

Multiculturalism or Civic Integration. Daily Challenges in the European Social Space

Polgár István

polgaruoradea@gmail.com

University of Oradea

Faculty of History, International Relations, Political Science & Communication Science

ROMANIA

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Lecture outline

- Reason of the lecture
- Identity
- Multiculturalism
- Civic Integration
- EU Funds for Integration

Why ?

- as the economy expands to become increasingly more global, society and workplaces are more diverse than ever before
- to succeed in a multi-cultural workplace, it is essential that you are able to work with and adapt to the work styles and habits of people of varying ages and cultural identities
- to be a successful job candidate you must be able to demonstrate a sensitivity and awareness to other people and cultures.

- Globalization, mobility and desire for employees to have an international career brought to the attention of companies from Europe the topic called management of cultural differences
- Organizations can be heterogeneous (multicultural) on multiple lines: gender, race, ethnicity, religion.

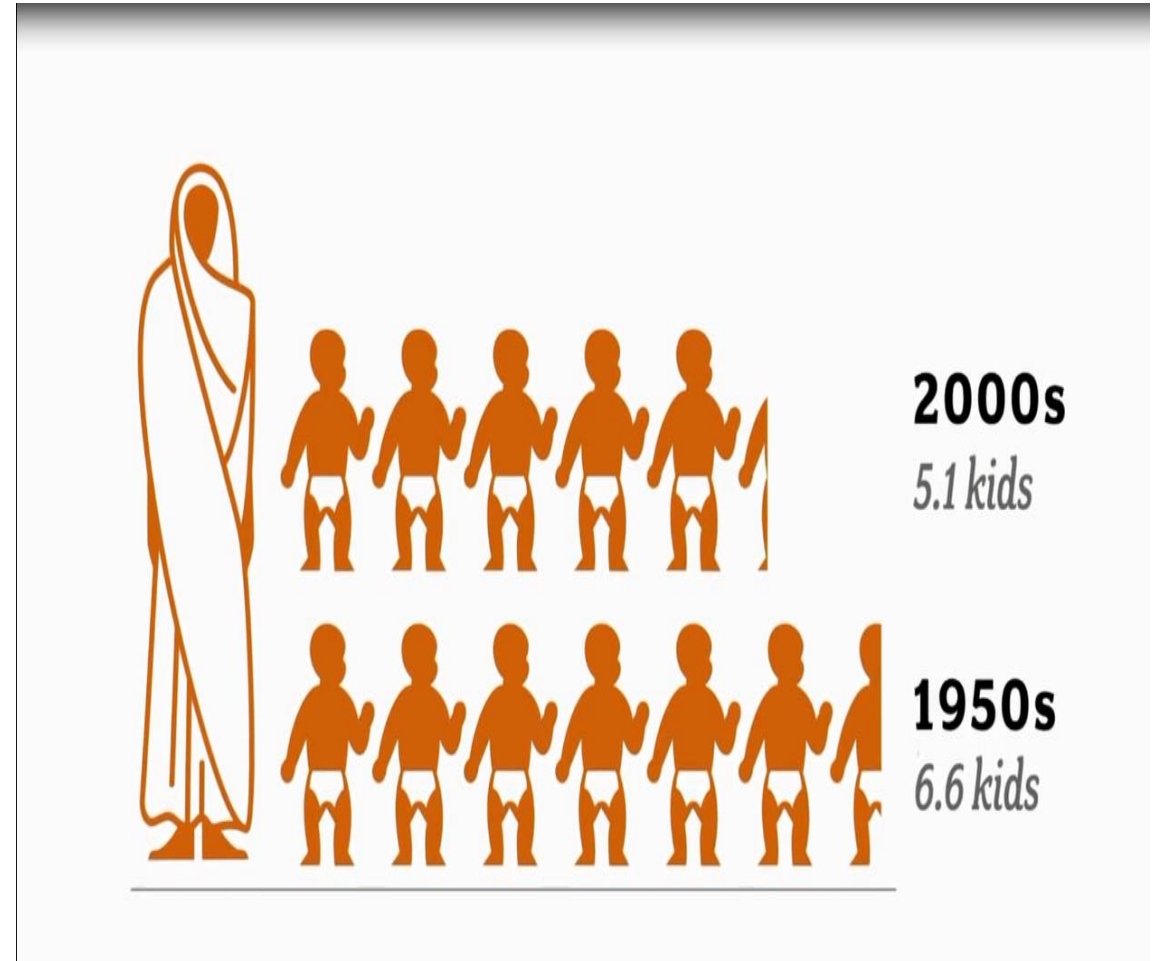




1950s



2000s



Introduction

- a theme that appears frequently in public debate, in recent years, concerns the future and destiny of a united Europe, from the cultural approach of the European integration, the relationship between national and European level, the relationship between the national cultures in the European space and the possibility of the emergence of a European cultural identity with supranational character.
- therefore, the present lecture starts from an assertion according to which, Europe is faced with the dilemma of multiculturalism versus civic integration aiming to examine whether the model of multiculturalism can be viable given that European public space became a geopolitical environment that is experiencing a new institutional arrangement between nation states and a new paradigm of coexistence of the cultural differences.

- the first objective of the lecture is to familiarize the students with the basic notions and some explanatory models used in the study of multiculturalism and the phenomenon of ethno-cultural diversity and its consequences in the contemporary world
- the second objective is to present financial instruments at EU level, which are in the support of member states and the civil society in enhancing their capacity to develop, implement, monitor and evaluate integration strategies, policies and measures, as well as their exchanges of information and best practices and cooperation on integration issues.

Identity

1. Identity is “people’s concepts of who they are, of what sort of people they are, and how they relate to others” (Hogg and Abrams 1988, 2).
2. “Identity is used in to describe the way individuals and groups define themselves and are defined by others on the basis of race, ethnicity, religion, language, and culture” (Deng 1995, 1).
3. Identity “refers to the ways in which individuals and collectivities are distinguished in their social relations with other individuals and collectivities” (Jenkins 1996, 4).

4. “National identity describes that condition in which a mass of people have made the same identification with national symbols – have internalised the symbols of the nation ...” (Bloom 1990, 52).

5. Identities are “relatively stable, role-specific understandings and expectations about self” (Wendt 1992, 397).

- a simple answer to the question “what is identity?” would be this:

It is how one answers the question “who are you?” Or, my identity is how I define who I am !

- the European cultural model has a value-based framework, based on legality, freedom, equality, fraternity, solidarity and Christian sentiment of the sacred, which adds to the historical evolutions of the three major modern political revolutions
- Europe is a conglomerate of national identities, whose ethnic, linguistic, mental, religious, etc. Diversity has determined a variety of cultures.
- this problematic nature of the European project is encapsulated in the motto of the European Union: "unity in diversity"
- the concept of European identity expresses rather the idea of unity than real identity

- if national identity confers to the individual national legitimacy, citizenship is the condition of a decent existence within a state.
- nationality defines that the individual belongs to an ethnic group,
- do not confuse it with the citizenship
- Citizenship refers to all members of the respective state indifferent of the ethnic origin
- the state has the obligation to equally protect all and to secure their rights and the freedoms implied by this status

Multiculturalism

- 1st definition:

Multiculturalism is the co-existence of diverse cultures, where culture includes racial, religious, or cultural groups and is manifested in customary behaviours, cultural assumptions and values, patterns of thinking, and communicative styles.

- 2nd definition:

in a descriptive sense multicultural is simply a term which describes the cultural and ethnic diversity of the contemporary World.

- 3rd definition:

as a public policy multiculturalism encompasses government measures designed to respond to the fastly growing diversity.

It is a policy for managing the consequences of cultural diversity in the interests of the individual and society as a whole.

- 4th definition:

Multiculturalism can be defined as "the practice of giving equal emphasis to the needs and contributions of all culture groups, especially traditionally underrepresented minority groups, in a society.

Recent trends have stimulated society members to engage in acts of multiculturalism while learning to appreciate and celebrate the differences among individuals.

"Diversity encompasses differences in education level, gender, ethnicity, race, age, sexual orientation, religion, socio-economic background, and physical ability. Each element of diversity provides for and adds a unique and essential component to benefit society at large.

Multiculturalism means consisting of individuals from various, culturally distinct groups !

- key words to keep in mind are various and distinct = equality
- we all come from different backgrounds and we are all raised differently

- 2 types of equality in a multicultural society:

Formal equality

(is a belief that, for fairness, people must be consistently or equally treated at all times)

&

Substantive equality

(goes beyond the basics of recognizing the equality of everyone and identifies differences among groups of people with the long-term goal of greater understanding)

Formal equality – advantages and disadvantages

- an advantage of formal equality is that it produces a written set of principles and rules that are followed for all business decisions. When applied universally and without prejudice, a blanket set of rules does not favor any party.

Disadvantages:

- No deeper understanding of culture
- Feeling disadvantaged in the workplace
- Never reaching the root of inequality
- Encouraging a disjointed workplace culture
- Leading to uneven results in hiring practices

Substantive Equality

- goes beyond the basics of recognizing equality of all and identifies differences among the group of people with the long term goal of a greater understanding
- attempts to remove the systematic advantages afforded to the majority groups
- consider differences and try to adjust for them
- more rights for individuals
- less for majority

Multiculturalism from another angle

- Multicultural ideologies and policies vary widely, ranging from the advocacy of equal respect to the various cultures in a society, to a policy of promoting the maintenance of cultural diversity, to policies in which people of various ethnic and religious groups are addressed by the authorities as defined by the group to which they belong.
- Multiculturalism that promotes maintaining the distinctiveness of multiple cultures is often contrasted to other settlement policies such as social integration, cultural assimilation and racial segregation. Multiculturalism has been described as a "salad bowl" and "cultural mosaic"

- 5 different factors of multiculturalism

social fact

ideology

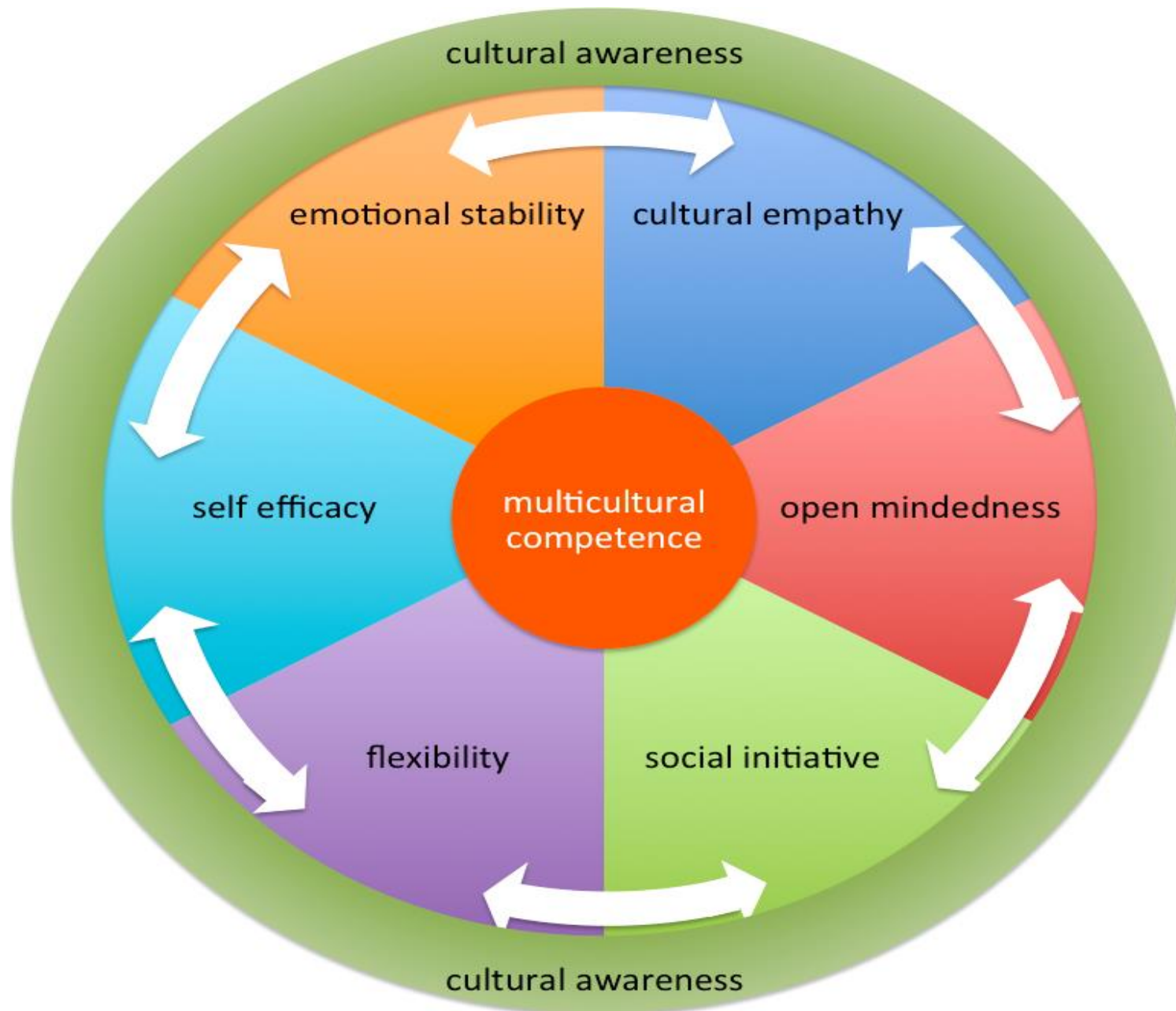
a way to understand differences

a necessity

a process

Multiculturalism as a social fact

- Every society in today's globalised world has diversity !
 - How we count this ?
 - Which are the indicators ?



Multiculturalism as an ideology

- this can be seen as part of a political ideology
- as an answer how we welcome diversity
- how we support and accept different groups

Multiculturalism a way to understand differences

- Represents a methodology to make us understand and to handle the differences
- It can be implemented at social and also at individual level

Multiculturalism as a necessity

- represents a pragmatic point of view
- a political tool/instrument
- Multiculturalism is management of differences by the nation state
- it's a must to manage differences

Multiculturalism as a process

- the process of multiculturalism is particular to every society – it is related to the history and the development of the society
- to understand the process and to make the process efficient we must look back in the history under the present day and also the future

Multiculturalism in Europe

- nowadays the EU is facing unprecedented demographic changes (an ageing population, low birth rates, changing family structures and migration).
- according to the EC, it is important, both at EU and national level, to review and adapt existing policies.
- key policy responses to manage demographic change, among them receiving and integrating migrants into Europe

The age of the EU population between 2005-2015

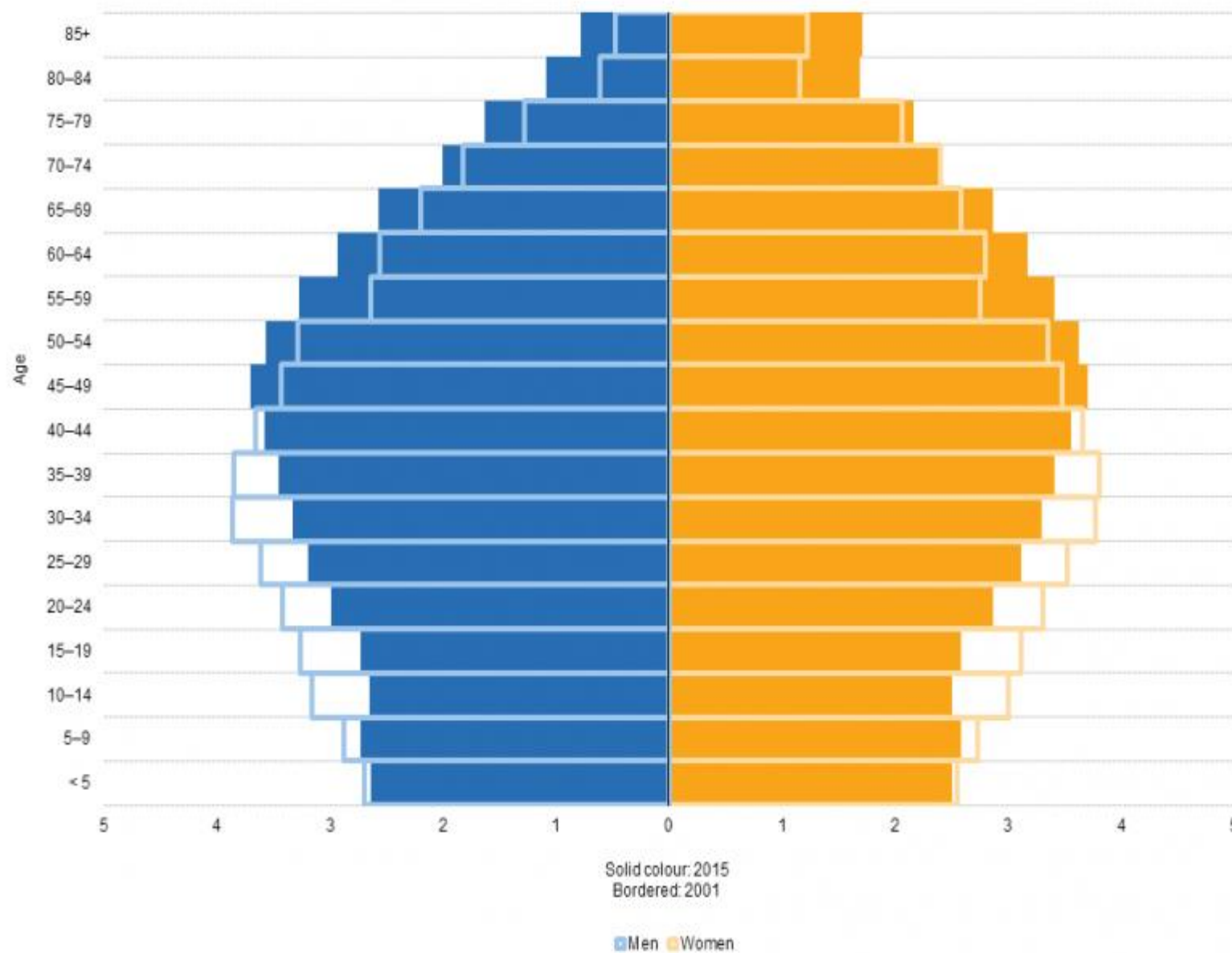
	0–14 years old		15–64 years old		65 years old or over	
	2005	2015	2005	2015	2005	2015
EU-28 (*)	16.3	15.6	67.2	65.6	16.6	18.9
Belgium (*)	17.2	17.0	65.6	64.9	17.2	18.0
Bulgaria	13.7	13.9	68.9	66.2	17.4	20.0
Czech Republic	14.9	15.2	71.1	67.0	14.1	17.8
Denmark	18.8	17.0	66.1	64.4	15.0	18.6
Germany (*)	14.5	13.2	66.9	65.8	18.6	21.0
Estonia (*)	15.4	16.0	68.0	65.2	16.6	18.8
Ireland	20.7	22.1	68.2	64.9	11.1	13.0
Greece	15.1	14.5	66.7	64.5	18.3	20.9
Spain	14.5	15.2	69.0	66.3	16.6	18.5
France (*)	18.7	18.6	65.1	63.0	16.3	18.4
Croatia (*)	15.9	14.7	66.7	66.5	17.3	18.8
Italy	14.1	13.8	66.4	64.5	19.5	21.7
Cyprus	19.9	16.4	68.0	69.0	12.1	14.6
Latvia	15.0	15.0	68.4	65.6	16.6	19.4
Lithuania	17.1	14.6	67.1	66.6	15.8	18.7
Luxembourg (*)	18.6	16.7	67.3	69.2	14.1	14.2
Hungary (*)	15.6	14.5	68.8	67.6	15.6	17.9
Malta	17.6	14.3	69.0	67.2	13.3	18.5
Netherlands	18.5	16.7	67.5	65.4	14.0	17.8
Austria	16.1	14.3	67.9	67.2	15.9	18.5
Poland (*)	16.7	15.0	70.2	69.5	13.1	15.4
Portugal	16.0	14.4	66.8	65.4	17.2	20.3
Romania	17.5	15.5	68.4	67.5	14.2	17.0
Slovenia (*)	14.4	14.8	70.2	67.3	15.3	17.9
Slovakia	17.1	15.3	71.3	70.7	11.7	14.0
Finland	17.5	16.4	66.6	63.7	15.9	19.9
Sweden	17.6	17.3	65.2	63.1	17.2	19.6
United Kingdom	18.1	17.7	65.9	64.6	15.9	17.7
Iceland	22.3	20.4	65.9	66.1	11.8	13.5
Liechtenstein	17.6	15.1	71.3	68.9	11.1	16.0
Norway	19.7	18.0	65.6	65.8	14.7	16.1
Switzerland (*)	16.3	14.9	67.9	67.3	15.8	17.8
Montenegro (*)	20.8	18.5	66.7	67.8	12.5	13.7
FYR of Macedonia (*)	20.0	16.8	69.1	70.5	10.9	12.7
Albania	26.5	18.6	65.1	69.0	8.3	12.5
Serbia (*)	15.8	14.4	67.0	67.2	17.1	18.5
Turkey	27.5	24.3	65.9	67.8	6.7	8.0

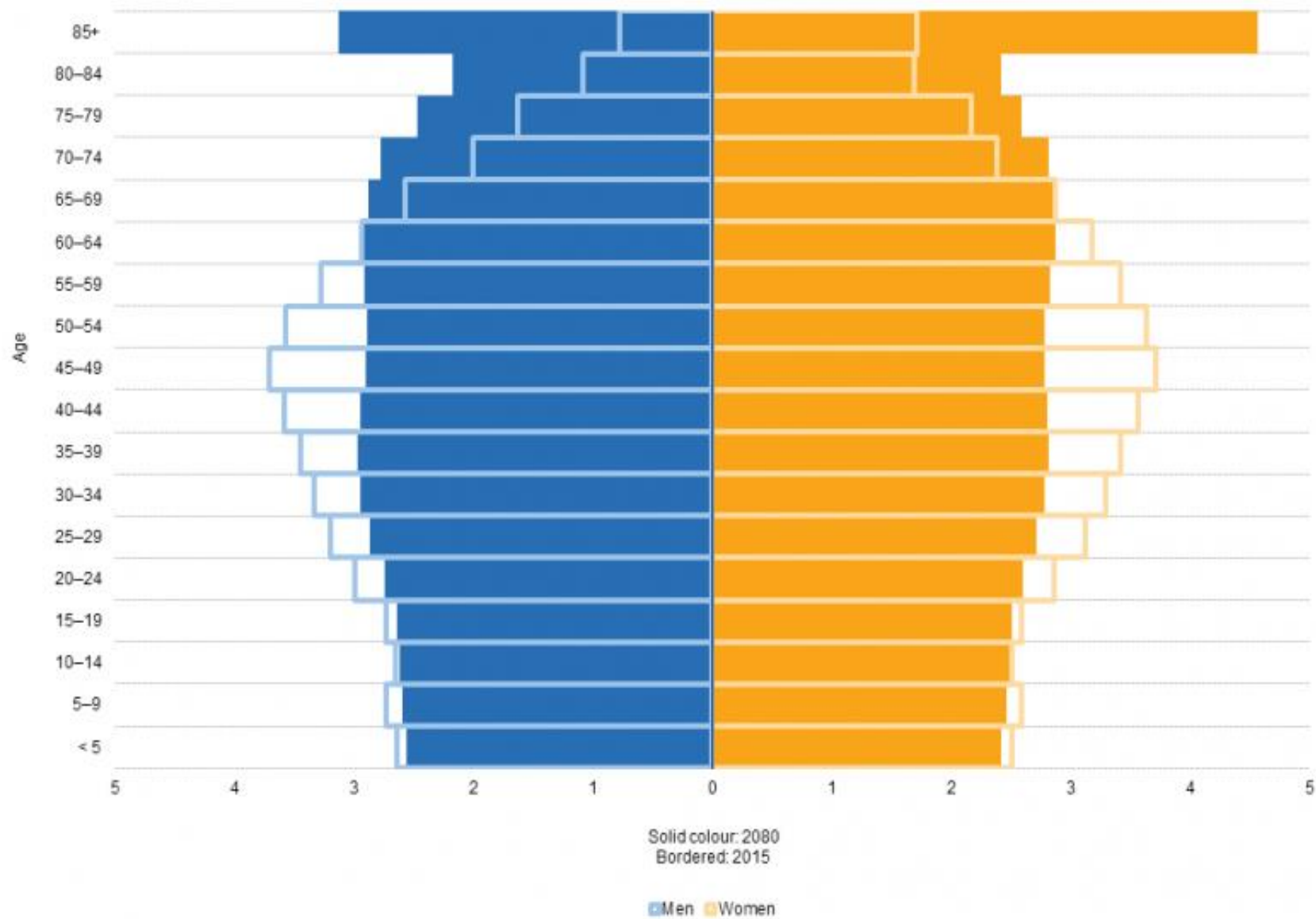
(*) Break in time series in various years between 2005 and 2015.

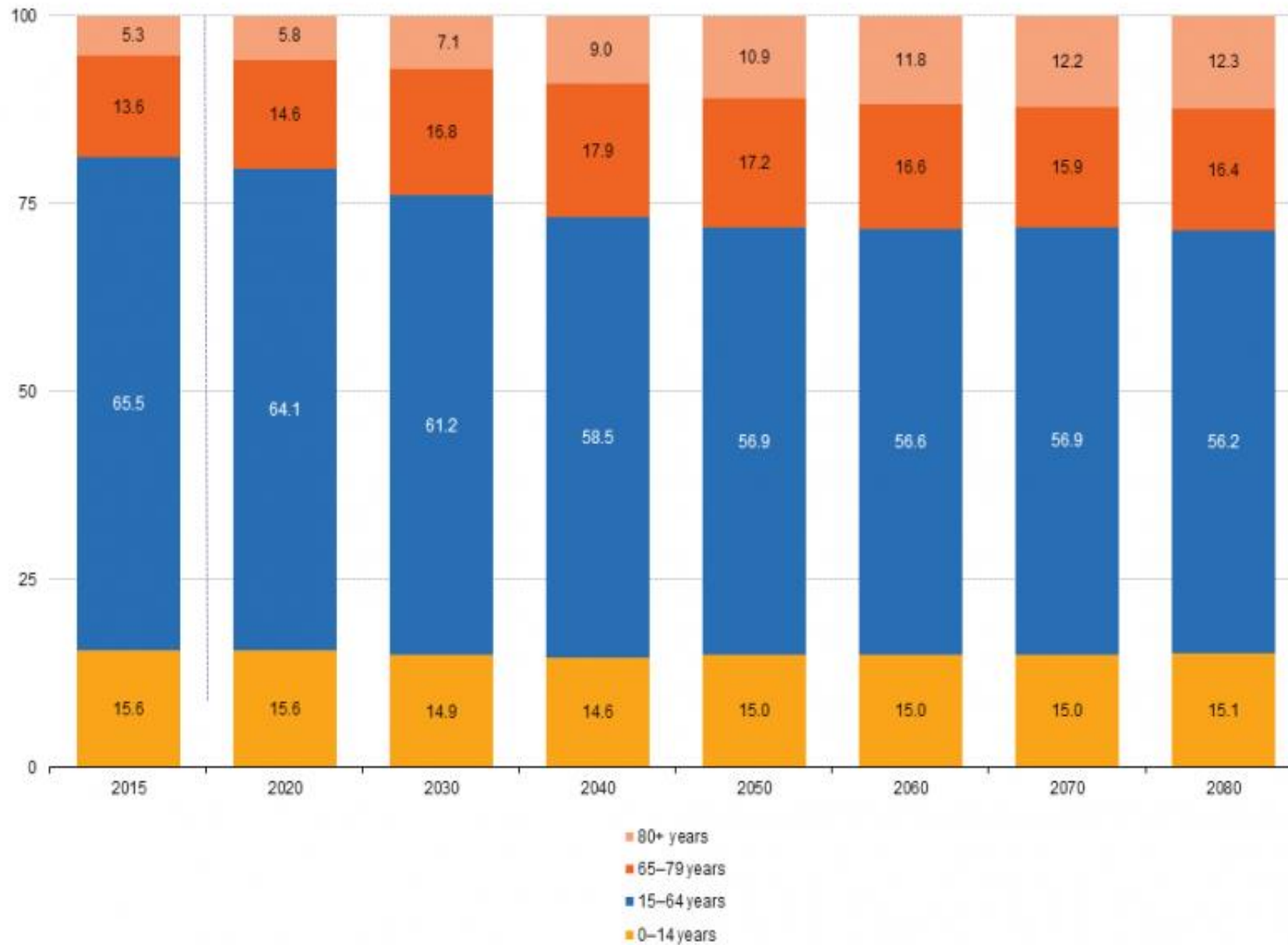
(**) The population of unknown age is redistributed for calculating the age structure.

Source: Eurostat (online data code: demo_pjanind)

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Ingredients for a successful multicultural environment !

- to make a multicultural environment successful, it needs first of all to make the people, the individuals to be multicultural: to communicate in foreign languages, to be tolerant and to learn as much as they can from other cultures.
- especially is important to learn about aspects of non-verbal communication, authority, social organization, negotiation, time perception, modes of interaction.

- The second ingredient is that the organization, company must move from passive phase of recognizing diversity to an active management of cultural differences, what will provide equal opportunities to all.

- Thirdly, a strong organizational culture based on mutual respect, common code with strict behavior and communication rules and their constant involvement in supporting the management can eliminate many of the possibilities of conflict based on cultural differences.
- Think through your personal, professional, and academic history for examples of when you demonstrated these essential skills.

Civic integration

- since the early 2000, civic integration policies for immigrants adopted by most Western European states.
- the novelty of the policy is at least twofold.
 1. - integration is no longer left to the free play of society's institutions, such as the labour market or education, but is attempted to be brought under conscious, concerted state control

In this respect, civic integration is tantamount (equivalent) to the rise of state-led integration as such, replacing the previous dominance of laissez-faire, complemented by mainly local interventions.

2. - civic integration combines measures that further the integration of immigrants with measures for their selection and control, so that integration and immigration policy are no longer separate domains. The fusing of integration and control functions under the auspices of civic integration may well be the real European innovation in migration policy.

- civic integration is practised today in at least nine Western European countries
- the term itself is an approximate English translation of the Dutch noun *inburgering*, whose literal translation would be ‘naturalisation’, ‘habituation’, or ‘acclimatisation’.
- *Inburgering* - legal term - the Dutch 1998 Newcomer Integration Law (*Wet Inburgering Nieuwkomers*, WIN). WIN obliged new immigrants to the Netherlands to take an integration course, which consists of Dutch language and civics lessons.
- the formal obligation for immigrants to acquire the language of the host society and to familiarise themselves with its political institutions, history, and culture (‘civics’). Not meeting this obligation bears punitive consequences, from losing social benefits to forfeiting one’s legal residence status or even first entry, as in the case of ‘integration from abroad.’

- Three elements characterise the policy:
 1. the policy occurs in a context of a general opening of European societies to recurrent, rather than one-shot immigration
 2. civic integration tends to be framed as a retreat from multiculturalism
 3. civic integration, particularly in its pre-arrival phase, targets unwanted family migration from less developed, mostly Muslim countries, which, apart from refugees, has long constituted the biggest chunk of migration into Western Europe

- Civic integration stretches over three phases:
 - pre-entry
 - post-entry (or residence)
 - citizenship acquisition
- the biggest novelty of civic integration is to fuse immigrant integration with immigration control, which previously had been processed by separate policies

Fördern und fordern = support and demand

- the motto of the 2017/18 integration law for refugees.
- its central feature is to subject recognised refugees, who had previously been a privileged migrant group with a fast track to permanent residence, to the strictures of civic integration that governs the ordinary migration regime.
- fördern/support - includes measures to quickly integrate refugees into the labour market
- fordern/demand, permanent residence permits for recognised refugees also, which had previously been handed to them automatically, are now contingent on proved german language competence

EU Funds for Integration

- 20.8 million people living in the EU third-country nationals - 4.1 % of the EU's entire population
- 35.1 million people living in the EU who were born outside of it - 7 % the EU's entire population

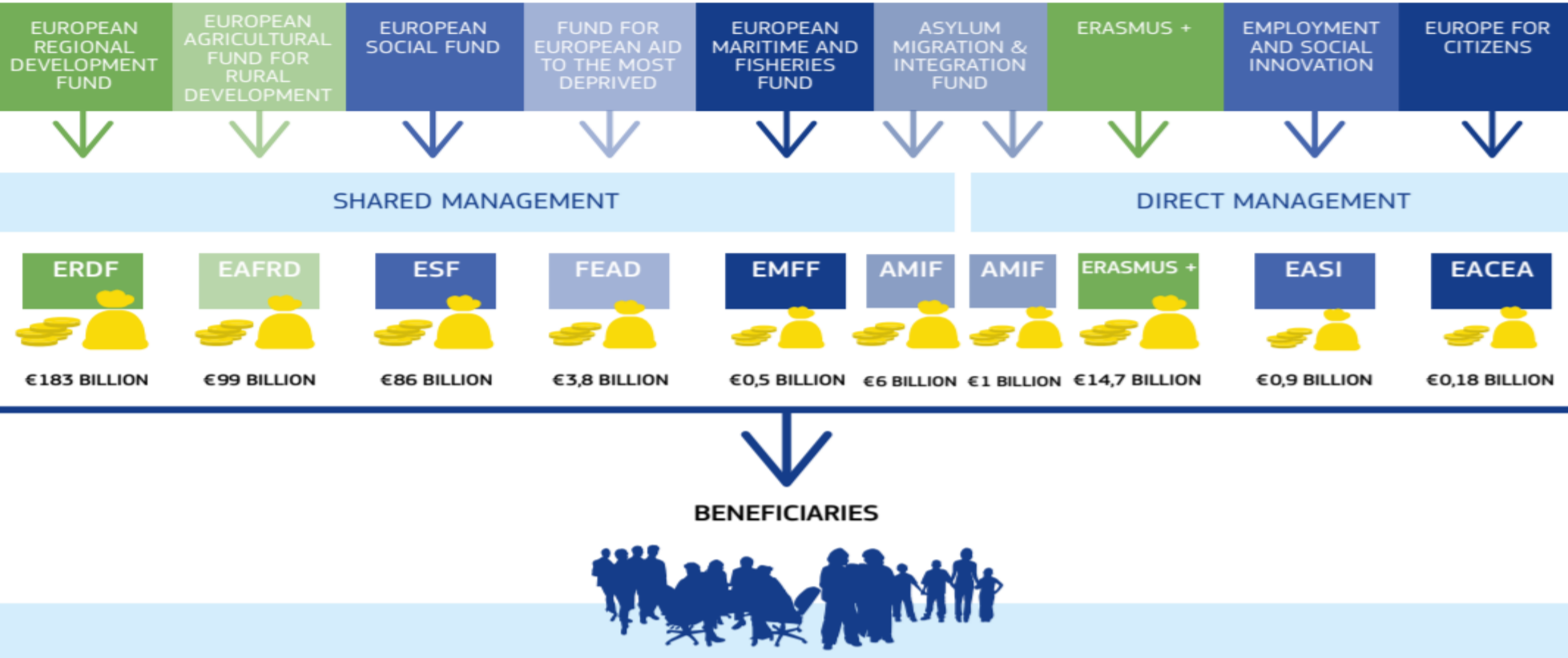
Source: Eurostat (data extracted in March 2017) 'Migration and migrant population statistics' http://ec.europa.eu/eurostat/statistics-explained/index.php/Migration_and_migrant_population_statistics

The term '*people with a migrant background*' refers to:

- third-country nationals
- applicants for and beneficiaries of international protection
- stateless people
- people with undetermined nationality
- EU citizens with a migrant background

Source: http://ec.europa.eu/regional_policy/sources/policy/themes/social-inclusion/integration-of-migrants/toolkit-integration-of-migrants.pdf

AVAILABLE EU FUNDS CONTRIBUTING TO THE INTEGRATION OF PEOPLE WITH A MIGRANT BACKGROUND (2014-2020)



EU Funds for Integration

European Integration Fund

- supports national and EU initiatives that facilitate the integration of non-EU immigrants into European societies
- primarily targeted at newly arrived immigrants.
- supports MS and civil society in enhancing their capacity to develop, implement, monitor and evaluate integration strategies, policies and measures, as well as their exchanges of information and best practices and cooperation on integration issues.

Ex: Consultation Center for non-EU migrants/ Lithuania, Germany, Austria

EU-Funding – basic information

If the nature of EU-funding is understood it can be a valuable source for financial support and great projects can be implemented in order to support your work on migration and integration or any other field.

- **Calls for proposals:** a document at the centre for each application.
 - describes exactly what the EU expects from a project in terms of objectives, activities and outcomes, but also in terms of policy.
 - the calls usually refer to documents that set the political framework for a project, it explains which organisations can apply, it sets the timeline, the money available, the co-funding rate, how many partners are necessary, when to hand in an application, and any other formal criteria.

- **Eligibility:**

- before writing the project application, organisations need to make sure that they are eligible to apply.
- the call for proposals document always contains a list of legal entities that are eligible – organisations, NGOs, public authorities

- **Project Management:**

- a lot of work which often is underestimated
- in order to avoid frustration or last minute stress, make sure you set yourself a reasonable and feasible timeframe and save enough resources in order to set-up an application
- never wait until the last minute of the application deadline, plan ahead, prepare as much as possible as early as possible

- **Co-Financing Rule:**

- the EU does not grant 100% funding for projects. Its contribution is understood as financial support and depending on the programme, the applicant has to contribute between 25% - 5% of the project costs by their own resources or through other (non-EU) funds.
- crucial when setting up a project budget

- **Project Partners & EU added value:**

- EU projects require several, international project partners (a consortium) depending on the funding programme and the project.
- setting up a project is a crucial factor to agree with the project partners on the design of the project and to make sure all partners are eligible and capable of implementing an EU-project.
- non-EU country
- have in mind that the EU is a political institution with its political agenda and through financing projects it wants to see its political agenda being implemented. If a project idea contradicts the views of the EU or if it is not in line with its current political priorities, it will not receive funding.

- **Shared or Direct Management:**

- directly managed by the European Commission (ex. “Rights, Equality & Citizenship Programme” or the “EU Programme for Employment and Social Innovation)
- shared management – EC – agencies – NMAs from the MS
- applications are assessed in the MS (ex. ESF, Erasmus+)
- important to know where you need to look for funding opportunities

Conclusions

- civic integration policies evidently are not all of one cloth, but it is misleading to see them as ‘fortification’ or mere prolongations of nationally distinct ways of dealing with integration and citizenship
- civic integration is a new, national-level policy that rests on a critique of multiculturalism as furthering segregation and group-separation (whether this is true or not)
- civic integration is mostly within a liberal register; it does not mark a return to cultural assimilation
- please, always remember that diversity and multiculturalism is not just in reference to a person’s race or religion, it includes traditions, thoughts, and perspectives as well.
- it is very important to show/communicate through your behavior, your way of thinking, even your resume to future hiring managers that you demonstrate a respect and appreciation for differing views and a sensitivity to those who may be different than you.

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Address: Unska 3, HR-10000 Zagreb, Croatia

E-mail: teamsoc21@fer.hr

Web: sociallab.education/teamsoc21

Facebook: facebook.com/teamsoc21

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