EXAMINATION OF THE DETERMINANTS OF VOLUNTARY PARTICIPATION OF YOUTH IN RURAL COMMUNITY DEVELOPMENT: AN EXPLORATORY STUDY OF MUTOKO DISTRICT, ZIMBABWE

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DECLARATION

I, Simbarashe Kativhu (11595204), hereby declare that this dissertation for the Master in Rural Development degree (MRDV) submitted to the Institute for Rural Development at the University of Venda has not been submitted previously for any degree at this or another university. It is original in design and in execution, and all reference material contained therein has been duly acknowledged.

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ABSTRACT

Youth volunteering is a vital tool for development. The demand for volunteers is increasing due to worsening challenges that afflict communities such as HIV/AIDS, Unemployment and poverty, among others. However, despite this high demand for volunteers, voluntary participation of youth is decreasing. It is not clear why this is happening when the demand for volunteers is increasing. Failure to address this problem might deepen poverty, youth irresponsibility and curtail development efforts in developing countries.

The aim of the study was to examine the factors contributing to voluntary participation of youth in community development in Mutoko District. It was carried out in four wards of Mutoko District. A qualitative approach involving focus group discussions and participant observation was employed. Youth participants were selected using a multistage stratified random sampling technique. The Atlas Ti version 6 software was used to analyze the data.

Youth voluntary participation in community development seemed to vary with gender. Male youth were said to be participating more than female youth in community development in the District. Likewise, the factors of volunteering seemed to differ as distance increased from the main urban area. Moreover, there were indications that age of youth did not influence the choice of volunteering. Gender and distance from the urban area in the district appeared to influence the factors leading to the decline of volunteering. There was an impression that strategies for promoting volunteering also differed as distance increased from the urban area. Suggested strategies for promoting volunteering seemed to vary with gender. It was therefore deduced that strategies for volunteering must be crafted taking into consideration gender and distance from the urban area to youth residential places. Target oriented strategies of promoting youth voluntary participation in community development were highlighted unlike the strategies generalized to the currently exisiting population. The need for carrying a study that tests the significance of effects of distance from urban area, gender and age of youth was evident.

Key words:youth; volunteering; participation; community development

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To my mother and father Mrs. Nesi Kativhu and Mr. Dennis Kativhu

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ABBREVIATIONS

AIDS	Acquired Immunodeficiency Syndrome
CRS	Catholic Relief Service
FBO	Faith based Organisation
HIV	Human Immunodeficiency Virus
MDGs	Millennium Developmental Goals
NYDA	National Youth Development Agency
NYS	National Youth Service
NPO	Non Profit Organisations
NGOs	None Governmental Organisations
SADC	Southern Africa Development Countries
USA	United States of America
UN	United Nations
UNV	United Nations Volunteers
VOSESA	Voluntary and Service Enquiry Southern Africa

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CHAPTER 1 INTRODUCTION

1.1 Background

Many countries throughout the world encourage youth to volunteer so that they contribute to the development of their communities and the entire nation. As a result, youth volunteering is increasingly becoming an essential asset for both the non-governmental and public sectors. Volunteers are recruited to participate in the implementation of various beneficial projects and services (Voluntary and Service Enquiry Southern Africa: VOSESA, 2011). The projects mainly focus on home-based care, infrastructure development, agriculture and youth empowerment.

Community service and youth volunteering have for a long period been deeply entrenched in societies throughout the world. They manifest themselves whenever the need arises. Taking care of the sick, home-based care activities, community work, assisting the elderly and addressing various demands both during good and difficult times are some of the activities that volunteers have often undertaken (Wijeyesekera, 2011). Since the mid-1990s, when faced with economic challenges, many governments have turned their attention to the use of volunteers (Commission on the Future of Volunteering in Africa, 2008). This is due to the fact that volunteers provide free labour and foster development even in times of economic hardships. Special attention is now placed on engaging youth in voluntary participation. Voluntary participation of youth is an accessible and effective tool for solving many challenges that the youth face such as increasing citizen engagement, skills development and rehabilitating young offenders (Jones, 2011; VOSESA, 2011). In the developing countries ofAfrica there is need to recognize and promote youth volunteering because it provides a direct and productive way of achieving the Millennium Development Goals (MDGs),including the reduction of poverty and the prevention of HIV/AIDS. These aspects also help to incorporate the inherently marginalized youth into the economic and social development arena thereby laying down a firm foundation for the harmony, stability and advancement of nations.

The rates, forms and reasons for volunteering vary from one geographical location to another. For instance, in Europe about 89.9 million people volunteer every year (Randle and Dolnicar, 2009). In Australia, it is reported that approximately 6.3 million people volunteer annually (Volunteering Australia, 2006). According to Kemmelmier, Jambor and Letner (2006), there are 84 million people in the USA who volunteer every year. The USA Bureau of Labor Statistics (2005)

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reveals that American voluntary work is valued for its economic benefits to the country because every year youth volunteerism contributes more than $35 billion to the country's economy. However, it is difficult to compare the statistics of various nations given the variation in measurements, types and forms of volunteering which exist and are recognized in different nations. The distinctions in rates and numbers of youth participating in voluntary work vary due to cultural differences, values and economic status of the people.

Kaseke and Dhemba (2006) argued that in western countries where the economic status of people is stable, rich people are more likely to volunteer. This is due to the fact that they have already acquired material things, which makes them spend more time and energy on unpaid work for the benefit of the community. In contrast, in Africa the poor mainly volunteer (Kaseke and Dhemba, 2006; VOSESA, 2010). Their volunteerism mainly originates from the solidarity as well as the spirit of humanity and caring (*Ubuntu*) which particularly exists in many rural communities. In India, voluntary participation involves engaging and empowering marginalized groups such as women and young people through giving them opportunities to participate in community development projects (Banerjea, 2011). Clearly, volunteering varies from one area to another. Volunteering programmes are introduced with the aim of helping and caring for others, promoting development and empowering marginalized groups of people within a particular community.

Volunteering has a long history in Africa. The basis of volunteering has mainly been the spirit of *Ubuntu*. The Volunteer Service Enquiry for Southern Africa (2011) notes that *Ubuntu* implies that people are related and connected to each other. For this reason, they care and help each other whenever the need arises. The sense of helping, reciprocation and caring is integral to human lives in African communities (United Nations Volunteers:UNV, 2011). The concept of extended families has traditionally facilitated community solidarity and togetherness in both difficult and good times (VOSESA, 2011). In Africa, volunteering before the colonial period was mainly informal. Mutual understanding, family and neighborhood relations were the main spheres of volunteering. However, during the post-colonial period volunteering has become more formalized.Voluntary organizations and government organisations have become the new spheres of volunteering. Collective efforts such asthe formation of the Africa Volunteers Union and Union of Volunteers Zimbabwe were introduced to promote youth and public volunteering. The growing rate of youth unemployment and economic recession in many African countries has increased the pressure on many nations. This provides opportunities for youth voluntary participation to become a pivotal component of development. Perold (2006) noted that, volunteering for development is a good way to engage male and female youth as well as addressing gender

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imbalances. Thus, it can be concluded that youth volunteering is central to development in Africa's development.

In Zimbabwe volunteering has strong roots in grassroots communities. Programmes such as the *ZundeRamambo (*Chief's granary) and *Nhimbe (cooperative farming)* symbolize the existence of volunteering in the country. Kaseke and Dhemba (2006) revealed that during the pre-colonial period, volunteering was mainly a support network in extended families and communities. However, colonialism extended it to organisations and the broader communities based in urban areas. The power of voluntary participation of youth was also witnessed in national uprisings which culminated in the country attaining independence in 1980. Around mid 1970s youth freely initited and participated in the uprising against imperialism by waging the second Chimurenga in the Country.

The post-independence government took steps to sustain youth volunteerism. The National Youth Service Programme is one such step meant to instill a sense of patriotism, civic engagement and citizenship in young people. However, the economic meltdown ofthe past decadehas led to an increase in youth unemployment. Currently, the government is not recruiting new employees. This situation presents an environment for voluntary participation of youth to flourish. Paradoxically, however, Aisilinn (2011) points out that youth volunteering is declining in the country. Presumably, the economic meltdown in the country compelled youth to spend time on survival activities rather than volunteering. This situation made it difficult foryouth to volunteer to deal with challenges such as HIV/AIDS, estimated to be 20.1% among those between14-49 years old in Zimbabwe (Kaseke and Dhemba, 2006).

Since the year 2000, the context of voluntary participation of youth in Africa has changed. Technological transformation, demographic shifts, globalization, emergency of post-modern values and family changes as well as fluctuations in work patterns are some of the aspects that have triggered this change. As a result, youth attitudes and behavior towards involvement in voluntary work have either negatively or positively affected their voluntary participation (Rochester, Paine, Hewlett and Zimmeck, 2010). Post-modern values tend to encourage individualism among youth. Presumably, this leads tothe neutralization of the African *Ubuntu* and extended family philosophies. In the wake of a decline in youth participation in voluntary activities, Anne, Van Hoof, Marcel, Raaijmakers and Castro (2012) notes that, various governments advocate and support youth engagement in voluntary work. On the other hand, Inquiry (2008) argues that lack of flexibility within available volunteering opportunities explains why there is

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adecrease in youth volunteering. It is evident that the decrease in voluntary participation of youth results from various factors.

Pro-volunteering youth view it as interesting and good for them and their communities. Matsuba, Hart and Artkins (2007) noted that young women tend to have more positive attitudes towards volunteering than young men. This is due to the fact that women have a more caring heart and a sense of helping than men (Conwall, 2007). Men usually prefer to look for new individual adventurous opportunities. In Africa, poor youth mainly volunteer (United Nations Volunteers, 2011) because participation is mainly driven by traditional beliefs of community responsibility and caring rather than extrinsic motivation. In recent years, challenges such as economic recession, poverty and diseases have increased reliance on volunteers. There also has been a decrease in the level of youth volunteering in many African countries. Given the increase in the demand for youth volunteers, it was essential to understand attitudes, perceptions and behaviors towards voluntary participation in rural development projects in particular. It is crucial to study this phenomenon in a rural context due to the fact that they are still lagging in development while youth potentials in the areas is insufficiently used. This might help unlock appropriate strategies for actively engaging youth involvement in voluntary work with benefits accruing to rural communities.

1.2 Statement of the Research Problem

This study was based on the premise that youth voluntary participation in community development was decreasing at a time when there was an increased demand for it (Aisilin, 2011). The increase in the demand for volunteers in Zimbabwe, for example,mainly originated from worsening societal challenges such as poverty and HIV/AIDS. Youth simultaneously faced considerable economic challenges that forced them to struggle to make a living rather than volunteering to do work for which they were not paid. The Zimbabwean government increased its support and promoted volunteerism through providing resources, funding, training and designing some policies to assist organisations where youth could volunteer their services. For example, voluntary advocacy has also been promoted through the establishment of the Zimbabwe Volunteer Link organization which assists in recruiting volunteers drawn from all parts of the country.

Despite the aforementioned pattern, Aisilin (2011) points out that the full potential of volunteering as a tool for development and a spur for social cohesion and nation building among youths has not yet been achieved. A large pool of youth possess energy and talents which should be harnessed in order to foster rural development through active community involvement. Given this

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challenge, this study was aimed at examining the factors influencing voluntary participation of youth in rural community development implemented in the Mutoko District of Zimbabwe.

1.2.1 Research question

Why are youth in rural areas of Mutoko District in Zimbabwe reluctant to voluntarily participate in community development?

1.2.2 Research objectives

The main objective of the study was to explore the determinants of voluntary participation of youth in rural community development in the Mutoko District of Zimbabwe.

Specific objectives and associated research questions were:

a) To determine factors influencing voluntary participation of youth in community development
   i. What are the demographic and socio-economic factors hampering voluntary participation?
   ii. What are the demographic and socio-economic factors promoting voluntary participation?

b) To examine whether voluntary participation of youth in community development varies due to age, sex and distance from urban areas
   i. Does age of an individual affect his/her perceptions?
   ii. Is there any difference in perceptions between male and female youth?
   iii. Does voluntary participation increase as distance from urban areas increase?

c) To suggest strategies for enhancing voluntary participation of youth in rural community development
   i. What are the strategies for enhancing voluntary participation of youth?
   ii. Do age and sex of the youth determine the preferred types of strategies used?
   iii. Do the perceived strategies change as distance from an urban area increases?

1.3 Operational Definitions of Key Terms and Concepts

Community refers to a group of people who live in interdependence in a particular area (Lipford, Yandle, 2009). Macqueen, McClellan, Metzger and Kegeles (2001) defined community as a group of individual people who have different characteristics, common perspectives and are linked

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together by social ties. These people also share common actions within a particular setting.Both definitions share some commonalities in that a community is a group of people who depend on each other within a particular geographical area. In the context of this study, community refers to a group of interdependent people who live within a particular geographical set up with various characteristics and engage in mutually beneficial actions.

A volunteer refers to an individual who freely participates in his/her immediate community or any other community on either regular or irregular basis without necessarily expecting rewards which can either be material or monetary (Perold, Mavungu, Cronin, Graham, Muchemwa and Lough, 2011). In the context of this research, a volunteer refers to a young person who freely offers time, talents and energy to engage in any community work without expecting any form of reward on formal basis or informal basis. Formal engagement entails an organized form of voluntary participation to an organization or programme while informal volunteering refers to an individual helping and caring for the community, friend or family on the basis of mutual understanding and humanity.

Volunteering is defined as an act of giving time and energy freely to a particular activity in order to benefit another person, community or organization (Wilson, 2000). VOSESA (2011) define volunteering as an act which enables individuals to give their efforts in helping others without the expectation of remuneration and rewards. The common feature in both definitions is the fact that volunteering entails free participation without coercion and the participation should benefit other people and the community at large more than the volunteer himself or herself. In this study, volunteering refered to an act wherein young people willingly give their time, energy and talent to helping people and participating in any community activity without expecting any financial or material reward for their contribution.

In defining *Youth,* It is vital to mention that youth definitions vary from country to country given the regional and national variations in what nations believe to be youth in their own country context. The United Nations (UN, 2010) defines youth as young people between the ages of 15 to 24 years. In Zimbabwe, youth are defined as young people between the ages of 10 to 30 years (National youth policy, 2000). However the UN definition is the internationally accepted in many cases. In the context of this research, youth refers to young people between the ages of 16-30 years.

Participation is defined as a process wherein young people actively engage themselves in rural community development work (UN, 2010). This can either be as a group or as individuals. In the

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context of this study, participation refers to active engagement of young peope in community development work voluntarirly.

Rural Community development is a process which leads to sustainable improvement in the quality of life of people in rural areas particularly the poor (Singh, 2003). In the context of this study rural community development refers to a process through which sustainable improvement is rendered to the people living in rural areas especially those who are disadvantaged or poor.

1.4 Theoretical Framework

This study was mainly based on the theoretical work of Smith (1981) and Wilson and Musick (1997). Smith (1981) defines volunteering as a contribution of services, goods or money to assist in the accomplishment of some desired end. This contribution is done without coercion or direct remuneration, implying that volunteering is done on a freewill basis with the aim of helping others more than oneself. Given this definition, Wilson and Musick (1997) postulate a theory that is based on several premises. The propositions of the Wilson's and Musick' (1997) theory were central to this study.

The first proposition was that volunteer work is a productive activity. It is similar to paid labour in that it leads to the attainment of development and progression in communities. Secondly, volunteering mainly involves collective action. This applies mainly to organized, formal volunteering than informal volunteering which only involves helping and caring for others. In this regard,one's thoughts, actions and perceptions affect the decision to volunteer. Thirdly, the volunteer-recipient relationship is mobilized and regulated by social factors. Given that there are factors which play a role in determining volunteering, Smith (1994) argued that volunteers tended to occupy "dominant statuses". This implied that variables such as age, gender and race affect voluntary participation. Bearing in mind that these variables make a difference to the intervening factors, it was critical to study how they affect volunteering in a particular community. On the basis of this theoretical understanding, this study examined the factors of youth voluntary participation in Mutoko District. Particular attention was paid to gender, age and distance from an urban area as critical variables in order to identify their effect on contributory factors.

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1.5 Outline of the Dissertation

This dissertation comprises four chapters. In chapter one, the background and justification of the study as well as the research question and objectives are presented. Key concepts and terms are also defined in this chapter. Chapter two comprises the review of literature. In this respect, the literature related to youth volunteering throughout the world is reviewed. Moreover, existing literature on youth perceptions towards volunteering in community work is examined. In Chapter three the methodology used in this study is explained. The study design, study area, population, data collection processes and sampling procedures are presented. Data analysis and research ethical considerations for the study are also aspects covered in chapter three. The results are presented in chapter four. The chapter also covers the discussion of the results, strengths, weaknesses of the study and recommendations of the study.

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CHAPTER 2 REVIEW OF LITERATURE

African countries have recently experienced economic crisis, unemployment and social challenges such as HIV/AIDS and poverty (Dhemba and Kaseke, 2006). These challenges have derailed development especially in the economically marginalized rural areas. In response to the problems, an influx of under-resourced Non-Governmental Organisations (NGOs), Non Profit Organisations (NPOs) and Faith-based Organisations (FBOs) have initiated various programmes and projects in the most affected rural areas. However, the lack of paid human resources in these established organisations forces them to rely on local volunteers. This situation has signaled the recognition of youth volunteering as a significant aspect (United Nations Volunteers, 2011). In this regard, local youth have been encouraged to become a reliable resource and power base to implement rural community development initiatives in their respective areas.

The benefits which come with volunteering are well documented (Meir and Stutzer, 2008; Allen and Shaw, 2009; Bender and Freytag, 2013). These include but are not limited to gaining of work experience, broadening of social networking and development of local areas. Despite the significance of volunteering to development, Aisilin (2011) observes that youth voluntary participation is increasingly becoming unpopular in many African communities. Gradual erosion of community togetherness and youth responsibility due to urbanisation and individualism explains the decrease in volunteering popularity. This is happening at a time when there is a great demand for it especially in African countries where social challenges such as poverty and HIV/AIDS are widespread. The shortage of youth volunteers is surprising given the fact that Africa is reported to have the largest number of unemployed youth especially in rural areas (United Nations Volunteers, 2011). The aforementioned situation make it imperative to understand the factors influencing youth participation in voluntary work. What follows are some of the factors influencing youth volunteering in various areas

2.1 Demographic Factors Influencing Youth Volunteering

The determinants of youth voluntary participation are mainly shaped by culture, current situations and the history of volunteering in various world communities. For instance, European youth did not experience a cultural and political situation which African youth went through. In this regard their perceptions towards volunteering are shaped differently. Distinctively, African youth volunteering went through the pre-colonial, colonial and the post-colonial phases (United Nations Volunteers, 2011). It is therefore not surprising that the conditions which occurred during the

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different periods have greatly influenced their views and opinions towards volunteering (VOSESA, 2010). A lot has been done by scholars to highlight the significance and history of voluntary participation of youth in community development work (Bender and Freytag, 2013). Factors determining voluntary participation of youth and the public have also been documented in various contexts. However, little has been documented regarding how various demographic aspects influence the perceptions of youth in rural communities towards voluntarily participating in development work.

The current low rates of volunteering among youth coupled with a high demand for them have triggered concern among development agents and government institutions. This has led to the establishment of advocacy organisations, policies and legal frameworks meant to promote and increase youth involvement in the volunteering field at community levels. Unfortunately, most of these efforts have yielded little success as voluntary participation of youth remains low. Bender and Freytag (2013) explain the current decline in voluntary participation of youth as a group of factors which relates to gender, age and educational status of young people. This argument is supported by Macintyre and Torgler, (2012) who observed that factors determining voluntary participation of youth are multidimensional and area related. This implies that a number of variables need to be examined in order to obtain the determinants of youth voluntary participation in rural areas.

2.1.1 Age related factors of youth volunteering

Factors determining youth voluntary participation in community development initiatives fall into different categories. One such category comprises demographic factors such as age and educational level of youth (Bender and Freytag, 2013; Valinas, Macintyre and Torgler, 2012). Bender and Freytag (2013) suggest that young people with a higher level of education usually volunteer more as compared to academically disadvantaged youth. This is due to the fact that they attach more meaning and value to volunteering as a way of furthering their knowledge base. Omoto, Snyder and Martino (2000) also support the above fact, but caution that educated youth of different age groups are motivated variably. This is due to their difference in needs and interests. For instance, relationship building is a main concern for educated younger volunteers while service provision is a chief motive for older youth. In light of the above facts, Goethern, Hoof, Aken, Raaijmakers, Boom and Castro (2012) argue that older youth are more likely to volunteer than young youth regardless of their educational level. These scholars highlight a moral reasoning perspective. They emphasize that an increased moral reasoning capacity in older youth enables

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them to view volunteering more positively than younger youth. In light of the information presented here, it can be concluded that education and age factors play a role in influencing the voluntary participation of youth in community development work. However, it is clear that other factors also influence youth's decisions.

2.1.2 Gender related factors of youth volunteering

Another critical factor determining voluntary participation of youth in community work is gender. Gibson (2008) argues that there is a gender imbalance in youth volunteering regardless of education and age. Female youth reportedly have positive perceptions towards voluntarily participating in community work than male youth especially in African communities. This is apparent in rural community projects like home based care, orphanage homes and women empowerment projects where women are more active than men. Melville and Musevenzi, (2008) and Torgler (2008) however observe that men usually become more involved in adventurous, incentive oriented activities and in decision making positions. This indicates the gender stereotypical beliefs supporting male dominance in advantageous positions which are still imbedded in various African communities.

McCloughan, Batt, Costine and Scully (2011) challenge the aforementioned view by arguing that men are more dominant in voluntary work than women. This was found especially in European countries. In both arguments it is clear that factors which influence voluntary participation of youth are not the same for males and females as indicated by the imbalance of participation. The absence of a cross cultural study to determine the factors determining the participation of male and female youth in voluntary work make it difficult to generalize that one sex dominates the voluntary sector. Having noted this, it becomes necessary to carry out a study in Mutoko District in order to determine if gender influences youth volunteering in that particular area.

2.2 Socio-economic Factors of Volunteering

Binder and Freytag (2013) report that, economic factors also determine youth voluntary participation in community work. These factors encompass financial incentives, material and non-material rewards. This view point is supported by Moleni (2006) in a qualitative study of volunteering motives carried out in Malawi. In this case, incentive oriented voluntary activities attracted more volunteers than exclusively free service offering activities. He however laments the dependence syndrome where the incentives given to some volunteers makes non-paid volunteering unattractive. In contrast, Binder and Freytag (2013) suggest that social factors play

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a powerful role in deciding a young person's willingness to volunteer at a local level. They suggest that the need to help and care for others as well as abiding by social norms of *Ubuntu* instills youth eagerness to voluntarily participate in community development work. This view is supported by Valinas, Mauntrye and Torgler (2012) who insist that social norms put pressure on young people to impress and gain social approval and acceptance by community members. This suggests that economic incentives play a significant role as a determinant of youth volunteering. On the other hand, the role of social norms is hard to emphasize in modern day communities given the continuous erosion and neutralization of local cultural values and norms especially in African rural societies. In order to have an empirical based view about this aspect, it is vital to conduct a fact finding study in one of the rural areas.

Allen and Shaw (2009) concur with the above socio-economic factors view point. They however categorized these factors into intrinsic and extrinsic motives. Intrinsic motives are those which are personal and passion centered. On the other hand, extrinsic motives are those external rewards which people expect to gain from volunteering and these include incentives in the form of money and material benefits. This idea is also supported by Meier and Stutzer (2006) who maintain that extrinsic motivation play a greater role in determining youth volunteering. However, how these extrinsic factors appeal to youth and influence their choice to volunteer has not been explored. This is the reason why this study sought to examine how these extrinsic factors influence volunteering participation.

Contrary to the above opinions, Kemmelmeier, Jambor and Letner (2006) argue that in most cases, people volunteer in order to enrich their personal growth in terms of skills, experience and social networking. The need to escape personal problems in the competitive world also plays a part in pushing youth towards volunteering. Volunteering provides them with a platform for having fun and company through engagement with other youth in community activities. This argument emphasizes the power of personal achievement and growth regardless of gender. Given this fact, this study argue that personal achievement aims play a greater role in determining youth volunteering. This is due to the fact that the need to increase life skills, job experience and social networking can be reasonable goals for the large pool of unemployed youth facing a competitive job market. However, it is important to note that this factor can only be true if the youth are provided with opportunities which fulfill the acquisition of specific experience, skills and social connection of interest.

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2.3 Youth Perceptions Towards Voluntary Participation

Mixed opinions exist among youth regarding the meaning and purpose of volunteering. Perold *et al* (2006) notes that, some young people perceive volunteering as a way to help others and express their humanity. A UNV (2011) study revealed that young people volunteer because they perceive it as beneficial providing them with opportunities of skills development, social networking and the future prospects of employability in the competitive industry. Some young people perceive voluntary participation as a way of gaining a little income for survival. For instance, in many projects where stipends are provided many people get involved than where the activity is supposed to be purely free contribution as is the case in Malawi (Moleni, 2006). This suggests that youth perceive volunteering in different ways.

There is also a difference in perceptions towards volunteering held by young people who volunteer and those who do not. According to Ellis (2004) young people who are not involved in volunteering probably lack knowledge of the depth of the concept and its value to their lives. On the other hand, those who volunteer view it as an interesting and beneficial activity capable of bringing change to their lives and other people's lives. On the contrary, some young people do not volunteer because they consider paying activities than free service offering. However, these perceptions are age based as older youth are likely to reason positively than younger youth. Gibson (2008) asserted that young people who are affiliated with religion are more likely to participate in voluntary work than those who are not. This is probably because of the values of giving and helping as envisaged by religion. All this suggests that there are a number of variables which influence the perceptions of youth towards volunteering.

2.4 Factors Deterring Youth from Volunteering

A lot of information has been documented regarding the factors which promote youth voluntary participation (Gibson, 2008; Bender and Freytag, 2013). However, little has been said regarding the factors which deter youth from volunteering. Randle and Dolnica (2009) are among the few scholars who highlight some of the barriers to youth volunteering. They postulate that lack of clearly defined roles and positions in voluntary organisations frustrate young volunteers. In most cases, youth volunteer to gain experience in a particular aspect. However, if they are forced to become jack of all trades they get frustrated and demoralized. Mcbride (2009) observes that young people usually have various interests and thus cannot volunteer in everything that comes their way. In this regard, it becomes difficult to assume that youth will volunteer in large numbers

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when the opportunities available in many rural communities are mainly caregiving and mutual aid activities. In other words,organisations provide opportunities which do not meet youth interest and requirements to grow and develop.

The above mentioned fact concurs with Bussell's and Forbes' (2002) suggestion that an understanding of the target group needs is crucial to recruiting and retaining of youth volunteers. All the mentioned information attests to the fact that significant youth perceptions regarding their barriers to their volunteering are often not known and are overlooked. Given the limited information about the factors deterring youth volunteering especially in rural communities, it becomes important to carry out an empirical enquiry in one of the rural communities. The inclusion of variables such as gender and age will only make the study more informative and illuminating. The lack of volunteering related policy and legal frameworks is another constraint and is explained in the next section.

A study by Volunteer and Service Enquiry in Southern Africa (VOSESA, 2010) also provides an insight into the barriers to youth volunteering,especially in Zimbabwe. It hypothesized that the absence of well-defined volunteer related policies and legal frameworks make it difficult to recognize youth volunteering. In this regard, societies label volunteers as people without anything to do. This situation deters young people from participating in voluntary work due to the fear of stigma attached to volunteering. A similar view is shared by the United Nations Volunteer programme (2011). It cautions that the absence of clearly defined policies and legal frameworks, particularly in Southern Africa, does not push the agenda of youth volunteering promotion. Instead, the situation creates confusion in terms of strategies on recruiting and managing volunteers as organisations are not guided by common guidelines. However, Dickhudt and VOSESA (2011) put forward that recently the situation has been changing given that Southern African countries are embarking on establishing volunteering supporting policies and legal frameworks. A few examples include the youth service programmes and home based care programmes in South Africa and Zimbabwe. In light of the aforementioned, it is plausible to argue that the absence of clear cut policies directly meant for youth volunteering is not producing a favorable environment for voluntary participation of youth in rural community development work.

Strive Times (2004) also suggests that the lack of incentives make it difficult for youth to volunteer given their poor status. Poverty usually force youth to choose paing opportunities in order to earn a living rather than working free of charge. Moleni (2006) also found the same results in Malawi. He postulates that young volunteers in Malawi are flocking to incentive oriented programmes

thereby leaving other organisations which are not providing incentives. Clearly, the lack of incentives is a major deterrence to youth volunteering, especially in poverty stricken Southern African rural communities. In these communities, striving for survival is more vital than serving the community for free. However, the impact of incentives with regard to gender and age in particular has not been explored in all the above studies. It is therefore imperative to carry out a study particularly looking at age and gender as variables within the youth age group.

In addition to the above mentioned deterring factors, Dickhudt and VOSESA (2011) highlight the effect of youth marginalization to their choice of volunteering. Youth marginalization in African communities has made it paradoxically difficulty for them to feel the social responsibility to volunteer. Too often, youth feel excluded from the development arena at community level and where they are included they feel manipulated.Westendorff (2003) also proposes that the careless assignment of work to individuals make them feel cheap as free labor. This implies that the imposition of voluntary activities to youth negatively affect their willingness to participate. However, how marginalization and activity imposition affect youth of different sexes and youth from remote rural areas and those near urban areas is not clear. This makes it important to carry out a study to determine these unclear issues.

2.5 Strategies to Promote Youth Involvement in Voluntary Participation

Development agents world over recognize the increasing demand for volunteers especially the young ones. This is due to the recognition that young people possess plenty of energy which needs to be harnessed towards development. In recent years, challenges such as HIV/AIDS have piled pressure on governments hence the need to turn to volunteering as a more sustainable solution (VOSESA, 2010). In the wake of this adverse situation, establishment of useful and practical strategies to promote youth volunteering becomes a top priority. Up to date, various strategies have been suggested by scholars. various policy frameworks, legal frameworks and advocacy organisations have been established in various nations. What follows is a review of various policy and legal frameworks as well voluntary related organisations at international and national level.

The United Nations Volunteer program established in 1970 remains the main initiative meant to promote and encourage the voluntary participation of youth. It spells out the need for every country to establish voluntary related policies, programmes and legal frameworks. This program is the leading recruiter of youth volunteers world-wide. Its programmes are oriented towards

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bringing peace and development through volunteering in various communities (UNV, 2011). This organization has the mandate of designing universal strategies to promote volunteering for both youth and adults. In this regard, it proclaimed 2001 as a volunteer year (UNV, 2011). Since the proclamation, various organisations have been formed to facilitate the recognition and advocacy for youth volunteering. For instance, both the Zimbabwe volunteer link and African Union volunteer corps wére formed under the auspices of the UNV as a response to the recommendation passed in the volunteer year (Dickhudt and VOSESA, 2011). Currently,the UNV has sanctioned a strategy to develop the national volunteer center. This center will include implementation institutions and policy changes (UNV, 2011). One such policy change is the modification of school leaving certificates to include volunteer experiences for those young people who will be involved in volunteering. This initiative helps to attach value on youth volunteering through recognizing and rewarding their work. Given this background it can be concluded that strategies for the promotion of youth volunteering are already in place. However, the main question which remains is whether these strategies are designed without consulting youth at grassroots communities. If that is the case, it will probably lead to the failure of the strategies before they are even implemented. In this respect, a bottom up strategy should be used to formulate strategies and this is the main purpose of this study.

2.5.1 Strategies used to promote youth volunteering in Europe

In Europe and America, volunteering across all age groups is relatively high. Randle and Dolnicar (2009) specify that around 83, 9 million people volunteer every year in Europe. Concurrently, America has the leading number of volunteers with figures of approximately 84 million volunteers annually (Kemmelmier, Jambor and Letner, 2006). However it is important to note that these statistics are not exclusive to youth only. Statistics relative to youth volunteering are not well documented. This situation compels development agencies who value youth volunteering to continue establishing strategies to enhance youth voluntary involvement. One common organization established for volunteering advocacy and promotion is the European Volunteers Organization. This organization is responsible for recruiting volunteers, setting guidelines for recruiting volunteers and advocating on behalf of volunteers. The United Nations General Assembly also sanctioned the establishment of laws which promote instead of impeding youth volunteering.

Back in 1994, the council of Europe also recommended that states define volunteering at national level, emphasizing its educational significance and its contribution to development. Contained in

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the recommendation is also an obligation for states to give volunteers a legal status. This resolution has been adopted by countries such as Czech Republic, Italy and Croatia (Council of Europe, 2000). In addition, separate legal frameworks were established in various countries to support and legalize youth volunteering. These include the Volunteer Service Act (2000), the law on public interest volunteer activities (2005) and the general policy law on volunteers (1991). Many strategies have been around designing favorable laws and policies because this enables volunteers to have guidelines, feel valued and recognized and thus might volunteer. Unfavorable or lack of volunteering laws can impede volunteering as volunteers will feel unprotected by law (Miceva, 2006). It is however important to note that in all these strategies, youth voice is not heard hence the need to examine youth based strategies. The following write up focus on the strategies employed in Africa in order to promote youth volunteering.

2.5.2 Policy and legal frameworks on volunteering in Africa

African volunteering has a distinctive history. In this regard, a brief background on African volunteering history is vital for one to understand the current situation and volunteering strategies useful for promoting youth voluntary participation. The concept of volunteering is part of the traditional African philosophy of Ubuntu,which entails sharing, caring and humanity. The UNV (2011) emphasizes that volunteering forms the backbone of African people's survival through sharing of scarce resources and helping each other in difficulty times. Given this fact, it is not surprising to learn that it was through unity, free offering of effort, ideas and sacrifice that youth nationalism managed to disentangle Africa from imperialism. Given the imperial period, volunteerism in African went through the pre-colonial, colonial and the post-colonial period. During the pre-colonial period, the African tradition of self-help, individual and collective responsibility for the well-being of families and kinships flourished (VOSESA, 2010). During this period, extended family ties and community responsibility were the threads binding people together. Throughout this period, voluntary participation was internalized in young people.

However, during the colonial period pressure was exerted on the socio-economic set up of African societies. This implies that colonial powers emphasized on issues and systems which were meant to benefit them without concern for the African systems. This situation facilitated the introduction of formal structures of volunteering as well as financial and non- material incentives. This upset the African system of mutual help, kinship and togetherness as individualism became apparent (Patel and Mupedziswa, 2007). The advent of Independence in African countries brought freedom to youth who were initially marginalized and manipulated as free labor in most cases. At this time,

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governments saw it necessary to continue supporting youth and public volunteering through establishing various strategies. This was because of the service delivery challenges which were being faced by the newly established black governments. Having noted this background, what follows are the strategies such as national youth service and policies which were either established or are being anticipated in future.

Patel (2006) highlight that in the SADC region, most of countries have established National Youth Service programmes (NYS) as a dominant strategy for supporting formal volunteering. Examples of youth service programs include the Zimbabwean National Youth Service established in 2001, the Zambian National Youth Service in 1963 and Namibian Youth Service in 2004 (NYDA and VOSESA, 2011). The aim of these NYS programmes is to renew the spirit of citizenship, patriotism and community responsibility among youth. In its broadest meaning, the NYS program spells out the need for young people to volunteer and serve their communities in order to bring development, especially in remote rural areas. The programmes were established after a realization by these countries that young people's energy and talents are not being properly harnessed for the benefit of themselves and the community. This has contributed to their loss of community responsibility, patriotism and active citizenship. However, Patel and Mupedziswa (2007) and Perold (2006) argue that NYS programmes have been in most cases, criticized as being militaristic and a weapon for furthering political interests of ruling parties. This implies that the programs were not successful as a strategy for promoting youth volunteering. It is however important to note that despite the drawbacks mentioned here, NYS programmes were a good initiative to reinvigorate the sense of *Ubuntu* into the minds of modern day youth. The major mistake was that youth views and ideas were not considered before implementing the strategy hence it probably did not address the concerns of youth regarding volunteering. In light of this fact, investigating youth based strategies which are gender and age inclusive becomes a top priority.

Another vital strategy was established on the fifth African Development Forum in 2006 where delegates committed themselves to the formation of the African Union Youth Volunteer Corps. This organization carried the responsibility of advocacy, promotion and the creation of opportunities for youth volunteering in the region. The African Charter of 2006 also recognizes the need to institute policies and programmes for youth volunteering at local and international level (VOSESA, 2010). These initiatives are directed at increasing youth participation, formalize volunteering and increasing visibility and recognition of youth volunteering in the region. In Lesotho and Mozambique legal frameworks have been designed specifically for volunteering

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(UNV, 2011). Recently, a handbook for youth volunteers was published in 2010 to guide volunteers in their preparation during deployment and post-deployment to various voluntary tasks (African Union, 2010). This programme is a great step in the promotion of youth volunteering in the African continent as it sets out the road map for all African countries in promoting and valuing youth volunteers as a developmental tool. The purpose of all these efforts is to increase youth and adult voluntary participation which is believed to be still low or even declining in the region.

2.6 Strategies Southern African Countries use to Promote Youth Volunteering

2.6.1 Strategies used to promote youth volunteering in South Africa

In South Africa, the main deterring factor to youth volunteering in community development work has been the marginalization which was created by apartheid. In addition, while South Africa's education system has successfully enrolled the majority of school age children, the content and quality of education does not develop the skills required by the economy such as leadership, team work and communication skills (Budlender, 2006). This gap can be successfully filled by youth voluntary participation in community development as this will equip them with skills and experience. Given this situation, the strategies introduced were mainly to integrate youth in voluntary work at societal level and through educational channels. One such strategy is the university and school level service learning programme. Its main aim was to encourage greater social and community responsiveness on the part of the education institutions thereby promoting youth voluntary participation (Obadare, 2005). For instance, the Community Engagement programme at the University of Venda is one such initiative which supports the university and school level service learning programme.

The National Youth Service program is another voluntary related policy established by the government. This program serves to teach and encourage youth towards community participation and community cohesion given the multicultural nature of the country's population (National Youth Development Agency and VOSESA, 2011). The Community Home Based Care policy framework also provide for the recognition of volunteers as important drivers for community care and support to ill patients. A scrutiny of these programs however reveals that they are not specifically gender related. Little is known about how these strategies appeal to youth of various age groups and of different sexes. Establishing whether strategies should be related to age groups or gender is important in designing useful and successful programs and policies. Given this information, it is

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clear that there is a gap in literature which needs to be filled with regard to gender and age related strategies to promote voluntary participation of youth in community development work.

2.6.2 Strategies used to promoteyouth volunteeiring in Zimbabwe

Post-independence, the Zimbabwean government introduced the National Youth Service (NYS) programme in 2001. The purpose of the program was to instill a sense of citizenship, patriotism and voluntary participation among youth (Dhemba and Kaseke, 2006). This programme was a good initiative to instill asense of caring and helping which have existed before into the born free youth generation. It was also good as a measure for realizing the importance of youth volunteering in development for a country which is trying to push development agendas. However, Patel and Mupedziswa (2007) argue that the NYS program was militaristic in nature and was meant to further the interest of the ruling party. Despite the later argument, it can be concluded that the NYS programme was a good initiative to support and encourage youth volunteering. The main problem was that it was initiated from above rather than from below thus it was viewed with resentment by youth and other schools of thought.

Recently, the Zimbabwe volunteer link was formed to advocate and connect volunteers to organisations. Another vital voluntary related policy is the National orphan care policy which established the national plan of action for orphans and other vulnerable children. This policy recognizes the significances of community volunteering in providing a social network of support for orphans within the community. The National policy on HIV/AIDS provides guidance to the home based care programme which is mainly for local community volunteers (NYDA and VOSESA, 2011). Given the lack of direct voluntary supportive policies, VOSESA (2010) concludes that volunteering in the country is mainly supported indirectly through other welfare policies. This lack of direct supportive policies and legal frameworks for volunteering is an unpleasant situation in the country which might work negatively in the quest to involve more young people in the volunteering sector. A major drawback of these policies is that they are not specific to youth only. In this regard, they might not be able to address youth problems and barriers to volunteer. Incentives were also introduced as a strategy to woo many volunteers. However, the little earnings cannot attract many youth given the current economic crisis in the country. In this respect, youth chose to thrive for their own survival other than helping other people in need.

Scholars have also suggested some theoretical strategies which can be used to promote youth voluntary participation. Mcbride (2009) recommends that volunteering programmes should be based on youth interest in order for it to attract more youth volunteers. Moreover, for stipends to

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be valuable to youth they should be need based and gender sensitive and inclusive. This implies that rewards should be given according to the requirements of youth and they should not be biased on the basis of gender. Other scholars, Clary and Snyder (1999) reiterate the importance of the matching strategy. This implies that the recruiting agencies should match volunteers' motives and satisfaction with tasks. This view was recently supported by Allen and Show (2009) who uses the Maslow's hierarchy of needs to explain youth needs and the importance of considering them. He further mentions that youth of different age groups and gender have different needs and thus should be satisfied differently. In this regard, volunteering strategies should be able to address the age and gender requirements if they are to become successful in recruiting and retaining more youth. Along with the consideration of youth needs is the need to provide autonomy to young volunteers in executing their tasks. This attest to the fact that when youth are involved in decision making and execution of these decisions they begin to identify themselves with the voluntary activity hence their willingness to continue volunteering (Allen and Shaw, 2009). Someone might wonder why all the efforts to establish strategies for promoting youth volunteering. The next section clarifies this question by exploring the significance of youth volunteering to their lives and community development at large.

2.7 Significance of Volunteering to Youth Development

The significances of volunteering span from individual youth to communities and organisations relying on volunteers (Meir and Stutzer, 2008; Bender and Freytag, 2013; VOSESA, 2010 and Perold, 2006). Volunteering is mainly praised for its benefits to the volunteer which includes fostering competence, autonomy, enhancing social connectedness as well as enhancing new skills development (Allen and Shaw, 2009). Being competent yields more benefits like developing a good leader suitable for assimilation in leadership positions either in politics or in organisations. Concurrently, new skills enable one to fit well and compete in the labor market. Too often, youth find themselves isolated and alienated from their communities, families and relatives due to the mobility of people in search of jobs in the global world. This in turn culminates in frustration and indulgence in risk behavior. Given this situation, Crook, Weir, Willms and Egdorf (2006) advise that volunteering fosters a sense of belonging which seems to be fading in modern day youth lives. Volunteering also provides young people with a platform to influence decision making processes on issues concerning them in the community (NYDA and VOSESA, 2011). The aforementioned facts shed light on the significances of voluntary participation to youth.

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However, Meir and Stutzer (2006) debate that more benefits are obtained by young people who are intrinsically motivated rather than extrinsically motivated. This is due to the fact that intrinsic motivation emanate from passion and desire. This instills happiness and eagerness in volunteers as they aim to perform higher in pursuit of self-actualization. On the other hand, extrinsic motivation entails youth being driven by external rewards and gains such as money and material benefits. Given that the rewards are mainly stipends, volunteers are not likely to derive a lot of happiness from the little earnings.

Meir and Stutzer (2008) also reiterate that voluntary participation improves youth personal well-being. This is because of the socialization, relationship building and the satisfaction of the need to belong which is provided by volunteering. However, Wilson and Musick (2000) argue that health benefits of volunteering are based on volunteers' own estimation rather than on a certain accurate measurement. This implieas that a comparative study will provide accuracy in judgement of the aforementioned health aspect. In fact, volunteering does not necessarily improve a person's wellbeing but can just maintain it. In the light of the above arguments, this study argues that volunteering is beneficial to youth given its numerous benefits such as the development of skills, gaining of experience as well as fostering independence and social networking. All these aspects help in shaping an individual's future thereby facilitating a smooth transition from marginalization to economic and social independence.

2.7.1 Contribution of youth volunteering to community development

Volunteering is a vital tool for community development and the achievement of some of the millennium developmental goals such as poverty alleviation. The United Nations secretary general Ban Ki Moon highlighted that the scarcity of resources for governments and private sectors coupled with the challenges of accessing vulnerable communities have enabled a turn of attention to volunteers in recent years (Dickhudt and VOSESA, 2011). The economic crisis coupled with developmental challenges especially in most African countries has also reinforced the recognition and need for volunteers. On the other hand, youth population is increasing while employment rates within the same age group are declining. In 2006 the youth population had escalated to around 1, 3 billion (World Bank, 2006). Given this large number, channeling and harnessing youth energy towards volunteering can bring enormous sustainable development to the world over. In support of the above fact, Patel and Mupedziswa (2007) put forward that volunteering has the power to promote participation at both local and international community level in regional developments. In view of the above, it is vital to encourage volunteering at

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grassroots level in order to ensure development from the bottom thus reducing the economic development gap which exists between urban and rural areas.

In recent years, achieving the millennium developmental goals has become an agenda for every country. Achieving environmental sustainability, poverty alleviation, disease reduction and achieving global partnerships are some of the goals to be achieved by 2015. VOSESA (2010) advocates that youth voluntary participation in community development work is a vital tool for the achievement of these millennium developmental goals. It is apparent that most of the developmental goals refer to youth in one way or the other. In this respect, involving youth would foster empowerment and community responsibility which enhances sustainable development. However, many communities still hold negative perceptions towards young people. They view them as problems rather than opportunities for championing development. This facilitates the sidelining of youth from development work involvement. In support of this, Roger (2007) mentions that societies have been working "on young people rather than working with them". This situation has probably reduced youth to tokens rather than development champions whenever they participate in voluntary work. Given this situation, VOSESA (2010) argues that volunteering has the power to change existing negative community perceptions. This is due to the fact that voluntary participation allows for sound intergenerational dialogues and understanding between adults and youth through volunteering in local communities. SADC regional exchange voluntary programs can also help to mold solidarity in the inherently fragmented societies together with bridging the divisions among youth in the regional countries.

The benefits and value of voluntary participation of youth as an engine for development can largely be identified when it is formally organized (Volunteer Service Enquiry for Southern Africa, 2010). Structured and organized volunteering which takes place under the auspices of organisations and institutions brings more visible and measurable development than individual mutual help and caring which take place among families and communities (VOSESA, 2010). Nevertheless, informal volunteering remains a strong activity frequently occurring and significant for morality, humanity and people's day to day survival.

In supporting the role of volunteering to development,the United Nations Volunteer (2011) survival and achievement of community development goals especially in the egalitarian societies have been made possible by volunteering in African communities. For instance, throughout traditional times, youth have been responsible for voluntarily defending their states, cultivating for the elderly

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and helping in ceremonies. In Zimbabwe, activities like ZunderaMambo and Nhimbe forms the basis of agricultural production throughout history. This is testimony enough to show how volunteering appeal to the lives of Africans throughout their lives. However, Dickhudt and VOSESA (2011) lament that despite the significances attached to voluntary work, there remains a key challenge on how to attract more youth into volunteering to match demand. This is largely due to the growing individualistic culture which is neutralizing community togetherness (VOSESA 2010). Rochester Paine, Hewlett and Zimmeck (2010) augment that it is now difficulty to develop a sense of community based on geographical location. This signals the fading away of the foundations of volunteering. In light of this information, it is apparent that fruitful efforts need to be taken in order to revive the long standing spirit of volunteering in Zimbabwe and Africa at large. This can be done through carrying an enquiry into gender and age based study on the determinants of volunteering, deterring factors and possible strategies as suggested by youth. This will ensure rural development through community efforts.

2.8 Review of Research Methodologies

2.8.1 Research approaches and designs

This section focused on illustrating the qualitative research approach. This is due to the fact that it was the preferred method in this study. Qualitative research approach refers to non-numerical examination and the presentation of observations for the purpose of discovering underlying meanings and patterns of relationships, (Babbie and Mouton, 2001). Bless *et al* (2006), adds that qualitative theapproach is conducted using a number of methods which use qualifying words and descriptions to record and investigate aspects of social reality. Literature on Volunteering aspects reveal that most scholars employ the quantitative approach in conducting studies (Goethem, et al, 2012); Aislinn, 2011). However, in most cases this has limited in-depth understanding of the volunteering aspect, because most studies on youth volunteering have been genaralised to regions and countries. This overlooked the geographical variations on youth perceptions and views regarding volunteering. This gap can be addressed by conducting qualitative studies applicable to specific areas through case studies. Mixed studies can also bridge this gap. A study by UNV (2011) in Southern Africa employed a qualitative study in five countries. The study managed to engage participants using interviews. This facilitated collection of in-depth data reflecting participants opinions, views feelings and even observing attitudes. However, the study did not focus primarily on geographical variations which existed in those different areas within the

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same country or province. For instance, the variations which exist between rural and urban areas regarding volunteering where not fully explored. This was a gap in methodologies.

Research design refers to a strategic plan which illustrates the specific boundaries and structure of a particular scientific investigation (Gray, 2009). This implies that it provide a road map for a particular study. It focuses on the logic of research and the kind of evidence which is required to address the research questions adequately (Babbie and Mouton, 2001). Most literature on Volunteering revealed the use of Survey designs. For instance Goethem, *et al* (2012). Surveys are a vital way of conducting a study due to the high number of participants involved. On the other hand, case studies focus on specific areas. They are usualy associated with qualitative studies. The use of a case study allow for an in-depth interrogation of fewer participants.

2.8.2 Population and sampling procedures

Population refers to a collection of subjects, events, objects or individuals having some common characteristics that the researcher is interested in studying (Bless et al, 2006). The participants of a study are drawn from a particular population. Sampling is an important component in selecting study participants. Babbie and Mouton (2001) noted that sampling is a technique that compares elements of the population considered for the inclusion in a particular study. Qualitative studies employ non-probability sampling techniques such as purposive sampling, multi-stage stratified sampling and snow ball sampling (De vos et al, 2005). Non-probability sampling is defined by Babbie (2006) as any kind of sampling where the selection of elements is not determined by the statistical principle of randomness.The strength of non-probability sampling is that they allow for selection of fewer participants who usually possess relevant information about a particular study. This also allow for face to face interaction with particpants and clarification of questions in order to obtain quality data.

2.8.3 Data collection tools and analysis

Data collection involves the gathering of information for a research project through a variety of data sources (Babbie, 2010). There are various data collection tools such as interview guides which are the common tools used in qualitative studies. They assists in collecting in-depth data such as feelings and opinions from participants. Interviews can be administered to focus groups, individuals or in reflection cicles. Reflection cicles and focus groups are slightly similar but the administration of the two methods slightly differ too. Reflection circles are ideal for discussions as they create a conducive and power balanced environment for the participants to open up and

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actively participate in the discussions. Moreover the Gibbs Reflective Cycle encourages a clear description of the situation, analysis or feelings, and evaluation (Gibbs, 1988). On the other hand, if not well facilitated, focus groups might be dominated by few individuals. This is due to the fact that some people might feel inferior and hide behind others throughout the discussion.

Data requires categorization, ordering, and summarization in order to make sense out of it (De Vos, Fouche and Delport, 2002). ATLAS ti software is one of the data analysis tools available for qualitative studies. It assists in discovering underlying meanings and patterns of relationships between variables (Babbie, 2010). The software is ideal for analysis due to the fact that it is able to systematically analyze complex data and uncover text and multimedia and photographic data. The content analysis method is another mentod used to analyse qualitative data. Despite its relevance in analysing data, there is higher probability of omitting important data sets. This is due to the fact that it is based on the researchers ability to pick opinions and points from the interviews. On the other hand ATLAS ti software systematically organise information and link it to variables. More so, the software allow capturing of direct quatations, and explaining them thus providing a strong basis for analysis.

2.8.4 Ethical considerations

Social science research consists of right and wrong norms and values (Bless, Higson-Smith and Kagee, 2006). Usually, participant's rights and values are broken by researchers thus the need to adhere to ethical principles in conducting scientific researches. Human beings have feelings, opinions and values hence it is vital to ensure that researchers find the required information without coercing, wrongly interpreting and violating the values of participants.

Various ethical consideration are used in scientific researches. Confidentiality is one of the important ethics which need to be observed. It implies making identifying information that could be used to link respondents to their responses available only to designated personnel (Wysocki, 2008). Avoidance of harm to participants is another critical ethic in research. It entails the researcher being aware of the impact that the questions and other issues discussed during an interview session may have on the participants (Flick, 2006). Lastly participants need to voluntarily participate in a study. This serves to protect their right to freely participate in a study.

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2.9 Summary of Literature Review

Youth voluntary participation is one aspect which is as old as human kind in the whole world. Different countries have got different perspectives and approaches towards volunteering as a concept. Traditional, cultural and regional perceptions account for these variations. While volunteering has been in existence for time immemorial, its recognition and appreciation has received little attention until in recent years, especially after the declaration of 2001 as a voluntary year (UNV, 2011).

In the wake of a high demand for volunteers, the factors determining youth voluntary participation in community development work need to be clarified. Literature has identified a number of social and economic factors promoting youth volunteering choices. Worth noting is the fact that variables such as age and gender influence factors which determine the voluntary participation of youth. Various opinions regarding dominant volunteers between male and female youth exist from different schools of thought.Some believing females volunteer more than males while others believing otherwise. With the above in mind, it was vital to explore the gender dimension regarding volunteering in order to establish the reality from a typical rural area. A few deterring factors to youth volunteering have been documented in the past. These include the lack of role clarification, lack of recognition of volunteers and the lack of supportive legal frameworks and policies to promote the voluntary participation of youth. The lack of information about the deterring factors of volunteering among youth is a cause of concern. This is due to the fact that knowing the deterring factors provides a breakthrough to useful strategy and policy establishment.

Currently, a number of strategies directed towards promoting youth and public voluntary participation in community development work has been established by various governments including Zimbabwe. As mentioned earlier, most of these policies are not necessarily specific to youth volunteering. This situation implies that a lot still needs to be done in terms of strategy formulation and age categorization of policies. This will help to solve relevant volunteering problems among various age groups with relevant solutions. Table 2.1 summarises the literature reviewed in relation to the study questions.

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Table 2.1 Summary of the review of literature on youth volunteerism

Reseacrh questions	Key findings	Gaps
1. What are the determinants of voluntary of participation of work in Community development?	social and economic factors youth decision to volunteer; A few deterring factors to youth volunteering were documented. lack of role clarification, lack of recognition of volunteers and the lack of supportive legal frameworks and policies to promoteyouth volunteering are some of the deterring factors.	Insufficient information about factors promoting volunteering of youth with regards to their gender, age and geographical location; There is lack of information on the factors deterring volunteering of youth with regard to age, gender and distance from the uraban area; Insufficient information regarding factors deterring youth volunteering exist in Zimbabwe and Mutoko in particular.
2. Do voluntary participation of youth in community development vary due to age, sex and distance from urban areas?	There is no consensus on the dominant sex in voluntary work; Factors of volunteering vary with gender and age; Most of the studies on factors of volunteering were quantitative in nature.	No concrete information on the influence of gender to youth volunteering; Knowlwdge about the influence of gender and age on youth volunteering in Mutoko District is not available; In adequate knowledge about who volunteers most in Zimbabwe and Mutoko in particular.
3. What are the strategies for enhancing voluntary participation of youth in community development?	strategies established to promote voluntary participation in community development are mainly policies and legal frameworks; Zimbabwe's policies on youth volunteering are not clear and taregeted specificaly towards youth.	Strategies not meant specifically for youth; Strategies lack youth voices hence do not address major concernce youth have; Lack of situational analysis studies to find strategies relevant to youth age, agender and geographical location

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CHAPTER 3 RESEARCH METHODOLOGY

Research methodologies which were applied in this study are described. Firstly the study area is described. Thereafter, the research designs, study population, sampling procedures and data collection methods and techniques are described. Also included in the chapter are methods of data analysis and research ethics.

3.1 Description of the Study Area

The study was conducted in Mutoko District located in Mashonaland East Province of Zimbabwe (Figure 3.1). Four Wards, namely Nyamuzuwe, Nyamukoho, Nyamakope and All Souls were earmarked for the study. Mutoko District is situated about 143 km East of Harare which is the capital city of Zimbabwe. It is located along the Harare to Nyamapanda high way which connects Harare to Mozambique. Mutoko ruins are one of the heritage and tourist attractions found in the District. They are around 5kms to the north of Mutoko business center. The District is inhabited by the Buja Shona speaking people. Its main business center is Mutoko which was established in 1911. Mutoko District has an overall population of 154, 676 of which 53% are women (Central Statistical Office: CSO, 2012). There is no clear statistics for youth population but the rural nature of the area suggest that the District consist of many young people below the age of 20 years. This is because they are either still attending school or unemployed. In 2008, unemployment rates country wide were as high as 94% with young people forming the higher proportion(Central Statistical Office: CSO, 2012).

Nyamakope and All Souls wards are located 5kms to the east of Mutoko centre. Their proximity to the town center also provides them easy access to the Non-Governmental organisations and other governmental organisations providing volunteering opportunities in the District. These organisations include Mother of Peace, Plan International, Kajiwa Development and Catholic Relief Service (CRS) (Zimbabwe parliament report, 2004). On the other hand, Nyamuzuwe and Nyamukoho Wards are located about 25kms, to the North and east of Mutoko business center,respectively. These two wards are deep rural communities which lack direct easy access to employment opportunities, but have great capacity for development. Voluntary opportunities from (NGOs) are limited in these remote rural wards, but a number of government and community voluntary opportunities are in abundance. These opportunities include the ZundeRamambo

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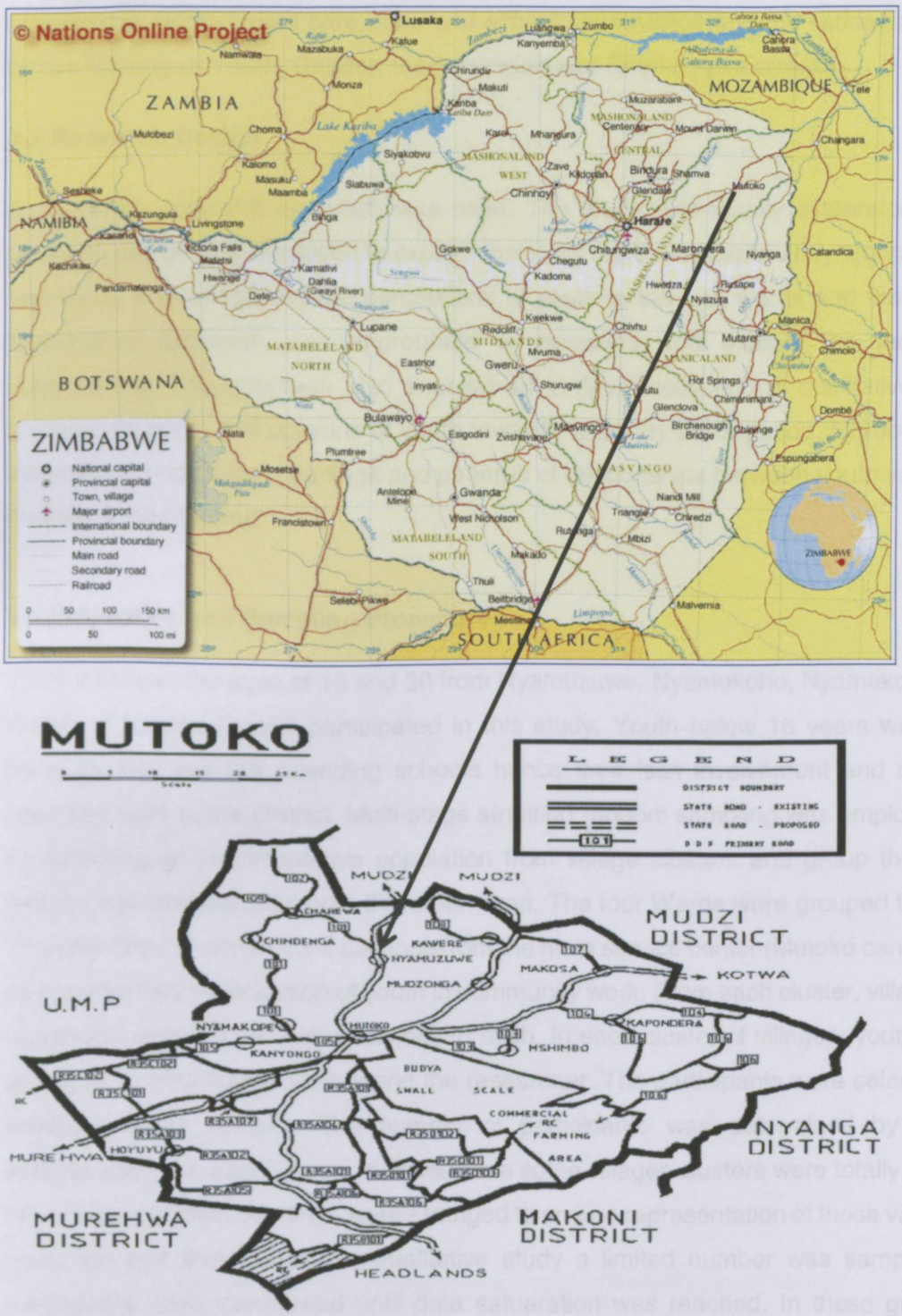


Figure 3.1 Maps of Zimbabwe and Mutoko District showing the specific study area

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programme; home based care, road and school construction and the various projects provided by the Ministry of Youth, Gender, Indigenization and Employment creation.

3.2 Research Design

A qualitative research approach was used. The study was mainly exploratory. A case study research design was employed to explore the study topic. The exploratory approach was ideal for identifying and unearthing the perceptions of youth in the four wards and the District at large. Exploratory approach was appropriate in revealing and explain the factors influencing volunteering. This approach also enabled an in-depth collection of qualitative data regarding feelings, thoughts and opinions of youth towards voluntary participation. Moreover, it assisted in discovering underlying meanings and patterns of relationships between youth variables and their choice of volunteering.

3.3 Population and Sampling Procedures

Youth between the ages of 16 and 30 from Nyamuzuwe, Nyamukoho, Nyamakope and All Souls Wards of Mutoko District participated in this study. Youth below 16 years were not targeted, because they are still attending schools hence their less involvement and understanding of voluntary work in the District. Multi-stage stratified random sampling was employed. It was ideal for selecting an representative population from village clusters and group them according to gender, age and distance from the urban area. The four Wards were grouped into four clusters. This was done to determine if distance from the main service center (Mutoko center) had an effect on the voluntary participation of youth in community work. From each cluster, villages were further clustered depending on their proximity to each. In each cluster of villages, youth meetings were arranged by community leaders and the researcher. The participants were selected to represent various villages present. The number of participants was determined by the number of attendances from each village. In cases were some villages clusters were totally not represented, other data collection meetings were arranged to ensure representation of those villages. However, given the fact that this was a qualitative study a limited number was sampled.Significantly, participants were interviewed until data satuaration was reached. In these groups, male and female youth werefurther categorized into 16-20 year olds and 21-30 year age groups. These groups were then given a set of semi-structured interviews to answer in their reflective circles. While in their groups, participants were also interviewed individually using the same set of questions in order to get all their ideas verbatim. This was also vital as a

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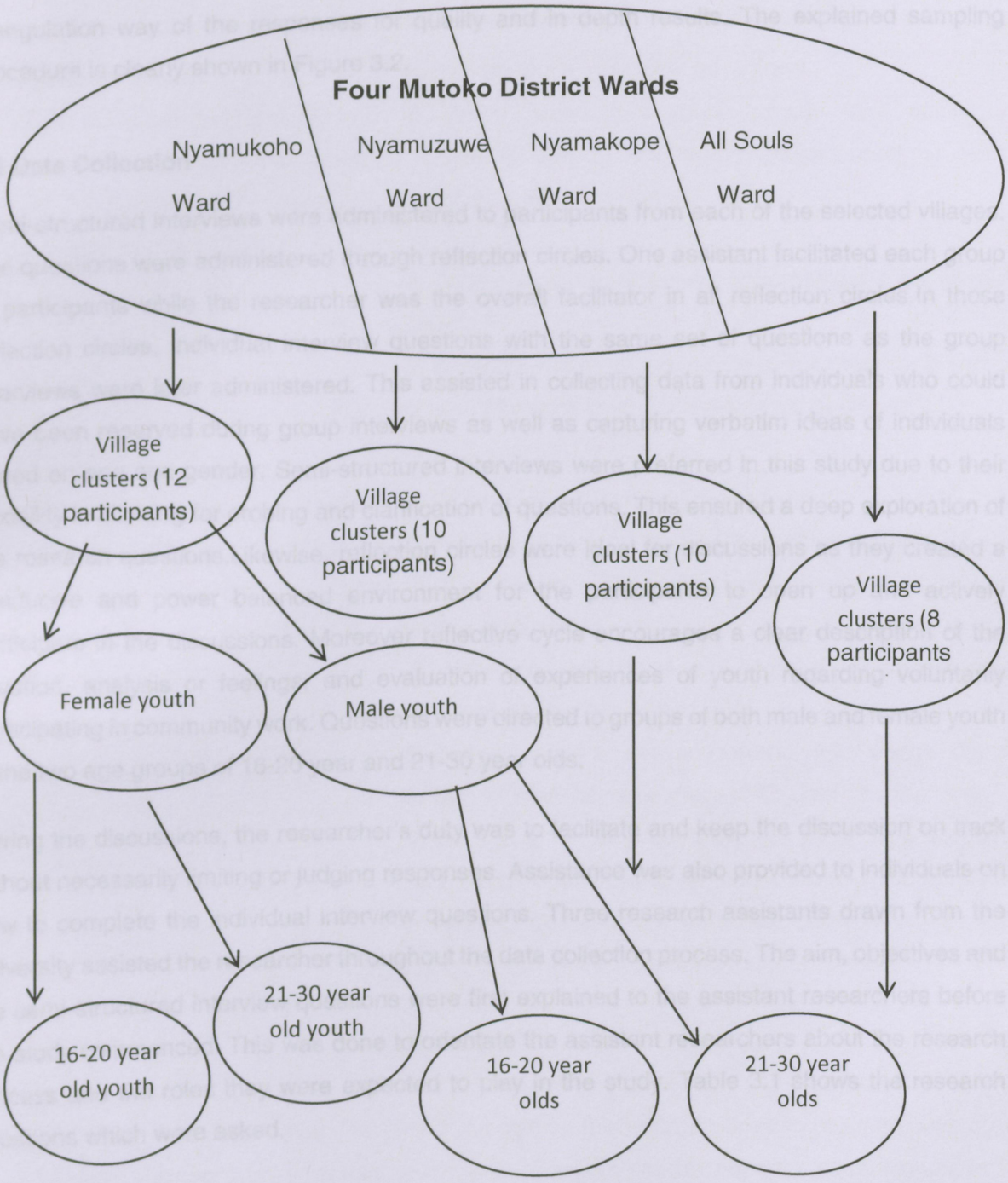


Figure 3.2 Step-wise sampling procedure used to select respondents

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triangulation way of the responses for quality and in depth results. The explained sampling procedure is clearly shown in Figure 3.2.

3.4 Data Collection

Semi-structured interviews were administered to participants from each of the selected villages. The questions were administered through reflection circles. One assistant facilitated each group of participants while the researcher was the overall facilitator in all reflection circles.In those reflection circles, individual interview questions with the same set of questions as the group interviews were later administered. This assisted in collecting data from individuals who could have been reserved during group interviews as well as capturing verbatim ideas of individuals based on age and gender. Semi-structured interviews were preferred in this study due to their flexibility in allowing for probing and clarification of questions. This ensured a deep exploration of the research questions.Likewise, reflection circles were ideal for discussions as they created a conducive and power balanced environment for the participants to open up and actively participate in the discussions. Moreover reflective cycle encourages a clear description of the situation, analysis or feelings, and evaluation of experiences of youth regarding voluntarily participating in community work. Questions were directed to groups of both male and female youth in the two age groups of 16-20 year and 21-30 year olds.

During the discussions, the researcher's duty was to facilitate and keep the discussion on track without necessarily limiting or judging responses. Assistance was also provided to individuals on how to complete the individual interview questions. Three research assistants drawn from the university assisted the researcher throughout the data collection process. The aim, objectives and the semi-structured interview questions were first explained to the assistant researchers before the study commenced. This was done to orientate the assistant researchers about the research process and the roles they were expected to play in the study. Table 3.1 shows the research questions which were asked.

3.5 Data Analysis

The ATLAS ti 6 version software was employed to analyze qualitative data. Firstly, data from the field was fed into a computer. It was then tabulated, coded and organized using the ATLAS ti6 version software. This software was ideal for analysis in this study due to the fact that it was able to systematically organise complex data into themes. In addition, this software assisted

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Table 3.1 Research question and related semi-structured interview questions

Research question	Semi structure interview questions
1) What are the demographic and socio-economic factors promoting and hampering voluntary participation of youth?	1. What discourages young people from voluntary participation in community development in your village, Ward or District? 2). What youth volunteering opportunities exist in this District? 3) What influences young people to volunteer to do some community work in your village, Ward or District?
What are the perceptions of youth regarding the factors of voluntary participation according to their age, sex and distance from the urban areas?	1) What does volunteering mean to you? 2) What does community development mean to you? 3) What type of a person is regarded as a youth in your village or Ward? 4) Why do you think volunteering in community development work is important? 5) Between male and female youth in your village, Ward or District who volunteers more? Explain why this is so? 6) Do you agree with the view that youth who stay far away from urban areas tend to volunteer more to do community development work than those residing near towns or cities? Give reasons for your answer.
What are the strategies for enhancing voluntary participation of youth?	1) What do you think can be done to promote voluntary participation of youth in development work taking place in your village, Ward or District?

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assist in interpreting and evaluating and the complex data collected using semi-structured interviews. The software also managed to group the data into families representing variables such as gender, age and distance form the urban area. Data networks were established todetermine the relationship between different sets of data. the results were then logically presented in the form of main themes and sub-themes.

3.6 Ethical Considerations

Firstly, permission to conduct this study was sought from the University of Venda Research committee. In adherence with the informed consent ethic, permission to collect data was also requested from administrative and local traditional leaders of Mutoko District and the respective ward and village leaders (head men and councillors). A formal written letter was given to participants to confirm informed consent before the commencement of the study to ensure that they all participate in the study out of their free will and knowing what they were involving themselves in (see appendix 3.1). A full and clear explanation of the research purpose, processes and the rights of participants was provided in the local Shona language to ensure a clear understanding.

The identification information linked to the participants was kept private. The interview guidedid not require participants to provide their names on the response charts. This ensured that any information provided was not be linked to any individual or group of participants. Pseudonyms were also used to represent participants. Research assistants were clearly notified of the need to keep participants responses secret.

Assurance was given to participants that they could withdraw from the study whenever they felt uncomfortable and threatened during the research process. No judgemental language was used throughout the study. This was done to avoid emotional and physical harm to participants. Participants were also not coerced into giving responses for questions they were not comfortable with. The aims and objectives as well as the purpose of the study were also explained to the participants in order to familiarise the participants with their role in the study thus avoiding possible emotional hurt in future.

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CHAPTER 4 PRESENTATION OF RESULTS OF THE STUDY

4.1 Participants

Forty male and female youth who were 16-30 years old participated in this study. Wards situated about 25 km from Mutoko town centre contributed 22 participants. The remaining participants were from two wards situated within 5km of Mutoko urban area. Twenty two participants were drawn from wards situated about 25km from the urban centre. This was due to the fact that they responded more positively to the call for participating in the study than their urban counterparts. The study consisted of 23 males and 17 females. More so male participants responded positively to the call for participants than female participants. The proportionate distribution of the number of youth who participated in the study are presented in Table 4.1.

4.1.1 Youth contribution to community development

In this subsection, the results on the factors promoting volunteering taking into account age, gender and distance from Mutoko town are presented. Table 4.2 shows that the desire to contribute to development was the major factor motivating youth to volunteer in the district. Twenty five participants noted their desire and passion to upgrade local areas as a motive for volunteering. The participants defined it as a process through which the standard of living of the community is raised and infrastructure is improved. While adult male youth echoed the aforesaid view younger youth resonated that their motive is mainly the desire for skills development. The age difference was probably due to the fact that older youth were matured enough to take community development responsibility rather than their younger counterparts. One participant put the aforesaid view into perspective as follows:

> *"I take volunteering as an opportunity to develop my community and change the poor situation seen around this place".*
>
> *Male youth, 26 years, Nyamukoho Ward*

On the other hand, although supportive of the aforementioned developmental motive, 15 female youth specified that the sense of caring and Ubuntu drove their desire. Regarding this view, distance did not play a crucial role as the responses cut across geographical locations. Therefore, the desire for development by the youth was not necessarily influenced by their location but rather by their gender and age in the District.

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Table 4.1 Distribution of study participants in the four Wards of Mutoko

Wards constituting the study	Female youth (n=17	Male youth (n=23)	Total number (n=40)
Nyamukoho Ward	4	8	12
Nyamuzuwe Ward	5	5	10
Nyamakope Ward	5	5	10
All Souls Ward	3	5	8

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4.1.2 Lack of job opportunities

The high rate of unemployment also emerged as one of the major contributing factor to youth volunteerism in Mutoko District communities. 16 out of 23 male youth reported that they were not formally employed hence they have ample time to volunteer. More so they expected to get employment opportunities through volunteering experience. However, a gender disparity exists regarding this view as only male youth considered it as a motive. The partriarchial belief which compels male to seek job opportunities while females remain in their homesteads especially in deep rural areas of the District explains the discrepancy. The above mentioned preceding compels male youth to volunteer in anticipation for future employment after volunteering. The impact of the above mentioned fact increased as one moves to the District peripheries. This is mostly due to the diminishing rates and expectations of job opportunities and limited industries in the rural areas. What follows is a quote drawn from the interviews expressing the aforementioned contributing factors to volunteering.

"Most of us are unemployed and volunteering work opens paths for getting to other jobs in big cities like Harare where you can get more money".

Male, 22 years old All Souls Ward.

4.1.3 Desire to socialise

Nineteen participants echoed their desire to socialise as a motivator for volunteering. Worth noting was the observation that mostly female youth indicated the desire to volunteer to be due to their need to develop some social networks, share gossips and personal relationships with other youth. However, the significanceof socialising as a factor of youth voluntary participation was more apparent in peripheral rural areas. This was probably due to the extended social networks and social solidarity still existing in rural areas. In support of this motive, some participants said that:

"*I usually have good time to talk to my friends without being shy of my parents and relatives when I am volunteering with other youth".*

Female youth, 21, Nyamukoho Ward

"I usually meet new people from other villages when we volunteer and we share gossip and we talk female stuff and problems".

Female 23 years, Nyamukoho Ward

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4.1.4 Need for benefits and incentives

There was general consensus among youth regardless of gender and age that the desire to gain material and non-material benefits motivated them to volunteer. 29 out of 40 youth indicated their desire for material rewards as a pre-requisite to volunteering. Despite the knowledge that volunteering did not entail payment, the study observed that youth still expected to yield something out of their volunteering efforts. Financial rewards, food parcels, clothing and skills attainment are some of the main benefits which reportedly attracted youth to participate in volunteering. These rewards were viewed by youth as mere tokens of appreciation rather than real payments for volunteering. The current economic hardships in the district were singled out to be a trigger for their quest for money after volunteering. However, the aforementioned observation was made in peripheral areas of the district thereby revealing the influence of distance from the urban area on the factor. This was mainly due to the high intensity of economic hardships in areas that are further away from the town. The aforementioned view was well articulated in the following phrase:

"*Getting money after volunteering is always good.We want to buy some good phones so where will we get money if they do not give us some money*"

Male 25 years, Nyamuzuwe ward

However, the study revealed that out of the 29 participants who mentioned their desire for incentives, 19 were male while the remaining were females. They reasoned that, community beliefs place family responsibility on male youth hence their need for monetary incentives in order to use the income to support their needy families.

4.1.5 Desire to acquire new skills

Apart from above factors, the prospect of gaining new skills such as home based caring, bridge and road construction and soft skills from working in community based organisations motivated 12 youth to volunteer. Youth residing near the urban area showed more desire for skills development than those residing far from the urban area. This was due to the fact that in urban areas they were exposed to work opportunities hence they knew what is required in the labour market in order to be employable. Observantly, no gender differences existed regarding this factor.

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4.1.6 Influence of community leaders

In addition to the above mentioned factors, 10 youth residing in deep rural areas of Mutoko District revealed that their community leaders coerced them into volunteering in community development work such as road and bridge repairing. Their main concern was the lack of consultation by leaders who in turn resorted to threatening and forceful ways of recruitment. Half of them reported that political power was also alternatively used to foster volunteering in community work such as building clinics, schools and political halls. Worth noting was the fact that only male youth cited this as a factor of volunteering. An observation showed that male youth were sometimes compelled to give a hand in voluntary work hence losing the real meaning of volunteering and rather viewed it as a mandate to participate. However it is crucial to note that the aforementioned factor influenced youth to volunteer. Table 4.2 shows the description of the factors that promoted youth participation in voluntary work in Mutoko District.

4.2 Factors Inhibiting Youth Voluntary Participation

Despite the existence of many motivating factors, study results showed that there were various factors which discouraged youth in Mutoko District from voluntarily participating in community development work. In most cases these factors varied with sex and distance from the urban area. The main factors included lack of rewards, use of force by community leaders and lack of informationon volunteering. However, other minor factors included restriction by husbands and guardians, lack of employment prospects after volunteering and others to be discussed in the following write up.

4.2.1 Lack of volunteering rewards

Thirty four participants reported lack of rewards of volunteering as a major factor that discouraged youth volunteerism in their communities. Clothes, food and financial incentives were some of the main benefits that the youth cited they were looking for. The economic hardships that were faced precipitated their desire to earn a living from volunteering through gaining material rewards as motivation. The desire for material rewards in order to volunteer cut across sex, age and distance from the urban area. However, youth residing in areas far away from the urban area indicated their desire for any form of reward while those residing near the urban centre resounded their longing for financial rewards only in order to volunteer. The discrepancy was probably due to the difference in needs that existed among youth from

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Table 4.2 Descriptions of the main factors promoting voluntary participation of youth in community development

Issue	Suspected factors of youth volunteering		
	Geographical	Age	Gender
1) Influence of community leaders	x		
2) The desire for benefits e.g. incentives	x	x	x
3) The need to socialise	x		x
4) Contribution to development	x		x
5) Lack of job opportunities	x		x

Key

x Factors influenced by geography, age or gender

different geographical locations in the District. The reality of the matter can be seen in the following verbatim words:

"The feeling of being used without getting any incentives or benefits discourages us from volunteering, zvinobhowa"

Male, 18 years Nyamuzuwe Ward

"When youth join volunteering they expect results in form of stipend, but eventually this is not the case and many are tempted to dropout of such projects looking for money"

Female, 22 years, All souls Ward.

Variably 4 youth indicated that they do not mind working without rewards, however they got frustrated by being promised and eventually not receiving anything. In this regard, raising youth expectations without fulfilling promises derailed youth volunteerism prospects.

4.2.2 Community leaders use of force

Results demonstrated that the use of force by community leaders was among the major factors disheartening young people from volunteering. Although young people recognized coercion as one of the factors which forcedthem to volunteer, 14 participants indicated that it was also one of the factors which demotivated them from volunteering. Most of them echoed that they found ways of avoiding volunteering due to the feeling of being manipulated and disrespected by community leaders. Worth noting was the fact that this view was common among youth residing further away from the urban center. This highlighted the fact that, coercion of youth to volunteer was seeimingly dominant in deep rural areas where traditional leaders are present. This coercion reportedly disheartened those with a desire to volunteer and discouraged them from volunteering in their community. Variably out of the 14 participants who echoed this concern only 4 were female. This was mainly due to the fact that male youth were expected to volunteer more than female in rural communities. Below are selected quotes illustrating the youth frustrations in this regard:

"Youth need to be persuaded instead of being forced by community leaders to volunteer, we are tired of being treated like kids".

Male 21 years, Nyamukoho Ward.

"Use of force by community leaders demotivates us from volunteering, we feel used".

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Male 28 years Nyamuzuwe Ward.

Apart from the above mentioned fact, 8 older youth believed that lack of community appreciation for volunteers discouraged volunteers regardless of gender. Proximity to the urban center did not have any influence about how youth felt regarding the lack of appreciation by their community leaders. This was testified that lack of recognition of the volunteers contributed to the decline of youth involvement in voluntary work in the district. To articulate their view, one of the participants said the following:

Sometimes the communities fail to respect the job well done by the youth that's why we dodge volunteering when they need us to volunteer.

Male 24 years, Nyamukoho Ward.

4.2.3 Insufficient knowledge on volunteering

Nine female youth expressed their lack of information regarding the benefits of volunteering as a demotivating factor towards volunteering. Regardless of distance from the urban area, 13 participants noted that they do not value volunteering as a helpful aspect in their lives. Female youth dominated this idea thereby shedding light on gender discrepancy regarding the factor. Below are some of the verbatim words by participants in support of the aforementioned fact.

"Female youth lack knowledge about the good things of volunteering. This makes us lazy to participate in community work when we are supposed to do something"

Female 19 years old, Nyamakope Ward.

"I don't even know if there is any opportunity to volunteering in this area, maybe when I know I will try to volunteer"

Female, 20 years, Nyamuzuwe Ward

Given these quotes, it was clear that female youth did not have enough information bases to take informed volunteering decisions hence their lack of Interest. On the other hand only 3 females indicated that, even though they knew the importance of volunteering, they lacked information about the opportunities which exist in their local areas.

Other factors which emerged from the present study but were not prominent included preoccupation with home chores, disapproval by husbands especially for married youth as well

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as disapproval by parents who believed volunteering was for male youth. These factors applied to female youth regardless of their geographical location. Below is what one female youth said in emphasizing her view.

""*For us who are married, our husbands banned us from volunteering as they believe volunteering is for man"*

Female 22 years old, NyamukohoWard.

This implied that patriarchal beliefs in the community were playing a part in discouraging female youth from volunteering. Peer pressure, lack of volunteering resources such as transport and lack of job prospects after volunteering were also some of the factors which affected a minority population of youth in Mutoko district.Figure 4.1 shows the factors that either promoted or hindered youth voluntary participation in community development .

4.3 Youth Perceptions Towards Voluntary Participation in Community Development

Figure 4.2 shows the perceptions of youth about volunteering in the District. It was revealed that male youth volunteered more than female youth. Variations in their perceptions indicated the aforementioned fact. While 30 participants reported that male youth volunteered more in community work only 10 believed women volunteered more. The study observed that male youth perceived volunteering as their social responsibility as patriarchal norms portray while female youth did not carry that responsibility hence their limited involvement in voluntary work. It was also apparent that the availability of more manual work related volunteering opportunities favoured males, hence they dominanted in volunteering. Alternately female youth suggested that they preferred care related opportunities such as home based care which were limited in the district, hence their limited participation.

Figure 4.2 indicates that youth residing far from the urban area participated more in community development than those residing near the urban area. In this regard 31 participants believed that youth residing far away from urban areas were volunteering more than their urban counterparts, because the norms and caring values such as social togetherness formed the basis for volunteering and were still more apparent in communities far from the urban centre. This instilled a sense of responsibility in youth residing in those areas. Contrary to the above,

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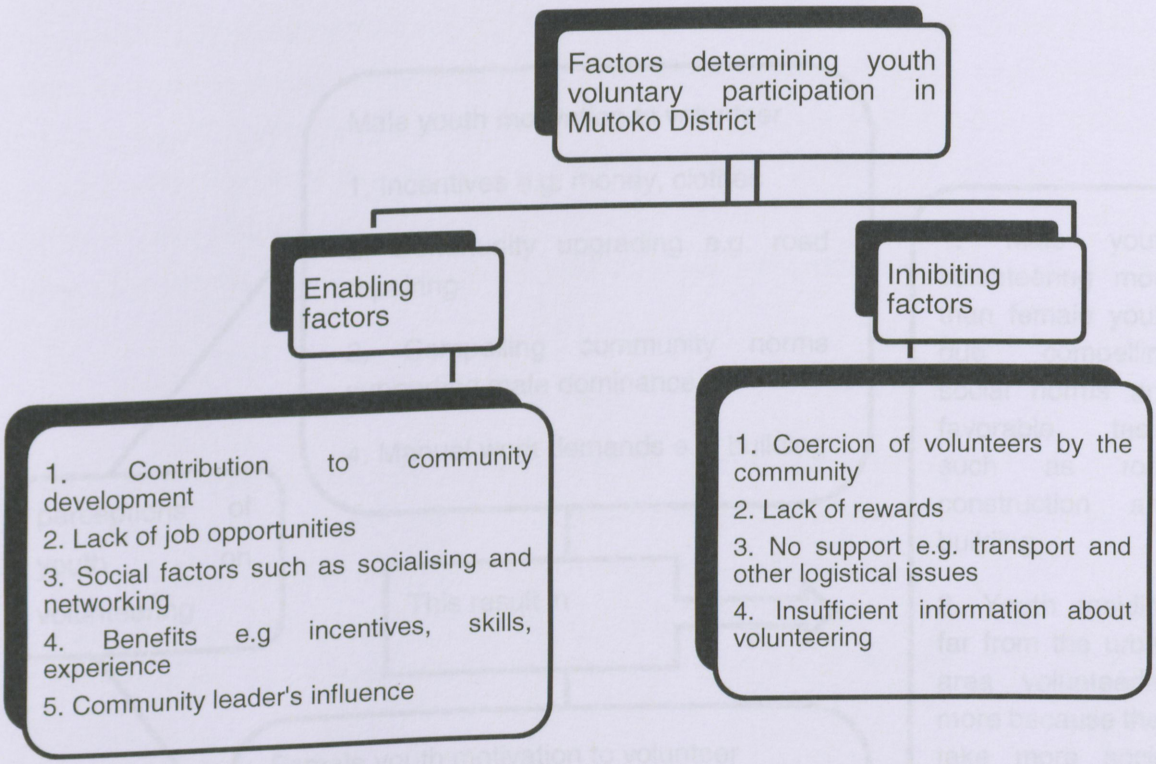


Figure 4.1 Description of the determinants of youth voluntary participation

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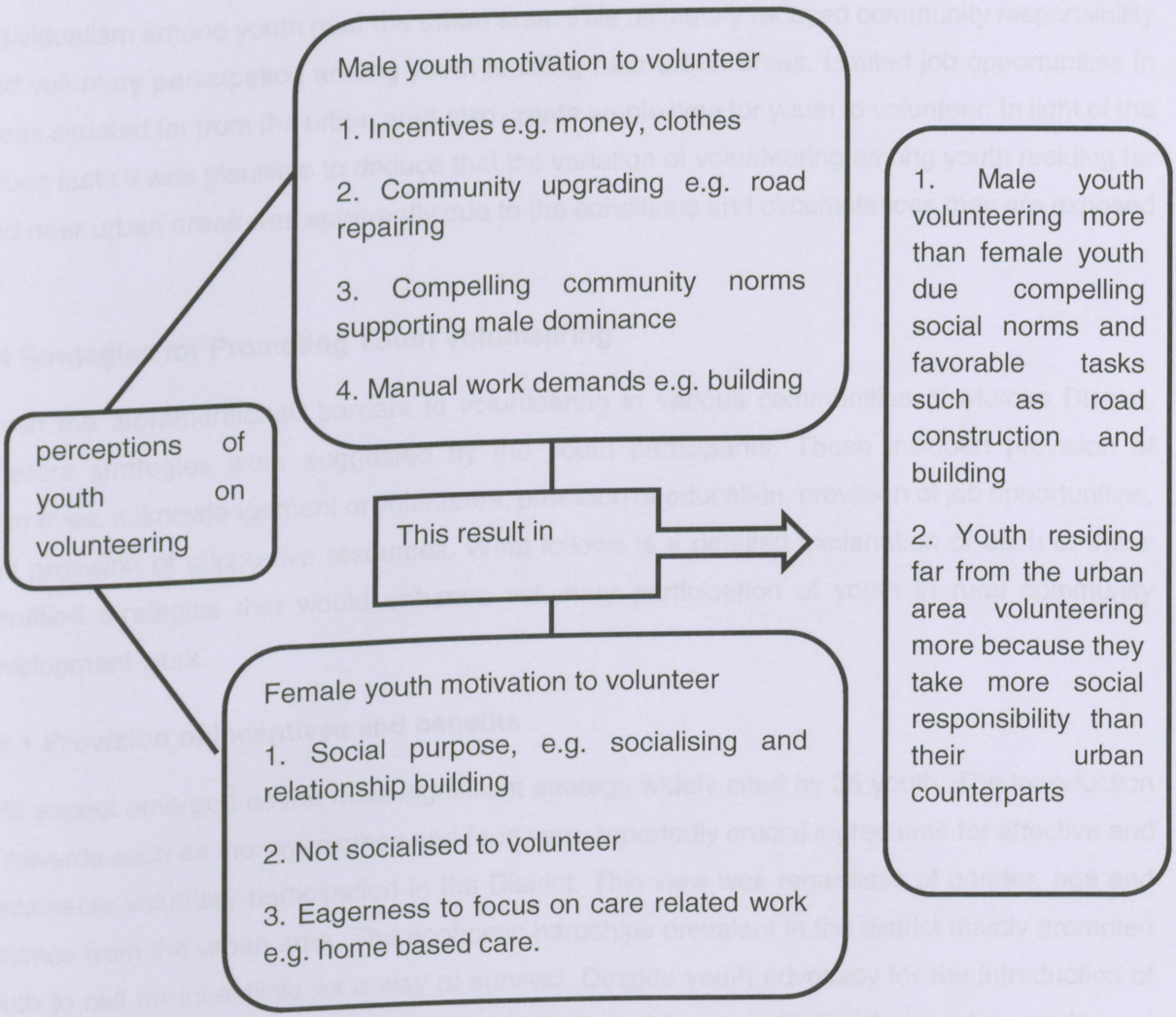


Figure 4.2 Variations in perceptions of youth towards volunteering in Mutoko District

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cultural mixtures, lack of community ownership and eroded community norms probably enhanced individualism among youth near the urban area. This ultimately reduced community responsibility and voluntary participation among youth residing near urban areas. Limited job opportunities in areas situated far from the urban area also create ample time for youth to volunteer. In light of the above facts it was plausible to deduce that the variation of volunteering among youth residing far and near urban areas was apparently due to the conditions and circumstances they are exposed to.

4.4 Strategies for Promoting Youth Volunteering

Given the aforementioned barriers to volunteering in various communities of Mutoko District, different strategies were suggested by the youth participants. These included provision of incentives, acknowledgement of volunteers, provision of education, provision of job opportunities, and provision of supportive resources. What follows is a detailed explanation of each of these identified strategies that would enhance voluntary participation of youth in rural community development work.

4.4.1 Provision of incentives and benefits

This aspect emerged as the most significant strategy widely cited by 35 youth. The introduction of rewards such as money, clothes and food were reportedly crucial ingredients for effective and sustainable voluntary participation in the District. This view was regardless of gender, age and distance from the urban area. The economic hardships prevalent in the district mainly prompted youth to call for incentives as a way of survival. Despite youth advocacy for the introduction of sound incentives and benefits in voluntary work, 5 participants indicated their preference for non material and future oriented benefits such as development of skills and work experience. This was common especially among younger youth who had less home responsibility and were much eager for personal development. Worth noting was the fact that there was no significant change in opinion as distance increased from the urban area to the peripheral wards. This indicated the universality of this particular view among youth across the District hence its significance. To elaborate the aforementioned facts, selected participants had the following to say:

"We need money to survive, things are tough hereso we need something because working without money looks like wasting time i should have been doing part time job"

Male, 24 all souls Ward

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"As youth we are used to working without money but for how long should we be working for nothing, we need just something to thank us be it food or something for survival because life is difficult in the villages"

Female, 22 Nyamukoho Ward

4.4.2 Provision of volunteering knowledge and awareness campaigns

Disseminating informationon volunteering was also highly recommended by 20 participants as a volunteering promotion strategy. Information about available volunteering opportunities and articulation of benefits of volunteering were some of the main strategies that were reported to be crucial for volunteering to flourish. Worth noting was the fact that 14 female youth mirrored their need for education about volunteering more than male youth regardless of age. This also applied to youth residing far away from urban areas who categorically put across their lack of information as a cause of concern. The fact that female youth did not often volunteer in community work might account for their lack of information about volunteering. The following quotes mirror the above fact:

"In this community girls need to be educated on the importance of volunteering, because they think it is for man, (Taneta nekushanda vakagara), meaning we are tired of working while they are sitting".

Male, 20 years, Nyamakope Ward

"As girls we need education and awareness campaigns about the importance of volunteering and to be included in the community development programming process were men are only called"

Female 21 years, Nyamukoho Ward.

In the statements above, it was apparent that there seemed to be power struggle between male and females. While male youth felt burdened by volunteering, female youth felt frustrated by their exclusion in the decision making processes regarding volunteering. As a result, both parties lacked the zeal to volunteer due to these social norms. In this respect, education about the need for everyone to participate and involvement of both female and male in initiative stages of community development plans could serve as a motivator for voluntary participation of youth in their communities.

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4.4.3 Recognition of youth volunteers by the community

Regardless of the provision of incentives and knowledge, 13 youth noted their quest for satisfaction of social need. Among the most prominent aspects were the rendering of respect and acknowledgement of youth volunteering efforts. Participants lamented that they were forced to volunteer while receiving no acknowledgement upon completion of tasks. This had a boomerang effect to all the efforts of promoting voluntary participation. The study further observed that, the feeling of uselessness and manipulation present among youth curtailed their willingness to develop communities as they consistently felt like inferior and onlooker stakeholders in the process of their community upgrading. Predominantly both male and female participants from peripheral areas of the district echoed the above concern. Below are statements which reflect some participants' views during interviews.

"*We need to be respected, that is proper communication whenever leaders are talking to us or when we are volunteering in order for us to be proud of our work".*

Male 26, Nyamukoho Ward

"Providing stipend, good treatment, acknowledging their work, awarding young people with certificates after completing their projects are some of the main things youth want".

Female 28, ward youth officer, Nyamuzuwe Ward.

Despite the provision of respect, 9 respondents noted their desire for participation certificates as a sign of appreciation and evidence of participation. This view was universal across age groups, gender and distance. A certain female youth had the following to say in support of the aforementioned view:

"*I wouldn't volunteer knowing that there is no appreciation of my sweat, working for free can only be beneficial if i will have a certificate of appreciation at the end of it. Without a certificate, I rather sell fruits than work for nothing".*

Female, 25 years, Nyamuzuwe Ward

The above statement illustrated the frustration of youth due to lack of certificates after volunteering. In light of the above mentioned fact, issuing certificates might significantly motivate youth who would have evidence for volunteering to use even in their job hunting endeavors.

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4.4.4 Use of more acceptable recruitment strategies by community memebrs

Fifteen participants residing far from Mutoko urban area largely advocated for a change of attitude among community members and community leaders towards youth volunteers. Coercion by community leaders to volunteer was largely viewed as a setback to volunteering. To overcome the aforementioned hindrance, participants suggested that, community leaders need to persuasively mobilize them, showing them the need and importance of volunteering while at the same time allowing them to enjoy the benefits of volunteering such as skills development. This could be done through specifying tasks to youth rather than treating youth as jack of all trades. Five female youth residing in peripheral district rural areas also suggested that, opportunities favorable for them as opposed to manual work need to be availed. The following extract illustrates a suggestion made by a certain participant:

"As a girl, it is difficult to work in repairing roads and bridges, I can work happily in soft tasks such as sewing, home based care or even office work if it becomes available".

Female 23 years, Nyamukoho Ward

The provision of first preference assurance for job opportunities within the rural communities far away from Mutoko urban area were also advocated by 5 males. A particular male illustrated his concern in the following quotation.

"It surprises us that you work daily in the roads and dams for nothing, people laughing at you. But when jobs come, only those in town are called to take them. Please our leaders should consider us for jobs because we are able to work also".

Male 28 years, Nyamukoho Ward

4.4.5 Provision of supporting resources

The provision of resources depending on the task was also recommended by 7 participants. This was regardless of geographical location. The study therefore observed that, organisations recruiting volunteers need to provide resources such as transport, safety equipment especially for health related tasks and other relevant materials. This would reportedly reduce the burden on volunteers which reportedly detered youth from volunteering in their various communities. The universality of the aforementioned view across the district indicated its relevance as a motivating tool towards promoting youth participation in voluntary work for the upgrading of rural communities.

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4.5 Summary of Study Findings

The study revealed gender disperaties regarding the factors contributing to youth volunteering. Gender desparities were also discovered regarding the youth perceptions towards volunteering. The factors also differed with distance from the District urban centre. Like wise the suggested strategies varied with gender and distance form the urban area. Table 4.3 shows the summary of the main results of this study.

4.6 Discussion of Results

This section focuses on interpreting the major results of the study. This entails discussing the findings assigning meaning and relatet hem to findings made elsewhere. Strengths and limitations of the study also form part of this section. In the conclusion, a summary of the major findings in relation to the study objectives is provided. The section also covered recommendations to various sectors and for future research based on the findings.

4.6.1 Gender influence on the choice of youth volunteering

Gender-influenced differences in factors promoting youth volunteering were observed in this study. This agrees with the Gibson (2008) contention that there is gender imbalance in youth volunteering regardless of education and age. However, incentives and the desire to contribute to development were reported as the main motives for volunteering among male youth in Mutoko District. The socialization of males as breadwinners prompted them to favour paying volunteering opportunities than the entirely free ones. Melville and Musevenzi (2008) and Torgler (2008) also support that men usually become more involved in adventurous, incentive oriented activities and in decision making positions. Community togetherness, which is still apparent in rural areas, commonly instilled a sense of responsibility among youth. Thus, they desired to volunteer for community development. This was in contrast to the Kaseke and Dhemba (2006) view that in Western countries economic status of people is stable and thus rich people are more likely to volunteer. In Mutoko District mainly the poor youth were volunteering. This was due to the fact that in Zimbabwe generally volunteering is normatively part of the culture

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Table 4.3 Description of the main results of the study

Research questions	Major findings
1) What are the factors influencing voluntary participation of youth?	Gender and distance from the main service center seemingly influenced the choice of youth volunteering; Hindrances to youth voluntary participation appear to differ between male and female youth; Hindrances to youth volunteering also seemingly differed with distance from the urban area.
2) Does voluntary participation of youth in community development vary due to age, sex and distance from urban areas?	Male youth were found to be volunteering more than female youth in the District; Age difference among youth did not apparently influence their decision to volunteer; Male and female youth perceived volunteering differently; Youth residing far away from the urban area volunteered more than those residing near and in urban Mutoko.
3. What are the strategies for enhancing voluntary participation of youth in rural community development?	Strategies to promote volunteering further away from the urban centre were found to comparatively differ with those in the urban area; Political environment appeared unfavourable for volunteering; Strategies suggested by youth seemed to differ with gender; Volunteering opportunities available did not address the common challenges.

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(Kaseke and Dhemba, 2006), hence community members feel obliged to volunteer. The situation in Zimbabwe resonates with that in Africa in general, where VOSESA (2010) reported that the poor mainly volunteer due to the existing spirit of Ubuntu.

This study also revealed that the desire for socialization and caring of others mainly encouraged female youth to volunteer in community development work. Gibson (2008) found the same results elsewhere in Europe, that female youth are more involved in care giving related activities such as home based care. The socializations of females as care givers and home bearers plays a vital role in their choice of voluntary roles. The above mentioned facts mirrored the fact that the decision to volunteer was greatly influenced by gender specific roles assigned to youth in the District. However, it was observed that, female youth were not volunteering much due to limited preferred care giving opportunities, such as home based care. The situation in the District therefore differs from India, where voluntary participation involves engaging and empowering marginalized groups such as women and young people through giving them opportunities to participate in community development projects (Banerjea, 2011). Interestingly the study discovered that in Mutoko District volunteering involved grooming male youth to be responsible adults through participation in infrastructure development work. Given the current situation, it was apparent that volunteering in the District was still far from fulfilling. Perold (2006) remarks that volunteering for development should be a good way to engage male and female youth as well as addressing gender imbalances. In the context of this study volunteering for development entailed engagement of youth in community work in order to upgrade the local areas.

Incentives were found to be appealing to youth regardless of age and gender. While Meier and Stutzer (2006) mentioned that extrinsic motivation play a greater role in determining youth volunteering. This study revealed that money, material rewards such as food and clothes together with recognition by community members were seemingly the specific extrinsic motivating factors in the District. It was therefore crucial to note that various youth valued each motivator differently, hence it becomes vital to treat young people as individuals rather than a group when implementing strategies to promote volunteering.

4.6.2 The influence of distance from the urban area on the choice of volunteering

Youth residing far away from the urban area appeared to volunteer more than their urban counterparts in the District. Youth responsibility to develop local areas was instilled by community beliefs of togetherness and norms as distance increase from the urban area. Even though the spirit of Ubuntu was fading, communities situated far from urban areas were still moulded by

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togetherness and caring for each other. This concured with the claim that the concept of extended families has traditionally facilitated community solidarity and togetherness in both difficult and good times in most African countries (VOSESA, 2011). Kaseke and Dhemba (2006) revealed that during the pre-colonial period, volunteering was mainly a support network for extended families and grassroots communities in Zimbabwe. In this regard the culture and norms were upheld and passed on by community elders to other generations particularly in the rural villages.

It is crucial to note that this study observed that the spirit of togetherness and caring was being fast replaced by individualism and selfishness in urban areas of the District. This erodes the spirit of volunteering and caring among youth. The scarcity of employment opportunities in rural areas also created ample time for youth to volunteer more than their urban counterparts who were reportedly usually occupied. The aforementioned observation was in line with Rochester, Paine, Hewlett and Zimmeck, (2010) report that youth attitudes and behavior towards involvement in voluntary work have either negatively or positively affected their voluntary participation due to technological changes, demographical shifts and the emergence of post modern values. The emergence of post modern values were found to be influencial to the erosion of togetherness and alternately volunteerism. However, culture erosion was limited in District peripheral areas because the continuous teachings, emphasis and community solidarity which exist in those areas remained the glue which holds and foster youth volunteerism.

4.6.3 Influence of age on youth volunteering

The decision to volunteer in community work was reportedly not significantly influenced by the age group of an individual. Only the desire for skills development was a factor influenced by age. The observation diverted from Goethern, Hoof, Aken, Raaijmakers, Boom and Castro (2012) findings that older youth are more likely to volunteer than young youth regardless of their educational level. Bender and Freytag (2013) in a study done elsewhere also reported that young people with a higher level of education usually volunteer more as compared to academically disadvantaged youth. This was not observed in the current study. This study observed that factors of volunteering are mainy influenced by gender and distance from the urban area more than age of the youth. However, the difference in findings was probably due to geographical differences of where the two findings were made. The fact that some youth reported the use of force in volunteering might partially explain why the current study finds little difference regarding age. In light of the above discrepancies, this study comments that, volunteering choice was apparently more influenced by the participant's geographical location and circumstances rather than by age.

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4.6.4 Influence of gender as a hindrance to youth volunteering

Bender and Freytag (2013) explained the current decline in voluntary participation of youth as a group of factors which relates to gender, age and educational status of young people. This study discovered the same findings that the factors hindering volunteering were seemingly related to gender and distance from the main urban area in the District. A spectrum of male youth indicated that coercion to volunteer by community leaders was an apparent hindrance to volunteering in the District. This indicated the lack of respect awarded to youth as responsible citizens in the district. This concured with Roger (2007) assessment that societies have been working "on young people rather than working with them". Coercion reportedly instilled the feeling of manipulation among youth hence their reluctance to volunteer. This implied that the attitude of community leaders was viewed as in appropriate as a recruitment strategy hence the need to change for more lenient recruitment strategies. Interestingly the effect of coercion was greatly influenced by distance from the urban area. The existence and dominance of community leaders such as head man and youth officers in areas far away from the urban area explained the dominance of this barrier in those areas.

More so male youth were reportedly forced to volunteer due to the responsibility to volunteer expected of them by the community. In line with the above mentioned fact, Valinas, Mauntrye and Torgler (2012) resonated that social norms put pressure on young people to volunteer and gain social approval and acceptance by community members. It is crucial to note that the current unfavorable volunteering recruitment strategies might be the chief cause of the decline in volunteers as observed in African countries by (Aisilin, 2011). This study therefore comments that, lack of initiating and decision making power in voluntary work among youth was destructive as it was tantamount to treating them as mere pawns in a diplomatic development game.

In addition, insufficient incentives were seemingly hindering voluntary participation of youth in development. Youth testified that economic hardships they are currently facing forced them to quit free volunteering for paying opportunities. The study retained Moleni (2006) findings in Malawi that the dependence syndrome which incentives instill influence people to desert non-paid volunteering for incentive oriented volunteering opportunities. Besides economic hardships, the growth of technology and the desire for luxurious lives are gradually instilling individualism in youth hence polarizing the spirit of Ubuntu which used to drive voluntary participation. The universality of this factor across distance and gender illustrated its higher status as an inhibiting factor requiring urgent attention in the District.

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Besides the aforementioned barriers to youth volunteering, lack of information about volunteering importance, benefits and opportunities were found to be inhibiting the growth of voluntary work in the district. The aforementioned fact reinforced Ellis (2004) view that young people who are not involved in volunteering probably lack knowledge of the depth of the concept and its value to their lives. However this study revealed that female youth comparably lack information than men in the District than male youth. Preferences of male youth in volunteers' recruitment largely resulted in female youth being ex-communicated from the status and importance of volunteering in their local areas. The gender roles stereotypes which existed in the communities also discouraged female youth from accessing information about volunteering as they did not see the need.

Insufficient opportunities suitable for both female volunteers were also found to be a major hindrance to volunteerism. This mirrors an observation made by Mcbride (2009) in Europe that lack of flexibility within available volunteering opportunities explains why there is a decrease in youth volunteering. Unfortunately organisations offering volunteering opportunities in the District did not pay much attention to the nature of tasks but rather provide various unrelated and short term opportunities. This problem was a result of lack of need assessment which this study intent to provide. Lack of existing workshops and awareness campaigns about volunteering also deprived the majority of youth of volunteering information.

4.6.5 Political environment as a factor of youth volunteering

The study observed that the district youth feared local and national political forces. This might explain why some youth did not participate in this study. They feared being linked to political parties by local leaders such as youth officers who they reportedly regard as government eyes in the community. Some major NGOs were reportedly barred from entering and operating in the district on political grounds. Those operating in the district commonly provided programmes which were only approved by local political leaders rather than by youth for political reasons. Given the above preceding, sustainable and formal volunteering opportunities became limited in the District hence reducing youth volunteerism. This ultimately limited the power of volunteering as a development tool. This supported VOSESA (2010) observation in a study done in Southern Africa including Zimbabwe that structured and organized volunteering which takes place under the auspices of organisations and institutions brings more visible and measurable development than individual mutual help and caring which take place among families and communities.

The data collection process was also characterized by political interference as the researcher was queried about his political affiliation by youth officers. Some of them resultantly denied

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participation in the study. In light of the aforementioned information it was crucial to note that political instability affected productive and progressive volunteering in the District. This was so because the exclusion of volunteering offering organisations reduced opportunities to mainly manual work which was highly regarded as informal and undesirable. Formal volunteering is desirable due to the fact that it is measurable and can be calculated in the country's Gross Domestic Product hence a vital component of the economy. The Volunteer Service Enquiry for Southern Africa (2010) reiterated the same thinking that the benefits and value of voluntary participation of youth as an engine for development in SADC countries can largely be identified when it is formally organized. It is however crucial to note that the existence of opportunities like *Zunderamambo*(chiefs granary) and *Nhimbe* (farming volunteering associations) in the District as volunteering opportunities showed the significance of informal volunteering in the area. This is due to the fact that the activities greatly contributed to higher food production, social cohesion and economic growth.

4.6.6 Gender imbalance in youth volunteering

The study established that male youth were volunteering more than female in community development work. This was mainly due to the influence of patriarchal beliefs favoring male dominance. These beliefs socialised male youth to take responsibility for community development whilst female youth were socialised mainly to be responsible for house chores, hence their low participation in voluntary work. Additionally the manual work voluntary opportunities commonly favoured male youth due to their masculinity. In line with this fact McCloughan, Batt, Costine and Scully (2011) also discovered that men are more dominant in voluntary work than women. Interestingly the study also partly supported Melville and Musevenzi, (2008) claim that men usually become more involved in adventurous, incentive oriented activities and in decision making positions. This was mainly due to the fact that male youth in the district were getting involved in adventurous activities such as road construction and building. However the study challenged Gibson (2008) view that there is a gender imbalance in youth volunteering in favor of female regardless of education and age. The variation in findings was probably due to geographical differences between two studies. The current study therefore reinforced the idea that the dominant gender in voluntary participation seemingly vary depending on geographical locations. It is there for plausible to comment that the dominant gender in volunteering in the District were males.

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4.6.7 Geographical location as a factor of youth volunteering

The study revealed that youth preference for strategies to promote their voluntary participation differed as distance increase from the urban area. Among the main strategies which were not universal to the whole district were the need for recognition and appreciation of volunteers by the community, provision of information regarding volunteering, and availability of lenient and persuasive recruitment strategies by community leaders. These strategies commonly applied to youth situated far away from the urban area. This variation was due to the fact that youth residing in different geographical areas had different experiences, exposure and needs. These different experiences, exposure and needs shaped their perceptions as well as their expectations out of volunteering. Given this testimony, it holds water to comment that strategies to promote youth volunteering should target various youth for them to be efficient tools in overcoming the declining rates of youth volunteers.

The study also revealed that some strategies were universal to all youth regardless of geographical location and gender. These included the provision of incentives, acquisition of new skills and the provision of diverse and favorable volunteering opportunities. This universality was due to the commonality of interest among youth in the district. Given the aforementioned facts, it is vital to comment that, in order to effectively promote youth voluntary participation their geographical locations need to be considered as a determining factor of their preferable needs and demands to volunteer.

4.6.8 Strategies for youth volunteering differed with gender

Male and female youth had different needs hence strategies to woo them into volunteering must differ respectively. For instance female youth revealed their preference for soft and caring opportunities like home based care while male youth were attracted to manual and adventurous work. Another crucial reason for the variation in the choice of strategies was the type of skills required by various youth. For instance male youth who inspired to follow the construction carrier prefered building opportunities while female youth interested in pursuing health related careers prefered home based care activities. The aforementioned facts supported McBride (2009) suggestion in a study done in Europe that volunteering programmes should be based on youth interest in order to attract more youth volunteers. Given this verdict, provision of a wide range of opportunities in the district could increase the volunteering choices available to youth and thus increase their active participation. This study provided an insight into the types of opportunities youth prefer.

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4.6.9 Mismatch of volunteering opportunities and societal challenges

African countries have recently experienced economic crises, unemployment and social challenges such as HIV/AIDS and poverty (Dickhudt and VOSESA, 2011). However, the study observed that the prominent opportunities presented to youth in the District were not directed towards sustainable solution to the aforementioned social ills. Instead, reported available opportunities such as road repairing and bridge repairing are irregular community infrastructure maintenance activities which do not directly address the main challenges such as HIV/AIDS which are apparent in the District. The National Youth Service programme (NYS) which was introduced to encourage youth volunteerism also seem not to address local challenges. This programme was intended to promote youth volunteerism and patriotism in the country but no youth were placed in any volunteering organization or project on completion of the programme in the District. Instead, the participants of the programme are actively involved in political activities such as rallies. This exposed the weakness of the programme as a volunteering promotion strategy. This observation concured with Patel and Mupedziswa (2007) contention that NYS programmes have been in most cases, criticized as being militaristic and a weapon for furthering political interests of ruling parties in the SADC region and Zimbabwe is of no exception.

The study also observed lack of strategic plans and direct policies focusing on addressing youth volunteering in the District. This was reported mainly by youth representatives such as youth officers and NGO representatives in the District. Country-wide there was also no direct strategy or policy which directly outlines volunteering aspects. This indicated lack of future planning for sustainable volunteering which may in turn lead to further decline of youth volunteering in the District. The UN has set various volunteering laws and policies , among them the Volunteer Service Act (2000), the law on public interest volunteer activities (2005) and the general policy law on volunteers (1991). However the adoption of these legal frameworks in Zimbabwe has slow. Currently no direct laws were known in the country. This presented an adverse picture to the future of volunteerism in the District and country at large as cautioned by Miceva (2006) that unfavourable or lack of volunteering laws can impede volunteering as volunteers will feel unprotected by law. In light of the aforementioned facts, lack of clear guidelines, strategies and policies indicated insufficient recognition and support for volunteering hence a drawback for the future volunteering prospects of youth in the District and country at large.

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4.7 Strengths of the Study

The study managed to cover Wards situated nearby and far away from the Urban area. This was crucial in obtaining various youth opinions from different geographical locations as most studies regarding volunteerism do not address this fact. The study also consisted of youth who once volunteered and those who never volunteered. This brought in a balance of information regarding volunteerism and its meaning to youth in the area. The researcher and assistant researchers understood the local languages in the District, a fact which allowed for in-depth interrogation of participants. Worth noting is the fact that the study was conducted specifically for youth. This assisted in understanding volunteerism in relation to age groups instead of generalizing to the whole population falling in different generations.

4.8 Limitations of the Study

The political environment in the District was one of the limitations of this study. The data was collected immediately after elections thus many youth were not prepared to participate in the study. This was due to fear of disposing information to an outsider when the political situation was unpredicatable. Lack of full co-operation of key informants such as youth leaders limited information which was vital for the study regarding youth volunteerism. Inadequate funding compelled the researcher to limit the study to fewer wards.

4.9 Conclusions

The factors promoting and hindering youth volunteering varied primarily due to gender and distance from the urban area in the District. While male youth volunteered mainly for developing local areas and gaining incentives, female youth volunteer mostly for socialising and caring purposes. While female youth were mainly inhibited from volunteering by the manual nature of volunteering tasks, male youth were demotivated mainly by lack of incentives. The study also established that male youth were volunteering more to do community development work in the district apparently due to the manual nature of the work and patriarchal nature of the communities which expected them to be family providers. Worth noting was the fact that as distance increased from the main urban area, youth volunteering seemingly increased. Community togetherness which was still apparent in those areas fostered social responsibility to volunteer among youth. The strategies to enhance youth volunteering were also found to differ with gender and distance from the urban area. While male youth advocated for the introduction of more incentives and

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respect from their respective communities, female youth favoured the introduction of more soft and care related opportunities as well as education and awareness campaigns regarding volunteering. The youth residing far from urban areas advocated for more for lenient recruitment strategies. These including persuading and mobilisation. Variably, those residing near urban areas preferred provision of after volunteering job opportunities as one of the benefits.

4.10 Recommendations

4.10.1 Recommendations for policy

There are no proper guidelines that are set by the Government to guide volunteering in the District. The National Youth policy in the country does not have a section emphasizing volunteering. This is a major drawback as many young people will continue not to view volunteering as vital. Given the aforementioned insight,the present study recommends that direct policies targeting youth voluntary promotion should be put in place in Mutoko District and Zimbabwe at large. The absence of direct youth volunteering policies was discovered in this strudy. The strategies to enhance youth volunteering should take into consideration that youth desires differ with gender and distance from the urban area hence they should be target group oriented.

4.10.2 Recommendations for the grassroots community

The present study appeals to the community members to have a positive attitude towards youth volunteers. It recommends that community members should take a leading role in educating and encouraging youth regardless of gender to volunteer. Developing a volunteering culture among youth at a very early age may help in instilling a sense volunteering responsibility in youth. This would also remove the partriachial views preventing females form volunteering. Persuasive ways of mobilising youth volunteers also need to be employed by community leaders in order to remove the feeling of manipulation reported by youth in the district. In order to eliminate these hindrances guidelines for recruiting and retaining volunteers need to be developed in order to attract participants to take volunteer opportunities. These should be drawn from either this current study or other need assessment studies in the District which specify the necessary ways of recruiting volunteers.

4.10.3 Recommendations for Non-Govevernmental Organisations and public sector

To organisations and government sectors offering youth volunteering opportunities, the study recommends the introduction of a wide range of opportunities to increase the choices available

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for youth. This will help to provide a variety of opportunities which youth reportedly suggested. The trend of promoting youth volunteers into employees in the respective organisations should be developed in order to mirror the importance and benefits of volunteers to other youth. This would entail keeping a data base of all volunteers and promoting them to formal employment when opportunities become available. More care related and soft opportunities are also required in the district in order to accommodate and engage female youth in volunteering. In addition, organisations must establish awareness campaigns about volunteering in various communities in order to market the available opportunities. This would provide volunteering information especialy to females who reported lack of information. The government needs to allow all NGOs which intent to operate in the District to operate freely without political interference. This will provide a broad base of volunteering opportunities which is still a problem in the District.

4.10.4 Recommendation for further research

The current study explored the factors contributing to youth volunteering as well as strategies to promote youth volunteering focusing on age, gender and distance from the urban area as important variables. Having established this, future studies must explore the factors inhibiting and promoting volunteering from all sectors offering volunteering opportunities. This will provide concrete solutions to the problem of declining youth volunteering from both sides involved in the volunteering arena. More so future quantitative studies focusing on determining whether indeed gender, distance from urban area and age of youth influence their desire to volunteer are desirable.

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Appendix 3. 1 Informed consent letter

My name is **SimbarasheKativhu**. I am a Masters student at the University of Venda registered for the Masters in Rural Development (MRDV) degree. My research focuses on **examining the determinants of voluntary participation of youth in rural community development work in Mutoko district, Zimbabwe**. I am inviting you to participate in this study. Please note that any information you will provide will be treated as confidential and therefore will not be divulged to anyone without your consent. Note that your participation is voluntary, meaning to say you are free to pull out at any time should you feel uncomfortable during the course of the study.

Signature of researcher..... **Date** .....

I ..... have read and understood the contents and terms of this invitation to participate in this study. I hereby declare that I am voluntarily participating in this research.

Respondent signature..... **Date** .....

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Appendix 3. 2 Interview guide used to collect data

Dear Prospective Research Participant

My name is **Simbarashe Kativhu**. I am a Masters in Rural Development (MRDV) degree student at the University of Venda. The topic of my research is **Examination of the determinants of voluntary participation of youth in rural community development work in Mutoko district, Zimbabwe**

Semi-Structured Interview Guide

Instructions

The questions given below are designed to help us build an understanding of the state of volunteerism in your Ward. Please take time to write your responses in the spaces provided under each question. When answering the questions, be as honest and fair as possible. Remember that what we want are your own views and not those of any other person. Thus there is no right or wrong answers.

1What does volunteering mean to you?

2. What does community development mean to you?
3. What type of a person is regarded as a youth in your village or Ward?
4. What youth volunteering opportunities exist in your village, Ward and District?
5. What youth volunteering opportunities exist in your Ward?
6. What youth volunteering opportunities exist in this District?
7. Why do you think volunteering in community development work is important?
8. Between male and female youth in your village, Ward or District who volunteers more? Explain whythis is so?
9. What influences young people to volunteer to do some community work in your village, Ward or District?
10. What discourages young people from voluntary participation in community development in your village, Ward or District?
11. Do you agree with the view that "youth who stay far away from urban areas tend to volunteer more to do community development work than those residing near towns or cities? Give reasons for your answer.

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12. What do you think can be done to promote voluntary participation of youth in development work taking place in your village, Ward or District?

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