



Leveling the Barriers to the Development of Sports Volunteering for the Disabled in Iran using a Structural-Interpretive Model

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Authors

Ghoreishi M.S.¹ MSc,

Savadi M.*¹ PhD,

Sayebani H.¹ PhD

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ABSTRACT

Aims The main purpose of this study was to investigate the leveling of barriers to the development of sports volunteering for the disabled in Iran using a structural-interpretive model.

Instrument & Methods It was performed based on the purpose of applied research and in terms of data collection by the exploratory mixed method. Participants included professors of sports management, managers, and specialists in the field of the disabled and volunteering in the country. Data collection tools were semi-structured interviews and structural self-interaction matrix questionnaires. In the first part, the data were organized using the thematic analysis method and in the form of basic, organized and comprehensive themes. Also, using the interpretive structural model, the identified obstacles were classified.

Findings The results showed that barriers to the development of sports volunteering for the disabled as a comprehensive theme include 54 basic themes and 8 organizing themes which were classified into 3 levels and based on the results of lack of material and spiritual support for disabled volunteering, poor management of sports organizations, Ignorance of laws and macro-politics, non-compliance of sports facilities with the disabled are in the first level and are considered the most important obstacles. Also, in the second level, there is inappropriate media coverage, and in the last level, there are individual restrictions, inappropriate position of volunteering in Iranian sports, and a negative attitude towards the abilities and competencies of the disabled.

Conclusion By focusing on removing the identified barriers, we can help a lot in the development of social capital as well as the effectiveness of the performance of sports organizations.

Keywords Content Analysis; Volunteering; Disabled Persons; Social Capital

¹Physical Education Department, Qeshm Branch, Islamic Azad University, Qeshm, Iran

*Correspondence

Address: Physical Education Department, Qeshm Branch, Islamic Azad University, Qeshm, Iran

Phone: -

Fax: -

mehdi.savadi@gmail.com

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Introduction

Every year, millions of people devote countless time and effort to volunteering for the benefit of themselves and their communities through volunteer work. They have a strong social status [1]. Volunteering is an activity that benefits both the community and the volunteer, is voluntary, without coercion and financial payment, and takes place in a voluntarily determined situation [2]. Volunteering is a way that can help increase the self-esteem of people with disabilities [3]. On the other hand, without an active volunteer sector, the quality of life of most people in society, especially in developed countries such as the United States, Canada, Australia, and the United Kingdom, has been significantly reduced or they may have to incur high costs for To maintain and improve their quality of life, in 2012 in the United States, 64.5 million people volunteered for 7.9 billion hours, while in 2010 in Canada, 13.3 million people volunteered for 2.07 billion hours [4]. In 2006 in Australia 5.2 million people volunteered 623 million hours for the non-profit sector and in 2016/2017 in the UK 11.9 million people volunteered for 1.93 billion hours [2]. In the meantime, the sports industry is the most important part of volunteering, So sports organizations and activities attract a lot of volunteers most of the activities are on them, And volunteers for a large part of the human resources of sports organizations and institutions in They make up different countries of the world Sports organizations and events provide vital venues for volunteers And yet they depend on volunteers for their success. Today, volunteers are one of the three constituent groups of human resources (Official staff, volunteers, customers, and clients). They were able to find a special place in the structure of sports organizations [5].

In the last three decades, however, the system governing sports has been increasingly focused to promote the integration and entry of disabled people into the main path of sports [6]. The social pattern of disability [7]. States that the negative experience of disability is due to the constraints of the environment Such as negative attitudes and poor social support. Therefore, in case of inability to access or actively participate in social activities, the disabled would become more vulnerable. Furthermore, Bogdan and Taylor insisted on the importance of disabled people in social work, in their opinion doing social work gives the disabled different job opportunities and volunteer chances that help them with their communication [8]. More importantly, disabled people are rarer in paid volunteer work and they are generally paid less [9]. In addition, the convention for disabled people from the UN is trying to prevent such discrimination against disabled people and upgrade the quality of their citizenship by accessing the same goods as

others and social events like sports games and such Similar to how they tried to attract more disabled people to volunteer in the 2012 London Olympic and Paralympic games [10]. Researches in the USA show that disabled people make up 5-6% of the total volunteer count in the country [11]. So by this account, regardless of the push for more disability inclusion, disabled volunteers at the Olympics and Paralympics made up only 5% of the total volunteers [9].

Kappelides and Spoor state that the pros of volunteering for the disabled are social acceptance, social inclusion, and personal growth. They also named negative thoughts, personal issues, and systemic problems the obstacles [2]. Based on research conducted by Shields *et al.* young people have positively changed their opinions on the disabled opinion after working as a volunteer at programs and sports gatherings [12].

Kogut has connected the social importance of volunteering and humanitarian work for sports activities to decrease the gap between disabled and able-bodied people with the social coalition of disabled people [13]. Jeanes *et al.* also have mentioned social inclusion and the development of joint opportunities as beneficial for the disabled youth [14]. Payne *et al.* showed that people with brain injuries who participate in a voluntary intervention, compared with controls, rehabilitation Experienced more psychology [15]. Ghazanfarpour *et al.* showed that internal management criteria have the greatest impact on the planning and adaptation of urban spaces to meet the needs of the disabled [16]. The results of MehdiNejad *et al.* Showed that resilience, optimism, self-efficacy, and hope have a significant effect on the development of participation in public sports for veterans and the disabled [17]. Fahimi Nejad *et al.* determined that four factors, individual and family, sports, management, and environment, are the factors affecting the development of public sports for the disabled [18]. The research of Jalali Farahani *et al.* has considered the factors affecting the development of the volunteer movement in public sports as three economic, social and cultural [19]. The study of Naderi to investigate the barriers to participation in physical activities and sports in the disabled led to the identification of five factors of individual, structural, technical, basic, and socio-cultural barriers [20]. Limoochi *et al.* showed effective factors The participation of people with disabilities in sports activities include managerial and planning thinking, coordination and inter-organizational communication, development of infrastructure, media and press, development of human resources, and culture and education [21]. Rahmani and Sabouti showed that the design and standardization of sports venues and complexes affect the social interactions of the physically disabled in Tehran [22]. According to the findings of Vakili Tanha *et al.*,

motivation for health, well-being, and vitality, motivation for acquiring social status, situational factors and motivation for education and skills, motivation for success, and depletion of energy and entertainment affect the desire of veterans and the disabled to play sports in Hamadan province [23]. However, according to studies, groups with disabilities are deprived of opportunities to participate and volunteer in sports [24, 25].

Examining the research conducted, it is clear that the sports volunteering of the disabled has been neglected and more, the volunteering in general or the sports participation of the disabled has been mentioned as if the volunteering can be considered as a part of the sports participation. Previous researchers have focused on people with disabilities as participants in sports, and as someone who can take on other roles in sports organizations. For example, Bailey stated that participation in sports provides opportunities for people with disabilities to develop socially, network, and reduce social isolation. Although some theoretical rationale for increasing sports participation among people with disabilities may pave the way for them to take on volunteer roles, more recent requests for broader approaches and perspectives on the social inclusion of people with disabilities in sports have emerged [26]. For example, Meissner and Darcy stated that people with disabilities should be considered in all organizational aspects of sports, not only as athletes or participants in sports activities but also as part of the sports community [27]. However, many sports clubs underestimate the use of people with disabilities and do not consider people with disabilities as employees or volunteers [28]. At the same time, in most developed countries, government policies and support programs focus on improving the participation of people with disabilities in sports as athletes and consumers. For example, the Australian Government has provided programs and services to improve the level of participation of people with disabilities [29]. As the attention of officials and sports planners to volunteers to develop and generalize sports as well as the implementation of sports programs, was increasing day by day, but limited policies, programs, and initiatives to involve people with disabilities in playing other roles in sports organizations (except sports) There were People with disabilities often receive voluntary services but were rarely considered a potential source of volunteering, and despite the well-known benefits of volunteering in sports, the role of people with disabilities in sports volunteering was very small and deprived of the benefits of volunteering. Therefore, in addition to identifying the most important barriers to volunteering for the disabled in sports events, the researcher had tried to level these barriers to present a new approach to the authorities to remove the barriers. In addition,

efforts had been made to make the country's sports and non-sports managers aware of this potential force, so that with proper planning and organization to remove obstacles, they could make the most of their volunteer participation.

Instrument and Methods

This research has been done in a mixed-method (qualitative-quantitative) and in terms of purpose, it is considered as an application-development that in the first part of the content analysis by qualitative exploratory method (interview analysis and written documents) and the second part interpretive structural modeling was used. Participants in the study included professors of sports management, managers, and specialists in the field of disability and volunteering in the country. Sampling was done purposefully using the snowball technique to the point of theoretical saturation. Criteria for interviews were at least 7 years of experience in their field. Finally, 15 people participated in the present study.

In the first part, the research data were collected by reviewing the documents related to the disability volunteering and then by semi-structured interviews based on the model of qualitative interviews and observing its criteria, in approximately 30 to 50 minutes, in person, electronically, and by telephone. Qualitatively, two sources of "semi-structured interview" and "written documents" have been used at the same time. In the second part, the structural self-interaction matrix questionnaire was completed with the same people to level the identified barriers. To analyze the research data, in the first part, the content analysis method was used to analyze the semi-structured interview and in the second part, the interpretive structural modeling method was used. In this research, the network analysis method was used. Interpretive Structural Modeling (ISM) is a method for designing a pattern of complex and multiple relationships between variables of a phenomenon [30]. This method is a kind of structural analysis based on an interpretive paradigm. The purpose of this method is to identify the relationships between the underlying variables of a multifaceted and complex phenomenon and is suitable for management and social science studies. Designing an ISM is a way to examine the effect of each variable on other variables; This design is a comprehensive approach to measuring communication, and this design is used to develop the model framework to make the overall objectives of the research possible. In this method, first, effective and basic factors are identified, and then, using the method that has been presented, the relationships between these factors and the way to achieve progress by these factors are presented. The ISM method analyzes the relationship between

indicators by analyzing the criteria at several different levels. The interpretive structure model can determine the relationship between indicators that are related to each other individually or in groups. The ISM method analyzes the relationship between indicators by analyzing the criteria at several different levels. The ISM method can be used to analyze the relationship between multivariate properties defined for a problem. The ISM method can be used to analyze the relationship between multivariate properties defined for a problem.

In addition, According to Lincoln & Guba, assessing the scientific validity of qualitative studies includes four criteria: reliability, transferability, reliability, and verifiability [31]. In this regard, for reliability, sampling until data reached saturation, long-term involvement in the field and multilateralism of data, and in general, all processes and steps in the research were performed, as well as for reliability, inspection, researcher documentation of data, methods. And the researcher's decisions and multilateralism were carried out. To be verifiable, data alignment methods were performed by collecting sufficient data from various sources such as experts, scientific and research sources and documents, theoretical and research backgrounds, researcher self-review, and control of members participating in the research. To be transferable, a detailed description of the environment and participants and the diversity of views and experiences of the interviewees were performed.

Findings

In the first stop, studios articles have been red and then the written text of the interviews has been studied and reviewed frequently and with the composition of these two methods, a list of elementary code's or elementary concept's has been made With the review of these concepts we tried to make these concepts special distinct new and general enough till it encompasses the collection of idea's in the text. This work made the information's less and changed them into a collection of organized concept's in the end 63 elementary concepts has been extracted in the next step's the earned concept's has been put in similar groups (Table 1). Based on the analysis in Table 1, barriers to the development of volunteerism of the disabled as a comprehensive theme were identified in 8 organizing themes and 63 basic themes were identified and a network of themes was extracted. Then, an interpretive structural model was used to level the identified barriers. To provide an appropriate interpretive structural model, the barriers to the development of sports volunteering for the disabled and to examine the relationship between the barriers have been graded using the interpretive structural analysis method of these

barriers. To perform the interpretive-structural technique, to obtain the internal relations and priorities of the elements in a system, first, a structured self-interactive matrix was formed. To create this matrix, all identified barriers were compared.

More clearly in this step, the experts have considered the obstacles in pairs with each other and have responded to the pair comparisons based on the following. That is, in each comparison, two criteria, the letters V, A, X, and O are used based on the following definitions.

(V): The factor of row i causes the factor of column j to be realized.

(A): The factor of column j causes the factor of row i to be realized.

(X): Both row and column factors cause each other to be realized (factors i and j have a two-way relationship).

(O): There is no relationship between the row and column factor.

Using the mentioned symbols, the pattern of causal relationships between the identified obstacles was determined. In this way, a structural self-interaction matrix was formed. Table 2 also shows the structured self-interaction matrix. This table consists of 8 columns and 8 rows based on the identified obstacles. Then, to match the matrix, the questionnaire was filled in again with the samples and the compatibility of the received matrix was checked and confirmed again.

By converting the symbols of the structural self-interaction matrix to the numbers zero and one based on the sub-matrix, the initial achievement is obtained.

If the symbol of house ij is the letter V, the number 1 is placed in that house and the number zero is placed in the symmetrical house.

If the symbol of house ij is the letter A, the number zero is placed in that house and the number 1 is placed in the symmetrical house.

If the symbol of house ij is the letter X, the number 1 is placed in that house and the number 1 is placed in the symmetrical house.

If the symbol of house ij is the letter O, the number zero is given in that house and the number zero is put in the symmetrical house.

The resulting matrix is obtained by converting the structural interaction matrix itself into a double-value matrix of zero and one.

After the matrix becomes zero and one matrix, a secondary matrix or a compatible matrix must be designed. According to the received matrix, a compatible access matrix was designed (Table 3).

To determine the level of obstacles in the final model, input, output, and common sets were formed for each of them. The more common points and the output of an agent have in common, the higher the variable.

Table 1) Basic, organizing, and comprehensive themes

Organizing themes	Basic themes	Calculated number	ID	
individual restrictions	Existence of physical problems and diseases	M3, M12, M7	C1	
	fear of being in crowded environments	M10, M9	C2	
	adverse past experiences	M11, M7, M5, M2	C3	
	no other friends	M13, M12, M11	C4	
	busy and lack of time	M10, M7, M6, M2	C5	
	low skills and experience of volunteers	M7, M6, M1, M3, M14	C6	
	part-time and part-time volunteering	M10, M9, M1	C7	
	hard work of volunteering	M10, M9, M8, M7	C8	
	the economic status of volunteers	M15, M11	C9	
	lack of profit and benefit from attending sports events	M7, M6, M11, M4	C10	
failure to match the conditions of sports venues with the disabled	lack of proper design of sports halls and stadiums	M14, M10, M4	C11	
	lack of suitable sports facilities for the disabled	M9, M10	C12	
	lack of welfare facilities for the disabled	M8, M7, M6	C13	
	lack of wheelchairs in most sports complexes	M12, M6	C14	
	lack of proper sanitation	M7, M6	C15	
	difficulty in transporting the disabled	M4, M7	C16	
	slope and slippery access roads	M15, M13, M10	C17	
	lack of sensory characteristics for the blind	M12, M5, M4	C18	
lack of material and spiritual support for the volunteers of the disabled	lack of definition of minimum financial support for this particular group	M10, M9, M8, M7, M6	C19	
	lack of adequate funding for the use of disabled volunteers	M14, M12, M10, M4	C20	
	no allocation of funds for transportation of disabled volunteers	M12, M11, M5	C21	
	no allocation of government facilities	M8, M7, M6, M11	C22	
	no allocation of points and rewards to candidates	M1, M7, M6	C23	
	lack of support for other volunteers	M1, M8, M7, M6	C24	
	lack of support from friends and family	M13, M11	C25	
	lack of support for sports and non-sports organizations	M5, M3	C26	
	lack of media support and sponsors	M9, M8	C27	
weak management of sports organizations	lack of tangible volunteer management system	M13, M12, M11	C28	
	levels of management attitude towards volunteers	M10, M7, M6, M2	C29	
	managing the weakness of people in the disabled sector	M7, M6, M1, M3, M14	C30	
	the risk-taking of managers	M10, M9, M8	C31	
	managers do not believe in the efficiency of the disabled	M10, M9, M8, M7	C32	
ignorance of laws and macro-politics	there was no national Marco program	M15, M11	C33	
	lack of cooperation of policymakers in developing the culture of volunteering	M7, M6, M11, M4	C34	
	lack of determination and will of sports authorities to change the existing conditions	M9, M8	C35	
	failure to implement the approved laws for the welfare of the disabled	M5, M3, M9, M2	C36	
	lack of anticipation and attention to the rules for employing people with disabilities in medicine	M7, M6, M5	C37	
	lack of standard rules for equal opportunities for the disabled	M9, M8, M7	C38	
	insufficient funds for advertising, development, and employment of volunteers	M14, M4, M3	C39	
	lack of a specific program for the use of disabled volunteers	M4, M3, M2	C40	
	Inadequate position of volunteering in Iranian sports	Lack of volunteer training in the country's education system	M8, M10	C41
		Lack of recognition of volunteering needs	M5, M12, M15	C42
No application for voluntary participation		M8, M15	C43	
Lack of awareness of the benefits of volunteering		M8, M9	C44	
Unknown capacities and potential abilities of the disabled		M5, M14, M15	C45	
The inattention of sports organizations and institutions to the disabled		M8, M9, M14	C46	
Existence of feeling the cost of using the disabled in sports events		M10, M11, M12, M13	C47	
There is an atmosphere of indifference		M5, M10, M15	C48	
The poor social base of the disabled		M6, M9	C49	
Restrictions on the socialization of the disabled		M5, M6, M8, M9	C50	
Inadequate media coverage	Inadequate media coverage Low use of the disabled in movies and series	M4, M5, M14	C51	
	Negative attitude towards the disabled in the media	M5, M14, M3	C52	
	Poor social media information about volunteering	M7, M9, M10, M13,	C53	
	The low and inappropriate television broadcast of sports events for the disabled	M5, M8, M11	C54	
	Low attention to print media	M1, M11, M12	C55	
	Lack of responsibility to the disabled	M6, M7, M8, M15	C56	
	Killing and isolating the disabled in sports	M10, M13, M15	C57	
	Lack of appreciation for the efforts of the disabled	M3, M4, M9	C58	
Negative attitude towards the abilities and competencies of the disabled	Instrumental use of the disabled	M8, M9	C59	
	Lack of value and value to the disabled	M4, M5, M12	C60	
	Lack of trust in volunteers	M6, M7, M1	C61	
	Assign low-level and degrading jobs to volunteers	M11, M2, M6, M7	C62	
	Compassionate or ridiculous attitude	M6, M14	C63	

Table 2) The final structural self-interaction and Incoming matrix

	IR	IIMP	LMCSVD	IPVIS	LMSSVD	NATACD	IMC	WMSO
Self-interaction matrix								
-	A	B	C	D	E	F	G	H
A	-	A	A	V	A	X	A	O
B	-	-	A	V	V	V	O	X
C	-	-	-	V	A	V	V	X
D	-	-	-	-	A	V	X	A
E	-	-	-	-	-	V	V	X
F	-	-	-	-	-	-	A	A
G	-	-	-	-	-	-	-	A
H	-	-	-	-	-	-	-	-
Incoming matrix								
A	1	0	0	1	0	1	0	0
B	1	1	0	1	1	1	0	1
C	1	1	1	1	0	1	1	1
D	0	0	0	1	0	1	1	0
E	1	0	1	1	1	1	1	1
F	1	0	0	0	0	1	0	0
G	1	0	0	1	0	1	1	-
H	0	1	1	1	1	1	-	1

Note: IR: Individual restrictions; IIMP: Ignorance of laws and macro politics; LMCSVD: Lack of matching the conditions of sports venues with the disabled; IPVIS: Inadequate position of volunteering in Iranian sports; LMSSVD: Lack of material and spiritual support for the volunteers of the disabled; NATACD: Negative attitude towards the abilities and competence of the disabled; IMC: Inadequate media coverage; WMSO: Weak management of sports organizations

Table 3) Compatible access matrix

	A	B	C	D	E	F	G	H	Influence
A	1	0	0	1	0	1	1	0	4
B	1	1	1	1	1	1	1	1	8
C	1	1	1	1	1	1	1	1	8
D	1	0	0	1	0	1	1	0	4
E	1	1	1	1	1	1	1	1	8
F	1	0	0	1	0	1	0	0	3
G	1	0	0	1	0	1	1	0	4
H	1	1	1	1	1	1	1	1	8
Dependence	8	4	4	8	4	8	7	4	

Achievement set (effects or outputs): includes the criteria themselves and the criteria by which they are affected. Prerequisite set (effectiveness or inputs): includes the criteria themselves and the criteria that affect them.

After determining the access settings and the prerequisite set, the subscription of the two sets is calculated. The first variable whose share of the two sets is equal to the achievable set (outputs) will be the first level. Therefore, the first-level elements will have the most impact on the model. After identifying the first level indicators, these elements are removed and the process of calculating the achievement set and prerequisites continues. This process continues until all indicators are removed (Table 4).

Table 4) Leveling the barriers to the development of sports volunteering for the disabled

	Output: Impact	Input: Impact	Subscription	Level
A	A, D, F, G	A,B,C,D,E,F,G,H	A, D, F, G	First
B	A,B,C,D,E,F,G,H	B,C,E,H	B,C,E,H	Third
C	A,B,C,D,E,F,G,H	B,C,E,H	B,C,E,H	Third
D	A,D,F,G	A,B,C,D,E,F,G,H	A,D,F,G	First
E	A,B,C,D,E,F,G,H	B,C,E,H	B,C,E,H	Third
F	A,D,F	A,B,C,D,E,F,G,H	A,D,F	First
G	A,D,F,G	A,B,C,D,E,G,H	A,D,G	Second
H	A,B,C,D,E,F,G,H	B,C,E,H	B,C,E,H	Third

The final pattern of identified barriers is shown in the Figure 1. In this figure, the meaningful relations

of the elements of each level on the elements of the lower level as well as the meaningful internal relations of the elements of each line are considered. In the communication, the model identified, four components, i.e. lack of material and spiritual support for the disabled volunteer, poor management behavior of sports organizations, neglect of laws and macro policy, non-compliance of sports facilities with the disabled are put on the first level, and are considered the most significant obstacles. On the second level, there is inappropriate media coverage, and on the last level, there are individual constraints, the inappropriate position of volunteering in Iranian sports, and negative attitudes towards the abilities and competencies of the disabled. After drawing an interpretive structural model of obstacles to the development of sports volunteering for the disabled using MICMAC Analysis and generating an Influence-Dependence Matrix, the variables were classified into four categories: Autonomous variables, Dependent variables, and Linkage variables and Influence variables.

According to Figure 2, the variables of individual constraints, the inappropriate position of volunteering in Iran, negative attitudes towards the abilities and competencies of the disabled, and inappropriate media coverage are more influenced by other factors and are systemically under the influence and dependent elements. In other words, many factors are involved in removing these obstacles, and they are less likely to trigger other variables. In addition, the variables of neglect of laws and macro policy, non-compliance of sports facilities with the disabled, lack of material and spiritual support for the disabled volunteer, and poor management of sports organizations have high Influence and low dependence. These variables have a great effect on overcoming other obstacles. There

are no variables in the model that have a low influence on low dependence. In addition, there are

no variables with high dependence and high influence in the model.

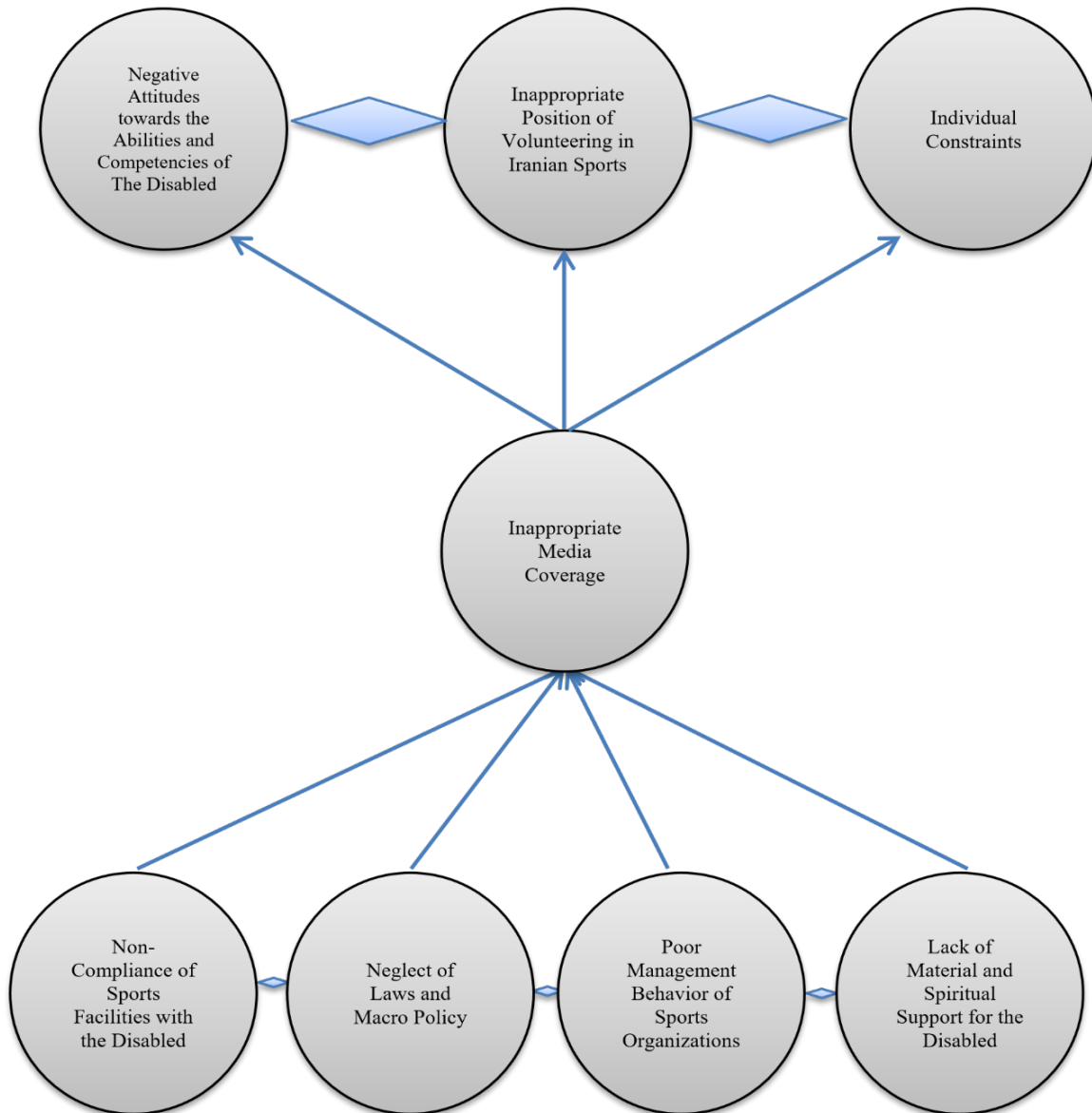


Figure 1) The interpretive structural model of identified obstacles

Power of Influence	Influence													Linking
				B, C, E, H										
Power of Influence	Autonomous								G	A, D, F				Dependent
		Power of Dependence												

Figure 2) Influence-Dependence Analysis

Discussion

According to the research findings, lack of material and spiritual support for the volunteers of the disabled, poor management of sports organizations, disregard for laws and macro policy, and non-compliance with the conditions of sports venues for the disabled are the most important obstacles. Inadequate position of volunteering in Iranian sports and negative attitude towards the abilities and competencies of the disabled are in the next category. One of the problems in the field of sports for the disabled is the lack of facilities, and given that the sports equipment for veterans and the disabled are particularly complex, social organizations and institutions should be the Veterans and Disabled Sports Federation and consequently the boards. Support the province, but another issue that should not be simply ignored is the issue of not adapting some sports facilities for the disabled, which is considered a brake on sports for the disabled and veterans. People with disabilities are also considered as one of the strata of society who should have access to all the facilities of society like normal human beings. Disabled people and adaptation in this field have been given special attention by those in charge. The inadequacy of sports facilities for the disabled has also been confirmed in the research [16, 18, 21, 22].

Veterans, the disabled, and other victims, who make up a large group of the human population in each community, will be able to use their sports facilities and facilities to strengthen their motivation and use their abilities in the community. Therefore, it is necessary to pay more attention to the discussion of adapting to the sports environment and using sports equipment. To increase the presence of veterans and the disabled in the field of sports and increase their motivation, it is necessary to develop sports venues and spaces following their functional levels and physical abilities. The current sports facilities and spaces cannot meet all the needs of these people and it is necessary to provide the necessary and sufficient groundwork to improve the increase of facilities.

In developing countries, people with disabilities often face barriers to participating in sports and community activities, and this may include complex issues such as attitudes toward disability, traditional beliefs and physical education systems, and access to sports infrastructure, including Services, facilities, and equipment. Integrating people with different disabilities and including them in different sports has been a major focus in recent decades and has created new opportunities for participation and competition. On a larger scale, the participation of people with disabilities in sports helps to build and introduce the nationality of the participants. By changing the attitude of people in the community by using strategies such as increasing the awareness of others about the needs of people with disabilities in

sports, family awareness, and education and other educational centers, respecting the rights of people with disabilities, creating a sense of responsibility for people with disabilities, In the target community, changing society's attitudes toward disability, social responsibility towards people with disabilities, improving society's attitudes toward disability, motivating people with disabilities and driving public opinion towards sports for people with disabilities and reducing cultural poverty can improve society's attitudes towards people with disabilities. forgave.

Another obstacle to the development of volunteering for the disabled in sports is the disregard for laws and macro policy on the issue of volunteering. In justification, it should be said that the lack of determination and will of sports authorities to change the existing situation has caused no one to think of developing the right program for sports participation of the disabled. Has become a volunteer. Limoochi *et al.* and Kappelides & Spoor emphasize the development of appropriate laws to protect the rights of persons with disabilities, as well as laws that provide equal opportunities for persons with disabilities and non-persons with disabilities in sports [2, 21].

The International Law on the Rights of Persons with Disabilities was adopted by the General Assembly and entered into force on March 30, 2007. The Convention contains some general principles and obligations, which are: a. Respect for the inherent dignity, and individual autonomy, including freedom of choice and independence of individuals; B. Nondiscrimination; J. Full and effective participation and entry into society; Respect for differences and acceptance of people with disabilities as part of human diversity, Equality of opportunity; And. Access to available resources. These can be implemented in any country and the cumbersome plans and sections of letters that prevent the presence and participation of people with disabilities in sports can be eliminated. In addition, the laws must be standard and implemented with full respect for the rights of persons with disabilities. Considering that one of the most important missions and priorities of estimation programs and sports managers is to eliminate obstacles and problems, the inadequacy and weakness of these factors have overshadowed countless other cases in the research of Fahimi Nejad *et al.* and Kappelides and Spoor have pointed to managerial weakness as one of the barriers to sports participation for the disabled, which is in line with the results of the present study [2, 18].

In this regard, it should be said that the lack of a tangible system of volunteer management in Iran is a barrier to the development of volunteering because there is no planning and organization of principles for it. Managers are not risk-averse due to the centralized structure of sports organizations and

do not believe in the efficiency of the disabled in the volunteering sector, while in developed countries, volunteering and volunteering activities, especially in sports, are highly valued.

In addition to the social constraints on the participation of people with disabilities in sports, individual barriers and restrictions also affect the level of participation of people with disabilities. The perceptions that people with disabilities have of themselves are often unrealistic, irrelevant, and inaccurate, leading to a reduction in their participation in sports. Despite the recommendations to increase the active standard of living, people with disabilities participate less in sports leisure programs than suggested. Participation in sports leads to self-actualization of people with disabilities, which can be achieved by emphasizing health and well-being, pleasure and vitality, increasing self-confidence, and understanding the sense of independence and individual responsibility. In general, people with disabilities suffer from a variety of psychological effects such as anger about themselves and their disability, judging the world around them, feeling depressed about inequality in competition with healthy people, feeling dependent on independence, relying on others to meet needs, not accepting their disability. Suffer from parents and suicidal ideation. People with disabilities, in addition to being exposed to the dangers of their main problem, are more at risk in other health-related cases than non-disabled people. These health factors and risks include the prevalence of secondary diseases such as heart disease, hypertension, obesity, and osteoporosis, which are caused by inactivity in people with disabilities that can be largely prevented through exercise and physical activity. Organizations working in the field of sports for the disabled can provide the presence of athletes with disabilities from beginner to advanced levels.

Governments should take measures to build places for recreation and sports in hotels, beaches, stadiums, and gyms, etc. that are accessible and accessible to the disabled. Such measures should include support for persons with disabilities in recreational and sporting programs, including plans for access and participation, information and education programs. Tourism officials, travel agencies, hotels, volunteer organizations, and other organizations involved in arranging leisure activities or travel opportunities should provide their services to everyone and take into account the special needs of people with disabilities. Appropriate training should be provided to assist in this process. People with disabilities who participate in sports activities should have access to education of the same quality as other participants. Sports organizations should be encouraged to create opportunities for people with disabilities to participate in sports activities. In some cases, easy access arrangements may be sufficient to

create opportunities for participation. In other cases, special arrangements or special games will be required. Governments should support the participation of persons with disabilities in national and international sporting competitions and events. Organizers of sports and recreation programs should consult with disability organizations when developing their services for the disabled. It is hoped that the officials and senior managers in Iran, as well as in other developed and developing countries, will provide conditions for the society to become more familiar with the situation of the disabled, their rights, abilities, and needs for recreation and sports, and take measures for the disabled. Have the same opportunities as non-disabled people to spend their leisure time properly, especially in sports activities.

Among the limitations of this research are: the effects of sampling and measurement error, problems related to the logic of qualitative research, high cost of research, and lack of studies conducted in the field of sports volunteering for the disabled. Also, the suggestions arising from the present study include adapting urban environments and sports venues, enacting laws to facilitate organizations for employing disabled volunteers, facilitating the participation of disabled volunteers in international events, allocating funds for the transportation of disabled volunteers, and allocating points and rewards to volunteers. Supporting the volunteering of the disabled in sports through other volunteers, friends, family, community, officials, sports and non-sports organizations, sponsors, and media, designing a management system for employing volunteers to develop the volunteering of the disabled in sports, misleading public opinion towards Sports for the disabled, continuous or symbolic participation of great sports personalities as volunteers, launching social campaigns to promote the culture of volunteering, directing university research towards volunteering and sports for the disabled, strengthening the confidence and self-esteem of the disabled and promoting culture and attitude towards society To the phenomenon of disability. In addition, it is suggested that other studies compare the barriers to the development of volunteering for the disabled in sports in Iran with developed countries and address the strengths, weaknesses, opportunities, and threats of volunteer management in sports events.

Conclusion

By focusing on removing the identified barriers, we can help a lot in the development of social capital as well as the effectiveness of the performance of sports organizations.

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