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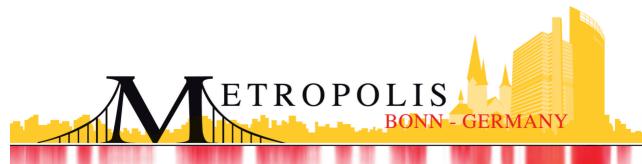Familie, Frauen und Integration
des Landes Nordrhein-Westfalen

13th International Metropolis Conference
Mobility, Integration and Development in a Globalised World

Daily Conference Report

October 30th, 2008, Bonn

METROPOLIS
BONN - GERMANY

13th International Metropolis Conference | Mobility, Integration and Development in a Globalised World | 27 - 31 October 2008, Bonn

Thursday, October 30th, Bonn

Plenary in the former German Bundestag: Discussions on migration

Broadcasting the migration topic around the world

Heading towards future action: Participants following the discussion in the plenary hall at the waterworks

Foreword

Cornelius Adebahr & Carina Sarstedt

Historically, migration is all about economic, individual or social development. Humans migrate because they hope for – and most often achieve – a better condition of life in a different place. Also collectively, treks of nations have impacted on entire regions, as places like Bonn experienced during the Migration Period some 1500 years ago. However, the debate about migration has only recently embraced the topic of development in a global context that is shaped by an increasing interdependence.

This paradigm shift notwithstanding, there are still very different ways of how the migration-development nexus can be conceptualised: Industrialised countries may think of development promotion as a means to reduce migratory pressure from poorer regions; or they may wish to attract highly-skilled workers in the face of demographic decline. Other countries may see the benefits of migration in the remittances that stimulate the local economy, or in non-material gains such as knowledge transfer once migrants return. Connecting these two differing 'worlds', both diaspora groups engaging in their home countries and citizens in the second or third generation abroad that reconnect with their ancestors' origins play an important role in shaping the economic, social, and cultural development in both places.

Given this new perspective, a perfect world is easily conceivable where migration serves the interest of all individuals and societies involved. Yet, we live in an imperfect world where governments tend to favour regulations over openness, and where many technical hurdles such as adjusting social security systems to migrant workers remain. In the end, however, the main obstacle may again be the very drivers of migration: Humans migrate according to their needs, not because they follow a grand design. They may wish to stay where they are not welcome, or they may decide to leave even though they are asked to stay. New directions and ideas were discussed in Bonn, but programmes and policy-making will have to continue well beyond the end of 2008 International Metropolis Conference.

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Disclaimer

This conference report has been produced for the convenience of conference participants on behalf of the Metropolis 2008 organiser. The summaries do not necessarily represent the views and/or opinions of the workshop organisers, participants and/or speakers. Delegates are invited to contact workshop organisers and/or speakers directly for further information. For further information see also: www.metropolis2008.org

Circular migration as a triple win

Benefits from circular migration for all are not self-evident and require regulation

Panelists: Philippe Fargues, Euro-Mediterranean Consortium for Applied Research on International Migration (CARIM), Florence, Italy
Modibo Keita, Sciences Sociales pour le Développement, Bamako, Mali
Pawel Kaczmarczyk, Board of Strategic Advisers to the Prime Minister, Poland
Jacques Poot, Population Studies Centre, University of Waikato, Hamilton, New Zealand
Chair: Klaus F. Zimmermann, Institute for the Study of Labour, Bonn, Germany

Positive and negative aspects of circular and temporary migration as a solution to the economic need for labour force were the starting point of discussion in the plenary session. A wide range of experiences from sending and receiving countries were presented. For circular migration to be a ´triple-win´, the panellists agreed on the fact that immigrants´ rights need to be respected. The panel also focused on the question whether temporary migration needs to be and can be managed.

Is circular migration something that we have to welcome or reject? In Germany, many immigrants who had intended to stay short-term ended up in being permanent residents and this in an environment without special policies and strategies for integration. Now that the European labour market is in need of a skilled work force, though, the idea of temporary or circular migration is high on the political agenda again. Temporary ´lending´ of labour force was not just presented as a solution for the European labour market but as a triple win - evidently, for the receiving but also for the sending country as well as for the immigrants themselves. It would offer receiving countries a flexible and inexpensive labour force without high investments in integration. On the other side it promises the sending countries rather a brain gain instead of a brain drain when immigrants return. Furthermore, their societies gain remittances from citizens working abroad. And last but not least, immigrants would have more and better job opportunities back home and at the same time expand their expertise.

However, a positive outcome of circular migration is not self-evident, as showed the experiences in New Zealand, a country with well-established temporary migration relations and respective research. The receiving countries have to accept a highly volatile population with strong demographic instability and the risk of short-term immigrants becoming poorly integrated long-term residents. At the same time, the country of origin would suffer a brain drain without any long-term gains. But particularly the temporary immigrants find themselves often in legally, economically and culturally vulnerable positions.

An open-door policy for immigrants has proven to be beneficial to Poland and many Polish immigrants.

This brought the discussion to the question whether this form of migration would need any regulation or managing. It was, however, quickly agreed upon that a triple win for the immigrants, the receiving country and sending country alike, is only possible when appropriate measures are taken to secure migrants´ rights. Some indications of organised circular migrations have been presented to the plenary in the keynote speech. More flexible forms of resident and work permits should stimulate a responsive work force flow. Cooperation with the sending countries helps to better regulate inflow and return. And cooperation with immigrant organisations would build a bridge between the receiving and sending countries.

Temporary and circular migration is a process that will take place whether regulated or not. Regulating and organising circular immigration could be the best way to ensure respect for immigrants´ rights. This, however, still leaves some issues unanswered, like e.g. the temporary integration of immigrants into the host country and problems around reintegration of returnees to their country of origin.

Helmer van der Heide

Challenges for circular and temporary migration that could hinder its benefits:

• risk of short-term immigrants becoming poorly integrated permanent residents

• a brain-gain turning into a brain-drain for countries of origin

• demographic instable societies in countries of destination

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P6A-30   **Thursday, October 30th, Bonn**

Merchants of solutions or enforcers of differences?

New perspectives on how diaspora communities are contributing to the development of their countries of origin

Keynote: Gibril Faal, African Foundation for Development, London, United Kingdom
Panelists: Tanja El-Cherkeh, Hamburg Institute of International Economics, Germany
Awil Mohamoud, African Diaspora Policy Centre, The Netherlands
Chair: Thomas Faist, COMCAD, Faculty of Sociology, Bielefeld University, Germany

The panelists sought to demonstrate how integration policies in host countries influence the degree to which the diaspora could contribute to the development of their home countries. The panelists started by outlining the factors that influence diasporas´ interests in their countries of origin. Furthermore, they showed how the degree of integration varies with remittances and other forms of investment. They concluded by proposing policy measures that host countries could implement in order to optimise the development potential of members of the diaspora.

An individual living in diaspora was here defined as somebody who lives outside his/her country of origin and irrespective of citizenship and nationality is still willing to contribute to the development of his/her country of origin. Migrants living away from their home countries tend to have multiple identities. The question was raised what motivates migrants to contribute to the development of their countries of origin. The panelists isolated three main reasons: family and social connections, the sense of belonging to a nation, and an obligation to make life easier for future generations.

A comparative study carried out in Germany revealed that highly qualified immigrants from Egypt who are well integrated in the German society mainly contribute by direct investments and remittances. Furthermore, their endeavours are mostly individual and geared towards making profit. In contrast, immigrants living in diaspora communities from Afghanistan who are not very qualified and less integrated mainly contribute by ´collective action´. However, such endeavours have contributed in sustaining their home economies. In a nutshell, these results suggest that remittances do not diminish when immigrants become integrated. Rather, remittances and direct investments depend on the legal status of the people in diaspora and their access to the labour market.

As to what policy measures can be instituted to facilitate immigrants´ involvement in the development of their countries of origin, three methods were championed. Firstly, participants agreed that by reconciling factors that influence interests in both countries, the development potential of diaspora communities could be optimised. Facilitating naturalisation measures is one way in which this can be achieved. Research has shown that tax relief

on remittances will be beneficial to the host and the country of origin. Secondly, it was postulated that remittances should become tax-free and the resources liberated should be put into an ´endowment fund´. This can serve as a source of capital investments in the home countries of people living in diaspora. The legislation required for this to take effect still needs to be negotiated. Thirdly, the panelists made a strong call to merge the ´diaspora-led development debate´ with mainframe development cooperation. In this regard, it was voiced that there is a need to go beyond remittances and to involve the diaspora community in peace-building and conflict resolution. The argument given was a simple one - the diaspora community can be a source of leadership to fuel development in their countries of origin.

John Manyitabot Takang

Unresolved issues:

• What is the role of the diaspora community in the political economy of war in their home countries?

• What relationships exist between levels of remittances and conflict?

• What roles can embassies and ministries play in facilitating diaspora-led development?

Countries get what they deserve

The second generation of immigrants mirrors the success of integration

Keynote: Maurice Crul, The Integration of the European Second Generation – TIES Project, University of Amsterdam, The Netherlands
Panelists:
Laura Cassio, Directorate General Education and Culture, European Commission, Brussels, Belgium
Aydan Özoguz, Körber Stiftung, Germany
Patrick Simon, Institut National d'Études Démographiques, Paris, France
Helga Nagel, Department of Multicultural Affairs, City of Frankfurt am Main, Germany
Chair: Sandra Pratt, Metropolis International Steering Committee, Brussels, Belgium

The second generation of immigrants is a key indicator to judge on the success of integration. The societal position children of immigrants occupy in a country that is not their parents´ homeland reflects upon strategies, policies and the society of the country they live in. In an open and democratic society, one would expect that differences in social status between children born to native parents and children of migrants will average out during adolescence and that they do not affect a children´s future negatively. But as reality shows: Things are different in most European countries. To put it bluntly: Empirical evidence shows that each country gets a second generation of immigrants it deserves – because it is created by its politics and policies.

The children of migrants still do not occupy the same social position and are not granted the same social status as children of natives. Be it the labour market, housing or welfare dependency, the second generation always ranks below their native contemporaries. The enormity of this problem becomes clear if we consider this example: In the city of Frankfurt/Main, about two thirds of the newborns in 2007 had a multicultural background; in Hamburg, every second child under six years comes from a migrant environment. Thus, there is an undeniable urge to improve the social and economic status of the second generation and by doing so to foster their integration. In post-modern societies with declining industrial sectors, education is the only way to prevent social decline and foster upward social mobility in many receiving countries.

As empirical data from fifteen cities in eight European countries shows, Germany, Austria and Switzerland have severe problems in educating their second generation migrants. Here, only 7 to 11% of the immigrants´ children get tertiary education whereas in Sweden and France the share is more than 50%. This extreme variation is not due to differences in the educational level of the parents but can rather be traced back to different degrees of permeability of the respective school systems. Thus, in Germany children are separated into three different educational layers already at the age of ten with very low permeability within the system. This is one of the reasons why in countries like Germany or Austria there is less social rise in the second generation than in France or the Netherlands. There, children of Turkish immigrants start occupying higher positions in the economy as well as in society.

And well-educated members of the second generation serve as multipliers of integration by occupying leading positions in both the native and the migrant community.

The question remains: What can be done to support the social rise and integration of the second generation? Speakers agreed on the fact that nowadays it is not only a problem of the way migrants integrate into a society, but also how the system manages to meet the demands of a heterogeneous society. At the end, it is the policy makers and the practitioners that shape the future of a whole generation.

Anne Kathrin Müller

Key issues

• The second generation still rank below their contemporaries from native families (in regard to education and social status)

• Education is key to upward social mobility and thus to integration

• Countries with highly permeable educational systems have a better integrated second generation

• Nation states as well as the EU have to foster the education of the second generation through adequate programmes and policies

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W70-30   **Thursday, October 30th, Bonn**

Generational obstacles for immigrant youths

Are the challenges faced by immigrant youths socio-economic as well as ethnic?

Organiser:
Nazilla Khanlou, York University (Canada), nkhanlou@yorku.ca

The workshop focused on immigrant and native-born youths and the challenges they face during processes of integration. Presentations from a community practice perspective focused on immigrant youths living in Portugal, while academic and field research presentations focused on Portuguese native born youths residing in Canada and Switzerland. Common threads throughout both forms of presentations were attempts to try and identify the impact that the socio-economic status of first generation migrants has on the challenges faced by immigrant youths of subsequent generations. Secondly, presentations attempted to identify problems faced by immigrant youths in terms of their sense of belonging and psychosocial well-being.

Youth programmes conducted at the Portuguese community level by the state found that the challenges faced by immigrant and native-born youths are not completely attributable to their ethnic heritage. It was presented that immigrant children in Portugal face a vast number of educational difficulties, partly attributable to their lack of Portuguese language skills upon enrolment. The language barrier can be attributed to the ethnic background of this group of youths, but as argued by participants is also strongly related to the socio-economic or class background of the parents.

A research presentation on Portuguese-Canadian youths drew a similar conclusion. Educational difficulties were found to correlate to various factors including, amongst others, a lack of educational value in the family, a family environment that is not conducive to learning at home, and the lack of educational role models in the family. In the case of Portuguese-Canadian youths these socio-economic factors where not seen to solely explain educational challenges. A significant contributing factor is also school system barriers. The relationship between socio-economic background of first generation migrants and second or third generation migrants is similar among Portuguese immigrant youths in Switzerland. This led to the question of what form should education policies take if challenges are related to the socio-economic status of previous generations?

Presentations furthermore focused on discrimination and social exclusion of immigrant youths from a psychosocial perspective as well as on programmes that target these forms of discrimination at a community level. Because discrimination is not solely attributable to the ethnic background of a particular group, it is important to work with more than only the members from one ethnic background. In the case of Portugal, this includes the involvement of non-immigrant Portuguese community members. Discrimination affects an individual at three main levels: at the individual psychosocial level (including a sense of belonging, cultural identity and self-esteem), at a group level and at the level of society. It was argued that implementing programmes targeted at the psychosocial-wellbeing of youths through community programmes as well as health programmes would also alleviate some of the challenges faced in the educational field.

It remains essential that policies focusing upon bringing about changes in the education of immigrant youths be accompanied by an emphasis on improving their psychosocial wellbeing and self-perception, which are often weakened through different forms of discrimination.

Eva Riedke

Policy suggestions in the field of education included:

• Early assistance programmes

• Community involvement associated with positive attitudes towards education

• A more active involvement of parents in educational issues

• A restructuring of school systems

W71-30	**Thursday, October 30th, Bonn**

Intervention from Europe needed

The engagement of the African diaspora and its impacts on the development in Africa

Organisers:
Dieter Reuter, InWEnt – Internationale Weiterbildung und Entwicklung gGmbH Capacity Building International (Germany), dieter.reuter@inwent.org
Thomas Klein, InWEnt – Internationale Weiterbildung und Entwicklung gGmbH Capacity Building International (Germany), thomas.klein@inwent.org

The question whether the migrant diaspora in the countries of destination can contribute to the development of their home countries is a widely debated issue among academics, policy makers and within the diaspora itself. In this workshop the engagement of African diaspora communities in Europe was at the core of the discussion. The focus was on strategies of the African diaspora engaging in and fostering African-European business relations in order to promote development in the home countries.

The debate revolved around three aspects. First, the question was raised of how to define diaspora. Second, the general linkage between African diaspora and the ways they get involved in their countries of origin was highlighted. Third, the workshop called for attention to strategies that have been adopted by migrants to boost business relations between Africa and Europe.

Concerning the first question the audience agreed that the African communities in the different European countries are very heterogeneous. They are not only diverse according to their size but also regarding their degree of organisation. For the case of the African diaspora in Germany there was a lively debate if the communities needed more support from the government side and also what the diaspora itself can do to establish an organisational structure.

The second point of interest concerned the correlation between diaspora communities and development in the countries of origin, especially in terms of economic activities from the diaspora. On the one hand, there are many barriers that prevent an engagement of migrants, for example the lack of reliable information on business opportunities. On the other hand, it was stressed that the diaspora might be a chance for the sustainable development in African countries as demonstrated for the case of Ghana.

Thirdly, strategies of the African diaspora in African-European business relations were discussed. Participants highlighted the role that a diaspora can play as an intermediator between the countries of origin and the European host countries. This can have an important effect for the enhancement of successful economic relations. Knowing business and social habits of their home countries, diaspora members can bridge the gaps that often exist between actors on both sides. The role of diaspora members as communicators is not only crucial for the development of actual business connections. They can also make a significant contribution to the diffusion of knowledge about the opportunities in European and African countries. Diaspora members can disperse information about the market demands in their countries of origin. Furthermore, they can help African companies to find reliable partners in Europe.

As a point of intersection, the diaspora can make an important contribution to a sustainable development in their home countries. To do so, however, migrants have to overcome various barriers.

Nils Goede and Victoria Müller

Further questions of interest:

• How could the well organised African diaspora in the UK and France serve as a role model for African communities in other European countries?

• How will the current crisis of the financial market affect the economic growth in the emerging markets in Africa? Will the financial crisis offer new opportunities for investments in emerging countries in Africa?

• Can the African diaspora contribute to the achievement of a better image of the African continent in the European media, and thereby encourage sustainable investments?

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The best school for my child

How educational systems, teachers and parents influence the education of second generation immigrants

Organiser:
Maurice Crul, Institute for Migration and Ethnic Studies (IMES) (The Netherlands), m.r.j.crul@uva.nl

Four country studies (from Austria, Spain, Switzerland and the Netherlands) from a comparative research project analysed the different schooling and support systems in Europe. They presented different aspects of what works best for the second generation of immigrants. Although all case studies adapted the research design to their national conditions, there was enough overlap to contribute to a rich set of comparative data. Two points featured prominently throughout all the presentations: The first one being the educational system of the respective country, and the second one relating to the role of external factors. Both will be briefly discussed below, revealing that each of these points comprises a whole range of other inter-related subjects.

Obviously, all the countries represented at the workshop have divergent schooling systems. While the detailed organisation of these systems did not play such a significant role in the analysis, it was commonly agreed that education systems that separate students at a young age pose greater challenges. This is especially true for the integration of second generation immigrants. The problem here is that once the course is set, it becomes very difficult for any child to switch into the higher education track. This seems to be even more crucial for immigrant´s children.

Approaching the topic from a different angle is the issue of teacher´s education. While much is asked from them in order to handle the ever more diverse body of pupils they face, little help is offered to them. This comes especially to bear when new innovative programmes are set up in schools with a high rate of immigrant children. Despite all good intentions, teachers are often left without adequate resources (e.g. money, time, equipment, training, interpreter services) to fulfil the expectations attached to those programmes. Further, it was stressed that so called intercultural learning classes deserve special attention. All stakeholders seem to agree that having such classes will foster integration and tolerance. Nonetheless, the implementation of these courses has proven to be rather unsuccessful and can be even counter productive.

Finally, a few words need to be spent on the 'external factors' to successful education schemes. The host community as well as the parents of the second generation students carry significant responsibility in this regard.

Work needs to be done on both sides which means that for one part the immigrant parents must be better engaged in the education of their children. This could include language courses for the parents, information about the schooling system, the labour market perspectives, but also on gender equality and the host countries values. For the other part, host societies must start to recognise the potential they can gain from well educated and integrated immigrants. They also should stop to stigmatise less educated children with a migrant background as potential criminals or social welfare receivers.

As this summary shows, finding a good way to support second-generation immigrants throughout their educational life does not depend on the schooling system alone. In fact, this seems to be only one factor of many and has to do with the general perception of immigrants and their status in society. Acknowledging this may paint a bleak picture for the state of support systems at this stage. Yet, it should be noted that many of the speakers and participants had valuable contributions how to improve the situation. It remains to bee seen how far they will succeed in making those work.

Ruth Langer

Issues for further debate:

• The sector of vocational training seems to be the most attractive for many (second generation) immigrant groups. Interesting in this regard is the difference between Austria and Spain. While vocational training in Spain is somewhat stigmatised as being of lesser value (and thus reinforcing the 'unskilled' image of people who work there), competition for these jobs in Austria is so strong that people with a migrant background often do not stand a chance to get in.

• Explaining the male/female success-ratio of second generation migrants in the different educational systems and across ethnic groups poses a puzzling exercise to academia and policy makers.

Integration and the spatial turn

Thoughts on ethnic concentration in a built environment

Organisers:
Rein Sohilait, FORUM – Institute for Multicultural Development (The Netherlands), r.sohilait@forum.nl
Eda Ünlu-Yücesoy, Istanbul Bilgi University (Turkey), eyucesoy@bilgi.edu.tr

The workshop on diversity in built environments dealt with aspects of spatial concentration of ethnic minorities. The presenters referred to European cases depicting research outcomes and experiences in practice. On the one hand, research on respective policies in recent years illustrated the different approaches of European countries. On the other hand, considerations reflected on design and spatial processes of built environments.

A research project on housing, integration and social cohesion in the United Kingdom, France, Germany, Denmark, Greece and the EU analysed the attitude of national policy makers concerning ethnic spatial concentration. The research distinguished between three main approaches: Firstly, governments referring to ethnic concentration as a phenomenon hindering integration. Governments following that approach, promulgate laws, and promote actions which enforce the dispersal of immigrant groups. Secondly, societies react to the requirements of their different target groups. Actions taken by governments under this assumption rather deal with specific needs of immigrants than with the overarching aim of limiting spatial concentration. Thirdly, it is conceived that certain urban areas suffer from social imbalances and that policies in this realm have to target citizens regardless of their ethnic origin. The findings of the research project are not only applicable to the countries under consideration but also in a much broader context.

A second aspect on diversity in the built environment referred to designs, spatial developments and spatial needs of certain immigrant groups. Two aspects referred to the sensibility of designers in their work. The first aspect dealt with claiming processes of Turkish migrant women in the Netherlands. First generation representatives of this group, for instance, are only encountered in shopping malls during quiet times of the day. The same applies to squares and other public spaces. Therefore, architects have to consider individual perceptions, understandings and usages when designing new public spaces, especially if they take into account that spaces are often created anew from a synthesis of different, overlapping concepts.

Experiences on housing projects for immigrants and locals in the Netherlands have provided answers to yet unresolved problems:

Even though immigrants are able to communicate their needs to designers, they are dependent on mediation to be able to participate in the realisation of the project.

To sum up: The assumption that space is a predictor of integration is still to be proved by future research.

Isabelle Arnold

Open issues and questions

• Do policies need to react to a new types of citizen who are being more diverse in lifestyle and life concepts?

• Does integration policies have to address all lifestyles and cultural concepts alike?

• Is the location of immigrants a predictor of integration?

The Roma in Eastern Europe – a long road to integration

Finding solutions to the critical situation of marginalised Romani communities

Organiser:
Martin Kahanec, Institute for the Study of Labor (IZA) (Germany), Kahanec@iza.org

One of the main issues addressed in this workshop with regard to an ethnic divide were the problems of integrating the Romani minorities in Eastern European countries. This report will focus on outlining the current situation, analysing the root causes, and proposing potential solutions.

The Roma are the biggest single ethnic minority in Europe. Even though they settled in Europe hundreds of years ago, they still face problems similar to those encountered by recent immigrants. The presenters pointed out that when they researched poverty levels in Eastern Europe the Roma would always stand out by a big margin. The situation of the Romani minority in Eastern European countries is very alarming. In the two countries discussed in detail during the workshop – Hungary and the Czech Republic – levels of unemployment, poverty, and access to education and public services are substantially lower among the Roma than among the mainstream population. There are also strong reasons to believe that they are discriminated against in the job market.

Speakers identified a number of reasons for the situation being so serious. First of all, a vast proportion of the Roma are low-skilled and there is generally little demand for such workers in the market place. Secondly, the level of mobility among the Romani population is very low – they often live in areas with high unemployment but are not willing to relocate in order to find a job. Another strong disincentive is the welfare trap – in many situations Roma get as much money in benefits as they would in employment. The last important factor is indebtedness. Roma tend to be multiply indebted; the moment they start earning more than the necessary minimum, the debt collectors confiscate the surplus. From this perspective, it might be worthwhile living off benefits.

The integration of the Roma poses a tremendous challenge for Southeastern European policy makers. Nonetheless, there are opportunities to change the situation by improving the relationship between labour offices and job seekers. A well-functioning employment policy should consist of a system of mutual obligations and incentives. Active labour market programmes of countries like the United Kingdom and Australia can function as role models as they focus for example on profiling, individualisation, outsourcing and cooperation with local organisations.

In the fight against the welfare trap, new monetary incentives have to be set. The Czech Republic has therefore changed its welfare system by lowering the net replacement rate. Other necessary preventive measures could be the introduction of mechanisms to get rid of debt, strengthened incentive settings for more mobility and flexibility, and most importantly an improved education system. This would include comprehensive education starting in kindergarten and the promotion of boarding schools.

One outstanding overall initiative is the "Decade of Roma inclusion 2005-2015". It is a cooperative effort of Eastern European governments, NGOs and Roma civil society to improve and evaluate policy outcomes concerning Roma inclusion. Nevertheless, it remains difficult to find valuable statistics and data, detect discriminations and find solutions.

Siri Tholander and Anna Wojnilko

Facts and Figures:

• Roma constitute 2-4 per cent of the population in the Czech Republic, 5-7 per cent in Hungary and Romania and 10 per cent in Slovakia and Bulgaria.

• Almost 50 per cent of Roma population in the Czech Republic is illiterate.

• 60% of adults have only primary education.

• In the Czech Republic a disproportionate number of Romani children (12 per cent) is sent to special schools for children with disabilities.

W76-30   **Thursday, October 30th, Bonn**

A female revolution?

Immigrant women have difficulties entering the labour market - a comparison between countries

Organisers:
Marte Kristine Bjertnæs, Ministry of Labour and Social Inclusion (Norway), mbj@aid.dep.no
Eva Haagensen, Ministry of Labour and Social Inclusion (Norway), eha@aid.dep.no

Settling in a country, immigrants often find themselves outside the labour force. Especially women face certain difficulties which do not always relate to language difficulties and a lack of education. As employment is an important factor for integration, it is even more necessary to discuss the problems immigrant women face when trying to enter the labour force. After explaining the barriers affecting the lack of participation, the presenters offered approaches for improvement. Workshop participants then discussed the new idea of initiating a dialogue with stakeholders, such as human resource managers – not the immigrant women themselves. These and other issues were discussed using the example of Pakistani and Turkish women settling in Norway, Denmark, Canada and Germany.

Reaching their host country, immigrants tend to move to a segregated neighbourhood where access to housing space is easier. Immigrant women mostly live with their parents-in-law and are expected to have a child soon after arriving. The Danish experience shows that mobility before getting the first child is rather limited; it becomes greater, though, when the children are in kindergarten or school.

Women mostly find a job through network recruitment and family connections. But these jobs are mostly low-skilled jobs without the need to speak the national language. Immigrant women settling in Norway are more likely to work when not having a child. In Canada the linguistic challenge for immigrants as well as the homogeneity of the locals denies immigrant women enter to the labour market. Turkish women who are willing to be employed in Germany are often advised, ambivalently, to go in for a career but without abandoning their tradition.

A lot of political measures have been taken in order to improve the situation. There are also still many suggestions from researchers what can be done. Most countries provide assistance for newcomers by offering language classes and cultural lectures. In Denmark researchers discovered that a well-integrated mother provides a positive role model for her children in terms of integration. In Norway, government agencies are required to employ immigrants and by doing so also have a positive effect on private companies. Canadian researchers suggest increasing

the general support for immigrants by establishing special settlement organisations. It is also considered important to enhance the awareness for advantages when employing people from different cultures.

Awareness of these advantages is at the centre of a new initiative from Germany started to improve employment prospects of young female immigrants. It presents cultural pluralism as an impulse for development. In workshops, employers learned about the benefits of hiring immigrants. Not only multilingualism and fresh perspectives, but also the knowledge about different cultures is considered an asset. The open learning process creates a potential for change and a differentiated perception. The specialty is that stakeholders now draw attention towards their own role when it comes to make structural changes. They agreed on action plans and improved their coordination in this important issue. The participants´ discussion showed that this is truly a new approach and does not focus on immigrants themselves, but on the ones responsible for their employment.

In conclusion, it became clear that not only policy makers need to change the situation, but that employers are also responsible for the success of the integration process.

Sandra Müller

Questions in need of an answer:

• Is not the social background a reason for female immigrants´ unemployment rather than their educational background?

• Do women wearing a headscarf have more difficulties on the labour market than women without?

• Are third generation immigrants more successful in terms of finding an appropriate job?

• Would not a dialogue between immigrant women and employers work better than a separate dialogue?

Turning research into action

Increasing the interaction between researchers and ethnic minority groups

Organiser:
Ella Ghosh, Primary Health Workshop (Norway), ella.ghosh@skbo.no and pmv@skbo.no

In order to have a stronger impact on minority groups and policy makers, a successful participatory action research is needed. But how could such a participatory research look like? Three issues were at the centre of debate: What are the problems concerning the status quo? How could current research methods be improved? What are concrete examples of good practices?

As objects of scientific research, minority groups often feel like an experimental ground for researchers. More and more researchers recognise the claims of these groups to be respected as partners and make their voices be heard. They start to see the need for a more active involvement of ethnic minority groups in the research process. This could improve their research results and help them to identify actual policy concerns. At the same time, policy makers have increasingly included ´empowerment´ into their policy goals. This means actively involving ethnic minority groups into research as well as into the policy making process. Nonetheless, the successful implementation of research results often depends on particularly committed policy makers who help to move the process forward.

Although these insights have not yet led to a significant increase of participatory methods in ethnic minority research, participants agreed on some important points. First of all, it is necessary to formulate culturally appropriate research programs which do not harm community interests. This is especially important in order to achieve high response rates from the target groups. Already at the stage of designing questionnaires, minorities should be actively included. Another important point is mutuality: both researchers and minority groups must have an interest in moving forward with the research project. In an ideal situation, the researcher is invited by the minority community, which can significantly facilitate communication between the two. Later in the process, minorities must be able to respond to the research results. Having members of minority groups as researchers and policy makers would act as a further factor to improve the participation and inclusion of ethnic minority groups. In order to guide this whole interaction process, the modelling of a code of conduct was suggested.

A good practice means to use participatory methods in all different research phases: planning, fieldwork, analysis and reporting. This has already been tried out successfully in Norway, where this approach was used to carry out a study on the living conditions of immigrants. In the United Kingdom a new approach was used by a government programme. First, the economic costs of the social exclusion of a particular minority group were articulated. Secondly, a role model program was launched to help the members of this group improve their social status. Participants agreed on the fact that there is still a long way to go until full participation will be granted.

Ina Jacoby

Further questions

• How could a code of good practice for the interaction between researchers and minority groups look like?

• How can more information be spread on participatory research methods?

• How can we make sure that our research does not harm the minority community?

W78-30   **Thursday, October 30th, Bonn**

The "feminisation of migration"

Gendered dimensions of international migration

Organisers:
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Mona Granato, Bundesinstitut für Berufsbildung (Germany), granato@bibb.de

Around half of all migrants worldwide are female – in some regions female even outnumber male migrants. The workshop offered a platform to discuss recent research and counter the widespread assumption that the migration process develops similarly for both sexes and that existing regulations are gender-neutral. The workshop showed that women and men do have different scopes of action in the migration process and called for the recognition of these differences in legislation and practice. The speakers offered three examples of female migrants´ particularities: a) their vulnerability, b) their involvement in domestic work and c) divorce patterns.

The higher vulnerability of female migrants is one dimension of the "feminisation" of migration. Women are more vulnerable than men in terms of physical violence, sexual exploitation, forced labour and trafficking. Compared to male migrants females generally enjoy less access to information and financial resources. They are also less educated and more likely to accept precarious working conditions. The fact that they are less organised in networks leads to their weak position in advocating their interests.

The gendered dimensions of migration become particularly visible regarding female migrants´ involvement in domestic work- and this mainly in illicit contexts. One study emphasised that domestic work like housekeeping and caring for the elderly and children is almost exclusively done by women. While states like Greece, Italy and Spain promote the employment of foreign domestic workers Germany and Austria discourage this option through their legislation. In consequence, many female migrants work irregularly in German households. Especially women from Poland take over this task as they are commonly regarded as warm-hearted, modest, reliable and flexible – in short they perfectly fit the socially expected gender role of a carer. Although a bilateral agreement between Poland and Germany exists, most migrant women work and live illegally in Germany and, therewith, do not have any access to health care, social security and the like.

Other research examined marriages and divorces among Turkish-Danish immigrants in Denmark. The behaviour of men and women varies considerably in the second generation of well-educated migrants.

While women prefer to marry an equally educated spouse, many male migrants choose a less educated traditional wife – often a village woman from Turkey. These women who then come to Denmark face various difficulties: They do not speak the national language, they miss social and family relations and, most importantly, their residence permit depends on the marriage. In Denmark, only after seven years of marriage a woman can receive a legal status of her own apart from family reunification.

In sum, the workshop demonstrated that female migrants have specific needs that must be addressed more carefully. It is time for a comprehensive approach which includes not only migration policies but also labour, family and other legislation.

Sara Poma Poma

Facts & Figures

• Out of the estimated 191 million global migrants in the year 2005, 95 million were women.

• In the post-Soviet countries women constitute over 55 per cent of all migrants, in other regions like Africa and the Middle East the majority of the migrants is male.

• Currently, there exist 65 internet agencies that place Polish women in German households as irregularly employed domestic workers.

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W79-30   **Thursday, October 30th, Bonn**

Expenditures do not necessarily lead to success

How can migration policies be adequately evaluated?

Organiser:
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Generally, national governments think that spending money on migration policy automatically leads to success. However, it still remains an open question whether this assumption is true. The workshop focused on the need of conducting proper evaluations of national migration policies. The following questions were discussed: how are migration policies evaluated? What do evaluations on migration policies include? Why do governments refrain from conducting more evalutions? Finally, how can evaluations be improved to create better policy outcomes?

The usual approach of governments to evaluate migration policies is to only focus on the amount of money spent on a certain program as an indicator of success. However, there is not necessarily a correlation between spending large amounts of money and a successful migration policy. Often little or no correlation is found. The question was raised whether these conclusions can be drawn from the existing data.

Researchers are facing the problem of clearly determining what migration policies include. An international comparison is difficult, especially as each country defines expenditures on migration differently. What most of the evaluations have in common, however, is their concentration on the impact of migration policies on the receiving states. Subsequently, sending states are not included into evaluations. The link between migration and development is ignored.

Governments and institutions tend to explain the small number of veritable evaluations by indicating the high costs and the huge amount of work involved. Workshop members pointed out that political interests might be responsible for this lack of evaluations, as ex post evaluations might reveal insufficiencies. Nevertheless, even if there is an evaluation, objectivity might not be guaranteed, depending on who conducted the research.

Participants emphasized the issue that evaluations are usually conducted either by policy makers, who are not experts in evaluation, or evaluation experts, who might not be specialized in immigration policies. Therefore, there was general agreement that useful approaches should bring policy makers and external consultants together, instead of keeping them apart.

Furthermore, more ex ante evaluations are a way to avoid insufficiencies of migration policies from the beginning. Thus, evaluations are important because they can contribute to an improvement of migration policies.

Anja Hornig and Sven Poehle

Possible measures for further improvement:

• capacity building of evaluation experts in the field of migration policy

• best practice exchanges between government and institutions conducting migration policies

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W81-30   **Thursday, October 30th, Bonn**

The best of two worlds

Living rural and working urban is yet another form of migration and livelihood strategy

Organisers:
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The Metropolis conference and its various workshops demonstrated how diverse and multifaceted the phenomenon of migration is. This workshop took the spatial perspective on rural-urban, non-permanent migration. This is one of the dominant forms of internal migration, viewed as a strategy for poor rural households to reduce their exposure to the risks and uncertainties of life in the rural sector. Cutting through different countries, the participants traced the problems related to rural-urban migration. Presentations centred on such issues as functioning of informal networks, potential problems of rural migration, and institutional models of good governance.

There are many reasons for people to move out of villages but the main ones have to do with economic problems of the rural areas. Research in this field pointed to two peculiar aspects of internal migration. First, rural-urban migration is often possible through informal networks (e.g. kinship, geographical affiliation). Second, migrants maintain close relationships with home communities. In fact, migrants are sent to cities with the specific purpose to earn money for cash constrained rural households. The phenomena of multi-locational households have important implications for managing the rural-urban divide.

The workshop looked at mechanisms of informal networks as facilitators of migration. Utilising this form of social capital brings benefits to migrants in terms of housing, information and support. In the long run, the existence of networks reinforces the process of rural-urban migration making it a highly persistent phenomenon. At the same time, the social networks are used to leverage resources back to the rural sector in form of remittances, social and infrastructural support.

Consequently, the rising numbers of rural migrants who come temporarily but settle down permanently change the urban landscape and may lead to various social problems. On the one hand, unsustainable numbers of newcomers put a great strain on the capacity of cities to provide services. On the other hand, self segregation of migrants, poor living conditions, and competition for urban land may lead to a persistence of a vicious circle of poverty.

Avoiding the negative effects of rural-urban migration necessitates better governance. Workshop participants defined important principles that need to be taken into account in designing the governance institutions. Multi-level, multi-stakeholder and voluntary involvements ensure ownership of decisions. On a related note, consensus building should be the main approach at achieving right decisions.

The discussion of governance issues brought about important policy aspects related to the rural-urban divide. Viewing rural and urban sectors as separate entities and thus designing separate programmes was deemed inappropriate. As research shows, the linkages between these two are becoming stronger, whereas borders are blurring away. In this regard, the paradigm of integrated regional development lends itself as the more appropriate concept. Policies based on this concept would give equal importance to rural and urban sectors and balance the growth of two.

Aibek Baibagysh Uulu

Further research agenda

• Research on cost-benefits of rural-urban migration (specifically on social costs of neglected villages)

• Impact of globalisation on migration and local communities

• Pro-poor growth strategies within integrated regional development paradigms

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Go big or go home

How countries react to public debates on stricter naturalisation criteria

Organiser:
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Citizenship is a qualified right in many countries. To formulate it more precisely: citizenship is a right for those who meet the requirements. But which requirements have governments emphasised in recent debates on citizenship and naturalisation policies? Governments have often stressed the need for high-skilled migrant workers to meet labour market demands in their ´human resource-hungry´ economies. Thus, low or semi-skilled migrant workers usually face higher barriers to become naturalised. In the workshop, immigration practitioners compared several integration policies for citizenship to define current issues and trends.

With regard to policies of different nation states, the discussion centred on two main aspects: Firstly, how these policies reflect the country´s legal interpretation of naturalisation, integration and citizenship. Secondly, it has been discussed how the naturalisation paths finally lead to full citizenship. In sum, the panellists agreed that citizenship goes beyond the acquisition of a defined legal status. It is rather part and parcel of a much broader process in which a variety of programmes and procedures should guarantee the immigrants´ participation in civil society and foster their sense of belonging. As to naturalisation, it depends on the countries laws and regulations whether the naturalisation process lead to citizenship by default. Strict naturalisation pre-requisites could consequently prevent immigrants to obtain citizenship.

On the issue of integration policies, national governments increasingly adopt to challenges such as global mobility. National governments develop holistic approaches in integation policies in order to reduce formal and informal barrieres for immigrants. In doing so, governments try to enhance immigrants' economic and social participation. The Australian and Canadian governments, for example, implemented training and skill programmes for new citizens. Surveys also showed that the majority of Canadian and Australian citizens acknowledge the positive effects immigrants have on economic competitiveness and society as a whole.

Concerning the simplification of naturalisation processes, Canada and Australia are speeding up the approval of permanent residence inquiries. Canada assigns about 300,000 citizenships to immigrants per year.

This equals 85 per cent of the annual applicants; one of five Canadians is an immigrant. On the contrary, the UK passed a Green Paper on the citizenship process making it more difficult for immigrants to pass the test for citizenship in the future. Before obtaining full citizenship, immigrants must enter the status of a temporary resident and pass the stage of probationary citizens. Going through these phases may take up to eleven years.

By and large, there was consensus that only high-skilled workers profit from these reforms. On the other hand, facing stricter laws, low and semi-skilled immigrants will still be running the gauntlet while trying to obtain citizenship.

Annika Schulte

Basic definitions

1. naturalisation

• the process whereby a foreigner is granted legal citizenship
• it comprises different aspects such as informal, social, economic and legal integration
• stages may be temporary and long-term residency as well as probationary citizenship finally leading to a full citizenship

2. citizenship

• the status of a citizen with its attendant duties, rights and privileges

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Leaving no migrant behind

Why intercultural competence of people working in mental health care institutions matters

Organiser:

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Some 15,3 million (20 per cent) people living in Germany have a migration background. To integrate them, it is essential to tailor medical services to their needs. In the state of North Rhine Westphalia this issue is even more pressing with some 25 per cent of the people living there having a migration background. The workshop addressed the issue of adequate medical supply for immigrants by focusing on intercultural psychiatry approaches. The Rhineland Regional Council (LVR), for instance, maintains programmes specifically directed towards Turkish-speaking patients.

There are several reasons why adequate medical services for people with a migration background are important, particularly in the area of psychiatry. Migration is very stressful and bears the potential for numerous social and psychological threats. People oftentimes face language and culture barriers, bad job and unfavourable housing conditions and have low economic resources because of low incomes and the need to support relatives in their country of descent. Furthermore, coming to a foreign country entails an uncertain life perspective for most of them. Migrants experience separation from their family and other social relations. Moreover, they are prone to face a loyalty conflict between their old and new home. Finally, experiencing instances of racism, exclusion and discrimination can also have a tremendous effect on their psycho-social well-being.

However, while there seems be a great need for psychiatric counseling of migrants, numbers show that they take advantage of mental health care services less often compared to native-born Germans. How can this trend be explained? In the case of Turkish migrants, three main reasons were identified: Firstly, there is a lack of knowledge. Turkish families oftentimes do not know about the field of psychiatry and the possibility of psychotherapy. Secondly, language problems prevent them from getting help. And thirdly, many fear stigmatization for consulting a psychiatrist.

Knowing of these deficits in providing adequate health service, what is done to improve the mental health care for migrants? In the case of the Rhineland Regional Council which runs nine of the 30 mental hospitals in North Rhine Westphalia, a working group has been established, giving advice and coordinating the work in the field.

The group is concerned with the implementation of measures to facilitate accessibility of services by for example providing information in the migrants' native language. Making use of mother-tongue therapists and guaranteeing qualified interpreting services is another important factor for ensuring successful mental health care services for migrants. Finally, awareness on the issue is raised by educating hospital staff.

The example of a native language psychiatric group therapy for Turkish women in Essen, Germany shows the success of this approach. Here, the assumption that immigrants do not utilize institutional psychosocial services could not be confirmed. If language and cultural barriers are removed, immigrants will use institutionalized structures. Providing such services should not be understood as a simple add-on based on the good-will of the responsible institutions. As the World Health Organisation pointed out in 2003, providing culturally appropriate health facilities, goods and services is a crucial element of the right to health and it is essentially a human right.

Katrin Dauenhauer

A Word from the WHO on the importance of psychosocial care tailored for immigrants:

"A crucial element of the right to health is that all health facilities, goods and services must be culturally appropriate. However, culturally appropriate health-care services are usually limited, and require resources and a mentality of support for, and cooperation with, migrants. In fact, few steps are taken to explicitly tailor services to the needs of migrants, and in many situations this leads to wrong diagnoses, inappropriate treatment and poor compliance on the part of patients."

International Migration, Health and Human Rights. WHO Health and Human Rights Publication Series No 4, Geneva 2003.

Just say ´yes´

As the European Commission closes its doors to regularisation others open their minds

Organiser:
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Over the past several decades European states have repeatedly resorted to regularisation as a response to the presence of large-scale irregular migrant populations. Recently, however, there has been increased opposition towards regularisation programmes by EU Member States and the European Commission. This raises the question whether regularisation is still a viable tool to tackle the problems posed by irregular migration.

Regularisation is closely linked to changing migration policies. The presence of large numbers of illegal or irregular migrants was a consequence of the implementation of increasingly rigid migration laws in the 1980s and 1990s. New arriving migrants had to fulfil much stricter criteria in regard to work and residency permits than in previous decades. Today, it has become practically impossible to distinguish between the illegality and legality of migrants. From the moment of arrival, migrants are continuously confronted with rules that they can barely comply with. This creates a wide spectrum of compliance, rather than the two categories of ´legal´ and ´illegal´.

Besides contributing to the irregular migrant population, restrictive migration policies sometimes contradict soaring labour market demands. In Southern Europe in particular, this has resulted in high levels of growth in the informal sector. For this reason, the concept of managed migration has gained currency in current migration policy making. There has been widespread recognition amongst European governments that their economies require migrant labour. With this in mind, they have even turned to active recruitment using flexible systems in order to meet continuously changing demands.

In response to this, many NGOs recommend that the regularisation process be simplified in order to take into account the migrants´ efforts to attempt to live a regular life. Generally, the viability of regularisation measures is justified on either humanitarian or regulatory terms. The first logic applies, for instance, to asylum seekers and other hardship cases. The second logic sees regularisation not as a goal in itself, but rather as a means to combat undeclared employment and uphold labour standards. Participants also discussed the use of regularisation programmes in contrast to permanent mechanisms.

The programmes have the advantage of being flexible, and thus responding to situations on a case-to-case basis. In practice, they were mainly implemented to regularise undocumented workers (87,4 per cent of all recorded regularisations), but rarely utilised in hardship cases. On the other hand, permanent mechanisms could function in a more humanitarian sense, in accordance with the first logic.

Panellists expressed doubts that, on a European level, it would be desirable to design a fixed policy framework for regularisation. Instead, regularisation should be seen as a flexible tool to respond pragmatically to complex situations that develop during the course of migration.

Faith Dennis

Recent trends in policy-making with regard to regularisation:

European Pact on Immigration and Asylum (non-binding), 2008, European Council:

I) ´The European Council agrees to give priority to temporary or circular migration´

II) ´Illegal immigrants on Member States' territory must leave that territory´

III) ´The European Council agrees to use only case-by-case regularisation rather than generalised regularisation, under national law, for humanitarian and economic reasons´

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W87-30   **Thursday, October 30th, Bonn**

Deconstructing the idea of parallel lives

Self-segregation does not reflect reality

Organisers:
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This workshop analysed the question whether cultural minorities lead parallel lives in the context of selected European and other countries. Academics as well policy makers engaged in an exchange of experiences and opinions, exploring policy implications.

In the public discourse on parallel lives, the idea of self-segregation of ethnic minorities prevails. At the same time, it is assumed that segregation is a threat to the mainstream society and fosters extremism. In this context, three important aspects of the 'parallel lives' term are worth mentioning. Firstly, it is not a clearly defined concept but a rather vague idea. Secondly, it has been adopted into the vocabulary of the larger society and is today considered common sense. Thirdly, it presents itself as an analytical term, but is strongly based on assumptions. The debate is characterised by a high level of internationalisation. Throughout Europe notions of similar trends to parallel societies have emerged in recent years. At the same time the debate has spilled over to Canada, New Zealand, and Australia. Although the discourse may be labelled differently and circumstances vary, one thing remains the same: The selectivity of the debate. It is characterised by a strong emphasis on ethnicity, race and religion.

After having explored the parallel lives rhetoric, workshop participants discussed whether cultural minorities really lead lives in parallel to the mainstream society. Research has shown that the level of residential segregation in the countries under scrutiny is not exceptionally high. Neighbourhoods are generally mixed and ethnic groups dispersed. But even if people are staying in areas of ethnic concentration, their patterns of social interaction are not limited to where they live, but extend to the workplace, school, sports club and so on. Rather the question seems to be one of socio-economic status and of the willingness of the mainstream society to integrate minorities.

What are the policy implications? The problem is not the residential segregation of minorities. The key to successfully dealing with migrants´ and ethnic minorities´ problems is to enable them to take on social responsibilities, fostering co-ownership of their residential areas, providing public spaces for participation, and developing institutionalised forms of communication.

The question of choice is very important: Is residential segregation forced or wanted? Do people in areas of ethnic concentration still have the same choices, or are they closed off from public resources? The economic challenges faced by immigrants should be addressed but their degree of social isolation is overstated. The parallel lives discourse has the potential to neglect the real issue of poverty among immigrants by blaming the migrants for their unfortunate situation.

Assa Dembélé

The real divide

• Society is strongly segregated along socio-economic lines

• Rich whites are the most segregated but dominant group

• Economically successful ethnic minorities are seldom accused of self-segregation

• Poverty, not segregation is the immigrants´ largest impediment to success

• Parallel lives do exist, but across classes, not ethnicity.

Increase of hate crimes after 9/11

Factual background of hate crime in the USA and Canada

Organiser:
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The workshop´s aim was to analyse the background of hate crime violence in the United States and Canada after the 9/11 attacks. Hate crime is one type of discrimination and is defined as a criminal offence committed against a person or property which is motivated, in whole or in part, by the offender´s bias against a race, religion, disability, sexual orientation or ethnicity. Sometimes the aspects of gender, political affiliation, and colour are also included into the analysis.

Violent hate crime is occurring in many of the 56 countries of the Organization for Security and Cooperation (OSCE). Most violent hate crimes are directed at different religious groups and are often triggered by religious intolerance of the perpetrator. Jews and Muslims are the most frequent victimized religious groups. To date, there is no data available on the frequency of violation against Muslim groups. This lack of information makes it nearly impossible to know the extent to which the protection laws are successful.

The US has established a National Incident-Based Reporting System (NIBRS) which is managed by the FBI. This system collects information about each criminal incident reported to the police. NIBRS helps researchers to evaluate how hate crimes differ from regular crimes. In comparison to regular crimes, hate crimes are two times more likely to result in serious injuries and two times more likely to involve juvenile offenders. There is also a difference between the situation prior and post 9/11. Prior to the attacks young people were less prejudiced against Muslims. Education positively influenced young offenders so they did not become seriously involved into crime. After the attacks in the US, hate crime offenders were older than before and they were more prejudiced against Muslims. In order to reduce hate crimes future policy should focus on the local level. Researchers agreed that a grass-root level approach should be best to reduce the amount of hate crimes.

Canada follows a similar local approach. The number of religious hate crimes has also increased in Canada. Anti-Jewish and anti-Muslim sentiments were rising as well. 27 per cent of Canadians held anti-Muslims sentiments in 2007 which increased to 36 per cent in 2008. Another study looked at the victims´ perspective, their anxiety of victimization and their experience. Ten per cent of nonreligious people were afraid of becoming a hate crime victim. Four per cent actually were victims. The results are vice versa for non-christians. 26 per cent of them were afraid about becoming a victim and even 33 per cent actually were victimized. These figures illustrate the difference between perception and reality of hate crimes of different victim groups.

The presented results in this workshop clearly illustrate that religious groups are most frequently facing hate crimes in the United States and Canada - even more so after 9/11.

Julia Damerow

For further discussion:

• What role does religion play in the field of hate crimes around the world?

• Are local rather than national approaches a better way of decreasing the number of hate crimes?

Discrimination as daily experience of minorities

Different approaches on anti-discrimination programmes in the Netherlands, Belgium and Germany

Organiser:
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Minorities in our society such as migrants, the elderly or handicapped people face discrimination in their daily life. Additionally to the more blatant and pervasive forms of discrimination victims nowadays also face more subtle and indirect forms of discrimination. These subtle forms are more difficult to detect. Victims of discrimination are often not taken seriously and sometimes even seen as disquieter when complaining. Up to now, anti-discrimination programmes often only existed on paper, without being put into practice. In the workshop it was discussed how Germany, Belgium and the Netherlands deal with discrimination.

In the Netherlands Article 1 of the constitution demands equal treatment of everyone. The work of the National Bureau is focussed on two different approaches against discrimination: the labour market and the local level. On the labour market, the National Bureau tries to prevent discrimination through in-company training combined with practical suggestions. They believe that to raise awareness of the problem is a major step towards achieving a discrimination-free society. Often people simply do not think that their behaviour is discriminating against others. Victims who have experienced an incident of discrimination can receive support through mediation. A face-to-face mediation with all involved parties helps to create an awareness of both sides involved and might help to deal with this experience. Support through mediation might also give the victim a feeling of empowerment.

Belgium has a different approach. If companies fulfil the criteria, they can receive a certificate 'Equality Diversity'. In order to be awarded they have to put effort in anti-discrimination programmes. These programmes also have to be evaluated. To date, Germany does not yet have such programmes. So far, for example trade unions are often dealing with incidences of discrimination that occur at the work place.

Further approaches on the local level to deal with discrimination have been presented as well. In the Netherlands networks of local agencies are supported that can deal with individual complaints directly. These agencies cooperate with the local authority and police. This work is also set out to prevent discrimination.

In Belgium, a similar project has just started. They implemented 13 local agencies in Flanders. However, their financial situation is not secured yet. In Germany, this topic is approached differently. Initiatives of support groups of migrants are dealing with this issue to combat discrimination. To this purpose a handbook ('To Recognize Discrimination and Act on It', see box) has just been published. It contains information on legal issues and counselling to help organisations and victims of discrimination.

The presented approaches are a first step in fighting discrimination. By focussing on labour and the local level these programmes try to eliminate discrimination and support victims.

Evelyn Chamberlain-Pfister

Further reading:

Diskriminierung erkennen und handeln!
Ein Handbuch für Beratungsstellen und MigrantInnenorganisationen auf der Grundlage des Allgemeinen Gleichbehandlungsgesetzes (AGG).

http://www.wogeev.de/downloads/info/Diskriminierung Erkennen.pdf

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My home is my castle

Subsidiarity trumps supra-nationalism on migration policies

Organisers:
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Management of migration has become increasingly difficult to handle for states, and supra-national actors such as the European Union may not be the first place to look for help. European nation-states´ approaches to labour migration differ greatly. Three case studies showed the different directions and possibilities of action, and which role Bruxelles could or should not play.

In essence, nation states largely hold on tight to their primacy on migration policies. Some states have specific programmes; others have special facilitations, such as easier access to permanent residence permits, fast track procedures for applicants, facilitation of family reunification. As an example, Italy´s attitude towards migration has undergone tremendous changes. A very diverse, unregulated migration of the 1980s turned to an emphasis on local integration models reacting to labour market demands in the 1990s. In recent years, increasing immigration has been standardised and its value is being acknowledged. In Spain, to mention another example, a comprehensive programme exists that tries to steer migration towards the demands of the labour market. Germany´s high level of access of migrants has been lowered by recent EU policies; the country proposes an action plan to attract more highly-skilled migrants in the near future.

Generally, it was acknowledged that the complex issue could be boiled down to the nexus of actors´ fears v. actors´ needs. In other words, it´s politics (largely based on constants such as national traditions, value systems, legal frameworks) versus economics (largely instable supply and demand schemes). Attracting highly skilled migrants - everybody´s darling - is politically easy. At the same time, competition for these is fierce among receiving countries. Migration of lesser skilled workers largely rests on bilateral agreements between senders and receivers, multi-entry permits for seasonal work, or job seeker permits. Unfortunately, the external dimension of migration policies such as brain drain in sending countries is often overlooked in the domestic arenas. The EU has been actively engaged in paving avenues for controlled migration since the late 1990s and stepped up its activities in the last few years.

The practicability of having a common European policy on immigration was also contested in the light of the member states´ highly individualized labour markets, societies, and value systems.

There was disagreement about whether the often cited pull factors for immigration (demographics and the demand of the labour market) are still worthwhile arguments. "Wasting the brains" of non-migrant Europeans could be potentially harmful for social peace. The lowest common denominator could be a very basic legal framework and quotas for immigration. The bottom line: Changes are largely happening on a national level and are very often in line with the proposals of the European Commission.

Sebastian Bruns

Categories of migration:
• Family reasons
• Labour-market migration
• Migration for study and educational purposes

Three general types of migration regimes:
• Classical immigration countries (mostly North America): Numerical targets are set, a sense of general admission previals with some exceptions, most are admitted
• Non-classical immigration countries (e.g. in Europe): reluctance towards general admission with recognition of a high moral obligation towards third-country migrants
• Labour-market regime (Persian Gulf region, South-East Asia): focus on foreign workers, not immigrants (emphasis on temporary status instead of permanecy)

W92-30   **Thursday, October 30th, Bonn**

The impact of immigration on the functioning of Chinese families

Differences in Chinese and Western child-rearing concepts

Organiser:
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A large number of Chinese immigrants live in Canada. 45 per cent of Vancouver´s population has an Asian background, the great majority being Chinese. The workshop discussed the functioning of families who recently migrated with school-age children from China to Canada. The focus of the workshop was on the differences in the family functioning of Chinese immigrants compared to non-immigrants. Another major concern of the debate was to reflect on practical advice for immigrant policies aimed at supporting the functioning of Chinese immigrant families.

A study presented in the workshop showed that there are some differences in the way Chinese immigrants and non-immigrants tend to bring up their children. Chinese immigrant families function differently compared to Western families in the way how parents raise and teach their children. Chinese parents tend to be more controlling and restricting in their upbringing than non-immigrant families. They usually keep their traditional upbringing practice when immigrating to the new country. One example given in the workshop illustrated this point: It often leads to conflicts when Chinese parents try to determine when their children are allowed to start dating. The traditional Chinese way of raising their children is often perceived negatively from Western societies. Especially the authoritarian parenting style is often perceived negative. However, it was discussed that in traditional Chinese child-rearing, authority is not only linked to control and surveillance but also to protection, caring and nurturing. Therefore, the authoritarian family functioning of Chinese immigrants should not simply be judged negatively but should be considered in all its diversity.

When Chinese immigrants move to live in Canada, they often have to face enormous stress. In many cases they are not only confronted with a new language, but also with a whole new cultural setting. This stress is reflected in the immigrants´ family functioning. Very often, there is a change of roles and dependence within a family. This happens for example if a child is becoming the parents´ translator. This can change the roles within a family. Another stress-factor is the so-called astronaut-family. This refers to the type of immigrant family where one member returned to the country of origin. The absence of one family member stresses the family staying in the host country.

All these factors often influence the immigrants´ family functioning. In the workshop some advice was given on how these disturbances can be avoided. The participants agreed that the more social support these families would receive, the greater the chance that the family can function. To assist these families, support systems within the families´ local communities are necessary. Especially counselling services for recently immigrated Chinese are advisable.

Theresa Hübner

Further points:

• What else can be done in order to support the family functioning of migrant families?

• Which other groups of immigrants might profit from counselling in order to support the functioning of families?

W93-30   **Thursday, October 30th, Bonn**

It´s all about options

Informing remittance receivers helps strengthen development

Organiser:
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The transfer of remittances constitutes a rapidly growing part of global financial flows and interconnects a vast network of economies. Due to the sheer numbers involved in the flow of remittances and the affiliated development potentials, different stakeholders become more and more interested in this finance, business, and research area respectively.

The workshop´s discussion focused on various aspects of the subject: Firstly, there appears to be a need for understanding the interests, needs, and situations of a large variety of stakeholders in order to be able to increase the benefits for both - development in receiving countries as well as the involved business and finance sectors. Secondly, panellists addressed the challenge of improving the transfer services used by senders of remittances. Finally, the debate brought attention to the potentials of receivers of remittances and their possible role in local development of migrants´ countries of origin.

In the field of remittances various stakeholders are involved. There are financial and economical actors and NGOs as well as the migrants themselves sending money home and, of course, those receiving and spending it. The latter part of the process influences the local and national economy to an increasing extent. The participants showed interest in the perspective of creating a landscape which facilitates partnerships between different stakeholders, i.e. banks concentrating their services on a national level and global players operating in the area of transnational cash transfers. The idea is to interconnect different stakeholders and benefit from the key competences of each one of them.

Research remains to be done on the reasons of why migrants prefer informal transactions to regulated channels. There was an agreement that lower transaction costs would cause an increase in regulated transfers of remittances. One way of reducing transaction costs relates to the improvement of access to banking for senders as well as receivers. In any case, participants confirmed the need for better, cheaper, and safer transfer channels.

Various research projects try to understand the receivers´ needs and interests concerning the investment of remittances in order to accomplish a leap from using remittances for meeting basic needs towards a broader scope of development. The intent is not to tell the receiving person what to do but rather to inform about options. By scaling up their possibilities, the investment of remittances can be raised from the micro-level of family support towards the macro-level of creating networks (such as insurances or common diaspora funds). One aim of ongoing research consists in achieving an involvement of a greater number of people in the financial sector - by first offering basic services and in a next step presenting other options for customer services. Furthermore, capacity building constitutes an important aspect of microfinance and local economy development projects.

Participants recognised a huge potential in remittances to reduce poverty worldwide by using innovative approaches in order to create value-adding services beyond pure financial transfer. They agreed on the fact that remittances are of high economic relevance worldwide and already exert a relevant impact on development.

Dorea Pfafferott

Mobilising the ´Un-banked´

Using mobile channels for the transfer of remittances via phone appears to bear a great potential for businessmen and clients alike. Neither sender nor receiver of remittances needs to possess a bank account. Thus, mobile payments offer accessible possibilities for so called un-banked migrants and their partners as registration processes are minimised and can be realised on the mobile phone. Of course, technical process issues still need to be resolved and safety questions to be answered. For the time being, this transfer method is said to be "as safe as can be". Future development will verify its applicability.

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From Dutch till Dawn

The Netherlands setting an example for neighbouring Germany with its integration programme

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The Dutch civic integration programme is widely admired to be a European role model. Replicating many of its basic principles, Germany is now trying to reproduce this success. New ideas cross the border frequently. Not all of them go without controversy, though. Even language courses may not be that great of an idea after all.

With the arrival of the 1990s, the Netherlands´ approach of multiculturalism was deemed unfit to solve the insufficiencies of immigrant integration. Free integration courses yielded limited results, as there was little incentive for migrants to enrol. A revision of Dutch civic integration regulations resulted in obligatory integration courses now thought to be a leading example. Prospective migrants are obliged to do their first steps on the long road to Dutch naturalisation in their country of origin. By the time they attend their first integration course in the Netherlands, many are well prepared already. Applicants wishing to stay permanently must pass an oral exam within five years. This includes writing and reading skills as well as some knowledge of Dutch culture, but examinees are free to choose what the focus of the test will be.

In contrast, the need for a German integration programme has long been underrated. Since Germany never defined itself as an immigrant nation, no one recognised the need for any regulation on this part. Only recently, a change of attitude has begun with Chancellor Merkel putting immigration policy on top of the agenda. A new immigration act in 2005 was just the beginning. In 2008, Germany spent 155 million Euros on integration courses for newcomers alone. A yet to be adopted component of Germany´s integration plan consists of vocational language training. It attempts to cater to the needs of the labour market by providing practical work experience and giving immigrant workers the prospect of further qualification. A plethora of supplementary schemes is already in operation. Among them are project support programmes and a nationwide network of advisory services for migrants.

In many regards, all of these policies give good reason for hope. Still, a lot of questions remain unanswered. Is learning the language really the most effective way of integration? Is language necessarily a precondition for integration or is it the other way round, integration being the requirement for learning another language?

There is no real indication for the former, even though in both countries, migrants are expected to allot a huge portion of their overall integration effort to language courses. Also, there is plenty of evidence language is learned most effectively not at school but rather ´on the street´ while communicating with the locals in everyday life. This notwithstanding, German and Dutch programmes alike pride themselves in being ´dual´ in nature. Besides the language, migrants are taught about local customs and encouraged to actively take part in society.

Martin Weigelt

Language courses of the future?

• Where else can language be learned effectively if not at school? This is where the Dutch initiative of a ´language partnership´ promises to be of great value.

Participants are paired up in couples of one immigrant and one native. Together, they are offered to take part in a range of social activities. The expected outcome is a grass-roots cultural exchange that cannot be produced in the classroom.

W96-30   **Thursday, October 30th, Bonn**

Researching sensitivities

Access and trust are key factors for research on sensitive topics

Organiser:
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Empirical data on sensitive topics of vulnerable groups is often not available. However, collecting data within vulnerable groups means facing enormous challenges and barriers for researchers. Researchers reported on their experiences in conducting empirical research on sensitive issues, talking to victims of human trafficking, often undocumented and illegally in a country, terrorists, suicide bombers, hostages and persons affiliated to these groups as well as other members of hidden communities. The first step is creating a connection to these groups, mostly hidden and difficult to reach. The second step is building trust between informers and researchers in interviews.

Building a relationship with institutions that work with the target groups is the first important step to get in touch with a particular group. Having a contact person within these institutions who is ready to help and support the research project can help enormously to overcome barriers. However, gaining access to officials and authorities within these institutions can sometimes be a harder challenge than gaining access to illegal or hidden groups themselves. Once the first interviews have taken place, a snowball system can be useful to find more informants, even if this approach does not lead to representative selection. The researcher's reputation within the community as well as word-of-mouth recommendation are key factors for finding informants.

Trust building in the interview process itself is the most important challenge in order to convince informants to speak about very personal, traumatic and often illegal issues. On a practical level, this means to guarantee a person´s anonymity. Taking handwritten notes instead of using recording devices can help to protect the informant and avoid causing mistrust und suspicion. Researchers need to show patience, tolerance and intercultural competence and have to avoid many traps. The time window for gaining trust is extremely limited and dependent on many details. Seemingly negligible aspects like clothing, wearing a head scarf, if appropriate, body language or eating determine whether trust building is successful or not.

Showing interest and concern for the people and their private sorrows while keeping distance are important prerequisites for creating a comfortable atmosphere, in which the informant can feel safe. Informants have to be convinced that the researcher is not only interested in his own career and research success, but also in helping the vulnerable community. It is important to be open and honest about what informants can expect from giving an interview and what not.

Finally, conducting research on sensitive issues isn´t an easy job. Researchers have to walk a narrow path in order to cope with the multitude of institutional, legal and psychological challenges ahead.

Sabine Fehrenschild

Avoid dropping a brick in interviews:

• be patient

• be tolerant

• be honest

• inform yourself about culture and background of your informant

• show interest while keeping a certain distance

• respect cultural differences regarding clothing, eating and behaviour

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Great ideas have no borders

Developments supported by the diaspora hold big potentials

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Almost 200 million people worldwide do not live in their state of origin. Nevertheless, most of them still have strong ties to their home countries in terms of cultural, political and especially socio-economic aspects. The potential of migrants living in diaspora leads industrial states and NGO´s to reconsider their way of dealing with them.

Nearly 350 billion US dollars of remittances have been transferred from migrants to the migrants´ states of origin. This amount was only transferred in 2007. This financial capital is sent home to families or invested to support a variety of projects in the field of health care, infrastructure or businesses back home. Those remittances contribute to the reduction of poverty in these states, secure people's livelihoods, and allow access to education. An important aspect for diaspora communities is the transfer without substantial losses. The German initiative 'Geldtransfair' tries to approach this issue and provides information on the most economical and fastest ways of money transfer. Using formal channels for transferring remittances, both sending and receiving states have mutual benefits. Another model is the transfer of collective remittances as it works in the migration context of Mexico and the United States. Local groups in the US are eager in fundraising money to support their specific local home neighbourhood. Thus, finances are not only used for increasing the infrastructure, but also to install parks or renovate churches.

Another major aspect is the transfer of knowledge and expertise into the states of origin. NGOs often focus on advisory services to the government to select suitable migration policies. Additionally, they provide legal and financial advice for migrants or give counselling in terms of entrepreneurship. The Dutch organization 'IntEnt', for instance, offers incentives for return migrants not only to small and medium-sized enterprises but also for individual business ideas. However, all presented ideas and projects undergo stringent selection in terms of sustainability and the knowledge of the local situation.

A final aspect is the role of human resources transferred between the related states. Most migrant´s origin states face a scarcity of highly qualified labour such as doctors or engineers.

Therefore, for example German organisations support the establishment of cooperative partnerships between migrant associations in Germany and development cooperation organisations in the countries of origin. Thus, grants are only provided for projects with a public benefit in the state of origin implemented by German-based registered diaspora associations.

A vivid discussion after the presentations showed the capacities and potentials in the diaspora-driven developments in a modern context. However, the concepts have different qualities and face different risks of migration. The sustainability of these projects will be the important factor. The impacts count, not the efforts.

Martin Lippert

Successful examples:

• An association in Senegal offers young people new perspectives for jobs and income through training in the IT sector.

• An organisation in Afghanistan trains the population to use renewable energies.

Discussion point:

• Nowadays, a large amount of women live in the diaspora as well. Should diaspora-driven development programmes be addressed to women and men differently?

Trafficking of intellectuals and the demand for international students

Demographic challenges and the struggle for international students

Organiser:
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Along with the demographic development in Western societies the number of students has constantly decreased. Some universities in Canada even have closed their doors. To be able to remain competitive, Western societies have to be innovative and creative in migration politics. In recent years, societies with demographic challenges have discovered students as potential immigrants. It seems indeed that countries like Australia and Canada roll out red carpets to attract students from overseas.

Already in 1999, Australia has instigated immigration policy reforms to tackle its demographic problems. This reform enables overseas students to apply for permanent residence in Australia, after they have completed their studies. This strategy attracted a high number of potential new settlers. At the same time, immigration visas come with certain preconditions. Students, for instance, who have enrolled for highly demanded degrees (e.g., accounting, IT engineering) receive an extra 60 credit points in the migration bonus system (from a total of 150 points to receive citizenship). Other credit points are granted for low age, language skills and spouses with extraordinary qualifications. The result is convincing: In 2007, almost 50 per cent of the total on-shore permanent visa grants went to former students from abroad, mostly from China and India.

Canada uses a rather a local approach. Canada, like Australia, perceives foreign students as a precious source of revenue to increase Canada's productivity and competitiveness. As a result, the number of foreign students has tripled during the last decade. The Canadian case shows that local strategies could also attract international students. Especially in small francophone communities, international students are considered as potential immigrants. Canadian universities even pay students a bounty for recruiting students from North Africa. Therefore, recruitment strategies of universities are an essential element in the paradigm shift towards circular migration.

The situation of immigrating students from abroad to Europe is different. A study presented during the workshop showed that foreign students in Switzerland mainly came from Africa and South America. The majority is enrolled in social sciences and engineering.

Although European countries have a high demand for highly qualified workers from abroad, their integration into the labour market often fails. Indeed, the unemployment rate among postgraduate students from abroad is remarkably high. Consequently, a high number of them return to their country of origin or migrate overseas.

Esra Kücük

Facts and Figures

• Students have become a highly demanded target group in international migration.

• The number of foreign students in Australia have risen from 80,000 (in 2001) to 160,000 (in 2007).

• In Canada, over 50 per cent of foreign students study in the field of accounting and IT.

W99-30   **Thursday, October 30th, Bonn**

Lost children

What is in the ´best interest´ for asylum-seeking minors?

Organisers:
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In a variety of Western countries the number of asylum seeking minors increases rapidly. The countries of origin differ (e.g. Iraq, Somalia, Afghanistan, Angola), whereas the challenge for the authorities in charge does not.

The question how to deal with these children was discussed in the workshop from different points of view. Participants discussed the fact that acting in the ´best interest´ of the child can be problematic. Starting from this, there was the agreement that a European policy harmonisation is urgently needed.

What does ´in the best interest of the child´ mean? How can this question be addressed? One simple answer is that this expression refers to the needs and rights of the minors and their position within society. There is nevertheless a big gap between for example a doctor´s and a lawyer´s position although the aim is always to protect the child. One option to address this is for example better training for all the involved authorities. Officers in charge of an asylum seeking process should be specially trained for interviewing minors. Whether the discrepancy between the child´s right to be heard and the possible risk of retraumatisation will ever be solved is another kettle of fish.

This conflict potential was impressively demonstrated in the case of a Swedish seminar. While the Swedes argued that seeking a minor´s family is in its best interest, the involved migrant community denied this. In their eyes, staying in Europe and getting educated is highly preferable to a reunion with the family in the country of origin.

Apart from this ethical and context related question, the participants agreed upon the fact that a general policy harmonisation at least in Europe is desperately needed. Currently, asylum seeking minors are in a complicated position: Seeking asylum in Sweden is a sure way to get the permission to stay. Doing so in Spain might even include the risk of being evicted! The process of being accepted is at the moment a ´contested terrain´. It was argued that for example in a single German city the alien office, the social workers and the legal guardians are all involved in the decision making process shaping them individually. To conclude, a decision about the future of an asylum-seeking minor is influenced by the specific local context and its power relations.

In summary, participants were well aware of the fact that defining the ´best interest´ of a child is always problematic. Today, not a lot of data on asylum-seeking minors is available. Future research should look at this topic. Minors are a special group of immigrants who are often not recorded. There was agreement that training and support of the involved parties is essential to deal with asylum-seeking minors in their best interest.

Harry Hoffmann

Further questions

1) What are the specific needs of asylum-seeking minors?

2) Can perceptions of ´good´ childhood be a point of reference?

3) Who should be involved on behalf of the child?

W101-30   **Thursday, October 30th, Bonn**

Overcoming Babel

Interfaith dialogue as an instrument to promote social cohesion

Organisers:
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An increased ethnic diversity in our societies leads to growing diversity in religious faiths. Interfaith dialogue may serve as a means to strengthen the positive role of religion in heterogeneous civil societies and to ease their fragmentation. The possibilities of the state to promote and stimulate dialogue across faith communities were reflected in the workshop.

Diversity of faith has been growing much faster in most societies than interfaith relations. A growing variety and the engagement of faith-based communities lead to both positive and negative dynamics in society. On the one hand, faith can promote social cohesion; on the other hand, it can lead to fragmentation in society. Often, the positive societal effects of faith groups, e.g., getting people engaged in voluntary community work, are overlooked. Instead, negative effects such as violence, discrimination, and extremism are very much on people's minds.

There is broad agreement that interfaith dialogue promotes understanding between different faith groups and can bring to the surface the chances and opportunities that lie within a multicultural society. Often, people hold convictions that prevent them from engaging in intercultural and faith dialogues. Among these is the tendency to hold other people responsible for social ills as well as persistent ethnic stereotypes.

The notion that interfaith dialogue might be a useful instrument to promote social cohesion within heterogeneous societies has now also reached the political parquet. The performance of the state is crucial in this matter. The extent, however, to which the state should get engaged, was commented critically. The main function of government is to guarantee a framework in which the different religious groups may act. Human rights, democracy, and the rule of law are the cornerstones of this framework. These values are expected to be shared by everyone regardless of their religious beliefs. The state, in essence, guarantees the same rights to everyone and enables all actors to actively take part in shaping society.

Nevertheless, especially in Europe the role of the state in religious affairs is ambivalent. In France or Germany, for example, the laic state has to refrain from religious affairs.

Yet, the secular state can also act as an honest broker to mediate between different religious groups. Other important actors on the local level are non-governmental organizations. But after all, success largely depends on the willingness of religious communities and their leaders to take advantage of the chances and opportunities a society offers to its members.

Nile Voigt and Helmer van der Heide

Additional information

• Additional information on interfaith dialogue see the Council of Europe's ´White Paper on Intercultural Dialogue´ (http://www.coe.int/t/dg4/intercultural/Source/White%20Paper_final_revised_EN.pdf)

• Report of the Interfaith Network for the UK ´Building good relations with people of different faiths and beliefs´ (http://www.interfaith.org.uk/publications/building goodrelations.pdf)

Who is in and who is not?

Challenges to labour market policy approaches and anti-discrimination programmes

Organiser:
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Immigration, integration, discrimination - terms that are closely related to each other. Migrants who move to other countries to enter the labour market often face different barriers. In this workshop different national policy approaches and programmes were discussed.

Different social groups are facing incidents of discrimination in our society. The inequal treatment of minorities such as migrants, Muslims, women, or the elderly has a severe impact on the daily life of the victims. The victims experience different forms of discrimination. Discrimination can be structural and harm victims for example on the local labour markets (e.g. barriers to education). Furthermore, victims can also experience discrimination in social contexts. An example for discrimination in social contexts is a migrant who is served last in a restaurant due to her/his migration background. These examples illustrate the importance of studies that deal with the negative effects of discrimination of migrants on the labour market. The workshop participants discussed how discrimination is perceived by migrants, how it can be faught, and which policies might help to combat discrimination.

One indicator of discrimination in the labour market is the unemployment rate of migrants. Interestingly enough, perception matters because there is a difference between personally perceived discrimination and hard statistical evidence. For example, in Norway migrant men felt more discriminated on the labour market than women even though statistics show that it is more difficult for female migrants to access the labour market. By and large, cross-national studies show that a migrant background and skin colour are major predictors for discrimination.

To find solutions to fight discrimination, programmes and policies should be developed with a focus on two important aspects. Firstly, legal regulations and directives need to be grounded on experiences of discrimination. Secondly, programmes need to aim at raising awareness for the positive aspects migrant workers bring their host societies. Migrants are often perceived as competitors on the job market and they are sometimes even perceived as a threat.

Finally, comparing different national approaches offers insight into a variety of policies which are aimed at integrating newcomers into the local labour markets.

Kathrin-Beatrice Tholen

Further questions:

• How are current EU directives on discrimination and employment issues implemented in different countries within the EU?

• How can new approaches on concepts of multiple or intersectional discrimination contribute to the discussion?

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