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Gender in Volunteering: Civil Society in Marrakech-Safi, Morocco

Ismail Abounaim^{1*}

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ABSTRACT

The study of volunteering and gender in age of contemporary society. It examines the impact of gender stereotypes and cultural perceptions on volunteering practices and motivations, and it also examines the manner in which volunteering neither challenges nor promotes traditional gender roles. The paper aims to provide insights into the perceptions of male and female volunteers and their influence on gender dynamics in the Marrakech Safi Region through a multidisciplinary analysis (using case study and empirical analysis). The research aims to contribute to understanding the role and organization of volunteering in contemporary social structures of volunteering in contemporary social structure and in gender relations.

INTRODUCTION

Conceptual Background

In contemporary societies, volunteering has been recognised as an essential aspect that unites individuals beyond mere altruism. As communities face the challenges of the modern era, volunteering surpasses simple altruism; it becomes a powerful driver that may impact society's functioning and structure.

The present research explores the intricate relationship among volunteering and gender, demonstrating the extent to which stereotypes and gender norms impact volunteer actions. The study seeks to determine whether volunteering upholds traditional attitudes to gender or whether it is changing slowly but fundamentally. Volunteering, commonly considered a fundamental aspect of civic engagement, offers an opportunity to strengthen the basis of societies. It exceeds private actions, affecting social structure.

The research looks at how gender, which is seen as a socially formed structure, and volunteering practices affect motivations, experiences, and the effects of volunteering on society.

In a world that is changing and becoming more equitable, it is important to look at how volunteering can either reinforce or fight against old-fashioned gender roles. Using an interdisciplinary approach that incorporates case studies and real-world research to better understand the perspectives of male and female volunteers. A full study of these experiences that covers many areas of Civil Society helps us better understand the roles of volunteering and gender in establishing modern societies, especially when it comes to creating new communities. The major goal of this exploration is to find out what the current situation is while encouraging well-informed discussion and suggestions that help make society more inclusive and bring about change.

Problem and Study Rationale

The research is conducted to find out the extent to which gender contributes to successful volunteering in the Marrakech-Safi region. The purpose is mainly to shed light on both the challenges and the possibilities for addressing them. Thus, the study examines the correlation between volunteering and gender dynamics in contemporary countries, viewing volunteering as a fundamental element of social frameworks. The increasing influence of volunteerism is evident as communities address difficulties, actively participating in the establishment of these frameworks. Recognizing and accepting this constant influence is essential for community development.

The paper will investigate

1. The fundamental relationship between volunteering and gender dynamics.
2. Analyze the gender-specific reasons for volunteering.
3. Examine the influence of volunteerism on gender dynamics.

Focusing on how volunteering creates societal change, the different features will be thoroughly addressed, and implications for inclusiveness and transformative activities in today's communities will be analyzed.

The research will thoroughly examine the influence of gender on volunteering in the Marrakech-Safi region. Our objective is to understand how gender affects motivations, experiences, and the overall impact of volunteer activities within Civil Society organizations in this region. The main goal is to identify obstacles and opportunities for gender inclusion in volunteering and to provide insights for promoting social transformation and inclusivity in community participation.

This research to ascertain the degree to which gender influences successful volunteering in the Marrakech-Safi

¹ Cadi Ayyad University, Marrakesh, Morocco

* Corresponding author's e-mail: Labounaim@uca.ac.ma

region. The objective is primarily to illuminate both the difficulties and the opportunities for their resolution.

Objectives and Questions of the Research

This work examines the relationship between volunteerism and gender relations in Civil Society organizations (CSOs) in the region of Marrakech-Safi. The focus is on how gender influences motives, experiences and the overall effect of volunteering. Our main objective is to offer a range of views that contribute toward more inclusive and transformative approaches to civic engagement in this regional setting, so that we move towards the realization of the principal hypotheses:

Hypothesis 1: We believed the recognitions of gender-based experiences, motivations and ultimate effects. The arguments about motives for volunteering and for believing it has an impact vary considerably between male and female participants (Smith, 2020; Johnson *et al.*, 2019).

Motivations, lived experiences and performance Gender relations greatly shape motivations, experiences and the overall results of volunteering in Civil Society institutions in the Marrakech-Safi region.

Hypothesis 2: We thought there would be instances where voluntary efforts have successfully challenged and transformed gender discrimination in CSOs. It may bring about new opportunities, responsibilities, or vantage points for those engaging in volunteer work (Brown, 2018; White, 2021). It may also be an instrument that can be used to help reduce gender gaps.

Our study question is

How do gender dynamics impact volunteering activities in the Marrakech-Safi region?

We will answer the issue by looking at the problems and chances that are present in the area.

1. The question will be tackled by reviewing and analyzing the barriers and openings that prevail in the area. These particular topics of a research paper serve as a setting for the research and its implications. of the volunteers' own perception on the association between volunteering and gender stereotypes.

LITERATURE REVIEW

In recent times the concept of volunteering, once viewed as a mundane act of charity, has undergone a great deal of transition and very dynamic change. This transformation is not merely cosmetic; it incarnates the mutation in the very essence of what volunteering is, thereby reshaping it into a serious player in community and civic involvement. This section examines the dynamism of volunteering, characterise it, highlight its real import and evidence trends that are changing the landscape of this noble effort (Smith, 2020; Jones *et al.*, 2021).

It is a fact that Volunteering has transformed over years. Once considered a tradition, it has matured into an adaptable and multifaceted pursuit that evolves with the creation of modern culture. The twenty-first

century calls for recognition and support of the new patterns of v-managerialism that are shaping the future of volunteering so that this important movement can continue as a vital source for progressive social change, and a much needed resource for a more inclusive and resilient community (Meijs & Handy, 2014).

Defining the components of volunteer orientation

Volunteer service is a form of altruistic commitment in which people donate their time, talents, and energy to assist their fellow human beings or enhance society without expecting a financial gain or material reward (Smith & Johnson, 2018). This selfless commitment spans a spectrum of grassroots outreach and structured efforts at nonprofits and beyond.

Voluntarism is far more than the provision of essential support and continuing dividends to the community; it is a potent force for positive social transformation. People participating in volunteering events feel the sense of membership and relationship that is experience in human life, which promotes community wellbeing (Jones *et al.*, 2020).

Volunteering has been linked to having a stronger sense of altruism, greater mental well-being, and a stronger sense of responsibility in particular (Doe & Smith, 2019). This emphasises that volunteering is selfless and life changing.

Moreover, volunteering also constitutes a key factor for the development of social capital, which manifests in the establishment of community ties through co-operating and team work (Brown & White, 2017).

The people involved in such initiatives are working together to achieve a mutual objective, thus helping to create a social structure that supports these kind of humanitarian initiatives, encouraging donations and offering a model of mutual aid, since both the recipient and the donor benefit from the arrangement. This is a shared effort, one that is meeting today's needs, while laying the groundwork for a stronger, more connected future. Volunteerism goes beyond the ordinary forms of acts of kindness; it is simply a time-tested tool, which yields concrete development benefits, and represents an important value in the achievement of the mobilization of social forces and the capacity building of the communities, thus positioning itself as an indispensable element in the pursuit of productive change and community transformation (Smith, 2023).

A study of the correlation between gender dynamics and volunteering in contemporary society

After explaining volunteering, we would go much more in depth into the idea of gender in society. We continue by considering the contribution of gender philanthropy and volunteering as driver of a change in the dynamics of contemporary society. If we can look at the connection between volunteering and gender then perhaps we can gain insights into how society ticks. The literature review serves to clarify this relation by pointing out

some contradictions in actual research work. Because the logic of gender is informed by our pasts and our culture, scholars—especially Smith and Brown (2019)—identify the historical and cultural forces that shape our understanding of what we see currently.

Attitudes toward male-female roles are changing in modern society. The work of Jones *et al.* (2021) reflect on how cultural shifts, legal reforms and social movements have impacted this shifting repression. Researchers like Johnson and Smith (2020) study how gender affects volunteering behaviours, taking into account preferences, motivations and barriers for comprehensive understanding. Review of the existing literature suggests

lack of sufficient understanding. In doing so, future research should concentrate on particular segments of the population or types of volunteer work to further our understanding of the relationship between gender and volunteering.

When discussing the relationship between volunteering and gender relations, a more accurate picture of the ratio of men and women participating in volunteering efforts is necessary.

Figure 1 shows where male and female UN volunteers are located around the world. It also shows the differences or patterns that could happen in different areas:

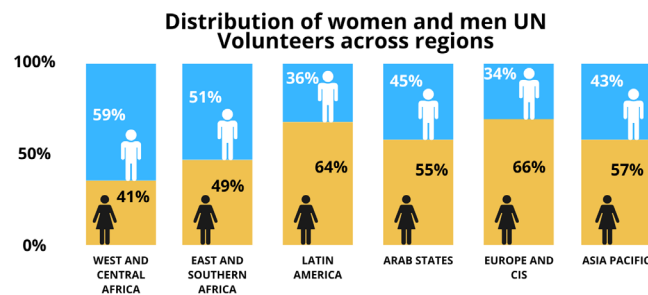


Figure 1 : Geographical Distribution of Male and Female UN Volunteers.

This figure illustrates the significance the complicated interaction of volunteering and gender is in today’s society. The graph shows differences across places. Women represent 57% of all volunteers in the world. In casual volunteering, this number rises to 59%. Men and women have different levels of interest, time commitment, and responsibility.

Examining Volunteering’s Impact on Gender Dynamics, Motivation, and Experience

To understand the various dimensions of volunteer work it is necessary to investigate the impact of volunteering on gender relations, the motives for volunteering and the diversity of volunteering experiences. Research into motivations for volunteering and the different experiences of men and women who volunteer is necessary to determine the effects of volunteering on gender, including their motivation and the variety of situations they experience when involved.

This short survey of the literature on motives for volunteering describes male and female volunteers in relation to each other.

Much research has looked at motivations for volunteering in terms of their outcomes. Providing insight into these different motives, however, it less clear how and why these underlying motivations influence volunteer behavior (Smith & Johnson, 2018). Second, a study of how the potential effects of volunteering, as agent-based and discursive, may reward or contest traditional gender norms is necessary for understanding the extent to which involvement in volunteerism impacts user’s awareness

and contribution to normative gendered standards (Smith & Brown, 2019).

Through close scrutiny of these factors, we gain insight as to the underlying incentives that drive people to volunteer and stay committed. This examination is strengthened by drawing on literature from academia including studies by Smith & Johnson (2018) and Jones *et al.* (2021). Consequently, we examine the unique volunteerism experiences of males and females. Comparison of their experiences shows both similarities and differences, providing a gendered approach to volunteering (Jones *et al.*, 2021).

A broader assessment delves into the effects of volunteering as an activity on gender in contemporary society, by taking a broader assessment of the consequences of volunteering. In turn, learning this knowledge about the potential for social change is about learning the effect that a few volunteers have on key gender structures (Jones *et al.*, 2022).

MATERIALS AND METHODS

Is to conduct a comprehensive examination of the influence of gender in volunteering for a non profit organization via an interview.

The qualitative research method has been selected in order to have an in-depth knowledge on the gender influence dynamics, uncover problems and prospects in Marrakech-Safi and strategies for social development in which everyone can participate positively. The article makes a contribution applying a qualitative, exploratory, and diagnostic framework, using semi-structured

interviews to analyse viewpoints from the literature and findings to an in-depth understanding of the research question. This methodological experimentation supports the paradigm of the qualitative research, allowing interdisciplinarity and thorough apprehension of the topics under investigation (Creswell & Creswell, 2017; Patton, 2015).

The qualitative method is selected for its thorough insights, as it explores shades and reflects on the complexities of the study issues. Utilising a qualitative methodology, this research unpacks how gender affects volunteering in CSOs to capture a wide range of views, experiences and contexts.

The current work investigates managers and board members of Marrakech-Safi Civil Society Organisations (CSOs) that have facilitated volunteering. The participants are chosen considering the managerial position and power

they have in order to have the opportunity to enlighten our understanding on volunteering dynamics being CSO qualified and skilled managers on the considered region.

Qualitative Data Collection

The use of qualitative data collection means semi-structured interviews with a purposive sample to analyse discursive data. For the purpose of this research, we interviewed 22 managers and directors in a semi-structured format (Table 1), to explore the barriers and support that is needed toward gender inclusion in public and charitable volunteerism in Marrakech-Safi (Smith, 2020).

As a matter of fact, the interviewees coming from a sample of different responsibilities and profiles, if we look from a cross-perception perspective, are the ones conducting the interviews (Dubois, 2022).

Table 1: Study Sample Characteristics in CSOs, Marrakech-Safi Region

Interviewee	Interviewee position	Civil Society Organization	Experience
Participant 1	Community Engagement Coordinator	Youth Leaders	6 years
Participant 2	Strategic Partnerships Manager	AFCD Fondation	12 years
Participant 3	Senior Manager	Association Entrelles Entrepreneures	8 years
Participant 4	President	ACt4community	9 years
Participant 5	Community Organizer	AMCDD Marrakech-Safi	4 years
Participant 6	Event Organizer	Association Surf et Bodyborad Safi	6 years
Participant 7	Education Program Coordinator	Education For All	5 years
Participant 8	Program Manager	Fondation Safi Moubadara	8 years
Participant 9	Social Innovation Project Manager	Fondation Abdelkader Bensalah	3 years
Participant 10	Community Development Manager		7 years
Participant 11	Program Officer	BASMA Association	2 years
Participant 12	Treasury	Association AFAK Marrakech	3 years
Participant 13	Communications Officer	Al Kawtar Women's Cooperative	5 years
Participant 14	Project Manager	Hawd Assafi	4 years
Participant 15	Community Manager	Atlas Kinder	9 years
Participant 16	President	Ibtikar-Participation citoyenne	6 years
Participant 17	Finance Officer	Tamsult women's Association	2 years
Participant 18	Active Member	Association Ennakhil	8 years
Participant 19	Social Community Builder	Association Basma	4 years
Participant 20	Treasurer	AEDF – Marrakech	10 years
Participant 21	Communications and Content Manager	High Atlas Foundation	7 years
Participant 22	Trainings Manager	Association Ourika Solidaire	5 years

Qualitative Data Analysis

Before data analysis takes place, the text of the interviews should be transcribed as exactly and completely as possible to ensure accurate analysis. Semi-structured interview, a qualitative inquiry method, will be used to collect the data through in-depth exploration (Patton, 2015; Creswell & Creswell, 2017).

The sample will be purposive, based on gender-inclusive selection criteria which considers the diversity of the roles and experiences of male and female managers

within CSOs in the Marrakech-Safi region (Baxter & Eyles, 1997; Creswell & Creswell, 2017).

Qualitative data analysis will be consistent with established procedures by inductively generating themes, concepts and insights in the data collected. Patton (2015); Creswell and Creswell (2017). This ensures a broad examination of how the experiences and views of managers of volunteer occupation in Civil Society organisations.

Observational data will be analyzed by means of thematic analysis technique on semi-structured interview

qualitative data which offers a systematic and coherent approach in the identification and examination of the emerging themes (Braun & Clarke, 2006).

An iterative study including multiple researchers, peer debriefing and member checking will be performed in order to reduce potential biases and enhance credibility and validity (Lincoln & Guba, 1985). Reflexivity, as the process of acknowledging and tackling any researcher biases in the analysis (Finlay, 2002), will be retained.

The initial stage of data analysis will be descriptive analysis of the data collected. In the following, we will perform a lexical analysis that enables to prepare our content analysis in the qualitative data analysis software “Nvivo 12”. Software Computer programs can enhance the validity and credibility. It will also keep information organized all the time and save time.

RESULTS AND DISCUSSIONS

The findings from the qualitative data collected in the data gathering phase are addressed in this section. In this stage, we interpret the responses of semi-structured interviews to examine the perceptions and arrive at instead understanding of the experiences of volunteering in terms of gender dynamics in Marrakech-Safi.

The use of Nvivo software in the analysis allowed us to have an in-depth look at the topics that emerged more frequently in our interviewees’ speech and have a sense of what they think about volunteering and gender relations by looking for recurring words or connected ideas.

A summary of the results of our study is shown in the table below (Table 2).

Table 2: Word frequency

Word	Length	Frequency	Weighted percentage%
Gender	6	89	004
volunteers	10	74	003
community	9	55	002
women	5	48	001
roles	5	29	001
activities	10	27	001
initiatives	11	27	001
programs	8	24	001
challenge	9	23	001
society	7	23	001
within	6	23	001
leadership	10	22	001
associations	12	20	001
civil	5	19	001
promoting	9	17	001
diverse	7	16	001
experiences	11	16	001
inclusive	9	16	001
may	3	16	001
organizations	13	16	001

Volunteering is described as the commitment of time, skills, and energy to become involved in another organisation which provides services for the public good. It analyzes the influence of attitudes toward gender roles on the establishment of Civil Society as well as the increase in inclusivity and feeling of

community, skills, and effort for the causes of others, regardless of whether such causes are contacted with non-profit groups. exploring the influence of gender on the evolution of Civil Society, which it makes more inclusive and communal.

In conducting these interviews, we focused on the details

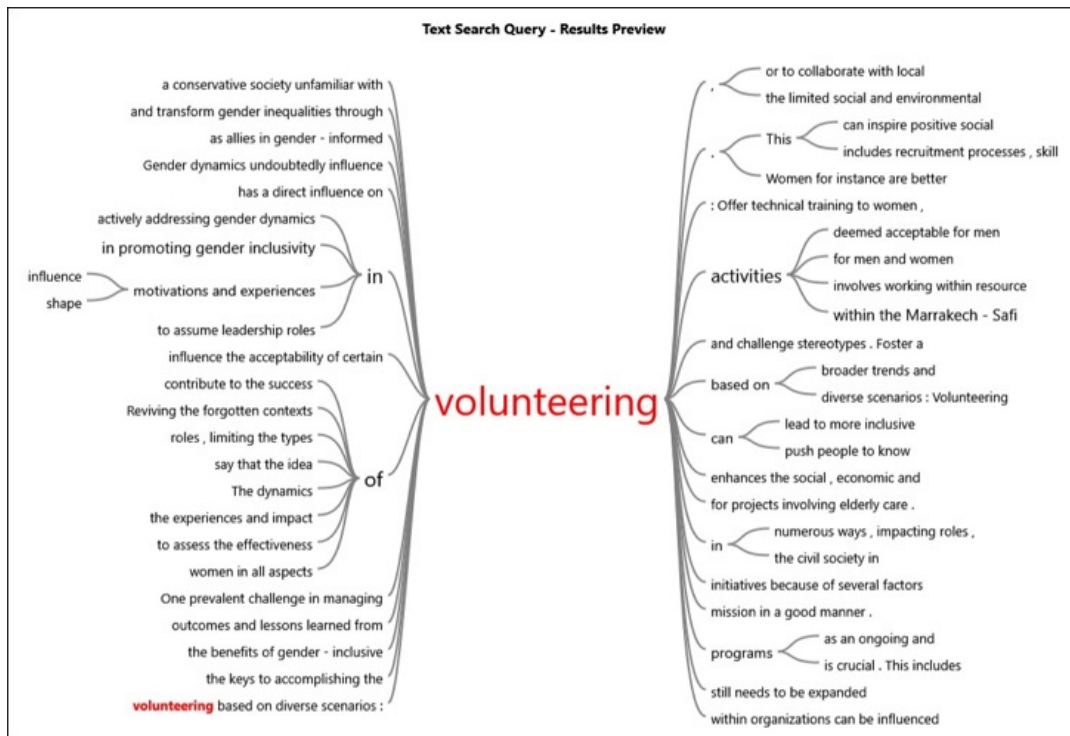


Figure 2: textual analysis of the volunteering

and significance of volunteering, potential constraints, as well the various motives and motivations. According to all our interviewees, the goal of volunteering is to help initiatives thrive by creating a positive impact. CSOs are inspired by the positive societal influence that challenges bias and gender dynamics toward solving gender problems.

Men are seeking professional growth, skill development, civic engagement, community development, social impact, and personal fulfilment, while women seek community solidarity, the cultivation of empathy, and the fulfilment of social responsibilities. Throughout the interviews, we had one continual insight

Impact of Gender Dynamics

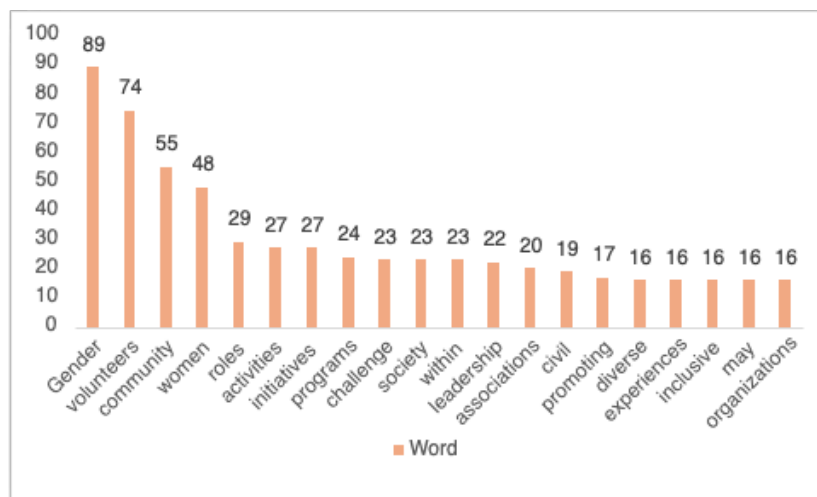


Figure 3: Word Frequency Distribution Across Community

regarding the need to link all efforts to change the gender dynamics that justified the assignment of roles for the volunteers. Perpetuating them may restrict the variety of items and responsibilities that volunteers are willing or able to do. In addition, creating a culture of volunteering that focuses on gender equity has been recognized as an

important determinant of the volunteering ecosystem in the Misspelled-Safi area. This has great implications on the nature, sources of motivation and experiences of people involved in volunteer efforts at the Civil Society NGO field. It also creates a new culture that brings the commitment

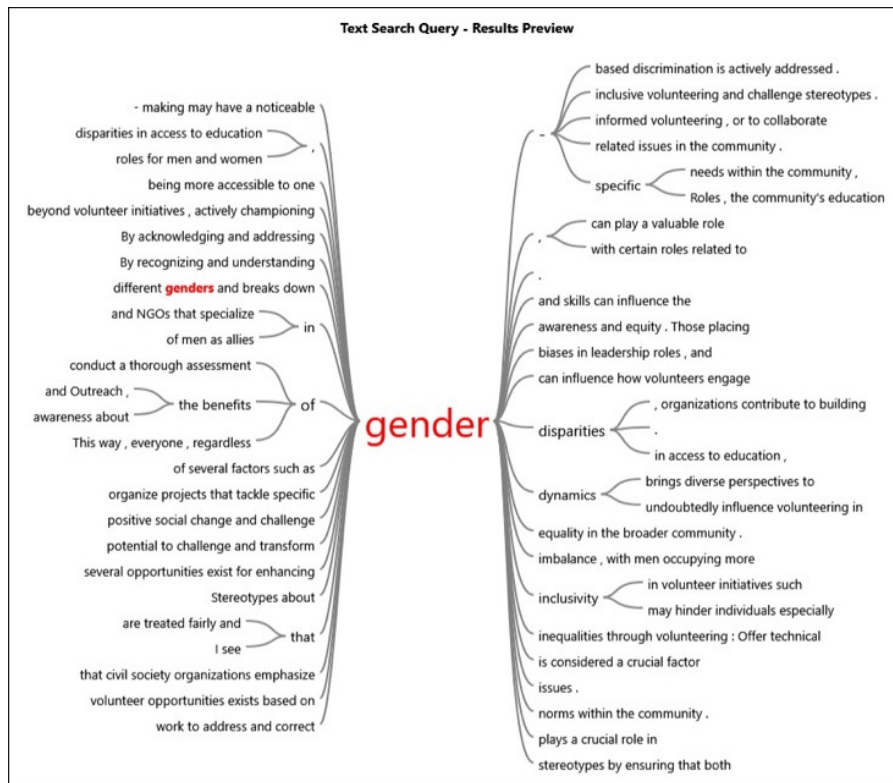


Figure 4: textual analysis of the gender

of all stakeholders and NGOs, which adds to inclusiveness and social development in the region, and also generate mechanisms that foster continuous engagement and active participation as well.

Volunteering can raise awareness of gender relations challenge stereotypes through empowerment of actors at stake, and it can change traditional gender roles both within CSOs and in society. It can also contribute to the inclusion of women, and to the encouragement of equal opportunities in Civil Society organisations. Ineffective initiatives could have a counter effect on social attitudes and a level of acceptance for gender diversity, therefore

leaving a more inclusive society.

Gender Dynamics Synthesis

The gender perspective is also very important for Civil Society and for social inclusion. To fully understand the impact and meaning of volunteering per gender, this kind of structure needs to be analyzed under various aspects of gender (volunteering).

It includes comprehensive examinations of all aspects influencing volunteers' roles, tasks, incentives, barriers and experiences, with an emphasis on gender inequities.

Gender dynamics at CSOs Conversations with CSO



Figure 4: textual analysis of the gender

managers and leaders of volunteer programs illustrate the extent to which these organizations embrace inclusive approaches and ideas relating to gender.

Some of the conversations showed that the way managers and program leaders approach gender aspects has an influence on how volunteer initiatives are shaped, implemented, and are perceived to the outside world.

The gender dynamics implicit in these exchanges are indicative of the need to create volunteer cultures that value diversity and inclusivity. This includes establishing an environment in the workplace that respects the contribution of all volunteers, irrespective of gender and promotes equal access to opportunities.

In summary, interviews with managers and leaders of volunteering programs bring out the importance of taking into account gender dynamics when planning and implementing volunteer initiatives. By actively managing this dynamic, we can create a shift toward greater equity and inclusivity in commitment, enhancing the positive impacts of volunteer actions in the organisations and associations we study.

CONCLUSION

This study explores the relationship between gender and volunteering in the Marrakech-Safi region, highlighting its potential to shape Civil Society and gender norms. The findings confirm that gender influences volunteers' motivations, experiences, and roles. While female volunteers prioritize community responsibilities, male volunteers are often motivated by career advancement. This can perpetuate gender stereotypes, but the study also shows that volunteering can be a powerful tool for social inclusion and for promoting gender equality. The success of volunteer campaigns has positively altered societal attitudes toward gender diversity. The research recommends that volunteer programs adopt gender-sensitive strategies to address these differing motivations and experiences, ultimately creating more inclusive

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