

LAKEHEAD UNIVERSITY

OLDER ADULTS AS VOLUNTEERS IN THUNDER BAY

BY

MAUREEN MURPHY-FRICKER ©

**A THESIS SUBMITTED TO THE FACULTY OF GRADUATE STUDIES IN
PARTIAL FULFILMENT OF THE REQUIREMENTS FOR THE DEGREE
OF MASTER OF ARTS**

DEPARTMENT OF SOCIOLOGY

THUNDER BAY, ONTARIO

SPRING, 1994

ProQuest Number: 10611413

All rights reserved

INFORMATION TO ALL USERS

The quality of this reproduction is dependent upon the quality of the copy submitted.

In the unlikely event that the author did not send a complete manuscript and there are missing pages, these will be noted. Also, if material had to be removed, a note will indicate the deletion.



ProQuest 10611413

Published by ProQuest LLC (2017). Copyright of the Dissertation is held by the Author.

All rights reserved.

This work is protected against unauthorized copying under Title 17, United States Code
Microform Edition © ProQuest LLC.

ProQuest LLC.
789 East Eisenhower Parkway
P.O. Box 1346
Ann Arbor, MI 48106 - 1346



National Library
of Canada

Acquisitions and
Bibliographic Services Branch

395 Wellington Street
Ottawa, Ontario
K1A 0N4

Bibliothèque nationale
du Canada

Direction des acquisitions et
des services bibliographiques

395, rue Wellington
Ottawa (Ontario)
K1A 0N4

Your file *Votre référence*

Our file *Notre référence*

THE AUTHOR HAS GRANTED AN IRREVOCABLE NON-EXCLUSIVE LICENCE ALLOWING THE NATIONAL LIBRARY OF CANADA TO REPRODUCE, LOAN, DISTRIBUTE OR SELL COPIES OF HIS/HER THESIS BY ANY MEANS AND IN ANY FORM OR FORMAT, MAKING THIS THESIS AVAILABLE TO INTERESTED PERSONS.

L'AUTEUR A ACCORDE UNE LICENCE IRREVOCABLE ET NON EXCLUSIVE PERMETTANT A LA BIBLIOTHEQUE NATIONALE DU CANADA DE REPRODUIRE, PRETER, DISTRIBUER OU VENDRE DES COPIES DE SA THESE DE QUELQUE MANIERE ET SOUS QUELQUE FORME QUE CE SOIT POUR METTRE DES EXEMPLAIRES DE CETTE THESE A LA DISPOSITION DES PERSONNE INTERESSEES.

THE AUTHOR RETAINS OWNERSHIP OF THE COPYRIGHT IN HIS/HER THESIS. NEITHER THE THESIS NOR SUBSTANTIAL EXTRACTS FROM IT MAY BE PRINTED OR OTHERWISE REPRODUCED WITHOUT HIS/HER PERMISSION.

L'AUTEUR CONSERVE LA PROPRIETE DU DROIT D'AUTEUR QUI PROTEGE SA THESE. NI LA THESE NI DES EXTRAITS SUBSTANTIELS DE CELLE-CI NE DOIVENT ETRE IMPRIMES OU AUTREMENT REPRODUITS SANS SON AUTORISATION.

ISBN 0-315-97059-6

Abstract

This is a descriptive and exploratory study which examines the characteristics and expressed motivations among older adults in Thunder Bay toward volunteerism and if altruism is in fact the main reason for why older adults volunteer. This study also investigates the continuity theory; an explanation of why these older adults might have an ongoing history of volunteering. There is also a brief section on older adults' expressed attitudes toward volunteering.

An interview schedule was used for the collection of data during eighty-five face-to-face interviews with older adult volunteers aged 50 and over. The results showed that the majority of older adult volunteers in Thunder Bay are female and mainly between the ages of 50-69. Contrary to one's assumption, educational attainment does not seem to be as decisive a factor in determining their characteristics, yet many did come from "highly skilled" occupations. The combination of educational attainment and occupation lend support to the skills and experience these older adults bring to their volunteer activities. The majority of these older adults are also in "good" health, married, are Protestant, have sufficient wealth to devote their leisure time to volunteering and have generally high levels of life satisfaction. Some socio-demographic variables as well as health were examined more closely in order to provide a

clearer picture of the characteristics of these older adult volunteers.

For this study, the term altruistic was re-defined to mean that one volunteers to help others but with the realization of receiving something in return, and the majority of older adults in this study were found to volunteer more for "altruistic" reasons. Those who are male, married, healthier, Roman Catholic and retired also volunteer for "altruistic" reasons. As well, males perform more "support" type services and females perform more "direct" type services. Results revealed that as education increased, older adults' reasons for volunteering for generally altruistic reasons decreased, "skilled" older adults volunteer for less altruistic reasons; and with an increase in income, there was a decrease in older adults volunteering again for altruistic reasons. What was interesting was that transportation and the re-imbusement of out-of-pocket expenses, perceivably two factors that might affect older adults' ability to volunteer, was of little concern to them.

Older adults in Thunder Bay also have a history of volunteering. This result affirms the continuation of life processes and supports reference to the continuity theory as explanation for why they volunteered and are not necessarily volunteering upon retirement or the loss of a role. These older adults are satisfied and happy in their volunteer endeavours yet did express frustration with the amount of effort and commitment from some other older adult volunteers.

Acknowledgements

I am grateful to the older adults who generously gave their time to participate as subjects in this study. The coordinators and directors of the institutions and organizations whose efforts of assistance in the collection of these older adults names and phone numbers is also appreciated and whose help has ultimately led to the success of this study.

I would also like to thank my advisor, Dr. A.B. Chen, for her kind words of encouragement, excellent advice and positive guidance especially with regards to her time and effort spent in communicating her detailed comments to me in writing.

I am appreciative of the time and effort of the other members of my committee, Dr. R. Ruiperez and Dr. B. Minore, and for their editorial assistance as well as detailed comments.

There is also the staff in both the Computer Based Learning Lab at Cambrian College and Computer Services at Laurentian University who allowed me to have unlimited access to their computer facilities and assistance proved to be invaluable in completion of this work.

Finally, I wish to thank my entire family especially my husband, Mike, for his continuous encouragement and support during the progress of this work.

Table of Contents

Abstract	i
Acknowledgements	iii
Table of Contents	iv
List of Tables	vii
List of Figures	viii
CHAPTER 1: INTRODUCTION	1
CHAPTER 2: LITERATURE AND THEORY	10
2.1 STATISTICAL PROFILE OF ELDERLY ONTARIANS	10
2.2 PREVIOUS MEANINGS OF VOLUNTEERING	12
2.3 PRESENT MEANINGS OF VOLUNTEERISM	16
2.4 SOCIO-DEMOGRAPHIC CHARACTERISTICS, HEALTH, AND LIFE SATISFACTION OF OLDER ADULT VOLUNTEERS	20
2.4.1 Age	20
2.4.2 Gender	21
2.4.3 Marital Status	23
2.4.4 Religion	24
2.4.5 Education	25
2.4.6 Income	26
2.4.7 Health	27
2.4.8 Ethnicity	29
2.4.9 Life satisfaction	30
2.5 MOTIVATION TO VOLUNTEER	31
2.6 THEORETICAL PERSPECTIVES ON MOTIVATION FOR VOLUNTEERING	36
2.6.1 Expectancy Theory	37
2.6.2 Utility Theory	37
2.6.3 Exchange Theory	38
2.6.4 Reinforcement Theory	38
2.6.5 Activity Theory	39
2.6.6 Disengagement Theory	41
2.6.7 Continuity Theory	43
2.7 ATTITUDES ABOUT VOLUNTEERING	45
2.8 SUMMARY	47
CHAPTER 3: OBJECTIVE AND METHODOLOGY	49
3.1 INTRODUCTION	49
3.2 OBJECTIVES	50
3.3 SOME OPERATIONAL DEFINITIONS	51
3.4 OPERATIONALIZATION	52
3.4.1 Demographic Characteristics of Older Adult Volunteers	52
3.4.2 Measurement of Motivation Among Older Adult Volunteers	56
3.4.3 Measurement of Attitudes of Older Adult Volunteers	58

3.5	INSTRUMENT DEVELOPMENT	58
3.6	SAMPLING PROCEDURE	60
3.7	SUMMARY	62
CHAPTER 4:	DEMOGRAPHIC CHARACTERISTICS AND VOLUNTEER ACTIVITY	64
4.1	DEMOGRAPHIC CHARACTERISTICS OF OLDER ADULT VOLUNTEERS	64
4.2	DEMOGRAPHIC CHARACTERISTICS AND VOLUNTEERISM	76
4.2.1	Age Differences Among Older Adult Volunteers	76
4.2.2	Sex Differences Among Older Adult Volunteers	86
4.2.3	Education Differences Among Older Adult Volunteers	95
4.2.4	Perceived Health Differences Among Older Adult Volunteers	97
4.3	DIFFERENCES IN TYPE OF VOLUNTEER ACTIVITY AND VOLUNTEERISM	99
4.4	SUMMARY	104
CHAPTER 5:	MOTVIATION OF OLDER ADULTS TOWARD VOLUNTEERISM	109
5.1	OLDER ADULT VOLUNTEERS' REASONS FOR VOLUNTEERING	109
5.2	FACTORS AFFECTING OLDER ADULTS' REASONS FOR CONTINUING TO VOLUNTEER	114
5.3	DEMOGRAPHIC CHARACTERISTICS AND REASONS FOR CONTINUING TO VOLUNTEER	118
5.4	SOCIO-ECONOMIC STATUS OF OLDER ADULTS AND ITS EFFECT ON REASONS FOR CONTINUING TO VOLUNTEER	125
5.5	OTHER VARIABLES AFFECTING OLDER ADULTS' REASONS FOR CONTINUING TO VOLUNTEER	129
5.6	SUMMARY	136
CHAPTER 6:	CONTINUANCE OF OLDER ADULT PARTICIPATION IN VOLUNTEER ACTIVITIES AND THEIR EXPRESSED ATTITUDES TOWARD VOLUNTEERISM	141
6.1	AN EXAMINATION OF THE CONTINUITY THEORY IN RELATION TO OLDER ADULTS AS VOLUNTEERS	141
6.1.1	Profile of Older Adults Who Volunteered Before and Those Who Did Not	143
6.2	OLDER ADULTS' ATTITUDES TOWARD VOLUNTEERING	154
6.3	SUMMARY	160

CHAPTER 7: CONCLUSION	162
BIBLIOGRAPHY	172
APPENDIX I	177
APPENDIX II	178

List of Tables

Table	3.1	Organizations and Hospitals	61
	4.1	Demographic Characteristics of Older Adult Volunteers, in Percent	66
	4.2	Comparison of Current Income and Marital Status by Age Groups, in Percent	77
	4.3	Activity Level and Membership in Clubs or Organizations by Age Groups, in Percent	78
	4.4	Volunteers Feeling Lonely by Age Groups, in Percent	81
	4.5	Transportation by Age Groups, in Percent	83
	4.6	Volunteer Time by Age Groups, in Percent	85
	4.7	Comparison of Socio-Economic Indicator by Sex, in Percent	90
	4.8	Comparison of Volunteer Activities by Sex, in Percent	93
	4.9	Most Important to Volunteer and Expect Life to Turn Out Better by Education, in Percent	95
	4.10	Activity Level by Health Status, in Percent	98
	4.11	Type of Volunteer Activity by Age Groups and Marital Status, in Percent	100
	4.12	Type of Volunteer Activity by Health Status and Education, in Percent	102
	5.1	Factors Contributing to Volunteerism Among Older Adults, in Percent	115
	5.2	Current Reasons for Volunteering by Demographic Characteristics, in Percent	119
	5.3	Current Reasons for Volunteering by Socio- Economic Indicators, in Percent	126
	5.4	Current Reasons for Volunteering by Employment Status, in Percent	129
	5.5	Current Reasons for Volunteering in Relation to Other Variables, in Percent	131
	5.6	Current Reasons for Volunteering by What Older Adults Would Like Most to Receive from Volunteering, in Percent	134
	5.7	Current Reasons for Volunteering by Available Transportation and Importance of Out-of-Pocket Expenses, in Percent	135
	6.1	Older Adults Past Participation in Volunteer Activities, in Percent	142
	6.2-A	Profile of Older Adults Who Volunteered Before and Those Who Did Not, in Percent	145
	6.2-B	Profile of Older Adults Who Volunteered Before and Those Who Did Not, in Percent	152
	6.3	Current Reasons for Volunteering by How Older Adults Feel When Volunteering, in Percent	157

List of Figures

Figure 4.1	Age Group of Older Adult Volunteers	87
4.2	Living Arrangements of Older Adult Volunteers .	88
5.1	Older Adults' Reasons for Volunteering	112
6.1	Older Adults' Attitudes About Volunteering . .	155

CHAPTER ONE

INTRODUCTION

What we are experiencing in our communities today is what is called the elderly boom. In the province of Ontario in 1988, over one million people have passed their sixtieth birthday and almost 40% of those were seventy-five and older. Of those over sixty-five, 77% of men and 40% of women were married. Altogether, 65% of seniors own their own home, and most of the homes are mortgage free. Improved health care is helping people to live longer; the average life expectancy for women is now 80.5 years and for men it is 73.7. Since 1931, the average male life expectancy rate in Ontario has increased by more than 12 years and the average female life expectancy rate has soared by about 17 years. In the last decade alone, life expectancy for both sexes in Ontario has increased by three years. It used to be that people did not age they just simply died, but today older people could live well into their nineties. Thus, Ontarians can now expect to live almost one-third of their lives in active, healthy retirement (Statistics Canada, 1988: 3).

Arthur states that retirement has two predominant and apparently contradictory images in today's society: the first is of retirement as liberation, the freedom to shape one's life as one wishes, and the reward for years of service. The second image, in contrast, is of deprivation, involving the loss of occupation and status, reduced income, and the acquisition of the stigma of old age (Arthur, 1969: 11). Arthur maintains that, "perhaps retirement can be a satisfying period of challenge and development, made richer in many ways for those willing and able to provide service to others" (Arthur, 1969: 12).

In a more recent study, Chambre argues that a substantial number of older adults are involved in doing volunteer work. In 1981, almost one fourth of people 65 or older, or 5.9 million people, spent some time working without pay for a variety of organizations and institutions (Chambre, 1987: 2). Likewise, in Canada during a 12-month period ending October 31, 1987, 5.3 million adult Canadians, 27% of the total population aged 15 and over, gave freely of their time and energy to serving others (Zenchuk, 1987: 1). For Canadians who volunteer, seniors represented 25% of all Canadians over 15 years of age and 21% of all volunteers (Brennan, 1987: 4).

In dealing with the subject of volunteerism one should be aware of the importance of voluntary work in meeting social needs and the belief that among volunteers, the retired might be an under-used or untapped resource. As leisure service and community programs become more dependent upon volunteers,

Lambert, Guberman, and Morris as well as Chambre state that more knowledge is needed about these people who give freely of their time and effort. They also state that there have not been enough tests done to question the assumption that older people are willing or interested in spending their time and energies in activities of a community service nature (Lambert Jr., Guberman, and Morris, 1964; Chambre, 1987).

The activity of volunteering for older adults can involve high social participation and may produce a suitable alternative to work. It enables senior citizens to occupy their time satisfactorily and gain or maintain social support (Rosenblatt, 1966: 89). Volunteer activities can be described as a type of social participation. Like the worker, older adult volunteers also gain social approval and esteem from others for their participation in a desirable activity not to mention the fact that the assignments may be challenging for them (Rosenblatt, 1966: 89).

There are examples of people in their eighties doing volunteer work. According to Gundrey, there is no age limit to volunteering; in fact, older people are likely to have assets that younger people may lack, such as more patience, experience, time, and a lifetime of acquired skills (Gundrey, 1981: 15). People who have had a career in one of the caring professions often volunteer their services after retirement. For example, the Family Welfare Association uses a number of retired social workers, each giving about half a day every weekend. Retired

professionals and even non-professionals are also in demand as honorary consultants to organizations for the disabled (Gundrey, 1981: 15). Gundrey, therefore, depicts how valuable the experience of the elderly can be to the community; and maintains that, "the freedom of these years can make it possible for older adults' interests to expand rather than contract, particularly if drawn into new and worthwhile pursuits" (Gundrey, 1981: 144).

The idea that people in their later years should and can be deeply interested in finding some place where they can invest their time and energy would have seemed ludicrous only a few years ago. But, today, this is what is happening. Men and women who realize they will probably live approximately twenty years longer than their grandfathers did at the turn of this century are not content to accept the dictionary's definition of retirement as "withdrawal" or "retreat". The reality of this situation is that these now older, retired persons represent tremendous reservoirs of talent, skills and potential capacities for training which can be of value to their communities on the one hand; and can provide meaningful use of time and new roles for themselves on the other. Voluntary work serves a double purpose. It restores to older people some of the values and satisfactions of a former job, and it makes available an abundance of their talents and skills to supplement the shortage of staff often apparent in community agencies. This study is one which promotes the use of older adults' talents and skills. Therefore, in order to enhance this so-called reservoir of skill,

one has to be aware of the changing picture of who these volunteers are and what they have to offer to the area of volunteerism.

This research is a descriptive and exploratory examination of older adults as volunteers in Thunder Bay by assessing their demographic characteristics as well as motivations and expressed attitudes toward volunteering. This study also looks at the continuity theory as the main theory for explaining older adults' involvement in volunteer activities. It also looks at the concept of "altruism" as the main reason for older adults volunteering.

Since Thunder Bay is a city in which a fairly large number of senior citizens reside, (older adults aged 50 and over make up 27% of the total population in Thunder Bay) this makes it an ideal location to conduct such a study, as it is both socially and economically important to discover how older adults are spending their leisure time.

According to the Financial Post's 66th edition of Canadian Urban Markets, 49.6% of Thunder Bay's population is married (includes those who are separated), 81.41% are English and 97% of the total population live in private households (1992: 423-425). The average income for males is \$33,056 and \$20,116 for females compared to the average family income of \$40,973 which makes Thunder Bay's income 6% above the national average. As well, 16% of the population have less than grade 9 education, 41% have grades 9-13, 26% have trades or non-university, 8% have partly

completed university and 8% have a university degree. In terms of "lifestyles", 8% of the households in Thunder Bay consist of "older and retired" individuals (The Financial Post, 1992: 423).

Both male and female older adult volunteers aged 50 and over in Thunder Bay will be included in this study. This includes those older adults who are retired, semi-retired and those who are still employed. A reason for choosing this particular age level as a starting point is because people are now retiring before the age of 65, and, therefore should be included as potentially older adult volunteers.

The key sources of reference and influence in the focus of this study as seen in Chapter 2 are: Senior Volunteers, a study done in Calgary, along with other studies by Chambre, Carter and Bond; all of which include insights on older adults' involvement in volunteerism. The section on Literature and Theory includes some past as well as present meanings ascribed to volunteering in order to show the transition that volunteerism has made. As well, this review of literature shows that the typical image of the "bored upper-middle class middle-aged housewife" is no longer an accurate depiction of who volunteers are today. This is not to imply that all volunteers are or should be older adults but that more older adults are now becoming actively involved. This section also includes some material on the findings of other studies with a focus on the areas of socio-demographic characteristics, health and life satisfaction of older adult

volunteers. With regard to older adults' motivation to volunteer, the study, Senior Volunteers as well as Carter's study were found to be valuable sources of reference. In addition, there was also some inclusion of material on various theoretical perspectives such as the continuity, activity and disengagement theories which attempt to explain older adults' motivations to volunteer. Last, was a review of their attitudes toward volunteerism with a particular emphasis paid to Hadley and Scott's (1989) study.

Chapter 3 includes a statement of the objectives of this study, as well as some operational definitions on such terms as "volunteerism" and "volunteers". It also includes a section on the operationalization of variables, established indicators and levels of measurement for the examination of demographic characteristics, motivations, and attitudes of older adult volunteers. A detailed description of these indicators are shown in the Interview Schedule (Appendix I). A discussion on instrument development resulting in an interview schedule along with the procedure for sample accumulation and list of co-operating agencies and organizations also follows.

The results section involves an examination of older adults' characteristics, motivations and attitudes toward volunteering. All comparisons are computed using percentage distributions and graphs to represent results. The results are divided into three chapters (Chapters 4, 5 and 6) in order to allow for better organization and interpretation of these findings. Chapter 4

explores the socio-demographic, economic, health and life satisfaction characteristics of older adult volunteers in Thunder Bay. Chapter 5 examines the reasons why older adults volunteer, and Chapter 6 differentiates the profile between those who have engaged in volunteer activities before and have continued doing so as opposed to those who have not volunteered previously continuing to volunteer as well as their attitudes toward volunteering. It was decided early on that older adults' reasons for continuing to volunteer as compared to their initial reasons for volunteering would be the main focus for Chapter 5. As well, the concept of "altruism" was re-defined and elaborated on in order to form a better idea of why older adults volunteer. What is also included in Chapter 5 as part of the analyses are factors affecting older adults' reasons for volunteering, demographic characteristics, socio-economic status as well as other relevant variables affecting their reasons for continuing to volunteer. Chapter 6 includes an explanation of volunteering as a continuous process engaged in by older adults who are believed to have simply grown older and was interpreted through an examination of the continuity theory. Older adults' attitudes toward volunteerism are also briefly examined in this chapter.

An alternative solution to examining older adults as volunteers is to also assess non-volunteers and their decisions not to volunteer. Here, life satisfaction of volunteers compared to non-volunteers as well as demographic characteristics with a particular emphasis placed on health and socio-economic status

could be examined more closely. In the preliminary stages of this research, the goal was to examine older adults who were non-volunteers; however, time constraints and the process of obtaining a sufficient sample of non-volunteers who would be interested in answering questions about volunteering left the researcher to scale down the focus of this study and look more closely at older adults who do volunteer.

To plan reliably for the future of volunteerism, knowledge of the characteristics of older adults, their motivations as well as their attitudes toward volunteering are significant areas that need exploring. Therefore, it is anticipated that this study will have considerable impact for practical benefits as well as for an increasing need to understand how senior citizens in Thunder Bay choose to spend their time. It will also contribute to a better understanding of the reasons why some senior citizens choose to become involved in volunteering and add to the already existing knowledge concerning the phenomenon of older adult volunteerism.

CHAPTER TWO

LITERATURE AND THEORY

2.1 STATISTICAL PROFILE OF ELDERLY ONTARIANS

The Canadian population has aged slowly but irregularly over the last century. The proportion of elderly people in Canada has almost tripled during the interval between 1881 and 1991, rising from 4.1% to 11.6%. It is also projected that because of changes in mortality which makes it possible for people to reach advanced ages, 1 Canadian in 4 will be 65 years or over, and more than 1 in 10 will be 75 (Statistics Canada, 1984: 14).

According to the Ontario Gerontology Association, Ontario in 1981 had the highest number of individuals aged 65 and over of all the provinces. The aged apparently represented 10.1 percent of Ontario's population at that time. As well, when the percentage of elderly individuals across Canada was compared, the proportion of Ontario's population aged 65 and over was only slightly above the average for Canada (Ontario Gerontology Association, 1988: 1).

A very significant change in Ontario's population in the two decades from 1961 to 1981 was the increase in the elderly proportion of the total population. The proportion of persons

aged 65 years and over increased from 8.1 to 10.1 percent of the total. In comparison, 10 percent of Ontario's population in 1986 were 65 and 2 percent were 80 and over. In 1991, 15% of Ontario's population were 65 and over. In 1981 and 1991 there were 1.22 females in Ontario for each male person aged 65-74, yet in the last decade alone, life expectancy for both sexes has increased by three years. Over 76 percent of men aged 65 years and over in Ontario were married in 1981, versus slightly over 39 percent of females.

In 1991, 5% of the total population of males who are married in Ontario were aged 65 years and over compared to 2% of females. Altogether, 65% of seniors own their own homes, and most of the homes are mortgage free. The proportion of individuals living with their spouses also declined considerably with age. In the case of those aged 85 years and over, 38.1 percent of men, but only 10.8 percent of women, continued to live with their spouses. (Ontario Gerontology Association, 1988: 23-25).

While age 65 is regarded as the normal retirement age, over 16 percent of persons aged 65-74 years indicated that they received wage or salary income in 1981, and fewer than four percent of those aged 75-84 years indicated that they received income from this source (Ontario Gerontology Association, 1988: 41). Finally, in 1981, a high proportion of Ontario elderly had left school early (before grade 9) or came to Canada with less than nine years of formal education whereas the 1991 Statistics Canada results report that 22% of Ontario's elderly had no

degrees or diplomas.

2.2 PREVIOUS MEANINGS OF VOLUNTEERISM

Those who were over 60 in 1981 were born before 1921 and grew up in a work-oriented society where people had significantly less time for leisure. Factory, mill, or mine workers worked 72 hours a week in the 1890s a time when the grandparents of many of today's older people were reaching maturity. The typical older adult spent his or her early years during a time when the average work week was 50 hours (Chambre, 1987: 7). Retirement, according to Chambre, is also a relatively recent phenomenon. In 1890, 68% of men over the age of 65 were in the paid labour force. By 1950, (10 years after U.S. Social Security payments were first distributed), this had declined to 42% of men in this age group; it declined further to 16% in 1984 (Chambre, 1987: 7).

The meaning of volunteering itself has changed. Karl points out that the use of the word "volunteer" in its present meaning did not evolve until the turn of this century. Until then, this term was only used to describe people who were involved in religious activities (Karl, 1984: 498). Avenues for older people wanting to give to others have now been opened by the increase of community centres, New Horizons programs, and special interest groups such as Pensioners Concerned (Carter, 1975: 2).

The development of volunteering had evolved through four principal transition and growth periods in the United States

(O'Connell, 1976: 15). During each, the degree and nature of volunteer effort have changed significantly. The first stage was during the period of colonization in the early days when banding together was necessary for survival, with the church in its way and the town council in its own way having dominant roles in promoting man's humanity to man (O'Connell, 1976: 16). On the other hand, the public sector had provided some limited relief for the needy also in the pioneer years from 1867 onward, including institutional care of the sick, the mentally ill and the retarded (Carter, 1975: 1). Canadians have been involved in such diverse groups as fraternal mutual aid associations of new immigrants, social and recreation centres, welfare programs and youth centres (Carter, 1975: 2).

The Civil War marked the beginning of the second stage which extended for almost three-quarters of a century into the 1930s. These years provided a significant transition from individual charity to organized volunteerism. Many of the organizations generally identified with volunteering were established in the Civil War period, such as the Red Cross and the YMCA. For the most part these organizations represented only tentative beginnings, with their relatively small groups trying to spark widespread citizen interest in significant problems (O'Connell, 1976: 16).

The depression years were a time when thousands of local relief activities were established both in the U.S. and in Canada. During the 1930s, the Community Chest movement (funds

allocated to aid needy families) developed. It was during this period, also, that the balance of roles between government and voluntary activity began to be actively studied, and the multiplicity of private organizations began to be of concern. Almost overnight, charity and service had become big business and volunteering hit a numerical all-time high (O'Connell, 1976: 17). Mass unemployment in the 1930s was also affecting Canadians and forced Canadian governments, particularly local governments, to become more active in providing services and help to those who needed it. According to O'Connell,

"local social services developed in the latter part of the 19th and first part of the 20th century. In Halifax, Montreal, Toronto, Vancouver, Winnipeg, and other cities there grew up voluntary charitable agencies and institutions to relieve economic need, care for the aged, maintain children, and provide for the sick" (O'Connell, 1976: 18).

The March of Dimes was formed in 1938, and its main purpose was to promote the use of polio devices. Whereas, today, working with people who have disabilities is their major emphasis. With this establishment the third major transition and growth period for organized citizen participation occurred. From that point through the next twenty years, volunteer service, which had largely been the province of the upper classes or "Lady Bountiful" types, suddenly was open to middle-class people. Philanthropy, which had previously been the role of the wealthy, gave way to the nickel-and-dime collections and payroll deductions which are now the cornerstone of giving (O'Connell,

1976: 19). In the 1950s, U.S. voluntary health and welfare organizations represented the greatest source of volunteering. For the most part, they were made up of new middle-class recruits who started with door-bell ringing or other fund-raising roles and quickly moved into leadership (O'Connell, 1976: 19). Likewise, in Canada, the early 1950s saw important initiatives in state intervention on behalf of the disadvantaged. Carter states that the introduction of programs such as Family Allowances, the Canada Assistance Plan, the Canada Pension Plan and the Medical Care Act are evidence of the marked expansion of public services at this time (Carter, 1975: 135).

Within just twenty-five years, volunteering took its fourth and largest step in citizen involvement. In the 1960s, participatory democracy suddenly began to include all parts of society. It was a change which bewildered the old-time volunteers and staff and which so totally upset the perception, of who the volunteers were, that many national and community leaders still have not or cannot acknowledge the revolution (O'Connell, 1976: 19). Steve Balkam of the Islington Voluntary Action Council refers to a perspective in a leaflet written by Gabriel Chanan entitled, "Community Development and the Voluntary Sector" in which he refers to a subtle change in the public's expectation of the role of the voluntary sector:

Fuelled by the government's (U.S.) determination to dismantle the welfare state, voluntary organizations are increasingly being viewed not just as innovative pioneers of new and supplementary forms of service, but as alternative providers of mainstream services themselves (Balkam, 1989: 313).

2.3 PRESENT MEANINGS OF VOLUNTEERISM

A far greater proportion of our population today is also involved in volunteer efforts than at any time in our history. There are: (1) more volunteers, (2) different kinds of volunteers, (3) different kinds of functions, and (4) different channels for the delivery of their services (Karl, 1984: 499). In the New York Times, Reston termed the change "The Quiet Revolution," pointing out that "what is happening now is that the model for action established during the civil rights battles of the 1960s is beginning to be applied to other fields." In the same column he added, "...citizen groups are forming to protect the environment, to improve their communities, to challenge the assumptions and priorities of their elected officials, to defend the average consumer from the commercial gougers, and to work in many other ways for the improvement of everyday life" (O'Connell, 1976: 15).

In terms of this changing picture, the role of women as volunteers, who formed the stereotypical image of "bored-upper-middle-class housewives", has also changed. No longer can volunteering be condescendingly viewed as an activity of the upper-middle-class, middle-aged housewife with time on her hands and a zealous desire to do good. In an earlier period, middle-aged women whose husbands were upper-middle-class executives were expected to participate in those events of "noble obligingness." This gave them an air of superiority with decision-making power, which they otherwise lacked since the world still defined them by

their husband's incomes (Gold, 1971: 387). As late as the 1950s and 1960s "empty nest" upper-class women became "Lady Bountifuls" who took their baskets of goods to distribute personally to the poor. The volunteers themselves often acted as though they deserved these evaluations of serving as dedicated persons, without pay in money, resulting in attitudes of superiority (Gold, 1971: 388).

As late as 1974, the "typical" volunteer was said to be a white woman, married, 25 to 44 years of age, college educated, and of above-average income (Academy of Education, 1979: 23). This "typical" person has not been entirely replaced; yet today, this stereotype is rapidly changing, as more women pursue active careers and further education. However, according to the Academy of Education, opinion is still divided as to whether the rapidly increasing influx of older volunteers, minorities, younger persons and men will fully replace the number of departing women (Academy of Education, 1979: 23).

Today, the external situation of volunteerism has also changed. Recruiting has become more complex, and new avenues are being sought to fill the void where "bored middle-class housewives" once filled in abundance as volunteers. Happily, we have moved from stages of the exclusive level of "Lord" and "Lady Bountiful", a period of the elite, to years of a concentrated power structure, and now are beginning to recognize that participatory democracy is everybody's business. Anyone who cares and is prepared to do something about the caring can make a

difference (O'Connell, 1976: 21).

Opportunities have greatly increased for seniors. To encounter an eighty-two-year-old former professor of French conducting classes for adults on a non-denominational basis in her church is new. To use the talents of an electronics engineer to open up new horizons to a high-school generation with the use of thirty or more years of experience is also a departure from old-time school ways (Arthur, 1969: 38). In some fields, men and women may not receive a regular wage, but they are reimbursed for living expenses and have something added in a lump sum at the end of their service. It does not add up to regular salary, but it does allow them to make a contribution without personal hardship. Other agencies are also coming around to the point of view that car fares, lunch money, and even uniforms, if they have to be worn, are a small expenditure to give to men and women who are doing work that otherwise might not be done at all. It is just this challenge in retirement that leaves each individual free to forge their own pattern of living (Arthur, 1969: 39-40).

There are current programs designed for older people such as, the Foster Grandparent Programs, the Retired Senior Volunteer Program (RSVP), and the Service Corps of Retired Executives (SCORE), as well as a host of private programs which have greatly expanded the settings where older volunteers work, and the types of jobs they perform (Arthur, 1969: 41). Older volunteers work with potential child abusers as well as with abused and neglected

children in daycare centres and in schools. Programs for foster grandparents have them visiting prison inmates, retarded children and adults, and hospital patients. Other new roles include consulting with small business owners, participating in VISTA and the Peace Corps, and providing services to other older people in their own communities and also in nursing homes

(Chambre, 1987: 3).

Since projections show us that Canada's population will have a much greater percentage of seniors, organizations will need to find ways of involving more seniors in their activities. Studies also show that the cultural make-up of Canada is changing to include a much broader representation of ethnic and religious backgrounds. According to Statistics Canada "Survey of Volunteer Activity", between November 1, 1986 and October 31, 1987, over 5 million adult Canadians volunteered their time and skill to groups and organizations across the country. More volunteers were found in Ontario than in any other province (1.9 million volunteers or 35% of the national total). Organizations will need to consider doing more recruiting in all groups at all age levels, but particularly at the level of seniors and those on the verge of becoming seniors (Brennan, 1989: 4). A paper produced on behalf of Minister for Senior Citizens Affairs entitled: Elderly Residents in Ontario: Their Participation as Volunteers and Their Interest in Volunteerism, which was designed to examine living situations of persons 62 years of age and older who reside in a community and outside of an institutional setting, found

that one-quarter (27%, N=228) of a random sample of 846 respondents were participating in volunteer work (Hoffman, 1985: 2).

2.4 SOCIO-DEMOGRAPHIC CHARACTERISTICS, HEALTH, AND LIFE SATISFACTION OF OLDER ADULT VOLUNTEERS

As presented in this literature review, motivation and attitudinal factors obviously play a significant role in understanding what makes older retired adults volunteer. Yet, motivations and attitudes of these volunteers may also be affected by some socio-demographic variables (age, gender, marital status, religion, education, income and ethnicity), health and life satisfaction, all of which have been dealt with by various researchers studying volunteerism. The following is an examination of such findings.

2.4.1 Age:

Monk and Cryns, Rosenblatt, and Hoffman maintained that elderly subjects who tended to express any interest in voluntary action were generally "young-older people", ages 60-64 (Monk and Cryns, 1974; Rosenblatt, 1966; Hoffman, 1985). However, Dye, Goodman, Roth, Bley, and Jensen found that age made little difference in predicting volunteer potential (Dye, et al. 1973: 16). This finding differs significantly from Sainer and Zander's study, also on older adult volunteers, stating that volunteer respondents were older, overwhelmingly

female, and did not differ significantly from non-volunteers in terms of formal education and socioeconomic status (Sainer and Zander, 1971: 16).

The findings from the Louis Harris study suggested that 22% of those over 65 years of age performed volunteer work regularly. Translated into real numbers, 4.5 million older persons are in the national American volunteer force and another 10% or 2 million, said they would like to do volunteer work. This study also went on to state that 43% of older volunteers were 65-69, 46% were aged 70-79, and 11% were aged 80 and older (America's Aging Institute, 1986: 54).

The variables of age and gender were also compared in Carter's study, which found that between the ages of 61-65, 3.2% of older Canadian volunteers were males and 4.1% were females whereas in the age category of 66 and over, 4.6% of older volunteers were males and 2.7% were females (Carter, 1975: 17).

2.4.2 Gender:

A profile of the Canadian volunteer based on the 1987 National Survey on volunteer activity revealed that 57% of volunteers aged 55 and over were women; and 42% were older men (Ross and Shillington, 1989; Lambert, Guberman, and Morris, 1964). Dye, Goodman, Roth, Bley, and Jensen found gender to be the only variable of differentiation in their study. However, Lambert, Guberman, and Morris also argued that men were as likely

to be willing to participate as women, yet the extent of opportunities available to participate were geared to appeal to women as opposed to men such as in hospitals, social services, and community programs (Lambert, Guberman, and Morris, 1964: 45).

Payne's findings also revealed that females outnumbered males, (39% to 29%) and further argued that there were gender differences apparent in the types of volunteer activity engaged in by males and females. For example, Payne found that females performed more service-delivery type of volunteer roles than males. In contrast, males performed more instrumental type volunteer roles than females, such as serving on boards, providing financial and organizational guidance, and managing fundraising campaigns (Payne, 1977: 358). When comparing male to female responses, Bond also found differences in the volunteer activities that males and females would like to engage in. According to Bond, men, when compared to women, would prefer to volunteer for jobs in which they can use skills they have acquired from their occupations whereas females would like to learn new skills (Bond, 1980: 35).

America's Aging Institute, referring to a study produced by Louis Harris Associations, found that three-fifths of American volunteers were women and two-fifths were men (America's Aging Institute, 1986: 54). Cutler discovered from the Oberlin Longitudinal Survey that females were more likely than males to report being very involved in one or more associations, although

the difference by age was slight (Cutler, 1977: 475).

However, Rosenblatt, also testing for gender differences, in a study conducted on the Lower Eastside of New York, discovered that with the 250 respondents tested, there were virtually no differences among both male and female respondents. Yet, Rosenblatt did conclude that females would express twice as much interest to participate in volunteer activities as opposed to males (Rosenblatt, 1966: 89). Hoffman also found no significant differences between sex and volunteer work (Hoffman, 1985: 2).

2.4.3 Marital Status:

With regard to this particular variable, Rosenblatt found that the difference between married and unmarried persons who were potential volunteers was small (Rosenblatt 1966: 217). Carter also found that the largest numbers of men and women involved in volunteering or giving were either "single" or "currently married." Slightly more aged widows (3.4%) than aged widowers (1.6%) were also involved in volunteer activities (Carter, 1975: 17).

In terms of people who were widowed, Chambre argued that a larger proportion of widowed people would be volunteers than people who were still married. Widows, who had lost the marital role, would more often be involved than people who had never married (Chambre, 1987: 26). However, in Chambre's data analysis it was found that one in four married people (26%) were

volunteers compared to one in five who were widowed (19%). Overall, widows or widowers were significantly less often involved in volunteering than people who were still married. For example, in the 70-79 age category, one-quarter of married people and one-fifth of widows were involved in volunteering (Chambre, 1987: 27).

2.4.4 Religion:

Brennan's profile of senior volunteers revealed that those who were of a Protestant background were more involved in formal volunteer work than their counterparts in other religious groups (Brennan, 1989: 2). Members of the United Church represented 23% of all senior volunteers, but only 13% of volunteers in the total population over 15 years of age. Similarly, Anglicans made up 15% of senior formal volunteers, but only 9% of the total population over 15. While Roman Catholics accounted for 31% of senior volunteers, this was a lower representation than might have been expected since 41% of all seniors and 44% of the population over 15 were Roman Catholics (Brennan, 1989: 3). Formal volunteers, in Brennan's study, were those who willingly performed a service without pay through a group or organization, whereas informal volunteers were persons who volunteered on their own, not through a group or organization (Duchesne, 1989: 97).

Chambre argued that religious affiliation has a significant impact on older people's patterns of volunteering. There are sizable differences between three major religious groups

considered in Chambre's study. The highest participation, 32%, was for the Jewish population in the sample. One quarter of Protestants were volunteers as was consistent with Brennan's findings. The lowest level of participation occurred among Catholics, where only 17% were involved in doing volunteer work (Chambre, 1987: 73).

2.4.5 Education:

Brennan as well as Hoffman stated that seniors who do formal volunteer work have a higher level of formal education than seniors who are non-volunteers (Brennan: 1989; Hoffman; 1985). Given the emphasis our society has placed on formal education, Brennan wondered if some seniors felt less secure about volunteering because their formal education level was not adequate. Brennan also stated that it would be "a pity if society was being deprived of the skills, wisdom and life experience that many seniors could bring to volunteer agencies simply because of a lack of education" (Brennan, 1989: 4).

A study conducted by Louis Harris Associates on older volunteers suggested that almost 42% are college graduates, slightly more than a third finished high school and had some college work, and about a third did not graduate from high school (America's Aging Institute, 1986: 54). As is pointed out in Rosenblatt's study, the educational level was stated as being "low" for older volunteers. Of the 250 persons sampled on New York's Lower Eastside, more than 4 out of 5 people aged 65-74 had

fewer than nine years of schooling (Rosenblatt, 1966: 90). Rosenblatt also argued that there was no difference between older volunteers with ten years or more of schooling and those with fewer than ten years. However, men who were poorly educated and had never engaged in volunteer activities may have been looking at it as a new kind of activity and in doing so were selected as one type of potential volunteer. Other kinds of volunteers were women who were better educated and experienced in voluntary work, perhaps because they were better informed, and were possibly looking for career advancements by participating in volunteer work (Rosenblatt, 1966: 90).

2.4.6 Income:

Katz suggested that volunteers, including older adults, in most social welfare organizations, were drawn primarily from the middle and upper classes, and were people who had sufficient wealth to devote leisure time to voluntary affairs (Katz, 1980: 53). Hoffman found that the persons most likely to be volunteers had monthly incomes exceeding \$999. The mean monthly income of volunteers was \$800-999 compared to a mean monthly income of \$600-799 (Hoffman, 1985: 2). The Louis Harris study found that 25% had incomes over \$20,000; 25% had incomes between \$10,000 and \$20,000; 25% had incomes between \$5,000 and \$10,000; and 25% had incomes under \$5,000 (America's Aging Institute, 1986: 54). Rosenblatt found that 3 out of 5 of his New York sample had a weekly income of less than \$40

(Rosenblatt, 1966, 91). Whereas, Cutler argued that 46% of his sample of older volunteers had a total family income for the year of \$10,000 (Cutler, 1977: 471).

On a different note, Brennan found that household incomes of seniors who do formal volunteering are significantly less than those of non-senior volunteers. An income of \$19,999 or less was recorded by 34% of senior volunteers but only by 14% of non-senior volunteers. At the other end of the scale, 27% of non-seniors reported a household income of \$40,000 a year whereas only 19% of seniors reported this level of income (Brennan, 1989: 3). Canadian women represent 61% of senior volunteers as compared to 53% of non-senior volunteers. Normally, according to Brennan, a high percentage of senior women in a group could mean an overall lower level of income for the group. Yet, senior volunteers show very little concern about what it costs financially to be a volunteer, with 59% who said it did not concern them at all (Brennan, 1989: 3).

2.4.7 Health:

According to Brennan, senior volunteers tend to have better health than their non-volunteer counterparts. Of the seniors performing formal volunteer work, 67% claimed to have good health. This compares to 44% of seniors who do not do formal volunteer work (Brennan, 1989: 4). Rosenblatt also tested for significance of health as another factor determining why older adult people volunteer, and found that his respondents whose

health was "excellent" or "good" expressed greater interest in voluntary activities than those whose health was "fair" or "worse" (Rosenblatt, 1966: 89). Dye, Goodman, Roth, Bley, and Jensen also tended to agree with Rosenblatt's findings, stating that volunteers were in better health and tended to enjoy life more than non-volunteers (Dye, et al, 1973: 216).

According to Chambre, there are also inconclusive results on whether health influences volunteering. A study conducted in St. Louis, and referred to by Chambre, found that people who belonged to a volunteer service club were healthier than a group of their contemporaries who were not volunteers but attended a senior centre (Chambre, 1987: 35). A second study came to some different conclusions. It compared three groups: members of a senior centre, residents of a housing project for the elderly, and patients at a Veterans Administration Clinic. Volunteers and non-volunteers had similar scores on the measures of health status like the ability to be self-sufficient in daily living and the amount of pain that people had. However, there were some other areas of difference. Volunteers had few days of hospitalization and took fewer medications. But non-volunteers were healthier than volunteers when it came to the fact that fewer had hearing and visual problems (Chambre, 1987: 35).

Volunteers were healthier in some ways (they had had fewer days of recent hospitalization and took fewer medications than non-volunteers) but were less healthy in one very important way. They had more hearing or visual problems than non-volunteers,

indicating that hearing and visual impairments may have detracted or prevented some older adults from participating in volunteer activities (Chambre, 1987: 35).

On a different note, Katz discussed the mental health of older people and how it could be significantly related to volunteerism. Katz refers to an example of a woman working for a neighbourhood committee concerned with housing and street beautification who improved her own mental health in the process of volunteering (Katz, 1980: 53).

2.4.8 Ethnicity:

The literature on older adults' ethnic background and its relationship to volunteerism is scarce, yet according to Hoffman, there are ethnic group differences found in volunteer participation. The most frequent participants were the Jewish and British respondents whereas the respondents of French origin were least likely to participate (Hoffman, 1985: 2). Hoyt and Babchuk's study revealed that aged individuals are more disposed to identify with an ethnic group than younger people and this identification is also related to increased levels of participation in voluntary groups. Ethnicity was proven to provide an additional means of interaction among older adults rather than isolation (Hoyt and Babchuk, 1981: 77).

2.4.9 Life Satisfaction:

When examining factors related to life satisfaction, Bond, who used a modified format of Neugarten, Havigurst and Tobin's (1961) questionnaire for determining life satisfaction, found that volunteers are more satisfied than non-volunteers with their current situations (Bond, 1980: 43). Bull and Aucoin carried out a study to see if the relationship between participation in voluntary associations and lives of the aged held up over time. The data indicated that health and status characteristics are more obvious indicators of life satisfaction than participation in voluntary associations. These findings also indicated that the elderly who have higher levels of participation are more often in better health, or of higher socio-economic status than those of lower levels of participation (Bull and Aucoin, 1975: 73). As Rosenblatt found with potential volunteers, there was a non-significant trend for older volunteers to have higher life satisfaction and morale scores than non-volunteers. This statement is comparable to Carp's findings in which it was stated that, "old people who participated in community service on a regularly scheduled basis were no happier and had no better self-concepts than did people who neither worked or performed voluntary community service" (Carp, 1968: 500).

Chambre also makes reference to volunteering and life satisfaction, stating that, "volunteering has been viewed as an important way to improve older people's sense of well-being" (Chambre, 1987: 95). Chambre refers to a study, based on close

to four hundred Western Canadians, which looked at the connection between volunteering and life satisfaction. Volunteer status was one variable used in a multiple regression analysis to predict life satisfaction. It was the second most important influence, next to education. The results, as indicated by Chambre, had to be considered cautiously since the most important predictor of life satisfaction, health status, was not included in the analysis (Chambre, 1987: 95). Finally, Chambre asserted that it was important not only that volunteering be associated with life satisfaction but that it actually improved it. One study, indicated by Chambre, found that there were significantly higher levels of life satisfaction among participants in the Senior Companion Program than among people who had only applied to participate in it (Chambre, 1987: 95).

2.5 MOTIVATION TO VOLUNTEER

Some motivation is based on needs and goals (Cummings and Schwab, 1973: 5), and it is argued that a volunteer will be motivated when primary interest, obligation and needs can be met comfortably while giving service to others (Naylor, 1967: 68). So older adults may be motivated to volunteer because of loneliness, a habit, acculturation issues, or to satisfy a possible need for power and achievement. Other motives for volunteering are: opportunities for friendship and group interaction, as well as leadership and community development. In Senior Volunteers, a report produced by the Volunteer Centre

of Calgary to find out why there are not as many seniors in particular who volunteer through community agencies, respondents were asked, "Was there anything that particularly motivated you to volunteer?" Twenty-nine percent of the respondents gave as their first reply "feeling useful". According to Senior Volunteers, feeling useful is a significant element in self-esteem, of one's worth as an individual. (Senior Volunteers, 1991: 21) However, it is evident, according to the U.S. Institute of Medicine, National Research Council, that the most popular or major reason for participating in volunteer work by older adults is altruism, a good feeling for having been helpful to others. The Council stated that with more time on their hands, senior citizens could be more judicious, and more altruistic in their approach than persons tied to the necessity of economic gain or advancement in a profession (America's Aging, 1986: 29).

Leat argues that "the opportunity to behave altruistically, to exercise a moral choice, to give in non-monetary forms to strangers, is an essential human right" (Leat, 1978: 5). Leat also maintains that man has a social and biological need to give, that the expression of that need is a basic human right, that a society that allows scope for altruism is "better" or more integrated than one dominated by market values and relationships (Leat, 1978: 5).

Contrasting Leat's argument, Smith stated that absolute altruism was rare if it existed at all. According to Smith, an

appropriate definition for altruistic behaviour applied to the volunteer might be that the individual gets satisfaction by attempting to enhance another person's satisfaction at the same time. An older adult volunteer does not consciously expect the other person to reciprocate (Smith, 1981: 23). However, what is emphasized in Senior Volunteers is that "all will undoubtedly gain something from their involvement, though unlike the young, most seniors do not become volunteers with that purpose in the forefront of their minds (Senior Volunteers, 1991: 22).

From a different perspective, Chambre states that responses to questions on reasons for doing volunteer work also provide no indication that role loss is an important factor. The most common reason, which was given by almost one-quarter of the people questioned in a study sponsored by AARP, (American Association of Retired Persons) was the desire for self-fulfilment, an individualistic rather than altruistic motivation. Only a small proportion, 7%, viewed volunteering as a way to socialize with other people (Chambre, 1987: 118).

Brennan also addresses the question of why seniors volunteer, stating that: "helping others is the most important reason for doing volunteer work" (Brennan, 1989: 1). Seniors also share with non-seniors many other reasons for volunteering but, according to Brennan, their emphasis and priorities differ. For example, volunteering as a means of obtaining companionship and fulfilling religious obligations were ranked low among seniors whereas non-seniors ranked volunteering to benefit their

children, family or selves and as an opportunity to use their experience and skills, as low (Brennan, 1989: 1). As could be expected, the widest gap between the two groups was found in connection with a question about volunteering as a way to make contacts useful for employment purposes (Brennan, 1989: 1). In quoting a statement from Hellmo's book, The Nature of Volunteers and Volunteerism in the Calgary Setting, Senior Volunteers shows that "personal satisfaction and enrichment" and "helping others" are offered as the most important reasons for volunteering offered by three-quarters of her 940 respondents who are of all ages. (Senior Volunteers, 1991: 28). Ebnet, writing about self-perception among members of a Retired Seniors Volunteer Program (RSVP) in the United States also places "enjoyment, satisfaction...it's rewarding, vitalizing, enjoy helping others" high on the list of motives referred to. These headings would all fall under the heading of altruistic or fulfilling (Ebnet, 1989: 5).

Hampton, in referring to findings made by McClelland and Atkinson, stated that three factors affect behaviour: the need for affiliation; the need for being concerned about relationships with others; and the need for power or wanting to have an impact or influence over others (Hampton et al., 1981: 245). Also, according to McClelland and Atkinson, the motive or needs of an individual are not always apparent or consciously defined. Volunteers may not be consciously aware of the achievement, power, or affiliation needs that they have; however, these needs

may be apparent in their reasons for participation (Hampton et al., 1981: 245).

In a similar sense, the reasons people volunteer are never completely altruistic or selfish. A volunteer will be motivated when primary interest, obligations, and needs can be met comfortably while giving service to others (Hampton, 1973: 247). Senior Volunteers refers to an observation made by Seguin in that "there must be stimulating relationships, real work, an accepting atmosphere, and positive identification with the organization in order to attract older volunteers," and continues with the assertion that "sympathy with the cause stood high in the ranking of most important motives." (Senior Volunteers, 1991: 29).

Henderson also points out that volunteering has been classified more like work than like leisure or recreation (Henderson, 1981: 209). Volunteering was also mentioned as a work activity by Roadburg of close to 9% of the subjects mentioned in his particular study. When asked to list leisure activities less than 1% mentioned volunteering.

(Roadburg, 1981: 107). Roadburg argued that this difference was not great but it was important.

From Roadburg's findings it was concluded that volunteering was not a leisure activity but instead, was perceived as a work activity. As one person in his study put it, "volunteering was hard work" (Roadburg, 1981: 107-108). Volunteerism, according to Henderson, had traditionally been considered "outer directed",

like work, and not "inner directed" like play. Recreation and leisure activities are usually intrinsically motivated in that the reward is the activity itself (Henderson, 1981: 210).

Historically, recreational activities were used to restore the energy of people so they could work again. Presently, recreation is designed to make a positive contribution to people's lives. Similarly, volunteerism was a way to get tasks completed; yet today, volunteerism is a means or process in and of itself (Henderson, 1981: 210). One prominent idea in Henderson's study suggested that characteristics of a leisure or recreation experience were also characteristics of the volunteer experience, such as, devoting time and effort to an activity which would benefit both the individual and the client. Therefore, as Henderson explained, volunteerism "has the qualities of a leisure or recreative experience" (Henderson, 1981: 210).

2.6 THEORETICAL PERSPECTIVES ON MOTIVATIONS FOR VOLUNTEERING

Many of the theories of motivation applied to volunteerism come from theories of why people work. Moore's motivation theories such as: expectancy, utility, exchange, and reinforcement are applicable to the reasons why older adults volunteer, and, therefore, will be examined. However, because this particular study focuses on older adult volunteers, it seems relevant that altruism, activity, disengagement, and continuity theories be mentioned as well (Moore, 1985: 6).

2.6.1 Expectancy Theory:

This particular theory is sometimes referred to as "instrumentality theory", based on the premise that motivation is the result of the strength of belief such as expectation: that a specific outcome will follow a given behaviour, together with the personal value a person attaches to the outcomes. It also has the potential for understanding how beliefs, expectations, and values play important roles in determining whether volunteers will choose to participate in or reject various activities or assignments, and in predicting the direction and level of effort produced by expected older volunteers (Moore, 1985; Anderson and Moore; 1978).

2.6.2 Utility Theory:

Another theory maintained throughout Moore's study on motivation of older volunteers is utility theory (Moore, 1985: 15). Moore states that a person allocates his or her resources in such a way that "optimum utility" is obtained (Moore, 1985: 16). Put simply, you get the most for what you spend, be it time, money, or energy. Therefore, a person might spend an hour on a volunteer activity because that is where he or she gets the most utility or satisfaction for that particular hour. Whereas human capital theory concentrates on the idea of volunteering as "what the individual can get out of it" (Moore, 1985: 16). For example, an older adult volunteer working in a hospital setting may obtain health care information, relevant to

their own situation, as a result of volunteering in the hospital.

2.6.3 Exchange Theory:

Exchange theory is similar to utility theory in that consideration of costs and benefits of one's activities is assumed (Moore, 1985: 18). These benefits are referred to as rewards. However, unlike the utility theory that stressed benefits equalling costs, exchange theory says that activities will be chosen by volunteers where rewards are greater than costs (Moore, 1985: 18). Costs might consist of time taken away from other activities, or even the costs of meals and transportation, which could be of significance to older adults. Therefore, according to Moore, Homans, Thibaut and Kelley, behaviour is profit motivated, and this profit can be either monetary or non-monetary in nature (Moore, 1985: 17).

2.6.4 Reinforcement Theory:

In contrast to the expectancy theory where the focus of attention is on the thought (cognitive) processes of individuals, reinforcement theory, according to Moore, directs our attention to the processes of learning and the ways in which rewards and punishments influence behaviour. Thus, any behaviour which results in pleasant consequences (positive reinforcement) is more likely to be repeated. Behaviour which results in unpleasant consequences (punishment, or a bad experience) is less likely to be repeated (Moore, 1985: 8). For example, if an older adult

experiences some kind of emotional reward, such as personal fulfilment while volunteering, he or she is likely to repeat that volunteer activity. But, if an older adult has a bad experience, such as being under-utilized while volunteering, he or she might discontinue that volunteer activity.

2.6.5 Activity Theory:

The most frequently utilized theories to explain what does and does not motivate older adults to volunteer are activity and disengagement. Activity theory is based on the notion "that one's psychosocial needs do not change as a person ages, and that the person will resist the relinquishing of roles in order to stay active" (Senior Volunteers, 1991: 72). Hadley and Scott state that losses upon retirement are compensated by other activities like volunteering; and that volunteering is necessarily an active pursuit and largely incompatible with disengagement or isolation (Hadley and Scott, 1980: 9). Referring to a study by Havighurst and Albrecht, Hadley and Scott stated that there was a positive association amongst high social activity, interaction, and life satisfaction. They claimed that those individuals who were active in a wide variety of social roles or who were highly active in a given social role were more likely to be happy and to make a good social adjustment to old age than those who were less active (Hadley and Scott, 1980: 20).

Chambre also stated that volunteering "could potentially fulfil a number of different needs of the aged: to engage in altruistic behaviour, to acquire new experiences and skills, or to gain political influence" (Chambre, 1980: 292). Therefore, discussions of the importance of volunteering for the elderly reflect the influence of activity theory, suggesting that the well-being of elderly persons is significantly enhanced by maintaining the activity level of middle-age. Chambre points out one important perspective of the activity theory:

Older persons who age optimally are people who stay active and who manage to resist the shrinkage of their social worlds. They maintain the activities of middle age as long as possible and then find substitutes for those activities they are forced to relinquish: substitutes for work when they are forced to retire; substitutes for friends and loved ones whom they lose by death (Chambre, 1980: 292).

Volunteering is one way in which such substitution could be achieved. In this view then, the lack or the loss of significant roles serves as an impetus to becoming a volunteer. Chambre argues that if the activity theory explains volunteer patterns among the elderly, the following associations would exist:

Aged individuals who are not in the labour force more frequently participate in volunteer activities and spend more time doing volunteer work than those who continue to be in the labour force. As well, aged individuals who are not married more frequently participate in volunteer work and spend more time doing volunteer work than those who are married. (Chambre, 1984: 293).

However, in the end, Chambre argues that an understanding of the level of volunteering among the elderly cannot be explained

by activity theory. Rather than responding to role loss, a significant number of people may be volunteers who have simply grown older. This suggests that their involvement is a continuation of behaviour patterns established earlier in life. This would mean that an alternative perspective, that being the continuity theory (to be discussed in a later section), is appropriate for understanding this area of behaviour (Chambre, 1984; Cutler, 1977).

2.6.6 Disengagement Theory:

In contrast to concepts conveyed by activity theorists there is of course the disengagement theory, which is similar to a structural-functionalist approach involving social and psychological withdrawal. Cutler defines the disengagement theory as a "major process in which declining levels of interaction and activity accompany later stages of life" (Cutler, 1977: 478). This theory is seen in terms of making room for younger people who are seeking jobs and community opportunities. From that time on older people take the back seat approach to life processes. Disengagement theorists, according to Senior Volunteers, argue that there is a decreased interaction between the aging person and others in the social system he/she belongs to, and that such withdrawal is beneficial both to the individual and to his/her society at large, since age brings inductively with it loss of speed in reaction, loss of sensory acuity, and so on, all of which entail loss of productive power

(Senior Volunteers, 1991: 71). The aging individual should step aside to give ambitious and competent youth a chance. Stepping aside provides the aging individual with that leisure which should succeed the many years that he/she spent in the workplace (Senior Volunteers, 1991: 71).

The disengagement theory is also presented by Cumming and Henry, who are critical of the automatic assumptions that adapting successfully to old age consists of being like a middle-aged person as much as possible, and that any increased tendency to introvert such roles in the old should be corrected (Cumming and Henry, 1961: 14). Cumming and Henry state that a higher degree of social interaction is necessary in youth in order for the individual to meet the requirements of work and family. Whereas, in middle and old age, individuals are perceived to engage in lesser degrees of social interaction, and their responsibilities for meeting family needs are also thought to have diminished. There should be, according to Cumming and Henry, a new outlook characterized by a greater distance and an altered type of relationship from work and the family (Cumming and Henry, 1961: 15). Cumming and Henry also argue that individuals prepare for death more effectively than if they continued a highly involved life.

America's Aging Institute also examined the disengagement perspective and found that older people sometimes stay away from volunteer work using the excuses of poor health, or lack of time, when they are actually feeling "burnt-out" or "turned-off"

(America's Aging Institute, 1985: 58). After a lifetime of work and contending with their own concerns, some older people do not wish to become involved in activities like volunteering that might entangle them with other people's problems. This response is exactly as America's Aging Institute states--the opposite to that of people who like to focus on other people's problems in order to cope with their own problems. This may even help their own mental health (America's Aging Institute, 1985: 59).

Upon observation of such theorists as, Knapp, Havighurst and Albrecht, and Cumming and Henry, Hadley and Scott came to the conclusion that both the activity and disengagement theorists are partly right. Some people appear to adapt to retirement by high levels of activity and involvement, like volunteering (Hadley and Scott, 1980: 21). Hadley and Scott argue that what should be questioned when examining the possibility of older adults as a volunteer resource is that either many of these older people are deliberately opting for disengagement, not being able to become involved; or they are giving up because their previous lifestyles have left them poorly prepared to overcome the obstacles of the later stages of life, such as expenses, transportation, and health (Hadley and Scott, 1980: 21).

2.6.7 Continuity Theory:

Unlike the activity and disengagement theories which both stressed old age as a time of change, continuity theory emphasizes the continuation of life processes and stability, such

as that of an older volunteer who is continuing his or her role as a volunteer from past experiences. At retirement, the individual loses his/her role as worker and compensates by investing energy and ability in those roles which he/she continues to fulfil (Senior Volunteers, 1991: 72).

Individuals also build around themselves a network of social relationships which they come to depend on for emotional support and responsiveness and which maintain them in many subtle ways.

According to Chambre,

it is quite likely that a person's health, life satisfaction, and social participation show a significant amount of continuity over the course of people's lives. This perspective is a very appropriate one for understanding why some older people volunteer and others do not. And why some factors such as, age and role loss are less influential than might have been expected (Chambre, 1987: 113).

Arthur states that life need not be regarded as a book in which retirement is the last chapter. The later years, as Arthur argues, are part of a continuity of experiences from childhood on, not a sharp break after middle-age (Arthur, 1969: 22).

Another more recent study, which analyzed data from the Social Security Administrations Retirement History Survey, showed significant continuity in leisure. Respondents were asked to compare the amount of time devoted to a series of activities at two points in time, in 1971 and in 1975. These included watching television, going to restaurants, doing volunteer work, going to club meetings, and attending church. The study found a substantial amount of stability for both workers and retirees:

both spent fairly similar amounts of time in these pursuits (Chambre, 1987: 24-25).

Aside from these studies, the view that role loss actually increases the tendency to volunteer has not received substantial support, according to Chambre. Retirement has not been found to be a correlate of volunteering when researchers have looked at interest in doing volunteer work or actual participation (Chambre, 1987: 25). Continuity theory seems a far more appropriate perspective for understanding older adult volunteerism than the activity theory. Chambre's findings, therefore, indicate that volunteering by older people is much more clearly understood from the perspective of the continuity theory (Chambre, 1987: 115).

2.7 ATTITUDES ABOUT VOLUNTEERING

Attitudes about volunteering is another significant variable that should be considered when one discusses why older adults might volunteer or choose not to. Henderson stated that satisfaction and dissatisfaction of volunteers should be recognized, but basically older volunteers were enjoying their work and expressing good feelings about the clients they worked with (Henderson, 1981: 217). Hadley and Scott stated that many of the volunteers in their study believed that their age had made them more tolerant of others, and better able to empathize with those they were helping, particularly the elderly (Hadley and Scott, 1980: 73). Brennan maintained that seniors tended to get

more satisfaction from volunteer work than younger volunteers. Brennan also indicated that 57% of seniors listed their volunteer work as "very satisfying" while 52% said that it was "very important" to them. According to Brennan, the major gain that seniors received from volunteer work was a sense of personal satisfaction (Brennan, 1989: 3). Pearce's study of differences in job attitudes and work motivation between volunteers and employees revealed that volunteers, in general, who did the same work as employees were more likely to report that they work for the rewards of social interaction and service to others, that their work is more praiseworthy, and that they are more satisfied and less likely to leave their organizations (Pearce, 1983: 650).

Hadley and Scott also addressed the importance of satisfaction gained from volunteer work which included such indicators as the length of time many of them had been involved as volunteers and the number of hours put into volunteering each week (Hadley and Scott, 1980: 73). Many of the older volunteers were active in other voluntary organizations as well, so that their total involvement each week might have been very substantial. Older adult volunteers also had high interest and pleasure in helping others (Hadley and Scott, 1980; Bonjean, 1985; Payne, 1977).

Because of the restructuring process that some older adults go through, Payne states that high satisfaction is also gained when volunteers and fellow staff members create mutual support

systems, and as a result, they report reduced dependence on family members for social-psychological support (Payne, 1977: 258). Payne reported that satisfaction from volunteer roles reduced older people's own anxiety about becoming more and more dependent. High satisfaction was again reported when there was the feeling of helping others. Peer and agency recognition also contributed high satisfaction to self and social labelling (Payne, 1977: 258).

2.8 SUMMARY

This section has reviewed the meaning and transition of volunteerism and has examined related and relevant research on the characteristics, health and life satisfaction of older adult volunteers. As well, it has reviewed the reasons why older adults volunteer and their attitudes toward volunteerism.

Various socio-demographic characteristics and other variables such as health and life satisfaction were examined by theorists, and found to be significant in determining who older adult volunteers were, and why they were involved in volunteering. In terms of motivations to volunteer, the expectancy, utility, exchange, and reinforcement theories were offered to explain why people, in general, volunteer. Examples were given depicting how these motivational theories could be applied to older adults. Such theories as altruism, activity, disengagement, and continuity which more directly explained why older adults volunteer were also examined. Consequently,

altruistic reasons and the continuity theory, both presented by
Chambre, best explained why older adults volunteered. Attitudes
toward volunteerism were also examined and, as maintained by such
theorists as, Henderson, Brennan, and Bonjean, older adults were
found to be generally satisfied with their volunteer roles.

CHAPTER THREE

OBJECTIVES AND METHODOLOGY

3.1 INTRODUCTION

The intention of investigating older adult volunteers proved to be a challenging endeavour. After examining literature specifically on volunteerism and aging, an assessment of other research (Senior Volunteers, Chambre's, Carter's and Bond's studies) helped to determine the feasibility of applying various theoretical perspectives, such as the continuity and activity theories to a research proposal. This preliminary assessment examined associations between the demographic characteristics of older adult volunteers and their motivations and attitudes toward volunteerism; and the tendency for older adult volunteers to be characterized as those volunteers who have simply grown older, and who have not necessarily taken on a new role or activity in the later stages of their lives.

It was finally decided that a number of general factors related to older adults volunteering would be examined, including indicators of demographic, socio-economic, motivational and attitudinal characteristics. This research can be compared to other research such as, Carter (1975), Bond (1980) and Chambre's

(1987) studies. All were non-experimental studies involving field research of demographic and socio-economic characteristics, as well as attitudes and motivations of volunteers.

However, this particular study does make some minor distinctions in that it does not just examine older adult volunteers who are retired, but also takes into consideration older adults who may still be fully employed or who are working part-time. It also widens the scope of the term "older adult" to include those who are 50 years of age and over so as to allow for today's changing life patterns; meaning individuals who decide to retire early. It re-examines the term of "altruism" consistently given as one of the main reasons for older adults volunteering. It also takes into consideration the fact that people's reasons for volunteering may change over time. However, there is an emphasis placed on older adults' current reasons for volunteering.

Finally, this research design would help to find answers to specific questions in order to be able to make statements based upon a comprehensible analysis of older adults as volunteers.

3.2 OBJECTIVES

Objectives were formulated which guided the operationalization of the research inquiry. Thus, several objectives were advanced for this study:

1. To identify the characteristics of older adult volunteers grouped by age, gender, marital status, living arrangements, religion, education, occupation, income, health, ethnicity, and life satisfaction.

2. To examine the expressed motivations of older adults toward volunteerism.
3. To examine the extent to which altruism stands out to be the strongest reason given for volunteering.
4. To investigate the extent to which older adult volunteers were engaged in volunteer activities in their younger years and are simply continuing this activity into their old age.
5. To examine the expressed attitudes of older adults toward volunteerism.

3.3 SOME OPERATIONAL DEFINITIONS

For this study, **volunteerism** was defined as those activities of individuals and agencies arising out of an often spontaneous, private (as contrasted with governmental) effort to promote or advance some aspect of giving (Manser and Case, 1971: 14). The idea of giving emphasized a physical time-consuming gesture such as help extended to neighbours through the Friendly Visiting Program or simply just helping neighbours with their household chores. The idea of giving also included volunteering in shelters, hospitals, schools, and sitting on boards rather than fundraising, donating or giving gifts of money.

Volunteers were identified as those people who "entered into or offered themselves for services of their own free will or consent" (Webster's New Collegiate Dictionary, 1973: 1312). While some authors have drawn attention to ambiguities that exist at the practical level, in that some people volunteer (or give) by exercising personal initiative while others do so when they are asked (or solicited), it is nowhere suggested that the latter group should be excluded as volunteers. Irrespective of the

manner in which people became involved in giving, they were included as "volunteers" in this study (Carter, 1975: 5). Thus, the precise wording significantly influenced the proportion of people who were classified as volunteers. When informal assistance to neighbours and friends was included in the definition of volunteering, a substantially larger number of older adults can be called volunteers.

3.4 OPERATIONALIZATION

All data for analyses were taken from a single interview schedule. Nominal scales of measurement were utilized to examine the demographic characteristics of older adult volunteers, as well as some of their motivations and attitudes toward volunteering.

3.4.1 Demographic Characteristics of Older Adult Volunteers:

The following is a brief description of some of the indicators of the demographic characteristics of older adult volunteers in Thunder Bay. A more detailed examination of these indicators can be found in the interview schedule in Appendix I.

In the interview schedule, the level of measurement for age consisted of four categories, and was considered to be an important variable for this study because increasing age is thought to be a major change experienced by older adults; moreover, the number of social relationships could change with

age. Thus, increasing age may prove to decrease the amount of volunteer activities an older adult participates in (Chambre, 1987: 17). The variable of gender was composed of two categories, and was included so that the patterns of participation between older male and female volunteers could be examined, as women had traditionally been a major resource for volunteer recruitment especially women who were homemakers (Chambre, 1987: 18). However, recent changes in women's work patterns are affecting the composition of the older population. An increasing number of older women are retirees and conversely a declining proportion of them have spent most of their lives as homemakers. However, the patterns and meanings of volunteering for men are somewhat less understood. One purpose of exploring the variable of gender was to examine this perspective.

Along with increasing age comes decreasing social responsibilities and loss of certain roles. Consequently, questions pertaining particularly to marital status along with living arrangements, the number of children and grandchildren, and how close the children and grandchildren lived to the participants were included in the interview schedule. Both the variables of marital status and living arrangements consisted of five items of measurement in the interview schedule. Yet, an open-ended question was used in order to measure the number of children and grandchildren that older adult volunteers had. As well, a question pertaining to how close the volunteers' children and grandchildren lived to the volunteers was measured using

eight items of measurement. Religious practice was determined by using two indicators. The first being religious affiliation which was determined by using twelve items of measurement. In addition, an "other" category was included for those respondents who did not specify a particular religious affiliation.

Another means of determining religious practice for this study was measured by asking volunteers how many times they had been to church service in the last month, and for this particular question six items of measurement were used. The reason for asking this question was because one could argue that those who attended church service more often may be more influenced by the importance of good works as a religious act and also by social interaction and, in turn, affecting their volunteer participation. (Chambre, 1987: 73).

The older population, is a diverse one in terms of educational level, current or former occupation, and income. These characteristics were associated with social participation; meaning that people with different occupational skills, educational levels and income may also differ in the kinds of activities they decide to engage in as volunteers. Educational achievement, one of three controlling variables of older adult volunteers' socio-economic status for this study, was measured using eight items of measurement. As well, the variable of income, another socio-economic determinant, was also measured using eight items of measurement. The volunteers were asked to indicate, as accurately as possible, what their household income

might have been before retirement (if they were retired) and what it actually was at the time of the interview. The reason for having two separate questions pertaining to income was that it was considered important to realize that some of the volunteers' incomes might have increased, decreased, or remained the same after their retirement (if they had retired at all). The volunteers were also asked to indicate what their present or past occupation was, and for this variable ten items of measurement were used.

Perceived health was considered to be another indicator of the level of participation among older adults as volunteers. Consequently, a volunteer's own perceived health might influence his or her decision to volunteer in a particular activity. Thus, volunteers were asked the following question: "Concerning your health now, would you say your health is: excellent, good, fair, or poor?" As well, volunteers were asked to elaborate; thus, indicating "if health was actually a problem for them." The participants may have had various illnesses some of them serious while others minor, which could also help determine when and how they volunteered, and the types of volunteer activities they were involved in.

In order to measure the ethnicity of older adult volunteers an open-ended question was utilized, considering the fact that a large diverse ethnic population is found in Thunder Bay. As a result, volunteers were simply asked what their ethnic background was and allowing for some to state that they were "Canadian".

Some might not have recognized or been aware of their ethnicity. Finally, life satisfaction was measured using 11 of 17 questions from Neugarten Havigurst and Tobin's study (1961) measuring life satisfaction. The six questions which were eliminated were considered to be irrelevant for this particular study. The source of these questions came from "Index B" of Neugarten, Havigurst and Tobin's study. Although all of the questions in the index were accompanied by a scoring key, it was decided that some would be changed to open-ended questions, to allow for more expression and thought on the participants' part. In order to measure life satisfaction participants were asked to indicate some of the best things about being the age they were, some of the important things in their lives and which of these was most important.

As well, other questions pertaining to life satisfaction included: how happy the participants were compared to the earlier periods in their lives; their ability to do what people expected of them; how often they felt lonely; if they wished they had more time to themselves, with family and with friends; were things better or worse than they expected; and finally, how satisfied they were with their way of life.

3.4.2 Measurement of Motivation Among Older Adult Volunteers:

In order to measure the motivations of why older adults volunteer, the interview schedule included such questions as: their reasons for volunteering, and their reasons for continuing to volunteer. This was a two part question as in many cases

volunteers' reasons for volunteering may change over a period of time. For this variable the items of measurement ranged from the "completely altruistic" ("I don't really gain anything except the knowledge that I am helping others") to the "completely selfish" ("Only doing this for what I can get out of it"). Basically, the objective here was to clarify the term of "altruism" so often mentioned as the major reason for volunteering among older adults, and to get participants to decide if in fact they felt that they received more out of volunteering for themselves than they were giving, or giving more than they were receiving. The participants were also given the option to choose "other reasons" if they could not choose from the items provided.

The concept of motivation was also operationalized by examining such factors as: availability of transportation; employment status; what clubs and organizations older adult volunteers belonged to; church activities; the reimbursement of out-of-pocket expenses; and "reward items" available to adults for doing volunteer work. In this case, the participants were asked to state which personal reward they most and least often received from volunteering and were given seven possible responses to choose from. Participants were also asked what they might like to receive the most and least from volunteering. The reason for asking this question was not to determine what personal reward volunteers were actually receiving from volunteering, but what they might like to receive, and respondents had seven items to choose from.

3.4.3 Measurement of Attitudes of Older Adult Volunteers:

In order to measure older adults' attitudes toward volunteering, they were asked if they were happy in their present and past volunteer positions; if they were emotionally supported by the people they worked with when volunteering; and how they really felt when they volunteered. With regard to the first three questions, the participants were asked to give "yes" or "no" as their response; however, for the latter question concerning how they really felt when they volunteered, an open-ended question was used. Also, opened-ended questions were utilized to determine what satisfied and frustrated older adults the most about volunteering.

It should be noted that many of the categories for such variables as age, marital status, education, income, occupation, religious affiliation and reasons were later recoded for a more practical interpretation of data.

3.5 INSTRUMENT DEVELOPMENT

The method chosen to investigate the objectives of this study was a sample survey. The survey instrument chosen was an interview schedule, and was originally developed as part of the course work for an undergraduate research course. This earlier draft of the instrument was utilized as a pre-test before the interview schedule was finalized. Interviews were conducted with ten volunteers in which approximately forty-five questions were

asked. The interview schedule was found to be an effective measuring instrument, with some subsequent revisions.

The final selection of questions were arrived at by incorporating surveys developed by Carter (1975) and Duchesne (1989), a review of related literature (Senior Volunteers, 1991, Statistics Canada, 1988, Chambre, 1987, Payne, 1977, and Monk and Cryns, 1974), and additional insights gained by the researcher from the pre-test.

Questions chosen from Carter's survey were those concerning years of volunteering; average days volunteered; and out-of-pocket expenses. Questions chosen from Duchesne's study included: the time of day participants preferred to volunteer; when they first started volunteering; ethnicity; as well as perceived health of the volunteer.

The revised interview schedule consists of seventy-three open-ended and close-ended questions, which extensively considered all of the objectives mentioned previously. Some of the questions are related to each other, and they are therefore ordered accordingly. To obtain as much explanation from the participants as possible, many of the questions were left as open-ended such as: those pertaining to life satisfaction; how the participant first became involved in volunteering; what volunteer activities they did before retirement, and what activities they participated in at the time of the interview; as well as some attitudinal questions.

3.6 SAMPLING PROCEDURE

The 1989/90 Directory of Community Services, (provides the names, addresses, phone numbers, and function of social service organizations and clubs for Thunder Bay) proved to be a helpful reference source for obtaining various names of organizations, which recruited the services of volunteers. Subsequently, organizations and hospitals were contacted by phone in the hope of obtaining lists of their older adult volunteers, who were aged 50 and over. Even though the age of 65 is probably still viewed as the point of crossing into "old age" by most people, it is actually a less meaningful demarcation point between middle age and old age than it may have been in the past. The age of 65 is also less meaningful because some older people now remain in the labour force well past the age 65 (Chambre, 1987: 18).

The following is a list of organizations and hospitals in Thunder Bay which were contacted and which recruited older adult volunteers (50 years of age and over): The Volunteer Action Centre, Friendly Visiting Program, C.O.P.A. (Council on Positive Aging), Mr. Fix-It Club, The Herb Carroll Centre, Keskus 55 Plus Club, as well as the McKellar, Port Arthur General, Hogarth-Westmount, and St. Joseph's General hospitals.

Upon speaking with the volunteer co-ordinators of these organizations and hospitals, many requested written information as well as, oral presentations. Others expressed concern about giving out the names and phone numbers of their volunteers because of confidentiality. Therefore, upon the request of some

organizations and hospitals, more information was distributed; oral presentations by the researcher were given at community meetings; as well, many volunteer co-ordinators telephoned the older adult volunteers themselves because of their policies on confidentiality of names and telephone numbers.

These methods of obtaining older adult volunteers' names and numbers proved to be a successful form of introduction for potential participants about the purpose of this study. After approximately a week, callbacks were made to the volunteer co-ordinators who had come up with a number of lists of participants. These lists were compiled, producing a final list of 128 male and female older adult volunteers as is shown below in Table 3.1.

Table 3.1
ORGANIZATIONS AND HOSPITALS

	NUMBER OF VOLUNTEERS OBTAINED FROM LIST N=74
ORGANIZATION:	
The Volunteer Action Centre	23
C.O.P.A.	21
Mr. Fix-It Club	6
Herb Carroll Centre	8
Keskus Centre	16
	NUMBER OF VOLUNTEERS OBTAINED FROM LIST N=54
HOSPITALS:	
McKellar	7
General Hospital of Port Arthur	8
Hogarth-Westmount	3
St. Joseph's General	36

The Volunteer Action Centre was the one organization that allowed their files to be directly accessed in order to obtain the names and phone numbers of their older adult volunteers. However, after accumulating this list of names, it too had to be authorized and by the Director of the Volunteer Action Centre. The following is a list of the number of older adult volunteers (50 years and over) obtained from each organization and hospital, and each organization's function can be found in Appendix II.

In order to obtain an unbiased sample from this compiled list, random sampling was selected. Thus, every fourth name on the list was eliminated, leaving a sample of 96 older adult volunteers. Of these 96 older adult volunteers, all were contacted by phone. However, only 85 older adult volunteers agreed to be interviewed by myself. The other 11 declined due to one reason or another. These interviews took place over the span of approximately two months (February 20, 1991-April 20, 1991). The interviews took place at either of two locations: the respondent's home or the location where they volunteered.

3.7 SUMMARY

This chapter has outlined the objectives which helped to form the basis of the next three chapters to follow. Basically, the objectives are to explore the characteristics and motivations of older adult volunteers, and more specifically, to find out if altruism is the strongest reason given for volunteering. Other objectives explore whether or not older adults are simply continuing their volunteer participation from past participation

or if they are looking toward volunteerism as a substitute for the loss of a work role, and finally to explore the attitudes of older adults toward volunteerism.

The terms, "volunteerism" and "volunteer" have been clearly defined so that one's interpretation of these terms are understood as they are used in the context of this study. The creation and development of an interview schedule used for the collection of data on the respondents was also discussed as was the mentioning of several indicators of demographic characteristics, the measurement of motivation, as well as the measurement of attitudes about volunteering. There was also some discussion of the sampling procedure; specifically, the process of compiling the lists of names and numbers of older adult volunteer from various organizations and hospitals in Thunder Bay.

Thus, the effectiveness of the survey method using interviews produced the data needed for the study. The following three chapters investigate the objectives, and other factors which might explain why older adults engaged in volunteer activities as well as their attitudes toward volunteering. The methodology, therefore, appears to have obtained the relevant data to make a thorough and comprehensive data analysis.

CHAPTER FOUR

DEMOGRAPHIC CHARACTERISTICS AND VOLUNTEER ACTIVITY

The results reported in this section will be descriptive in nature with regard to various findings about demographic characteristics of older adults in relation to volunteering. Also, all comparisons are computed using percentage distributions and some graph to represent results. The data collection phase was considered to be successful because all questions, with the exception of those pertaining to income and some others that did not pertain to a few respondents, were answered. Income level was considered to be somewhat personal as well as difficult to recall for older adults when they were asked what their income was before retirement; therefore, some declined a response. The success of obtaining the data for this study seemed to come as a result of using an interview schedule and face-to-face interview procedures.

4.1 DEMOGRAPHIC CHARACTERISTICS OF OLDER ADULT VOLUNTEERS

An examination of the demographic characteristics of older adult volunteers in Thunder Bay including such factors as: age, gender, marital status, religion, education, income, health,

ethnicity and living arrangements are shown in Table 4.1. For the purpose of condensing information, life satisfaction is not shown in Table 4.1, but some relevant results are discussed further on.

Table 4.1

DEMOGRAPHIC CHARACTERISTICS OF OLDER ADULT VOLUNTEERS, IN PERCENT

	(N=85) %		(N=85) %
AGE GROUP:		SEX:	
50-69	53	Male	22
70-80+	47	Female	78
MARITAL STATUS:		RELIGION:	
Single	25	Protestant	56
Married	47	Catholic	23
Widowed	28	Jewish	1
		Other	14
LIVING ARRANGEMENTS:		Not a member of any Religion	6
Alone	39		
With Spouse	52		
With Kin/Not Spouse	7		
With Roommate	2		
EDUCATION:		CURRENT OR FORMER OCCUPATION:*	
Part High School	35	Highly Skilled	52
High School Grad.	20	Skilled	28
Part Coll./Univ.	24	Unskilled	5
Coll./Univ. Grad. and Beyond	21	Other	15
INCOME BEFORE RETIREMENT:**		CURRENT INCOME:**	
High	29	High	31
Moderate	35	Moderate	30
Low	14	Low	24
No response	22	No response	15
PERCEIVED HEALTH:		ETHNICITY:	
Excellent	24	Scottish	13
Good	51	Finnish	6
Poor	25	Ukrainian	11
		WASP	5
		English	24
		Irish	7
		German	4
		French	4
		Polish	4
		Canadian	13
		Swedish	4
		Other	5

* **Highly Skilled**= professional, technical and managerial
Skilled= clerical and related, sales, service and recreation
Unskilled= labourer and farmer

****High**= \$26,000-\$36,000+
Moderate= \$15,000-25,999
Low= \$6,999 or Less-\$14,999

Monk and Cryns' (1974: 427) assertion that elderly subjects who tended to express any interest in voluntary action were generally "young older people" (50-69) apparently holds true for this study as 53% of volunteers were between the ages of 50-69 and 47% were aged 70-80+. Although the percentage differences between these two age categories are slight, they do offer some opportunity for insight and interpretation. One might argue that there is a greater number of "young older adults" aged 50-69 volunteering because they are healthier. They may also be approaching retirement, or they may have just retired and may be looking for an extension of their work role. They have a greater chance of still being committed to family responsibilities which could encourage them to become involved in volunteer activities that are connected in some way to their families. For example, a parent coaching a son's hockey team or the case of Patrick McThee who was described in a Thunder Bay newspaper as a man who faced long hours of loneliness after he was widowed and so volunteered at the library for the blind in Fairfax County, VA. He was familiar with the library because his wife was visually impaired. After he was widowed, he offered to help out (Times News, 1991).

Even though the percentage of older adults aged 70-80+ (47%) who volunteer is lower than that of the category of 50-69, it is still a large enough percentage to warrant some interpretation. The percentage of older adults who are aged 70-80+ and volunteer is less than the percentage of those aged 50-69 because with an increase in age, there is likely to be a decrease in health. This could affect their volunteer participation. However, in this study, it appears that volunteers aged 70-80+ are still in relatively good health, so they have more opportunity to be volunteers. Interestingly, when asked how much longer they wanted to volunteer for, many older adults, including those aged 70-80+, stated that they wanted to volunteer as long as their health was "good".

Women, who outnumber men in older age groups, are also ahead in volunteering. Table 4.1 shows that 78% of older adult volunteers are female as compared to 22% who are male. Senior Volunteers (1991: 3) states that women outnumber men in volunteering by a ratio of 2:1, a result which is not surprising given the fact that aging, as they say, is mainly "a female affair" since women constitute the vast majority of those who live to more advanced ages. It also appears that Payne's (1977: 358) findings of females outnumbering males in volunteering are consistent with this study as 76% of females stated that they were retired whereas only 13% were housewives. This is comparable to Chambre's study (1987: 18) in which she stated that an increasing number of older women are retirees, and so a

declining proportion of them have spent most of their lives as homemakers. Perhaps, one could also suggest that older adult females are drawn more to volunteering than males because the types of volunteer activities available are geared to appeal more to women than men. This finding offers a similar profile to that which emerges from the present study because many of the respondents were found to volunteer in more caregiving activities like friendly visiting, palliative care, meals-on-wheels and food preparation as opposed to instrumental activities, such as instructing, selling, and repair type activities.

Another demographic characteristic of older adult volunteers like marital status shows that the majority are married (47%), a large percentage are widowed (28%) and the rest are single (25%). This finding is contrary to Rosenblatt's (1966: 217) study which maintained that the difference between married and unmarried persons who were potential volunteers was small. The present study supports Chambre's (1987: 27) findings where widows and widowers were significantly less often involved in volunteering than people who were still married. This leads one to think that volunteering is not necessarily a substitute for the loss of family roles. As Chambre says,

Even though volunteer work can provide significant emotional gratification, it occurs within the context of a formal organization with specific rules and rather specific goals. Volunteering is, therefore, not an equivalent activity to family involvement, and it appears to be neither a substitute nor a way to compensate for reduced involvement in family life (Chambre, 1987: 27).

Whether or not the participants lived with a spouse or lived alone could also contribute to their tendency to volunteer. One might then assume that older adults who lived alone would have less family involvement and more time to volunteer; however, this study's findings show that more older adult volunteers (52%) lived with their spouse than those who lived alone (39%). One possible interpretation for this findings is that those who live alone may be more isolated in terms of mobility and accessibility to volunteer activities than those who live with a spouse. Married older adults may have spouses and family members who are involved in volunteer activities, might encourage them to volunteer, or provide the means to which they are able to get to and from their volunteer activities.

What should be mentioned at this point is that even though marital status and living arrangements were included in the interview schedule as possible indicators of decreasing social responsibilities and role loss as mentioned in Chapter 3, the number of children and grandchildren and how close they lived to the respondents were also included in the interview schedule for the same purpose. However, results on the number of children and grandchildren and how close they lived showed no consistent pattern or relationship to volunteering.

Religious affiliation is an important characteristic to examine among older adults because as members of older generations, religious affiliation might still be more meaningful to them. According to Chambre (1987: 72), "they grew up in a

society where the role of religion in people's lives was probably far stronger than it is today." Table 4.1 indicates that the highest level of participation (56%) came from Protestants and then from Catholics (23%) and last from "other" religious affiliations (14%). Again, these findings seem to coincide with Chambre's (1987: 73) statement that religious affiliation has a significant impact on older people's patterns of volunteering, and that there are sizeable differences between three major religious groups. Yet, unlike Chambre's findings, the highest participation was not from the Jewish population; instead, they showed the lowest amount of participation in this study (1%). It is also unknown whether or not Chambre's sample was drawn from a large Jewish population.

As well, the level of education obtained by older adult volunteers appears varied. It seems that Brennan's (1989: 4) statement about the emphasis placed on formal education and seniors feeling less secure about volunteering because their formal education level would not be adequate is refuted here. For instance, Table 4.1 shows that 35% of older adult volunteers have part high school education and 20% are high school graduates. This is also contrary to a statement made in Senior Volunteers (1991: 51) in which it was found that a linear relationship exists between length of schooling and the tendency to volunteer. The longer the schooling the greater the tendency to volunteer.

Today, one could argue that we are, indeed, living in a "credential" society, and that part high school completion and high school diplomas are not adequate measures of educational success and occupational attainment. Yet, it is evident, as shown in Table 4.1, that the level of educational attainment by older adults does not appear to have caused them to feel insecure about volunteering. Achieving a high school diploma 40-50 years ago was a substantially more significant achievement than it is today, unfortunately. This is not to say that older adults have not achieved high levels of education, for 24% stated that they have partly completed college or university and 21% are college or university graduates and beyond (i.e additional degrees such as a Ph.D). Brennan (1989: 4) states that "it would be a pity if society was being deprived of the skills, wisdom and life experience that many seniors could bring to volunteer agencies because of a lack of education". It is, therefore, evident that education has not been a deterrent for older adults who volunteer as is seen in this study.

In addition to educational attainment, the current or former occupation of older adults could also serve as a further affirmation of a sense of security in volunteering. Results show that 52% of older adult volunteers are currently or formerly involved in "highly skilled" occupations and 28% in "skilled" occupations as contrasted with 5% in "unskilled" occupations. Therefore, these older adults come from occupational backgrounds

that could enhance their offerings of skill and experience to their volunteer activities.

Although some of the respondents did not indicate their income before retirement (for lack of memory or for the reason that some were not retired), 35% of older adult volunteers stated that they have "moderate" incomes, 29% have "high" incomes and 14% have "low" incomes. Current income among older adults reveals that the percentage of volunteers having "low" incomes has risen by approximately 10 percentage points perhaps as a result of retirement and an increase in age.

Results also compare with Katz's (1970: 53) suggestion that volunteers are drawn primarily from the middle and upper classes, and they are people who have sufficient wealth to devote leisure time to voluntary activities. Also, with a fair percentage of the older adults being married (47%), this could account for the categories of "high" and "moderate" incomes being as high as they are because of combined incomes. It should be noted, however, that if the "no response" category for income before retirement and current income is taken into account at 15% and 22%, it would be difficult to clearly state whether older adults have "low" or "high" incomes. Although a lower percentage of older adults have "low" incomes, it seems that income is inconsequential to their desire to participate. Brennan's (1989: 3) statement that older adult volunteers show little concern about the financial costs of being a volunteer is confirmed. The cost of being a volunteer is further examined in the section on older adults' reasons for volunteering.

Another characteristic of older adult volunteers is their perceived health. As shown in Table 4.1, the majority (51%) of older adult volunteers have "good" health, 24% have "excellent" health, and 25% have "poor" health. The relationship between health and volunteer participation is significant here as many older adults consistently emphasized the importance of their health in relation to their continued volunteer participation. Some also maintained that even though their health is "poor", they believed that volunteering took their minds off their own ailments and, in fact, helped them to deal with and put their own problems into perspective.

The ethnic background of older adult volunteers indicates that older adult volunteers in Thunder Bay come from a wide-variety of ethnic backgrounds. The highest percentage representation come from English (24%), Scottish (13%), and Ukrainian (11%) ethnic backgrounds. A study produced by the National Voluntary Organization entitled: "A Profile of the Canadian Volunteer" indicated that "by ancestral language and culture, volunteers of English heritage show the highest rate of volunteering (Ross and Shillington, 1989: 10). Ethnic group differences were also found in Hoffman's (1985: 3) study. According to Hoffman, the most frequent participants were the Jewish and British respondents. With this current study, only 6% of older adult volunteers are Finnish despite the large number of Finnish people residing in Thunder Bay (There are presently 5,800 Finnish people in Thunder Bay out of a total population of 124,

427). Worth noting is the fact that when asked to state their ethnicity, many volunteers (13%) simply replied that they are Canadians. Perhaps there are some language and cultural barriers as perceived by the volunteers themselves which might keep them from becoming more involved.

As previously indicated in Chapter 3, life satisfaction was measured using questions developed by Neugarten, Havighurst and Tobin (1961). Life satisfaction is not shown in Table 4.1 as a demographic characteristic of older adult volunteers (due to the fact that the variables used to measure life satisfaction taken from Neugarten, Havighurst and Tobin's original questionnaire were too varied), but it is still important to mention as a possible indicator of why older adults volunteer. Life satisfaction appears high among older adult volunteers. In Chambre's 1987 study, health status was included as a predictor of life satisfaction, and as mentioned earlier, health status among the majority of older adult volunteers was "good."

When asked how happy they are now as compared to the past, 42% stated that they are happier now compared to 19% who said they are less happy. Many older adult volunteers (59%) stated that things have turned out better than expected in their lives, and the majority (49%) are very satisfied with their lives. As well, 45% stated that they never worry about their ability to do what people expect of them or meet the demands that people place on them. However, some older adults (33%) admitted that they "sometimes" feel lonely, and as an aside many contended that "all

people, at one time or another, feel lonely." This was a common statement made by many volunteers who admitted that they felt lonely to some degree and at various times in their lives. It might then be suggested that volunteering has a positive effect on life satisfaction and that it could even be a cause for volunteering. In order for this to be accurately confirmed one would have to examine the life satisfaction scores of non-volunteers. Yet this would have to incorporate research of a different design which is something beyond the scope of this study.

4.2 DEMOGRAPHIC CHARACTERISTICS AND VOLUNTEERISM

The analyses yielded some interesting findings for factors affecting volunteer activity among older adults. The following is a more detailed examination of such factors as age, gender, education, and health differences cross-tabulated with other variables.

4.2.1 Age Differences Among Older Adult Volunteers:

When comparing older adult volunteers' age to other variables a number of significant relationships are found. An examination of age differences among older adult volunteers is shown in Table 4.2.

Table 4.2

**COMPARISON OF CURRENT INCOME AND MARITAL STATUS BY AGE GROUPS,
IN PERCENT**

	AGE GROUPS	
	50-69 %	70-80+ %
CURRENT INCOME:		
High	33	27
Medium	31	30
Low	18	30
No response	18	13
N	(45)	(40)
MARITAL STATUS:		
Single	31	17
Married	49	45
Widowed	20	38
N	(45)	(40)

Firstly, one can see that more volunteers aged 50-69 have "high" incomes now compared to volunteers aged 70-80+. Table 4.2 indicates that 33% of volunteers aged 50-69 stated that they have "high" incomes compared to 27% of volunteers aged 70-80+.

Secondly, it appears that more volunteers aged 70-80+ have "low" incomes now than volunteers aged 50-69. Thirty percent of volunteers aged 70-80+ stated that they had "low" incomes compared to 18% of volunteers aged 50-69. Consequently, where there is an increase in age, there is a decrease in the percent of volunteers who have "high" incomes and an increase in the percent of volunteers who have "low" incomes. An interpretation of this finding is that volunteers aged 50-69 have a better chance of still being employed as opposed to volunteers aged 70-80+. Volunteers aged 50-69 may also have spouses who are supplying additional incomes as opposed to volunteers who are

70-80+.

This is further supported in the second half of Table 4.2 which shows that 49% of volunteers aged 50-69 stated that they are married compared to 45% aged 70-80+. It seems the older the individual, the greater the likelihood of not being married, and the younger the individual, the greater the chance of being single. Also, 20% of volunteers aged 50-69 stated that they are widowed compared to 38% aged 70-80+, and 31% of volunteers aged 50-69 stated that they are single compared to 17% aged 70-80+. Income and marital status are, therefore, connected to age which could affect older adults opportunities to volunteer.

Table 4.3 shows the relationship between older adults' level of volunteer participation and membership in clubs by age.

Table 4.3

ACTIVITY LEVEL AND MEMBERSHIP IN CLUBS OR ORGANIZATIONS BY AGE GROUPS, IN PERCENT

	AGE GROUPS	
	50-69 %	70-80+ %
ACTIVITY LEVEL:		
Increased	47	28
Decreased	27	25
The same	24	45
No response	2	2
N	(45)	(40)
MEMBERSHIP IN CLUBS OR ORGANIZATIONS:		
Yes	64	88
No	36	12
N	(45)	(40)

The activity level of volunteers is a measure to determine whether or not volunteers had increased, decreased or did not

change their level of participation from past participation. With volunteers aged 50-69, there is more of an increase (47%) in the level of participation than volunteers aged 70-80+ (28%). As well, 27% of volunteers aged 50-69+ stated that their level of participation has decreased compared to 25% of volunteers aged 70-80+. But fewer volunteers aged 50-69 (24%) stated that their level of participation has stayed the same than volunteers aged 70-80+ (45%). Consequently, the "younger" the older adult is the greater the likelihood of increasing his or her participation.

One interpretation for this finding could be that older adults' age does affect their level of participation. For instance, volunteers aged 50-69 may have just retired or are about to retire; thus, they are more apt to increase their level of participation to match that acquired from their jobs. Volunteers who are more likely to be retired for sometime (70-80+) are less willing to change their level of activity. An additional assertion here is that these findings, like those of Cutler's (1977: 478), also give no support to the disengagement theory which offers some explanation for the processes of aging. For example, Table 4.3 shows that in comparison of the two age groups, the pattern of participation is not one of withdrawal or an indication of declining levels of social activity and interaction as one grows older; an assertion maintained by disengagement theorists. Instead, Table 4.3 offers more evidence of sustained activity among older adult volunteers.

Another relationship was found between membership in clubs and organizations and age. With an increase in age, there is an increase in membership to clubs or organizations. Table 4.3 shows that 88% of volunteers aged 70-80+ stated they belong to clubs or organizations compared to 64% of volunteers aged 50-69. These findings refute those expressed in the disengagement theory which predicted declining levels of social activity especially among older adults. Volunteers aged 70-80+ may also have more time to devote to extra activities and are seeking companionship and social ties through their memberships. Volunteers aged 50-69, on the other hand, may not necessarily need such extra activities because they are more likely to have family and work ties to keep them busy.

A recurring theme presented throughout Table 4.3 as well as in the overall picture of older adult volunteers is that of a greater time commitment. Chambre (1984: 293) examined the effect of work roles on volunteers and found that the commitment scores of homemakers and retirees were significantly higher than those of respondents who were in the labour force. Table 4.3, in this particular study, reveals more specifically the relationship between volunteers' age and activity level and also their membership in clubs or organizations. Chambre's (1988: 293) study yields additional evidence to support the findings shown in Table 4.3. She argues that the competition of family, domestic, and occupational responsibilities for limited time may have reduced their freedom to participate in associations.

Again, these findings support those of Cutler's (1977: 475) in which he stated that membership in clubs and organizations remained stable over time, and that the aged do not become disengaged from voluntary associations until they approach the age of 70 and, even after this age, many continue to remain affiliated. Cutler went on to argue that the weight of these findings would seem to favour the interpretation that aging is not generally accompanied by declining levels of membership and activity in voluntary associations. This seems to be connected with what is seen in Table 4.3.

Table 4.4 shows the relationship between feeling lonely and age. More volunteers aged 70-80+ (30%) stated that they are never lonely than those aged 50-69 (22%).

Table 4.4
VOLUNTEERS FEELING LONELY BY AGE GROUPS, IN PERCENT

	AGE GROUPS	
	50-69 %	70-80+ %
FEEL LONELY:		
Never	22	30
Hardly Ever	36	23
Sometimes	33	33
Often	9	14
N	(45)	(40)

The feelings of loneliness seem to increase more with volunteers aged 70-80+ than volunteers aged 50-69 as 36% of volunteers aged 50-69 stated that they hardly ever become lonely compared to 23% of volunteers aged 70-80+. Also, fewer volunteers aged 50-69 (9%) stated that they often become lonely

compared to volunteers aged 70-80+ (14%). With an increase in age, there are more volunteers who state that they often become lonely perhaps because of isolation and lack of social ties which could affect their reasons for volunteering.

An important factor when determining the characteristics of older adult volunteers is the means and accessibility of transportation and its role in volunteer participation. For example, if older adults are limited in terms of transportation, or they do not have a valid driver's license, the level of participation might decrease. Table 4.5 shows that where there is an increase in age, there is a decrease in the number of volunteers who are licensed drivers. Eighty-two percent of older adults aged 50-69 stated that they have a driver's license compared to 70% of volunteers aged 70-80+.

Table 4.5
TRANSPORTATION BY AGE GROUPS, IN PERCENT

	AGE GROUPS	
	50-69 %	70-80+ %
LICENSED DRIVER:		
Yes	82	70
No	18	30
N	(45)	(40)
TRANSPORTATION AVAILABLE:		
Yes	78	85
No	22	15
N	(45)	(40)
MEANS OF TRANSPORTATION:		
Own car	71	65
No vehicle	16	28
Other people	13	7
N	(45)	(40)

This indicates that "young" older adult volunteers may arrive at their place of volunteering more easily assuming they have access to a vehicle. Taking into consideration the fact that some older adult volunteers may be licensed drivers but do not have their own vehicles, an analysis was done to determine the relationship between availability of transportation and age. What is interesting here is that where there is an increase in age, there is also an increase in availability of transportation. For instance, more older adults aged 70-80+ (85%) stated that transportation was available compared to 78% aged 50-69. Although not as many older adult volunteers aged 70-80+ have a driver's license as those aged 50-69, more are found to have

available means of transportation. Perhaps where there is an increase in age, there is more support and awareness from individuals in contact with these volunteers (70-80+). They may realize that these particular older adults could be limited in their mobility and thus make more of an effort to accommodate their physical needs. For those who are younger (50-69), there may be an incorrect assumption that these people still have their own vehicles and have better access to transportation than those who are older.

Next, one must determine the means of transportation to and from volunteer activities in relation to these two age groups. Table 4.5 reveals that 71% of older adults aged 50-69 own their own vehicle compared to 65% of volunteers aged 70-80+. As well, 16% of volunteers aged 50-69, have no vehicle compared to 28% aged 70-80+. For volunteers aged 50-69, 13% rely on other people to offer a means of transportation compared to 7% of volunteers aged 70-80+. It appears that the "younger" the older adult is, the greater the possibility of having an available family member such as a spouse around to provide transportation.

The description of the amount of time older adults have volunteered for in relation to age was also examined. Findings in Table 4.6 reveal that as the age of the volunteer increases so does the number of years in which they have volunteered. For example, of those volunteers between the ages of 50-69, 38% stated that they have volunteered for 1-5 years compared to 40% aged 70-80+.

TABLE 4.6
VOLUNTEER TIME BY AGE GROUPS, IN PERCENT

	AGE GROUPS	
	50-69 %	70-80+ %
LENGTH OF TIME VOLUNTEER FOR:		
1-12 months	9	--
1-5 years	38	40
6-10 years	13	12
10+ years	40	48
N	(45)	(40)
PREFERRED TIME TO VOLUNTEER:		
Days	69	90
Evenings	2	--
All of the above	29	10
N	(45)	(40)
VOLUNTEERED BEFORE:		
Yes	76	65
No	24	35
N	(45)	(40)

As well, 40% of volunteers aged 50-69 stated that they have volunteered for over 10 years compared to 48% aged 70-80+. This finding could offer some support for the continuity theory which asserts that older volunteers are simply those who have grown older and have accumulated more volunteer time. It is apparent that people seem to maintain the same pattern of behaviour at least in terms of volunteering throughout their lives.

There is evidence to support the suggestion that with an increase in age, there is also an increase of older adults who prefer to volunteer during the day. Table 4.6 shows that 90% of adults aged 70-80+ volunteer during the day compared to 69% aged 50-60. Both age groups (50-69 and 70-80+) expressed concern

about going out at night, and they stated that it is easier for them to volunteer during the day because of better accessibility to public transportation, and "they are busier at night." None of the older adults want to volunteer on the weekend. This is considered "their own time" as well as "time for family."

According to Monk and Cryns, (1974: 427) volunteerism is not totally alien to the life experience of older adults since 40% of them report actual involvement in the past. This assertion is consistent with this study as 76% of volunteers aged 50-69 and 65% of volunteers aged 70-80+ stated that they had volunteered before. However, more "younger" older adults have volunteered before than older adults. For instance, 76% of volunteers aged 50-69 have volunteered before compared to 65% of volunteers aged 70-80+. Today, "younger" older adults are made more aware of the importance of volunteering, and possibly, there are more available volunteer activities for them to become involved in. They have also become more attuned to the benefits of volunteering as not only as a charitable activity but also as something beneficial to their own occupational training and self-oriented activities.

4.2.2 Sex Differences Among Older Adult Volunteers:

When exploring the relationship between the sex of older adult volunteers and other variables, a number of significant relationships are found. Figure 4.1 indicates that the majority

of older adult male volunteers (94%) are between the ages of 70-80+.

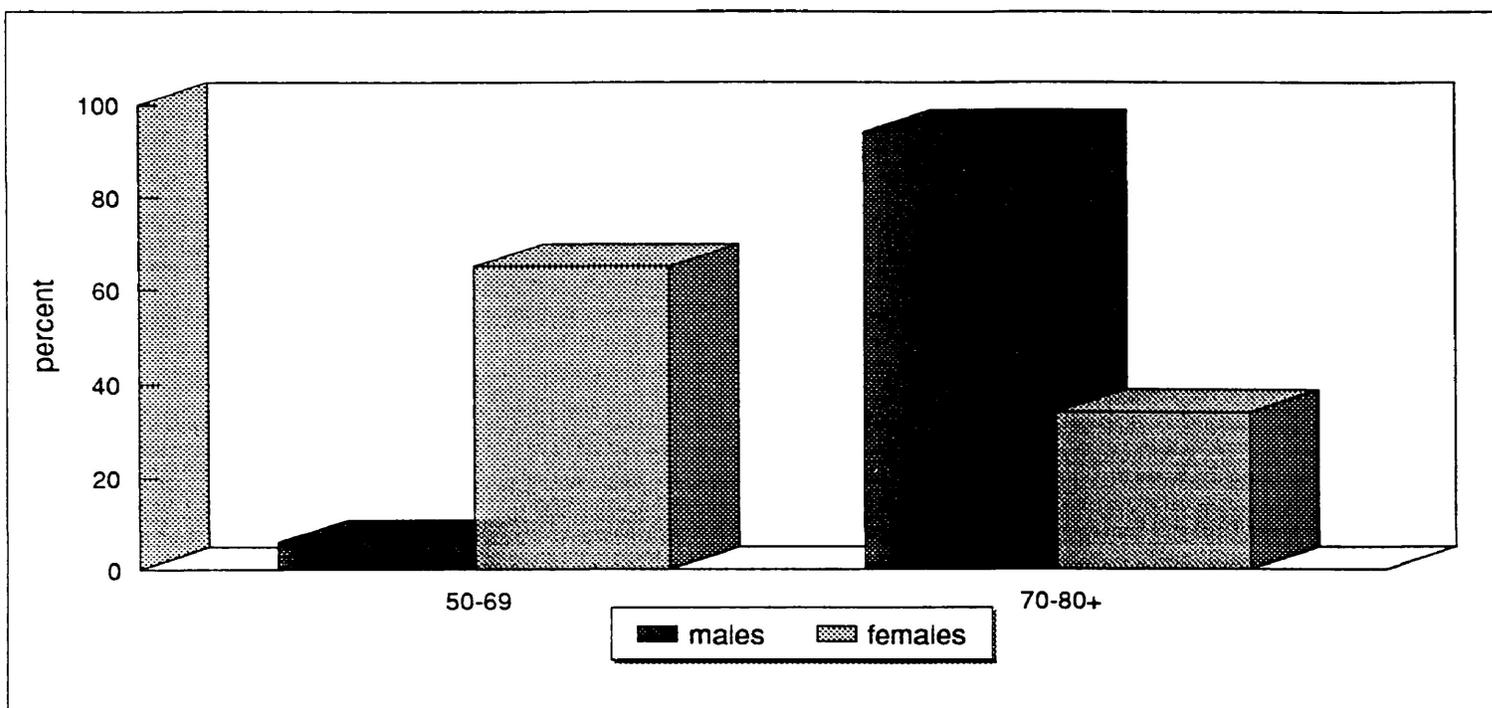


Figure 4.1. Age Group and Gender Composition of Older Adult Volunteers

For female volunteers, 65% are between the ages of 50-69. In general, one could state that not only are there significantly more older female than male volunteers, but that volunteers between the ages of 50-69 are more likely to be female. Thus, older female volunteers are significantly younger than older male volunteers. Carter (1975: 17) discussed similar findings to these in her study. There were more females aged 61-65 and more males aged 66 and over. In Chambre's study, (1987: 24) it was stated that men (7%) who are very old are half as likely to be involved in volunteering as women (14%) of this same age.

In examining the living arrangements of older adult male volunteers to that of older adult female volunteers, Figure 4.2 shows that 22% of males live alone compared to almost 43% of females.

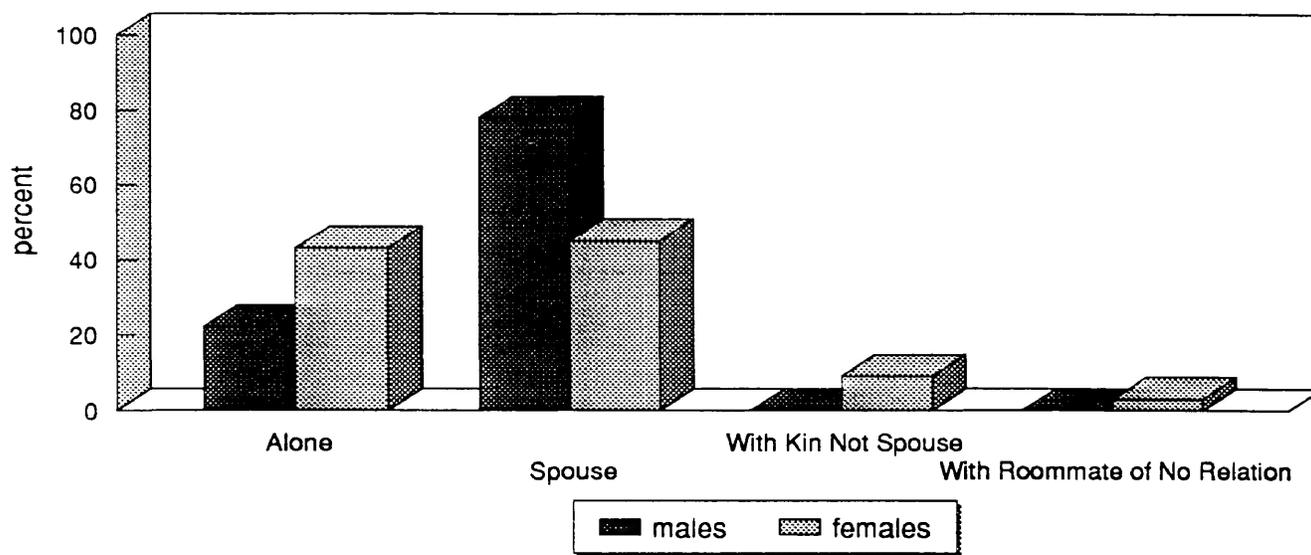


Figure 4.2. Living Arrangements of Older Adult Volunteers

On the other hand, 45% of female volunteers stated that they live with their spouse compared to 78% of males. As a result of the longer life expectancy of females over males, it is not surprising that more females stated that they live alone. From these findings, it can be said that older adult volunteers are more likely to live with a spouse, but those who live alone are more likely to be female. This is interesting as there are more older females than males who volunteer.

Activity theorists might claim that persons who live alone and those who are not married show a greater tendency to volunteer and a higher time commitment than those who live with others or those who are married. Yet, this study's findings show that older adults who live with others (spouses) volunteer more often than those who live alone. Older adults who are married might have more avenues of opportunity and which permit them to volunteer more readily. These include access to transportation, communication of volunteer information and encouragement from their spouses.

The three indicators of socio-economic status: educational attainment, occupation, and income are also significantly related to sex as is seen in Table 4.7.

TABLE 4.7
COMPARISON OF SOCIO-ECONOMIC INDICATORS BY SEX, IN PERCENT

	SEX	
	MALE %	FEMALE %
EDUCATIONAL ATTAINMENT:		
Part High School	50	31
High School Graduate	22	20
Part College/University	6	28
College/University Graduate	22	21
N	(18)	(67)
CURRENT/FORMER OCCUPATION:		
Highly Skilled	67	48
Skilled	17	33
Unskilled	11	1
Other	5	18
N	(18)	(67)
ANNUAL HOUSEHOLD INCOME:		
High	45	33
Moderate	22	27
Low	27	22
No Response	6	18
N	(18)	(67)

First, one could state that these female volunteers have obtained similar and to some degree higher levels of education than males volunteers. Similarities are revealed in the marginal differences of the high school graduate (22-20%) and college or university graduate and beyond (22-21%) categories. Higher levels of educational attainment are evident among females as is indicated by the result that 50% of males have partly completed high school compared to 31% of females; also, 28% of females as compared to 6% of males have partly completed college or university.

Secondly, the majority of older male volunteers (67%) are currently or formerly employed in "highly skilled"

(i.e. professional, technical, and managerial) jobs as compared to 48% of females. This is so, despite the fact that female volunteers are highly educated which may suggest that perhaps the females are under-employed. More females (33%) are currently or formerly employed in "skilled" jobs (i.e. clerical, sales, and service and recreation) than males (17%). Males, therefore, are involved in more "highly skilled" jobs than females, yet one should also note that there is a higher percentage of males than females who stated that they have or had "unskilled jobs". With reference to the category of "other", 18% of females are represented here compared to 5% of males, and all 18% of females claimed to be homemakers.

Finally, Table 4.7 reveals that 45% of older adult male volunteers stated that they have "high" incomes compared to 33% of females, yet more females (27%) had "moderate" incomes compared to 22% of males. More males (27%) had "low" incomes than females (22%). There is also the fact that 18% of females chose not to answer the question of annual income. The high proportion of non-response from females may have affected the results of these findings in one way or another, so we must interpret them with caution.

As a result of examining the socio-economic status of older adult volunteers in relation to their sex, it is apparent that along with females outnumbering males as older adult volunteers, their socio-economic status is not the upper-middle class image traditionally held by female volunteers. They are no longer

necessarily homemakers, but have retired and held skilled occupations, have comparable and even greater levels of educational attainment, and have competitive household incomes to those of males.

There was also an interesting relationship found between the type of volunteer activities older adults engage in and their sex. For the purpose of a more detailed examination past (before retirement) and current volunteer activities were looked at. In keeping with the definition of volunteerism, volunteer activities were classified into three categories which include: "direct", "administrative", and "support" services (National Voluntary Organizations, 1987: 13). With reference to these services, results support those of Payne (1977: 6) for which she maintained that there were sex differences apparent in the types of volunteer activities engaged in by males and females. For instance, Table 4.8 reveals that males perform more "support" type services than females, yet females perform more "direct" type services both in past and current volunteer activities they engaged in.

TABLE 4.8
COMPARISON OF VOLUNTEER ACTIVITIES BY SEX, IN PERCENT

	SEX	
	Male %	Female %
PAST VOLUNTEER ACTIVITIES:		
Direct	16	21
Administrative	11	16
Support	51	45
No response	22	18
N	(18)	(67)
CURRENT VOLUNTEER ACTIVITIES:		
Direct	5	27
Administrative	39	36
Support	56	37
N	(18)	(67)

Direct Services= teaching, educating, instructing, coaching, promoting ideas researching, writing, performing and entertaining, collecting or distributing and preparing food and other goods, making items, selling items, translating.

Administrative Services= providing information, organizing events, supervising or coordinating activities, office work, bookkeeping, serving on boards.

Support Services= helping neighbours, counselling, providing advice, friendly support, helping through church, providing care or companionship, friendly visiting, professional consulting, first aid search and rescue, repairing, environmental concerns, church concerns.

However, as Table 4.8 shows, there is a difference in percentage between past and current volunteer activities. For example, 21% of females were involved in "direct" service activities in the past as compared to 16% of males, but with current volunteer activities, 27% of females are involved in "direct" service activities as compared to only 5% of males. Thus, there is an apparent decrease in males involved in "direct" services in current volunteer activities. The percentage of males (22%) and females (18%) who did not respond to this question is also

relatively high as some had not in fact volunteered or could not recall volunteering in the past. There is, however, an increase in males (56%) involved in "support" services in current volunteer activities compared to past (51%) volunteer activities. Findings also show that both males and females are more involved in "administrative" services in their current volunteer activities as opposed to past volunteer activities.

There is also a significant relationship between that which is least important among rewards sought by volunteers and sex. Both males and females want money or gifts the least from volunteering; however, 82% of females stated that they want money and gifts the least as compared to 56% of males. Perhaps males are less willing to give of their free time and when called upon to do so, want more materialistic rewards for having to give up their time whereas females might want more social rewards (self-help, love and compassion). This is proven in the finding that males want less self-help and love and compassion from volunteering than female volunteers. From this finding, one could argue that older adult males want to fulfil a sense of independence and seek more concrete materialistic rewards, and in contrast, females want to fulfil a sense of dependency and seek more social rewards for having volunteered.

4.2.3 Education Differences Among Older Adult Volunteers:

The relationship of educational attainment by older adults to other variables is shown in Table 4.9. For instance, when comparing what older adult volunteers consider to be the most important things to them in relationship to that of educational attainment, Table 4.9 shows that a majority of volunteers considered their "family" to be the most important thing to them no matter what the level of education.

TABLE 4.9
MOST IMPORTANT TO VOLUNTEER AND EXPECT LIFE TO TURN OUT
BETTER BY EDUCATION, IN PERCENT

	EDUCATION			
	PART H.S. %	H.S. GRAD. %	PART COLL./ UNIV. %	C/U+* %
MOST IMPORTANT TO VOLUNTEERS:				
Family	67	65	65	56
Mobility/Health	6	17	25	11
Faith	17	18	5	22
Everything	10	--	5	11
N	(30)	(17)	(20)	(18)
EXPECT LIFE TO TURN OUT:				
Better	50	71	55	67
About as expected	37	29	45	11
Worse	13	--	--	22
N	(30)	(17)	(20)	(18)

* **Part H.S.** = Part High School
H.S. Grad. = High School Graduate
Part Coll./Univ. = Part College or University
C/U+= College or University Graduate

There is a pattern, however, in that where an increase in the level of educational attainment occurs, there is a decrease in the percentage of older adult volunteers who stated that family was the most important thing to them. For example, of those volunteers who stated that family is the most important thing to them, 67% have partly completed high school, 65% have graduated from high school, 65% have partly completed college or university compared to 56% who have graduated from college or university. Interestingly, more volunteers (17%) who are high school graduates and also those who have part college or university (25%) feel that maintaining their mobility and health is the most important thing to them than those who have part high school (6%) and those who are college or university graduates and beyond (11%).

As well, when examining whether or not older adult volunteers' lives had turned out as expected, the majority of older adults from all levels of educational attainment stated that life has turned out better than expected, yet there was a variation in percentage between the categories. For instance, of those older adult volunteers who stated that their lives have turned out better than expected, 50% have part high school education, 71% are high school graduates, 55% have partly completed college or university and 67% are college or university graduates and beyond. This feeling of expectation could be transferred to older adults' feelings about volunteering and its rewards.

From this particular finding, it is not enough to say that where there is an increase in educational attainment there is an increase in volunteers feeling that life has turned out better than expected for them as is proven by the fact that 71% are high school graduates compared to 67% who are college or university graduates and beyond. This comparison also reveals that of the total number of volunteers who stated that things have turned out "worse" than expected, 13% have "partly completed high school or less" as compared to 22% who are "college or university" graduates.

4.2.4 Perceived Health Differences Among Older Adult Volunteers:

The results from the data indicate some significant relationships between the perceived health of older adult volunteers and other variables.

One variable that was examined in relation to health is the level of participation in volunteer activities by older adults. One would think that where the perceived health of an older adult is better (and surpasses that of others), this would allow them the opportunity to increase their level of participation from past participation. There is no way of knowing from the data collected if these older adults' health has changed over a period of time. In light of this, Table 4.10 shows that 54% of volunteers who stated that they are in "good" health have increased their level of participation in volunteer activities from past participation.

Table 4.10
ACTIVITY LEVEL BY HEALTH STATUS, IN PERCENT

	HEALTH STATUS		
	Excellent %	Good %	Poor %
ACTIVITY LEVEL:			
Increased	25	54	18
Decreased	40	9	46
The same	30	35	36
N/A	5	2	--
N	(20)	(43)	(22)

However, only 25% of volunteers, who stated that they are in "excellent" health, have increased their level of participation in volunteer activities. It seems that older adults who are in better health do not necessarily increase their level of participation in volunteer activities from past participation. This could mean that older adults who are in better health may be more conscientious of preserving their health and in order to do this, they have decided to keep their level of participation consistent with their past level of participation. It could also mean that older adults whose state of health is "excellent" are freer to engage in other activities besides that of volunteering. This might also explain their lower level of increase in volunteer participation.

To take Rosenblatt's (1966: 89) findings, in which he found that respondents whose health was "excellent" or "good" expressed greater interest in voluntary activities than those in "fair" or "worse" health, one step further, one could add that older adult volunteers in "excellent" health have increased their level of

participation less and, instead, are more likely to decrease participation from past participation. Furthermore, older adults in "good" health are more willing to increase their level of participation. What is not surprising is that a low percentage (18%) of volunteers in "poor" health have increased their level of participation in volunteer activities and 46% have decreased their level of participation. Thus, it seems that health is an important factor in determining older adult volunteers' level of participation.

4.3 DIFFERENCES IN TYPE OF VOLUNTEER ACTIVITY AND VOLUNTEERISM

In order to discuss the relationship between type of volunteer activity engaged in and age, the variations in emotional, physical, and mental demands for each volunteer activity should be taken into consideration. Direct and support type services are similar in that they both demand active, physical participation by the volunteer. Yet, involvement in support type services, such as friendly visiting, counselling, helping neighbours and repair jobs emphasize services that demand even more active, and physical commitment than those of direct services. Direct services include such activities as instructing, preparing food, and making items to name only a few. Administrative service type activities, on the other hand, could be labelled as less physically demanding than support and direct type services. The basic differentiation, then, among these three different types of services is the level of physical and

sometimes emotional involvement. Table 4.11 reveals that older adults aged 70-80+ are more (30%) involved in direct service type activities compared to those aged 50-69 (16%).

Table 4.11

TYPE OF VOLUNTEER ACTIVITY BY AGE GROUPS AND MARITAL STATUS, IN PERCENT

	AGE GROUPS	
	50-69 %	70-80+ %
VOLUNTEER ACTIVITY:		
Direct	16	30
Administration	35	37
Support	49	33
N	(45)	(40)

	MARITAL STATUS		
	SINGLE %	MARRIED %	WIDOWED %
VOLUNTEER ACTIVITY:			
Direct	24	20	25
Administration	38	40	29
Support	38	40	46
N	(21)	(40)	(23)

There is also a slight difference in volunteers, according to age, who are involved in administrative service type activities as 35% of volunteers aged 50-69 compared to 37% of volunteers aged 70-80+ are involved in this type of service. Also, more volunteers aged 50-69 (49%) are involved in support service type activities compared to those aged 70-80+ (33%). These findings show that older adult volunteers aged 50-69 are involved in higher levels of physical service type activities

than volunteers aged 70-80+ whereas volunteers aged 70-80+ are more involved in lower levels of physical service type activities.

An examination of the type of volunteer activity engaged in by older adults and its relationship to marital status is also revealed in Table 4.11. For those volunteers who participate in direct service type activities, more are single (24%) and widowed (25%) than those who are married (20%). Administrative service type activities seem to attract more married (40%) than single (38%) and even less widowed (29%) older adult volunteers, but of those involved in support service type activities, 46% are widowed compared to 40% who are married and 38% who are single.

As is seen in Table 4.12, more volunteers in "excellent" health (50%) and "poor" health (50%) perform administrative type services whereas more volunteers in "good" health (47%) perform more support type services.

TABLE 4.12

**TYPE OF VOLUNTEER ACTIVITY BY HEALTH STATUS AND EDUCATION,
IN PERCENT**

	HEALTH STATUS		
	EXCELLENT %	GOOD %	POOR %
VOLUNTEER ACTIVITY:			
Direct	20	30	9
Admin.	50	23	50
Support	30	47	41
N	(20)	(43)	(22)

	EDUCATION			
	PART H.S. %	H.S. GRAD. %	PART COLL./UNIV. %	C/U+ %
VOLUNTEER ACTIVITY:				
Direct	17	30	30	17
Admin.	26	35	40	50
Support	57	35	30	33
N	(30)	(17)	(20)	(18)

Also, only 9% of volunteers in "poor" health perform direct services, and more are involved in administrative (50%) and support (41%) type services. An interpretation of the connection between health and type of volunteer activity that older adult volunteers engage in may lay in the emotional, mental and physical demands of the volunteer activity.

Perhaps more volunteers in "poor" health are looking for more interactive and emotional fulfilment (i.e. friendly visiting, counselling, environment, and church and supervising and coordinating activities) through involvement in administrative and support type services. This refers back to Katz's (1970: 53) discussion on the mental health of older adults and how it could be significantly related to volunteerism. For

the case of volunteers in "poor" health, the emotional and interactive offerings of administrative and support type services could offer them a sense of relief and "time-out" from their own situations. Older adults in "excellent" health could be perceived as performing less physically demanding type services as is seen in the activities listed under administrative type services in Table 4.12. Perhaps this is also related to an earlier finding that more of volunteers in "excellent" health decreased their level of participation from past participation as another indicator of actively preserving their status of health or of being involved in other activities besides volunteering that may leave them with less energy and desire to participate as actively as others do when volunteering.

With further reference to Table 4.12, the type of volunteer activity that older adult volunteers engage in is also shown in relation to educational attainment. Of those volunteers who are involved in direct type services, 30% are high school graduates and an additional 30% have partial college or university education. Also, more (50%) older adult volunteers who are involved in administrative type services are college or university graduates and beyond compared to those (57%) who are involved in support type services and have partly completed high school. In general, it appears that where there is an increase in educational attainment there is also an increase in older adults volunteering in administrative type services. Where there is also a decrease in educational attainment, there is an

increase in older adults volunteering in support type services. To clarify an earlier statement that older adults' level of educational attainment has not made them feel insecure about volunteering, it could, however, affect the type of volunteer activity they choose to become involved in once they have made the decision to volunteer.

4.4 SUMMARY

The profile of older adult volunteers is changing despite some similarities to the socio-demographic characteristics outlined in the review of literature. Some similarities between this present study and previous related studies about older adult volunteers is that the majority are female, "younger" (50-69) and have higher educations. The level of educational attainment, however, does not seem to be as decisive a factor in determining the characteristics of older adult volunteers. Instead, what has been found here is that older adults' educational attainment together with their current or former occupation, for which the majority come from highly skilled occupations, help to determine what these older adults are able to contribute to their volunteer activities. What is also consistent with the literature is that most of these older adult volunteers are also in better ("good") health. What is not consistent is that the majority are married and are Protestant. It was surprising to find that the majority are married because there is some assertion from other studies that older adult volunteers are more likely to be widows or

widowers. All of these characteristics help to create a clearer picture of who older adult volunteers are in Thunder Bay.

To create an even clearer picture of the characteristics of these older adult volunteers, some socio-demographic variables as well as health were examined more closely and, in turn, also help to explain why these particular older adults volunteer.

Consequently, a closer examination of age differences showed that where there is an increase in age among older adult volunteers, there is also a decrease in income. Marital status was also shown in connection to older adults' age, and what was found was that the "younger" the older adult volunteer is, the more likely they are to be married. This finding seems to substantiate the point that older adult volunteers in this study are younger in age and are married. Thus, financial standing and attachments to others appear to be factors influencing older adults volunteering.

Transportation was also examined in connection with volunteers' age. Despite an increase in age, access to transportation to and from volunteer activities does not seem to be much of a concern for the majority of older adults. Most have their own means or other modes of transportation available to them. However, there is also more accessibility to transportation for volunteers aged 70-80+ than those aged 50-69.

A further look at sex differences among older adult volunteers showed that female volunteers who outnumber older male volunteers also tend to be "younger" than males; moreover, fewer

females volunteers live with a spouse and more live alone. The findings for socio-economic status of older adult volunteers in relation to sex has revealed that the socio-economic status of females is not necessarily that of an upper-middle class image. Surprisingly, they are no longer just homemakers, but have held skilled occupations. Many even consider themselves to be retired. These female volunteers also have comparable if not better socio-economic statuses than that of males. These findings could help to more fully understand why more female older adults volunteer than male older adults.

A brief discussion was also included about the significant relationship found between the type of volunteer activity older adults engaged. Both currently and previous to retirement (if at all), more males engage in "support" type services whereas females engage in "direct" type services. Finally, there was also an examination of what volunteers would least like to receive from volunteering in relation to sex. Most males and females stated that they wanted money and gifts least from volunteering. Yet one variation here is that more females were found to want money or gifts least from volunteering compared to males. More males wanted social rewards like self-help and love and compassion least compared to females. Basically, males are believed to be looking for more materialistic rewards from volunteering, and females are looking for more social rewards.

There was some discussion about education and its relationship to what older adult volunteers think is the most important thing to them and also if their life had turned out as expected. Where there is an increase in educational attainment, there is a decrease in the percentage of older adult volunteers who stated that family is important. Thus, the higher the educational attainment is among older adult volunteers, the things they consider most important appear to be more self-satisfying. Also, most older adults, despite their level of educational attainment, felt that life had turned out better than expected.

Health differences among older adult volunteers revealed that those volunteers in "excellent" health increased their level of participation less than those in "good" health. Perhaps older adults in better health might be freer to engage in other activities besides volunteering and so not want to increase their level of participation.

To complete this part of the analysis, there was also an examination of the type of volunteer activity older adults engaged in and its relationship to age, marital status, health and education. Older adults aged 50-69 seem to engage in types of volunteer activities that demand higher levels of physical activity such as direct and support type activities compared to those aged 70-80+. For marital status, older adult volunteers who are married are involved in more administrative type services and widowed older adults are involved in more support type

services. The marital status of older adult volunteers also appears to influence the type of volunteer activity engaged in perhaps with regards to the differences in the amount of time and energy they can devote to an activity. The connection between the type of volunteer service engaged in and the health of the volunteer might be related to the emotional, mental and physical demands of the type of volunteer activity they engage in. One would have assumed that the better the health of the volunteer, the more active and physical the activity that he/she would likely become involved in. However, what was found was that those in perceivably "poor" health are involved in support type services whereas those in "excellent" health are involved in administrative type services. What was also found was that the higher the level of educational attainment among older adult volunteers, the more they are involved in administrative type services. One can clearly picture this by the types of people who are likely to be drawn to sitting on boards.

CHAPTER FIVE

MOTIVATIONS OF OLDER ADULTS TOWARD VOLUNTEERISM

This chapter involves an examination of whether or not altruism prevails as the main reason why older adults volunteer. There is also a description of some factors which might influence older adults' reasons for volunteering. All comparisons are computed using percentage distributions and a graph to represent findings. These reasons are cross-tabulated with older adults' socio-demographic, economic and other relevant characteristics that might give further insight into their involvement in volunteering.

5.1 OLDER ADULT VOLUNTEERS' REASONS FOR VOLUNTEERING

When it was first decided that the reasons for volunteering among older adults would be one of the key foci of this research, the question of why older adults volunteer was asked and examined extensively. The reasons for and feelings about being a volunteer at the beginning of one's involvement may or may not bear very little resemblance to those which keep a busy older adult active in volunteer work later on. Therefore, older adults' reasons for continuing to volunteer or more specifically why they first decided to volunteer and why they are currently

why they first decided to volunteer and why they are currently volunteering were examined here. For the purpose of obtaining more accurate results, it was decided that older adults' current reasons for volunteering in comparison to other variables would be the main focus of discussion in this section.

The categories of "completely altruistic", "moderately altruistic", "altruistic", "selfish", "moderately selfish", "completely selfish" and "other" reasons were originally created to examine whether or not older adults truly volunteered for altruistic reasons. These categories appear in the interview schedule (Appendix I) under both older adults' initial reasons and current reasons for volunteering.

These categories were carefully and consistently explained to the participants during the interview as potential reasons for volunteering. Specifically, explanation of the terms, "altruistic" and "selfish" were given to the older adult volunteers. The term "altruistic" was first broadened to reflect the idea of both the volunteer and other people benefitting from the act of volunteering. For the volunteer, the benefits would be for both give and take reasons with much of the emphasis placed on giving. In comparison, the term "completely altruistic", the extreme of altruism, when conveyed to older adults, meant the act of helping others without expecting anything in return.

This researcher agreed with such theorists as Ross and Shillington (1989: 23) and Moore (1985: 14) who stated that in

reaching out and helping, volunteers also fulfil many of their own unmet needs. Moore also stated that absolute altruism is rare, if it exists at all. Persons who say they volunteer for altruistic reasons may not necessarily admit that they want to gain some sort of self-satisfaction from volunteering.

Basically, much of the literature on older adults' reasons for volunteering argues that they volunteer for altruistic reasons, yet does not specifically examine or clearly define the term of altruism in sufficient detail.

Therefore, the importance of clear and consistent explanations for the categories of reasons for volunteering were given to volunteers during the interview not only for the term "altruistic" but also for the term "selfish". One could maintain that explaining this term is just as important because logically, it is not in the nature of many people to profess that they are "selfish" in their actions. The term "selfish" was carefully conveyed to older adults as the act of volunteering with the expectation of gaining something for themselves. In this case, an emphasis was placed on gaining more for themselves with the extreme being to volunteer for "completely selfish" reasons.

Various combinations for the categories of reasons for volunteering were attempted for this analysis in order to arrive at a clearer pattern of the relationship between older adults' reasons for volunteering and other related variables. What was arrived at after some recoding were the categories of "completely

altruistic", "moderately altruistic", "altruistic", and "unaltruistic". It should be understood that the category of "unaltruistic" was in actuality a combination of three original categories: "selfish" (N=9), "moderately selfish" (N=6) and "completely selfish" (N=1). These three categories were grouped into one because of the relatively small number of cases for each of the original three categories.

Despite the belief that absolute altruism is rare, it seems that older adults volunteer mainly for altruistic reasons, yet as Figure 5.1 shows, only 14% of older adult volunteers stated that they volunteer both initially and currently for "completely altruistic" reasons.

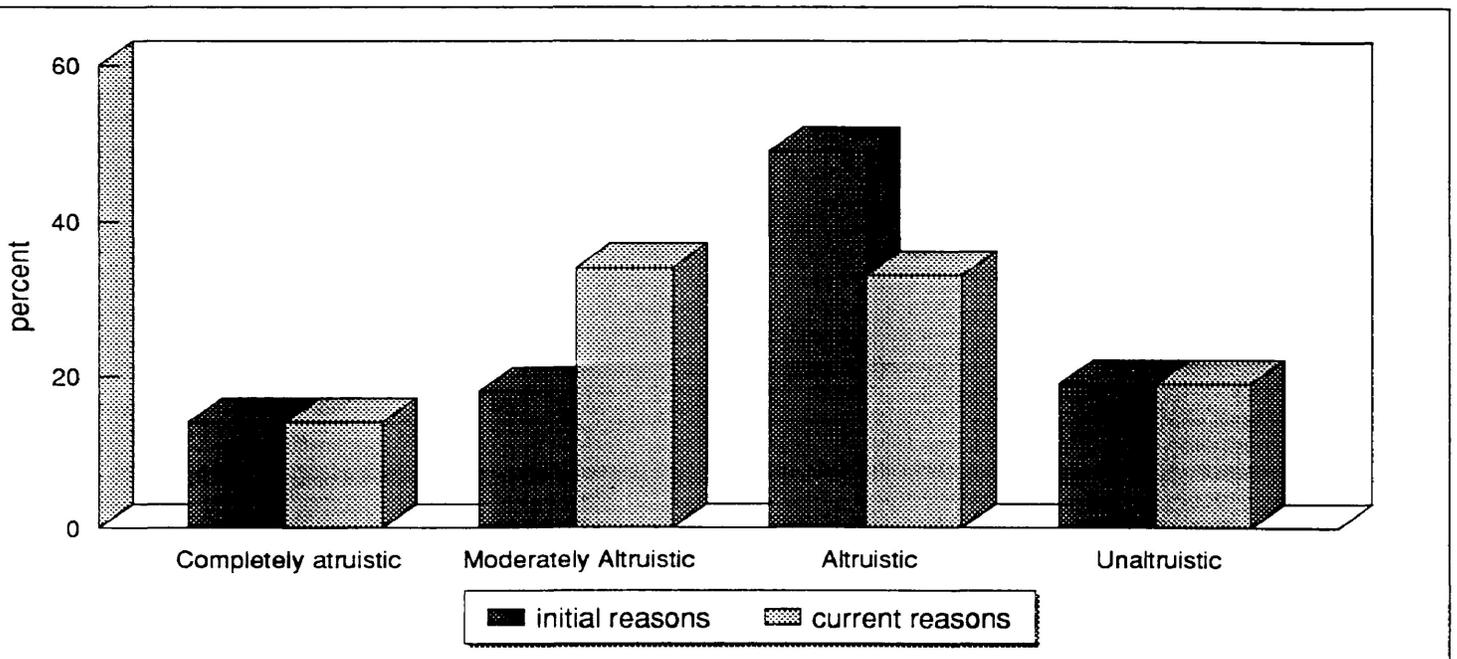


Figure 5.1 Older Adults' Reasons For Volunteering

Also, there is only a small percentage difference between those who currently volunteer more for "moderately altruistic" (34%)

than those who currently volunteer for "altruistic" reasons (33%). Thus, there are a substantial number of older adult volunteers who want to give more to others than they receive for themselves. It should be mentioned that there are many older adults who would like to still receive something for themselves from volunteering.

The revised version of altruism, incorporating the idea of self-satisfaction and self-fulfilment, which is comparable to Bharadia (1986: 5) and Ebnet (1989: 5) version was found to be more relevant during certain periods of the respondents' lives as is also illustrated in Figure 5.1. Previously, more older adults volunteered for "altruistic" reasons than they have now. The level of altruism seems to have risen as more volunteers currently volunteer for "moderately altruistic" reasons. It also appears that volunteering for altruistic reasons has intensified as time progressed for these volunteers perhaps because of an increase in both age and experience. This in turn might have promoted a change in what volunteers want to receive from volunteering. However, Chambre (1987: 118) interestingly points out that once a person begins to volunteer, a desire to do "good deeds" declines and the nature of the volunteer job itself becomes more and more important. Comparatively, these volunteers wanted more from their volunteer activities when they first began to volunteer. This could mean that more older adults initially volunteered for more self-satisfying reasons than they do now because now they may be less career-oriented as a result of their

retirement status as well as increase in age and are presumably more stable and secure in the acquired experience they have to offer through volunteerism. There is also the possibility that some do not want to admit that they are seeking some self-satisfaction from volunteering, so the result of 19% of older adults volunteering for "unaltruistic" reasons both initially and currently may be under-estimated.

5.2 FACTORS AFFECTING OLDER ADULTS' REASONS FOR CONTINUING TO VOLUNTEER

Such factors as transportation and reimbursement for out-of-pocket expenses are recurring issues affecting whether or not older adults volunteer. Both were addressed in the findings of Senior Volunteers which asserted that volunteers "make light of anticipated difficulties" and that "transportation and lack of reimbursement for out-of-pocket expenses were predictably the two most pressing difficulties for volunteers, but neither touched more than 6% of the respondents" (Senior Volunteers, 1991: 22). The findings for these two factors are shown in Table 5.1 and are similar to those of Senior Volunteers because 81% of older adults have some means of transportation available to them and 73% also stated that reimbursement for out-of-pocket expenses is least important to them. However, one important point should be mentioned here about how older adults who have yet to volunteer and who might have come from a different socio-economic

background consider the accessibility to transportation and reimbursement of out-of-pocket expenses.

TABLE 5.1
FACTORS CONTRIBUTING TO VOLUNTEERISM AMONG OLDER ADULTS, IN PERCENT

	N=85
	%
AVAILABILITY OF TRANSPORTATION:	
Transportation Available	81
Transportation Not Available	19
REIMBURSEMENT OF OUT-OF-POCKET EXPENSES:	
Very important	2
Moderately important	10
Important	15
Least important	73
WHAT VOLUNTEERS LIKE TO RECEIVE MOST FROM VOLUNTEERING:	
Helping Others	64
Further Educational Experience	8
Friendship	21
Self-help	4
Money or Gifts	2
Love and Compassion	1
EMPLOYMENT STATUS:	
Full-Time	1
Part-Time	5
Semi-Retired	2
Fully-Retired	81
Homemaker	11
FEEEL LONELY:	
Never	26
Hardly ever	29
Sometimes	33
Often	12
CLUBS/ORGANIZATIONS:	
Belong	75
Do not belong	25

According to Senior Volunteers (1991: 42) "altruism tops the list of benefits to the senior volunteer, and authorities are at one in saying that it is more blessed to give." Ross (1989: 14) states that, "the primary motivation for volunteers is reaching out and helping their community...". Chambre (1984: 292) also refers to volunteering as "engagement in altruistic behaviour..." On the other hand, Senior Volunteer (1991: 42) supported the suggestion that "we should not try to detract from volunteers who want to help others, but that we must accept the fact that they also fulfil many of their own unmet needs." Smith (1981: 24) also believed that there is no absolute altruism and no absolute lack of concern for the self in motivation for any act.

To affirm the suggestion of both an altruistic intent and self-fulfilment, results in Table 5.1 show that most older adults (64%) stated that they like to receive the feeling of "helping others". Others (21%) like to receive friendship and only a small percent (2%) like to receive money or gifts the most from volunteering. One could argue that the feeling of "helping others" contributes to the assertion of both complete altruism and self-satisfaction as the older adult is giving to people but also receiving the feeling of self-satisfaction for having helped others. As Senior Volunteers (1991: 42) puts it, they achieve a self-administered pat on the back for being a Good Samaritan. Since the percentage of those who want friendship is indicated by one out of every five, one could not argue too strongly that the

older adult is gaining a friend in return for giving some time to a cause or event, and thus gaining some form of self-fulfilment.

Findings in Table 5.1 also indicate that 81% of older adults are retired. Chambre (1987: 81) found that retired people do not volunteer in order to compensate for the loss of work since the type of activities that they select do not appear to fulfil the same attributes they enjoyed in their work. Since retired people, as Chambre argues, do not appear to be compensating for lost work roles, this might also affect their reasons for volunteering. Because the majority of older adults are retired in this study, fewer may be looking for self-satisfaction in the form of compensation or career rewards from volunteering. This might also explain the high percentage of older adults volunteering for "completely altruistic" reasons. Yet this is contrary to another of Chambre's (ibid) findings in that people who are homemakers and who are completely retired are expected to have more time to volunteer. Yet these two groups are less often involved in doing volunteer work than those who should have less time because they continue to work.

Another factor that could be related to older adults' reasons for volunteering is the degree to which they feel lonely. For example, 33% of older adults said they feel lonely sometimes, 26% never feel lonely, 29% hardly ever, and finally, 12% feel lonely often. It is simple to say that more older adults feel lonely to some degree than those who are never lonely, so those

who do feel lonely may be volunteering to avoid isolation and form attachments with others.

Although findings show that some older adults feel lonely to some degree, 75% of volunteers also belong to clubs or organizations as is similar to Ward's (1979: 439) findings. Like Ward's respondents, this study's older adults are "joiners" and are active in participation. This could be additional evidence related to older adults' desire to avoid being marginalized and promote understanding of their reasons for volunteering. Chambre (1987: 83) also maintained that volunteers were "joiners"; they were more actively involved in voluntary associations and had a greater history of participation over the course of their lives. Perhaps, then, volunteering is only one part of an active older adults' life.

5.3 DEMOGRAPHIC CHARACTERISTICS AND REASONS FOR CONTINUING TO VOLUNTEER

Morrow-Howell and Mui (1987: 23) stated that older volunteers are more likely to say they are volunteering to be needed. They also maintained that volunteering is a reflection of the loss of meaningful roles in older adulthood and the need to replace these roles with activities that give the individual self-worth. This interpretation of the older adults desire to be needed is consistent at least with regard to the variable of age which is shown in Table 5.2. Again, it seems that volunteering for altruistic reasons is more prevalent during certain stages of one's life.

TABLE 5.2

CURRENT REASONS FOR VOLUNTEERING BY DEMOGRAPHIC CHARACTERISTICS, IN PERCENT

	AGE GROUP				
	50-69 %	70-80+ %			
REASONS:					
Completely Altruistic	9	20			
Moderately Altruistic	42	25			
Altruistic	27	40			
Unaltruistic	22	15			
N	(45)	(40)			
	SEX				
	Male %	Female %			
REASONS:					
Completely Altruistic	22	12			
Moderately Altruistic	17	39			
Altruistic	56	27			
Unaltruistic	5	22			
N	(18)	(67)			
	MARITAL STATUS				
	Single %	Married %	Widowed %		
REASONS:					
Completely Altruistic	5	22	8		
Moderately Altruistic	38	28	42		
Altruistic	43	28	33		
Unaltruistic	14	22	17		
N	(21)	(40)	(24)		
	PERCEIVED HEALTH				
	Excellent %	Good %	Poor %		
REASONS:					
Completely Altruistic	15	9	23		
Moderately Altruistic	65	28	18		
Altruistic	15	40	36		
Unaltruistic	5	23	23		
N	(20)	(43)	(22)		
	RELIGION				
	Prot. %	R.C. %	Jewish %	Other %	Non-member %
REASONS:					
Completely Altruistic	9	25	--	8	40
Moderately Altruistic	36	30	100	25	40
Altruistic	34	30	--	50	--
Unaltruistic	21	15	--	17	20
N	(47)	(20)	(1)	(12)	(5)

The older the volunteer is the more they volunteer to help others than receive anything for themselves. For those who volunteer for "completely altruistic" reasons, more are aged 70-80+ than those aged 50-69, and of those who volunteer for "unaltruistic" reasons, more are aged 50-69 than those aged 70-80+. These particular findings could clarify the statement made by Anderson and Moore (1978: 122) that "more younger volunteers appear to be interested in gaining opportunities for personal development and growth than older volunteers." Volunteers aged 50-69 may still be career-oriented and are looking for material gain. Those who are older may have discovered and acquired more of what they need from others and so wish to give something back and so volunteer for more altruistic reasons. Additionally, volunteer roles, as Morrow-Howell and Mui (1989: 23) state, provide valuable experience as well as contacts in the community, so the still employed older adult may volunteer for professional and social gain. Unemployed people, like those who are retired, may not have the same needs or goals as those who are younger.

Table 5.2 also shows that more males currently volunteer for altruistic reasons than females. This was surprising as one would assume that females, because of their seemingly traditional caregiver and expressive roles, would be more apt to volunteer for altruistic reasons. According to Morrow-Howell and Mui (1989: 31), men were more likely to give only altruistic reasons for volunteering than females, and they rarely mentioned social reasons, as most women did. Chambre (1987: 82) also stated that

male and female reasons for volunteering are very different from one another. She asserted that even though men volunteer in ways connected to their family obligations, volunteering can be linked to their work. "In some occupations and work settings, employees are expected to be involved in communal work; voluntary association membership can have a positive impact on a person's career by fostering social contacts that can become work-related acquaintances." Thus, older adult males could have higher levels of social resources and do not need the opportunity for socializing that some females need.

Older adult males might think that they have something to offer to others because of their work and family roles whereas females may be looking for more self-identification and self-fulfilment from volunteering and in a sense use volunteering as a measure of self-worth. Anderson and Moore (1978: 122) also found similar results in which significantly greater proportions of their female sample volunteered in order to feel useful and needed and to occupy spare time; reasons that could be interpreted as being self-fulfilling and self-satisfying.

There is also the argument that it is perhaps more "socially" acceptable for females to admit that they want something more from volunteering than what they give. In contrast with today and in keeping in mind the period in which these volunteers matured, many females were only beginning to demonstrate their independence and usefulness outside the home whereas men were long settled in their jobs and role of

supporter. For females, volunteering might represent a break-away from the role of dependent wife and caregiver and toward that of acquiring more experience, knowledge and independence.

Table 5.2 shows the cross-tabulation of marital status with reasons for currently volunteering. More older adults who volunteer for "completely altruistic" reasons are married older adults compared to those who are single or widowed. Also, among those who volunteer for "moderately altruistic" reasons, fewer are single and married than widowed. One could suggest that married and widowed older adults have more opportunities to give to others because of ties with their spouses and families and so give more to others because of opportunities of sharing and giving experienced within their marriages. Therefore, they may be more willing to give of their time and energy to others than those who are single.

What is also apparent is that more older adults who volunteer for "altruistic" reasons are single. They seem to want to receive more from volunteering than married older adults. As one ages, friendships probably change and decline as friends move, die, or health deteriorates. These single older adults may not have the same social interaction networks as married or widowed volunteers, and they may not have the added social interaction provided by spouses, children, or even grandchildren. Thus, single older adults may be looking for some extra form of companionship in return for giving their time to volunteering. This idea of sharing and giving does not alter the fact that more

older adults who volunteer for "unaltruistic" reasons are also married adults compared to those who are single and widowed. In this case, some married older adults might gain what might not always be available in their marriages like freedom, independence and self-identification.

Older adults' reasons for currently volunteering are also examined in relation to older adult volunteers' perceived health. The healthier the older adult, the more he/she volunteers for altruistic reasons. For example, of those who volunteer for "moderately altruistic" reasons, 65% are in "excellent" health compared to 28% in "good" health, and 18% in "poor" health. When the health of the older adult decreases, so does their reasons for volunteering to give to others without expecting anything in return. For those who volunteer for "altruistic" reasons, 15% are in "excellent" health compared to 40% in "good" health and 36% in "poor" health.

As well, for older adults volunteering for "unaltruistic" reasons, only 5% are in "excellent" health compared to a greater 23% in "good" health and an additional 23% in "poor" health. This is an interesting finding which could be related to an earlier statement that more volunteers in "poor" health are looking for more interaction and emotional fulfilment (i.e. friendly visiting, counselling, environment, and church and supervising and co-ordinating activities) from volunteering. Their sense of self-fulfilment and possible relief from the burdens of their own health concerns could be related to their

volunteering for less altruistic reasons than those individuals who are in "excellent" health. Therefore, the healthier the older adult is, the more willingness there is to help others more so than they want to help themselves. It seems that older adults' health could affect not only their level of participation but also why they participate.

A final examination of Table 5.2 reveals that whether the older adult belongs to a religious group does not seem to confirm that they volunteer for less altruistic reasons. Of those who volunteer for "completely altruistic" reasons, 40% are non-members compared to 25% who are Catholic and 9% who are Protestant. With such a small number of cases here for non-members, we have to interpret these results with caution. One could also point out that among those who volunteer for "completely altruistic" reasons, fewer are Protestant (9%) than Roman Catholic (25%). Protestants (21%) also volunteer more for "unaltruistic" reasons than Roman Catholics (15%). One interpretation for this difference is the presumably strong work ethic that Protestants have and which is integrated into the teachings and beliefs of their religion. They may be more likely to associate volunteering with yet another aspect of work. In turn, they might then demand more personal rewards for themselves such as the feeling of what they would get out of volunteering for themselves.

5.4 SOCIO-ECONOMIC STATUS OF OLDER ADULTS AND ITS EFFECT ON REASONS FOR CONTINUING TO VOLUNTEER

By examining the socio-economic status of older adult volunteers, one could begin by stating that where there is an increase in educational attainment, fewer older adults volunteer for "completely altruistic" reasons. Table 5.3 indicates that for those who volunteer for "completely altruistic" reasons, 20% have part high school educations and 24% are high school graduates compared to 5% with part college or university educations and 6% who are college or university graduates and beyond.

TABLE 5.3

CURRENT REASONS FOR VOLUNTEERING BY SOCIO-ECONOMIC INDICATORS, IN PERCENT

	EDUCATION			
	Part H.S. %	H.S. Grad. %	Part Coll/Univ. %	C/U Grad. and beyond %
REASONS:				
Completely Altruistic	20	24		
Moderately Altruistic	13	35	55	44
Altruistic	43	29	10	44
Unaltruistic	24	12	30	6
N	(30)	(17)	(20)	(18)
	CURRENT OR FORMER OCCUPATION**			
	Highly Skilled %	Skilled %	Unskilled %	Other %
REASONS:				
Completely Altruistic	16		67	~
Moderately Altruistic	30	36	--	54
Altruistic	36	32	33	23
Unaltruistic	18	24	--	15
N	(44)	(25)	(3)	(13)
	CURRENT INCOME			
	High	Moderate	Low	No response
REASONS:				
Completely Altruistic	20		19	
Moderately Altruistic	40	42	23	31
Altruistic	20	27	42	46
Unaltruistic	20	23	16	15
N	(20)	(26)	(26)	(15)

** Current or Former Occupation= Refers to volunteers who may still be employed or could now be retired.

Also, for those who volunteer for "unaltruistic" reasons, fewer are older adults with part high school (24%) than those with part college or university education (30%). Older adults who have higher levels of education may be looking for more prestige and personal rewards from their volunteer endeavours, something that might mirror their position in the class structure.

Findings also reveal that there are more older adults volunteering for "unaltruistic" reasons who have partially completed educations, such as part high school and part college or university than those who have completed a level of education such as a high school graduate or a college or university graduate and beyond. Older adults who have only partly completed a level of education might be in a position to want something in return for volunteering like self-esteem, further education, or material gain because of their lower level of educational attainment.

It is argued that volunteer agencies tend to attract older adults of higher educations perhaps due to differences in their social networks and accessibility to information about volunteering. Yet volunteer agencies obviously do not want to close themselves off to any avenues of possible volunteer recruits. They should not assume that older adults with possibly lower educational attainment have less to give to their volunteer activities but instead should consider what older adults want to give to their volunteer activities.

A second indicator of socio-economic status in relation to reasons for volunteering is the occupation of older adult volunteers. More older adults who volunteer for "completely altruistic" reasons are those of highly skilled occupations than those of skilled occupations. Also, for older adults who volunteer for "altruistic" reasons, 36% are from highly skilled occupations compared to 32% from skilled occupations. For those who volunteer for "unaltruistic" reasons, 18% of older adults are from highly skilled occupations compared to 24% from skilled occupations. This means that older adults from highly skilled occupations volunteer more to help others than those from skilled occupations. The status and prestige that older adults have acquired from these higher skilled occupations could be transferred to their volunteer positions. They may want to give something back to their communities due perhaps to the contributions and success experienced in their occupations.

A third indicator of socio-economic status in relation to reasons for volunteering is the income of older adult volunteers. Table 5.3 shows that more older adults who volunteer for "completely altruistic" reasons have high (20%) incomes compared to those with moderate (8%) and low (19%) incomes. Also, more older adults who volunteer for "moderately altruistic" reasons have high (40%) and moderate (42%) than those with low (23%) incomes. What is further seen here is that when there is an increase in older adults volunteering for "altruistic" reasons, there is a decrease in income. A possible reason for this

finding is that those with lower incomes may not be financially secure enough to totally give to others without gaining some form of reimbursement or something for themselves that will allow for the "rewards" to equal the "costs" of their volunteer efforts.

5.5 OTHER VARIABLES AFFECTING OLDER ADULTS' REASONS FOR CONTINUING TO VOLUNTEER

In Anderson and Moore's (1978: 123) study it was stated that fewer volunteers who are working full-time were found to enter the voluntary sector to occupy their limited amount of spare time. Compared to unemployed respondents, a significantly larger number of individuals who work stated that self-fulfilment was a key reason for volunteering. In this study, older adults with more time to spare, meaning those who are retired, appear to volunteer in order to gain something for themselves and still give to others more so than just helping others. Table 5.4 shows that there are fewer older adults who volunteer for "completely altruistic" reasons except those who are retired.

TABLE 5.4
CURRENT REASONS FOR VOLUNTEERING BY EMPLOYMENT STATUS, IN PERCENT

	EMPLOYMENT STATUS		
	Employed %	Retired %	Homemaker %
REASONS:			
Completely Altruistic	--	17	--
Moderately Altruistic	25	35	44
Altruistic	29	33	33
Unaltruistic	56	15	22
N	(7)	(69)	(9)

Retirement in relation to volunteering does not necessarily bring with it the desire to simply help others and forget about one's own needs and fulfilments. Older adults' desire to feel needed and gain some form of retribution for themselves when volunteering does not seem to suddenly change once they have retired.

Older adults' feelings of life satisfaction (Neugarten and Havigurst, 1961) may also be related to their reasons for volunteering. One contributor to life satisfaction, as adapted from Neugarten and Havigurst's (1961) scale of life satisfaction, are "things" that respondents consider to be important to them. As it is shown in Table 5.5, more older adults who stated that family is an important thing to them volunteer more to give to others than those who stated that mobility (ability to get around on their own) is important to them.

TABLE 5.5

**CURRENT REASONS FOR VOLUNTEERING IN RELATION TO OTHER VARIABLES
IN PERCENT**

	IMPORTANT THINGS TO VOLUNTEERS			
	Family %	Health %	Mobility %	Travel %
REASONS:				
Completely Altruistic	19	--	6	--
Moderately Altruistic	34	56	20	33
Altruistic	28	44	47	33
Unaltruistic	19	--	27	34
N	(58)	(9)	(15)	(3)

	FEEL LONELY			
	Never %	Hardly Ever %	Sometimes %	Often %
REASONS:				
Completely Altruistic	32	12	4	10
Moderately Altruistic	27	24	43	50
Altruistic	32	36	36	20
Unaltruistic	9	28	18	20
N	(22)	(25)	(28)	(10)

	WANT MORE TIME TO THEMSELVES	
	YES %	NO %
REASONS:		
Completely Altruistic	22	13
Moderately Altruistic	33	34
Altruistic	34	33
Unaltruistic	11	20
N	(9)	(76)

As the items of importance become conceivably more self-fulfilling for the older adult, such as that of maintaining a sense of mobility, their reasons for volunteering also become more self-fulfilling. Furthermore, of those older adults who volunteer for "unaltruistic" reasons, 19% stated that family is

important compared with 27% of those who stated that mobility is important. What older adults consider important seems to be related to their reasons for volunteering. With family, there comes a responsibility of giving and caring for other's needs whereas with mobility there is the opportunity to get out and function on one's own and not be constrained by physical limitations. Volunteering may help these older adults to both give of themselves to others and also receive what they need for themselves. What should also be stated here is that even though this was originally asked as an open-ended question, none of the older adults stated that volunteering is an important thing in their lives.

Another possible contributor to life satisfaction is the amount of loneliness experienced by older adult volunteers. The degree of loneliness and its relationship to reasons for volunteering appears varied. For older adults who stated that they volunteer for "completely altruistic" reasons, 32% stated that they were never lonely and 12% stated that they were hardly ever lonely compared to 4% who were sometimes lonely and 10% who were often lonely. One interpretation of this finding is that older adults who said that they are never lonely may have more mental well-being to give freely to others and not have to volunteer in order to try and gain something for themselves like companionship. Likewise, slightly fewer older adults who stated that they volunteer for "unaltruistic" reasons, are never or hardly ever lonely compared to those who are sometimes or often

lonely. For those older adults who volunteer for "unaltruistic" reasons, only 9% stated that they never feel lonely compared to 28% who stated that they are hardly ever lonely, 18% who were sometimes lonely and 20% who are often lonely.

Generally, it was believed that few older adults actually became involved in volunteering as a way of filling up spare time. It seems more realistic to believe that it may be one reason why they would consider becoming involved in the first place, but then once they become involved, their reasoning obviously changed.

In order to examine this perspective more fully, a comparison of older adults' responses to wanting more time to themselves and its effect on their reasons for volunteering is shown in the lower panel of Table 5.5. It appears that the majority of older adults who volunteer do not want more time to themselves. Those who volunteer for more altruistic reasons want more time to themselves than those who volunteer for unaltruistic reasons.

What older adults would like to receive from volunteering could also affect their reasons for volunteering. Meaning, the more self-satisfying the rewards are for themselves, the more they are likely to volunteer for unaltruistic reasons. Table 5.6 seems to substantiate this point.

TABLE 5.6

CURRENT REASONS FOR VOLUNTEERING BY WHAT OLDER ADULTS WOULD LIKE MOST TO RECEIVE FROM VOLUNTEERING, IN PERCENT

	WHAT A VOLUNTEER LIKES TO RECEIVE MOST FROM VOLUNTEERING					
	Feeling of Helping Others %	Further Education %	Friend- ship %	Self- help %	Money Gifts %	Love and Compassion %
REASONS:						
Completely Altruistic	19	14				
Moderately Altruistic	33	43	39	33	--	--
Altruistic	33	29	33	--	100	--
Unaltruistic	15	14	22	67	--	100
N	(54)	(7)	(18)	(3)	(2)	(1)

For instance, of older adults who volunteered for "completely altruistic" reasons, 19% stated that they would like to receive the feeling of helping others compared to 6% who wanted friendship. For those who volunteered for "unaltruistic" reasons, 15% would like to help others compared to 22% who would like friendship.

Although most older adults in this study do have some access to transportation, the availability of transportation could be a cause for concern for some volunteers thus affecting their reasons for volunteering. More older adults who volunteer to help others have transportation available to them than those who do not have transportation available. This could mean that those who have greater availability of transportation would be in a better position to give more to others through their volunteering than those who are limited in their transportation. Those who

are limited in transportation may want more self-satisfying rewards and compensation for having more difficulty in getting to and from volunteering.

TABLE 5.7
CURRENT REASONS FOR VOLUNTEERING BY AVAILABLE TRANSPORTATION AND IMPORTANCE OF OUT-OF-POCKET EXPENSES, IN PERCENT

	TRANSPORTATION AVAILABLE	
	YES %	NO %
REASONS:		
Completely Altruistic	16	6
Moderately Altruistic	36	25
Altruistic	33	31
Unaltruistic	15	38
N	(69)	(16)

	OUT-OF-POCKET EXPENSES			
	Very Important %	Mod. Important %	Important %	Least %
REASONS:				
Completely Altruistic	--	37	--	15
Moderately Altruistic	--	13	54	34
Altruistic	100	38	31	30
Unaltruistic	--	12	15	21
N	(2)	(8)	(13)	(62)

Another element of concern for many older adults who volunteer is the re-imbusement for out-of-pocket expenses. However, as mentioned earlier, re-imbusement for out-of-pocket expenses are of least importance to the majority of older adult volunteers. There are fewer older adults who volunteer for "completely altruistic" reasons and feel that re-imbusement for out-of-pocket expenses is least important than those who

volunteer for "moderately altruistic" and "altruistic" reasons. Although one could argue that older adults might be more likely to volunteer in order to supplement their incomes, it appears from the above findings that the importance older adults place on receiving re-imbusement for out-of-pocket expenses is not only of least importance to them, it also does not seem to affect their volunteering in order to help others.

5.6 SUMMARY

After deciding to focus more on older adults' current reasons for volunteering as opposed to their initial reasons and having re-interpreted the act of volunteering for "altruistic" reasons, various interesting results were found regarding older adults' reasons for volunteering.

It was initially the assumption of the researcher that older adults are not simply engaged in volunteer activities as a result of public spiritedness or more specifically as a result of a "completely altruistic" intent. Findings did indicate that most older adults volunteer for altruistic reasons with the majority wanting to give more than they receive. Yet, there are still many older adults who also asserted that they would like to receive something for themselves from volunteering. It seems apparent that by broadening the definition of altruism there is a better understanding of what is meant by this term and perhaps this diminishes some stereotypical attitudes that older adults volunteer only to help others as is seen in the results. It is believed that they truly want to help others but, in addition,

many still have their own aspirations, goals and needs and so could achieve these things through volunteering. The recurring issue here is that too many people associate older adults with having nothing else to do but freely give of their time and effort to others, so they forget that age does not necessarily mean an end to "need" and "fulfilment". Instead aging should be associated not with a decline in these things but to a shift or transition in what they need. The act of volunteering for altruistic reasons also seems more prevalent during certain periods of the older adults' time as a volunteer. Older adults currently volunteer for more altruistic reasons than when they first began to volunteer.

Factors contributing to older adults' reasons for volunteering were also examined. What appears to be in these older adults' favour is their apparent access to a means of transportation and the lack of concern for re-imbusement of their out-of-pocket expenses related to volunteering. Other factors influencing volunteerism among older adults is that most want to receive the feeling of helping others as opposed to that of self-help, money and gifts as well as love and compassion. They may also have more spare time to volunteer because most are retired. As well, other influences affecting volunteerism among older adults is that many feel lonely to some extent. They are also "joiners" in other clubs and organizations which could promote a sense of more active participation.

The socio-demographic, economic as well as other characteristics of older adult volunteers were examined in connection with their reasons for continuing to volunteer. Findings revealed that the older the adult is, the greater the desire to volunteer for altruistic reasons. More males volunteer for altruistic reasons than females and seemingly want to give more of their acquired experience to volunteering. Also, married older adults volunteer for more altruistic reasons than those who are single or widowed yet also volunteer for more "unaltruistic" reasons than those who are single or widowed. The healthier the older adult was, the more altruistic the reasons for volunteering. Although the case is small for non-members of a religious affiliation, belonging to a religion, does not seem to affect older adults from volunteering for more altruistic reasons. Another assertion about religious affiliation and its connection to reasons for volunteering is that Protestants volunteer for less altruistic reasons than Roman Catholics.

Socio-economic status was measured according to older adults' educational attainment, income and occupation and shown in relation to that of reasons for volunteering. As education increased, there was a decrease in older adults volunteering for altruistic reasons. Furthermore, a skilled versus highly skilled older adult volunteers for less altruistic reasons. Findings also showed that as there was an increase in income, there was also an overall increase of older adults volunteering for altruistic reasons.

There were other variables affecting older adults' reasons for volunteering. What was found was that more retired older adults volunteer for altruistic reasons than those who are still employed in various different capacities. Some indicators of life satisfaction shown in connection to older adults' reasons for volunteering were examined. When "things" like family are mentioned as important to older adults, the more they seem to volunteer in order to help others, and when "things" like mobility are mentioned as important, the less they volunteer to help others.

Interestingly, none of the older adults mentioned their volunteer work as being something of importance to them. Other indicators of life satisfaction were the amount of loneliness experienced and whether or not older adults wanted more time to themselves. Those who are lonely to some extent seem to volunteer more for what they can gain for themselves, and those who stated they want more time to themselves volunteer for altruistic reasons more than those who did not.

Further variables affecting older adults' reasons for volunteering were what volunteers would like to receive from volunteering, accessibility to transportation and re-imburement of out-of-pocket expenses. The more self-satisfying the rewards that volunteers would like to receive from volunteering, the less they are likely to volunteer for altruistic reasons. As well, where there was accessibility to transportation and less

importance placed on re-imbusement of out-of-pocket expenses,
older adults were found to volunteer for more altruistic reasons.

CHAPTER SIX

CONTINUANCE OF OLDER ADULT PARTICIPATION IN VOLUNTEER ACTIVITIES AND THEIR EXPRESSED ATTITUDES TOWARD VOLUNTEERISM

This final data analysis section examines the extent to which older adults were previously engaged in volunteer activities and are simply continuing this activity into their old age. To complete this discussion, their attitudes toward volunteerism will also be examined. Similar to Chapters 4 and 5, percentage distributions and a graph are used to represent results.

6.1 AN EXAMINATION OF THE CONTINUITY THEORY IN RELATION TO OLDER ADULTS AS VOLUNTEERS

In the study, Senior Volunteers (1991: 7), it is asserted that recruitment often works well on the principle that present volunteers come from among those who have previously "helped-out" at some time (no matter for how short a time) in their lives. This reference to previous volunteering is what will be examined here. One pattern which is similar to that of both Senior Volunteers's (1991: 11) and Ward's (1979: 438) findings and immediately discernible from Table 6.1 is that senior volunteers are most likely to be "young" volunteers who have grown older.

This means that older adults show stability and continuance in volunteer participation over a period of time.

To begin, Table 6.1 offers evidence to substantiate the argument that older adults are simply continuing their volunteer participation from past participation as 71% have volunteered in some capacity before retirement or their present volunteer activities compared to 29% who have not volunteered before.

TABLE 6.1
OLDER ADULTS' PAST PARTICIPATION IN VOLUNTEER ACTIVITIES,
IN PERCENT

N=85	
%	
<hr/>	
VOLUNTEERED BEFORE:	
Yes	71
No	29
HOW LONG THEY HAD VOLUNTEERED FOR:	
1 Year or Less	9
2-5	34
6-10	13
10+	44
AGE THEY FIRST BEGAN TO VOLUNTEER:	
20-29 or Less	30
30-49	35
50-69	28
70-80+	7

Retirement years are presumably years of leisure, years in which older adults "fill up" without delay with activities of many kinds, including volunteering. Despite this, many appear to be "filling up" on the rewards of volunteering before retirement or their present volunteer activities. Because of Perry's (1983: 111) and Chambre's (1984: 297)) observation, that those who

become active in volunteering tend to be those subjects who previously volunteered, these findings question the rationale that volunteering is a substitute for lost work and other roles as a result of aging.

To further the argument that there is a pattern of continuity in these older adults' volunteer participation, they were asked how long they volunteered for and at what age they first began to volunteer. Findings in Table 6.1 support the assertion that older people continue to engage in the same form of activity (in this case volunteering) over their life cycle because only 9% said that they had volunteered for one year or less whereas the majority (44%) had volunteered for over ten years. With this finding, it does not appear as though older adults are engaging in volunteerism as a new role in their later years or suddenly upon retirement, but instead volunteering for these older adults is a continuing activity and one held over a substantial period of time. The age that these older adults first started to volunteer supports this statement. For example, only 7% of older adults began to volunteer between the ages of 70-80+, 28% aged 50-69, 35% aged 30-49, and finally 30% aged 20-29 or less. So one could suggest that most of these currently older adults have started to volunteer much earlier in their lives.

6.1.1 Profile of Older Adults Who Volunteered Before and Those Who Did Not:

Further cross-tabulations were made between two sub-groups, those who volunteered before (meaning before retirement or before

their present volunteer activity) and those who did not volunteer before, (this is their first time involvement in volunteering) and various other variables. The purpose was to arrive at a more specific profile of older adults who may simply be engaged in continuing their volunteer activities from past participation and those who are currently volunteering but who have not volunteered before.

Table 6.2-A shows the profile of those who have volunteered before compared to those who have not. In terms of age differentiation more older adults aged 70-80+ (80%) volunteered before than those aged 50-69 (20%).

TABLE 6.2-A

PROFILE OF OLDER ADULTS WHO VOLUNTEERED BEFORE AND THOSE WHO DID NOT, IN PERCENT

		CONTINUITY OF VOLUNTEER ACTIVITIES	
		THOSE WHO VOLUNTEERED BEFORE* (N=60) %	THOSE WHO DID NOT** (N=25) %
AGE:			
	50-69	20	24
	70-80+	80	76
SEX:			
	Male	57	44
	Female	43	56
MARITAL STATUS:			
	Single	22	32
	Married	51	36
	Widowed	27	32
EDUCATION:			
	Part H.S.	28	52
	H.S. Grad.	18	24
	Part Coll/Univ.	32	4
	Coll/Univ. and Beyond	22	20
CURRENT INCOME:			
	High	18	36
	Moderate	33	24
	Low	33	24
	No response	16	16
INCOME BEFORE RETIREMENT:			
	High	12	20
	Moderate	33	36
	Low	35	16
	No response	20	28
OCCUPATION:			
	Highly Skilled	57	40
	Skilled	20	52
	Unskilled	5	--
	Other	18	8

*THOSE WHO VOLUNTEERED BEFORE= Older adults who have volunteered before their present volunteer activity or before retirement.

**THOSE WHO DID NOT= Older adults who are volunteering for the first time.

Perhaps the older the volunteer is the greater the chance of accumulation of volunteer experience and continuity of volunteer participation. On the other hand, many older adults aged 50-69 could still be working so that they have less spare time to volunteer. Moreover, less older adults aged 50-69 (24%) stated that they did not volunteer before than those aged 70-80+ (76%). In this case, one could suggest that if there was participation in volunteer activities over a period of time, it could occur among those who are older adults aged 70-80+. The older the adult is, the more likely he/she is to have accumulated participation time compared to that of younger adults. Agencies need not only be aware of the importance of recruiting older adults, but also that of recruiting "younger" (50-69) older adults and not rely on the assumption that many older adults will become involved in volunteering upon retirement.

It was also interesting to find that more older males (57%) volunteered before than females (43%) even though earlier in this study, it was revealed that on the whole more females (78%) than males (22%) volunteered. This means that more older adult males engaged in volunteer activities since their younger years whereas their female counterparts show less continuity in volunteer participation, and yet more of them currently volunteer. This is a question that volunteer agencies should ask themselves during periods of recruitment.

Chambre (1987: 123) makes some observations which may help to explain these differences in men and women's patterns of

participation. Chambre found that women tended to volunteer much sooner after retirement than men. Once these women retired, they may have been more inclined to compensate for not working by volunteering. While they were working these women may have had less demands and expectations placed on them to volunteer because of other more immediate demands, such as being a wife, mother, and career woman. However, with more women entering the work force and more males becoming responsible in child-rearing and "helping out around the house", females will now also be expected to become involved in volunteering earlier. They will not have to wait for one role (primary caregiver) to be "complete" in order to engage in another. Chambre (1987: 123-124) also found that many men volunteered because of their wives' encouragement. Maybe these men were encouraged more and even expected to volunteer while they were working to increase their own prestige and social connections.

More older adults who have better accessibility to information due to primary attachments to others, such as spouses and relatives, volunteer before than those with seemingly less primary attachments. Specifically, married older adults show more stability with regard to their pattern of volunteering. In contrast, for those who are single or widowed, volunteering is a more recent involvement. The absence of a spouse in either case may have prompted them to engage in volunteer activities. Volunteer agencies could become more aware of the fact that married older adults may have a better possibility of being asked

to volunteer (because of their connections to their spouses and relatives) than those who are single or widowed. Thus, if agencies hope to recruit more older adults in the future, they could focus more on attracting potentially single and widowed older adults sooner.

The argument to recruit in pre-retirement years or much sooner is a valid one because we should consider that today's older people grew up and matured in a society emphasizing material success and individualism. Chambre (1987: 119) maintains that the number of older volunteers is greatly limited by the fact that people tend to maintain the same behaviour patterns throughout their lives and that the desire or the ability of people to change radically, because of the loss of a role upon retirement or even widowhood, is quite small. It is perhaps unrealistic to expect that people who have devoted their lives to their own private and individualistic affairs will suddenly become interested in public or communal matters.

Another factor that could be related to older adults' patterns of volunteer participation is educational attainment. Findings in Table 6.2-A show that the higher the educational attainment among older adults, the higher the percentage of those who have volunteered before. Among those who stated that they have volunteered before, 32% have obtained part college or university education and 22% are college or university graduates as compared to 28% who have part high school and 18% who are high school graduates. This means that well over half (54%) of those

who have had better than high school education have been involved in volunteer activities before than those with lower educational attainment. Perhaps this is because those with higher educations have better accessibility to information concerning volunteerism and also have more chances of being recruited early on.

As well, 52% of volunteers with part high school and 24% of high school graduates stated that they did not volunteer before compared to 4% with part college or university and 20% who were college or university graduates and beyond. Despite an earlier finding which revealed that the level of education did not seem to keep older adults from volunteering, it does seem to have affected their decision to volunteer before perhaps because of a lack of self-confidence in their ability to help others who may have a higher level of educational attainment than themselves.

A further examination of older adults continuity in volunteer participation reveals that more older adults with currently higher incomes did not volunteer before while those with relatively low incomes did. For instance, 18% of older adults with "high" incomes and 33% with "moderate" incomes volunteered before compared to 36% with "high" and 24% with "moderate" incomes who did not. Also, 33% of older adults with "low" incomes volunteered before compared to 24% with "low" who did not. An interpretation for this finding is that although those with higher incomes may have had more resources enabling them to volunteer, they may have had high ranking and demanding jobs that go with these incomes. They have then had neither the

time nor energy to volunteer before compared to those with lower incomes. There were also some older adults who could not recall or simply chose not to state their incomes. The percentage for both of the two "non-response" groups is substantial, so there is some debate as to whether or not the above findings are to be interpreted with caution.

When examining the incomes of older adults before retirement, findings were similar to those of volunteers' current incomes as more older adults with generally good (high and moderate) incomes did not volunteer before than those with low incomes. There was a higher percentage (20%) of volunteers with "high" incomes before retirement who did not volunteer before compared to those who did volunteer and also had "high" incomes (12%). This is similar with older adults who had "moderate" incomes before retirement. Of those who stated that they had not previously volunteered, more had "moderate" incomes before retirement (36%) than those with currently "moderate" incomes (24%). Finally, the percentage of non-responses due to respondents' lack of memory or the fact that some did not want to reveal their incomes for both sub-groups are substantial enough that they could effectively alter the above findings. One must, therefore, use caution when interpreting this particular finding.

The majority of older adults (57%) who said that they volunteered before come from current or former highly skilled occupations, and for those who stated that they did not volunteer, more are from current or former skilled occupations

(52%). Older adults in higher skilled occupations may have also had greater accessibility to information, social connections and possess a higher self-confidence to think that their skills and talents could be used outside of the work place compared to those from unskilled occupations. There were also many volunteers (40%) who come from highly skilled backgrounds and said that they did not volunteer before. Maybe these volunteers did not need the extra skills and experience that volunteer positions can offer, and so they may not have had to volunteer or see the need in it. These particular volunteers may not have also had the time or energy to volunteer because of the demands of their jobs.

People of all ages and people who come from unskilled occupations are only now being encouraged to participate in volunteer activities as for many it is seen as a possible means of career and personal advancement. It is unfortunate that this idea could not have been introduced earlier so that today more older adults from current and former unskilled occupations could have taken full advantage of the rewards of volunteering.

More older adults who are in better health did not volunteer before than those in poor health. What is shown in 6.2-B is that 47% of older adults in "good" health and volunteered before compared to 60% who are "good" health and did not volunteer before.

TABLE 6.2-B

PROFILE OF OLDER ADULTS WHO VOLUNTEERED BEFORE AND THOSE WHO DID NOT, IN PERCENT

		CONTINUITY OF VOLUNTEER ACTIVITIES	
		THOSE WHO VOLUNTEERED BEFORE (N=60) %	THOSE WHO DID NOT (N=25) %
HEALTH:			
	Excellent	25	20
	Good	47	60
	Poor	28	20
RELIGIOUS AFFILIATION:			
	Protestant	58	48
	Catholic	25	20
	Jewish	2	--
	Other	12	20
	Not a member	3	12
REASONS:			
	Completely Altruistic	15	12
	Moderately Altruistic	38	24
	Altruistic Unaltruistic	32 15	36 28
CURRENT VOLUNTEER ACTIVITY:			
	Direct	20	28
	Administrative	42	24
	Support	38	48

Also, more volunteers in "poor" health (28%) volunteered before than those who did not (20%). It seems that "good" health does not ensure a stable pattern of volunteering among older adult volunteers. Perhaps this means that volunteers in "good" health are more willing to start volunteering or engage in a new role upon retirement or later in life because they wish to stay active and hopefully remain independent thus promoting what older adults perceive as good health.

As was discussed earlier, most of the volunteers in this study were found to be Protestant (56%). What can also be added to this picture is that most of those who volunteered before are Protestant (58%). As well, there are more Protestants, Catholics and Jewish people who have volunteered before than all three of these affiliations who stated that they are volunteering for the first time. But more non-members and members of "other" religious affiliations said that they did not volunteer before compared to non-members and members of "other" religious affiliations who did. Those who do not have a religious affiliation, and those of "other" religious affiliations have less continuity of participation. Perhaps volunteers of "other" religious affiliations and those who are non-members have less connection to a church where a lot of volunteer work, social gatherings and connections originate for many older adults as many older adults do volunteer through such activities as church teas, socials, parties, and fund-raising ventures.

It also seems that older adults who have not volunteered before, now volunteer for reasons that reflect more self-satisfaction and fulfilment than those older adults who have volunteered before. However, those who have volunteered before seem to volunteer for more altruistic reasons. For instance, of those who volunteered before, 15% volunteer now for "completely altruistic" reasons compared to 12% who did not volunteer before. Moreover, of those who volunteered before, 15% volunteer for "unaltruistic" reasons compared to 28% who did not volunteer

before. Perhaps those who have not volunteered before and are volunteering for the first time are looking to gain more for themselves from volunteering. As time passes and they continue to volunteer their reasons seem to change and become more altruistic in nature.

Finally, of those older adults who volunteered before, the majority (42%) are involved in administrative type services whereas for those who did not volunteer before, most (48%) are involved in support type services. Older adults who first start out volunteering may feel more productive and confident in support type services which demand less previous experience, such as that which involves helping neighbours, friendly support and visiting. Administrative type services may appear to entail more experience and knowledge about a given volunteer task, such as providing information, office work, serving on boards, and co-ordinating activities, and would, therefore, involve more experience on the part of the older adult.

6.2 OLDER ADULTS' ATTITUDES TOWARD VOLUNTEERING

Older adult volunteers' attitudes toward volunteering are examined in terms of the following indicators: what their feelings are about volunteering, whether or not they were happy in their past volunteer activities, as well as what satisfied and frustrated older adults the most about volunteering.

Figure 6.1 shows that 85% of older adults feel "positive" about volunteering and only 6% feel "negative" (frustrated or unsatisfied) about volunteering.

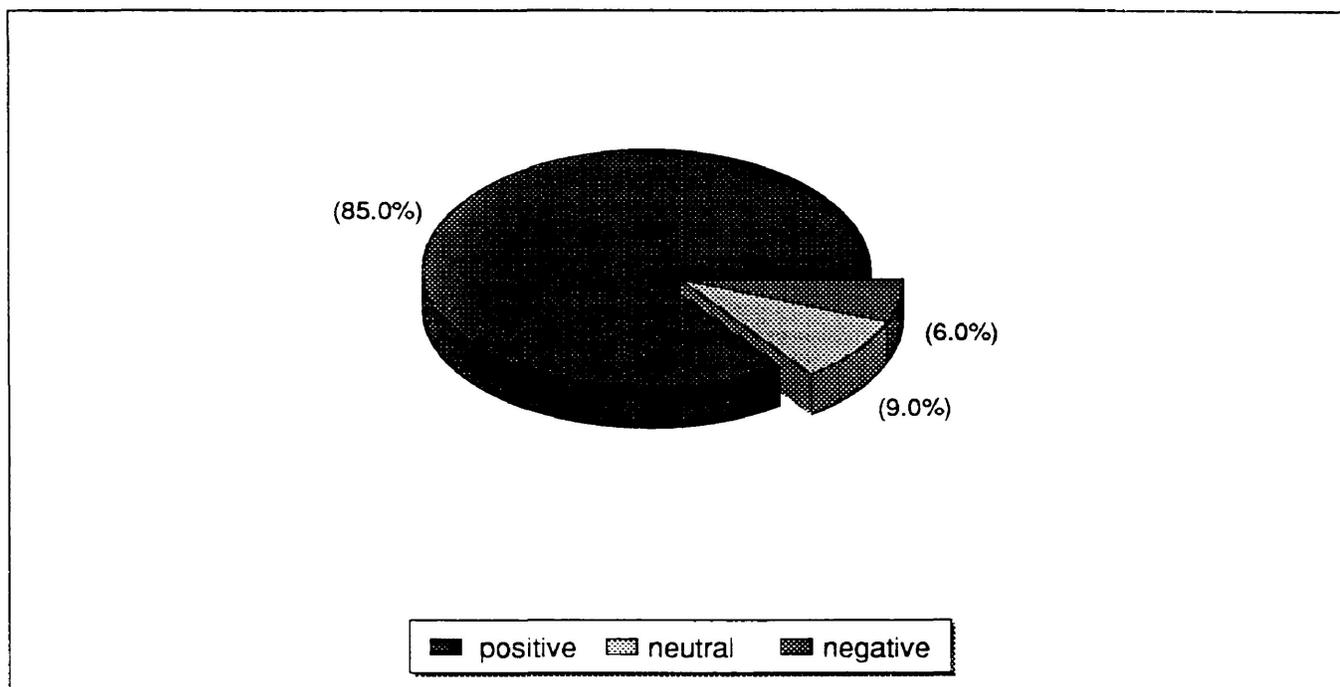


Figure 6.1. Older Adults' Attitudes About Volunteering

This finding is similar to a statement made by Henderson (1981: 217) that older volunteers were enjoying their work and expressing good feelings about the clients they worked with. Obviously, it seems unlikely that older adults who choose to give some of their spare time to volunteering would not choose something they liked doing, and if they by chance did not like the volunteer activity they were engaged in, they would discontinue it. Furthermore, 79% stated that they were happy in

their past volunteer activities, and 98% stated that they will continue to volunteer as long as they are able. Only 4% actually stated that they are not happy, and 18% did not respond for reasons that they had not volunteered in the past. In addition, an overwhelming majority (99%) stated they are happy in their present volunteer activities.

A more specific discussion of older adults' attitudes toward volunteering leads to an examination of such factors of whether or not older adults were happy in past volunteer activities (if applicable), emotionally supported by their fellow workers, experienced burnout in their volunteer activities, and feelings they experienced when volunteering which are all shown in relation to their reasons for volunteering.

The first section of Table 6-3 indicates whether or not older adults were happy in their past volunteer roles in relation to their reasons for volunteering.

TABLE 6.3
CURRENT REASONS FOR VOLUNTEERING BY HOW OLDER ADULTS FEEL WHEN VOLUNTEERING,
IN PERCENT

<u>HAPPY BEFORE IN PAST VOLUNTEER ACTIVITIES</u>			
	YES %	NO %	N/A %
REASONS:			
Completely Altruistic	18	--	--
Moderately Altruistic	33	33	40
Altruistic	34	--	33
Unaltruistic	15	67	27
N	(57)	(3)	(25)
<u>EMOTIONALLY SUPPORTED</u>			
	YES %	NO %	
REASONS:			
Completely Altruistic	14	17	
Moderately Altruistic	34	33	
Altruistic	33	33	
Unaltruistic	19	17	
N	(79)	(6)	
<u>BURNT OUT</u>			
	YES %	NO %	
REASONS:			
Completely Altruistic	11	22	
Moderately Altruistic	36	30	
Altruistic	39	18	
Unaltruistic	14	30	
N	(62)	(23)	
<u>FEEL WHEN VOLUNTEER</u>			
	Negative %	Neutral %	Positive %
REASONS:			
Completely Altruistic	40	--	14
Moderately Altruistic	20	38	35
Altruistic	40	25	33
Unaltruistic	--	37	18
N	(5)	(8)	(72)

Older adults who did not volunteer in a past volunteer position and are in fact volunteering for the first time were taken into consideration thus the inclusion of the category of "not applicable". Since the number of cases for "not applicable" are also fairly substantial, these findings should be interpreted with caution. More older adults who volunteer for "moderately altruistic" and "altruistic" reasons were happy in their past volunteer activities compared to those who volunteer for "completely altruistic" reasons.

The majority of volunteers were also found to be emotionally supported by the people they volunteered with regardless of their reasons for volunteering. One should note here again that the number of older adults who stated that they were not emotionally supported is very small (N=6); thus, any interpretation of these particular findings are questionable. Yet, to proceed with some interpretation, one could first state that of those who volunteered for "completely altruistic" reasons (14%), fewer were emotionally supported than those who volunteered for "moderately altruistic" (34%) and "altruistic" reasons (39%).

The amount of burnout experienced by volunteers may also affect their reasons for volunteering. Feeling that volunteers might not be aware of their burnout or that they are unable to admit it, they were instead asked what advice they would give to other older adult volunteers experiencing burnout. Among the majority, 20% advised that they should take time for themselves; 13% advised them to change their volunteer activities; 12%

advised them to take time off; and 10% advised them to learn how to say "no". In terms of volunteers' advice about burnout and its relation to reasons for volunteering, it seems that if they volunteered more to help others, they did experience burnout in their own volunteer positions; it is these volunteers who may not be able to say "no" as easily as others and in fact be more susceptible to burnout than those who want to help themselves when volunteering.

How older adults feel when they volunteer could also affect their reasons for volunteering. If they had positive feelings when volunteering they may be more likely to extend "good" feeling to others and in turn want to give more to others than receive for themselves. As can be seen in the latter half of Table 6.3, the majority of older adults do volunteer for positive reasons.

With regard to what satisfies older adults the most about volunteering, 41% stated that "making others feel good" is what satisfies them the most, followed by 19% who stated that "doing something worthwhile" is the most satisfying aspect of volunteering. When asked what their biggest frustrations are, many older adult volunteers (32%) stated that they did not have any frustrations while volunteering or that they could not recall an incident of frustration on their part. However, 29% did state that "other people they volunteer with" is their biggest frustration. In terms of this particular frustration, older adults feel that those with whom they volunteer "sometimes do not

do their part" or do not work as hard as they themselves do." Many also stated that it is "always the same individuals who do all the work while others simply showed up each week to socialize.

6.3 SUMMARY

It was determined that older adults' overall level of activity is consistent, and that upon retirement, they are not necessarily substituting a lost work role with a volunteer activity but are continuing and now investing more of their time and energy into their volunteer role from past participation. Therefore, findings tend to support the continuity theory.

A more extensive assessment of the continuance of volunteer activities by older adults in relation to some demographic variables proved interesting and revealed a more detailed profile of older adults who volunteered before compared to those who did not. More older adults aged 70-80+, males as well as those who are married engaged in volunteer activities before than those who did not. Furthermore, the higher the educational attainment and the higher the skilled occupation, the more that older adults had volunteered before. Yet, more of those with relatively good (high and moderate) incomes and those with better health did not volunteer before. More older adults who are Protestant have volunteered before than those of other religious affiliations. Older adults who have not volunteered, presently volunteer for less altruistic reasons. Finally, lack of volunteer experience

also seems to reflect on the type of volunteer services engaged in as more of those who are engaged in administrative type services have volunteered before whereas more of those who are in supportive type services have not volunteered before.

What was also briefly discussed were older adults' attitudes toward volunteering. With some exceptions, most older adults were satisfied with their volunteer activities. Interestingly, these exceptions depended interestingly on their reasons for volunteering and what they wanted to receive from volunteering. Most said that they were happy in their past volunteer activities and hoped to continue with volunteering as long as they could. Some felt, however, that their fellow volunteers could be "pulling their weight more."

CHAPTER SEVEN

CONCLUSION

Results tended to reflect the objectives developed from the theoretical perspective on older adults as volunteers and in many areas compared with findings of similar research. To identify the characteristics of older adult volunteers, one might first remark that there are more older adult volunteers in Thunder Bay aged 50-69 than those aged 70-80+, and that more volunteers between the ages of 50-69 are female. Similarly, Monk and Cryns (1974) reported that older adults who expressed interest in any type of volunteer action tend to be "younger" older adults; as well, Carter (1975) found that, in fact, older female volunteers were "younger" than older males. This study's findings suggest that older females outnumber older males in volunteering and this is comparable to Payne's (1977) and Senior Volunteers's (1991) findings. In addition, more older adult volunteers were married (47%) than widowed (28%); a finding also consistent with that found in Chambre's (1987) and Halpert's (1984) studies.

One could also conclude that more older adult volunteers in Thunder Bay lived with their spouse (52%) than those who lived alone (39%). The highest level of participation came from

Protestants (56%), then Catholics (23%) and last from "other" religious affiliations (14%). This is contrasted with Chambre's findings in which the highest participation came from the Jewish population. The amount of educational attainment among older adult volunteers was somewhat surprising as one would naturally assume that volunteers generally have higher levels of education, yet 35% of older adult volunteers have part high school education and 20% are high school graduates. Education does not seem to be a deterrent for these older adult volunteers, yet this does not support the statement found in Senior Volunteers which states that the longer the schooling the greater the tendency to volunteer (Senior Volunteers, 1991: 51).

If the educational attainment of these volunteers does not meet with one's expectations, their occupations do, however, offer some evidence of the skills and abilities they bring to volunteering. For example, 52% of older adult volunteers are currently or were formerly employed in "highly skilled" occupations and 28% in "skilled" occupations as contrasted with 5% in "unskilled" occupations. It may be possible that despite these older adults' relatively low educational attainment, they were able to assume "highly skilled" occupations due to hard work, opportunity and accumulated experience. These volunteers also seem to have sufficient wealth to devote their leisure time to volunteering. This is suggested by the fact that 35% had "moderate" incomes, 29% had "high" incomes and 14% had "low" incomes before retirement. This question does not apply to 22%

of the respondents because some are still working in some capacity and others are homemakers. The current incomes of these volunteers also support the statement that they have sufficient wealth to volunteer because 31% had "high" incomes, 30% had "moderate" incomes and 24% had "low" incomes (15% chose not to respond to this question). What is not surprising though is that the majority of older adult volunteers have "good" health (51%). Older adult volunteers' level of participation was also found to be related to their health. This is affirmed by a statement made by various older adult volunteers emphasizing the importance of their health in relation to their continued participation. Specifically, they would continue to participate as long as their health was good. Older adults also come from varied ethnic backgrounds with the majority originating from mainly English ethnic backgrounds (24%). This finding compares favourably with that which can be found in a study by the National Voluntary Organization. This study also indicated that volunteers of English heritage showed the highest rate of volunteering (Ross and Shillington, 1989: 10).

In a final examination of the characteristics of these older adult volunteers, life satisfaction appears to be high. Forty-two percent of older adult volunteers stated that they are happier now; fifty-nine percent stated that things have turned out better than expected in their lives; the majority are very satisfied with their lives, and forty-five percent never worry about their ability to do what people expect of them or meet the

demands that people place on them. Thirty-three percent did, however, state that they "sometimes" feel lonely; an additional measurement of life satisfaction. One should also mention that the level of life satisfaction as related to volunteering cannot clearly be realized in this study without the life satisfaction scores of non-volunteers for which to make comparisons.

The expressed motivations of older adults toward volunteerism indicated that these particular older adults volunteer for generally "altruistic" reasons. This finding is a more acceptable reason for volunteering among older adults. When the term "altruism" was first interpreted by this researcher, it was thought to be an undeveloped term (in the context for which it was used) given for older adults' reasons for volunteering. The researcher believed that absolute altruism, meaning to volunteer to simply help others without expecting anything in return, was not possible and that this term, therefore, needed clarification.

The term had to be redefined and so was broken down into more specific categories of "completely altruistic", "moderately altruistic" and "altruistic". As a result of this categorization, fewer older adults were found to volunteer for what is termed "altruistic" reasons. Previously, older adults who were defined as volunteering in order to simply help others without the expectation of receiving something in return meant to volunteer for altruistic reasons. Now the term "altruistic" as redefined means to volunteer to help others but with the

realization of receiving something for oneself (even if it was simply the satisfied feeling of helping someone else) in return. Ross and Shillington (1989) and Moore (1985) also found comparable findings to these.

In a closer examination of older adults' patterns of volunteering, it was found that more male older adults volunteer for "altruistic" reasons (56%) than female older adults (27%). Interestingly, males also perform more "support" type services than females whereas females perform more "direct" type services both in past and current volunteer activities they engaged in. Older adults who are married and those who are healthier also volunteer for more "altruistic" reasons.

This examination of older adults' reasons for volunteering reveals that those older adults who are Roman Catholic, and retired also volunteer for "altruistic" reasons. Socio-economic status was measured according to older adults' educational attainment, income and occupation and cross-tabulated with their reasons for volunteering. The results indicate that as education increased, older adults' reasons for volunteering for generally altruistic reasons decreased; "skilled" older adults volunteer for less altruistic reasons; and with an increase in income, there was a decrease in older adults volunteering again for altruistic reasons.

This study also examined factors which might perceivably affect these older adults' decisions to volunteer. What was initially assumed was that transportation and re-imburement of

out-of-pocket expenses would be two key factors affecting older adults' decisions to volunteer. Yet findings indicated that only a very small percentage of older adults were actually concerned about these two factors. A large majority (81%) had a means of transportation available to them and felt that re-imbusement for their own expenses was of least importance (73%). What would have been interesting here was if re-imbursing expenses were more important to non-volunteers. One thing is certain though, it would mean significant changes if volunteers were re-imbursed and even issued tax credits and exemptions, not only for the volunteers themselves but also as stated by Carter (1975: 99), "in the way others regard volunteers."

What was also revealed in this study was that older adults are "young" volunteers who have grown older. There is more emphasis on a continuance of participation in volunteer activities by these older adults over a period of time. They are "joiners" as many belonged to clubs and organizations and had a greater history of participation over their lives. The continuation of life processes is verified in this study as the majority of older adults had volunteered in the past (71%) or in their youth. This finding is comparable to that of Senior Volunteers's (1991), Perry's (1983) and Chambre's (1984) studies. Likewise, this and Carter's (1984) argument that older adult volunteers were engaged in volunteer activities in their younger years and were simply continuing this activity into their old age supports that of the continuity theory.

Finally, an examination of the expressed attitudes of older adult volunteers revealed that the majority are expressively happy in their volunteer positions (85% of older adults feel "positive" about volunteering). Perhaps volunteer status versus that of employment status, or in other words the difference between voluntary labour and paid labour, might help to explain the attitudes of these older adult volunteers. For instance, if an individual is unhappy with his/her participation in a volunteer activity, it is much easier for that individual to discontinue the activity than it would be if it were a paid activity.

Therefore, it is logical to state that it would be rare to find an individual especially an older adult continuing to participate in a volunteer activity if he/she were unhappy. It is much easier to discontinue a commitment when it is voluntary. As well, these older adults expressed some frustration with other volunteers who they felt were not "pulling their weight."

Results have addressed the various objectives of this study, and as a result the characteristics of older adult volunteers, their motivations and attitudes toward volunteering are identified. However, it is beyond the scope of this study to answer why older adults chose not to volunteer, and there is, unfortunately, little actual research which considers this question. As a result of a rise in volunteer service demand, there is a need for additional research which examines this

question before recruiters can begin to ask where and how they can attract more older adults as volunteers.

In the recruitment of older adults, assumption of those willing or able to volunteer should not only rest entirely on younger older adults, those 50-60 years of age, but also on those aged 70 and over, especially those who show the willingness and capability of participating. Recruitment techniques should also appeal to feelings of both altruism and self-interest by the volunteer. Older adult volunteers' positive attitudes toward volunteering may be enhanced if volunteer agencies and institutions were aware of older adults' time constraints as well as need for self-worth. Because older adult volunteers also expressed some resentment toward other volunteers who they felt were not contributing as much as they themselves were, volunteer recruiters should address this concern in order to retain those volunteers who are actual assets to their organization.

Retirement orientation programs should emphasize that employee work skills are not necessarily lost upon retirement, but that job related skills can be applied to a volunteer activity. Learning new skills should not only be considered feasible for young but also older individuals. Volunteer agencies and organizations should be concerned with the fact that older adults may not want to disrupt the general order of their lives. Adopting the role of volunteering, upon or after retirement, may not be a foreseeable option for many. These agencies and organizations should, therefore, focus their

recruitment strategies early on so as to establish some continuation or unity in volunteer participation.

In retrospect, the researcher could have approached some of the questions, which are contained in the Interview Schedule, with an entirely different purpose in mind. To be specific, the advantages and disadvantages for choosing the categories for reasons for volunteering and continuing to volunteer were often critically evaluated throughout the process of this research as to their accuracy and limitations in representing older adults' reasons for volunteering.

The future of volunteerism among older adult volunteers in Thunder Bay is positive. The majority of older adult volunteers state that they will volunteer for as long as it is possible for them to do so. Since there is a fairly large population of older adults in Thunder Bay, it is likely that volunteer agencies and organizations will continue to increase their volunteer pool with older adults. With increased rates of unemployment and slashes to current budgets, it seems that volunteerism will play an even greater role in assuring the continuance of social services. Thus, organizations should turn to the untapped skills and resources that retired adults offer with a heightened zealousness as the process of volunteering seems to help both the individual providing the service and those receiving the assistance.

It is important that agencies and organizations hoping to attract older adults as volunteers not underestimate what they can do. Perhaps the best suggestion is that they try to avoid

the sometimes stereotypical images of older adults particularly those with physical limitations. One might be surprised by the level of activity these older adults are willing to engage in despite their age. Finally, older adults may not recognize what they can offer to volunteerism, so agencies and organizations should try and make the extra effort to listen and help them realize what they can offer.

BIBLIOGRAPHY

- Academy of Education. (1979). The Voluntary Sector. New York: Development Inc.
- America's Aging. (1986). Productive Roles in an Older Society. Institute of Medicine. National Research Council. Washington: National Academy Press.
- Anderson, J.C. & Moore, L.G. (1978). "The Motivation to Volunteer." Journal of Voluntary Action Research, 7, 120-129.
- Anderson, J.C. & Moore, L.G. (1974). "Characteristics of Canadian Volunteers in Direct Service." Journal of Voluntary Action Research, 3, 51-60.
- Arthur, J.K. (1969). Retire to Action: A Guide to Voluntary Service. New York: Abington Press.
- Bahardia, G. (1986). Why Do People Volunteer? Calgary, AB: Rupps, University of Calgary.
- Balkam, S. (1989). "Feedback on Evaluation." Community Development Journal, 24(4), 312-314.
- Bond, J.B. (1980). Voluntarism Among Preretirees and Retirees in Winnipeg. Winnipeg, Manitoba: Volunteer Centre of Winnipeg.
- Bonjean, Charles M. (1983). Volunteers: Their Reasons and Rewards. University of Texas, Austin: Hogg Foundation for Mental Health.
- Brennan, Bonnie. (1989). Seniors As Volunteers: A Profile of Volunteers Based on the 1987 National Survey on Volunteer Activity. Profile #2. Ottawa, Ontario: Minister of Supply and Services Canada.
- Bull, C.N. & Aucoin, J.B. (1975). "Voluntary Association Participation and Life Satisfaction: A Replication Note." Journal of Gerontology, 30(1), 73-76.

- Carp, F.M. (1968). "Differences Among Older Workers, Volunteers, and Persons Who Are Neither." Journal of Gerontology, 23(4), 497-501.
- Carter, N. (1975). Volunteer: The Untapped Potential. Ottawa, Ontario: The Canadian Council on Social Development.
- Chambre, S.M. (1987). Good Deeds in Old Age. New York: Petacon Press.
- Chambre, S.M. (1984). "Is Volunteering a Substitute for Role Loss in Old Age? An Empirical Test of Activity Theory." The Gerontologist, 24(3), 292-297.
- Cumming, E. & Henry, W.E. (1961). Growing Old. New York: Basic Books.
- Cummings, L.L. & Schwab, D.P. (1973). Performance in Organizations: Determinants and Appraisal. Glenview: Scott, Foresman, and Co.
- Cutler, Stephen J. (1977). "Aging and Voluntary Association Participation." Journal of Gerontology, 35(4), 470-479.
- Duchesne, D. (1989). Giving Freely: Volunteers in Canada. Labour Analytic Report No. 4. Ottawa, Ontario: Minister of Supply and Services Canada.
- Dye, D., Goodman M., Roth, M., Bley, N., & Jensen, K. (Summer, 1973) "The Older Adult Volunteer Compared to the Non-Volunteer." The Gerontologist, 13, 215-218.
- Ebnet, J.J. (1989). Self-Perceptions of Retired Senior Volunteers Program Members. Greater St. Cloud, MN: Annual RSVP Evaluation Report.
- Ester, C.L. (1979). The Aging Enterprise. San Francisco: Jossey Bass.
- Gold, D. (1971). "Women and Voluntarism", Women in Sexist Society: Studies in Power and Powerlessness. Ed, Vivian Gornick and Barbara K. Moran, New York: Basic Books Inc.
- Gundrey, E. (1981). Sparing Time: The Observer Guide to Helping Others. London: Unwine Paperbacks.
- Hadley, Roger, & Scott M. (1980). Time to Give? Retired People as Volunteers. Berkhamsted: The Volunteer Centre.

- Halpert, B. (1988). "Volunteer Information Provider Program: A Strategy to Reach and Help Rural Family Caregivers." The Gerontologist, 28(2), 256-259.
- Hampton, D.R., Summer C.E., & Weber, R.A. (1981). Organizational Behaviour and the Practice of Management. Glenview: Scott, Foresman, and Co.
- Havigurst, R.J. & Albrecht, R. (1967). Quoted in H.J. Loether's book: Problems of Aging. Belmont, California: Dickenson.
- Hellmo, J. (1986). The Nature of Volunteers and Volunteerism in the Calgary Setting. Calgary, AB: Rupps, University of Calgary.
- Henderson, K.A. (1981). "Motivations and Perceptions of Volunteerism as a Leisure Activity." Journal of Leisure Research, 13, 208-218.
- Hoffman, A. (1985). Elderly Residents in Ontario. Ontario: Minister for Senior Citizens Affairs, Seniors Secretariat.
- Hoyt, D.R. and Babchuk, N. (1981). "Ethnicity and the Voluntary Association of the Aged." Ethnicity, 8, 67-81.
- Karl, B.D. (1984). "Lo the Poor Volunteer: An Essay on the Relation between History and Myth." Social Service Review, 58, 493-522.
- Katz, A.H. (January, 1980). "Self-Help Organizations and Volunteer Participation in Social Welfare." Social Work, 15, 51-60.
- Lambert, C., Guberman, M. & Morris R. (1964). "Reopening Doors to Community Participation for Older People. How Realistic?" Social Service Review, 38, 42-52.
- Leat, D. (1978). Why Volunteers? Ten Points of View. Berkhamsted: The Volunteer Centre.
- Manser and Cass. (1976). Voluntarism at the Crossroads. New York: Family Service Association of America.
- Monk, A. & Cryns, A.G. (1974). "Predictors of Voluntaristic Intent Among the Aged." The Gerontologist, 14(5), 425-429.
- Moore, Larry, F. (1985). Motivating Volunteers. Vancouver, B.C.: Vancouver Volunteer Centre.
- Morrow-Howell, N. & Mui, A. (1989). "Elderly Volunteers: Reasons for Initiating and Terminating Service." Journal of Gerontological Social Work, 13(3/4), 21-33.

- Naylor, H.H. (1967). Volunteers today: findings, training, and working with them. New York: Dryden Associates.
- Neugarten, B., Havigurst R.J. & Tobin S.S., (1961). "The Measurement of Life Satisfaction." Journal of Gerontology, 16, 134-143.
- O'Connell, B. (1976). Effective Leadership in Voluntary Organizations: How to make the greatest use of citizen service and influence. Chicago: Follett Publishing Co.
- Ontario Gerontology Association. (1988). Fact Book on Aging in Ontario. Ontario: Minister of Senior Citizens' Affairs.
- Payne, B.P. (1977). "The Older Volunteer: Social Role Continuity and Development." The Gerontologist, 17(4), 355-361.
- Pearce, J.L. (1983). "Job Attitudes and Motivation Differences Between Volunteers and Employees from Comparable Organizations." Journal of Applied Psychology, 68(4), 646-652.
- Perry, W.H. (Summer, 1983). "The Willingness of Persons 60 or Over to Volunteer: Implications for the Social Services." Journal of Gerontological Social Work, 5(4), 107-117.
- Roadburg, A. (1985). Aging: Retirement, Work, and Leisure in Canada. Toronto: Methuen Publishing.
- Rosenblatt, A. (July, 1966) "Interest of Older Persons in Volunteer Activities." Social Work, 87-94.
- Ross, David, P. & Shillington, R.E. (November, 1989). A Profile of The Canadian Volunteer: A Guide to the 1987 Survey of Volunteer Activity in Canada. Ottawa, Ontario: National Voluntary Organizations.
- Sainer, J. & Zander, M. (1971). SERVE: Older Adult Volunteers in Community Service. New York: Community Service of New York.
- Senior Volunteers. (1991). The Report of the Senior Volunteer Program Committee. The Volunteer Centre of Calgary, Calgary, AB: Parks and Recreation with assistance from the Senior Advisory Council of Alberta and The Alberta Council on Aging.
- Smith, D.H. (1981). "Altruism, Volunteers and Volunteerism." Journal of Voluntary Action Research, 10(1), 21-36.

- Statistics Canada. (March 1993). Population Aging and the Elderly: Current Demographic Analysis. Ottawa, Ontario: Demography Division.
- Statistics Canada. (1988). Survey of Volunteer Activity. Ottawa, Ontario: Household Surveys Division.
- Statistics Canada. (1984). A Portrait of Seniors in Canada. Ottawa, Ontario: Target Groups Project.
- Taylor, S.H. and Wild P. (Summer, 1984). "Volunteer Motivation." Voluntary Action Leadership.
- The Lakehead Social Planning Council and Ministry of Northern Development and Mines. (1989). Directory of Community Services. Thunder Bay, Ontario: The Community Information and Referral Centre.
- The Times News. (July 20, 1991). "More than 40 percent U.S. Seniors are Volunteers."
- Ward, R. A. (1979). "The Meaning of Voluntary Association Participation to Older People." Journal of Gerontology, 34(3), 438-445.
- Webster's New Collegiate Dictionary (1973). Springfield, Mass: G.C. Merriam Co.
- Zenchuk, J. (1989). We the Volunteers: From the Volunteer's Perspective: A Profile of Volunteers Based on the 1987 National Survey on Volunteer Activity. Profile #31. Ottawa, Ontario: Minister of Supply and Services Canada.

APPENDIX I
INTERVIEW SCHEDULE

INTERVIEW SCHEDULE FOR OLDER ADULT VOLUNTEERS

(1,2,3)

1. LIVING ARRANGEMENT?

- ALONE 1
- W/SPOUSE 2
- W/KIN NOT SPOUSE 3
- W/FRIEND 4
- W/ROOMMATE OF NO RELATIONSHIP 5

(4)

2. LENGTH OF TIME IN PRESENT RESIDENCE?

- LESS THAN 1 YEAR 1
- 1-5 YEARS 2
- 6-10 YEARS 3
- 10-15 YEARS 4
- 15 YEARS OR MORE 5

(5)

3. DO YOU HAVE ANY CHILDREN OR STEPCHILDREN?

CHILDREN:

STEPCHDRN:

- YES 1
- NO 2
- YES 1
- NO 2

(6-7)

4. IF YES, FOR CHILDREN/STEPCHILDREN HOW MANY?

CHILDREN:

STEPCHDRN:

(8-9)

5. DO YOU HAVE ANY GRANDCHILDREN/STEPGRANDCHILDREN?

GRCHDRN:

STGRCHDRN:

YES 1

YES 1

NO 2

NO 2

(10-11)

6. IF YES, HOW MANY GRANDCHILDREN/STEPGRANDCHILDREN?

GRCHDRN:

STGRCHDRN:

(12-13)

7. HOW CLOSE DO YOUR CHILDREN/STEPCHILDREN LIVE?

- LIVE WITH THEM 1
- WITHIN BLOCKS 2
- WITHIN CITY 3
- WITHIN DISTRICT 4
- WITHIN ONTARIO 5
- OUTSIDE ONTARIO,
BUT WITHIN CANADA 6
- MORE 7
- DON'T KNOW 8

CHILDREN:

1____, 2____, 3____, 4____, 5____, 6+_____.

____,____
(14-19)

STEPCHDRN:

1____, 2____, 3____, 4____, 5____, 6+_____.

____,____
(20-25)

8. HOW CLOSE DO YOUR GRANDCHILDREN/STEPGRANDCHILDREN /RELATIVES LIVE?

- LIVE WITH THEM 1
- WITHIN BLOCKS 2
- WITHIN CITY 3
- WITHIN DISTRICT 4
- WITHIN ONTARIO 5
- OUTSIDE ONTARIO BUT, WITHIN CANADA 6
- MORE 7

GRDCHDRN:

1 _____, 2 _____, 3 _____, 4 _____, 5 _____, 6 _____.

_____, _____
(26-31)

STGRDCHDRN:

1 _____, 2 _____, 3 _____, 4 _____, 5 _____, 6 _____.

_____, _____
(32-37)

RELATIVES:

1 _____, 2 _____, 3 _____, 4 _____, 5 _____, 6 _____.

_____, _____
(38-43)

9. LICENSED DRIVER?

YES 1

NO 2

(44)

10. TRANSPORTATION AVAILABLE?

ALWAYS 1

SOMETIMES 2

NEVER 3

(45)

11 IF EVER, WHEN IS TRANSPORTATION AVAILABLE?

(46)

12. EMPLOYMENT STATUS?

FULL-TIME 1

PART-TIME 2

SEMI-RETIRED 3

FULLY RETIRED 4

HOMEMAKER 5

(47)

13. DO YOU BELONG TO ANY CLUBS OR ORGANIZATIONS,
AND IF SO WHICH ONES?

YES 1

NO 2

(48)

CLUBS:

(49)

ORGANIZATIONS:

14. WHAT ARE THE BEST THINGS ABOUT BEING THE AGE
YOU ARE NOW?

(50)

15. WHAT ARE SOME IMPORTANT THINGS IN YOUR LIFE RIGHT NOW?

(51-52)

16. IN TERMS OF THESE THINGS, WHICH IS THE MOST IMPORTANT?

(53)

17. HOW HAPPY WOULD YOU SAY YOU ARE RIGHT NOW, COMPARED WITH THE EARLIER PERIODS IN YOUR LIFE?

NOW

- HAPPIER 1
- THE SAME 2
- LESS HAPPY 3

(54)

18. DO YOU EVER WORRY ABOUT YOUR ABILITY TO DO WHAT PEOPLE EXPECT OF YOU, OR TO MEET DEMANDS THAT PEOPLE MAKE ON YOU?

- NEVER 1
- HARDLY EVER 2
- SOMETIMES 3
- FAIRLY OFTEN 4
- VERY OFTEN 5

(55)

19. HOW OFTEN DO YOU FEEL LONELY?

NEVER	1
HARDLY EVER	2
SOMETIMES	3
FAIRLY OFTEN	4
VERY OFTEN	5

(56)

20. DO YOU WISH YOU HAD MORE TIME TO YOURSELF?

YES	1
NO	2

(57)

21. DO YOU WISH YOU COULD SEE MORE OF YOUR FAMILY?

YES	1
NO	2

(58)

22. DO YOU WISH YOU COULD SEE MORE OF YOUR CLOSE FRIENDS?

YES	1
NO	2

(59)

23. NOW THAT YOU ARE OLDER WOULD YOU SAY THINGS SEEM TO BE BETTER OR WORSE THAN YOU THOUGHT THEY WOULD BE?

BETTER	1
ABOUT AS EXPECTED	2
WORSE	3

(60)

24. HOW SATISFIED WOULD YOU SAY YOU
ARE WITH YOUR WAY OF LIFE?

VERY SATISFIED 1
FAIRLY SATISFIED 2
NOT VERY SATISFIED 3

(61)

25. DO YOU WORK ANYWHERE NOW FOR PAY?

YES 1
NO 2

(62)

26. WHAT TYPE OF WORK WERE YOU OR ARE YOU EMPLOYED
IN?

PROFESSIONAL AND TECHNICAL 01
MANAGERIAL 02
CLERICAL AND RELATED 03
SALES 04
SERVICE AND RECREATION 05
TRANSPORTATION 06
CRAFTSMAN 07
LABOURER 08
FARMER 09
OTHER 10

(63-64)

(SPECIFY _____)

27. AT WHAT AGE DID YOU RETIRE, IF AT ALL?

- 50-59 1
- 60-69 2
- 70-79 3
- 80+ 4
- N/A 5

(65)

28. WHAT DO YOU, OR WOULD BEST LIKE TO DO IN YOUR FREE TIME?

- HOBBIES 1
- SLEEP 2
- VOLUNTEER 3
- SPORTS 4
- WATCH TV 5
- READ 6
- EXERCISE 7
- OTHER 8

(66-67)

(SPECIFY _____)

29. AT WHAT AGE DO YOU FIRST RECALL **VOLUNTEERING?**
 (THOSE ACTIVITIES OF INDIVIDUALS AND AGENCIES
 ARISING OUT OF NOT NECESSARILY SPONTANEOUS,
 BUT PRIVATE, AS CONTRASTED WITH GOVERNMENTAL,
 EFFORT TO PROMOTE OR ADVANCE SOME ASPECT OF
 GIVING; EXCLUDING FUNDRAISING, DONATIONS,
 OR MONEY.)

10-19	1
20-29	2
30-39	3
40-49	4
50-59	5
60-69	6
70-79	7
80+	8

 (68)

30. HOW DID YOU FIRST GET INVOLVED IN VOLUNTEERING?

 (69)

31. DID YOU DO ANY VOLUNTEER ACTIVITIES BEFORE YOU
 RETIRED; OR BEFORE YOUR PRESENT VOLUNTEER
 WORK?

<u>BEFORE :</u>		<u>BEFORE PRESENT :</u>	
YES	1	YES	1
NO	2	NO	2

 (70-71)

32. IF YES, WHAT VOLUNTEER ACTIVITIES DID YOU DO?

IF NOT N/A

(71)

33. WHAT TYPE OF VOLUNTEER ACTIVITIES DO YOU DO NOW?

(72)

34. WHICH OF THE FOLLOWING MEANS OF TRANSPORTATION
DO YOU USE MOST TO GET TO YOUR VOLUNTEER
SERVICE?

WALK	1
BUS	2
CAR	3
TAXI	4
OTHER	5

(73)

(SPECIFY _____)

35. PERSON(S) WHO USUALLY TAKE YOU TO VOLUNTEER SERVICE, IF ANY?

FRIEND(S)	1
FAMILY	2
NEIGHBOUR(S)	3
AGENCY	4
HIRED	5
NONE	6

(74)

36. ARE YOU HAPPY IN YOUR PRESENT VOLUNTEER POSITION?

YES	1
NO	2

(75)

37. IF YOU VOLUNTEERED BEFORE YOUR PRESENT POSITION, WERE YOU HAPPY IN THAT POSITION?

YES	1
NO	2
N/A	3

(76)

38. WHICH OF THE FOLLOWING WOULD YOU LIKE TO RECEIVE FROM VOLUNTEERING?

(1-3)

<u>MOST</u>		<u>LEAST</u>
1	HELPING OTHERS	1
2	FURTHER EDUCATIONAL EXPERIENCE	2
3	FRIENDSHIP	3
4	SELF-HELP	4
5	MONEY OR GIFTS	5
6	LOVE AND COMPASSION	6
7	OTHER	7

(4-5)

SPECIFY _____ . SPECIFY _____ .

39. ARE YOU EMOTIONALLY SUPPORTED BY THE PEOPLE YOU WORK WITH WHEN VOLUNTEERING?

YES 1

NO 2

(6)

40. I REALIZE WE SOMETIMES GET SO INVOLVED WITH WHAT WE ARE DOING THAT WE LOSE TOUCH WITH OUR FEELINGS ABOUT IT. HOWEVER, THINK FOR A MINUTE ABOUT THE WORK YOU DO. HOW DO YOU REALLY FEEL WHEN YOU VOLUNTEER?

(7)

41. DO YOU VOLUNTEER AT CHURCH?

<u>NOW</u>		<u>BEFORE</u>	
YES	1	YES	1
NO	2	NO	2

(8-9)

42. IF ANY, WHAT VOLUNTEER ACTIVITIES DO YOU DO AT CHURCH?

IF NOT N/A

(10)

43. THE MOTIVATIONS FOR OUR INVOLVEMENT IN VOLUNTEERING AREN'T SIMPLE--THEY MAY RANGE FROM THE TOTALLY ALTRUISTIC ("I DON'T REALLY GAIN ANYTHING EXCEPT THE KNOWLEDGE THAT I AM HELPING OTHERS") TO THE WHOLLY SELFISH ("ONLY DOING THIS FOR WHAT I CAN GET OUT OF IT"). TO THE WHOLLY ALTRUISTIC WHICH OF THESE FOLLOWING CATEGORIES BEST EXPLAINS YOUR REASON FOR VOLUNTEERING?

(TELL RESPONDENT THESE ARE TWO DIFFERENT QUESTIONS)

REASONS FOR VOLUNTEERING

REASONS FOR CONTINUING VOLUNTEERING

1	COMPLETELY ALTRUISTIC	1
2	MODERATELY ALTRUISTIC	2
3	ALTRUISTIC	3
4	SELFISH	4
5	MODERATELY SELFISH	5
6	COMPLETELY SELFISH	6
7	OTHER REASONS	7

(11-12)

SPECIFY _____ . SPECIFY _____ .

44. WHAT SATISFIES YOU THE MOST ABOUT VOLUNTEERING?

(13)

45. WHAT ARE YOUR BIGGEST FRUSTRATIONS AS A VOLUNTEER?

(14)

46. HOW MANY VOLUNTEER ACTIVITIES ARE YOU ENGAGED IN AT THE PRESENT TIME?

1 ACTIVITY	1
2 ACTIVITIES	2
3 ACTIVITIES	3
4 ACTIVITIES	4
5+	5

(15)

47. IF ANY, HOW DOES THIS PRESENT NUMBER OF VOLUNTEER ACTIVITIES COMPARE WITH YOUR PAST PARTICIPATION WITH VOLUNTEER ACTIVITIES?

INCREASED	1
DECREASED	2
THE SAME	3
N/A	4

(16)

48. ARE THE PEOPLE YOU VOLUNTEER FOR FLEXIBLE ABOUT THE TIMES WHEN YOU CAN VOLUNTEER?

YES	1
NO	2

(17)

49. HOW MANY HOURS DO YOU VOLUNTEER A WEEK?

- LESS THAN 2 HOURS 1
- 2 HOURS 2
- 3-4 HOURS 3
- 5-10 HOURS 4
- 10+ 5

 ,
(18-22)

1st POSITION _____, 2nd _____,
3rd _____, 4th _____, 5+ _____.

50. IF IT WAS POSSIBLE, WOULD YOU PREFER TO VOLUNTEER:

- LESS HOURS A WEEK? 1
- MORE HOURS A WEEK? 2
- SAME AMOUNT AS NOW? 3

(23)

51. DO YOU PREFER TO VOLUNTEER:

- DAYS? 1
- EVENINGS? 2
- WEEKENDS? 3
- ALL OF THE ABOVE? 4

(24)

52. HOW LONG HAVE YOU VOLUNTEERED FOR?

LESS THAN FOUR WEEKS	1
1 MONTH	2
2-6 MONTHS	3
6-12 MONTHS	4
1 YEAR	5
1-5 YEARS	6
6-10 YEARS	7
10+ YEARS	8

(25)

53. HOW DO YOU FEEL ABOUT BEING SUPERVISED WHILE VOLUNTEERING?

(26)

54. DO YOU PREFER TO DO VOLUNTEER ACTIVITIES ON GROUP PROJECTS OR ON INDIVIDUAL PROJECTS?

GROUP	1
INDIVIDUAL	2
BOTH	3

(27)

55. WITH WHOM DO YOU DO VOLUNTEER ACTIVITIES BEST: PEOPLE YOU KNOW WELL, OR PEOPLE YOU HAVE JUST MET?

KNOW WELL	1
JUST MET	2
BOTH	3

(28)

56. HAVE YOU RECEIVED ANY TRAINING FOR
VOLUNTEERING YOU ARE DOING NOW?

YES 1

NO 2

(29)

57. HAVE YOU RECEIVED ANY ORIENTATION FOR
VOLUNTEERING YOU ARE DOING NOW?

YES 1

NO 2

(30)

58. HOW MUCH LONGER DO YOU HOPE TO VOLUNTEER FOR?

WEEKS 1

MONTHS 2

YEARS 3

(31)

59. HOW IMPORTANT IS IT FOR YOU TO BE PAID
OUT-OF-POCKET EXPENSES?

VERY 1

MODERATELY 2

IMPORTANT 3

LEAST 4

(32)

62. MANY PEOPLE QUIT VOLUNTEERING OR LEAVE
VOLUNTEER STAFF POSITIONS BECAUSE OF
FRUSTRATION OR BURNOUT. HOW DO YOU MAINTAIN
YOURSELF AND PREVENT BURNOUT IN YOUR VOLUNTEER
ROLE(S)?

(37)

63. SEX:

M 1

F 2

(38)

64. AGE:

50-59 1

60-69 2

70-79 3

80+ 4

(39)

65. MARITAL STATUS:

SINGLE 1

DIVORCED 2

MARRIED 3

REMARRIED 4

WIDOWED 5

(40)

66. WHAT IS YOUR RELIGIOUS AFFILIATION?

ADVENTIST	01
BAPTIST	02
PRESBYTERIAN	03
LUTHERAN	04
JEHOVAH'S WITNESS	05
UNITED	06
ANGLICAN	07
EPISCOPAL	08
CATHOLIC	09
JEWISH	10
OTHER	11
(SPECIFY _____)	
NOT A MEMBER OF ANY CHURCH	12

(41-42)67. HOW MANY TIMES HAVE YOU BEEN TO CHURCH SERVICE
IN THE LAST MONTH?

ONCE	1
TWICE	2
THREE TIMES	3
FOUR TIMES	4
FIVE+	5
NONE	6

(43)

68. WHAT WAS THE HIGHEST LEVEL OF SCHOOLING YOU COMPLETED?

EIGHTH GRADE OR LESS	1
PART HIGH SCHOOL	2
HIGH SCHOOL GRADUATE	3
PART COLLEGE	4
COMMUNITY COLLEGE GRADUATE	5
PART UNIVERSITY	6
UNIVERSITY GRADUATE	7
GRADUATE DEGREE BEYOND THE BACHELOR'S	8

(44)

69. IF RETIRED, CAN YOU STATE WHAT YOUR HOUSEHOLD INCOME LEVEL WAS BEFORE YOU RETIRED?

6,999 OR LESS	1
7,000-9,999	2
10,000-14,000	3
15,000-19,999	4
20,000-25,999	5
26,000-29,999	6
30,000-35,999	7
36,000+	8

(45)

70. CAN YOU STATE WHAT YOUR INCOME LEVEL IS RIGHT NOW?

6,999 OR LESS	1
7,000-9,999	2
10,000-14,999	3
15,000-19,999	4
20,000-25,999	5
26,000-29,999	6
30,000-35,999	7
36,000+	8

(46)

71. PERCEIVED HEALTH:

EXCELLENT	1
GOOD	2
FAIR	3
POOR	4

(47)

72. IS POOR HEALTH A PROBLEM FOR YOU?

(48)

73. WHAT IS YOUR ETHNIC BACKGROUND, IF ANY?

INDICATE _____
(ETHNIC BACKGROUND)

IDENTIFIED ONESELF AS CANADIAN

(49)

APPENDIX II
FUNCTIONS OF ORGANIZATIONS AND CLUBS

ORGANIZATION/CLUB:**FUNCTION:**

The Volunteer Action Centre

-To act as a focal point and resource for Volunteerism, and to provide other direct volunteer service.

Friendly Visiting Program

-Supervised friendly visiting service by volunteers. Matches volunteers on a one-to-one basis with senior citizens 60 years or older who are unable to participate fully in community activities.

COPA
(Council on Positive Aging)

-Promotes positive attitudes towards aging. Provides a means for communication and co-ordination among agencies offering programs and services to seniors.

Mr. Fix-It Club

-Social and work activities for men who are interested in assisting senior citizens by doing jobs and minor repairs.

The Herb Carroll Centre and
Keskus 55 Plus Club

-Variety of activities and services offered for persons 55 and over. Services include: V.O.N. Footcare Clinics, Public Health Nurse, Income Tax preparation, hot lunch programs, yard maintenance, snow shovelling, library services, and help with billing. Recruits older adult volunteers.

HOSPITALS:

1. McKellar
2. General Hospital
3. Hogarth-Westmount
4. St. Joseph's General