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A STUDY ON EXPERIENCES OF INCLUSIVE VOLUNTEERING ON INDIVIDUALS WITH DISABILITY A dissertation submitted In partial fulfillment of the requirement for the Degree of MASTER OF SOCIAL WORK Submitted By SWISS REIN S R 16MSW65038 Under the Guidance Of PROF. SIMON D'SOUZA Dept. Of Social Work St. Joseph's College (Autonomous) 36, Lalbagh Road, Bangalore-560027 FEBRUARY 2018 DEPARTMENT OF SOCIAL WORK ST.

JOSEPH'S COLLEGE (AUTONOMOUS) FEBRUARY 2018 UNDERTAKING FROM THE CANDIDATE This is to certify that I, Swiss Rein S R, have completed MSW dissertation work on the topic, " A Study on the Experiences of Inclusive Volunteering on Individuals with Disability" under the guidance of Prof. Simon D'Souza for the partial fulfillment of the requirement for the Master Of Social Work Degree, St. Joseph's College, Bangalore. This is an original piece of work and I have not submitted it earlier elsewhere.

Place: (Research Scholar) DECLARATION I, Swiss Rein S R, Certify that the work embodied in this Master of Social of Social Work Dissertation is my own bonafide work carried out by me under the supervision of Prof. Simon D'Souza for a period of 9 Months from June 2017 to February 2018 at St. Joseph's College, Bangalore.

The matter embodied in this Social Work Dissertation has not been submitted elsewhere for award of any other degree/diploma. I declare that I have faithfully acknowledged, given credit to and referred to the research workers wherever their works have been cited in the text and the body of the Dissertation. Signature of the Student: Date: ST. JOSEPH'S

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Dissertation Clearance Certificate from the Research Guide Date: Day:

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16MSW65038 has met me on a regular basis and has submitted to me regularly the 1st and 2nd Draft of the Dissertation. The Above Mentioned student has met all the requirements with regards to quality and the order of the Dissertation. I certify that this Dissertation is bonafide work carried out by the student under my Guidance. I hereby request the HOD to issue the Final Clearance Certificate to the student to enable her/him to submit the Final Dissertation in partial fulfillment of the Degree of Master of Social Work. Signature of the Research Guide Date: Plagiarism Policy Compliance Statement I Swiss Rein S R (16MSW65038), hereby declare that the Thesis Titled, " A Study On Experiences On Inclusive Volunteering Among Individuals With Disability" is my Original Contribution and has not been plagiarized from any other source or an Individual.

It doesn't contravene on the rights of others and doesn't contain any libelous or any unlawful statement and all references have been duly acknowledged at the appropriate places. Yours sincerely, Signature Of The

Student Date: ACKNOWLEDGEMENT I would first like to thank God for giving me this wonderful opportunity for studying in this prestigious College, and Thank my parents and my siblings who was always by my side supporting me in everything that I did for this Research and Mainly Thank My Research guide Prof. Simon D'Souza who was a big support in everything I needed for this research, the doors of Professor was always open for any information or doubts or clarifications, Professor always motivated me in

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doing the work in the way I wanted it but guided me in the right direction.

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1 INTRODUCTION Introduction Volunteering is an activity which takes place through not-for-profit and community organizations and projects or the local community and is undertaken to be of benefit to the community and the volunteer, of the volunteer's own free will and without coercion and for no financial payment. Self-worth, great fun, friendships and job opportunities can all be part of getting involved with the community. Volunteering may be an outlet for an individual's natural talents, a road-test for a new career, or simply a handy way to meet new friends.

Individuals strong beliefs and values may also inspire them to volunteer. A few goals that volunteering can help achieve are : a means of building self-esteem or confidence, a great way to learn or develop skills, a pathway to enhance work experience, gain improved health and be active, a way to meet new people or broaden an individual's social set, make a difference in someone's life, a way of expressing gratitude for help a person may have received in the past or ' giving back', an opportunity to support a cause an individual feels strongly about., feeling needed and valued is satisfying in itself and making a difference within one's own community. Inclusive Volunteering refers to volunteering opportunities that are accessible to people regardless of age, culture, ability or gender. By having young people with disabilities volunteer with an organization, it can have the opportunity to welcome a group of people whose skills are underutilized, benefit from their diverse experiences and perspectives, engage young people who are likely to be dedicated volunteers as young people with a disability often face barriers to obtaining paid work and provide an opportunity for young people to contribute to community, create networks and develop skills. Federal laws

define a person with a disability as “ Any person who has a physical or mental impairment that substantially limits one or more major life activities; has a record of such impairment; or is regarded as having such impairment.” In general, a physical or mental impairment includes hearing, mobility and visual impairments, chronic alcoholism, chronic mental illness, AIDS, AIDS Related Complex, and mental retardation that substantially limits one or more major life activities.

Major life activities include walking, talking, and hearing, seeing, breathing, learning, performing manual tasks, and caring for oneself. The definition of vision impairment by the Centers for Disease Control and Prevention (CDC) says a visually impaired person’s eyesight cannot be corrected to a “ normal level”. It may be said that visual impairment is the functional limitation of the eye or eyes or the vision system. This leads to : Loss of visual acuity and inability of the person to see objects as clearly as a healthy person, Loss of visual field meaning inability of an individual to see as wide an area as the average person without moving the eyes or turning the head, Photophobia – inability to look at light, Diplopia – double vision, Visual distortion or distortion of images, Visual perceptual difficulties or difficulties of perception, or any combination of the above features (Mandal, 2013).

A physical disability is any condition that permanently prevents normal body movement and/or control. There are many different types of physical disabilities. Some of the main ones include: Muscular dystrophies, Acquired brain and spinal injuries, Spina bifida, Cerebral palsy and multiple disabilities. Sustainability of a volunteer is defined as the number of months an individual is a volunteer. Normally a sustainable volunteer is one

that volunteers for more than eight months to one year.

Theoretical Framework According to the private consumption model of the economic theories of volunteerism the contributor derives his utility from giving directly from the act of giving itself. Beginning with Olson (1965) and Becker (1974), economists have suggested that “ people have a taste for giving: probably they receive status or acclaim, or they simply experience a warm glow from having done their bit.

It is the process of volunteering and the rewards associated with carrying out this activity that motivates the individual to give. A hybrid theory of volunteering was developed by Susan M. Chambré and Christopher J. Einolf which describes three major theoretical perspectives: sociological theories that stress on the importance of social context, social integration and social networks; pro-social and value orientations which emphasize the impact of individuals' attitudes and beliefs regarding the importance of altruistic behavior and a sense of social responsibility ; and resource theories that focus on the human capital and economic factors which both allow individuals to volunteer in meaningful ways and make them attractive to organizations. These two theories will help to relate to the research as they focus on social interaction and also talk about the motivation behind volunteering.

CHAPTER 2 REVIEW OF LITERATURE Review of Literature A research article on Inclusive Volunteering named A Winning Recipe for Volunteerism by Suzanne Stroud, et al., 2006 talks about how people with disability can be used to give back to society rather than be at the receiving end. Their gifts can be used to give back to society.

The people with and without disability worked in a garden to maintain it and it was observed that there was an increase in the level of social skills, abilities to solve problems and to work together among people with disabilities.

With respect to the people without disability it was seen that their confidence increased in interacting with their peers with disabilities, they also learned about the disabilities and looked for strategies to include the people with disabilities in to their activity. Another research Inclusive Volunteering: Benefits to participants and communities by Miller, et. al.

, 2002 talked about the benefits of inclusive volunteering on people with and without disabilities. The benefits to people with disability included pride, skill development and generalization, empowerment and increase in social interaction and verbal communication. For people without disability the benefits were positive attitude change, increased social interaction and professional development. Teaming up for Inclusive Volunteering: A Case Study of a volunteer program for youth with and without disabilities by Kimberly J Miller et al., 2004 found out that that teaming up for inclusive volunteering increased knowledge of volunteerism, increased social interaction and psychosocial outcomes like increased belief in self and increased sense of responsibility. The research article ' Doing some positive: Volunteers' experiences of the well being benefits derived from practical conservation activities in nature by Liz O'Brian, Mardie Townsend and Matthew Ebdon., 2010 talks about motivation, barriers and benefits of formal environmental volunteering.

They used both quantitative and qualitative data collection method and the benefits gained were improving fitness, keeping alert, meeting others and

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reducing stress levels. Another research article " SocialInclusion through Volunteering: the legacy potential of the 2012 Olympic Games" by Geoff Nicholas and Rita Ralston., 2011 talks about volunteering providing social inclusion benefits beyondemployability by enriching volunteers lives and empowering them to make new choices. This article used thequantitative method of data collection.

Survey was taken by sending postalquestionnaires.

CHAPTER

3RESEARCH METHODOLOGY Research methodologyThe research paradigm used is SocialConstructivism. This is because social constructivism talks about individualsseeking to understand their world which is constructed by their experiences.

This construction takes place by interaction with the society. The researchalso focuses on the experiences of individuals without disability which is whysocial constructivism is an apt paradigm for the research.

Statement of the ProblemTo find out experiences of inclusive volunteeringamong individuals without disability. The research also aims to find out thereasons for sustainability of volunteering.

It looks at two disabilities namelyvisual impairment and physical disability.

RationaleThe research focuses on experiences of inclusivevolunteering among individuals without disability. This involves theexperiences of individuals volunteering in an inclusive environment. Theresearch focuses on the experiences of the people with disability.

This isbecause the challenges faced by the people with disability in carrying out anyactivity are greater than the challenges faced by the people without

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disability. The disability taken into consideration is visual impairment and physical disability. This is because each of the disabilities have their own problems and it is not possible to tap into all the disabilities due to time restraint. There will be two clusters of sample in my research because the research also focuses on finding out the reasons of sustainability in volunteering. Therefore there are two aspects to my research. Significance of the Study The research will add to the knowledge pool. It will also have an implication in the counselling field.

If inclusive volunteering has a positive effect on the people with disability then it can lead to an added area where the people can contribute. It also enhances the self-esteem of people with disability. It can be suggested as a means of engaging among people with disability. It can also prove as a good motivational factor. Objectives of the Current Study The major objective of the current study is to find out the reasons for volunteering and to find out how the people with disability feel about volunteering. The specific objective of the current study is to find out the experience of first time volunteers; how is that experienced different from the experience of the sustained volunteers; motivation for volunteering and motivation for being a sustained volunteer.

Data Collection and processing Participants The participants for the research would be contacted through two Non Governmental Organizations named Enable India and Smileys. The participants for the research will be divided into two clusters. Each of the two clusters will be further divided into two consisting of individuals with disability.

Only Visually Impaired and Physical Disability will be taken for the research.

The first cluster would consist of individuals who are sustainable volunteers in the sector of Inclusive Volunteering. This cluster will consist of 4 individuals with disability. The second cluster will look at individuals who are volunteering for the first time in an inclusive volunteering setup.

This cluster will also consist of 4 individuals with disability. In total the sample size will be 8 individuals with disability; 4 of whom being Visually Impaired and the other 4 Physically Disabled. The method of sampling used will be Convenient sampling. This is because Enable India and Smileys will be contacted for participants of the research.

The age of the participants will range from 21 - 30 years. Inclusion

criteria: Individuals with Visual Impairment and Physical

Disability. Individuals with Disability who have been sustainable

volunteers. The sustainability of the volunteer is measured with respect to their association with inclusive volunteering for a period of eight months to one year. Volunteers having their first experience in inclusive

volunteering. This would include volunteers with disability. Only

English speaking participants shall be

included Exclusion criteria: Volunteers who have been volunteering for a

period less than eight months to one year. Individuals associated with

volunteering with other sectors apart from inclusive volunteering.

Data Collection The method used for data collection will be semistructured interview. This interview will consist of questions focusing on the experiences of inclusive volunteering and the reasons for sustainability. Field notes will

also be taken during the interview and if the client gives the consent then audio recording of the interview will also be used as a method of data collection. Observations will also be made while conducting the interview. The interview shall be conducted immediately after the participant volunteers for an event. The interview shall last for a time period of 45 minutes to 1 hour.

There can be follow up interviews to ensure saturation of information obtained from each participant. Before conducting the interview the participant will be asked to read and sign an informed consent form which will ensure that whatever information the client discloses will not be used anywhere except in the research. Semi structured interview is used as a method of data collection because the study focuses on the experiences of inclusive volunteering and the reasons for sustainability. Through semi structured interview the various reasons for sustainability can be derived and the since experiences of each individual is subjective a window will be given to the participant to speak about their experience in the way they feel. Through semi structured interview the content for the reasons of volunteering will emerge which will then be analyzed.

The interview will consist of questions that will bring out the experience of sustainable volunteers, first time volunteers, the reasons of sustainability and their reason for choosing inclusive volunteering. Process The study will be conducted on the days of events organized by Enable India and Smileys. The study will be conducted over a period of four months from August, 2015 to December, 2015. After each event an interview will be taken to understand

the impact of the event as well as their experience in volunteering in an inclusive environment. Interview of the volunteers for the event will be taken.

About 45 minutes will be spent for each interview. A brief feedback of the event will be taken from all the volunteers present and after that an interview of the volunteers concerned will be taken. There will also be a brief talk with the organizers of the event and the authorities on their perspective of the event as well as on inclusive volunteering and reasons for sustainability of the volunteers.