



## **Sustainable Development in a Diverse World (SUS.DIV)**

### **STRATEGIC PAPER OF RESEARCH TASK 2.2**

**“Cultural distance, organisations and governance in a glocal context”**

## **Future Research Activities and JPA for the next 18 months**

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**Research project: *The relationship between cultural and biological diversity: Lessons about diversity in a world of change.***

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**Research project: *Organizing Diversities and Interorganizational Collaboration***

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**Research project: *Diversity at Work in Organizations***

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**Research project: *Managing diversity in central European post-socialist cities***

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**Research project: *Cultural diversity and urban issues***

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**Research project: *Identity and Citizenship of Slovak Transnational Migrants in Brussels***

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## **Current and Future Research Activities**

The issues raised by the interaction between globalisation and localisation can be studied from many different angles. After consultations and discussions the taskgroup members have decided to structure their activities into four core themes, viz.:

1. Glocalisation and natural resource management
2. Glocalisation, organizing diversity and human resource policies
3. Glocalisation and governance in an urban context
4. Glocalisation, transnational migration and citizenship

In addressing these themes a variety of theoretical perspectives and methodologies is used. Within this context of theoretical and methodological pluralism two key principles come to the fore:

- (a) Organizing and managing take place in a complex, layered and heterogeneous field with a multiplicity of actors who have differential access to resources, implying the need for a multi-actor in context perspective
- (b) Social structures and cultural orientations facilitate and constrain actors' choices and strategies, but these structures and orientations are at the same time the result of and are susceptible to actors' interventions, based on the meaning they construe, the intentions they hold and the resources they can mobilize, implying the need for a combination of structuration, symbolic interaction and rational choice theories.

As far as methodology is concerned it has become increasingly clear that a combination of several methodological and theoretical approaches is needed: from structural and statistical functionalism, handling large quantities of survey-data, and formal modelling of secondary data, to the symbolic interactionistic analysis of (extended) cases, using key informant interviews and self-reports. In this context the construction of cross-cultural valid concepts, observation-schemes and procedures is very important and pressing. As a consequence in the research a variety of designs, data collecting and data-analysing techniques is used, ranging from in depth interviews with key-informants, participant observation,

life-histories, content analysis of (policy) documents and discourse analysis to surveys and secondary statistical analyses. Although there is an emphasis on the extended case method, the longitudinal and comparative research designs also play a part.

## **1. Glocalisation and natural resource management**

Nearly all landscapes in the world today have been profoundly influenced and transformed by human activity; thus, even the most ‘natural-appearing’ habitats can be described as *cultural habitats*, largely created by human influence (Furze et al. 1996). From the beginning of time people have classified their natural environment. Each group construes an image of ‘the’ environment and of the relationship to it. To put it differently, we might say that each group has a (set of) mental map(s) of the world as well as sets of instructions of how to deal with ‘reality’. These world views, or “basic assumptions about what kind of world they live in, what forces or entities control it, and what the place of humans is“ (Keesing 1981), include the evolution of a set of cultural practices including social mechanisms, institutions (both formal and informal) and management practices to deal with and modify natural environments (Berkes and Folke 1998). To sustain these environments, their current mix of species, and their generation of natural resources and ecosystem services on which humans depend, is a cultural response – a purposeful intervention by people to sustain something they value and depend on. “Natural entities are drawn into social processes and cultural meanings, either deliberately or as unintended consequences, resulting from the activities of actors that operate on different levels in various fields of action. Accordingly, there is not one single, but rather a multiplicity of societal relations to nature. As a result, the regulation and structuring of societal relationships to nature need to be analysed via symbolic and material practices in different social spheres of action, such as consumption, nutrition mobility or reproduction” (Becker 1999: 286). Also, the range of resource management alternatives requires openness to different epistemologies and cultural traditions, and the different worldviews underlying these (Berkes and Folke 1998). Nowadays this type of analysis has become more difficult. As a consequence of glocalisation, we see within and between interacting and interlocking groups several views held at the same time. This results in a complex pattern of different ways of managing the ‘environment’.

Besides, contrary to what would have been a convenient situation, sustained economic growth is not necessarily environmentally sustainable. Also, it is generally recognised that current institutions for resource management lack a critical 'fit' to the dynamics of ecosystems. The technological dependency of industrialised societies has influenced conventional resource management to operate largely by socio-economic incentives. Such management has led to an ultimate pathology of more brittle and vulnerable ecosystems, more rigid and unresponsive management agencies, and more dependent societies (Folke et al. 1998).

“Without deep-reaching additional environmental policies and institutions to address and curb inherent market failures effectively, the links between economic growth and environmental pressure would push the world economic process further on an unsustainable track” (Opschoor 2003: 88). We have to ask ourselves what the impact is of these developments on regionalized societies and their natural environment, on the societal relationships to 'nature'.

Today, the increase of population, especially in some regions of the world, is threatening not only local human livelihood systems, but also local and global biodiversity (Barbier et al. 1994). Coupled to this is the problem of poverty in many regions (Dasgupta 1992). A greater dependency and an increase in the trade and utilisation of natural resources and habitats can be expected that in turn may threaten local livelihood systems, including cultural practices that indirectly or directly sustain biodiversity and ecosystem services. Hence, in many areas that experience rapid social and environmental transformations, such as urban settings, there is a need to develop a capacity to respond and adapt to novel changes, and to develop policy directions that can help build resilience to deal with change. Resilience is an important element of how societies adapt to change, such as global environmental change, urbanization and population changes. The greater their resilience, the greater is their ability to absorb shocks and perturbations and adapt to change. Conversely, the less resilient the system, the greater is the vulnerability of institutions and societies to cope and adapt to change (Adger 2000). A resilient social-ecological system, which can buffer a great deal of change or disturbance, can be described as a system providing ecological, economic, and social sustainability (Berkes et al. 2003). Sustainability should never be seen as an

end product, but rather as a dynamic process that requires adaptive capacity for societies to constantly deal with change and surprises (Berkes et al. 2003).

A crucial part of designing governance systems with adaptive capacity, is to develop institutions that draw on a multiplicity of societal relations to nature and a range of resource management alternatives. Among others, this includes capitalizing on different knowledge epistemologies and cultural traditions in the development of systems that can learn from experience and that generate knowledge across organizational levels to cope with change. Such a governance system cannot be top-down oriented, but needs to be vertically and horizontally linked across organizational levels and incorporate multiple actors, including local people, scientists and governmental authorities that promote information exchange to effectively deal and respond to change and issues that transcend locality (Colding et al. 2003).

Sustaining adaptive capacity requires analysis and understanding of feedbacks, and more generally, on the dynamics of the interrelations between ecological systems and social systems. With the existence of multiple knowledge epistemologies and different cultural traditions with respect to the environment, little understanding exists on the relationship(s) between cultural diversity and biological diversity and how it is related to sustainable management of natural resources and ecosystems. For example, while biological diversity, at least from an anthropocentric point of view, is something inherently good in that it provides resilience in ecosystems, it is uncertain to what extent cultural diversity does the same? In biological systems, high levels of biodiversity provides options of risk-spreading for humans; does this also holds for cultural diversity in social systems? Also, do cultural equivalents exist in social systems for concepts such as ecosystem services, functional biological groups, and keystone species, and is it meaningful to differentiate among such in terms of social systems?

On the other hand, and perhaps more constructively, given the existence of multiple knowledge epistemologies and different cultural traditions that exist, how can these better be accommodated to serve sustainable management of natural resources and ecosystems? For example, how can effective participatory models be developed that integrate different knowledge epistemologies and cultural traditions of local people with public and private agencies for sustainable use and conservation of resources? What institutional structures at local, regional and state level best support sustainable resource

management? As a proxy for cultural diversity, how can management systems be designed with a greater consideration of organisational diversity that integrates social networks?

## **2. Glocalisation, organizing diversity and human resource policies.**

The effects of glocalisation on labour relations are perhaps one of the most salient topics of debate (cf. Leisink 1999). While global competition opens up new labour opportunities in some parts of the world, it puts labour relations in highly industrialised parts of the world under severe pressure. While linking up and inclusion into the global division of labour in some parts of the world takes place not always representing high standards of labour quality or remuneration, labourers in other parts of the world face lay-offs and are left to the benefits of increasingly overstressed social security schemes. Obvious forms of exploitation, child labour, long working hours, unhealthy working conditions in some places parallel rising unemployment rates in other places. Global shifts in division of labour and in labour relations fuel important changes in institutional sense, in patterns of inequality and participation and in the recognition of the status of those involved.

Global flows of workers and migration highlight diversity of work forces each work organisation is dealing with. Both internal and external labour markets increasingly represent diversity in the characteristics of applicants and employees. These characteristics include not only conventional skills such as education and work experience, but also secondary traits such as ethnicity, nationality, race, gender, and age. As to most people access to work and career in organisations mediates access to resources as such, (in)equality issues in many parts of the world are mainly determined by the opportunities to paid work and career development in organisations. However, this access to work and career in organisations is far from neutral from the point of view of these secondary characteristics. Participation and inclusion are not equal in this respect. Some groups experience more (dis)advantages and receive more recognition than others, even while having the same skills such as educations and relevant work experiences. Explanations are put forward in terms of socio-psychological categories such as attitudes of non-acceptance or discrimination, in terms of communication

problems, and in terms of (cultural) difference. Here a number of vital questions need to be raised. How are industrial institutions becoming modified in a context of global competition and global flows, what are its central challenges and experiences in various parts of the world? How are these changes affected by the emergence of governance networks and to what extent are stakeholders taking the opportunities offered by globalisation?

Questions also need to be raised as to what extent current trends in work and organisation represent forms of cultural closure? How does cultural closure differentiate between applicants and employees with various secondary characteristics? What changes have been taking place in redefining functionality in organisations and on what basis is recognition granted?

In this glocalising context the question how the (re)definition of functionality influences the opportunity for diversity to become reflected in access to work and career needs to be raised, but also the other way around. To what extent and how is increasing diversity framed in these secondary terms having its impact on the functionality of the work organisation? How are diversity and recognition affecting the organisation's performance in terms of e.g. output, profit, quality of service delivery, and innovation? Previous research suggests that cognitive processes and the emergence of innovative ideas are encouraged by diversity, but also that internal communication about these ideas can be made more difficult in a context of diversity at the work floor (cf. Janssens & Steyaert 2003). However, this terrain is far from explored yet and new questions need to be answered such as (a) What is the impact of work force diversity on the ways organisations function?; (b) What 'human resource policies are practiced by different categories of organizations and in what ways do different cultural backgrounds of management and workforce affect these practices?; (c) In what ways do organizational actors construe and manage different forms of diversity and what are the implications of these practices for broader issues of social cohesion and participation?

### **3. Glocalisation and governance in an urban context.**

Global flows of people, finance, commodities, capital, images and symbols may have taken over the importance of place in the global network society (Castells 1996), but that does not mean that place and territory have completely disappeared or become irrelevant. The world wide web – not just in a digital sense – of these flows needs nodal points, junctions or hubs where “ flow carriers” come together. In particular global cities constitute such nodal points (cf. Sassen 1994 and 2002), but paradoxically such cities are also the scene where delinking is most manifested in urban areas and population groups that have been left out or marginalised from the benefits of global networks. Problems of institutional sustainability, exclusion and lack of recognition are epitomised in city slums, ghettos and *banlieues* – suburban areas -, where the proportion of people of foreign origins is high.

In some countries like France, there is a widespread perception that current problems, such as delinquency and criminality, but also racism and, more widely, the collapse of social solidarities, have something to do with a broader crisis of “the city” (*la ville*). It is a recurrent issue of both the media and political agenda. As news in brief showed last fall in many French suburbs, spatial and social exclusion is more striking than in other countries, because of architecture and town planning, and are often associated to youth violence. Since the 1970s, and especially since the 1980s, urban policies have been a priority for both the state and local authorities in all European countries. Yet they do not deal only with urban affairs, but also with welfare and local solidarities. As a consequence, private actors, such as non profit organisations, but also the educational and the economic sectors are part of the process, insofar as they are encouraged to increase social linkages, which means, for at least 10 years and especially in underprivileged areas, to improve the management and promotion of cultural diversity. Urban issues and cultural and religious diversity are therefore closely intertwined.

School is also at stake when people talk about cultural diversity. Because of its social and spatial role, in addition to its educational aim, school is at the core of the current debates about multiculturalism. In many countries, it is a privileged place to spread and promote the ideal of coexistence of cultural differences, while in some other countries, a uniform and neutral education – in order to guarantee equality - remains the main goal. The process of ethnicisation *in* and *of* schools is thus a very interesting issue. Yet, schools’ role of education and of social integration is said to be in crisis in the whole of

Europe, notably because it is an extension of the street and thus is permeable to violence and racism.

Here policy is called for to deal with these problems, but what kind of policies and whom should be involved? Are governance networks able to develop effective policies opening up opportunities for participation and recognition in e.g. the fields of housing, health care and education? How are normative regularities, expectations and patterns of sanctions and rewards reworked and made effective in these places and frameworks? To what extent are these redefinitions and shifts functional in promoting actual participation and relinking?

That is why the role of public but also of private actors must be questioned, as well as the role of citizens themselves: bottom-up actions, which are often good practices of governance, in favour of cultural dialogue should also be a topic of interest.

#### **4. Glocalisation, transnational migration and citizenship**

Global flows of people and migration have come to stay as a basic trait of the current social condition. These flows can no longer be understood as simple migrations from a country of origin to a new host country and in terms of “push” and “pull” factors. Instead, the focus is on movements of people within transnational networks, only temporarily settling down in particular places and on specific conditions (cf. Mazzucato et al. 2004). Here, localisation is only part-time and conditional, thus disrupting conventional definitions of citizenship.

In present-day liberal and multicultural societies, attempts to achieve two apparently opposing ideals are commonplace. First, in a multicultural society each group and individual is ideally entitled to equal treatment as a citizen. Simultaneously – and this is the second ideal – everyone has the right to be different. In this sense several liberal authors have noted the importance of a personal cultural identity to the ability to live a good life (Kymlicka 1995; Young 1990). Acknowledgement of personal cultural identity is experienced individually or as a group (Taylor 1994).

National citizenship however, turns the national majority culture into the standard that migrants meet to attain equal rights. As a result, migrants who also wish to retain their own cultural identity cannot achieve full citizenship. The national citizenship principle

thus leaves little room for diversity within state boundaries. Bauman (1988) maintains that migrants face demands that are impossible to satisfy. They are given the prospect of equality and recognition, on the condition that they change their cultural orientation, which implies denying their own culture. In this way migrants will always remain aliens. The influence of globalization on national and local levels is thus at stake, as it favours cultural uniformity and cultural mix at the same time.

Moreover, differences are especially imputed between groups, neglecting variation within groups. Different individuals are thus reduced to being seen as a single group with a single viewpoint. National citizenship thus turns the cultural-ethical discussion into a debate between closed groups instead of among 'free-floating' individuals.

Besides, the application of national citizenship in its traditional meaning leads both in individual multicultural states and in the multicultural world as a whole, to inequality before the law and to denial of the diversity in individual identities. In a multicultural society both results can lead to a decline in social integration. First, an equal citizenship position is a precondition for being willing and able to communicate with 'others'. Second, a person communicates with the other only when the other accepts his identity. National citizenship therefore results in the opposite of what it is intended to achieve: instead of social integration, it generates conditions that complicate social integration. A different view of the relationship between law, culture, and identity appears necessary to satisfy the multicultural needs of our time (Dijkstra, Geuijen & De Ruijter 2001: 65).

The current situation has led to debates about its consequences for the normative regularity, expectations and patterns of rewards and sanctions embedded in the concept of citizenship. Issues such as double passports, illegality, border patrols, asylum, naturalisation courses, access to social security systems come to the fore. Centrifugal trend are noticeable both in the direction of extrapolated difference and anomie – people (both migrants and indigenous people) feeling alienated as strangers in anonymous public spaces – and calling for all-encompassing assimilation based on a fundamentalist reinvention of nationalist or culturalist definitions of citizenship. In both cases concepts of democratic participation within civil society stressing the importance of (self)organisation and social initiatives and their ensuing options for participation and recognition are challenged. A number of relevant questions come to the fore here. How can concepts and institutions of citizenship and participation be rephrased and reformed

to meet these transformed transnational conditions? Which schemes of recognition and participation, but also of exclusion and rejection are emerging? What are the consequences of shifts in civil society and diversity for democratic participation and public opinion regulation? Are there any new opportunities and forms of democratic participation, e.g. opened up by the Internet? Who are left out, here, and on what grounds?

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## Annex: Research Projects of the Research Teams

### **Annex 1: Core Theme 1. Glocalisation and Natural Resource Management.**

**Research project:** *The relationship between cultural and biological diversity: Lessons about diversity in a world of change.*

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#### **Methodology (design, data collection and data-analysis)**

The research involves the development of knowledge about linkages between cultural and biological diversity fundamental for dealing with change and transformation.

The research will broadly cover two sub-themes: (1) The role of diversity in the functioning of ecosystems, and (2) the relationship between cultural identity and natural resource management.

The aim is to integrate the threads of the two sub-themes in order to synthesize some fundamental lessons for the role of diversity when it comes to sustainable governance of interlinked social and ecological systems.

The major objective of the first sub-theme is to investigate what role diversity plays in the functioning of ecosystems and how systems' sustainability, or *resilience*, can be maintained in the face of change and transformation. This research will also integrate lessons on what role diversity holds for sustaining fundamental functions and values in social systems during periods of transformation or change, and what aspects of diversity are critical to consider during such periods.

The major objective of the second sub-theme is to investigate what role management of ecosystems and natural resources hold for cultural diversity and cultural identities and how such relationships can contribute to social-ecological resilience (i.e., sustainability).

The research will primarily draw on theories in the fields of ecology, economics, cultural sciences, resource development, and natural resource management, as well as draw on primary data based on the participants' own research. In addition, planned, collaborative workshops with SUS-div partners of Task Groups 2.2 and 4.3 will contribute to the development of this research.

## **Description of the research field**

### Sub-theme 1:

This research will start by centering on the role of diversity, or 'heterogeneity of components', in the functioning of complex adaptive systems (Levin, 1999). A fundamental issue that needs to be addressed in a discourse on diversity is to determine whether or not, or why, diversity necessarily is a good thing in the functioning of different types of systems. As redundancy is a widespread attribute of many types of systems, e.g. genetic, human engineered, and governance systems (Low et al., 2003), this sub-theme will in particular focus on the role of biological diversity (or biodiversity) in the functioning of ecosystems. This endeavor will synthesize state of the art-knowledge about ecosystem functioning in relation to e.g., the role of species diversity, functional diversity, ecosystem diversity, and redundancy. It is generally

assumed that biodiversity plays a vital role for ecosystem functioning in a changing environment (Norberg et al. 2001). High levels of biodiversity is also assumed to be key for building resilience (or, 'buffering capacity') in ecosystems, including providing insurance values (e.g., risk-spreading) in integrated social-ecological systems (Berkes and Folke, 1998; Berkes et al. 2003).

Ecosystem functioning is mainly defined from an anthropocentric perspective. For example, the notion of 'ecosystem services' is defined from a human perspective where a well-functioning ecosystem is synonymous to the values it provides humans with. Thus, normative values are a critical part in the management of ecosystems, their species, and associated natural services. In this context, ecosystem management lessons may provide vital parallels for management of cultural diversity given specific contexts. Structures and processes that are critical for sustaining ecosystem functions could thus be highly instructive for identifying and analyzing critical characteristics in the domain of socio-cultural systems.

Hence, the sub-theme will deal with aspects of biodiversity for resilience building, and elaborate on *if* and *how* critical concepts within ecology (e.g., 'ecosystem services', 'functional diversity', 'response diversity', and 'keystone species') could be relevant in an analysis of cultural diversity in social systems. We recognize the difficulties in translating these terms one-by-one from a purely functionalistic ecological system to an intentional and relational social system. However, the question of what is "functional" is deeply embedded in an important normative discussion that has to be dealt with. We believe that these concepts can open up a constructive dialogue and filling in gaps in the research fields that explore notions of cultural diversity from fundamentally different starting points (such as arts and architecture).

A fundamental question we intend to explore in this sub-theme is whether or not there exists a positive relationship between cultural diversity and resilience building in social systems, and what aspects of cultural diversity are critical to consider in this context. The exploration of this question will be specifically linked to Position Paper 4.3, concerning the research on open/heterogeneous and closed/homogenous social sub-system typologies (Wallman, 2003). Here we wish to elaborate on useful parallels between different sub-system configurations for building resilience during periods of major transformation and change. The focus will be to develop useful typologies of

system configurations that may sustain important functional characteristics in a culture/society in the face of change, and to explore structures and processes that are critical for maintaining socially desirable sub-system configurations by applying an ecosystem analytic framework. These typologies will in particular be centered on the notion of ‘response diversity’ (Elmqvist et al., 2003) in ecological systems and be conducted in close collaboration with participating SUS-div social scientists.

### Sub-theme 2:

It is often proposed that human cultural diversity and biological diversity go hand-in-hand and represent prerequisites for long-term sustainability (Gadgil 1987; Berkes and Folke 1994). From a functional perspective, cultural diversity could be interpreted as a reflection of the diversity of distinct human cultures with diverse adaptations to the environment, providing a diversity of ‘world views’ that underpin these adaptations (Berkes and Folke 1994). Each group constructs an image of the environment and of the relationship to it. These world views, or “basic assumptions about what kind of world they live in, what forces or entities control it, and what the place of humans is“ (Keesing 1981), include the evolution of local knowledge, a set of social mechanisms, institutions (both formal and informal) and management practices to deal with and modify natural environments (Berkes and Folke 1998; Berkes et al. 2000). In this sense cultural diversity could be considered a pool of social system adaptations spanning many millennia, a “library” fundamental to adaptations and knowledge to enable the sustainable use of the environment (Berkes and Folke 1994; Colding and Folke 2001).

In addition, findings on sustainable management of ecosystems and natural resources stress the importance of social, political and economic organization, with institutions as the mediating factor that governs the relationship between a social group and the life-support ecosystems on which it depends (Ostrom 1990, Bromley 1991, Hanna et al. 1996, Baland and Platteau 1996, Berkes and Folke 1998, Gunderson et al. 1995). Berkes and Folke (1994) coined the term ‘cultural capital’ for the factors that provide human societies with the means and adaptations to deal with the natural environment and to actively modify it (Berkes and Folke 1994). Cultural capital includes what others have called “social capital” Coleman (1990) and “institutional capital” (Ostrom 1990).

Research in this sub-theme will address how cultural identity and diversity, as facets of cultural capital, are manifested in management of natural resources and ecosystems. The theoretical inquiry will be linked to the research on specific cases that participants of the SR-group have worked with, including irrigation management systems in Nepal (Ternström 2002); taboo systems and local resource management systems (Colding and Folke 2001); the role of informal institutions, social networks and management of urban green spaces in greater Stockholm, Sweden (Barthel 2005, Barthel et al. 2005, Ernstson, forthcoming, Colding, Lundberg and Folke, in press); and eco tourism (Andersson 2004).

The research will elaborate on the fundamental relationship between cultural identity and management of natural resources, and how such relationships can contribute to sustainable modes for human interaction with nature. Due to that local human cultures increasingly disintegrate, their associated cultural adaptations and knowledge systems to the natural environment run the risk of eroding. From such a perspective local human groups and social networks that facilitate environmental awareness among people in society become increasingly important, and governance systems facilitating the incorporation and participation of multiple actors with different knowledge epistemologies need therefore promote such a development. This is especially important in urban areas considering that increasingly more people live in cities (Turner et al. 2004) and that drivers of globalization that result in more complex cultural mixtures, new social hierarchies, and changing cultural boundaries are most prevalent in urban areas. Cities are also points of transmission and transformation between the local and the global. As urbanization proceeds, local environmental knowledge often decline with the development of cultural models of the natural world that are much less rooted in knowledge of the local environment (McDaniel and Alley 2005).

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### Workplan

- 2006-2007: Transdisciplinary working group meetings with the Stockholm group team members on core theme related research. Participation in SUSDIV-related workshops and conferences (see activities).
- 2008-2009: Publication of research reports and scientific journal articles. Presentations of core theme research at seminars and conferences.

### Planned work

- Ongoing transdisciplinary work meetings with all team members, with potential inclusion of experts associated with the Centre for Transdisciplinary Environmental Research (CTM), Stockholm University, and other research faculties and institutions.
- Presentation of paper by young scholar researchers at the conference on "Qualitative diversity research: Looking ahead" in Leuven, Belgium, Sept. 19-20, 2006. *Eroding forces and adaptive capacity in governance of an urban park* (by Stephan Barthel and Henrik Erntson).
- Participation by SRG-members in SUS-Div working group meeting, Leuven, Belgium, Sept. 2006.

- Workshop on subsystem configurations promoting resilience building in times of change. In collaboration with SUS-Div Task leader Sandra Wallman and others, to be held and arranged by The Beijer Institute in Stockholm during fall 2006.
- Planned deliverables: Two (or more) drafts for potential publication of research findings related to sub-themes 1 and 2 of the SR-group during spring 2007.

## **Annex 2: Core theme 2: Glocalisation, Organising Diversities and Human Policies**

### **Research project 1: Organizing Diversities and Inter-organizational Collaboration.**

#### **Research Team and Affiliation**

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#### **Objective**

This multidisciplinary project aims (a) to get in-depth insight in the role of organizational activities in accommodating the effects of globalization processes, concentrating on issues of organizing diversities in different institutional environments and on issues of interorganizational collaboration, and (b) to learn from diverse organizational practices for sustainable development.

#### **Methodology**

Ethnographic research, case study (including interviews, participant observation and study of documents), discourse analysis and survey research.

### **Description of the research field**

A globalizing and networking society is a society in which an increasing complexity of organizational configurations emerges. Therefore, this project will arrange the study of sustainable development in a diverse world with a focus on issues within and between organizations. The first half of this proposal concentrates on research questions, which are situated mainly at the organizational level, while the second half deals with research questions pertaining to interorganizational collaboration.

Economic organizations play a mixed role in glocalization processes. On the one hand, firms are major actors in economic globalization, through such activities as off shoring, outsourcing, networking in global chains, flexibilisation and so on. Such activities help to create economic opportunities and employment in developing countries, although they also result in the destruction of local small businesses. Such firm activities go along with job losses and affect employment conditions in West European countries, often hitting workers who have a disadvantaged position in the labour market such as older workers, migrants, women, and low skilled workers (Boyer & Drache, 1996; Leisink, 1999). On the other hand, through their human resource policies firms can help to accommodate the consequences of economic globalization. For instance by respecting ILO conventions (including freedom to organize, right to collective bargaining, non-discrimination and prohibition of child labour) when undertaking economic activities in developing countries, and by offering opportunities for training, mobility and lifelong learning with a view to enhancing the employability of workers in West European countries.

The present phase of glocalisation and European integration, including the 2004 EU enlargement when Central and Eastern European countries joined the EU, appears to be perceived by many West European citizens as adding to their insecurity and loss of control over their living conditions. Economic, political and sociocultural processes combine to create anxiety in different spheres of life. For instance, Dutch workers feel that their jobs are taken by Polish workers who undercut their wages, younger workers protest that they have to pay excessively on behalf of older workers' pensions while having to work longer themselves, immigrant workers object to discrimination indicating that unemployment is three to four times higher for them than for Dutch

workers, women protest that their career is frustrated because of a lack of childcare facilities and human resource policies. It is part of the activities of this research project to find out how these perceptions are mediated by organizational policies and by wider societal institutions. One way of looking at organizational human resource policies is to regard them as oriented at economic organizational interests, targeting valuable workers because of their human capital while framing such policies in the discourse of empowerment and individual emancipation (Keenoy and Anthony, 1992; Legge, 1995). Another way of looking at organizational human resource policies is to assume that these take different forms depending on the institutional environment in which firms operate and on their corporate strategies. Thus, an increasing number of studies (for instance Boxall & Purcell, 2003; Brewster, 2004; Paauwe, 2004) indicate that the public values and regulatory frameworks of the Rhineland model of capitalism constrain to promote corporate strategies that are committed to corporate social responsibility and value economic performance as well as social legitimacy of the firm's activities. Of course, whether such corporate strategies amount to more than rhetoric is to be examined by looking at organizational practices and the ways in which firms respect human rights and environmental interests in their transnational activities, and manage diversity at organizational level by targeting women who need childcare and career support, low skilled and migrant workers who are to be coached in proper adult education, and so on. While such human resource policies may be driven by 'sound' organizational interest, there is no reason to deny that such policies support the firm's role as a community (cf. Boessenkool, Leisink, Verweel 2003) and can contribute significantly to social cohesion on a wider scale.

This research examines not just business organizations but also the activities of public organizations, non-governmental and voluntary organizations in organizing diversities and social cohesion. Public organizations such as human service organizations in education and healthcare provide essential public services that are the basis of European welfare states, yet are under increasing economic and political pressures that affect the autonomy of professional workers and the accessibility and quality of service provision (Gastelaars, 2006). In addition, the provision of adequate human service requires a dialogue of professionals and clients with their culturally diverse understandings (Gastelaars & Van der Haar, 2004). Non-governmental organisations such as trade

unions and human rights committees, are in themselves sites of social encounters of members from different social categories; they are important in defining interests and social identities (Bourdieu 1987), in raising public awareness on issues of cultural diversity and sustainable development, and mobilizing critical scrutiny of transnational companies' activities. Voluntary organizations such as sports' clubs serve increasingly as a model for social participation of diverse groups and assist in building social capital that is the infrastructure of social cohesion (Verweel 2005). The research interest is to study how different actors make sense of their interests and identities, engage in different sorts of activities and contribute intentionally or unintentionally to organising diversities and sustainable development.

In the ever more complex world we are living in it is increasingly difficult for organizations to act on their own. Sustainability from a community and an organizational perspective implies engaging in relationships with other organizations and institutions in order to achieve one's organizational goals while also creating added value for the community. As a consequence of the strengthening interdependencies, various new organizational forms became popular over the last ten years, designed to work together with other organizations and institutions, while still remaining one's legal autonomy. Well-known examples are public-private partnerships, joint ventures, strategic alliances and networks that are frequently encountered in the world of business, health care and community development. The popularity of these new forms and the rhetoric concerning the value of collaboration that accompanies it, does not seem to be matched with the effectiveness of these forms and with the satisfaction among stakeholders working with(in) these. Huxham (1996) has coined the term collaborative inertia, referring to the difficulties of working with multiple parties and realizing one's own and joint aims. She even goes so far as to advise not to collaborate until there is no other option left. Whether one has to follow up that advice is another matter, but it is evident from case studies and the experiences of those involved in complex collaborative relationships, that working together across organizational boundaries is not easy (Gray, 1989; Huxham, 1996; Huxham & Vangen, 2005). Organizations and their representatives in such collaborative arrangements are plagued by mutual stereotyping, poor communication and distrust, resulting in suboptimal outcomes for the parties involved or ending of the collaboration. Sometimes parties break off their

preliminary investigations into the benefits of a collaborative arrangement prematurely without having explored the potential benefits widely enough (Vansina, Taillieu & Schruijer, 1998).

Although research into the functioning of new organizational forms is taking place, it is mostly initiated from a financial-economic or strategic perspective. Little is known about the social-psychological dynamics that take place when two or more legally independent parties intend to work together or indeed are part of a collaborative arrangement (Schruijer, 2002). Psychology seems to be the discipline par excellence to study the processual difficulties mentioned above. The social psychology of intergroup relations potentially has a lot to offer to help in gaining insight into the social psychological dynamics of interorganizational relationships (Schruijer, 2006a). Social psychology however has mostly studied relationships between two groups only, mostly within a laboratory context. For social psychology to add value it would be beneficial to study existing relationships among multiple parties in action, ideally while working together with researchers from different disciplinary backgrounds (Schruijer, 2002). Initial work into the psychology of interorganizational collaboration has demonstrated the benefits of a psychological perspective and helped underline the importance of various domains for further research that may generate insights for the practice (Vansina, Taillieu & Schruijer, 1998; Schruijer, 2002; Schruijer, 2006b).

The first one deals with the kind of leadership that is needed for interorganizational collaboration. Most of the insights in leadership are based on research within organizations rather than between organizations. In interorganizational collaboration, leadership is not based on hierarchy and therefore other sources for generating successful leadership need to be deployed. From the little research done thus far we know that the models for intra-organizational leadership do not apply to interorganizational leadership (Huxham & Vangen, 2000; Schruijer & Vansina, 2004). Leadership in the latter case stands for creating conditions under which the (legally independent) parties can themselves come to a shared problem definition and together develop strategies to deal with the issue at hand and to solve the common problem (Schruijer & Vansina, 2004). It is a facilitating role that is process oriented. Neutrality is key and a power position is not striven for (Chrislip & Larson, 1994). What is needed is a further understanding of the meaning and characteristics of 'collaborative leadership' (Chrislip & Larson, 1994). Is it a role or can it

be a function, to be shared among stakeholders? What conditions do collaborative leaders need to create in order to allow for trust development, valorisation of diversity and successful collaboration? What are required competences of collaborative leaders? How can they be developed?

Another research domain pertains to the complexities of dealing with the various diversities in collaboration. An obvious source of diversity is the diversity in interests as each organization or institution has its own goals and joins a collaborative arrangement to satisfy its own interest via or in addition to a common goal. Such interest diversity is a major source of conflict and distrust even though the organizations may need each other especially because of the different interests and resources organizations bring to the collaboration (Schruijer, 2002). It is a collaborative paradox: parties come together because they are different, yet in the process of collaboration the natural tendency is to suppress diversity. Also power differences play an important role in collaboration – neutralizing these power differences in the process of collaborating is a major task for ‘collaborative leaders’ (Schruijer & Vansina, 2004). Another source of diversity refers to the different social identities that are involved. Social identities contribute to individuals’ self-concept (cf. Tajfel & Turner, 1979). While being confronted with people with different social identities, an assessment is made of the value of one’s own identity. Yet such identities are not static. In different circumstances different social identities may be triggered that may have a large impact on the collaborative processes themselves. Social identities may involve organizational identities, national identities, professional identities, gender identities, etc. While collaborating, identities are constructed and reconstructed continuously and implicitly, that help protagonists to attribute meaning to the complex situation they are in. Questions that are to be researched are: How do individuals cope with the complexities and ambiguities that are inherent in multiparty collaboration? How do they make sense of these? How are identities constructed and managed and how do the diverse type of identities interact? What is the role of tradition in collaboration (cf. Hibbert, 2005)? How do power differences influence the dynamics of identity negotiation? Which language and rhetoric are used to build the desired identities?

### **Time schedule**

2006 joint elaboration of focused theoretical framework and research design with all

participants, particularly with a view to systematic cross-national investigations; workshops to discuss participants' research papers; workshops will be used to extend the network to include specialist groups working in this field

2006-2007 data collection, workshops to discuss work-in-progress papers; fine-tuning research

2008-2009 publication of research reports on various core questions in this research project, and dissemination through scientific and practitioners' fora

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## Activities

Initially the emphasis will be on workshops for elaborating a focused theoretical framework and research design, particularly with a view to systematic cross-national investigations. These workshops will be repeated in conjunction with data collection as an iterative process. Then workshops will be arranged to discuss work-in-progress papers and for fine-tuning the research. At a later stage seminars and conference platforms will be used to discuss participants' research papers and to extend the network to include specialist groups working in this field. Throughout the process valorisation of research results will a major activity, which will be undertaken through publication of research reports on various core questions in this research project, and by dissemination through scientific and practitioners' for a.

## Activities September 2005-September 2006

### Publications

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### **Conferences**

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Schruijer, S. (2006). *Learning to collaborate through collaborative research*. Keynote address to be given at the World Congress on Participatory Action Research. University of Groningen, August 2006.

Schruijer, S. (2006). *How political was the founding of an association of experimental social psychologists? The EAESP and the Cold War*. Paper to be presented at the 25<sup>th</sup> meeting of the European Society for the History of the Human Sciences, University of Oslo, Norway, August 2006.

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## **Future Activities**

Organization of International seminar: Working with diversities

Utrecht School of Governance, University of Utrecht, 9-11 November 2006

### **Participants**

Marja Gastelaars, Dian-Marie Hosking, Annelies Knoppers, Peter Leisink, Eugene Loos, Henk van Rinsum, Arie de Ruijter, Sandra Schruijer, Paul Verweel, (all USG/UU).

Invitees: Steve Cropper (UK), Chris Huxham (UK), Art de Wulf (B), Leopold Vansina (B), Norbert Vanbeselaere (B), Maddy Janssens (B), Gilles Amado (F), Carsten de Dreu (NL).

The aim of the seminar is to bring together people who deal with the issues addressed above in their work as an (action) researcher so as to exchange new insights and ideas derived from their work and possibly to come to new research projects. Only a limited number of participants will take part so as to ensure an intensive and shared discussion. All participants present a paper. Papers are distributed beforehand so that they can be the input for debate. During the seminar brief presentations are held followed by a reaction from a designated discussant, upon which a general discussion is to take place. It is our attention to publish the papers in an edited volume of diversity. The seminar will be held at the Utrecht School of Governance, The Netherlands.

## **Research Project 2: Diversity and/at Work in Organizations**

**Research team and affiliation:** Dr. Hans Siebers (Tilburg University, project leader), Dr. Marloes van Engen (Tilburg University), Dr. Petre Curseu (Tilburg University), ir. Nuray Tümer (Ph.D. student, Tilburg University), Dr. Patrizia Zanoni (Tilburg University).

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### **Objectives**

(a) analyse the ways in which functional diversity becomes articulated with work force diversity in terms of secondary characteristics such as race, ethnicity, gender, sex, age, life-style, and perceptions; (b) analyse the consequences of work force diversity for the management and work processes of organizations in terms of efficiency, innovation, communication and organizational development; (c) analyse processes of inclusion and exclusion specific categories of stakeholders defined in terms of these secondary characteristics are facing while trying to get a job and career development.

### **Methodology**

Extended case analysis, supported by life-histories, surveys and secondary statistical data, literature and policy documents analysis.

### **Description of the research field**

Work organizations constitute one of the crucial arenas in which challenges of globalisation will be articulated. The functioning of work organizations and their internal and external stakeholders plays a major role in the (re)production of society and

social conditions. To a large extent questions of institutional quality, cohesion, stability, participation, inclusion, trust and legitimacy will be decided on the work floors of the world as well as in the (en)counters of work organizations with clients. Glocalisation entails that on the one hand organizations take on global dimensions or participate in global networks and have to compete in and deal with multiple localities. On the other hand, global flows of capital, goods, symbols, workers and migration highlight diversity of both markets and work forces each organisation has to deal with in these localities. Consequently, stakeholders involved in specific organizations may be located in interconnected places all over the world, while in daily work practice various interests become articulated with a diversity in characteristics clients, employees, managers, shareholders, and board members carry with them to work, to the (virtual) counters and negotiation tables. These characteristics may include differences in levels of education, work experiences and skills, but also in secondary terms of race, ethnicity, gender, sex, age, life-style, perceptions, preferences, motivation etc..

To a large extent work organizations shape the reproduction of society and social conditions, while the quality and efficiency of the products and services delivered by organizations depend on the ways these organizations are able to deal with the challenges posed by internal and external diversity. Diversity is not only relevant in the case of external relations with clients and suppliers, but also in terms of its effects on daily internal work processes. In this sense diversity of the work force leaves its imprint on almost every aspect of the primary process as well as management processes and structures of organizations. Diversity in terms of functions, educational and skills requirements becomes articulated with diversity in terms of race, ethnicity, gender, sex, age, life-style, perceptions, preferences, motivation of the various categories within the work force. To a large extent the various ways in which these kinds of diversity are articulated and their effects on the primary process and management processes remain unknown. The same holds true for the impact of increasing work force diversity on the functionality and efficiency of the work organisation. Which options are opened up and which risks are involved in these articulations from the point of view of the efficiency and quality of work processes as well as production and service delivery? There is considerable literature on trust in organizations, but this literature has hardly been linked up with the context of globalization and diversity.

There is a body of literature on diversity and its effects on organizational performance in general and team performance in particular (Bunderson & Sutcliffe 2000; Cox & Blake 1991; Mello & Ruckes 2001; Milliken & Martins 1996; Polzer et al 2002; Swann et al 2003). Nevertheless, research on these issues still is in its initial stages as reflected in the preliminary and inconclusive results of many titles on organizational culture and cultural diversity and their effects on basic organizational processes. Specific approaches suggest that cognitive processes and the emergence of innovative ideas are encouraged by diversity in teamwork, but also that internal communication about these ideas can be made more difficult in a context of diversity at the work floor (cf. Janssens & Steyaert 2003). However, the exploration of this terrain still is in its initial stages (cf. Wise & Tschirhart 2000) and new questions need to be answered such as the impact of work force diversity on the ways organisations function in all their aspects and how they are managed.

Those responsible for the organizational performance are not the only stakeholders involved in the issue of work place diversity. The legitimacy of organizations is not only determined by the level and quality of its products and services, but will increasingly depend on their ability to become inclusive and participative for actors from different background, displaying different traits and preferences. As to most people access to work and career in organisations mediates access to resources as such, (in)equality issues in many parts of the world are mainly determined by the opportunities to paid work and career development in organisations. However, participation and inclusion are not equal in this respect (Cox & Nkomo 1990; Ibarra 1995; Wirth 2001). Some groups experience more (dis)advantages and receive more recognition than others, even while having the same skills such as education and relevant work experiences. Especially applicants for a job who belong to an ethnic minority or who stem from migration flows (Olde Monnikhof & Buis 2001; Klaver et al. 2005) – and among them especially women and the elderly – encounter difficulties in getting access. In turn, the same holds true for those employees from these backgrounds, who aspire to develop their own career.

Several explanations have been put forward. First, there are sociological accounts that point to deficits of the migrant or minority people concerned, such as education and language mastery, compared to work requirements (cf. Dagevos 1998; Zandvliet,

Blanken, Gravesteyn-Ligthelm, De Koning 2001 for the Dutch case). Second, there is the difference thesis saying that migrant or minority people would dispose of less relevant social networks, have different cultural and communicative backgrounds, or are less oriented towards Dutch society (cf. Veenman & Martens 1991 for the Dutch case). Third, there are socio-psychological explanations in terms of attitudes of acceptance, discrimination or racism (cf. Bovenkerk et al 1995; Meerman 1999). Finally, there are explanations pointing at the assumed difference affirmative action, management of diversity or intercultural management might make.

These explanations disclose crucial shortcomings, though. The deficit thesis cannot explain that migrant or minority workers with e.g. the same educational and language background encounter unequal opportunities on the labour market. The difference and discrimination theses fail to take into account that the attitudes and practices of communication or discrimination are expressed in a work and organization context, as if work and organization context would not matter. Furthermore, in many places affirmative action is giving way to a management of diversity approach, but the management of diversity approach may express a too narrow instrumentalist managerial point of view.

Various dimensions are constitutive of the processes and issues concerned and call for a composite and articulated approach. Of course, the need for coming together to work, interact and communicate highlights the profound social nature of the processes involved. To some extent social identity theory focusing on processes of group formation may be relevant, but that does not mean that the relevance of all the mental and meaningful frameworks of stakeholders, their various “cultural backgrounds” or habits and attitudes would be self-evident. The main issue is rather to what extent institutional dynamics in organizations are able to curb and prevent the free exercise of these social and categorization processes from developing themselves on their own terms and derailing into social conflicts and exclusion. Institutional dynamics may regulate the access and inclusion of stakeholders based on their own inherent normative regularity keeping the risks of these categorization processes at bay. To some extent modern institutional processes work without respect of personal characteristics, but that does not mean that secondary diversity marks would be irrelevant. Instead of the assumed need for sharing the same characteristics, values and rituals, mutual

recognition of the legitimacy and right to participate of the various groups, individuals and stakeholders is required as an condition *sine qua non* for developing trust. Institutional integration cannot do without such recognition and trust.

Consequently, questions of institutional quality and effectiveness, requirements of inclusion and participation as well as issues of trust and recognition are articulated in the ways organizations deal with diversity. So far, this articulation has not been studied within an integrated conceptual framework and methodological approach. This will be the objective of the research project Diversity and / at Work in Organizations.

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### **Key-Publications research group**

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#### **Activities September 2005-September 2006**

##### **Organized seminars**

- *EAESP Small Group Meeting. Gender and Career Advancements: Social Psychological Perspectives*. Organizers: M. van Engen, C. Vinkenburg. Otterloo (NL) June 14-17, 2006.

##### **Scientific Publications**

- Curşeu, P. L. (2006) *Group Composition and Effectiveness*. Cluj-Napoca (RO): ASCR Press (334 pg), ISBN 973-7973-38-0.
- Curşeu, P. L. (2005) *Complexity within Organizations*. Essex: Pearson Education Ltd. (452pg), ISBN 1-84479-490-3.
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#### **Research and Policy Reports**

- Siebers, H. (2005) Vormt afkomst een belasting of een toeslag? Een onderzoek naar de loopbaanontwikkeling van niet-westerse medewerkers van de Belastingdienst vergeleken met hun autochtone collegae. Utrecht: B/CKC, October 2005
- Siebers, H. (2006) Vormt afkomst een belasting of een toeslag? Een onderzoek naar de loopbaanontwikkeling van niet-westerse medewerkers van de Belastingdienst vergeleken met hun autochtone collegae. Deel 2. Utrecht: B/CKC, July 2006.

#### **International conferences and workshops**

- Curşeu, P. L., Kenis, P. & Raab, J. (2006) Revisiting team diversity and intrateam conflict. The moderating role of reciprocated relational preferences Paper presented at the Academy of Management Annual Meeting, 11-16 August, 2006, Atlanta, Georgia.
- Curşeu, P. L. & Rus, D. (2006). The cognitive complexity of groups. Paper presented at The First Annual INGRoup Conference, July 27-29, 2006, Pittsburgh, Pennsylvania.

- Curşeu, P. L. & Boros, S. (2006) Team identity as a shared representation: The implications of team processes on team identity development and change. Paper presented at the 26<sup>th</sup> International Congress of Applied Psychology, 16-21 July 2006, Athens, Greece.
- Raab, J., Curşeu, P. L. & Kenis, P. (2006) Already got a date? Reciprocal preferences, relationship development and performance in teams, Paper presented at the XXVIth International Sunbelt Social Network Conference, April 24-30, 2006, Vancouver, British Columbia.
- Curşeu, P. L. (2005) Analyzing the cognitive complexity of small groups from a complex adaptive system perspective. Paper presented at the 21<sup>st</sup> EGOS Colloquium 'Unlocking Organizations', June 30 - July 2, 2005, Berlin, Germany.
- Curşeu, P. L., Schrujjer, S. G. L. & Boros, S. (2005) Using the cognitive mapping to explore collaboration. Paper presented to the 18<sup>th</sup> Annual Conference of the International Association for Conflict Management, June 12-June 15, 2005, Seville, Spain.
- M. van Engen, C. Vinkenbug (2006) Introduction: Gender & Career Advancement: Social Psychological Perspectives. Paper presented at *EAESP Small Group Meeting. Gender and Career Advancements: Social Psychological Perspectives*. Organizers: M. van Engen, C. Vinkenbug. Otterloo (Netherlands) June 14-17.
- Siebers, H. (2006) Struggles for Recognition: The Concept of Identity and non-Western Employees of the Dutch National Tax Administration. Paper presented at the EGOS Colloquium, The Organizing Society. Bergen (N), July 6-8, 2006.
- Siebers, H. (2006) Ethnic Inequality in Dutch Labour Relations: Towards a New Explanation. Paper presented at seminar on The Industrial Relations of Immigration and Migrant Labour of the *British Journal of Industrial Relations*, London, March 10-11, 2006.

### **Workplan**

- Organisation of International seminar on Diversity and / at Work, with invited speakers and paper presentations, to be held at Tilburg University in May 2007. Aim is to synthesize results from past research output and to fine tune research questions and methodologies for period 2007-2009. Papers will be published in special issue

of an ISI journal.

- From september onwards the reserach group will be extended including dr. P. Zanoni, Tilburg University
- 2006-2008: fieldwork, data collection, paper presentations at conferences, finalization several publishing projects
- 2009: final international workshop and preparing final report and articles.

## **Annex 3: Core theme 3: Glocalisation and governance in an urban context**

### **Research Project 1: Managing Diversity in Central European Post-Socialist Cities**

#### **Research team**

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Dr. Slavomira Ocenasova PhD.; [slavomira.ocenasova@umb.sk](mailto:slavomira.ocenasova@umb.sk)

Mgr. Daniel Luther, PhD Email

#### **Research Institute**

**Affiliation:** Research Institute of Matej Bel University, Matej Bel University, Cesta k amfiteatru 1, 974 01 Banska Bystrica, Slovakia

#### **Objectives**

1. To analyse consequences of growing diversity in Slovak (post-socialist) cities and its impact on identity forming; 2. To analyse the development of intercultural relations and communication; stereotypes and prejudices in urban environment in Slovakia; growth of xenophobia, racism and anti-Semitism; perspectives from micro- and macro-level; 3. To study and analyse migration/ equality/ diversity policies in local/regional governance and urban planning; to study how migration and immigrants are presented in media; to study participation of civic organisations and local government in managing diversity.

#### **Methodology**

Extended case analysis; ethnography; in-depths interviews; participant observation; life histories; quantitative surveys; literature and policy documents.

#### **Research localities**

Selected Slovak cities: Bratislava (capital, 500.000 inhabitants) and two smaller Slovak cities (Banska Bystrica and Zvolen, up to 100.000 inhabitants) which represent a typical urban space in Slovakia (historically, by size, social structure etc.).

### **Description of the research field**

Throughout the history of over 5,000 years the city has been considered a key-stone of civilization, home of commerce and culture, centre of education, knowledge and innovation, focal point of communication and transportation networks. Around the world, cities have always attracted people craving for opportunities. As a result, more than half of the world's population lives in urban areas. Cities of today are bigger, more populated and more heterogeneous than ever before. Diversity remains one of the main characteristics of the city. In urban sociological and anthropological writings of the 20<sup>th</sup> century the city has often been described as a dichotomy to the rural area. While the city represents diversity, complexity, variety, change and innovation, the countryside and the small town are defined by homogeneity, simplicity, tradition, social continuity and cultural unity. Cities are more ethnically, religiously and socially heterogeneous than the countryside. This may lead to greater tolerance and understanding on the one hand or to a potential inter-group conflict on the other hand.

Urban studies in recent years have emphasised the complex character of urban life and the formation of diverse subjectivities, heterogeneity of groups and networks, and multiplicity of identities in the spaces of the city (Bridge - Watson 2002). Diversity of the city has many dimensions. It is constituted across social differences, class, power, ethnicity, religion, gender, age, sexuality, interests etc. All these dimensions intersect with one another and create a complex and heterogeneous picture of urban life. They influence spatial, social, economic and cultural spheres and relations in the city and may contribute to harmony, prosperity and growth or to polarisation, poverty and inequality. Diversity as a research topic has not been in the centre of attention of social sciences in Slovakia. Before 1989 the country has not experienced much diversity. Egalitarianism and homogeneity were the main principles of urban development during socialism. The main goal of socialist urban planners was to suppress any diversity that was considered a threat to the regime. All kinds of means were used to reach homogeneity and to celebrate the ideology of 'equality' and 'egalitarianism'. Post-1989 development

brought the end of homogeneity and a sudden boom of diversity in all spheres, especially in urban areas that offer more opportunities and attract both domestic and foreign migrants and investors. But is the society prepared for the growth of diversity and multiculturalism? Are “the others” who come to visit or live in the country from other countries, ethnic groups, different cultural and religious backgrounds welcome by the Slovak majority? Is more cultural, ethnic, religious etc. diversity celebrated or is it seen as a threat to national/ local identity? Does it result in an increase of xenophobia, racism and anti-Semitism and extreme right-wing movements? What is the relation between local/ national development and global development/ pressures?

The results of the previous research focused on post-socialist urban transformations confirmed that growth of diversity is closely connected with democratisation processes in the country and that democracy is an important precondition for diversity. Growth of diversity brings both positive and negative developments – our research aims at mapping both aspects of an increasing diversity and at pointing at possible solutions for policy makers in building sustainable policies related to diversity (migration, multiculturalism and multilingualism, multilingual work environment, etc.).

In this sense, the concept of an “open city” is interesting to be explored. Diverse city should offer the same opportunities for all inhabitants (right to choose the place of residence, right to public spaces, right to move, equity in the access to basic services, right to a healthy urban environment, right to preserve one’s identity and differences, right to elect and be elected etc.; Nel-lo Oriol 2004). To make a city equally open for all citizens, a specific model of urbanisation is required, which is focused on sustainability, efficiency and social cohesion. Cities in Central and Eastern Europe (CEE) face a significant challenge to introduce new policies than would embrace diversity in a way, which can bring prosperity and sustainable growth for each city. Experiencing a rapid development and entering inter-urban competition, cities in CEE including Bratislava, capital of Slovakia, have changed in a very short period of time from peripheral cities to East-West hubs and exchange nodes. The process of new urban development in CEE is accompanied by an increase of diversity. The question arises whether urban planners and policy makers are aware of this fact. Is diversity considered an important issue in CEE? Research should bring answers to some of these questions, which have not been studied in detail in CEE so far.

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## Key-publications of the research team

- BITUŠÍKOVÁ, Alexandra. 2005. Faces of gender (in)equality in Slovakia (Impact of transformation on social situation of women). In: Haldis Haukanes and Frances Pine (eds.): *Generations, Kinship and Care. Gendered Provisions of Social Security in Central Eastern Europe*, Bergen: University of Bergen, Centre for Women's and Gender Research, Volume no.17.
- BITUŠÍKOVÁ, Alexandra. 2003. Post-Communist City on its Way from Grey to Colourful: The Case Study from Slovakia. <http://www.ssrn.com> (SSRN Electronic Library). 26 March 2003; abstrakt: <http://papers.ssrn.com/abstract=389282>
- BITUŠÍKOVÁ, Alexandra. 1998. Mesto - priestor diferenciácie a integrácie. [City – a space of integration and differentiation.] In: DARULOVÁ, Jolana (ed.): *Banská Bystrica - pramene a spomienky. Etnourbánne štúdie*. Banská Bystrica: Univerzita Mateja Bela, Fakulta humanitných vied, Inštitút sociálnych a kultúrnych štúdií, 1998, s. 7 – 49.
- BITUŠÍKOVÁ, Alexandra. 1998. Transformations of a City Centre in the Light of Ideologies. In: *International Journal of Urban and Regional Research*. Oxford UK; Boston USA: Blackwell Publishers, Vol. 22, (1998), No 4, s. 614 - 622.

BITUŠÍKOVÁ, Alexandra. 2000. The Global vs. the Local – European vs. National: Paradoxes of New Identities. In: SKALNÍK, Peter (ed.): *Sociocultural Anthropology at the Turn of the Century - Voices from the Periphery. Prague Studies in Sociocultural Anthropology I*. Praha: SET OUT, 2000, s. 51-60.

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CHORVÁT, I. 2004. Changes of gender roles in the urban family in Slovakia – fiction or reality? In: *Studia etnologiczne i antropologiczne*, Vol. 8, Wydawnictwo Uniwersytetu Slaskiego, Katowice (Poland), pp. 271 – 279.

## **Time schedule**

2006

- Study and work on theoretical concepts;
- Collecting statistical data and policy documents from local and regional governments; mapping civic organisations, associations, formal and informal groups in selected cities

2006 – 2008

- Field work in selected Slovak cities (conducting interviews with decision makers, urban planners, members of ethnic minorities, foreign incomers and investors, representatives of civic organisations, etc.);
- Quantitative surveys;
- Monitoring media reporting on immigrants, foreigners, “others”
- Organisation of 2 conferences

2009

- Final report and publication;
- Dissemination of the research results

### **Activities**

In addition to conducting research project, several seminars, workshops and two conferences will be organised by the research team: one for ethnologists, urban anthropologists and sociologists, and one interdisciplinary conference for experts from various disciplines (mainly social scientists, urban planners, policy makers and NGOs). Special seminar on urban anthropology with the focus on diversity will be offered to doctoral candidates in the fields of history and ethnology (or other social sciences). Research team will closely cooperate with partners in the Czech Republic and other Central European countries on establishment of URBS – The Centre of Ethnological Research of Central European City (an international non-profit organisation) and co-organise events related to the topic of the SUS.DIV project.

### **PUBLICATIONS AND PLANNING September 2005 - March 2007**

#### **Dissemination September 2005 – September 2006:**

#### **Publications**

BITUŠÍKOVÁ, Alexandra. 2006. Post-Socialist City on the Way to Diversity. In: DiverCities. Belgium: ENGIME, in print.

DARULOVÁ, Jolana. 2005. Stereotypy a zmeny socio-profesnej skupiny mesta (obchodníci, remeselníci, živnostníci v meste Banská Bystrica v rokoch 1918 až podnes). [Stereotypes and changes of socio-professional groups in Banska Bystrica.] In: Bogdan Kloch a Andrzej Stawarz (eds.): Tozsamosc spolecno-kulturova miasta posdtindustrialnego w Europe srodkovej. Rybnik-Warszawa 2005, pp. 69 – 76. ISBN 83-918215-4-4

CHORVÁT, Ivan. 2006. Rodinné vzťahy, väzby a perspektívy na pozadí procesu modernizácie. [Family relations, ties and perspectives in the reflection of modernization processes.] In: Hamplová, D., Šalamounová, P., Šamanová, G. (eds.): Životní cyklus. Sociologické a demografické perspektívy. Sociologický ústav Akademie věd České republiky, Prague, pp.8-21.

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KOŠTIALOVÁ, Katarína. 2005. Zmena postavenia vybranej profesijnej skupiny v urbánnom prostredí „Nostalgia v oblakoch pary“. [Status changes of a professional group in urban environment.] In: Stawarz, A. – Koch, B. (eds.): Tozsamość społeczno-kulturowa miasta postindustrialnego w Europie środkowej. Warszawa: Polskie towarzystwo etnologii miasta, pp. 77 – 83 ISBN 83-918215-4-4

LUTHER, Daniel. 2005. Procesy diverzifikácie mestského centra Bratislavy (etnologické charakteristiky priestoru). [Processes of diversification of the Bratislava city centre.] In: Bogdan Kloch a Andrzej Stawarz (eds.): Tozsamość społeczno-kulturowa miasta postindustrialnego w Europie Środkowej. Rybnik-Warszawa: Muzeum w Rybniku, Polskie Towarzystwo Etnologii Miasta 2005, pp. 23 – 35. ISBN 83-918215-4-4

### **Participation in Conferences:**

DARULOVÁ, Jolana. 2005. Tozsamość społeczno-kulturowa miasta postindustrialnego w Europie środkowej. [Socio-cultural identity in a Postindustrial Central European City.] Polskie towarzystwo etnologii miasta. Rybnik, Poland, 20-21 October 2005.

DARULOVÁ, Jolana. 2006. Kultúrny dialóg (spoločenský život mládeže po roku 1989 v Banskej Bystrici). [Cultural Dialogue. Post-1989 social life of youth in Banska Bystrica.] Conference: Miejsca biesiadne. [Urban Social Spaces.] University of Lodz, Department of anthropology, Poland, 30 May 2006 – 2 June 2006.

KOŠTIALOVÁ, Katarína. 2005. Medzinárodná vedecká konferencia: Tozsamość społeczno-kulturowa miasta postindustrialnego w Europie środkowej. [Socio-cultural identity in a Postindustrial Central European City.] Polskie towarzystwo etnologii miasta. Rybnik, Poland, 20 – 21 October 2005.

KOŠTIALOVÁ, Katarína. 2006. Komunikačné miesta profesijných skupín (Mesto ako prostriedok identifikácie stavovskej príslušnosti). [Places of communication among professional groups.] Conference: Miejsca biesiadne. [Urban Social Spaces.] University of Lodz, Deptment of anthropology, Poland, 30 May 2006 – 2. June 2006.

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### **Research Projects**

LUTHER, Daniel. 2006. Vývin diverzity v procesoch transformácie Bratislavy. (Podmienky k otvorenému a vedomostnému mestu). [Development of Diversity in the Transformation Processes in Bratislava: Conditions for an Open and Knowledge-Based City.]

### **Other activities**

Research Institute of Matej Bel University in Banska Bystrica and the Institute of Ethnology of the Slovak Academy of Sciences in Bratislava signed an agreement about collaboration during the SUS.DIV project in research and doctoral training (2 January 2006).

### **Consultative meetings with other SUSDIV partners**

Alexandra Bitusikova and IDEA, Brussels-based consultancy and a SUSDIV partner – meeting on joint activities on 8 May 2006, Brussels

Alexandra Bitusikova and Prof. Arie de Ruijter and Dr. Selma van Londen – meeting at Tilburg University on 15 June 2006, Tilburg, NL

### **Publications in progress (planned for publishing before March 2007 in SUS.DIV Working Papers No 1, 2006)**

BITUŠÍKOVÁ, Alexandra – LUTHER, Daniel. Etnologické aspekty sociálnej a kultúrnej diversity. [Ethnological aspects of social and cultural diversity.]

DARULOVÁ, Jolana. Národné stratégie k problematike diversity. [National strategies related to the problems of diversity.]

CHORVÁT, Ivan. Diverzita a problémy diverzifikácie v sociálnych vedách. [Diversity and problems of diversification in social sciences.]

KOŠTIALOVÁ, Katarína. Diverzita v rozvojových programoch miest. [Diversity in the development plans of Slovak cities.]

OČENÁŠOVÁ – ŠTRBOVÁ, Slavomíra. Diverzita v edukačnom procese na Slovensku. [Diversity in education in Slovakia.]

### **Conferences planned before March 2007**

Conference “*Migration – emmigration – diversity*”, 9-10 November 2006, Bratislava  
- conference co-organised by Research Institute of Matej Bel University in Banska Bystrica (SUS.DIV research team) and the Institute of Ethnology of the Slovak

Academy of Sciences in Bratislava (research team of a project “Differentiation as a Factor of Identity Forming”); conference proceedings to be published in January 2007.

**Time schedule of research activities**

September 2005 – September 2006:

- literature analysis;
- collection of statistical data;
- preparing individual research projects and working on hypothesis;
- analysing media articles;
- analysing legislation in relation to diversity, migration, immigration and citizenship

October 2006 – October 2007:

- in-depth studies – case studies in selected cities of Bratislava, Banska Bystrica and Zvolen (conducting face-to-face interviews; participant observation; data analysis)
- Participating actively in the international conference on diversity in Amsterdam (July 2007)
- Publishing Working Papers 2, 2007

## **Core theme 3: Glocalisation and governance in an urban context**

### **Research Project 2 Cultural Diversity and Urban Issues**

Research Institute: Le Centre Interdisciplinaire pour la recherche comparative en sciences sociales, Paris

Research team: Dr. Marie-Cécile Naves, Dr. David Alcaud (CIR, Paris), Dr. Brigitte Beauzamy

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#### **Objectives**

(a) analysing the concept of citizenship in the urban context, taking the interactions between inner cities and suburbs into account, (b) listing political actions implemented by the state, local authorities and non profit organisations to manage or encourage governance, (c) comparing the French cities with other European cases (with an emphasis on the French case and to implement a comparative perspective with other European countries), (d) specifying some policy recommendations

#### **Theoretical proposal**

1) What do we mean by “sustainable development”? If we focus on socio-economic and socio-cultural aspects of it, it notably refers to the promotion “cultural diversity” in the French context? Take French history and law, but also the influence of Europe into account.

2) The specificity of France, in a European context:

- Urban issues and the challenge of cultural diversity and very closely intertwined. The educational system and the economic field are also very much concerned;
- Although the problem was raised as early as in the 1970s, it has been a priority of the political agenda for only 15 years (for several reasons which should be explain);

- Towards a base for comparability (using sociological, economic and law indicators); the influence of the anglo-saxon and North European models.

3) Describe top-down and bottom-up actions:

- Law and state incitements (influence of Europe);
- Issues of: cultural territory, maintaining the past alive, create a local identity on old and new bases;
- Getting citizens involved;
- Good practices and collective representations and experiences of inhabitants at the local field: governance is closely linked to the implementation of good practices;
- Good practices in companies (especially international companies).

### **Methodology**

- Extended case analysis
- Surveys, literature policy documents
- Focus groups and interviews with local actors (if needed)
- Work with some local authorities, such as the city of Senart, the city of Marne-la-vallee, the Mairie de Paris, local offices for social affairs, the Universities of Marne-la-vallee, Paris 13 and Paris 12, and 2 organisations managing and acting for cultural diversity.
- Use the field work done for former projects the CIR carried out on racial discrimination, multiculturalism and urban cultural development.

### **More concretely**

Conferences could deal with the following topics:

- 1) School and education;
- 2) Economic sector (how do things have gone since the recent anti-discrimination laws?; good practices of diversity);
- 3) Social housing and neighbourhood management;
- 4) Perceptions of security;
- 5) Integration and multicultural management (for example: focus on local mix cultural events);
- 6) Focus on other cities in France (smaller cities): French comparative aspects;

- 7) Political participation (citizenship);
- 8) Gender and culture.

### **Participants**

Mix between the different stakeholders (academics, people who work for local public authorities in the suburbs, and non-profit organisations, perhaps also people from the private sector).

It could be interesting that conferences take place alternatively in all the institutions involved (notably suburban universities and local public authorities).

Each year, we could invite foreign partners to participate.

### **Description of the research field**

European metropolises are both nodal points and places where social links are the less tight, because of individualism, exclusion and violence. Regional discrepancies are one of the French specificities, notably the gap between Paris, not only with the regions, but also with its suburbs. In France, public and media discourses talk euphemistically about ‘youth violence’ - and never about immigrant or Muslim violence. In order to fight against delinquency, marginalisation and the feeling of insecurity in general, authorities have implemented ‘urban policies’ for a dozen years. A specific ministry has even been created. The results of such policies are much criticized, as recent riots in French suburbs showed. They firstly aimed at improving ‘integration’, especially in the economic field and neglected many aspects of suburbs, such as the issue of cultural difference. The role of local non-profit organisations must be on the contrary brought to light. The actors are closer to the population and implement more concrete and efficient actions, notably towards the youth and women. They have succeeded in creating social links, for example through solidarity networks in the field of education, sports, family support and so on. Besides, the question of understanding the collective representations and experiences of the inhabitants and the ways in which they experience their relationship to their city as an integral part of the urban environment is crucial (as was

demonstrated in SERPENTRION, a research project aimed at studying the issues at stake in the ‘cultural territory’ that constitutes the “Low Country” (North of France, Belgium and parts of the Netherlands). It helps understanding how citizens situate themselves in this particular environment and the range of meanings that this environment has for them. What influence does this environment have on cultural identity, ways of life, and local citizenship? <sup>1</sup>

### **Key publications of members of the CIR**

**Elise Feron**, “The Emergence of French regions as Political Actors within the European Union” (avec Emmanuel Brillet), in William M. Lafferty and Michael Narodoslawsky (eds.), *Regional Sustainable Development in Europe: The Challenge of Multi-Level Cooperative Governance*, Oslo & Prague, ProSus & Nakladatelstvi a vydavatelstvi litomyslskeho seminare Praha, 2003, pp.48-68.

### **Communications**

« *Transnational protest and nation-based democracies: the challenge of anti-globalisation movements* », ECPR General Conference, Marburg, Section 10: Extremism and Democracy, 18-21 September 2003.

« *Violent strategies of ethno-regionalist movements in Western Europe* », ECPR Joint Sessions of Workshops, Edinburgh, Workshop "Building a Party Family: Comparing Regionalist Parties", 28 March - 2 April, 2003.

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#### <sup>1</sup> **Description of the projects carried out by the CIR dealing with the topic:**

- RAXEN: survey of anti-discrimination and anti-racist organizations and disposals in France. Documentary and empirical research (data bases). Project carried out for the EUMC.

- XENOPHOB: survey of racism and racial discrimination in French schools and companies; and research on the influence of radical right discourses on mainstream parties and media. Documentary and empirical research (formal and informal interviews, focus groups, discourse analyses). PCDR project.

- REGIONET: provide an integrated approach to support the implementation of sustainable development in regions across Europe. The four specific objectives are: the “cross-fertilisation” of sustainability research and the establishment of regional partnerships; the (improved) integration of sustainability issues in the regional development plans put forward to the EU structural funds; an understanding of the relationship between the implementation of regional sustainable development and issues of regional and multi-level governance; and an integrated framework for evaluating regional sustainable development at the European, the national and the regional levels. These objectives the project will achieve through the organisation of four workshops. Three of the workshops will be medium in size (40 participants), the fourth and last one will be larger (100 participants).  
PCRD project.

- PEACE-COM: survey of the influence of the European building on some community conflicts in Europe. Documentary work and interviews of political leaders and organisations. PCRD project.

« *Regional Governance and transborder regions in Northern Europe* », Workshop on Northern European Politics, Simon Fraser University, Vancouver, Canada, 3 Mars 2003.

« *Premises for “regional governance” in Northern Europe – French regions as a case study* », Workshop on “Local Government and Public Policy Making in Belgium and the Franco-Belgian Border”, Université de Victoria, Colombie Britannique, Canada, 28 février 2003.

“*French regions as relevant policy actors*”, Workshop on “Regional Sustainable Development - Strategies for Effective Multi-Level Governance”, Lillehammer, Norway, 29-31 January 2003.

“*Euroregions as political actors : The cross-Channel Euroregion as a case study*”, UACES 32<sup>nd</sup> Annual Conference and 7<sup>th</sup> Research Conference, Queen’s University Belfast, Northern Ireland, 2-4<sup>th</sup> September 2002.

“*Governance and the Internationalisation of research: Institutional Innovation, Culture and Agency in the Framework of Competition and Co-operation*”, Congrès de l’Association Européenne de Sociologie, Helsinki, Finlande, 29 Août - 1<sup>er</sup> Septembre 2001.

**Brigitte Beauzamy:**

Symbolic violence against immigrants in France”, in DELANTY, Gerard and Helena FLAM, *Immigrants and violence*, London (in press 2006).

**Marie-Cécile Naves:**

**Book (as a co-editor):**

1. *La mondialisation comme concept opératoire*, Paris, L’Harmattan, 2001 (with Charles Patou)

(«The Uses of ‘Globalisation’ in Political and Social Discourses »)

**Journal articles:**

«La mondialisation: un terme équivoque pour des réalités et des discours multiples », *Ecogest. Revue d’économie et de gestion*, n° 12, june 2002, p. 5-12

(« Which are the Discourses on Globalisation? »)

«Multiculturalism and Anti-racism in France. From Ideology to Socio-political Realities», Actes of the ENGIME seminar of the Eni Enrico Mattei Foundation, may 2003

«Mondialisation et fin de l’histoire: quelques éléments du débat français contemporain », Actes du séminaire de l’Association Internationale de Science Politique (AISP), septembre 2002

(« Globalisation and the ‘End of History » debates in France »)

## **Presentations**

### **In France:**

« Des discriminations ethniques et religieuses à l’école en France », Seminar of the French Embassy in Denmark, 25 april 2005

(« Ethnic and Religious Discrimination in French Schools »)

« La lutte contre le racisme et les discriminations raciales, en France et en Europe, depuis les années 1980 : état des lieux et perspectives », Seminar CIR, Paris, 25 march 2004

(« The Fight Against Racism and Racial Discrimination in France and in Europe since the 1980s »)

« European Identity at the Crossroads between Citizenship and Democracy. In Search of a European Public Sphere », ECPR (European Conference on Political Research) Conference, IEP of Bordeaux, 28 september 2002

### **Abroad:**

« Institutional Racism in France », 37th World Congress of the International Institute of Sociology, Panel : « Racism and Xenophobia: a European Dilemma », Stockholm, 7 july 2005

« Multiculturalism and Anti-racism in France. From Ideology to Socio-political Realities », Third ENGIME Workshop : Social Dynamics and Conflicts in Multi Cultural Cities in Europe, Milan, 22 march 2003

## **Time schedule**

- Organise between one and two conferences a year at the CIR (or in the offices of the local authorities involved in our project of conferences). Start in Fall 2007.
- Dissemination through 3 to 4 articles during the project, and one book at the end of the project.

## **Publications and presentations 2005-2006**

### **Chapters of collective books**

«'Mirror effects' and Trivialization of Radical Right Discourses in French Media Today », in Fabian Virchow (ed.), *Media and the Far Right in Contemporary Europe: Theoretical Considerations and Case Studies*, Berlin, 2006

Nation, école et multiculturalisme. Analyse comparée des cas français et danois », in FERON Elise (dir.), *Enjeux contemporains de la nation en France et au Danemark*, Lille, Presses de Septentrion, 2007

(« Nation, School and Multiculturalism. Comparative Analysis of the French and Danish Cases »)

«Suburban Riots in France in Fall 2005: Media Coverage and Quarrels of Interpretation », in KAMALI Masoud, *Tile to be defined*, Upsala (Sweden), 2006 (with Brigitte Beauzamy)

«From Anti-Racism to Anti-Discrimination in France: the Impulse of Europe », in FLAM Helena (ed.), *New Perspectives on Xenophobia in Europe*, Berlin, 2007 (with Brigitte Beauzamy)

### **Journal articles:**

«Les 'études culturelles' ('*Cultural Studies*') pour penser le multiculturalisme en France depuis le début des années 1990 », *Revue MEI (Médiation et Information)*, n° 24, 2007

(« How Can Cultural Studies Help Work on Multiculturalism since the Early 1990s ? »)

### **Presentations**

**In France:**

«French Debates on Multiculturalism», Seminar «Does Cultural Diversity Hinder European Integration ? » at the French Senate, Paris, winter 2006

« Interpréter 'l'après-guerre froide' : du discours savant au discours médiatique et politique. Comparaison France-Etats-Unis » (« How to Interpret the Post Cold-War Period ? Scientific, Media and Political Discourses »), Conference of the French Association of Sociology, 5 september 2006

**Abroad**

« Discourses and Debates on Urban Policies in French Suburban Areas since the 1980s », Seminar of the International Comparative Center for Research in the Social Sciences, Vienna, 15 september 2006 (*Inter-reg project*)

« Sustainable Development and Urban Issues: about the 'Not in my Backyard' Syndrome », Seminar Patras (Greece), 25 may 2006 (*Inter-reg project*)

## **Annex 4: Core Theme 4: Glocalisation, Transnational Migration and Citizenship**

### **Research Project 1: Glocalisation and Citizenship**

**Researchers:** Dr. Selma van Londen, prof. dr. Arie de Ruijter.

**Institute and affiliation:** Faculty of Social and Behavioural Sciences, Tilburg University

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#### **Objectives**

(a) analysing the concept of citizenship in a glocalising Europe (b) analysing identity constructions among several groups of 'transnational migrants in Europe, (c) specifying policy recommendations with respect to migrants and citizenship.

#### **Methodology**

Extended case analysis, supported by secondary statistical data, literature and policy documents in the context of a longitudinal comparative design.

#### **Description of the research field**

The existence of transnational ties are seen by most administrators and policy-makers as a hindrance to integration in the host society and as such a danger for social cohesion. Several people, esp. politicians are of the opinion that maintaining these ties migrants and their descendants are not fully committed to the new country and culture. They remain oriented towards another reference group and culture resulting in multiple ties, loyalties, interests and identities. However, identity is not a zero sum game. There is no inevitable need to choose between state unity and recognition of cultural diversity. Of course a sense of identification with and belonging to a group with shared values and practices is important for individuals. But each individual can and do identity with many different groups on the basis of different criteria such as gender, language, religion, life style, politics, age, locality, citizenship and so on. As a consequence this is an element of choice: individuals can choose what priority to give to one membership

over another in different contexts. Fears that if immigrants do not ‘assimilate’ they will fragment the nation are unfounded. In some countries, such as France, ‘assimilation’, then ‘integration’ had long been political injunctions. But since the late 1990s, alternative models of cultural diversity have emerged.

The integration issue plays an important role in the discussion on granting citizenship to persons, esp. migrants. According to its present meaning, citizenship is primarily the judicial binding element of a national community, in which territory, culture and identity come together. As it originated in a world of separate and divided nation-states, we may rightly ask whether national citizenship retains the same function in a world where the bonds that link people and groups transcend national boundaries due to globalisation.

According to its present meaning, citizenship is primarily the binding element of a national community. National citizenship draws boundaries between states. It is thus one of the most powerful exclusion instruments of our time. State boundaries exclude unwelcome individuals. The resulting reservation of certain privileges and rights to a select few leads to unequal opportunities and thus inequality in the world<sup>2</sup>. In global perspective, citizenship is a powerful instrument of social closure, shielding the prosperous states from the migrant poor.

National citizenship also draws boundaries within states, namely between citizens and foreigners. “Every state claims to be the state of, and for, a particular bounded citizenry, usually conceived of as a nation” (Brubaker 1992: x). By linking citizenship rights to a specific national-cultural identity, the institution of national citizenship leads to a situation in which not every resident of a state has access to full citizenship and the corresponding rights<sup>3</sup>. It is thus one of the most powerful exclusion instruments of our time. State boundaries exclude unwelcome individuals. The resulting reservation of certain privileges and rights to a select few leads to unequal opportunities and thus inequality in the world. As Brubaker (1992: x) argues: “In global perspective,

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<sup>2</sup> Another relevant question is whether such privileges are perhaps acquired. While fostering inequality among people within the same state (or world) may be unjust, forcing a group to make resources that it has acquired over time accessible to members from outside that group may be even unfair.

<sup>3</sup> This statement does not refer to people who according to the law reside illegally in a particular state. Proponents and opponents engage in heated debates about the rights of these so-called illegal aliens, such as healthcare and education, but this article does not address that discussion. It deals instead with the different statuses for people who have been accepted voluntarily by a given state.

citizenship is a powerful instrument of social closure, shielding the prosperous states from the migrant poor”.

In many cases the practice of withholding certain rights from legal residents of a state has ceased. This is because the nation-state lies in the middle of a transnational field of influence, where a struggle is taking place for individual human rights instead of rights that are based on the nation. According to Soysal (1994), the group that receives citizenship rights is being increasingly expanded to include non-citizens or individuals who are not full-fledged citizens. The state is thus slowly accepting responsibility for all those who reside within its territory.

The question then arises as to why formal citizenship is nonetheless not granted. Social rights are extended to non-citizens much more easily than political rights. One probable factor is that, through the state, political aspects are quite closely tied to the existence of the nation. The ever-powerful influence of the link between political community and national culture surfaces here –granting political rights to non-nationals endangers the nation itself.

So, national citizenship does not meet the requirements of a solution for the social integration problem in multicultural society. It cannot achieve its objective, bringing about social integration by means of a shared culture, because it is based on an obsolete, static picture of culture. In the current world in which cultural meanings rapidly transcend borders, in which people can simply travel to another area and maintain simultaneous transnational contacts, cultural homogeneity is an illusion, while the creation of diverse cultural identities is a fact. The perspective of national citizenship does not fit in with the practical diversity and multiple connections of a multicultural society.

Post-national citizenship is often mentioned as an alternative (a.o. Geoghegan 1994; Donald 1996) . In the post-national view, anyone who resides legally for a certain period of time within the territory of a state or settles there legally is granted equal rights. Possessing such rights and having the related duties does not necessitate a certain cultural identity. Nor does such a person need to belong to a certain territory; being there is all that matters. This separation of rights and culture can lead to equality before the law and greater acceptance of different identities.

A principal difference from national citizenship is that, in the post-national definition of citizenship, the interest and survival of the state are not the first priority. Instead, the interests and means for survival of every person situated within the territory of the state are looked after, regardless of individual identity. Nor are predefined categories of aliens excluded. In a state that applies a post-national citizenship principle, everyone is, in a certain sense, a stranger to everyone else.

Post-national citizenship however leads to other problems. A multicultural state with a post-national citizenship will face the issue of admittance: who shall be accepted as new members and who makes the decisions? The transition from national to post-national citizenship shifts the problem in some respects. Denationalising state citizenship does not eliminate the state's boundaries. Within the state everyone may have equal rights, but group formation, which involves exclusion of 'others' is once again inevitable. Even an ideally organized multicultural society has (state)boundaries.

Still, post-national citizenship aims to accomplish more than merely shift the problems. First, it ensures greater acceptance and equality for all citizens within a state. Second, it provides reasons for granting or excluding people from post-national citizenship. The application of national citizenship leads the 'other' to obtain a specific identity, even an anti-identity, since this is compared to the identity of the group that accepts but also excludes. If one individual is accepted because of who he or she is, another will be excluded for the same reason. The idea of post-national citizenship supports an entirely different principle. Acceptance or exclusion is based not on identity, whereby the 'other' is mainly reduced to the status of alien. Instead, post-national justice entails that the other is especially a fellow world citizen, 'one of us'. From this perspective, none of us is a stranger, or we are all strangers, which amounts to the same thing.

In any case, the fact of diversity means that the current view of citizenship, with its homogenizing objective, must be brought up for discussion. We need another attitude towards citizenship. And the objective of the discussion about this new citizenship should not be to realize a unity in society – by means of advocating shared standards and values, common goals, brotherhood - and to have all citizens focus on this unity, but to organize plurality, to coordinate ways of dealing with differences in positions and convictions (Van Gunsteren 1992; 1998). After all, someone can only learn to accept and value (if he wants) difference if he starts to be open minded for the open ends in his

own identity. Then, a post-national citizenship could be the cement of a multicultural society, in which the presence of diversity is actually recognised. In such a vision, culture is not a system of fixed codes, but an implicit contract with respect for diversity. As a matter of fact, far from national ideological and abstract policies, the issue of “living together” everyday is perhaps the main problem. The main challenge is to fight against daily physical, verbal, but also symbolic violence, and against rivalries between cultural or religious groups, as mechanisms and processes of identity building deal with power, including hidden power, on different scales.

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Brubaker, R. (1992) *Citizenship and Nationhood in France and Germany*. Cambridge, Mass.: Harvard University Press.

Donald, J. (1996) ‘The Citizen and the Man about Town’, in: S. Hall & P. du Gay (eds.), *Questions of Cultural Identity*. London: Sage, pp 170-190.

Geoghegan, V. (1994). “Socialism, National Identities and Postnational Citizenship”. *Irish Political Studies*, 9, 76-77

Gunsteren, H.R. van (1992) *Eigentijds Burgerschap*. Den Haag: SDU

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Londen, Selma van and Arie de Ruijter, Sustainability. An Ecological and Sociocultural Necessity, in M.K. Tolba (ed), *Our Fragile World. Challenges and Opportunities for Sustainable Development*. Oxford, EOLSS Publication. 2001, pp. 723-733.

Londen, Selma van and Arie de Ruijter, From Culture to Identity. A Worthwhile Venture, in: F. Lindo and M. van Niekerk (eds), *Dedication and Detachment*. Amsterdam: Het Spinhuis. 2001, pp. 165-179.

Londen, Selma van and Arie de Ruijter, Legality, Justice and the Indigenous Cultural Dimension, in K. Arts and P. Mihiyo (eds), *Responding to the Human Rights Deficit*. The Hague: Kluwer Law International Publication. 2003, pp. 133-148.

Londen, Selma van and Arie de Ruijter, Citizenship in the New Europe, in M. Boone and M. Demoor (eds), *Charles V in Context: The Making of a European Identity*. Brussels, Brussels University Press. 2003, pp. 285-299.

Ruijter, Arie de, Gaay Fortman, Bas de and Paul van Seters. Globalization and Its New Divides, in: P. van Seters, B. de Gaay Fortman and A. de Ruijter (eds), *Globalization and Its New Divides. Malcontents, Recipes and Reform*. Lafayette, Ind. U.S.A., Dutch University Press in association with Purdue University Press. 2003, pp. 9-25.

Ruijter, Arie de and Paul Verweel, Managing Cultural Diversity, *Journal of Today*, vol. 2, 2003, pp. 127-144.

Londen, Selma van and Arie de Ruijter, Puzzles and Prospect, in A. van Marrewijk and P. Verweel (eds), *Exploring Organizations: the Development of Organizational Anthropology in the Netherlands*, SWP publishers: Amsterdam, 2005, pp. 18-28

## **Publications and Activities September 2005-September 2006**

### **Scientific publications:**

Selma van Londen & Arie de Ruijter (2005) Puzzles and Prospects, in: A. van Marrewijk & P. Verweel (eds.), *Exploring Organizations*. Amsterdam: SWP Publishers, pp. 18-28.

### **Research and Policy Reports**

Arie de Ruijter et al (2005), *The Influence of Culture and Religion on Development. Stimulus or Stagnation?*, Advisory Council on International Affairs, no 42, 32 pp.

Arie de Ruijter et al (2005), *Migration and Development Cooperation. Coherence between Two Policy Areas*, Advisory Council on International Affairs, no 43, 59 pp.

### **Conferences**

Selma van Londen, Discussant International Conference on “Facing Social Transformations in the 21<sup>st</sup> Century (The interlinkages between Inequality, Pluralism and Environment), organized and sponsored by the Netherlands National Commission for UNESCO, The Research School CERES (the Netherlands) and SUS.DIV. ), 29-30 June 2006, Utrecht, the Netherlands (participants a.o. prof. Wallerstein (Yale Un.), prof. Friedman (L’ecole des Hautes Etudes en Sciences Sociales, Paris), J. Pronk (former Minister of International Development, currently head of the special UN mission in Darfur), prof. A. Hall (London School of Economics), Dr. R. de Vos (Director General Ministry of Foreign Affairs)).

Selma van Londen, Participant CORE Conference. The Potential of CSR to support the Implementation of the EU Lisbon Strategy (supported by the European Commission, FP6) , 22-23 June 2006, Milan, Italy.

Arie de Ruijter, Key-note: *The Notion of European Citizenship in the Era of Charles V.*, International Conference on “Dynasties Destiny”. 2-5 March, Tilburg, the Netherlands.

Arie de Ruijter, Chair of the Conference on Migratie en Ontwikkeling, 19 June 2006. (The Hague, the Netherlands) (participants a.o R. Lubbers (former UNHCR), R. Jones-Bos (Dir. General Ministry of Internal Affairs), K. Richelle (European Commission), Members of Parliament, high level administrators and researchers)

Arie de Ruijter, Key-note: *Trust as Condition for Corporate Social Responsibility in a Multicultural Context*, CORE Conference. The Potential of CSR to support the Implementation of the EU Lisbon Strategy (supported by the European Commission, FP6), 22-23 June 2006, Milan, Italy.

Arie de Ruijter, Chair of the International Conference on “Facing Social Transformations in the 21<sup>st</sup> Century (The interlinkages between Inequality, Pluralism and Environment), organized and sponsored by the Netherlands National Commission for UNESCO, The Research School CERES (the Netherlands) and SUS.DIV. ), 29-30 June 2006, Utrecht, the Netherlands (participants a.o. prof. Wallerstein (Yale Un.), prof. Friedman (L’ecole des Hautes Etudes en Sciences Sociales, Paris), J. Pronk (former Minister of International Development, currently head of the special UN mission in Darfur), prof. A. Hall (London School of Economics), Dr. R. de Vos (Director General Ministry of Foreign Affairs)).

## **Co nsultative Meetings with other SUS.DIV. Partners**

Selma van Londen and Arie de Ruijter (Kick-off Meeting SUS.DIV.), 7-11 sept. 2005, Milan

Arie de Ruijter and IDEA (Daphne Reymen and Rob de Lobel on Data and Indicators), 2 february 2006, Tilburg

Selma van Londen and Arie de Ruijter (Meeting of the Executive Committee), 18 february 2006, Brussels

Selma van Londen and Arie de Ruijter with Alexandra Bitusikova: 15 June 2006, Tilburg, the Netherlands

Selma van Londen and Arie de Ruijter, monthly meetings from sept. 2005 ‘till august 2006 with Peter Leisink c.s. and Hans Siebers c.s. concerning the ‘Dutch research projects’.

## **Future Activities**

2007: refining conceptual and theoretical framework on citizenship and cultural diversity; drafting, discussing and publishing papers on migration, citizenship, governance and sustainability.

2008: international seminar with invited researchers on migration and international development cooperation in the context of European policies and politics.

2009: drafting, discussing and publishing articles.

## **Research Project 2: Transnational Networks and Minority Issue: Roma Migration in Glocalising World**

**Researches:** Dr. Zdenek Uherek, Dr. Renata Weinerova, Petra Holeckova (PhD. student), Jana Grohmannova (PhD. student)

**Affiliation:** Institute of Ethnology of the Academy of Sciences of the Czech Republic

### **Objectives**

(a) analyse Roma migration flows after 1989, their backgrounds and theoretical reflections; (b) analyse subsequent Roma networking activities in source areas and areas of destination, describe their labour and business activities; (c) analyse their adjustment strategies and their ability to integrate themselves into both global and local structures; (d) analyze shifts of their identity, changes of their way of life, opinions and attitudes; (e) analyse impact of current Roma migration activities to the discourse on “ the Roma European minority” and the Roma nation building processes.

### **Methodology**

Extended case analysis, supported by participant observation, migration biographies and life histories, visual documents, statistical data, mass media records, literature and policy documents.

### **Description of the research field**

After 1989 the Roma migration became an important phenomenon of enlarged Europe. The prevalent Roma migratory flows took direction from East to West. The first migrational bridges started to be formed from the Balkan countries. In 1990 large-scale migration began from Bulgaria and Romania. Nonetheless, this was not exclusively Roma migration, but a multiethnic migrational stream stimulated by both economic and political reasons. While a part of this stream behaved like labour migration, another part were refugees, or asylum-seekers, and still another businessmen. The percentage of the Roma is hard to quantify in the non-asylum part in particular, for the statistical data do not specify the Roma. The Roma are, like all the other immigrants, characterised by the country whose nationality they have.

According to Elena Marushiakova, Vesselin Popov and Mirella Decheva, 60,000 – 62,000 people a year left Bulgaria between 1992 and 1993, a part of whom chose the strategy of permanent migration, the other of temporary migration. The Roma used both variants. The mentioned authors point out the fact that already in the early 1990s some Roma families were able to create effective business networks connecting a source and a target country and taking advantage of the large price difference of the goods, work and services in Western Europe and in the Balkans. The gradually increasing affluence of some families, who originally considered the target countries principally as a place to purchase and sell goods, enabled these families to obtain adequate housing in the target countries and permanently move a part of their family there. Parts of the Bulgarian families Kaldarasha, for instance, settled this way in Belgium and also expanded their business activities into other Benelux countries, and into Germany and Scandinavia. The Bulgarian Roma scholars claim that there are already several thousands of them living in Belgium (Marushiakova-Popov-Decheva 2004).

Being refugees and seeking asylum in the economically more developed countries have been typical for the Roma since the early 1990s. The members of poorer Roma classes have also used this migration strategy, but naturally only by those who had the knowledge of how to apply for asylum and had the means to be able to emigrate.

The most notorious as asylum seekers were the Roma from Romania, that is to say the country with the highest absolute number of Roma in Europe. According to census data, there are 409,723 Roma living in Romania, while based on an estimate it is 1.8 million (Minorities in Southeast Europe: 2001). The Roma from Romania sought asylum in Great Britain already in 1990, but the largest influx of Roma asylum seekers was recorded in the early 1990s in Germany. In 1992 asylum was sought here by approximately 100,000 Romanian and almost 32,000 Bulgarian citizens, a large part of whom were Roma.<sup>4</sup> The total number of asylum seekers in Germany in 1992 reached 440,000, which was more than a fourfold increase as against 1988 (then the number of the asylum-seekers in Germany was approximately 100,000).

The German government solved the situation then by deporting the Roma back to Romania and by changing the legislation, which disqualified the Roma from Romania and Bulgaria among the asylum seekers. Simultaneously, the German government tried to

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<sup>4</sup> Among them were, however, also Bulgarian Turks and ethnic Romanians and Bulgarians who claimed to be Roma.

solve the situation by releasing funds, which would allow the situation to be moved beyond German borders. In 1992 they gave Romania 20 million dollars for the reintegration of the Roma in the source areas. Then in May 1993, Poland was given 76 million dollars, which were to help improve the quality of border surveillance and improve the refugee care on the Polish territory (Barany 1994: 339). The Roma from Romania were seeking asylum also in the Czech Republic already in 1990.

The states of the former Yugoslavia are specific for the fact that extensive predominantly labour migrations into Western Europe occurred there already before 1989. Mostly the non-Roma participated in them. This trend has remained unchanged even after 1989. Dragoljub Acković in the text *Migration by Roma from the former Yugoslavia* (1994) shows that in comparison with the other nationalities of the former Yugoslavia, the Roma can be categorised not only as people who relatively weakly participate in migration abroad but also as people who showed a rather lower social mobility even within the former Yugoslavia. However, the migration potential started to increase already in the 1980s, and this trend continued also in the 1990s, including the attempts to obtain asylum abroad (Acković 2004).

In 1991 also about 1,000 Roma migrated from Poland to Sweden. The wave of anti-Roma violence was directly connected with their departure abroad. This was a reaction to a mass attack against the Roma in the Polish town Mława.

A more massive migration of the Roma to Western Europe from Slovakia and the Czech Republic comes relatively late. A group of Roma, relatively low in numbers, left Bohemia for Canada in 1996 (supposedly about a hundred Roma). After approximately half a year in Canada, the members of this group were visited by the staff of the television programme *Na vlastní oči* (With One's Own Eyes) prepared by the television station Nova, broadcast in the Czech Republic, which shot a report with them. In it, the Roma families demonstrated how much their living standard had improved and invited other Roma to follow them. At the end of the summer and the beginning of the autumn 1997, a migration wave began. Approximately 1,500 Roma from the Czech Republic left for Canada between 7th August and 8th October 1997 and their flood was not stopped until the introduction of the visa duty on the part of the Canadian government. The Czech Roma sought asylum also in Great Britain, the Netherlands and Belgium (Uherek 2004).

The first migrational wave from Slovakia arrived in Western Europe in 1997. This was almost exclusively asylum migration. The target country was first of all Great Britain and after it other countries, such as the Netherlands, Belgium and Finland. However, in August 1998 visa duty was introduced for Slovakia by Great Britain, consecutively it was introduced by Ireland, in July 1999 by Finland and Norway, followed by Denmark (the representatives of some states, for instance the Finns or Belgians, cancelled the visa duty and then introduced it again) (Weinerová 2004). Since 2000, the Roma from Slovakia have also been seeking asylum on a massive scale in the Czech Republic. Whereas there were only 13 applications submitted in 1999, there were 723 in 2000, the number of asylum seekers dropped to 389 in 2001, and the year 2002 registered an increase to 843 again. The highest number of applications was submitted in 2003, when 990 Slovak citizens sought asylum in the Czech Republic.<sup>5</sup> Thus the Czech Republic was paradoxically simultaneously a source and a target country of Roma asylum seekers.<sup>6</sup>

The stream of the Roma asylum seekers to Western Europe from the Czech Republic and Slovakia was diminished after the accession the above countries to the European Union.

Nevertheless, the migrational movement still exist, only less visible, labelled either an economic or labour migration. According to Britain statistic that was announced in November 2004, 8395 Slovakian citizens have got a job in Britain since 1st of May till the end of September. A considerable part of them have been probably the Roma. Some of them are from the village of Bystrany for instance (CTK 2005).

Following the data submitted the subsequent tasks arise:

1. To specify targets of Roma migrations (not only states but also regions and seats).
2. To characterize migration streams: What type of migration are we facing up? In the case temporary migration, what type of transitoriness are we following?
3. To identify types of sociability of Roma in target countries (to describe the adjustment processes, the processes of the inclusion and the separation, etc.). Is it possible to describe these processes in terms of encapsulation, fragmentation, heterogenisation, localisation, individualisation?

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<sup>5</sup> The source of data: Ministry of Interior of the Czech Republic.

<sup>6</sup> Almost all of Roma inhabitants in the Czech Republic are either immigrants from Slovakia after 1945 or their descendants.

4. To describe the influence of Roma migration to the social cohesion in source and target countries.
5. To describe the influence of migratory movements to the kin relations in Roma families.
6. To record transfer of the new migrational experience from the targets of migration to the source countries, experience of transnational families and kin groups etc. To describe the changes in power relations, public opinion, media reactions and how such migration influence the distribution of rights, obligations and positions.
7. To record signs of social exclusion and social inclusion in Roma communities.
8. To monitor and interpret the role of non-governmental, governmental, private and international institutions in the Roma migration processes.
9. To describe the new Roma identity building processes.
10. To describe successful examples of cohesive society building.

The focus groups are Roma from the Eastern Europe, after all from the Czech Republic and Slovakia. The most common target countries seem to be Great Britain, countries of Benelux, Germany, Canada.

### **Time Schedule**

#### **2006 – 2008**

Field enquiries and work on theoretical concepts, training and consultation activities; 2006 field in Slovakia and United Kingdom; 2007 field in the Czech Republic and Canada; 2008 field in Benelux states etc.

**2009** – Final report

### **Key-publications**

Guy W. – Uherek Z. – Weinerova R. 2004 (eds): *Roma Migration in Europe: Case studies*. Münster, LIT Verlag

Uherek Z. 2005: Ethnic Studies, the Theme of Borders and the Application of Barth's Approach to Roma in the Czech Republic. In: Uherek Z. – Grill J. (eds): *Fieldwork and Local Communities*. Praha, Institute of Ethnology: 2-20.

Uherek Z. 2004: Use of social science research on migration policy in the Czech Republic. *International Social Science Journal* 179 – March. Blackwell Publishing / UNESCO: 101-113.

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Marushiakova E. – Popov V. – Decheva M. 2004: The Gypsies in Bulgaria and their Migrations. In: Guy W. – Uherek Z. – Weinerova R. (eds): *Roma Migration in Europe: Case studies*. Münster, LIT Verlag: 135-142.

*Minorities in Southeast Europe. Roma of Romania 2001*: Center for Documentation in Europe–Southeast Europe (CEDIME – SE). In: <http://www.greekhelsinki.gr/pdf/cedime-se-romania-roma.doc> (last visit: may 2005).

Uherek Z. 2004: The Czech Republic and Roma Migration after 1989. In: Guy W. – Uherek Z. – Weinerova R. (eds): *Roma Migration in Europe: Case studies*. Münster, LIT Verlag: 71-100.

## Publications and planning September 2005 – March 2007

### Publications

Uherek, Z.: Roma Migrations from Slovakia in the Context of European Migration Streams. The text has been accepted for publication by the Czech Sociological Review.

### Research activities

Following our research project we are mapping out the most important Czech and Slovakian Roma migrational destinations with the intention to describe their integration to the new context.

In accord with our former proposal, we contacted members of Roma community in the Canadian Toronto. We encouraged one member of the community to write up an autobiographical account (approximately 42 standard pages), the first basis for our further analysis. Zdenek Uherek and Petra Holeckova made Czech proofs and now the text is translating to English. The first field enquiry in Canada is planned for August 2006.

At the same time we contacted the Roma community in Plzen and mapped out their migration links. The strongest one leads to Bradford in the UK. Following this link we started to study the pre-migration activities of potential migrants, decision processes, learning English activities etc. The transfer of the chosen families will take place probably on July 2006. The transfer and the first steps in the new environment will be observed by our co-worker Martina Kadanikova. She will collect the field data in Bradford during July 2006.

The both examples provide us with material for testing migration theories and hypothesis validity for these specific examples. Especially the theory of human capital seems to us quite useful.

### **Following activities**

In 2007 we would like to continue our field enquires and to publish:

1. Biographical accounts
2. Case studies from Bradford and Toronto
3. Analysis of these case studies in wider context of the present-day migrations in the globalised society.

We are planning to publish the above mentioned texts in the series Prague Occasional Papers in Ethnology (publisher: Institute of Ethnology of the Czech Academy of Sciences).

The texts will specify targets of Roma migrations (not only states but also regions and seats). We would like also to characterize migration streams: What type of migration are

we facing up? In the case temporary migration, what type of transitoriness are we following? Then we are planning to identify types of sociability of Roma in target countries (to describe the adjustment processes, the processes of the inclusion and the separation, etc.) and to describe these processes in terms of encapsulation, fragmentation, heterogenisation, localisation, individualization. We are also going to record transfer of the new migrational experience from the targets of migration to the source countries, experience of transnational families and kin groups etc. and to describe the changes in power relations, public opinion, media reactions and how such migration influence the distribution of rights, obligations and positions. The building of the new Roma identity building processes will be mentioned too.

The focus groups are Roma from the Eastern Europe, after all from the Czech Republic and Slovakia. The most common target countries seem to be Great Britain, countries of Benelux, Germany, Canada.

The field scope for the Roma migrations will be then extended to other destination in the Western Europe.

### **Research Project 3: Identity and citizenship of Slovak transnational migrants in Brussels**

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#### **Objectives**

To analyse identity construction among Slovak transnational migrants working in European institutions in Brussels

#### **Methodology**

Case analysis; in-depths interviews; participant observation; life histories; literature.

#### **Research locality: Brussels**

#### **Description of the research field**

One of the characteristic features of European countries, especially their large urban areas, is increasing cultural, ethnic, religious, and social diversity due to globalisation and European integration. This growing diversity promotes the rise of multiple and ever changing identities. Consequently identity construction has become an important issue in studying the impact of European integration and globalisation, both in “old” and “new” EU countries. These countries still suffer from mutual distrust due to historically different political background and experience.

Post-socialist countries of Central and Eastern Europe that have joined the European Union with a burden of complex history and collective memories have been confronted with a struggle between remaking their national identities and integration in the European Union. With an opportunity of free movement citizens of these countries face new challenges of multicultural Europe that differs from the Europe they come from.

What impact does this experience have on their identities? Identities change in time and space and are influenced by knowledge, life experience and relations with the “others”.

The research will address questions of multiple identities of Slovak transnational migrants working in Brussels.

Migration produces plural, multiple identities, but also contested identities. New identities, which result from migration or regular mobility and are shaped in and by different places, can be unstable and unsettled. They are not located in one home and do not have fixed roots, which can sometimes lead to identity crisis when one does not know where s/he belongs. It is easier today for a migrant or mobile worker to keep a close relation with his or her home country and to establish or keep social, cultural, economic, religious or political relationships that transcend geographic, cultural and political boundaries. European residents and workers in Brussels do not feel any pressures of assimilation (unlike in some other European cities) and can keep their own national or other identity or enjoy multiple identities. Many Central Eastern European newcomers who work in Brussels live the life style of the country of their origin being in daily contact with their families or friends “at home” and travelling every weekend to their home countries

In this research project migration from new EU member states (esp. Slovakia) and their identification with diversity in ‘old’ Europe will be the main objective..

The research project aims to identify forces, which influence identity construction among new residents and workers from Slovakia in Brussels.. Does the new experience of living abroad in a diverse society have a strong impact on their identities?