



European Foundation
for the Improvement of
Living and Working Conditions

Intercultural policies in European cities: Good practice guide

> résumé <

'We should learn to extend our feelings of belonging beyond our local and national communities and to add to our traditional allegiances a new sense of belonging; we must learn to become citizens of Europe.'

Ján Figel' (former European Commissioner for Education, Training, Culture and Youth), Reflecting on the European Year of Intercultural Dialogue, ZEI Discussion Paper. No. 187, 2008



European cities – key players in intercultural policy

European cities, and particularly cities with a strong economic base, attract immigrants from all over the world. Over the past few years, cities across Europe have become increasingly diverse in ethnic, cultural and religious terms. The changing nature of urban societies presents opportunities in terms of cultural innovativeness and international competitiveness. At the same time, diversity challenges the ability of cities to establish and maintain peaceful and productive relations between different segments of the population. Consequently, influencing and managing intergroup relationships among an increasingly diverse local population is a major challenge for cities.

The European Network of Cities for Local Integration Policy for Migrants (CLIP) defines local intercultural policies as the specific policies, programmes and activities of local authorities and organisations that aim to influence the social interaction, communication and mutual understanding between native and migrant populations and to bridge differences between ethnic and religious groups in a city. The CLIP project aims to identify and analyse intercultural policies that contribute to enhancing positive intergroup relations and foster the integration process of migrants and ethnic and national minorities.

Intercultural policies aim to influence relationships between groups with different behaviours due to values, norms, worldviews, interests and ideas.

Managing and improving intergroup relations includes achieving higher social cohesion of the local community by managing relationships between native and migrant groups; migrant groups of different ethnicity, culture and religion; local authorities and native as well as migrant and minority groups.

To support the exchange of experience and learning between cities, the third research module of the CLIP network examines the intercultural policies and practices of 31 European cities. It explores the major needs in intergroup relations between municipal authorities and minority groups, the responses of cities and migrant organisations to meet these needs and the measures taken by cities to improve attitudes and relations between majority and minority groups. Given the growing problem of radicalisation in recent years in both majority and minority populations and its threat to social cohesion, the research explores how cities deal with the radicalisation process and what measures they have put in place to counter it. While the CLIP project covers relations between all groups living in the cities that make up the network, this research module places a particular focus on the experiences of Muslim communities, as Islam is the largest 'new' religion in CLIP cities. The report *Intercultural policies in European cities* presents detailed findings of the research (Council of Europe and Eurofound, 2010). This guide to good practice outlines the key findings of the research and presents the main recommendations for policymakers at European, national and local levels.

Policy context

Intergroup relations and intercultural dialogue are a central issue in the ongoing European, national and local debates. Concern about, and interest in, relations between different groups in cities are reflected, at the political level, in discussions on intercultural dialogue. It is therefore an important policy issue from the point of view of many European actors: the European Union, Council of Europe, intergovernmental organisations and non-governmental organisations (NGOs).

The EU – and particularly the European Commission – is an influential policy driver in the field of intercultural dialogue. European legislation is an important foundation for intercultural dialogue. The EU Charter of Fundamental Rights guarantees by law certain political, social and economic rights pertaining to equality and freedom for EU citizens and residents. By designating 2008 as the European Year of Intercultural Dialogue, the EU initiated and supported a number of projects at European and national levels involving and mobilising civil society.

A core objective of the Council of Europe is to actively promote intercultural dialogue. In 2008, it published the 'White Paper on Intercultural Dialogue'.¹ The paper highlights the aims and conditions of intercultural dialogue, mutual respect and understanding, and makes five general suggestions for policy approaches. It defines 'intercultural dialogue' as 'an open and respectful exchange of views between individuals and groups with different ethnic, cultural, religious and linguistic backgrounds and heritage, on the basis of mutual understanding and respect'.

In addition, intercultural dialogue is a topic of focus for intergovernmental organisations. The United Nations – particularly the UN Educational, Scientific and Cultural Organization (UNESCO) – has promoted the importance of intercultural dialogue for decades and considers it even more relevant nowadays in the light of a globalising world.

Findings from the research

Overview of local intercultural relations

Within the CLIP cities, urban intercultural relations are ambiguous. On the one hand, it is possible to identify a peaceful coexistence characterised by limited and partial cooperation between different ethnic, religious and cultural groups, with pragmatic and friendly relations between these groups, only a small number of major and violent conflicts, a low degree of radicalisation from both sides and an emerging legal framework of anti-discrimination.

On the other hand, there appears to be a low involvement of migrants in the governance of intercultural policy, insufficient resources for migrant organisations, a lack of personal intercultural

competences on both sides, strong spatial segregation in many cities, dissatisfaction on both sides over specific issues, a lack of awareness regarding relevant topics in several cities, as well as perceived tensions between various minority groups.

Many cities report a widespread perception of discrimination in relation to important structural dimensions of quality of life such as employment, housing, and education. In some cities, reportedly good intercultural relations go hand-in-hand with perceived and experienced discrimination. However, while day-to-day conflicts are a part of intercultural relations, major and violent conflicts rarely occur. Nevertheless, imported conflicts from migrants' countries of origin play a role in several cities.

Key findings

- Most CLIP cities deal with intergroup relations and intercultural policies within the framework of integration policies. Other cities frame their policies in terms of diversity strategies, while the eastern European cities have implemented national minority policies.
- Empowering and establishing a sense of belonging among migrant organisations is considered to be crucial. Some cities report using capacity-building programmes, others report establishing umbrella organisations and some implement good practice projects involving community leaders in intercultural policies.
- Many cities regard intercultural events as a way of countering ethnic and racial stereotypes and promoting social cohesion. Therefore, most cities initiate or support such events – usually in cooperation with both migrant and local mainstream organisations.
- It is recognised that developing intercultural skills can help to reduce cultural misunderstandings and improve peaceful intergroup relations. All CLIP cities make an effort to raise the intercultural competence of their residents – for example, through intercultural and language training.
- The majority of cities have initiated municipal programmes and campaigns to fight discrimination and racism, set up anti-discrimination offices and run anti-racism and anti-discrimination projects.
- Some cities have explored initiatives to increase intercultural awareness and competence among the police force. Other cities have organised information campaigns on police-related topics for migrants. These efforts aim to encourage interaction between the police and migrant groups and thus reduce fears and prejudice.
- Most cities have implemented policies aimed at meeting religious needs, including the need for places of worship. Some cities do not consider the support of buildings for religious migrant communities a municipal responsibility, while other

¹ Council of Europe, *White Paper on Intercultural Dialogue: Living together as equals in dignity*, launched by the Council of Europe Ministers of Foreign Affairs at their 118th Ministerial Session, Strasbourg, 2008.

cities actively support initiatives for the construction or maintenance of religious buildings.

- In many cities, the issue of Islamic burial grounds has been highlighted. Most cities have reserved a special cemetery or part of an existing cemetery for Muslim residents. However, in most cities, the question of burial rites is not yet resolved and will have to be approached in the near future.
- Some cities are involved in a basic interreligious dialogue covering faith issues, such as differences and commonalities between religions. Others bring together representatives of different religions to discuss issues concerning the interaction of religious groups in everyday life as well as political, social or societal topics.
- None of the CLIP cities have formulated an explicit strategic concept specifically geared towards Muslim communities. In practice, however, several cities organise various projects and initiatives to improve relations with Muslim groups. Most of the other cities also acknowledge the importance of Islam for intergroup relations and conduct individual projects aimed at Muslim communities.
- Migration and integration have become politicised in many European cities, with radical anti-immigrant groups being formed among the majority population and radical religious–political groups among immigrants. A majority of CLIP cities, however, do not report relevant radicalisation processes of either kind.
- Measures reported by cities to prevent anti-immigrant movements are mostly in response to concrete actions and events. Anti-radicalisation policies targeting religious–political radicalisation are more complex, individual and group centred.

Recommendations for European policymakers

This section presents recommendations drawn from the CLIP research for policymakers at EU level. The European Commission, Council of Europe and other European bodies place considerable emphasis on developing intercultural dialogue as part of the process of integrating legal migrants.

Highlight interculturalism in policy documents

In its 2005 common agenda for the integration of third-country nationals in the EU, the Commission highlights the importance of frequent interaction between migrants and citizens of the receiving society, mentioning explicitly in this context ‘shared forums, intercultural dialogue, education about immigrants and immigrant cultures’ (European Commission, 2005).² Some of the recommended actions were taken up by cities during the European Year of Intercultural Dialogue in 2008. The Commission further recommended setting up forums to

support a joint understanding of interculturalism in Europe and reinforcing the importance of intercultural policies in future EU strategic policy documents.

Establish strategic leadership at EU level

Currently, three separate Directorate-Generals of the Commission (notably the DGs responsible for Employment, Social Affairs and Equal Opportunities; Education and Culture; and Justice, Freedom and Security) deal with different aspects of intercultural relations and intercultural policies. In addition, the Bureau of Economic and Social Advisers (BEPA) has a strong interest in keeping contacts with representatives of various religious communities in Europe. CLIP recommends establishing a strategic leadership in the Commission in order to combine the various strands more closely.

It is further suggested to continue the joint cooperation between the Commission and the Council of Europe on intercultural dialogue, with a follow-up programme that would support learning and exchange of experience between European cities.

Monitor anti-discrimination law

The EU Agency for Fundamental Rights (FRA) and the European Commission against Racism and Intolerance of the Council of Europe (ECRI) should continue to monitor incidences of discrimination, racism and xenophobia. Both institutions should not only monitor implementation of anti-discrimination law at national level but should develop regional and local monitoring instruments.

Provide EU funding for intercultural policies

The European Commission funds various programmes for improving the integration of migrants. It is advised to mainstream the improvement of intercultural relations systematically with the guidelines for implementing these programmes. European institutions should also financially support projects that enhance intergroup relations at a local level.

Improve cooperation with private foundations

Several private foundations in Europe – Soros, Bertelsmann Stiftung, Fondation Roi Baudouin, Robert Bosch Stiftung, Network of European Foundations – carry out significant activities in the field of intercultural policies. It is recommended to improve cooperation with these foundations in order to coordinate operational activities, avoid double funding and join forces in various dialogue activities.

Reinforce de-radicalisation strategy

CLIP research shows that ‘soft’ policies of de-radicalisation and anti-radicalisation are a key ingredient in a successful preventive anti-terrorism policy in the EU. It is recommended that the offices of the anti-terrorism coordinator of the Council of Ministers consider the importance and effectiveness of innovative local programmes for a holistic, multi-level and preventive de-radicalisation strategy.

² European Commission, ‘A common agenda for integration. Framework for the integration of third-country nationals in the European Union’, Communication from the Commission, COM(2005) 389 final, 2005.

Recommendations for national governments

This section presents recommendations for policy-makers at national level. Governments play a key role in supporting intercultural and interreligious dialogue and tackling discrimination and segregation of migrants.

Support inclusive intercultural dialogue

CLIP advises all national governments to organise a consultation of government representatives, members of parliament and their committees, together with all relevant local stakeholders representing the various minority groups, on intercultural relations and the scope of local intercultural policies for migrants. Representatives of local and regional authorities and of other relevant organisations like churches, NGOs and the social partners could also be included.

Maintain interreligious dialogue

In many Member States, it would be worthwhile for governments to maintain continuous dialogue with representatives of Muslim communities on religious and general integration issues. In addition, national legislation should set out the conditions for the institutionalisation of new religious communities.

Include intercultural policies in national plans

Many Member States have developed and politically agreed national integration plans, which define a medium strategy for the successful integration of migrants into the receiving society. It is recommended that Member States include intercultural policies systematically in their national plans and consider incorporating the improvement of intercultural relations into all main components of national integration policy.

Implement EU anti-discrimination law

As many EU Member States have so far failed to implement existing European anti-discrimination legislation, governments should put more emphasis on a speedy and systematic introduction of this legislation, as well as monitoring implementation at local level. Moreover, cities with a high level of immigration should be supported by national governments in setting up local anti-discrimination offices and informing migrants about them.

Support migrant umbrella organisations

Experience shows that the existence of migrant umbrella organisations strengthens cooperation between member associations, supports members in developing competences and increases the associations' influence on integration policy. Therefore, Member States should promote and support the establishment of these organisations and maintain regular contact with them.

Encourage political participation of migrants

Member States are advised to foster the political and civic participation of migrant groups by easing migrants' naturalisation, encourage active and passive voting rights of people with a migration

background and increase migrants' awareness about their political rights.

Combat anti-immigrant radicalisation tendencies

National economic, social and integration policy should introduce preventive measures against the radicalisation of certain groups in the majority society by combating the issues leading to ethnic, racial and cultural radicalisation. These activities may be based on a broad alliance of all democratic forces, which participate actively in the national dialogue on intercultural policy.

Foster exchange of good practice

To improve coordination between actors involved in intercultural policies, national governments should create opportunities and funding for an exchange of experiences regarding intercultural policies among cities and set up an effective coordination process between local and national levels.

Recommendations for cities

The following recommendations for local policy-makers are based on specific experiences in various CLIP cities, as well as innovative ideas explored.

Define remit of intercultural policies

CLIP recommends that cities organise a joint consultation of the responsible departments and political bodies of the city together with all relevant local stakeholders – natives and migrants – to discuss their understanding of culture, intercultural relations and the scope of local intercultural policies. Involving experienced consultants or experts in the consultation process could be beneficial.

Findings from the research indicate that cities should try to reach agreement on a concrete definition of culture and intercultural relations between all parties, including the creation of specific categories, norms, values, practices, rituals, symbols, worldviews, ideas, discourses and ideologies. Cities should avoid defining cultural differences and identities only by proxy using ethnicity, religion, country of birth, nationality or language as indicators.

City councils should embrace a broad view of intercultural policy – one that goes beyond the organisation of music, folkloristic and culinary exchanges of experience between minority groups. It may be useful to gear local intercultural policies towards: ethnic organisations; improving attitudes and relations between groups and individuals; improving relationships between the police and migrant groups; meeting religious needs; supporting interreligious dialogue; de-radicalisation.

Given the strategic importance of intercultural policies for a successful local integration policy, it is suggested that a visible, high-profile political leadership is adopted by the Lord Mayor of the city, the city council and the heads of the relevant minority groups, and representatives of key organisations of the majority society (such as the social partners, churches and sports associations).

Consider role of intercultural policies in integration policy

Cities should reflect on the role and importance of intercultural policies within the strategic context of a local integration and social inclusion policy for migrants. In this context, it will be necessary to consider how important intercultural relations are for the overall social cohesion of the city and of certain neighbourhoods, against a background of increasing cultural, ethnic and religious diversity. Thus, each city should examine the various strategic elements of its intercultural policy, firstly by assessing the impact of the policy on existing diversity.

Policymakers should monitor the development of intercultural policies over time, checking whether there is consistency over a long period or frequent changes in policy direction, for example after local elections. They should also consider whether policy intervention is driven by events or based on a more long-term approach, and whether its reach is narrow or more broad and inclusive.

Cities should assess how intercultural policies relate to local policies in order to improve the structural integration of migrants in employment and education, as well as access to social services and housing. It will be important to consider whether all stakeholders agree that there is room for an intercultural policy alongside more structural integration policies.

Allocate the necessary resources

Cities need to determine the extent of resources (budgetary and human) necessary for a successful and sustainable local intercultural policy, especially at a time when the budgets of local authorities all over Europe are extremely stretched. One part of the discussion should look at how the resourcing of intercultural policies is related to the resourcing of structural integration policy. Another element of the discussion may focus on which component of intercultural policies is allocated most or least resources and for what reason.

Setting a budget for intercultural policies should involve questioning whether there is a case for integrating the resourcing for these policies into a wider social cohesion and social development budget. Cities should discuss how to mobilise the necessary resources in conjunction with other funding organisations – for example, public–private partnerships or the participation of private foundations.

Adopt effective policies for ethnic groups

Different components of intercultural policies

Local intercultural policies towards ethnic organisations may include the following components: mapping and recognition; funding; provision of space for meetings; empowerment; and developing a shared vision. Despite the fact that most cities do not practise all of those components in conjunction, it is recommended to consider all components as part of a good practice intercultural policy.

Effective mapping as a starting point

Any local intercultural policy should be based on a systematic mapping of intercultural conditions, an analysis of motives and objectives of the relevant organisations, observed intercultural relations and existing cultural, ethnic, religious and intercultural organisations in the city. Cities should explore relevant cultural differences between migrants and natives and their importance for local integration conditions and policies. Accordingly, cities should try to bridge existing knowledge gaps in this exercise.

Recognition as a basic component

Official recognition of migrant organisations and their heritage is one of the most crucial issues affecting intergroup relations in many European cities. Policies of recognition may include establishing a consultative body of migrant representatives to advise the city council and its committees in all matters of local politics relevant for the integration of migrants; respect for ethnic, cultural and religious customs, symbols and holidays; mutual invitations to municipal, religious or cultural events; and continuous informal contacts between the city and migrant organisations.

Providing the necessary support

Cities can support migrant organisations through direct financial support, which can be organised via a public–private partnership, or by providing space for activities and/or rent allowances. Some cities promote the collective use of buildings to encourage day-to-day cooperation and increased intercultural relations between minority groups. Cities could consider how much overall direct and indirect funding should be provided, what kind of activities should receive funding and what kind of projects should be excluded (for example, activities connected with commercial or religious interests).

Empowering migrant organisations

CLIP identified four different kinds of activities that potentially contribute to the empowerment and sense of belonging of migrant organisations:

1. organising capacity-building programmes;
2. involving migrants as ‘multipliers’ in the implementation of specific programmes for their ethnic and religious communities;
3. establishing ethnic, religious or migrant umbrella organisations to strengthen cooperation between member associations;
4. involving community leaders from different migrant groups in intercultural policies.

The efforts of local authorities should be matched by proactive behaviour of migrant organisations themselves to enhance their effectiveness (own finances) and efficiency (better internal organisation).

Shared vision and inclusive identity

To avoid or resolve conflicts between various groups, cities may strive for a shared vision or an overarching goal that can be reached only through a common effort. To reach this goal, cities should develop

strategies and measures that aim to ensure that everyone has a sense of belonging in the city. Within this context, cities may consider propagating an inclusive identity strategy with the aim of creating a 'we' feeling among local residents irrespective of nationality. This collective local identity (for example, 'We Amsterdammers', 'Yours Istanbul' or 'Belonging to Dewsbury') is meant to exist in parallel with ethnic identities (for example, being a Muslim or of Turkish origin).

Improve intergroup relations

Promoting intercultural dialogue

Cities could consider institutionalising intercultural dialogue between the representatives of minorities and of the majority society. This should be based on an open and respectful exchange of views between individuals and groups with different ethnic, cultural, religious and linguistic backgrounds and heritage. In organising consultative bodies for migrants, local authorities can choose between group representation versus individual representation of migrants, committees that include only foreigners versus mixed committees of foreigners and natives, or committees with either elected or appointed members.

Intercultural dialogue within city councils can be enhanced by encouraging and supporting the election of members of minorities to the council board. The provision of voting rights for migrants with long-term residence should also be considered.

Establishing informal contact

A successful intercultural policy involves creating informal contact between members of various groups, reducing stereotypes and prejudice between groups, as well as increasing contact among and knowledge about other groups. Cities should therefore establish initiatives to create opportunities for different groups to meet and build relationships – for example, through informal cookery sessions, library projects or joint sporting activities, as well as efforts to encourage migrants' participation in local majority organisations.

Diversity through art and culture

Cultural activities remain a key component of successful intercultural policies. Experiencing diversity through art and other cultural activities can help people to get rid of ethnic and racial stereotypes, as well as promoting ethnic and religious heritages, diversity and internationality. Cities should therefore support a wide variety of such events and activities; examples include the Chinese New Year, the Feast for Buddha, the Turkish children's festival '23 Nisan' or the end of Ramadan.

Improving intercultural competences

Intercultural competence can help to reduce cultural misunderstandings and improve peaceful intergroup relations, while also constituting a valuable resource for the local economy. For these reasons, European cities should make an effort to raise the intercultural competence of their residents – for example, through

intercultural training of administrative staff and police officers, projects for intercultural education in schools and youth clubs, as well as programmes to improve migrants' linguistic competence.

Anti-discrimination activities

In order to overcome racism and discrimination and in line with EU-wide anti-discrimination legislation, cities should establish municipal programmes and campaigns to fight discrimination and racism, set up anti-discrimination offices, or run anti-racism and anti-discrimination projects, often in cooperation with NGOs and the social partners. The existence of an anti-discrimination office and its activities should be promoted among the minority communities, as many people do not know about it or have no trust in it.

Professional media strategy

Public communication and media reporting exert an influence on public opinion making and political agenda setting. Therefore, it is recommended to develop strategies on how to report on minorities, diversity and intergroup relations in a systematic, continuous and professional way. These strategies may include providing municipal information in various languages, cooperating with local media and improving journalists' intercultural competences, as well as presenting the diverse population and its activities in a positive way.

Management of public parks and spaces

Neighbourhoods and other public spaces are important locations for meeting and interacting with others. Because these places are enjoyed by many different groups in various ways, such interactions can be a source of conflict, which can seriously undermine intergroup relations. To overcome this risk, it is recommended to establish intercultural mediation services that can respond to neighbourhood conflicts and complaints regarding the use of public spaces. Cities should also establish policy initiatives promoting peaceful use of public spaces – projects to resolve conflicts over behaviour in the streets and the use of public parks and buildings.

Improve police and migrant relations

The police force is a key player in managing urban intergroup relations. It is recommended that intercultural education should be an established part of the education and training of police officers. In addition, the police force should step up the recruitment of officers with a migration background.

Another positive step would be to set up an integration liaison unit within the police force that would be trained in dealing with intercultural conflicts and migration-related issues. Hate crime prevention strategies are recommended to improve relations between the police and migrants.

It is advisable for the police and migrant representatives to hold discussions on neighbourhood safety issues as a means of building mutual trust. Mosque associations and other local migrant groups are important partners in such actions.

Accommodate different religious needs

Mapping of religious organisations in the city

Cultural diversity in many European cities is influenced by both increasing ethnic diversity and religious diversity. CLIP results show that several cities have, either for legal or practical reasons, little or no data on the religious composition of their cities. Therefore, cities have to reflect on how to devise policies that consider the religious needs of an increasing religiously diverse population without having basic socioeconomic data.

The city mayor, the city council and integration officers should not only keep regular contact with religious organisations of the majority population but also of minority groups. Contact should be both formal and informal and include regular meetings as well as common projects.

Respect for religious needs of migrant groups

Since some migrant religions have specific burial rites, it is recommended that cities respect these and adapt their burial rules accordingly within the remits of the 'law of the land'. Given the different beliefs of some migrant groups, food served in public institutions should include food that meets the requirements of migrant religions. It is also suggested that religious festivals and holidays of migrant religions should play a role in public life.

Support requests for places of worship

Cities are encouraged to support Muslim communities in their plan or desire to build a mosque. In this regard, city councils should support the principle that religious freedom includes the right to have an 'adequate' place of worship. For instance, cities could organise an information campaign and mediation structures in neighbourhoods where mosques are to be built.

Initiate and support interreligious dialogue

In religiously diverse populations, cities should either initiate or support interreligious dialogue dealing with faith and/or secular topics. Tense international relations between Israel and Islamic states in the Middle East continuously threaten to affect relations between Jewish and Muslim groups at the local level. Therefore, it is recommended that cities establish local Jewish-Muslim networks to manage tensions

and improve relations. Effective interreligious dialogue could also be supported by educating and training imams within the receiving countries. Such activities could highlight specific socioeconomic and sociocultural conditions of the receiving society and their importance for good intercultural relations and a fruitful interreligious dialogue.

Develop effective de-radicalisation policies

Tackle anti-immigrant radicalisation

Preventive action against radicalisation in the majority population includes tackling the reasons for radicalisation at its source: unemployment, poverty and deprivation combined with downward mobility, lack of opportunity, lack of any positive vision for the future and the spread of anti-human ideologies. Problematic issues in intergroup relations should be discussed openly and responsibly and not be hidden under a cover of 'political correctness'.

Curb rise of anti-immigrant groups

Changing right-wing and racist attitudes is a difficult task and takes time. To tackle this challenge, cities should use social control measures against such tendencies and actions, involving public pressure, the judiciary and the police. Anti-discrimination offices, where victims can report discrimination, allow for the prosecution of perpetrators. Additionally, cities should implement de-radicalisation programmes for individuals – for example, opt-out programmes.

Prevent radicalisation among young Muslims

City councils, along with national governments, are advised to establish trust relationships with Muslim communities. Cities should encourage and recognise efforts of Muslim communities to prevent or deter radicalisation tendencies. Furthermore, cities can take action to alleviate frustrations of young Muslims regarding discrimination and lack of opportunities, strengthen the resilience of Muslim communities against *jihadi* ideology and introduce individual intervention programmes for de-radicalising young people such as mentoring, coaching, social assistance and ideological challenge. However, cities should remain aware of the possible radicalisation of other religious groups – for example, Sikhs or Hindus – and take appropriate measures.

About the CLIP network

In September 2006, the Congress of Local and Regional Authorities of the Council of Europe, the city of Stuttgart, and Eurofound launched the CLIP network. The aim of the initiative was to bring together large European cities in a joint learning process over several years. Through the structured sharing of experience, the network will enable local authorities to learn from each other and to deliver a more effective integration policy for migrants. In addition, the analyses will support the emerging European policy debate on integration with innovative examples of integration policy at the local level.

In all, 20 European cities and five research institutes from the EU-funded International, Migration, Integration and Social Cohesion (IMISCOE) network of excellence participated in the first module on housing. Cities that actively participated in the research include Amsterdam, Antwerp, Arnsberg, Breda, Brescia, Budapest, Copenhagen, Dublin, Frankfurt am Main, Izmir, Liège, Luxembourg, Marseille, Prague, Sefton, Stuttgart, Terrassa, Turku, Vienna and Zagreb.

The first module of the CLIP network in 2007 was on housing, and involved cooperation with the Committee of the Regions and the Council of European Municipalities and Regions (CEMR), as well as the European Commission's Directorate-General for Justice, Freedom and Security and the Directorate-General for Employment, Social Affairs and Equal Opportunities.

The second research module of the CLIP network in 2007–2008 focused on diversity policy – a core issue of the 2007 European Year of Equal Opportunities. The third module in 2008–2009 focused on intercultural and interreligious dialogue with Muslim communities at the local level and incorporated a variety of research methods. During field visits, researchers met with 700 people, including city officials, representatives of migrant organisations, the Catholic and Protestant churches, NGOs, welfare organisations and the social partners. Interviewees included journalists, academics, police officers, teachers and participants in integration projects. The fourth module in 2009–2010 focuses on various aspects of ethnic entrepreneurship and the role of local authorities.

For the implementation of the second research module, the network was extended to 25 cities. At the end of the third module, the overall network encompassed more than 35 cities.

CLIP European research group

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 european forum for migration studies (efms), University of Bamberg
 European Foundation for the Improvement of Living and Working Conditions (Eurofound)
 Forum of International and European Research on Immigration (FIERI), University of Turin
 Institute for Migration and Ethnic Studies (IMES), University of Amsterdam
 Institute for Urban and Regional Research (ISR), Austrian Academy of Sciences
 Institute of International Studies (IIS), University of Wrocław

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The findings and recommendations in this guide have been prepared by Doris Lüken-Klaßen and Friedrich Heckmann, efms, on the basis of reports compiled by researchers from the above institutes.

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Intercultural policies in European cities (available July 2010):
<http://www.eurofound.europa.eu/publications/htmlfiles/ef1032.htm>

Background to the CLIP network:
<http://www.eurofound.europa.eu/areas/populationandsociety/clip.htm>

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