

Analysis of barriers in sports volunteering

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Abstract. Volunteering is an exclusive phenomenon that involves certain obligations in activities, which individuals choose completely on free will. One of the main components in volunteering is that people engage in community work, without receiving any compensation. Volunteering as a form of leisure relies on the fact that during activities individuals acquire certain experience. Research presented here shows the barriers which prevent the spread of volunteering as a form of leisure in sports sector. Barriers can be related to the nature of sports events and inappropriate volunteers appreciation. The barriers also relate to the lack of information, skills, or lack of financial costs, which are mostly related to travel and food. The identified barriers were evaluated in order to reveal which of them mainly prevent the spread of voluntary activities in the sports sector. The main barriers preventing spread of volunteering are inappropriate preparation of voluntary activities in sport organizations and volunteers' age. Also important barriers are inappropriate volunteers' appreciation and lack of information.

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1. INTRODUCTION

Volunteering has been manifesting in the world cultures in various ways, therefore, the value of volunteering itself is unanimously perceived similarly - as the willingness to contribute to the wellness created, without forcing oneself, only on one's own wish and without any material benefits in exchange for the work done (The United Nations Organization, 2011; Briggs et al., 2010; Lindenmeier, 2008; LR Law on Volunteering Activities, 2011). People of different ages are involved in volunteering activities as volunteering provides an amazing opportunity to develop personal skills and improve personality as well as to increase economic satisfaction (Nichols & Shepard, 2006; Sharpe, 2006; Welsch & Long, 2006; Čábelková et al., 2015). Volunteering is based on the unselfish will to serve other people and is not subject to binding norms (Górecki, 1999). Volunteering strengthens trust in the society, contributes to civic development. It supports social integration and strengthens the sense of security, plays a big role in shaping independent thinking, critical judgment of reality as well as making decisions and realizing dreams. Volunteering makes possible to get knowledge about the needs and behaviors of other people and allows adapting to them different methods and forms of assistance. Dutifulness and keeping promises are elements of ethical behavior that shape the attitude of a mature person (Górecki, 1999). In the 21st century, volunteering has become an international phenomenon (Haski – Leventhal, 2009; Kristiansen and Skille, 2014).

Novelty. The idea of volunteering as a form of leisure has been developing with every year, thus, more and more people are trying to find such activities which would embody their talents and purposeful leisure time. In the sports sector not a single broad range event or sports festival would survive without volunteers' assistance. Sports events attract people and they devote their time for the benefits of others (Rodrigues et al., 2017). However, volunteers face practical and psychological barriers which create obstacles for volunteering (Lindenmeier, 2008). On the other hand, it is rather complicated to define volunteering as a leisure form, as it does not seem to be fully understandable for the society, because volunteering activities and organizations vary and volunteers' role in each type of activities is different. Volunteers could never be regarded as one big and undivided group (Stebbins, 2005; Wysong & Maellaro, 2013; Haviernikova et al., 2015).

Volunteering has emerged in sports and recreation sector as a leisure activity, i.e., unpaid work from the economic perspective, at the end of the 20th century. Economic approach dominates in the studies of volunteering as a concept. According to this approach, this activity could not be paid for, as it is voluntary, carried out on a person's own wish with the aim to purposefully spend free time (Volunteering Australia project, 2015; Mikalauskas et al., 2013; R., Zhuang & Girginov, 2012).

Unemployment rates have been increasing in the 21st century which means people have more free time and consequently volunteering could play a larger role. Volunteers have an opportunity to express themselves in the society, find their place and thus feel more efficient. Volunteers and non-governmental organizations could unite their attempts to contribute to society's development while volunteering as a form of leisure is becoming also a part of socializing process (Howlett, Machin, Malmersjo, 2005; Nichols et al., 2004; Skoglud, 2006).

Volunteers constitute a specific group in terms of social preferences and personality types. Omitting these features can therefore be a source of incorrect estimation of the volunteer bonus. Therefore,

according to the extended concept of "homo oeconomicus", different types of personality are taken into account in the activities of an economic person (Buttle, 2009). In the face of this concept, the following questions arise: what character traits a volunteer should have to work full of challenges and not to receive a cash equivalent in the form of remuneration? What are the distinguishing features of human beings who want to devote their free time and skills to social work? What motives and reasons guide people who decide to become volunteers? It is not easy to determine a uniform volunteer's personal pattern. But some features are repetitive and give direction to volunteer activities. These include: willingness and the need to help others, empathy, enthusiasm, honesty, openness, kindness, tolerance, independence, availability, communicativeness and trust in people.

When discussing the volunteer's attitude, it is possible to formulate rules and a code of conduct according to which a person who wants to voluntarily help other people should act. She/he should be confident, loyal, convinced of what he does, obey the rules, take care of personal development, be a person to rely on and be able to work in a team.

Literature gives a lot of reasons that guide people who want to get involved in social work and gives many divisions. The authors present one of them (Table 1).

Table 1

Motives of social work in volunteering

Motives		
Psychological	Social	Pragmatic (Instrumental)
A way to determine own identity, Raising self-esteem, The need to stand out, Personal development, own skills, A sense of satisfaction, and fulfillment, Conviction about the rightness of own actions.	Desire to meet new people, Getting certain social status, Gaining recognition, Belonging to a group, Development of social relations network.	Willing to do something useful, Proving oneself Getting new skills, Increase own chances and position in the labor market.

Source: Own study.

People have different motives in making their decisions. The mechanism of helping is not always a simple dependence, it is quite often complicated and the motivations of helping people result from various sources. It even happens that a person may be guided by several motives or an entire spectrum of motives. The mechanism of motivational behavior is unquestionably multiform and it is difficult to separate these motives separately in some people. Motivation stimulating people to take actions aimed at free and voluntary work depends on various conditions and often has a complex foundation. The value of the goal for a given person and the possibility to achieve this goal determine the undertaking (Kanios, 2010). The aim of this research and objectives. To investigate the barriers for volunteering in sports sector in leisure time.

2. LITERATURE REVIEW

At the end of the 20th century the significance of volunteering was growing. Volunteering as an activity creates human resources. A. David (1970) asserts that volunteers need only intention, willingness to assist people, do favours without any financial rewards for this. Volunteering implies these four fundamental principles (Table 2).

In various countries volunteering is understood within social and cultural context. For instance, in the United States of America, volunteering is related to culture, to individuality. In Australia and Great Britain volunteering is desirable in other than business surroundings.

Table 2

Principles of volunteering

Principle	Meaning
Unconstrained activities	A person freely, not forced does some jobs and undertakes volunteering.
No monetary benefits	All activities are done without any monetary benefits (activities are unpaid).
Activities are the form of charity	Selfless activities (a person's or an organization's) providing resources, e.g. food bank actions.
Firstly, it is a service providing assistance to others	Volunteers prioritize assistance to people to their own personal benefits.

Source: A. David (1970).

Ontario (Canada) Labor Party and workers' representatives at joint meeting in 1977 prepared a report giving one more explanation of the concept of volunteering. Previous principles of volunteering (David 1970) were also included into this report. The Labour Party and workers' representatives suggested some more principles which could be helpful in defining volunteering. (Table 3).

Table 3

Volunteering principles of Canadian Labour Party

Principle	Meaning
Chosen on person's own wish	A person on his free will, without any authorities and orders can choose what he/she would like to do and call volunteering.
Services are provided through non-governmental organizations	All activities are official, volunteering is legal. Volunteering experience is the same as work experience.
Volunteers' activities are not paid	A volunteer obtains professional skills and knows that he/she is needed.

Source: Advisory board on the Voluntary sector (1997).

In Israel volunteering is related to cultural identity and evidences country's experience of this area. In Sweden, France and Italy volunteering is perceived quite similarly: collective efforts for the benefits of the society (Lee & Brudney, 2010; Lukka & Ellis, 2001).

The United Nations Organization offers a broader outlook of volunteering, defining it as people's and non-governmental organizations contributions, without any remuneration and career ladder. It is

beneficial not only for volunteers but also for the third party. The United Nations Organization perceives volunteering as a service. Volunteering solves cultural, social, economic and humanitarian issues. One of the most significant contributions to volunteering is human resources. People with higher education volunteer more frequently. People with less work experience and work skills, are less inclined to volunteer while people at managerial positions show interest in volunteering more often (Wilson & Musick, 2008).

In most cases volunteering is observed in social context. In fact, as cultural and economic phenomenon, volunteering is the way to organize a society, to assign social duties, it is a society's response and involvement in these activities. Thus, it is not surprising that the concept of volunteering has been alternating both in social and in cultural contexts (Nichols, Taylor, James, Garrett, Holmes, King, Gratton & Kokolakis, 2004; Okun & Eisenberg, 1992; V fond, 2007; Warburton & Crosier, 2001; Wheele 1998; Williams, 2003; Strielkowski and Shishkin, 2017). In such European countries as Sweden and Germany volunteers, as well as the volunteering itself, became a part of history. Once money was paid for volunteering, expecting that volunteers who were paid would do their works faster and more efficiently (Kristiansen, Skille, Hanstad, 2014). Japan rejected volunteering. Only in the year 1995 when the country suffered from the earthquake in Kobe, thousands of people decided, on their own free will, to help the aggrieved and try to ease the critical situation. Since then Japanese government decided to encourage volunteering (Deguchi, 2000).

Volunteering and altruistic activities are quite similar – as they both imply service providing to people (assistance). On the other hand, sharing knowledge and personal experience also requires absolute responsibility for the activities done. However, these activities differ in some essential aspects. Altruistic activities are targeted to assist a close person or relative while volunteering means helping at least several people. Altruistic activities are often related to spontaneous behavior and volunteering is always a planned activity (Penner, 2007; Plagnol & Huppert, 2010; Volunteering Australia (2015)). A more detailed analysis of volunteering is given by A. M. Oppenheimer (2008) – volunteering is an assistance without seeking any benefits – it is work done within a time frame using your own skills, willingness, do not forcing yourself.

Volunteering is a complicated phenomenon. From leisure perspective it does not occur as a form of work. Volunteering does not provide any remuneration, however, it creates visible and invisible value not only to volunteer organizations but also to volunteers themselves. As volunteering is a free choice activity, personal, cultural or religious interests often serve as its drive (Salamon, Sokolowski ir Haddock, 2011); T. Rotolo & J. J. Wilson (2011) indicated three compositional parts which could be useful when studying volunteering. The first and dominating part is free service activities, another one is active proceedings and the third one – volunteering as popular form of leisure.

Having analyzed various resources, it could be asserted that literature related to the concept of volunteering could be structured into 4 major divisions (Figure 1).

However, the core motif, encouraging to take up volunteering in free time is the importance of some values (Nichols et al., 2004). M. Snyder (2000) named this – function of implication. Volunteering enables individuals to embody their values in this activity and be true themselves. It is a splendid opportunity to transfer these values to other persons. R.A. Stebbins (2005) suggested volunteering as leisure form and called it *leisure perspective*. Reasonable (planned, measured in advance) activities could be short, bearing in mind free time opportunities, or creative activities even if done occasionally. Volunteering as a leisure form occurs officially as these activities are organised by non-governmental organisations and public sector. (Howlett, Machin, & Malmersjo, 2005; Houle, Sagarin, & Kaplan, 2005; Soltes, Gavurova, 2016).

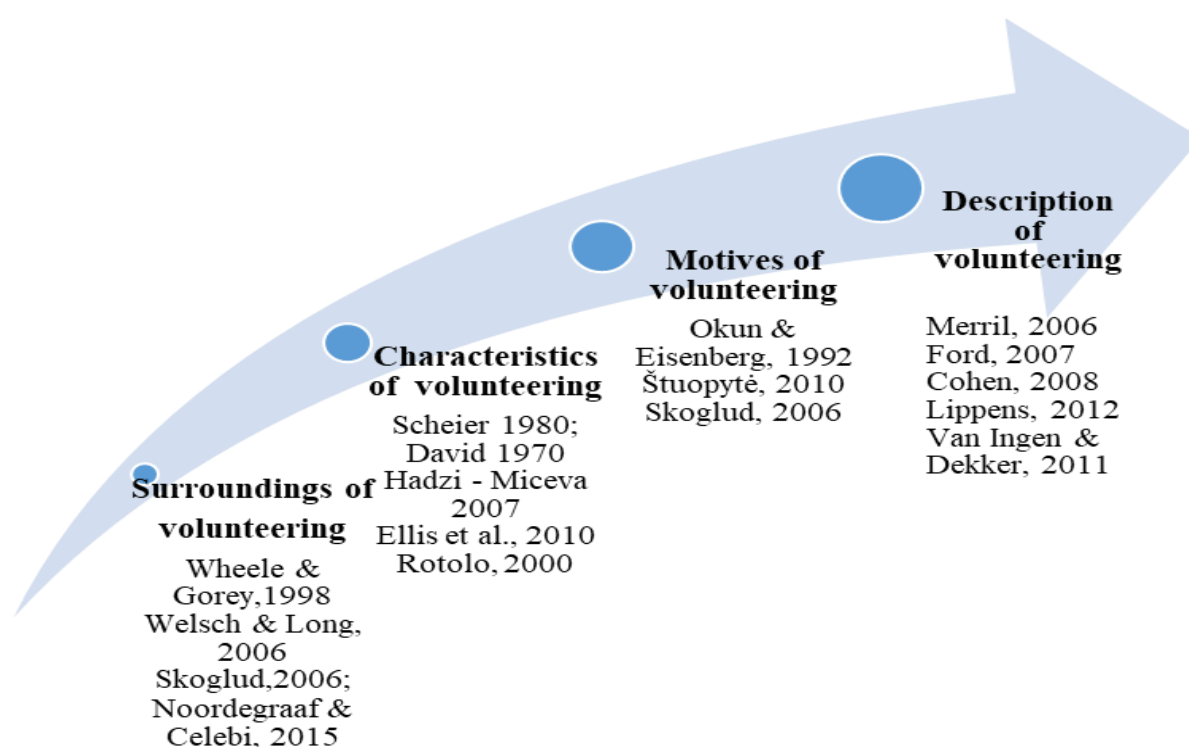


Figure 1. Consolidation of literature analysis on the concept of volunteering

Volunteering as leisure form is popular activity for people of different ages. It is an activity which improves personal skills, brings positive results for physical and mental flourishing, purposeful behavior and social occupation. Volunteering in free time is a phenomenon of cohesion between a society and an individual. Still some potential volunteers face practical and psychological barriers preventing them from volunteering.

The concept “*barrier*” in the essence means structure, which is a practical obstacle, wall or any other limitation to a volunteer. In this way a volunteer has a limited choice to take such volunteering program in which he or she would like to take part in. The similar obstacle could be something non material preventing to seek the aim, for instance, psychological barrier. Old-fashioned outlooks could stand as barriers for volunteering (inappropriate age for volunteering, disregarding volunteering as leisure form, disregarding social opportunities), opinions on volunteer’s definition, whom a volunteer resembles and what his duties include (Handy et al., 2000; Lukka, & Ellis, 2001). There are already established barriers which appear from the side of volunteering organization. Such obstacles prevent persons from becoming volunteers and take up volunteering in free time.

Table 4

Barriers to volunteering

Structural	Personal	Inter personal
Financial expenses	Religion	Spouses interpersonal relations
Work schedule	Health	Social classes
Climate	Occupation opportunities	

Source: D. Crawford and E. Godbey (1991)

Volunteering barriers have been studied so far (Crawford et al., 1991) and the authors offered to structure them into separate groups (Table 4.). All these barriers are interrelated. Structural barriers impact personal barriers, personal barriers impact interpersonal ones. In other words, a person wishing to take up volunteering, faces personal barriers, thus, it is believable that interpersonal barriers could prevent him from volunteering. This sequence is reflected in the results of volunteering as leisure form. The authors assert that structural barriers reduce volunteering opportunities in case of the level of education and the rates of occupation increase.

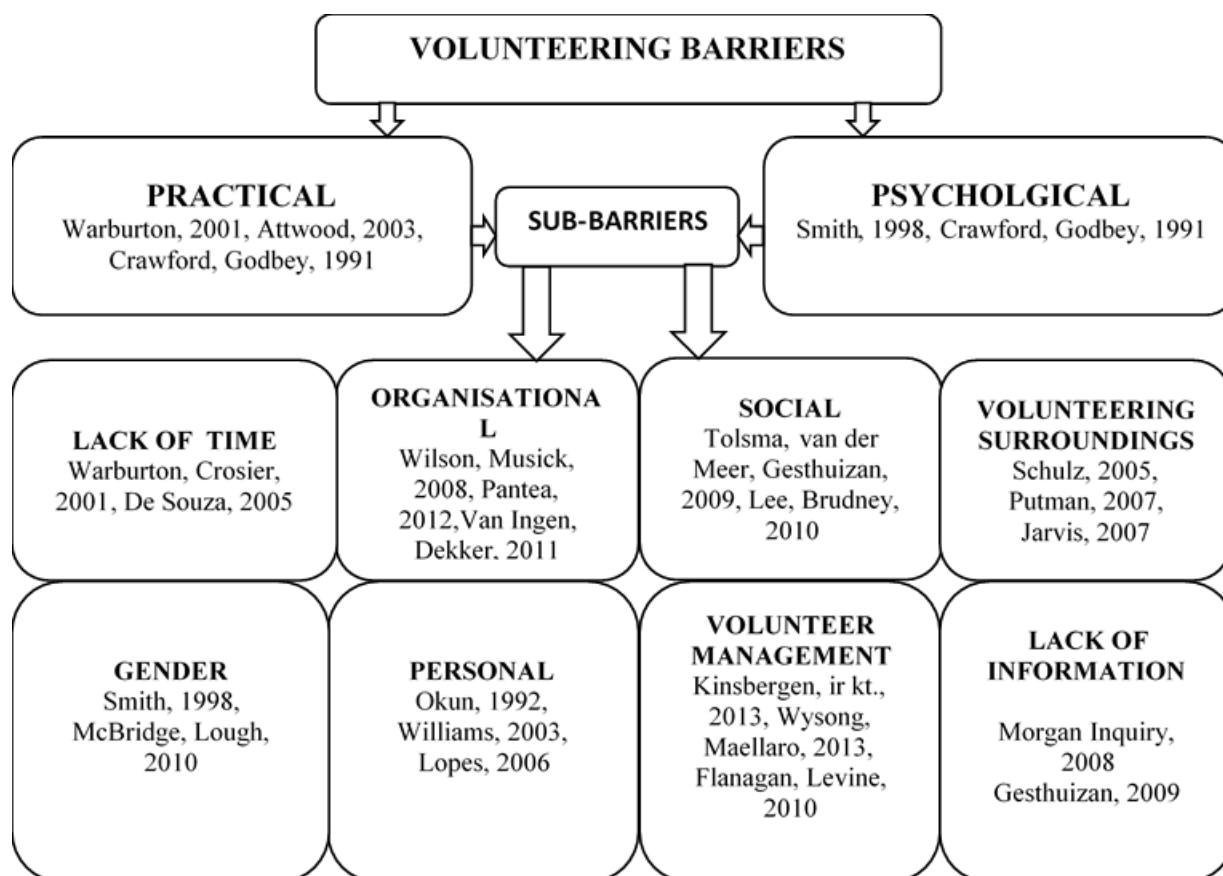


Figure 2. Characteristics of systemized volunteering barriers

3. METHODS AND RESEARCH ORGANIZATION

Analysis of scientific literature focusing on the concept of volunteering, analysis of volunteering as a leisure form and diagnosing barriers to volunteering.

Questionnaire survey on line was concluded to spot barriers to volunteering in sports. The Questionnaire is found on www.apklausa.lt, it was sent by e-mail providing the direct link to the page and also on Sports Volunteers Union forum on <http://sportosavanoriai.forumotion.com>.

157 respondents participated in the research. 66.2% of women and 33.8% of men. The largest portion of respondents are people of ages from 21 to 25; they compose 35.7%. Respondents up to 20 years make 34.4%. Respondents from 25 to 30 comprise 19.1%, and 31 - 40 year olds - 8.9%. Student-respondents, making 26.8%, prevail in the research, the group of working people with 24.8% comes next.

Many pupils (24.2%), also filled the questionnaire, so we could assert that the greatest part of the research respondents are students and pupils. Working students compose a smaller portion (18.5%), the smallest number of respondents are unemployed only 8, accordingly - 5.1%.

SPSS - Statistical Package for the Social Sciences program (17.1 version) was applied for statistical research data processing, the program enables to analyze data modelling diagrams and of research data. Application of χ^2 criteria defines the level of significance.

A questionnaire of 18 questions was concluded. The questions were adapted up to „Barriers to Volunteering Questionnaire“ (2011), the authors of the Questionnaire are Georgetown university lecturers in cooperation with National Public Health Association (NACHO) and Harvard university Public Health Department. Questions were concluded aiming to establish barriers to volunteering in sports events. Questionnaire is anonymous. Cronbach's alpha coefficient in most cases is applied to assess the questionnaire scale of internal consistency which is based on single questions, composing the questionnaire correlation and assesses whether all questions reflect sufficiently the reached value and enable to specify the number of questions on the scale. The Questionnaire is considered as good when the coefficient is bigger than 0.7 (in the research – 0,754).

4. RESULTS

Various reasons determine opportunities of volunteering. Obligations to other activities (28.2%) and work schedule (21,5%) are the most frequent ones. These two reasons are the major ones preventing volunteers from participation in sports events less than they would wish to. The third reason on respondents' opinion is lecture attending (12.2%). Health problems are least important only 4.8% of the researched indicated it.

A large portion of respondents (40.6%) indicates that age is insignificant. Young people usually volunteer because they are enthusiastic, although they do not always succeed to perform all tasks accurately. The other part of respondents (30.3%) consider age as significant. Such an opinion could have been impacted by the fact that only volunteers above eighteen are required in some events. Anyway, a presumption is made that age could become a significant barrier to take up volunteering in free time.

Researched opinions on finance structured like this: the majority (59.9%) stated that financial expenses do not prevent volunteering, 37.6% of volunteers asserted that finance could occur as a barrier and impact scope of volunteers in various events. Volunteers indicate the following variations of expenses as barriers: travel expenses, expenses for accommodation and meals. School learners and students are mostly affected by additional expenses.

The results prove that most respondents (both men and women) are of opinion (accordingly 54.2% and 28%) that problems related to safety do not prevent from volunteering in sports events. That means that sports volunteers do not feel uncomfortable when performing tasks together with other people and like volunteering in unfamiliar surroundings. Respondents (6.7%, mostly men) mentioned that an organizer has to assure physical safety and that is enough, they do not need anything more. It was also indicated that nothing is going to happen during an event that could intimidate volunteers, naturally, at first they could feel a little unsafe surrounded by strange people but later they make friends and this feeling disappears.

The nature of an event is insignificant only to a small part of volunteers (14%), they do not mind whether it is outdoor or indoor event, team sports or not. Greater part of volunteers are concerned about this (37%). As volunteers tend to choose events of their favourite sports, this could impact the scope of volunteering. Volunteering in sports events which are unknown or unclear, can have negative consequences. Rather big portion of volunteers (24.7%) chooses events up to their location (outside or

inside). This option is impacted by weather conditions and nature of sports event. 14.4% of respondents do not care whether they understand an event or not.

Certain skills are required for volunteering in sports sector. Respondents opinions here split into two groups, slightly different in numbers, giving the priority to the group stating that no skills are needed for volunteering (51%). The other group of (45.9%) asserted that skills are necessary as volunteers have to communicate easily, speak at least one foreign language, be adjusted to team work, know how to solve conflicts and react to different situations around. Respondents also suggest that they need empathy and willingness. It is also important to provide a chance to those who have not had experience so far and want to gain it. The responses included prepositions that sports volunteer has to know the rules of chosen sports event and be at least a little bit familiar with it, otherwise it could be uninteresting and difficult for him. The rest part of respondents (3.2%) did not have an opinion on this and did not respond.

Formal recognition motivates and encourages and, vice versa, if attempts are not appreciated, people could doubt whether it is worth returning back. Research results proved that appreciation is not so important for women, they are focused on volunteering itself and its essence. Only a small part of respondents stated that their efforts are not appreciated. Such volunteering phenomenon became a barrier to volunteers, belittling volunteering expectations and causing inactiveness in certain sports events.

Respondents' answers to the question whether they had an opportunity to participate in volunteering trainings and what trainings are offered in organisations in general. The biggest part of respondents (35%) stated that they could not participate in trainings as during sports events such trainings were not organised or organisations simply did not offer them. The second large part of respondents (21%) asserted that they have participated in trainings at least once or even several times (18.5%). Respondents who could not participate in trainings (12.7%) indicated personal and professional reasons for this.

Some even mentioned that they have not heard about such trainings or participated just in one day trainings which were organised before a definite event, however, not all of them participated even in a single one. However, we should bear in mind that trainings are organised for better understanding of volunteers' activities and organisers' expectations. Respondents also indicated that such trainings help to broaden horizons and develop various skills, others pointed out that that during such trainings organisers have an opportunity to know whether volunteers are really prepared to participate in events.

Research results on the lack of information, showed that it could become a substantial barrier for volunteering in leisure time. Most of respondents indicate that (30.1%) they often lack information and due to this, have problems in planning their time. How long the definite activities will last, when you have to arrive and leave – these are important issues to know when planning daily routines and adjusting them to volunteering. The part of respondents (23.6%) share the opinion that they do not know what volunteer obligations are going to be and what their duties will include, this could be explained that volunteers do not get enough training before sports events. It happens that volunteers' duties are alternated and a volunteer knows about this only after arriving to an event and is not prepared for this. They lack information on their future tasks (what has to be done or what does not have to be done). Respondents who needed additional information (2.3%) stated that information is often too general, without detailed explanations. 19.9% respondents indicated that they knew everything about volunteering activities and they did not lack any information. They were satisfied with that general information which was given before sports events.

The research disclosed that it is essential for volunteers that their time devoted to volunteering would be spent purposefully and they would be fully occupied when doing volunteering. Even 31.7% of the researched women and 41.5% of men share this opinion. Volunteers, seeking full time occupation in their activities, at the same time seek personal perfection, improvement of their skills and knowledge.

We aimed to clear out how inappropriate preparation of an organisation impacts on volunteering - when an organisation does not define the scope of activities, does not motivate and etc. The results proved that such causes lessen willingness to volunteer – as many as 40.8% of researched indicated this. Volunteers (27.2%) do not want to participate in activities of such organisations. As it has been mentioned, this is a potential loss of volunteers and one of the most serious barriers arising not from volunteers themselves but from an organisation. Respondents who do not realise the meaning/essence of volunteering comprised 26.7%.

24.8% of respondents consider other people's opinion whether to go volunteering or not but take the final decision themselves. Such results prove that other peoples' opinion is partly important for the part of volunteers, it goes without saying that younger volunteers have to consult with their parents or other close people, especially in cases when they volunteer longer than one day or in other cities. 11.5% of respondents were guided by other peoples' opinion on making the final decision on volunteering and that means that it is even a small part of volunteers but still opinions of relatives and family are important to them. Summarising the results of the responses, a conclusion could be drawn that other people's opinion is not important for many volunteers and the final decision on their choice to volunteer or not is theirs.

5. DISCUSSION

Literature resources (Australian Bureau of Statistics, 2010; Rotolo & Wilson, 2011) reveal that volunteering of elderly people prevails in sports sector (mostly women). Most people begin volunteering at about 20 years old and it is difficult to undertake long term obligations at such age. As it was mentioned by the authors, women are usually more active and more motivated to volunteer in their leisure.

People who work full time or who are unemployed tend to volunteer less. The research results showed that the greater part of the research participants were working people and working students and this could cause less activeness in volunteering in leisure time. Most respondents state that they would like to take up volunteering but professional activities become a barrier. As it was mentioned by R. A. Stebbins (2005), volunteering is serious (reasonable and planned in advance) activity but many people simply do not have time for additional planning.

Various authors (Paine, Hill & Rochester, 2010; Tacticos & Gardner, 2005) mention that major barriers in sports sector are lack of time of volunteers themselves, competitions between sports organisations (when some organisations offer payable working position instead of volunteering). The research results coincide with authors' opinions as one of the major reasons preventing people from volunteering is lack of time and obligations to other activities.

G. Clary & M. Snyder (2009), R.B. Freeman (2008) allege that long term obligations are necessary for volunteering, these activities have to be implemented up to quality standards and if people cannot devote as much time as they would like to, and they do not begin it at all. The second substantial reason and barrier for volunteering is professional activities (work schedule).

Many authors discuss barriers related to safety. They maintain that people have difficulties adjusting to strange surroundings (Lukka & Ellis, 2001; McBride, Lough & Sherraden, 2010; Mccloughlan & Scull, 2011). In such surroundings people lack self-confidence (Lopes & Theison, 2006; Measuring National Well-being: Report on consultation responses on proposed domains and measures, 2012).

Research results prove that volunteers do not want to show themselves weaker than other people. It was disclosed that unfamiliar surroundings become a great obstacle to volunteering. The results obtained show that there exist many practical barriers and limitations to a volunteer. The problems (strange surroundings, people, unwillingness to be weaker than others) related to safety also impact volunteering ($p < 0,05$; value – 18,765^a, df – 4, $p = 0,001$).

To sum up, it should be mentioned that the nature of an event could also be a barrier to volunteering and its quality – as only a small part of volunteers do not bother where they volunteer, the greater part of volunteers choose such events which are related to their favorite sports events.

Many authors note that in this way volunteers have some limitations in choosing on their own free will a volunteering program in which they would like to participate actively (Kinsbergen, Tolsma, Ruiter, 2013; McBride & Lough, 2010).

More than a few authors analysed skills needed for volunteering (Amichai-Hamburger, 2008; Briggs, Peterson & Gregory, 2010; Clary & Snyder, 2009; Gaskin, 2008; Hadzi-Miceva, 2007; Haski-Leventhal, 2009; Human & Van Graan, 2013; Maellaro, 2013; Penner, 2007; Putnam, 2007; Pantea, 2012; Penner, 2007). They emphasise that disadvantages of volunteering, in most cases, are the social ones. Volunteers do not appreciate such activities where they do not develop themselves as personalities or even if have no opportunity to improve their skills possessed as activities are not interesting.

When analysing volunteers' appreciation, it is asserted that volunteers do not like activities without challenges as they take much time and their efforts remain unseen. The research participants were asked whether they feel appreciated for volunteering or they still lack that appreciation from organisers. The researched results proved that volunteers only occasionally feel appreciated (mostly men). It might be related to small scope events where volunteers lack feedback, official thanks ($p < 0,05$; value – 20,025^a, $df - 5$, $p = 0,001$). Volunteers working without any compensations want to feel needed.

Summing up the results, a conclusion could be drawn that appropriate evaluation of respondents' efforts and activities is significant for their further volunteering proceedings. Timely and good appreciation impacts volunteer's activeness in various sports events and the quality of volunteering itself.

It could be presumed that many volunteers only sometimes feel that they are properly appreciated, others lack feedback and proper appreciation. This reduces motivation to volunteer or even eliminates it at all. (McBride, Lough & Sherraden, 2010; Noordegraaf & Celebi, 2015; Oppenheimer, 2008; Pantea, 2012; Plagnol & Huppert, 2010).

People with lack self-confidence for volunteering and also are concerned about others opinion on volunteering as a form of leisure. Firstly, this could be said about younger people of ages 16-25. They often need encouragement, as it is thought that they do not have what to offer to an organisation. The research results proved that opinion of other people is not important to volunteers, however, friends often encourage to volunteer.

Y. Lee and J. Brudney (2010) predicate that if people have more opportunities to communicate with others (volunteers), they get more information of these activities and might join volunteering in their leisure.

It was established whether the scope of activities/occupation is important to volunteers or it is important just do activities and not bother about the scope of time sent for volunteering ($p < 0,05$; value – 93,717^a, $df - 4$, $p = 0,003$).

Volunteering is an activity without monetary benefits, thus, it is essential for volunteers that their time devoted would be purposeful and meaningful, besides, seeking full occupation volunteers also want to be valued as labour power. The other part of respondents – 19.2% (women) are concerned only on doing volunteering tasks, the scope of volunteering is absolutely unimportant for men (15.1%).

The principles disclosed in the research often coincide with the authors' opinion. We have found out that personal development is essential. The authors did not mention of opportunities to find new friends but the research evidenced that it is one of the most important principles of volunteering. The research participants, similarly to the authors, share the same opinion that it is vitally important to help others. A.P. Ellis et al, (2010) affirm that volunteers act on behalf of others with an opportunity to perfect themselves.

Analysing the principles of volunteering among different age groups, it is obvious that statistically significant principles are related to personal development and assistance while statistically essential ones – to opportunities of finding new friends (Table 5). Significant principle for respondents of different social status is to express themselves and essential ones is to help others and implement their own ideas.

Table 5

Chi-square (χ^2) values

Statement	Gender	Age	Social status
Volunteering helps personal development	0,109	0,047	0,062
Volunteering provides an opportunity to find new friends	0,012	0,006	0,091
Volunteering is an opportunity to express yourself	0,046	0,089	0,051
Volunteering is an opportunity to help others	0,009	0,057	0,011
Volunteering is an opportunity to implement your own ideas	0,063	0,089	0,037
Volunteering I feel more significant	0,201	0,094	0,378

Significant principle for respondents of different social status is to express themselves and essential ones is to help others and implement their own ideas.

Relying on the research results and established barriers to volunteering as leisure form, several essential barriers preventing volunteering development in sports sector were defined (Figure 3).

Volunteer age as a barrier is significant because in most sports events the age cense is defined i.e. they need people above eighteen. Furthermore, elder volunteers potentially have more experience and skills.

Another significant barrier is appropriate appreciation of a volunteer. Every single volunteer wants to be appreciated for his/her efforts, activities and assistance without monetary benefits, however, not all organizations take this into account. Due to such organizational behavior, volunteers lose willingness and motivation to volunteer.

Lack of information is one of the major reasons preventing from volunteering. Often information is minimal i.e. just defining the essential points of an event, not going into details, while often those details impact the success of an event. Volunteers want to know their duties (what tasks they have to do and what they should not do). Lack of information for planning discourages from volunteering. In some events volunteers get sufficient information, however, in broad scope events, they usually lack information.

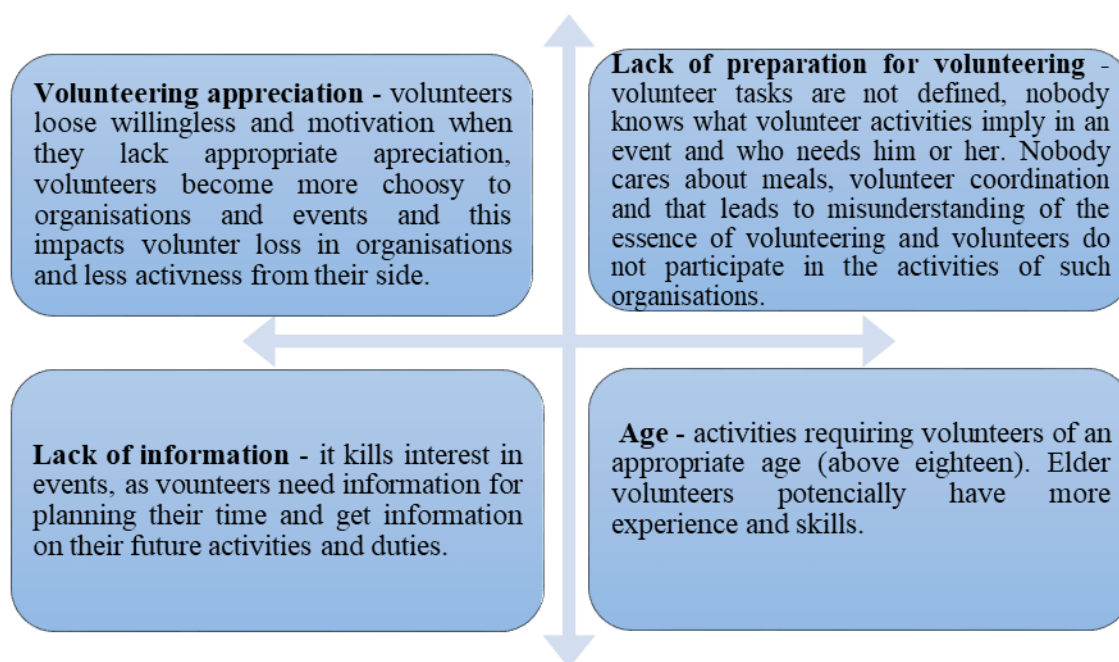


Figure 3. The essential barriers in sports sector

Lack of preparation of organizations is one of the major factors impacting inactiveness in volunteering or its opportunities. It happens that the tasks assigned in planning are different from those in reality, and if it is not a single organizational mistake which could be ignored, volunteers get confused and do not volunteer in the same event again. In such cases volunteers do not perceive the essence of volunteering and this impacts their decision to quit such activities. Organizations lose volunteers and volunteers become choosy for their further activities.

6. CONCLUSION

1. Volunteering is an exceptional phenomenon embodying activities with certain obligations which are undertaken on person's free will. One of the major structural parts of volunteering is that people do useful work for a society without any monetary benefits.
2. Volunteering as a leisure form provides people with certain experience. Activities create conditions for personality development. Volunteering is a social occupation, it prevents from isolation, strengthens person's professional choice.
3. The research results established that barriers of volunteering in sports sector are related to the format of an event, inappropriate understanding of volunteering as social phenomenon. Some other barriers exist: lack of information, certain skills, financial expenses (travelling, meals).
4. The major barriers preventing development of volunteering are: lack of preparation for volunteering activities in organisations, age of volunteers, inadequate appreciation of volunteering and lack of information.

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