

MEM-VOL Migrant and Ethnic Minority Volunteering

Summary: Final Report Germany

**A Transnational Exchange Programme in Austria, Denmark, France,
Germany, the Netherlands and the United Kingdom
Within the Framework of the Community Action Programme
to Combat Social Exclusion (2002 - 2006)**

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1. Introduction

Until now little was known about volunteering of migrants and ethnic minorities, although kinship and neighbourhood networks and ethnic communities are in the focus of research. Volunteering – in favour of the own community or for different groups – may be a means of integration into society in a double sense: e.g. by labour market counselling to facilitate employment or by educational training for children and youngsters of foreign origin *and* by developing new skills and qualifications through volunteering. Migrants and ethnic minorities suffer in all member states of the European Union from high unemployment. The effects of MEM volunteering as a means of integration – societal, cultural and on the labour market – and as a means of empowerment and development of the civil society is highly underestimated and disregarded. Thus, promoting and facilitating volunteering and self-help of migrants and ethnic minorities will be an important objective to combat social exclusion and poverty.

The objectives of the first project phase (December 2002 – August 2003) were:

- brief outline of the social situation of migrants and ethnic minorities in each country,
- compiling major findings of research concerning volunteering of migrants and ethnic minorities,
- identifying key actors and local, regional and national political programmes to facilitate volunteering of migrants and ethnic minorities,
- identifying and describing some examples of good practices (3-5 in each country),
- identifying objectives for Phase 2 and application,
- building up a partnership in each country that consists of NGOs and local, regional and federal authorities.

The project partners¹ carried out research in their respective countries – Austria, Denmark, France, Germany, the Netherlands and the United Kingdom – to compile the above-quoted analyses and reports. On this basis, transnational meetings were held in each country with representatives from local, regional and national authorities, from self-organisations of migrants and ethnic minorities as well as welfare organisations.

This report gives a brief outline on the socio-economic situation of migrants and ethnic minorities and the analytical concepts of volunteering and of so-called “civic activities” in Germany. The following chapters reflect the findings of the above-mentioned compilations, followed by reports on the enlargement of the partnership in Germany and on the workshop held in May 2003 in Offenbach and show up possible perspectives of the Transnational Exchange Programme “MEM-VOL – Migrant and Ethnic Minority Volunteering”.

All reports from the project partners can be found on the Internet at www.mem-volunteering.net in the respective native language. A European synthesis in English, French and German is also provided. The national reports can be obtained in printed form from the project partners, the European report from INBAS-Sozialforschung GmbH.

¹ See Annex 1: Flyer.

2. Socio-Economic Situation of Migrants and Ethnic Minorities in Germany

German national statistics register migrants and ethnic minorities only if they have a foreign nationality, i.e. naturalised persons and ethnic Germans from the Russian Federation are not included in these statistics. Hence, the following comments apply in most cases to the German population holding a foreign nationality.

Table 1 German Population, Sex and Nationality on 31 Dec 2001			
	Unit	2001	Percentage
Population on 31 Dec 2001	1,000	82,440.30	
Male	1,000	40,274.70	48.9%
Female	1,000	42,165.60	51.1%
Nationality			
German	1,000	75,122.10	91.1%
Foreign	1,000	7,318.20	8.9%
Among them:			
- Turkey	1,000	1,947.90	26.6%
- Yugoslavia ¹	1,000	627.50	8.6%
- Italy	1,000	616.30	8.4%
- Greece	1,000	362.70	5.0%
- Bosnia and Herzegovina	1,000	159.00	2.2%
- Poland	1,000	310.40	4.2%
- Croatia	1,000	223.80	3.1%
- Austria	1,000	189.00	2.6%
- United States	1,000	113.50	1.6%
- Macedonia	1,000	56.00	0.8%
- Slovenia	1,000	19.40	0.3%
¹ Serbia/Montenegro			
Actual version of 4 Aug 2003			
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7.3 mio. people of foreign nationality lived in Germany at the end of 2001 which corresponds to 8.9% of the whole population. People with Turkish nationality make up the highest percentage with

26.6%. The second largest group is people from the former Yugoslavia (together 14.8%), followed by Italians, Greeks and Poles (see Table 1).

Regarding the distribution of the foreign population in the German federal states ("Bundesländer"), distinctive differences can be found: in Baden-Württemberg, Berlin, Bremen, Hamburg, Hesse and North-Rhine Westphalia, the percentage is higher than 10.0% whereas in the eastern German states, it is between 1.8% and 2.5% (see Table 2).

Table 2 Percentage of Foreign Population on 31 Dec 2001 in the German States			
	Population	Foreign Population	
	Total	Total	Percentage
Germany	82.440.309	7.318.215	8,9%
Baden-Württemberg	10.600.906	1.294.874	12,2%
Bayern	12.329.714	1.162.881	9,4%
Berlin	3.388.434	440.777	13,0%
Brandenburg	2.593.040	64.666	2,5%
Bremen	659.651	80.097	12,1%
Hamburg	1.726.363	261.108	15,1%
Hesse	6.077.826	705.546	11,6%
Mecklenburg-Vorpommern	1.759.877	35.142	2,0%
Lower Saxony	7.956.416	532.797	6,7%
North Rhine Westphalia	18.052.092	1.988.042	11,0%
Rhineland-Palatinate	4.049.066	308.169	7,6%
Saarland	1.066.470	88.877	8,3%
Sachsen	4.384.192	110.185	2,5%
Sachsen-Anhalt	2.580.626	46.705	1,8%
Schleswig-Holstein	2.804.249	153.328	5,5%
Thuringia	2.411.387	45.021	1,9%
Actual Version of 13 Nov 2002			
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More than the half of the foreign population has lived at least 10 years in Germany. At the end of 1999, 52% had stayed in Germany for more than 10 years of which 32% had lived in Germany for more than 20 years. 28% had lived for less than six years in Germany, and almost 20% between six and ten years. There are clear differences between the nationalities. More than half of the people from former labour recruitment countries have lived in Germany for more than 20 years, e.g. from Greece 50.9%, from Italy 51.8%, from Spain 68.6%, from Croatia 56.7%. An exception are the Turks with only 34.4%. The duration of stay relates strongly to the dates of labour contracts and family re-

unification. In the 1990s, large numbers of refugees found admittance in Germany, nearly three quarters (72.0%) of the people from Bosnia-Herzegovina living in Germany came as refugees versus three fifths (60.5%) of people from Yugoslavia as a whole.²

Ethnic Germans from Eastern Europe and the Russian Federation are the largest immigrant group in Germany. Between 1950 and 1998, more than 3.9 mio. ethnic Germans and their relatives emigrated to Germany – 2.5 mio. came between 1987 and 1998.³

A higher percentage of migrants and ethnic minorities suffers from unemployment than Germans do. In 1999, the unemployment rate in the old federal states was 9.9%. The unemployment rate in the new federal states and in East Berlin amounted to 19.0%. In 1999, 477,700 foreigners were unemployed in West Germany which amounts to an unemployment rate of 18.4%.⁴ The different nationalities are affected by unemployment to a different degree. Among them the Turks, the largest foreign population group, had the highest percentage of all foreign unemployed (35.6%), followed by the Italians (9.1%) and the unemployed from the former Yugoslavia (8.3%).⁵ 28% of ethnic Germans who immigrated between 1991 and 1995 were unemployed two years after arriving in Germany.⁶

Concerning the professional status of foreigners, the percentage of unskilled workers in the foreign workforce has been declining strongly since 1984 (from 22% to 14% in 1999), but still half of the foreign workforce works as unskilled or low-skilled workers; the percentage among Germans is 14%. Although this percentage is about 15% lower in the second generation of foreigners, it is still twice as high as among young Germans. While every second German is employed, only every fourth foreign worker and only every third of the second generation are.⁷

Research on the educational participation of children of foreign origin proves that they are underprivileged vis-a-vis German children concerning the type of school and the length of scholastic education. There are distinctive differences relating to region and their origin. Turkish and Italian children in particular are disadvantaged in their participation in higher education whereas the percentage of Greek children in higher education is comparable to that of German children.⁸

In 1999, the percentage of foreign pupils leaving school without a leaving examination was more than twice as high as the percentage of German pupils. 20% of foreign school leavers had had no examination in extended elementary school. 41% obtained a degree in extended elementary school, 28.9% in secondary school, and only 10.8% obtained university entrance qualifications. 41% of the German

² Statistisches Bundesamt (Hrsg.) (2001): Im Blickpunkt: Ausländische Bevölkerung in Deutschland, Stuttgart: Metzler-Poeschel, pp 16ff.

³ Seiffert, Wolfgang (2001): Berufliche Integration von Zuwanderern in Deutschland. Gutachten für die Unabhängige Kommission „Zuwanderung“ beim Bundesministerium des Inneren, www.bmi.bund.de/Downloads/Seiffert.pdf, p 29.

⁴ Statistisches Bundesamt (2001), pp 79f.

⁵ Op.cit., p 81.

⁶ Seiffert (2001), p 31.

⁷ RWI Rheinisch-Westfälisches Institut für Wirtschaftsforschung e.V. (2001): Berufliche Integration von Zuwanderern in Deutschland. Gutachten für die Unabhängige Kommission „Zuwanderung“ beim Bundesministerium des Inneren, www.bmi.bund.de/Downloads/RWI.pdf, p 50.

⁸ Diefenbach, Heike (2002): Bildungsbeteiligung und Berufseinmündung von Kindern und Jugendlichen aus Migrantenfamilien. Eine Fortschreibung der Daten des Sozio-Ökonomischen Panels (SOEP), in: Diefenbach, Heike/Renner, Günter/Schulte, Bernd (Hg.): Migration und die europäische Identität. Herausforderungen an die Kinder- und Jugendhilfe, Materialien zum Elften Kinder- und Jugendbericht, Band 5, München: Verlag Deutsches Jugendinstitut, p 11.

school leavers obtained a degree in secondary school, 26.4% obtained university entrance qualifications, 24.7% left extended elementary school with an examination, and only 8% without.⁹

In 1999, 100,900 young foreigners were undergoing professional training in the German dual system (training on the job combined with school education for two to three years) which amounts to 5.9% of all trainees. The percentage of foreign trainees in East Germany was 0.1% while in West Germany it was 7.5%.¹⁰ In 2001, 12.1% of all applicants in West Germany for professional training were foreign youth. 17.7% of the applicants unable to find a professional training position were of foreign nationality.¹¹

Among the foreign trainees, those of Turkish nationality made up the largest group in 2001 (38,026: 41%). Italian trainees were the second-largest group (10,802).¹² Most trainees of foreign nationality received training in trade and the industrial professions (52%) in 2001. This sector suffers from a high decline in comparison to the year before (-8%), whereas in business, commerce and the professions, a small increase is seen.¹³ Foreign trainees are concentrated in few professions. Female youngsters were concentrated in professions like hairdresser, doctor's and dentist's assistant, male youngsters in trades like mechanic or painter. In office-based professions, an average of 6.0% of the trainees held a foreign nationality, in industrial jobs, the rate amounted to 6.9%, while in trade, 8.0% of all trainees were of foreign origin.¹⁴

⁹ Statistisches Bundesamt (2001), p 61.

¹⁰ Op.cit., p 66.

¹¹ Bundesministerium für Bildung und Forschung (2002): Berufsbildungsbericht 2002, Teil II, 1.1.2, p 3.

¹² Bundesministerium für Bildung und Forschung (2002): Berufsbildungsbericht 2002, Teil II, 2.1.2, p 1.

¹³ Op.cit., p 2.

¹⁴ Op.cit., p 3.

3. Volunteering and "Civic Activities" in Germany

Until the late 1990s, a solid data base on volunteering was unavailable in Germany. Therefore the German Ministry for Family Affairs, Senior Citizens, Women and Youth initiated the so called "Freiwilligensurvey"¹⁵ (i.e. national survey on volunteering) in 1998. Germany knows several different concepts of voluntary activities:

The traditional "Ehrenamt" means voluntary activities in formal organisations; self-help, neighbourhood activities, and activities in civic action groups do not fall under this concept.

"Bürgerschaftliches Engagement" or "civic activities" covers more than the traditional "Ehrenamt". It means self-help, neighbourhood activities and activities in initiatives of all kinds that relate to community life and areas such as politics, economics, and the social area corresponding to the model of civil society. This is the concept of the Study Commission of the German Parliament.

"Freiwillige Tätigkeiten" or "volunteering" includes far more activities than the traditional "Ehrenamt" or „civic activities“, namely all those activities that have no direct economic benefit and are unpaid. These activities may be community-related but need not be. This is the concept of the "Freiwilligensurvey".¹⁶

The results of the national survey on volunteering show that 34% of the German population practices one or more activities in the sense of the above concept. This means that approx. 21 mio. Germans are volunteering. Survey respondents were asked if they were active (in the sense of participating) in different areas and if so, whether they performed unpaid activities within this area as well. The highest percentage of participants (37%) and volunteers (11%) was found in the field of sports and exercise. In leisure and social life, a quarter of the German population considers itself active, but only a fifth of them volunteers in this field. In other areas such as schools and kindergartens, emergency services, voluntary fire brigades, and in the areas of justice/crime and church and religion, nearly one half of all active people are volunteers. The lowest percentage of volunteers (1%) is in the areas of health, justice and other civic activities.

There are no data available on volunteering of migrants and ethnic minorities in the national survey since people with foreign nationality are under-represented with only 3% while their percentage of the whole population is 8.9%

¹⁵ Rosenblatt, Bernhard von (2000): Freiwilliges Engagement in Deutschland. Ergebnisse der Repräsentativerhebung zu Ehrenamt, Freiwilligenarbeit und bürgerschaftlichem Engagement Band 1: Gesamtbericht, Schriftenreihe des BMFSFJ, Stuttgart: Verlag W. Kohlhammer.

¹⁶ Hacket, Anne/Mutz, Gerd (2002): Tagungsdokumentation „Fachworkshop Freiwilliges Engagement in Deutschland“, Bonn, 18.12.2001, München/Berlin: miSS Münchner Institut für Sozialforschung, p 14.

4. Research on Volunteering of Migrants and Ethnic Minorities in Germany

In 2002, the author carried out a study for the German Ministry for Family Affairs, Senior Citizens, Women and Youth on scientific research and literature on volunteering by migrants and ethnic minorities.¹⁷ Self-organisations of migrants and ethnic minorities are in the centre of research as well as self-help and community activities within families, kinship networks and neighbourhoods whereas MEM volunteering in initiatives of welfare organisations is still unknown.

The activities of self-organisations cover all fields – health, education, culture, social activities, employment, economics, politics, interest lobbying etc. They can be differentiated as a function of the homogeneity or heterogeneity of origin of their members and of the direction in which their activities are oriented, i.e. towards the society of origin or the host society.¹⁸

This shows that self-organisations have both integrating and excluding functions. The public and scientific debate is very controversial on this point. On the one hand, the charge is made that a parallel society is being built while there is emphasis on the role of go-betweens, bridging and integration patterns on the other. Different kinds of social integration patterns that are promoted by self-organisations are under research: in politics, education, in the labour market, housing, health and local neighbourhoods.

Participation of migrants and ethnic minorities is investigated, too – as active or passive membership in associations and organisations or as interest in local politics, participation in the local community or the wish to naturalise.

The terms “volunteering” or “Ehrenamt” are hardly mentioned in studies on self-organisations. Only some of them consider that the activities of most self-organisations depend on volunteers. Other research shows that migrants and ethnic minorities are hardly found in traditional voluntary organisations or modern self-help groups (e.g. in the areas of ecology, homosexuality, disabled people).¹⁹ In sports, it is especially younger people of foreign origin who participate. Participation differs with regard to gender and generation. Women and second-generation migrants do not participate much in migrant’s associations whereas the share of the second generation rises in German associations.²⁰

Recent publications investigate integration patterns of self-organisations and the building of social capital. Differences in educational and vocational success of different migrant groups such as the Spanish, Greek, Italian, Yugoslav and Turkish populations are related to the quality of their self-

¹⁷ Huth, Susanne (2002): Ergebnisse der Literaturrecherche, in: Bundesministerium für Familie, Senioren, Frauen und Jugend (Hrsg.): Recherche zum freiwilligen Engagement von Migrantinnen und Migranten – Konzept, Recherche und Ausarbeitung der Dokumentation, pp 6-32.

¹⁸ Ministerium für Arbeit, Soziales und Stadtentwicklung, Kultur und Sport (Hg.): Selbstorganisationen von Migrantinnen und Migranten in NRW: wissenschaftliche Bestandsaufnahme. Düsseldorf, 1999, p 2.

¹⁹ Gaitanides, Stefan (2001): „Freiwilliges Engagement und Selbsthilfe von Migrantinnen und Migranten – Potenziale und Anforderungen“ Vortrag beim Internationalen Erfahrungsaustausch: Integration von Familien ausländischer Herkunft des Bundesministeriums für Familie, Senioren, Frauen und Jugend am 11. und 12. Dezember 2001 in Berlin.

²⁰ Diehl, Claudia (2001): Die Partizipationsmuster türkischer Migranten in Deutschland: Ergebnisse einer Gemeindestudie, in: Zeitschrift für Ausländerrecht und Ausländerpolitik, 21 (1), pp 29-35.

organisations.²¹ Those groups that were able to build homogeneous and effective organisations to represent their interests integrated better into German society. Groups that did not concentrate on the problems of their immigrants display deficits of integration into central societal areas today.²² The first self-organisations sprang up in the 1960s and 1970s and developed into independent and effective interest representations; alongside these developments, there are clear differences between the different immigrant groups.²³

As an example, the development of Turkish self-organisations can be analysed as follows:²⁴

- 1960s: Beginning of Turkish workers' associations
- 1970s: First differentiation of organisations due to varying social structure of Turkish migrants; more religious associations and umbrella organisations are established
- 1980s: Interest representation develops on regional and national level as well as sports clubs, associations in the areas of culture, social activities, leisure activities, women's clubs, youth associations, parents' initiatives; functional differentiation and greater orientation towards the host society
- 1990s: Still functional differentiation, political and social issues in host society come more and more into the focus of the organisation's work, development of entrepreneurial associations.

Despite their successful activities, self-organisations are left out of the political decision-making processes and their work goes largely unnoticed. Their limited manpower and financial resources and lack of networks on local and regional levels are responsible for this weakness.²⁵ Nevertheless, the rising importance of civil activities, volunteering and self-help in Germany leads to a rising awareness of self-organisations and civil activities of migrants and ethnic minorities. Therefore, the discussion about integration and exclusion should be given up in favour of the question of the potential and impact of civil activities in self-organisations that could contribute to reduce social and economic inequalities.²⁶

MEM volunteering in welfare organisations or in migration services on a local level is hardly being researched. The work of welfare organisations is fundamentally directed at volunteering – to what extent migrants and ethnic minorities volunteer in welfare organisations is still not known today. Increasing research on self-organisations analyses their development, target groups, areas of activity, social integration and exclusion patterns – the theme of MEM volunteering is hardly given any attention.

²¹ Thränhardt, Dietrich (2000): Einwandererkulturen und soziales Kapital. Eine komparative Analyse, in: Thränhardt, Dietrich/Hunger, Uwe (Hrsg.): Einwanderer-Netzwerke und ihre Integrationsqualität in Deutschland und Israel, Studien zu Migration und Minderheiten, Band 11, Münster/Hamburg/London: Lit Verlag, pp 15-51.

²² Hunger, Uwe (2002a): Einwanderer als Bürger. Initiative und Migrantenselbstorganisation. Münsteraner Diskussionspapiere zum Nonprofit-Sektor, Nr. 21, Münster: November 2002, p 2.

²³ Hunger, Uwe (2002b): Vom der Betreuung zur Eigenverantwortung. Neuere Entwicklungstendenzen bei Migrantenvereinen in Deutschland. Münsteraner Diskussionspapiere zum Nonprofit-Sektor, Nr. 22, Münster: November 2002, pp 1f.

²⁴ Cetinkaya, Handan (2000): Türkische Selbstorganisationen in Deutschland: neuer Pragmatismus nach der ideologischen Selbsterfleischung, in: Thränhardt, Dietrich/Hunger, Uwe (Hrsg.): Einwanderer-Netzwerke und ihre Integrationsqualität in Deutschland und Israel, Studien zu Migration und Minderheiten, Band 11, Münster/Hamburg/London: Lit Verlag, pp 83-109.

²⁵ Hadeed, Anwar (2001): Großes Potential. Selbstorganisationen in der Migration, in: Betrifft Mehrheiten – Minderheiten, 4/2001, www.bmm.Niedersachsen.de.

²⁶ Jungk, Sabine (2000): Selbstorganisationen von Migrantinnen und Migranten – Instanzen gelingender politischer Partizipation, in: iza – Zeitschrift für Migration und Soziale Arbeit, H. 3+4/2000.

5. National, Regional and Local Political Programmes to Facilitate Volunteering of Migrants and Ethnic Minorities in Germany

In 1999, the German Parliament commissioned the study "Civic Activities: Towards a Civil Society with a Future" with the purpose "to take stock of, analyse and evaluate the status quo, and [to] draw up development perspectives and recommendations for action to improve the parameters for civic activities."²⁷ The Study considers civic activities of migrants and ethnic minorities as an important means of social integration into the society as a whole.

Civic activities play an important role for including processes of minorities into society and their equal co-existence that has been underestimated until now. Civic activities of migrants have different characters and reach from private and individual help in the family and neighbourhood to organised self-help and activities in associations.²⁸

Common civic activities of migrants and ethnic minorities and Germans in associations and organisations are regarded as a means to present possibilities of social and cultural participation of migrants and ethnic minorities through mutual intercultural learning processes. Civic activities for and from migrants and ethnic minorities have contributed significantly to their social integration in Germany over the last few decades.²⁹ To increase this contribution and reduce existing integration deficits, the Study recommends the following actions:

Providing premises and improving infrastructure for meeting points and self-help groups of families of foreign origin and more financial support for initiatives, events and meetings of ethnic minorities is, from the point of view of the Study, a necessary means of support. Furthermore, groups should be promoted wherein migrants and Germans are involved together since such kind of civic activities are especially suited to overcoming ethnic, religious and social boundaries and for initiating new common grounds in society ("bridging social capital"). Support of groups and projects that foster own initiatives and the self-organisation of migrants should complement public support of welfare organisations that have been offering qualified migration services for decades.³⁰

Until now, no valid statements can be made on how many migrants and ethnic minorities are volunteering in ethnic and German organisations and associations. To come to a qualified judgement of political arrangements of immigration and integration, the topic migration should be considered in future population surveys, e.g. the Freiwilligensurvey (national survey on volunteering), and be supported by scientific research.³¹

In summer 2002, the Bundesnetzwerk Bürgerschaftliches Engagement (BBE) (or Nationwide Network of Civic Activities) was founded. Its office is financially supported by the German Ministry of Family

²⁷ Deutscher Bundestag (2002): Summary of the Study Commission's Report, www.bundestag.de/gremien/enga.

²⁸ Deutscher Bundestag, Drucksache 14/8900, 14. Wahlperiode, 03. 06. 2002: Bericht der Enquete-Kommission „Zukunft des Bürgerschaftlichen Engagements“ „Bürgerschaftliches Engagement: auf dem Weg in eine zukunftsfähige Bürgergesellschaft“, www.bundestag.de/gremien/enga, p 104.

²⁹ Op.cit., p 105.

³⁰ Op.cit., pp 105f.

³¹ Op.cit., p 106.

Affairs, Senior Citizens, Women and Youth. It is a three-sector organisation with more than 130 members, in which organisations and associations of the third sector and civil society, economic organisations and national, regional and local authorities and institutions are united to promote civil society and civic activities. Its central concern is to improve the legal, institutional and organisational framework for civic activities. The practical work of this network is done by eight project groups which develop and initiate concrete projects. These groups work on legal and organisational framework conditions, development of the local civil society, the future of volunteer services, the role of civic activities with the reconstruction of the welfare state, civic activities of migrants and ethnic minorities, education and qualification of civic activities, corporate citizenship in enterprises and the networking of European civil societies. The migration/integration project group is very close to the Transnational Exchange Programme MEM-VOL since they are linked on a staff level.³²

The German Ministry of the Interior supports a project to promote civic activities of ethnic Germans from the Russian Federation (the so-called Spätaussiedler or Late Arrivals)³³. The background of this project is the assumption that civic activities provide an important contribution to social integration. Therefore, the project aims at involving ethnic Germans from the Russian Federation into volunteering since common activities of native and ethnic Germans in associations, organisations and initiatives leads to social integration.

Most German states have introduced their own integration concepts or programmes in the last few years. At the same time, the states promote volunteering and civic activities with regional campaigns. In the following, some of these regional programmes are presented that link both policy areas and relate to the promotion of MEM volunteering.

In 1999, *Bavaria* presented a first report on the situation of foreigners and in April 2003 a second one on their integration. Civic activities are mentioned in these reports as far as its contribution to social integration, e.g. through home work aid for children, is concerned. The reports refers to migrants and ethnic minorities in a more client-based manner. The difficulties to include them into active citizenship are recognised; especially, opportunities with low participation barriers are considered very useful. One chapter of the 1999 report refers to the social integration of migrants and ethnic minorities through participation in associations and self-organisations, but emphasis is on integration through sports.³⁴

The state government of *Brandenburg* decided in 2002 on a concept for the integration of migrants.³⁵ It states that integration is highly dependent on the commitment of the persons concerned, full-time employees and volunteers in this field. Chapter 2.2 deals with networking and participation of migrants and ethnic minorities since self-help and volunteering are essential means in the area of social integration. The state government is willing to support MEM volunteering in the framework of the

³² See chapter 7 and 8.

³³ See www.buerger-fuer-buerger.de/index1.htm.

³⁴ Bayerisches Staatsministerium für Arbeit und Sozialordnung, Familie, Frauen und Gesundheit (1999): Bericht der interministeriellen „Arbeitsgruppe Ausländerintegration“ zur Situation der Ausländerinnen und Ausländer in Bayern; Bayerisches Staatsministerium für Arbeit und Sozialordnung, Familie und Frauen (2003): Ausländerintegration in Bayern. The reports are available on the Internet at www.stmas.bayern.de/auslaender/integration/index_t.htm.

³⁵ Ministerium für Arbeit, Soziales, Gesundheit und Frauen Brandenburg (2002): Konzeption der Landesregierung zur Integration bleibeberechtigter Zuwanderer im Land Brandenburg, Kabinettsbeschluss vom 7. Mai 2002, www.brandenburg.de/cms/detail.php?id=35956&_siteid=7.

general promotion of volunteering and self-help organisations. As in Bavaria, too, the integration potentials of sports especially for young people and ethnic Germans, is emphasised.

Lower Saxony presented in August 2002 an integration concept for migrants and ethnic minorities.³⁶ The importance of self-organisations is stressed and the report states that they were qualified to support the social integration process of migrants effectively due to their own experience. Furthermore, they may contribute to an intercultural opening of counselling services. It showed that self-organisations were able to initiate and to run qualifying measures for vocational training and act as partners to labour market agencies. Self-organisations might play a bridging part between minority and majority population, they were means of interest representation and at the same time served to explain duties in the host society. Their role as mediators could contribute to improve conditions for political, social and economic integration of migrants and ethnic minorities.³⁷

North Rhine Westphalia presented an integration initiative in 2002.³⁸ There, the main focus in this initiative is on Islamic organisations. The state government states that it will continue to cooperate with Islamic organisations after first experiences with this kind of cooperation. Several activities of Islamic organisations were financially supported in the framework of general support of self-organisations. E.g. a formation centre for Muslim women gets financial support for qualifying young female migrants. The Central Council of Muslims in Germany (Zentralrat der Muslime in Deutschland) is represented in the Advisory Committee of the State Centre for Migration (Landeszentrum für Zuwanderung). The state government wants to increase the participation of mosques' associations in local social work.³⁹ Furthermore, the Ministry for Health, Social Affairs, Women and Family supports the counselling agency for self-help of migrants and ethnic minorities that offers services to associations like counselling, qualification, training and working materials.⁴⁰

Support and facilitation of MEM volunteering takes place especially on the local level in municipalities through the promotion of associations, counselling and financial and other support for projects and initiatives. Administrative bodies such as the Foreign Residents' Representative (Ausländerbeauftragte) or offices for multicultural affairs are based on a local level as are the Foreign Residents' Advisory Boards (Ausländerbeiräte und -vertretungen) that are elected by the foreign residents. Their task is to advise administrations and municipal or town councils in all questions concerning the foreign population and their lives in Germany. They have to be instructed in due time in all these questions to fulfil their functions. On a regional level, the Foreign Resident's Advisory Boards are linked in the State Work Council of Municipal Foreign Residents' Representatives (Landesarbeitsgemeinschaft der kommunalen Ausländerververtretungen) which are united on a national level in the Federal Foreign Residents' Advisory Board (Bundesausländerbeirat) founded in 1998.

³⁶ Ministerium für Frauen, Arbeit und Soziales Niedersachsen (2002): Niedersächsischer Integrationsplan – Konzept zur Verbesserung der Integration von Migrantinnen und Migranten in Niedersachsen, www.mi.Niedersachsen.de/master/0,,C466559_N13708_L20_D0_I522,00.html.

³⁷ Ebd., pp 33-34.

³⁸ Ministerium für Gesundheit, Soziales, Frauen und Familie Nordrhein-Westfalen (2002): Integrations-Initiative Nordrhein-Westfalen – Ansätze und Perspektiven der verbesserten Integration von Zugewanderten, www.mgsff.nrw.de/service/publikationen/material/integrations-initiative.pdf.

³⁹ Ebd., p 27.

⁴⁰ See www.migrantenselbsthilfe.paritaet-nrw.org.

6. MEM Volunteering – Examples of Good Practices in Germany

The following examples of good practice were mostly found on the Internet. The information was complemented by telephone and recorded in a questionnaire. These examples present only a very small part of the variety of MEM volunteering and civic activities.

gEMiDe

The gEMiDe Project⁴¹ – a model project to promote civic activities of migrants and naturalised Germans through volunteering – developed from the Initiative Güler yüz or “laughing face”. This initiative was organised by Turkish women and intended to qualify Turkish women and girls for civic activities. On this basis, a steady service for this and other groups was build up. The women taking part in Güler yüz and other women’s groups showed great motivation to help the poor and elderly or lonely people.

Financially supported by the city of Hanover, an interface between active Turkish women and girls and urban institutions like the volunteer centre and the information and coordination office for volunteering was developed to guarantee a suitable approach and to coordinate the activities. Since 2002, the project is open to migrants and ethnic minorities of origins other than Turkish. The overall objective is to promote mutual willingness and ability to integrate and foster respect between Germans and migrants. Furthermore, the project aims at supporting self-help and communicating qualifications to solve social problems. One employee is in charge of project coordination. The project has to apply for an extension each year. To ensure sustainability of the work, an association will probably be founded.

Presently 58 women (and some men) are volunteering in the gEMiDe project. One volunteer supports the coordinator, others organise and run courses, e.g. Internet and computer courses and German language classes, help children with their homework or look after them. Many volunteers are active in the social area, befriend the elderly in hospitals and homes – not only people of their own origin, but Germans as well. They provide practical help like with shopping, cooking and looking after children when people are ill, e.g. The idea of networking is very important.

Most volunteers are Turkish but more and more other nationalities are also joining the project. Some men, mostly husbands or relatives of the active women, have begun to volunteer in the project. They undertake transports and help prepare meetings and courses.

ausLÄNDERinitiative Freiburg e.V.

The association ausLÄNDERinitiative Freiburg e.V.⁴² was founded in 1976 by active citizens of Freiburg. It is financially supported by the city, the district and a welfare organisation. The objective of the initiative is to promote equality between migrants and ethnic minorities in all areas of society. The work of the association concentrates on children and youngsters, women, encounters, culture, publicity and office.

⁴¹ See www.iik-hannover.de/frauen/frauen.html.

⁴² See www.parityaet.org/via/member/aif.htm.

In several school working groups, children and youngsters of different origins are looked after. Beside help with their homework they obtain individual help in school and offers for leisure activities. Contacts to parents and close cooperation with schools are helpful. Social workers and volunteers are active in this area. Most of them are German but more and more parents of foreign origin that were helped by this initiative as children have started to volunteer.

There are German language and literature courses for women. Their children can be supervised in the above-mentioned children and youth groups. These courses are a means for encounters and exchanges. Weekly sewing meetings, tea parties or discussion groups are held to exchange experiences and give practical help for everyday problems. In this area, the activities of the target group are very important.

The cultural programme contains cultural events like theatre, concerts, dance, readings, discussions, exhibitions. Migrants and ethnic minorities are involved in planning and organising this programme.

The association office is a place to go for migrants and ethnic minorities to obtain information, translation and mediation services. The association is networking on the local level with a variety of administrations and institutions.

Spanish Parents' Associations⁴³

In 1973, the Federation of Spanish parents' association (Confederación de Asociaciones Españolas de Padres de Familia en la R.F. de Alemania) was founded. These associations are grounded on two ideas: integration of Spanish children in German schools and promotion of the mother tongue.

The Federation used the parents' interest in the school situation of their children to promote and lead the development of self-help and self-organisations on the ground. Right at the beginning, the Federation promoted the integration of Spanish children in German schools. This was not common at the time as the political discussion was oriented towards the guest workers' wish to eventually return to their home countries.

By the end of the 1970s, more than 100 Spanish parents' associations had been founded in Germany. The close cooperation with school administrations on local and regional levels contributed to the good examination scores of Spanish children in comparison to other nationalities. Education and training always had a high priority in the work of the Federation. It was soon recognised that children's success in school is linked very closely to the education of their parents. Thus, the Spanish Education Academy (Academia Española de Formación) was founded in 1984 with the objective of promoting the participation of migrants and ethnic minorities in society through the following means:

- Qualification of migrants and ethnic minorities for participation in municipal politics;
- Development of concepts for equal participation of migrants and ethnic minorities in the work of welfare organisations;

⁴³ The following refers to: Riesgo, Vicente (1999): Selbsthilfepotentiale nutzen und Migrantenvereine fördern: Das Beispiel der Spanier in Deutschland, in: Forschungsinstitut der Friedrich-Ebert-Stiftung, Abt. Arbeit und Sozialpolitik (Hrsg.): Integration und Integrationsförderung in der Einwanderungsgesellschaft, Gesprächskreis Arbeit und Soziales 91, Bonn: Forschungsinstitut der Friedrich-Ebert-Stiftung, Abt. Arbeit und Sozialpolitik, pp 123-132.

- Support of qualified management of self-organisations;
- Fostering women's position in migrant and ethnic minority communities and in society;
- Fostering self-confidence of young migrants and ethnic minorities;
- Promotion of entrepreneurship and economic initiatives of migrants and ethnic minorities;
- Development of platforms for public debates on questions of multicultural societies;
- Empowerment of older migrants and ethnic minorities to foster their role in society.

Greek Communities/Greek Parents' Associations

Greek communities were founded on a local level in the early 1960s in Germany. In 1965, they united on national level in the Federation of Greek Communities in Germany.⁴⁴ For the Greek immigrants – as for the Spanish – education was of great importance but they wanted a separate school system for their children in Greek classes and Greek schools. Many Greek schools – especially secondary schools – were founded. Beside the Greek parents' associations that offer assistance with homework, the Greek communities are involved in educational work.⁴⁵

The activities of Greek communities are of a great variety and cover the following areas: education, intercultural dialogue, interreligious dialogue, culture, arts, politics, religion, social work, sports and economics. Target groups are children, youth, women and men, the elderly, the unemployed and the workforce. Greek communities offer:

- counselling in educational, social and language questions;
- courses, e.g. language courses for children, youth and adults;
- leisure activities;
- assistance, e.g. with homework;
- cultural activities, folk dance groups, dances, cultural events.⁴⁶

Among other objectives, the Greek communities cover the promotion of education and training, interest representation in schools, promotion of culture and arts, of cultural, religious and language identity and of traditions of the Greek people.⁴⁷

One example is the AGORA Association – Cultural Centre of the Greek Community in Castrop-Rauxel.⁴⁸ This association is involved in the educational, professional and cultural integration of migrants and ethnic minorities. Its activities cover counselling for families, education, qualification and training, work with children and youth, cultural work, music school, dancing, computer courses and an Internet café. The board of the association is also involved in the municipality and consists of volunteers while all others are employees and freelancers.

⁴⁴ See www.oek-germany.de.

⁴⁵ Hunger (2000b), p 14.

⁴⁶ The Greek Community in Aachen at www.mso-online.de.

⁴⁷ See the Greek Community in Munich at, <http://home.t-online.de/home/EllinikiKinotita.Much/index2de.html>.

⁴⁸ Nähere Informationen finden sich unter www.agora-kulturzentrum.org.

Turkish Communities/Turkish Parents' Associations

Since the 1980s, it is not only the Turkish workers' associations, mosques' associations and Turkish cultural associations but increasingly Turkish parents' associations now also attempt to improve their children's scholastic education. On a national level, these associations are united in the Turkish Community in Germany (DTG)⁴⁹ and the Federation of Turkish Parents' Associations (Föted)⁵⁰.

A good example is the Turkish parents' union in Elmshorn⁵¹ which was founded in 1995 by Turkish parents to improve the situation of Turkish children and youngsters in education and formation. A part-time office staff is paid by the city of Elmshorn while all other activities of this association are carried out by volunteers.

The association offers counselling to Turkish parents and pupils in the following areas: pre-school education, choice of school, assistance at school and qualification measures, obtaining school leaving qualifications, practical and professional training, etc. There are several working groups that meet regularly and take part in parents' meetings in schools. One working group promotes language courses in the mother tongue and provides information on bilingual education.

Furthermore, there are working groups for parents and mothers and activities in cooperation with other institutions that aim at a long-term support for children and youngsters in Elmshorn and in society, at improving participation by parents and their influence on their children's education. The association offers leisure activities and sports, video, theatre and other courses and events for children and youth.

Self-Organisations in North Rhine Westphalia

Rooted in the compilation of self-organisations in North Rhine Westphalia⁵² on behalf of the Ministry for Work, Social Affairs and Urban Development, Culture and Sports, that was publicised in 1999 the Internet data base MigrantenSelbstOrganisationen-Online (migrant self-organisations online) was installed in 2002.⁵³

This information platform is run by the centre for Turkish Studies (Stiftung Zentrum für Türkeistudien ZfT) and financially supported by the State Ministry for Health, Social Affairs, Women and Family. Information on working areas, target groups and activities of self-organisations can be found there. Some 2,251 self-organisations are currently registered in this database. One of the objectives of the project is to promote self-help by the different migrant communities in North Rhine Westphalia through the new media.

⁴⁹ See www.tgd.de.

⁵⁰ See www.tuerkische-elternfoederation.de.

⁵¹ See www.tgsh.de/teb-elmshorn.

⁵² Ministerium für Arbeit, Soziales und Stadtentwicklung, Kultur und Sport (1999) (Hg.): Selbstorganisationen von Migrantinnen und Migranten in NRW: Wissenschaftliche Bestandsaufnahme. Düsseldorf.

⁵³ See www.mso-online.de.

7. Workshop in Germany

On 22 May 2003, the Transnational Workshop was held in Offenbach am Main. It was meant to present the results and to plan the second project phase with new partners from politics, NGOs and self-organisations of migrants and ethnic minorities.

After a welcoming speech, participants introduced themselves and their organisations. In the first part of the workshop, the background and framework of the Transnational Exchange Programmes and the Action Programme to Combat Social Exclusion (2002-2006) were presented and the objectives and work programme of the MEM-VOL project's Phase 1 described. The discussions that followed served to clarify questions about the content and framework of this project.

Nicola Ponikiewski presented the results from the United Kingdom. After a brief outline of the history of immigration into the United Kingdom, she illustrated the results of the compilation of scientific research about volunteering in black and minority ethnic groups and communities⁵⁴ in the UK and especially in England. The National Survey on Volunteering (1997) registered a lower volunteering rate among black and Asian people (41%) and other ethnic minorities (36%) than among people of white origin (49%). Other studies confirm these results but state that it is quite complicated to record more informal activities in the framework of ethnic communities or organisations in population surveys and that black people more often volunteer in black organisations. The term volunteering itself is hardly used among black and minority ethnic groups.

The further focus of the presentation was on obstacles and barriers to the involvement of black and minority communities in volunteering and how to overcome them. Finally, the advantages of black and minority ethnic volunteering were discussed, e.g. to obtain new skills that could help people to enter the labour market, personal development through strengthening self-confidence and obtaining social capital and the opportunity to work together with people of different origins and backgrounds. These results were compared to the German situation in the following discussion.

Furthermore, the role of volunteering as a key factor of social integration into society through civic activities and active citizenship was emphasised. Qualification and counselling of self-organisations was indicated as a political task for local authorities and welfare organisations.

After a break, the results of the German case study were then presented. So far, no statistical data are available on the participation of migrants and ethnic minorities in self-organisations, welfare organisations and other NGOs, although a lot of research is undertaken on different concepts like participation – integration; "Ehrenamt" – volunteering – civic activities; networking – self-help, formal – informal organisation. Motivation and barriers to volunteering of migrants and ethnic minorities are hardly known yet, and strategies to win them over to volunteering should be developed.

The final part of the workshop was reserved to present perspectives of Project Phase 2 and the enlargement of the partnership. The prerequisites for application for Transnational Exchange Programmes were discussed and concrete planning for MEM-VOL II was presented. The participants of

⁵⁴ In the UK migrants and ethnic minorities from the Caribbean are called "black". This attribute is not used in Germany.

the workshop were invited to take part in the national advisory committee in the following project phase.

After the workshop, the first meeting of the project group on migration and integration of the Bundesnetzwerk Bürgerschaftliches Engagement (BBE)⁵⁵ was held. The workshop should be a first thematic approach to the work of the project group and the participants were almost identical. The objectives of the working group were among others:

- To facilitate and promote civic activities of migrants and ethnic minorities in self-organisations, welfare organisations, NGOs, in informal and formal groups and communities.
- To broaden knowledge and understanding of civic activities related to living conditions of migrants and ethnic minorities.
- To facilitate and promote volunteering of migrants and ethnic minorities in the German volunteering sector.

⁵⁵ See chapter 5.

8. Enlargement of German Partnership

During Phase 1 of the Project, the selected projects were expected to

- take stock of existing knowledge and policy developments in relation to the issues that projects investigate;
- foster the development of a transnational and multisectoral partnership to provide the basis for longer term cooperation and exchange; and
- define objectives and develop proposals for a clear programme of future work for a period of up to two years." ⁵⁶

In the Phase 2 of the Project, the partnership will be extended to each country. A new interface partner and a national advisory committee should guarantee the involvement of partners in charge of policy-making at national, regional or local level with those who have direct experience of combating poverty and social exclusion on the ground, such as welfare organisations, NGOs and self-organisations.

The transnational workshops served to address and to inform potential new partners and to facilitate the exchange of experience among them. The participants of the German workshop and other organisations were invited to take part in the national advisory committee. The following organisations declared their participation in a letter of interest:

- Referat der Integrationsbeauftragten der Bundesregierung
- Fachberatung MigrantInnenselbsthilfe, der PARITÄTISCHE NRW
- Hansestadt Lübeck, Fachbereich Wirtschaft und Soziales
- Föderation Türkischer Elternvereine in Deutschland FÖTED
- Modellprojekt gEMiDe, Initiative für ein Internationales Kulturzentrum e.V.
- Deutscher Caritasverband, Abteilung Soziales und Gesundheit, Referat Migration und Integration
- Deutsches Rotes Kreuz, Generalsekretariat

The volunteer agency in cooperation with the integration office of the Offenbach (near Frankfurt/Main) administrative district will act as the German interface partner.

Furthermore, there will be a close cooperation with the project group on migration and integration of the Bundesnetzwerk Bürgerschaftliches Engagement (BBE), since the speaker is the MEM-VOL project leader and members of the working group are members of the advisory committee, too.

⁵⁶ See Guidelines, Restricted Call for Proposals - VP/2003/023, p 3.

9. Perspectives

There is more and more interest in volunteering of migrants and ethnic minorities in Germany since the 1990s in politics, science and practice. At the same time, there are various efforts to promote self-organisations and to facilitate MEM volunteering in the German federal states and cities. A need for information and exchange was expressed since there is little systematic knowledge and data so far.

The present report shows the variety of voluntary and civic activities of migrants and ethnic minorities in the areas of education and labour market integration of migrants and ethnic minorities. The impact on combating social exclusion and poverty should not be underestimated. Therefore further compilation, research and support of MEM volunteering – as the Study Commission of the German Parliament has demanded – are highly recommended to promote social integration of people of foreign origin in Germany.

The reports of our partners in this Transnational Exchange Programme support this result.⁵⁷ Further exchange of experiences on a transnational European level between different actors – national, regional and local authorities, welfare organisations, NGOs and self-organisations – could make an important contribution.

In the Netherlands, the theme of volunteering and civic activities of migrants and ethnic minorities is high on the agenda as it is in the United Kingdom. The Dutch Ministry of Health, Welfare and Sports set up a five-year programme (2001-2005), the so-called “Stap Twee” (or Step Two) Programme to foster diversity in the voluntary sector. Whereas in Austria and Denmark, MEM volunteering is not yet high on the political agenda, in France it is especially aimed at integrating migrants and ethnic minorities into the existing volunteering system (the so-called: *bénévolat*) and the development of self-organisations is discussed as an problem factor in segregation.

In June 2003, the application for Project Phase 2 was submitted to the European Commission. The partnership was extended in each country following the comments in Chapter 8. A further two Spanish and one Hungarian partner joined to enlarge the partnership.⁵⁸ Partners were chosen for their expertise in the fields of volunteering and migration. There are consultancies, welfare organisations, NGOs, self-organisations and local and regional authorities. The European Commission will decide on supporting a two-year Project Phase 2 in late 2003.

The participating countries were chosen for different reasons. They have different immigration histories and traditions, different welfare systems and different traditions in volunteering. What they have in common is that migrants and ethnic minorities suffer from particularly high unemployment and poverty and that children and youngsters of foreign origin have lower education levels.

France, the United Kingdom and the Netherlands are immigration countries that registered immigration from their former colonies especially after World War II. Those immigrants have acquired the nationality of the host country and children born in these countries become citizens automatically. These

⁵⁷ See www.mem-volunteering.net for download of reports.

⁵⁸ See Annex 2: List of partnership in Project Phase 2.

countries have different concepts of social integration that are based on integration, assimilation and cultural diversity.

Germany, Austria and Denmark registered guest worker migration in the 1960s and 1970s, followed by family reunification migration and increasing numbers of asylum seekers and civil war refugees in the 1980s and 1990s without in any way considering themselves to be immigration countries.

Spain, so far an emigration country, has registered increasing immigration in the past. The connection between volunteering and migration is a very new idea here. In Hungary, there is the attempt to build up structures in the voluntary sector. At the same time, migration is a very new experience that will surely increase. To discuss the facilities of self-organisations and volunteering of migrants and ethnic minorities at this early stage could support their social integration.

To create a basis for cooperation and exchange and mutual learning in Phase 2, the compilation and analysis of the Project Phase 1 will be extended to present the newest developments to the relevant actors. The social situation of migrants and ethnic minorities, formal debates and national political programmes to facilitate MEM volunteering will be under investigation to increase the knowledge on MEM volunteering and its impact on combatting social exclusion and poverty in the European Union. Local and regional programmes and examples of good practice will be identified and documented to enable a transnational exchange of experience.

The objectives of Phase 2 are:

- Continuing compilation of the social situation of migrants and ethnic minorities in each country;
- Continuing compilation of major findings of research concerning volunteering of migrants and ethnic minorities;
- Continuing identification of national political programmes to facilitate volunteering of migrants and ethnic minorities;
- Continuing identification of local and regional political programmes to facilitate volunteering of migrants and ethnic minorities;
- Continuing identification and description of examples of good practices;
- Identifying indicators of good practices;
- Investigating needs for information of self-organisations, welfare organisations, NGOs and national, regional and local authorities;
- Dissemination of results on national and European levels on the Internet, in newsletters and reports;
- Facilitating exchanges of experience between self-organisations, welfare organisations, NGOs and national, regional and local authorities in each country and on the European level through transnational workshops.

10. Literature

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MEM-VOL Migrant and Ethnic Minority Volunteering



A Transnational
Exchange Programme in

- Austria • Denmark • France
- Germany • The Netherlands
- United Kingdom

in the framework of the Community
Action Programme to Combat Social
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www.mem-volunteering.net

MEM-VOL – Migrant and Ethnic Minority Volunteering

Background

Until now little is known about volunteering of migrants and ethnic minorities, although kinship and neighbourhood networks and ethnic communities are in the focus of research. Volunteering – in favour of the own community or for different groups – might be a means of integration into society in a double sense: e.g. by labour market counselling to facilitate employment or by educational training for children of foreign origin *and* by developing new skills and qualifications through volunteering. Migrants and ethnic minorities suffer in all member states of the European Union from high unemployment. The effects of MEM volunteering as a means of integration – societal, cultural and on the labour market – and as a means of empowerment and development of the civil society is highly underestimated and disregarded. Therefore promoting and facilitating volunteering and self-help of migrants and ethnic minorities will be an important objective to combat social exclusion and poverty.

Methods

The project partners carry out research their respective country – Austria, Denmark, France, Germany, the Netherlands and United Kingdom – to compile the above mentioned analyses and reports. On this base transnational meetings will be held in each country with representatives from local, regional, national authorities, from self-organisations of migrants and ethnic minorities and welfare organisations.

Findings

The project findings will be disseminated in national reports and a European synopsis both as publications and on the internet at www.mem-volunteering.net in September 2003. They will be presented to decision makers in local, regional, national and European authorities to promote and facilitate the further development of MEM volunteering.

Objectives

The objectives of the first phase are:

- brief outline of the social situation of migrants and ethnic minorities in each country
- compiling major findings of research concerning volunteering of migrants and ethnic minorities
- identifying key actors and local, regional and national political programmes to facilitate volunteering of migrants and ethnic minorities
- identifying and description of some examples of good practice (3-5 in each country)
- identifying objectives for phase 2 and application
- building up a partnership in each country that consists of NGOs and local, regional and federal authorities

Partnership MEM-VOL Phase II

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