

**Deanship of Graduate Studies
Al-Quds University**



**The Status of Volunteerism in Health Sector in Gaza
Governorates: Perspectives and Implications**

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**The Status of Volunteerism in Health Sector in Gaza
Governorates: Perspectives and Implications**

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Thesis Approval




The Status of Volunteerism in Health Sector in Gaza Governorates: Perspectives and Implications

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Dedication

I wish to dedicate this thesis to my extraordinary mother "Fatma" and my beloved wife "Heba". Throughout my life, my mother has encouraged me to dream and have taught me that with hard work, dedication, and perseverance anything is possible. For the last year, my wife has stood by my side through all the joys and frustrations of this effort, constantly supporting my goal. Without their continuous support, kind words, and generous acts of encouragement this dream would never have become a reality.

Mohammad U. Ubaid

“One of the most beautiful compensations in life is that no person can help another without helping themselves”

Ralph Waldo Emerson 1803-1882

Declaration

I certify that this thesis submitted for the degree of master is the result of my own research, except where otherwise acknowledged, and that this thesis or any of its parts has not been submitted for higher degree to any other university or institution.

Signed:

Mohammad U. Ubaid

Date: -----/-----/-----

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Yours faithfully,
Mohammad Ubaid

Abstract

Volunteerism is recognized worldwide as an important source of workforce and serves many ideological and training purposes. This study aims at spotting the light on volunteerism status as well as its contributions to volunteers and host organizations in health sector in Gaza Governorates.

The researcher used a triangulated study design. The quantitative part included 231 participants who were volunteering at various health organizations. Participants filled a self-administered questionnaire with 93% response rate. The reliability testing (Cronbach alpha) showed high level (0.893). For the qualitative part, three focus group discussion sessions were conducted with 21 health managers. The Statistical Package for Social Sciences software was used for the quantitative data entry and analysis while open coding thematic technique was used to analyze the qualitative data

Findings reflected high overall accumulative score of all the domains constituting the volunteerism construct (81%). The impact domain elicited the highest scores (81%) followed by expectations domain (78.6%), and finally cultural values (76.4%). The study flags a low volunteering rate in Gaza (range 0.9%-2.5%) than most of the other sites but much more volunteering hours (32.9 hours/week) with very good perceived effective volunteering hours (24 hours/week).

Qualitative findings revealed that volunteering is perceived as an alternative to unemployment along with other expectations such as gaining experience and training. Host organizations lack adequate policies and regulatory frames and weak organizational readiness.

The inferential statistics showed statistically significant variations in the overall volunteerism status and its impact in reference to specialization according to educational background as well as occupation were psychosocial support workers (84% and 81.8% respectively) and elicited statistically significantly higher scores than other groups.

The study concluded that there are many positive features in volunteerism in Gaza, but still this comes with many caveats. Gaps at host organizations, including the lack of regulations and polices need bridging. In addition, promoting organizational readiness to deal with volunteers would have mutual benefits on both the volunteers and the host organization and also will result in better volunteers' utilization.

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