the information to be accessed at less speed and at a lower effort, As well as protecting information from loss, leakage, or anything else, and effective institutions can digitize their services and coordinate among them with regard to this point so that it can have a bank information that makes it work with all comfort and with transparency, how much it guarantees the inability of the weak of the self in need or any Other parties of manipulation or fraud in order to benefit from the services provided by charitable institutions and associations.

In this regard, we can add another positive of the use of technologue in preserving data on those in need, that with this mechanism, actors ensure that information is kept confidential and is not circulated in one way or another to other individuals, which is critical for those in need.

- Establishing special centers for volunteers, we have touched on the element of obstacles that in many times the volunteer activities are focused in certain areas without other areas that may be more in need than the first, and we may also find the number of volunteers in a large area compared to the number of people in need, while we find The exact opposite in other areas that are more needed, hence it was necessary, accordingly, to establish special centers for volunteers whose role is to guide and distribute them according to the need and according to the quality of the volunteers.

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- Adapting special laws and legislative texts in line with the policy of volunteer work, and the reason for our inclusion of this element as a factor in the success of volunteer work is that in many cases actors in the field of volunteering find themselves shackled and unable to carry out some

initiatives of volunteer activities and services due to the absence or blurring of an explicit legal text that allows this.

- Trying to attract young people and provide them with opportunities to participate in their contributions and provide their opinions on volunteer work, because opening the door and providing opportunities for young people, especially those with high competencies and capabilities, would contribute effectively to the development of institutions active in the field of volunteering, as well as allowing this segment to eliminate one of the obstacles and failure of volunteer work, which is the monopoly of certain types of charitable institutions and make them a private kingdom.

As long as we are talking about the issue of volunteer work and youth, we must return to a pivotal point related to exploiting this segment in their free time, especially during school and university holidays, by holding training courses for them in the field of volunteering to enable them and integrate them into this field. With this strategy, we achieve more than one benefit, including an increase. The number of volunteers, especially young people, and through it we also contribute to protecting this sensitive age group by exploiting their free time with work that will have a positive effect on their psychological and mental health, their educational life, as well as their lives and professional prospects in the future.

We also do not miss the opportunity to mention that providing the opportunity for young people and encouraging them to enter the field of volunteer work, especially the educated among them, closes the door to opportunists and those with a bad reputation from engaging in charitable work.

- Another factor that leads to the effectiveness of volunteer work is that the volunteer is assigned tasks and activities that are appropriate to his capabilities and abilities because otherwise we will find ourselves facing one of the obstacles to the success of the volunteer process.

- Social upbringing institutions must play a prominent role in instilling the values of volunteer work, by urging children to love goodness, offering a helping hand to others, and other values that will benefit these individuals in the future and help them integrate and join charitable institutions and societies. If we dedicate this element to Institutions of socialization. We must address the position of the family and the school in this direction (**Angela Ellis, others, 2020**). While the family is the first station in which the individual is present and from whom he receives his upbringing, it becomes a fertile place for instilling in him a set of values that serve volunteer work. In addition to the family and its important role in forming positive trends towards volunteer work, we find the second important station in an individual's life, which is the school. It, in turn, occupies a position no less important than the family. Therefore, educational curricula and curricula must be supported with materials and activities related to volunteer work that make students and Later, they have a positive trend towards practicing and participating in volunteer work (**Azzurra, others**), which is something that benefits the individual, the charitable organization, and then society as a whole.

Conclusion:

Volunteer work is considered one of the mechanisms used to advance society and achieve well-being and progress in it, and it has become gaining a prominent position from day to day, especially since the various governments are no longer able to take care of the needs of their individuals, which is what has prompted many specialists to consider work Volunteering serves as a complementary sector to the government sector, and there are other researchers who have gone beyond this description and emphasized that volunteer work has a proactive role in solving many problems and crises.

However, despite this great importance and status, we noticed how volunteer work faces several obstacles that limit its effectiveness and hinder the achievement of its goals. This has required all actors in the field of volunteering, including government institutions, to quickly transform these obstacles into contributing factors so that volunteer work can carry out its work and activities in full. Distinction and effectiveness, and based on the importance of these factors for volunteer work, we touched on a number of them, whether including factors related to the volunteer himself or related to the charitable organization, and we also touched on factors related to society as a whole because they also have a prominent role in activating the value of volunteer work.

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