We are here to help? Volunteering Behavior among Immigrants in Germany

Itay Greenspan, The Hebrew University
Marlene Walk, SPEA IUPUI
Femida Handy, University of Pennsylvania
The Global Migration Challenge

- Trump, Europe, Populism, Fear & Immigration
- Injustice in media portrayal of immigrants & the migration challenges?

Response of fear or hope?
Study Impetus

- **Goal: Immigrant integration into host society.** Inclusion in social, economic, and political structures
  - Not only government policies (language skills training, access to employment opportunities)
  - There is a range of other grassroots responses (Castells, 1998)
    - Civic Engagement (Schoenberg 1985; Zhou & Lee 2013)
    - Philanthropy (Marini 2013; Portes et al. 2007)
    - **Volunteering – a key mechanism for grassroots engagement & integration** (Handy & Greenspan, 2009; Wang & Handy, 2013)
Talk Outline

• Immigrant Volunteering: Current Knowledge
• Immigrants to Germany
• Data & Methodology
• Findings
• Conclusion & Limitations
Immigrant Volunteering

• Benefits to society
• Benefits to the immigrant:
  – Bridging & bonding logics of social capital (Putnam)
  – Complementary, not competitive.
  – Importance of religious and ethnic institutions (mostly in North America)
  – Membership in secular organizations
    • a positive effect on proclivity to engage in formal volunteering (Lee & Brudney, 2012) in non-migrant population.
Current Knowledge & Gaps

• **Different volunteering behavior of immigrants and native-born**
  – Immigrants show significantly lower rates of volunteer participation
  – Problem of representativeness in previous studies

• **Research outside the US has received less attention**
  – Europe is facing significant challenges with immigrants & refugees. Questions of immigrant volunteering were only partly addressed in this context
  – (Manatschal, 2015 in Switzerland)

• **An individual- / organizational-level model of immigrant volunteering**
  – we know that volunteering has benefits for immigrants, but little is known why some immigrants become volunteers while others do not
- Among immigrants only
- In congregations only
- Non-representative
- In one country (Canada)
- Variables were not sufficiently refined

Figure 1
A Conceptual Framework of Immigrant Volunteering

Individual characteristics and processes

Organizational characteristics and processes

Individual Characteristics
- Gender
- Years of membership in the congregation
- Age
- Household income
- Education
- Employment status
- Immigration status

Organizational Characteristics
- Ethnic homogeneity
- Financial stability
- Congregation as a community center
- Shared values among members
Refined Conceptual Framework

Immigrant Volunteering Y/N

- Demographics
- Human capital
- Cultural capital
- Social & organizational embeddedness
Conceptual Framework, Detailed

Immigrant Volunteering Y/N

Demographics
- Gender
- Age (+Age sq.)
- Education
- Employment status
- Time since migration
- Birth region
- Membership, secular orgs
- Membership, religious orgs
- Giving behavior
- Interest in politics
- Social network

Human capital

Cultural capital

Social & Organizational embeddedness

The Hebrew University of Jerusalem
Immigration to Germany

• A top destination in recent decades (Eurostat, 2014): **1.1 million asylum seekers in 2015-2016.**

• Not a new phenomenon— in the past, waves from Turkey, Eastern Europe, and ME – But currently growing spotlight on these newcomers.

• **Net migration inflows in 2013:**
  – from EU countries: Poland, 72,000; Romania, 50,000; Italy, 33,000; Hungary & Spain, 24,000.
  – from non-EU countries: The Russian Federation 18,000, Syria 17,000, Afghanistan, Serbia & China 7,000 each.
Research Objectives

OBJECTIVE 1: “BETWEEN-GROUP ANALYSIS”
Are there differences in volunteering behavior between immigrants and native-born in a representative sample of the German population.

OBJECTIVE 2: “WITHIN-GROUP ANALYSIS”
What are the individual- and organizational-level differences between volunteers and non-volunteers among a representative sample of immigrants to Germany.
Data

• 2009-wave of the German Survey on Volunteering (GSV)

• A representative sample of the German-speaking population (N=19,172)
  • Language – a limitation and a strength

• Includes: migration status (+ country of origin), detailed volunteering information, other background variables to allow systematic analysis
Other Limitations

- Measure of volunteering is not time dependent
- Data capture only traditional forms of volunteering but not informal volunteering, micro volunteering or volunteering organized through social media
- Data not including motivations and benefits of volunteering
Findings
Objective 1: Between-group analysis

- Are there differences on volunteering behavior between immigrants and native-born in the German population?
- How:
  - Full sample (N=19,172)
  - Matching the two populations using propensity score method to create comparable groups (matched sample N=2,922)
Objective 1: immigrants & native-born comparative model (matched sample)

Volunteering Y/N

Matched on:
- Demographics (gender, age)
- Human capital (education, employment)
- Org. embeddedness (religious membership)
# Objective 1: Results

<table>
<thead>
<tr>
<th>Variable</th>
<th>Full sample</th>
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<tbody>
<tr>
<td></td>
<td>Native-born (N=17606)</td>
<td>Immigrants (N=1566)</td>
<td></td>
</tr>
<tr>
<td><strong>Volunteering (1=Yes)</strong></td>
<td><strong>.36</strong>****</td>
<td><strong>.25</strong></td>
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</tr>
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<td><strong>Demographics</strong></td>
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<td>Age (continuous; 18-93)</td>
<td>49.28****</td>
<td>41.79</td>
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<tr>
<td>Gender (1=male)</td>
<td>.43</td>
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<td></td>
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<tr>
<td>Employment (1=Yes)</td>
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<td>.51</td>
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<tr>
<td>College education (1=Yes)</td>
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<tr>
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*p<.05, **p<.01, ***p<.001, ****p<.0001
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<td>No differences</td>
</tr>
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<td>Volunteer frequency</td>
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<tr>
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Objective 2: Within Group Analysis

- Goal: Examining individual- and organizational-level differences between volunteers and non-volunteers among an immigrant population
- How?: Immigrant portion of the 2009-wave of the German Survey on Volunteering (GSV)
  - N=1,566
  - Correlations & Logistic regression
  - DV = Volunteering Y/N
Objective 2: Individual- and organizational-level differences between volunteers and non-volunteers (immigrant sub-sample)
## Descriptive Statistics

<table>
<thead>
<tr>
<th>Variable</th>
<th>Immigrant Sample</th>
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<tr>
<td>Gender</td>
<td>43% male</td>
</tr>
<tr>
<td>Age (+Age sq.)</td>
<td>42 years (18-93)</td>
</tr>
<tr>
<td>Education</td>
<td>25% college educated</td>
</tr>
<tr>
<td>Employment status</td>
<td>51% employed</td>
</tr>
<tr>
<td>Time since migration</td>
<td>24.6 years (1-83)</td>
</tr>
<tr>
<td>Birth region</td>
<td>30% CIS, 28% Eastern Europe, 20% Rest Europe, 15% Asian</td>
</tr>
<tr>
<td>Secular membership</td>
<td>24%</td>
</tr>
<tr>
<td>Religious membership</td>
<td>54%</td>
</tr>
<tr>
<td>Giving behavior</td>
<td>51%</td>
</tr>
<tr>
<td>Interest in politics</td>
<td>30% very much, 47% medium</td>
</tr>
<tr>
<td>Social network</td>
<td>19.7% very large, 43.5% medium</td>
</tr>
</tbody>
</table>
Findings –
Model 1: Human Capital

Immigrant Volunteering Y/N

Demographics
- Gender
- Age (+Age sq.)

Human capital
- Education****
- Employment status
Findings – Model 2: Cultural capital added
Findings – Model 3: Social and organizational embeddedness added

- Immigrant Volunteering Y/N
- Demographics
  - Gender
  - Age (+Age sq.)
  - Education****
  - Employment status
  - Time since migration*
  - Birth region*/+
- Human capital
  - Secular membership****
  - Religious membership*
  - Giving behavior***
  - Interest in politics***
  - Social network****
- Cultural capital
- Social & Organizational embeddedness
### Objective 2: Findings overview

Models additionally include: gender, age, age2, employment, other European, CIS, other countries

<table>
<thead>
<tr>
<th>Variable</th>
<th>Model 1:</th>
<th>Model 2:</th>
<th>Model 3:</th>
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<td></td>
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</tr>
<tr>
<td>Education</td>
<td>2.04****</td>
<td>2.41****</td>
<td>2.19****</td>
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<tr>
<td>Cultural Capital</td>
<td></td>
<td></td>
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<tr>
<td>Time since migration</td>
<td>-</td>
<td>1.08****</td>
<td>1.02*</td>
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<tr>
<td>Birth region: Asia</td>
<td>-</td>
<td>.56*</td>
<td>.54*</td>
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<tr>
<td>Social &amp; Org. Embeddedness</td>
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<tr>
<td>Secular Membership</td>
<td>-</td>
<td>-</td>
<td>5.51****</td>
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<tr>
<td>Religious Membership</td>
<td>-</td>
<td>-</td>
<td>1.38*</td>
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<td>Giving behavior</td>
<td>-</td>
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<tr>
<td>Politics</td>
<td>-</td>
<td>-</td>
<td>1.37***</td>
</tr>
<tr>
<td>Social Network</td>
<td>-</td>
<td>-</td>
<td>1.41****</td>
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Discussion

• Immigrants have lower rates of volunteering compared to native-born
  – A recurring finding supported in the German context too (incl. after controlling for known influential characteristics - propensity matching)

• Importance of the organizational context to immigrant volunteering
  – The conceptual model differentiating individual- and organizational-level characteristics is supported: volunteering by immigrants is more affected by contextual – social, cultural, and organizational – factors than personal characteristics of the immigrant
Discussion

- **Large effect size of membership in secular organizations**
  - Notable & somewhat surprising. Bias of previous studies in religious/ethnic context?
  - Bonding opportunities for immigrants in secular orgs?
  - Activities in religious settings is not viewed as “volunteering” in some migrant cultures / countries of origin.

- **Future work**: The relationship between “membership” and “volunteering”
  - Which came first?
Implications

• **Impact of cultural capital (migration related background)**
  – Programs that target immigrant groups from specific countries of origin to have greater support and expose to the culture of volunteering

• **Policy recommendations**
  – Build organizational infrastructure for immigrant volunteering
    • Funding for nonprofits to coordinate & support recruitment of immigrants for volunteering
    • A governmental agency that overseas national-level efforts?
Thank you
Questions?

- itaygree@mail.huji.ac.il
- mwalk@iupui.edu
Propensity score matching

- **Choosing variables based on previous research**
  - Age, gender, level of education, employment status, membership in religious congregations

- **Test for crude differences**
  - no differences between immigrants and native-born on gender and religious membership => dropped for matching

- **Full matching**
  - based on nearest neighbor matching; 6 groups with similar propensity scores
  - Average Treatment Effect on the Treated; ATT=-.114, t=-9.233, s.e.=.012, p<.0001

- **Creating matched dataset**
  - N=2,922; 1,462 immigrants matched with 1,462 native-born
Share of foreign-born population of the Total Population (2012)