

Overview of cross-Network Workshops¹ Friday 11 September

Morning sessions 10.30-12.00

1. Researching “Super-diversity” in European cities: conceptual and methodological challenges

Susanne Wessendorf, Max Planck Institute for the Study of Religious and Ethnic Diversity (wessendorf@mmg.mpg.de)

Research on diversity and social cohesion in urban contexts has been characterised by a tension between two methodological strands: one approach has focused on migrant ‘communities’ categorised on the grounds of region of origin, ethnicity and religion, while the other approach has focused on neighbourhoods, places and urban environments and the interaction between groups and individuals.

The proposed workshop aims to tackle the methodological, analytical and conceptual challenges that come with the tension between the two approaches. It invites papers based on research in ‘super-diverse’ urban contexts in Europe, defined by an ever increasing ‘diversification of diversity’ in terms of variables such as countries of origin, legal statuses, religious backgrounds, educational and socio-economic backgrounds and histories of immigration. Of particular interest are papers which focus on localities of every-day encounter and social spaces, for example markets, parks, neighbourhood associations, religious associations, ethnic businesses, community centres or youth clubs. Participants are invited to reflect on the challenges of research in super-diverse urban contexts, and to discuss in how far social cohesion and inclusion exist or are attainable in such contexts, what meaningful interchanges look like, and how they are formed, maintained or broken.

2 New forms of livelihood?

Sandra Wallman & Susanne Küchler, UCL(r.loconte@ucl.ac.uk)

New economic forms and the world wide recession are affecting all levels of economic and social life. We will address the question: How do these

changes play out in the livelihood of different population categories in different settings?

Livelihood in this context is defined to include material and non-material, economic and identity elements. Currently, there is evidence of a shift in emphasis from structural resources (land, labour, capital and their derivatives) to organisational resources (time, identity, information), from material to relational resources. This shows in a shift in public rhetoric and public concern from wealth to wellbeing, from position to possibility. The workshop combines anthropological and economic perspectives, and it will consider small and large scale – micro and macro - issues. Comparative observation and analysis is welcome, e.g. between ‘post-communist’ and ‘post-capitalist’ states.

Contributions are invited on topics such as: new forms of work and consumption, of social network [given the role of the internet], of exchange, and of household organisation and provisioning.

The workshop will be held over **two consecutive sessions** each including a maximum of five papers.

3. Cultural Diversity and Law.

Ralph Grillo (SCMR, University of Sussex) & Marcel Maussen (IMES, University of Amsterdam) (r.d.grillo@sussex.ac.uk/M.J.M.Maussen@uva.nl)

There is a growing interest in the interaction between the lives of migrants and their descendants in ‘Northern’ receiving countries, and the law and legal processes. This is a matter of public concern, and there is also a burgeoning of interdisciplinary research on the implications of this interaction for legal systems and practitioners. Noting these developments, a group of anthropologists, legal specialists and political scientists from Europe and North America organised a conference on ‘Legal Practice and Cultural Diversity’, in London in July 2007, the results of which have now been published. A further meeting in Brussels in July 2008 prepared a framework for more focused reflection, and possible research collaboration around ‘Legal Practice and [Legal] Accommodation in Multicultural Europe’, which will be the subject of a conference in Bilbao in June 2010. The conference will be concerned with practices and processes comparatively and in context, with particular reference to private law, especially as this concerns family matters, and the typical legal issues found frequently in daily life (e.g. marriage, divorce,

¹ Please note that full descriptions of workshops and/or Call for Papers are available on the IMISCOE extranet (www.imiscoe.org/extranet)

responsibilities for children, the ‘best interests of the child’ etc, and the transmission of property).

The objectives of the workshop are: (a) for participants to learn about developments in this field and examine how their own work in other fields might contribute to, or be influenced by it; (b) To discuss future lines of interdisciplinary research (in embryo or in the form of more fully advanced projects in the pipeline). Possible topics might include: the role and training of judges (and/or lawyers, police, social workers etc); informal (extra-legal) dispute settling institutions; freedom of expression and democratic debate; ‘interlegality’ etc.

4. Love Across Boundaries: Marriage Migration as Intersection Site between Tradition, Gendered Aspirations and Globalised Policies

Christiane Timmerman, CeMIS, University of Antwerp & Yvonne Riano, Social Geography, Political Geography and Gender Studies, University of Bern
(christiane.timmerman@ua.ac.be)

Globalization increases the probability of transnational marriages. Aspirations to marry across borders are deeply intertwined with ambitions to migrate. The fact that marriage with a resident is one of the only possible ways to legally settle within that specific country enhances the interrelations between politics of migration and family dynamics.

Marriage is more than just another modality of migration. Transnational marriages prove to be creative intersections between traditional frames of reference and contemporary opportunities arising from globalisation. On the one hand, migratory ambitions appear to be accommodated into existing socio-cultural traditions regarding marriage. On the other hand, traditional practices regarding partner choice and marriage undergo significant changes in the context of transnational marriages. Mixed marriages are commonly perceived as a proof of increasing migrant integration. It is evident that marriage migration impacts significantly on the social fabric of Western European societies as well as on the regions of origin of the partners.

The aim of the workshop is threefold. First, having a well informed discussion on the recent trends in the research on marriage migration; therefore we focus on empirically based and theory driven studies. Second, the contributions of the seminar will be integrated into an international publication. Third, the seminar can also serve as a starting point for establishing a consortium to apply for international research calls (e.g. FP7,

NORFACE, etc.). On the basis of a call for papers 4 – 6 contributions will be selected.

5. PROMINSTAT- Measuring social and spatial characteristics of immigrants – an analysis of data collection in Europe

Albert Kraller (ICMPD, Vienna) & Stefanie Reiter (efms, Bamberg)
(albert.kraller@icmpd.org)

Until very recently, efforts to improve data collection at the European level almost exclusively focused on a limited set of demographic indicators as well as statistics related to migration control and asylum. One of the main outcomes of these efforts was the Regulation on Community Statistics on Migration and International Protection (Regulation (EC) No 862/2007).

However, at the same time and in particular in the context of the European Union’s Lisbon strategy, its non-discrimination agenda and the increasing salience of “integration” as a major policy concern at the European level, there has been a growing awareness of the need to go beyond the limited collection of selected demographic characteristics of immigrants and various administrative statistics related to admission, asylum and enforcement and to “mainstream” migration and integration in data collection and incorporate migration related variables as core indicators of social statistics in general. The recent implementation of an ad-hoc module on migrants on the labour market in the framework of the Labour Force Survey (LFS) has been one of the most important recent outcomes of these efforts. The ad-hoc module is also noteworthy for being driven by particular information needs rather than by the availability of particular data and data sources.

This session focuses on three areas of social statistics – (1) housing, (2) employment and (3) families and households and will feature paper presentations on each of these areas. The papers will address first the main research questions in a given field and then will discuss issues related to availability and comparability of data as well as other methodological issues.

Paper presenters: Lucinda Fonseca (CEG, Lisbon), Amparo González-Ferrer (Spanish Research Council/ University Pompeu Fabra, Barcelona) & Pieter Bevelander (MIM, Malmö)

Discussant (optional, N.N.)

6. Indian highly-skilled migration to Europe: immigration and citizenship policies and corresponding effects on migration flows.

Aurelie Varrel (MIGRINTER), aurelie.v@gmail.com

The workshop focuses on highly-skilled migration from India, observing migration and citizenship policies and corresponding effects on migration flows. Although Indian experience with skilled migration has been quite well researched, there are new dynamics which may not have attracted sufficient attention for the moment. Return migration is becoming increasingly common and the destination countries are becoming more varied. Europe is emerging as a new destination area, which is a rather recent phenomenon. As a consequence, the topic of migration between Europe and India is particularly under-researched, with only a limited number of studies.

The workshop aims to, in the first place, address the European perspective and observe how Europe can become more attractive for highly-skilled migrants from India. What are the implications of the national migration policies in some Member States for the Indian highly-skilled migration to the respective countries and what would be the possible effect of the adoption of the Blue Card in this respect? In order to put EU-India migration into a broader perspective, we also include a paper which will provide comparisons with the main competitor countries, such as the United States.

Secondly, the workshop aims to address the perspective of the sending country. A pertinent topic in this regard is the effect skilled migration has on India. One of the suggested objectives of the panel is to explore the viability of policy instruments to limit the negative impact of brain drain on the Indian economy. Another relevant perspective on the Indian context pertains to the legal framework that India has crafted for its migrants and diaspora during the last decade. This panel includes papers that look into existing policy practices of receiving countries as well as the practices in India to counteract 'brain drain' and to tap into the 'diaspora bank', at a time of an increasing interest of EU countries for Indian highly skilled migrants.

Panel presenters (tentative): Aurelie Varrel (MIGRINTER), Metka Hercog (Maastricht University), Anja Wiesbrock (idem) & Mary E. Breeding (Georgetown University)

7. WP83: Welfare State

This is a closed workshop for the IMISCOE cross-Cluster Work Package 83: Welfare State.

Floris Vermeulen, IMES (F.F.Vermeulen@uva.nl)

Participation is by invitation only.

Afternoon Sessions 13.30-16.00

Coffee break 14.30-15.00

1. Critical approaches to identity in diversity research

Maddy Janssens (K.U. Leuven, Research Centre for Organisation Studies), Koen Van Laer (idem), Patrizia Zanoni (Hasselt University, SEIN), Nils Wåhlin (Umeå University, Umeå School of Business) & Kifile Hamde (idem)
(maddy.janssens@econ.kuleuven.be)

Both diversity and identity have become popular themes in organization studies during the last twenty years. Although "*the concept of identity appears to be at the core of understanding diversity in organizations*" (Nkomo & Cox, 1996: 339), these two streams of literature seem to have taken different directions. Much of the mainstream diversity literature adopts an essentialist perspective on diversity and identity. However, critical authors have started to question such an approach, advocating a more complex and dynamic understanding of diversity and identity (e.g. Nkomo & Cox, 1996). To do so, they have drawn from recent developments in the identity literature, which conceptualize identity as context-sensitive, relational and evolving in time. From this perspective, identities are fragmented rather than integrated, multiple and even competing. The stress is on "becoming" rather than "being", and on the way individuals actively construct identities in specific contexts, where they are subject to certain forms of power, control and regulation).

The aim of this workshop is to build on this emerging critical identity literature by discussing more in-depth the implications of this approach to identity for diversity research. This two-hour workshop will consist of a keynote speech of about 45 minutes on current thinking about identity by Mats Alvesson (Lund University), an authority in the critical identity literature, followed by an interactive exchange of ideas with the audience. Although Mats Alvesson's work is focused on identity within organizations, the ideas presented are applicable to other settings and disciplines.

Over the years, Mats Alvesson has written numerous articles on identity, which were published in journals such as *Organization*, *Journal of Management Studies*, *Organization Studies*, and *Human Relations*. He has also published extensively in the fields of critical management studies, qualitative, reflexive methodologies, gender in organizations, organizational culture and leadership.

2. Knowledge and the Division of Labor, Migration, Skills and Multicultural Cities

Cristina Cattaneo (FEEM and SCMR) cristina.cattaneo@feem.it

The workshop section mainly focuses on two broad lines. The first line concerns the contribution of movers to the labour market and the second analyses the contribution of movers to multicultural cities. Recent development in research has widely emphasized that movers are endowed with different characteristics which, on the one hand distinguish the migrants from the natives, and on the other distinguish the migrants from one another. Such endowments are an important source of diversity, which create potential positive effects on the destination countries.

The workshop is organized as four presentations (25 minutes each), with ongoing questions and answers, followed by a 10-15 minutes general discussion. Brief abstracts of the four presentations follow.

1. Foreign-born workers are likely to have imperfect language skills and good manual skills. From this follows that migrants have a comparative advantage in occupations that require manual labour tasks. Given that natives have better communication skills than movers, the two groups eventually specialize according to their relative advantage. As a consequence, native workers may act upgrading their skills to diminish the competition with the new foreign-born entrants. (Cattaneo & Fiorio)
2. The second paper investigates the types of job specialization that movers experience. In particular, the paper claims that a "bifurcating ethnicization" is prevalent in employment patterns in the leisurely consumption and entertainment sector in Istanbul. (Aytar).
3. In this paper the development of multicultural and creative cities is considered. The hypothesis tested is whether gradual improvement in distant communication boosts the generation of multicultural cities, as movers increasingly rely on an enlarged community for identity transmission, rather than on localized peer effects of segregated environment (Cattaneo, Steinhardt & Prarolo).
4. The focus on dense environment as a unit of analysis is as well taken in the final paper, which analyses the interaction between technological employees, diversity of people and economic development in Germany's planning regions. Diversity is among the factors relevant to the location decision of technological employees, as diversity contributes to the overall development of knowledge based economies. Diverse people

bring in varieties of knowledge and new combinations of knowledge can lead to innovations. Diversity is therefore a knowledge production factor (Wedemeier).

Paper presenters:

Volkan Aytar (IMES), Cristina Cattaneo (FEEM & SCMR), Giovanni Prarolo (FEEM & University of Bologna), Max Steinhardt (HWWI & visiting fellow at Centro Luca d'Agliano) & Jan Wedemeier (HWWI).

3. Migration and entrepreneurship

Lena Tsipouri & Tonia Damvakeraki, National and Kapodistrian University of Athens. Tsipouri@econ.uoa.gr / tdamvakeraki@gmail.com

In the last few decades international migration has significantly increased, first in the North-Western European countries as well as (with a certain lag) in Southern Europe. This growth of international migration has led to significant increases in the numbers of immigrant small-business owners, a distinct characteristic of all cosmopolitan cities in the world such as London, Paris and Amsterdam.

In many recent studies it is highlighted that immigrant entrepreneurs may play a significant role and contribute to the economic growth of cities and regions; also they are changing the urban landscape and help in revitalising abandoned city districts and local markets' areas.

The patterns of immigrant entrepreneurship differ among countries: immigrants may not have the same determining factors in relation to entrepreneurship in different host societies, and different groups have different entrepreneurial conditions. There are a number of difficulties and problems that immigrant entrepreneurs have to face; these include access to finance, lack of information (support measures, opportunities), lack of training/ coaching, difficulties in understanding legal and bureaucratic processes.

A number of studies focusing on migrant entrepreneurship in the US, Australia and Western Europe have addressed both barriers and opportunities for ethnic entrepreneurship, including *structural factors* such as social exclusion, discrimination and high unemployment and *cultural factors* such as values, skills, personal motivation, work ethics, etc.

This workshop aims to discuss the above topics, explore and compare different patterns and highlight the main factors enhancing migrant entrepreneurship in different countries (in the EU27 and more) and

investigate the potential for a broader international workshop in the topic towards the end of SUSDIV.

- Professor Lena Tsipouri, National and Kapodistrian University of Athens
- Dr. Holger Kolb, working for the Berlin-based Expert Council of German Foundations on Integration and Migration, an independent think tank specialized on migration and integration issues
- A representative of the National Institute of Labour Studies from the University of Adelaide, Australia

4. Transnationalism and the challenges of methodological nationalism

Erik Olsson, CEIFO, Stockholm University. erik.olsson@ceifo.su.se

This workshop should relate to what happens in social science when researchers shift from a national to a transnational approach. The transnational approach in migration research is substantiated by a critical appreciation of the fact that too much of conventional migration research is closely associated with the processes of nation state formation in the twentieth century, leading to a state of affairs where '[n]ation-state building processes have fundamentally shaped the ways immigration has been perceived and received' (Wimmer & Glick Schiller 2002:301). When research views migration phenomena as if they were exclusively national phenomena this amounts to scientific reductionism in the social sciences (cf. Pries 1999), bringing a 'container concept of space' (Faist 2000:200) into science. With one concept Andreas Wimmer and Nina Glick Schiller (2002) have depicted this 'territorialising' tendency as a 'methodological nationalism' assuming that 'the web of social life was spun within the container of the national society, and everything extending over its borders was cut off analytically' (Wimmer & Glick Schiller 2002: 307).

The criticism of methodological nationalism could at least implicitly be conceived as a major rationale motivating many researchers' adoption of transnationalism as a relevant theoretical approach. But what is transnationalism and what new (if any) implication does the adoption of such approach have? This workshop aims to discuss the consequences for migration research of the possible paradigmatic shift that involves taking the transnational context as the analytical unit. A general goal, perhaps beyond the workshop, is to develop well-tailored conceptual and methodological tools that are sensitive to trans-border phenomena.

As a point of departure for this workshop we propose that the transnational perspective will be addressed in three, interrelated parts: **First**, the *processual approach*, which is contrary to the static approach, need to be emphasised and in according to which not only on migrants and their movement in space but also on phenomena and structures like social networks, community-formation and social institutions as well as on cultural practices, state policy and law, economic activities and transactions and how they are interconnected transnationally. **Secondly**, a transnational approach need to consider what happens *across and beyond national borders*, in movements, practices and flows. If migrants are important actors in the understanding of migration we have to study what in methodological nationalism is ‘cut off’ as, for example, multi-local attachments (Clifford 1994), diasporic practices (Brubaker 2005) and global flows (cf. Vertovec & Cohen 1999). **Thirdly**, in the workshop we will discuss the implications of migrant agency in relation not only to the powerful, sedentary structures that belong to nation states but also to the emerging structures of transnationalism and how these affect gender and generation differently.

Invited speakers: Antias Floya & Ulf Hannertz

5. Social Identity and social capital.

Patrizia Riganti, (University of Nottingham) *Paulo Nuñez*, (FEEM), *Laura Onofri* (FEEM), *Kathleen Hengh* (University of South Australia), *Rajesh Sachdeva* (Central Institute of Indian Languages). patrizia.riganti@nottingham.ac.uk

The workshop focuses on the role that cultural capital has in shaping social identities and on the formation of social capital. It looks at the role played by cultural diversity, as a form of cultural capital, in defining new identities and the challenges that it poses to economic valuation.

From a theoretical perspective, we can say that physical cultural heritage (hence monuments and historic sites) are a tangible expression of culture, hence of the identity of a community. Similarly, languages are among the intangible expressions of diverse cultural identities which in multicultural cities now live side by side. Cultural heritage, in both its tangible and intangible expressions, summarizes people’s identities, shapes communities’ ones, and to this extent contributes to the creation of social capital . Understanding the implications that the above has on economic valuation might help us provide decision makers with useful information for the implementation of new policies, which might address cultural diversity, as defined by the UNESCO charter.

The cultural diversity of a city, in all its expressions, needs to be preserved, since it ensures the resilience of the “system city”. The UNESCO charter draws a parallel between biodiversity and cultural diversity. Biodiversity in a natural system allows the highest resilience of a living system, especially in the face of potential crisis; the same can be said about cultural diversity in cities. The resilience of the system is a function of the networks on which it is built; hence it is given by the strength of the links among the knots. Within our context, we can say that the knots represent diverse cultural identities, and the links processes of communication, knowledge exchange, hence social capital.

The workshop reports the results of the scientific debate which is due to take place in the island of Procida, just before the Stockholm conference.

Two of the speakers taking part to the symposium in Procida are invited to present a summary of the achievements and provoke more debate on the above issues. They are experts in cultural economics: Prof Xavier Greffe, Université Paris 1, Centre d’Economie de la Sorbonne, France; and Sir Alan Peacock, Professor Emeritus at The University of Buckingham, UK.

We will discuss the response of the cultural economics discipline to the challenges brought to economic valuation by the concept of cultural diversity focusing on the *value of cultural identities* and how can we assess such value.

6. New forms of livelihood? (cont.)

Sandra Wallman & Susanne Küchler, UCL.

See morning session for contents.

7. Discrimination & trust in labour market encounters.

Sonia Pereira (CEG), Nabikari Irastorza (DEUSTO) & Joana Sousa Ribeiro (CES) joanasribeiro@ces.uc.pt

Immigration and the social position of immigrants have become hot issues in Western Europe, especially since the mid-1970s. In that time, immigrant receiving countries began to discuss and highlight issues of representation, participation, active tolerance and the respect of group or minority rights, including the freedom to congregate, worship, speak mother tongue languages, and engage in cultural institutions. This vision of a diverse, but unified community was incorporated into campaigns aiming at promoting such notions within policy (Vertovec & Wessendorf,

2004, p.2). With Race Equality Directive (2000/43/EC), the Gender Equality Directive (2004/113/EC) and the Recast Directive on equal opportunities and equal access (2006/54/EC) the European Union has lately strengthens its commitment to fight discrimination, particularly on the labour market.

Being aware of the abundant work that has already been realized and published on the matter of anti-discrimination also by IMISCOE members, this workshop aims at gathering the dispersed information and embedded knowledge in the network to identify how to contribute to the ongoing debate about discrimination, related policies and policy-making.

Discrimination in the context of the labour market has been a largely marginalised issue both in the work carried out by B4 (Economic Integration) and C7 (Discrimination). The cross-cluster workshop would allow continue the discussion initiated in the Cross-Cluster Theory Conference that took place in Lisbon - "Interethnic Relations: Multidisciplinary Approaches" -; and could develop links for potential collaborative research on this topic.

During the Lisbon Conference it was suggested that 'discrimination' is mostly a legal concept and researchers should be more concerned with a broader understanding of 'differential treatment'. The analysis should not be restricted to potential differences in the access to the labour market but involves other aspects of work life such as interactions with colleagues; working conditions; opportunities for upward mobility and career development; and the emergence of trustful relations.

We propose that the concept of trust is intrinsically related to discrimination and would like to develop the interconnections between trust and the development of discriminatory behaviour: how important is the lack of trust in the construction of discriminatory practices? Immigrants have often experienced these kinds of behaviours in their access to the labour market, at the workplace or when running a business. Whereas the use of ethnic networks, resources and strategies by immigrants and people from different ethnic groups has been widely analyzed, there is a scarcity of studies that relates the concept of trust to the performance of self-employed and salaried immigrants in the marketplace.

Contributions involving theoretical challenges, methodological questions or policy approaches for a round table discussion are welcome. Short presentations (about 10 minutes) of 'thought provoking' ideas for reflection would allow furthering the debate and generating innovative approaches and research ideas on this topic.

8. Gender-age-generations: exploring intersectionality

Stephanie Condon, INED & Russell King, SCMR

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Discussions surrounding the impact of gender relations on labour market participation of migrants and on other aspects of migration experience tend to infer a rather static view of gender-based discriminations, gendered roles and representations. An examination of the intersections between gender, life course stage, age and generation can help us to understand changes in gender, intergenerational and other social relations over time.

Looking from the perspective of intersections serves a double function: deconstruction of categories within which academics often confine groups of individuals, giving us a clearer picture of who we are talking about and how these people are located within various social situations, contexts and so on; and an enlightened understanding of the migration process – who can or cannot migrate in specific historical and geographical contexts, what are the outcomes for migrants and non migrants, what explanations for changes over time, etc.

Possible areas of research focus combining the different sets of relations:

- Labour market integration, men and women, migrant generation and descendants compared (intergenerational mobility, individual trajectories; impacts of gendered labour market on relationships within the migrant couple; changes over time, from one migrant generation to another).
- Transnational identities (links to migrant's / descendant's parent's place of origin; "return" project for descendants; gender and generation dynamics of the return migration narrative; dynamics of political mobilization in Europe: representing who?).
- Retirement in migration (who remains in Europe: living circumstances, activities, family roles).
- Politics and policies (how categories used by political decision-makers and institutions reflect changes in gender relations, age relations; conversely, how such changes are ignored in political discourse and policies)

The aim of the workshop will be to signal new advances in *intersectionality* between the key themes of gender, age and generations. Secondly, it is envisioned that an international publication edited volume and/or special issue journal will arise out of this workshop.

9. Migration Control, Justice and Exclusion: Need migration policies be fair?

Albert Kraler (ICMPD) & Rainer Bauböck (EUI) Albert.Kraler@icmpd.org

The principal right of states to grant or deny access to non-citizens is widely accepted. Not only is it implied in the doctrine of state sovereignty. It can also be argued that a right of states to control access to their territory and eventually to full membership in the polity is part and parcel of contemporary notions of democratic self-government and citizenship. The right of states to grant or refuse entry to aliens is only constrained by states' obligations under the Refugee Convention and selected other norms under international law, notably article 3 and article 8 of the European Convention of Human Rights.

In a normative perspective, migration control carries different implications and therefore needs to be based on different arguments in respect to (1) the internal (domestic) dimension of migration control and (2) the external (international) dimension.

The workshop aims to contribute to debates on the global governance of migration from a normative perspective. In particular, it seeks to address issues of global justice, how the external dimension of migration control are linked to the domestic dimension, and whether there is a trade-off between global justice and issues of justice and equality on the national level. The workshop aims also to explore whether in the new IMISCOE Research Network there is sufficient interest for normative analyses of migration issues. The workshop will be based on a mix of invited and selected papers and will feature up to five papers.