The Intercultural city
Ethnic diversity and entrepreneurship

Assumption: increased diversity generates new opportunities and conditions favourable to innovation and entrepreneurship in many areas of social life:

Social

Cultural

Business and working life

Diversity: a resource

*"The intercultural city: Making the most of diversity"*

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Findings from the international literature

❖ **Immigration and diversity as a resource - A new field of study.**

❖ **Indications of minorities' contributions are:**

Revitalisation of urban areas

Establishment of "ethnic businesses" (new markets, new products)

Doing jobs that needs to be done, but "no one" wants.

❖ **The surest way to integration is to support the immigrants' own initiatives and their capacity for participation**

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Findings from the literature survey on Oslo and Drammen

❖ **Increase in amount and relevance of statistics**

❖ **Many public documents; diversity and minority issues are addressed either as the main issue or not at all**

❖ **Very few neighbourhood or city wide studies**

❖ **A limited number of studies of a few ethnic groups**

❖ **A limited number of studies of downtown Oslo, little about suburbia and the urban fringe**

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The immigrant population will grow.
Its impact has been anticipated and its potential should be recognised.

Forecasts: Immigrant population growth in Norway 2005 – 2025
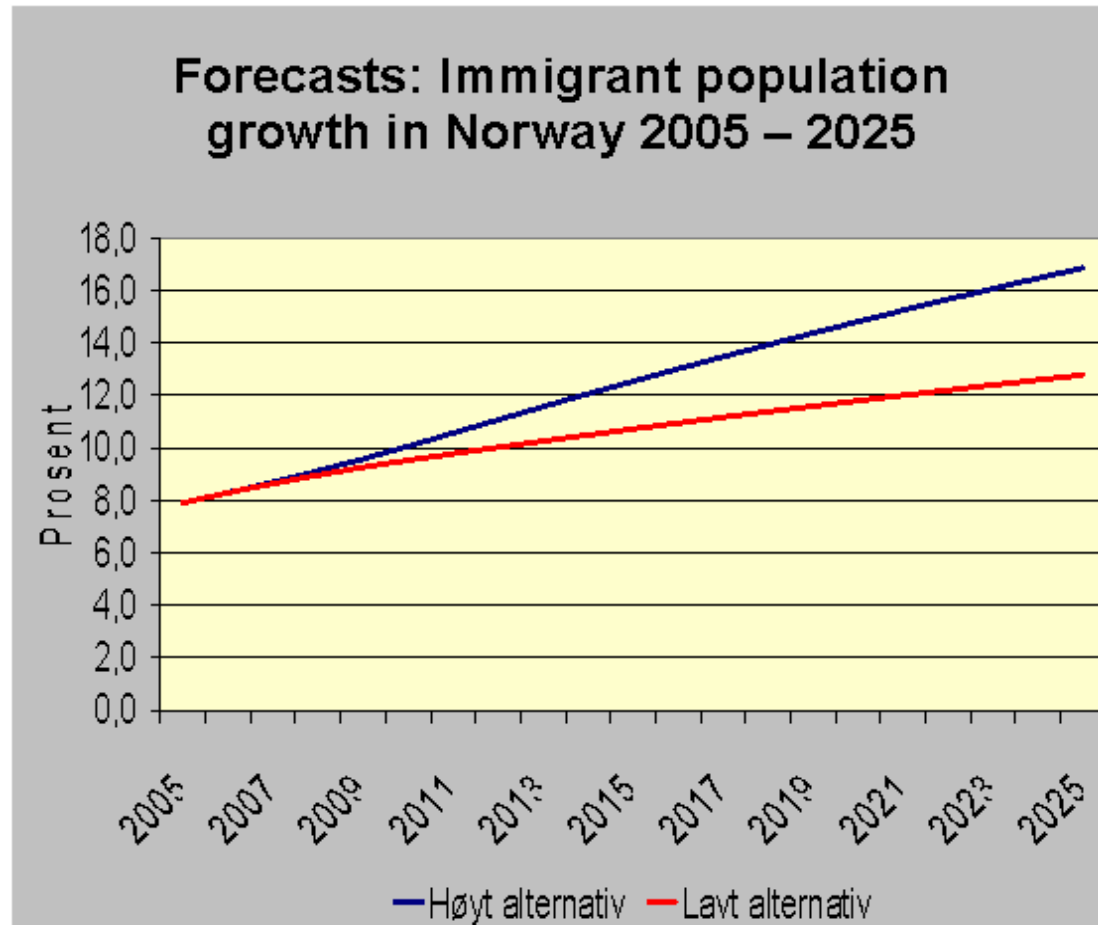
Trends to 2025

Oslo 2006 – over 20 %

Drammen – near 20 %

Natural growth excl.

Migration gives a stronger growth in the immigrant population than in the original Norwegian population.

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Aims of the projects

❖ **To uncover and explore critical factors which may help us understand how minorities contribute to the creation of wealth.**

❖ **Economic entrepreneurship, economic growth and labour market participation.**

❖ **Innovation, new jobs, firms etc.**

❖ **Urban development, environment, amenity, networks, arenas**

❖ **A broad – overall perspective**

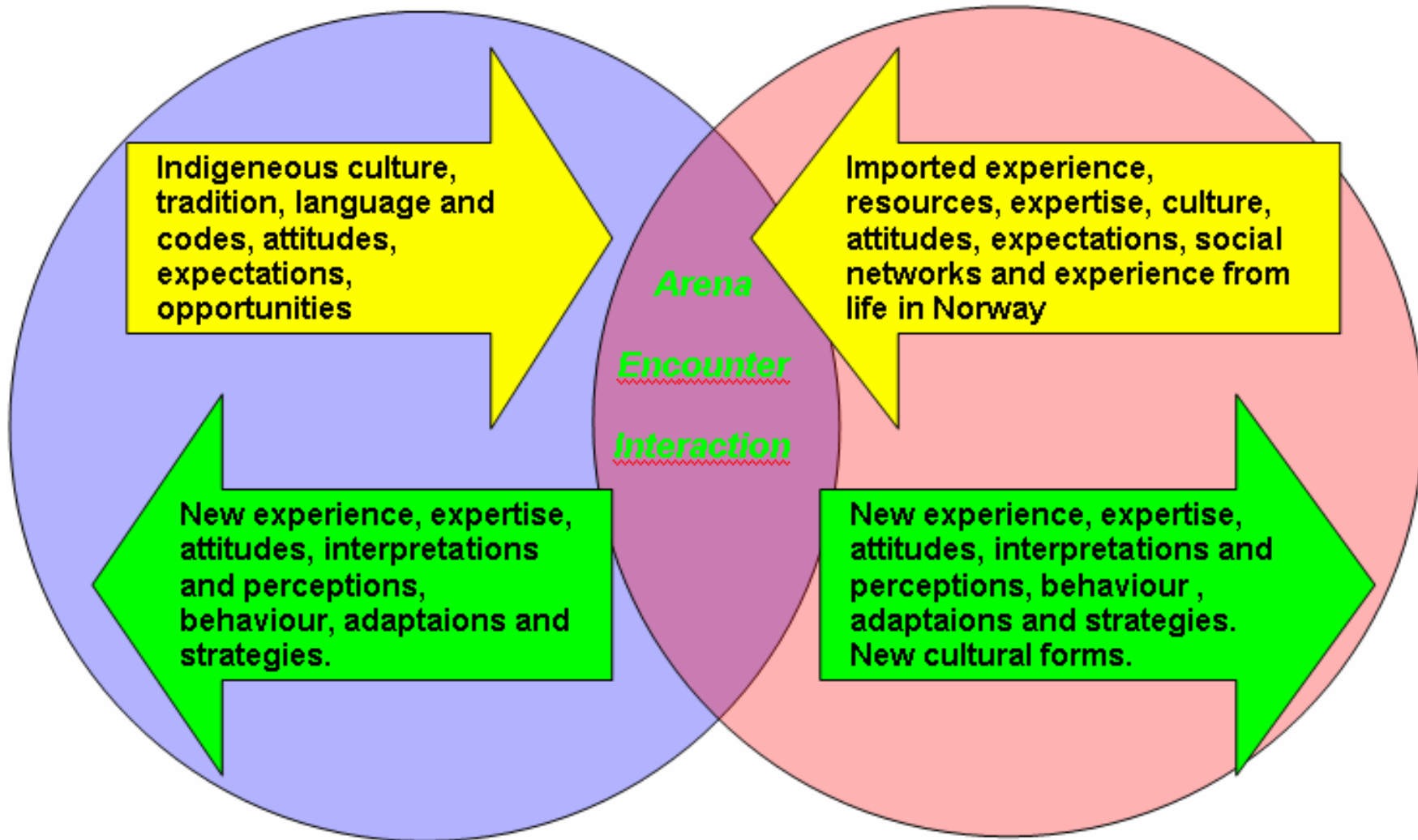Norconsult ❖

4 – step approach (2005 – 2006)

❖ **Review of literature and statistics**

❖ **Discussions and interviews with representatives of immigrant communities:organisations, businesses – and Norwegian representatives of the business community, organisations and the trades unions.**

❖ **Examination of relevant public planning and policy**

❖ **Conference based dialogue – immigrants, public authorities, business organisations, unions, and the volountary sector.**

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What happens in the encounter between the immigrants and the Norwegian community.?

Interaction over time causes change in the immigrant groups and in the indigeneous community.

The "immigrant groups" are different and have one thing in common: the encounter with the Norwegian community

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New lives – new cultural landscapes

Indigeneous culture, tradition, language and codes, attitudes, expectations, opportunities

Imported experience, resources, expertise, culture, attitudes, expectations, social networks and experience from life in Norway

Arena

Encounter

Interaction

New experience, expertise, attitudes, interpretations and perceptions, behaviour, adaptaions and strategies.

New experience, expertise, attitudes, interpretations and perceptions, behaviour, adaptaions and strategies. New cultural forms.

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Different groups find different adaptations. The future is unpredictable

Dissimilarities between different groups

- ❖ **Origin: western, non – western and in – between**
- ❖ **Duration of residence**
- ❖ **Generation 1 eller 2 – and what about the next generation?**
- ❖ **Residential patterns – locational preferences**
- ❖ **Maintenance of links with own ethnic group: strong or weak**
- ❖ **Immigrants from some origins mix more with the local population than others**
- ❖ **Motivation: refugee / non - refugee**
- ❖ **Education, skills and experience**
- ❖ **Involvement in Norwegian civic life and the importance of immigrant organisations.**

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Possible indications of change in adaptation

❖ **Increasing involvement in municipal affairs?**

❖ **At the same time we have recorded changes in the role and importance of some immigrant organisations**

Non – western immigrant representation in municipal councils with high non – western immigrant populations following the municipal and county elections of 2003.

Municipality	Number of non – western elected council members	Total number of council members	% Share of non western council members	Non – western population as % of total population per 1.1.2003
I alt	92	11 138	1	5
Oslo	12	59	20	17
Drammen	8	49	16	13
Lørenskog	4	47	9	9
Moss	3	39	8	8
Rælingen	2	35	6	9
Skedsmo	2	37	5	8
Herøy	1	17	6	3
Levanger	2	35	6	2
Stord	2	35	6	2

Kilde SSB.

Development trends:
More immigrants with higher education

Immigrant population – selected non – western countries and Norway, 30 – 44 years with short or long further education by country of origin

Universitets- og høgskolenivå, kort
Universitets- og høgskolenivå, lang
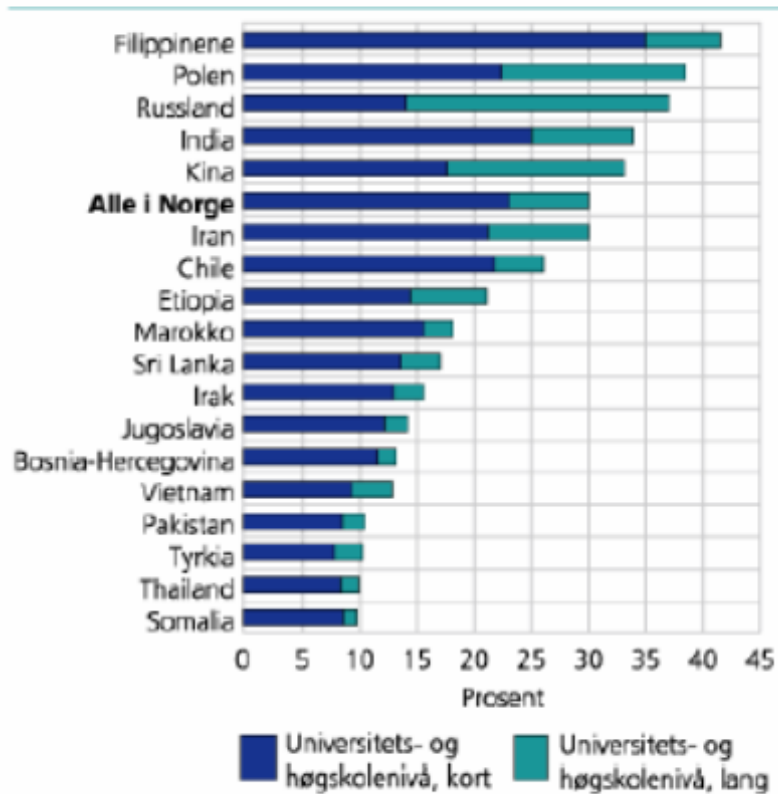
2003 © Statistisk sentralbyrå

**More immigrant children**

get a higher education

Many immigrant communities

put a strong emphasis on

education and training.

Encouragement, aspirations,

motivation, ambition,

practical help

- home work and other coaching.

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Development trends: Immigrants are active contributors to the formation of new firms. Effects: income, experience and expertise

Relative rate of new firm formation in Oslo and Buskerud 2004 by sector - % Non western owners of new firms by % of all owners of new firms by sector.
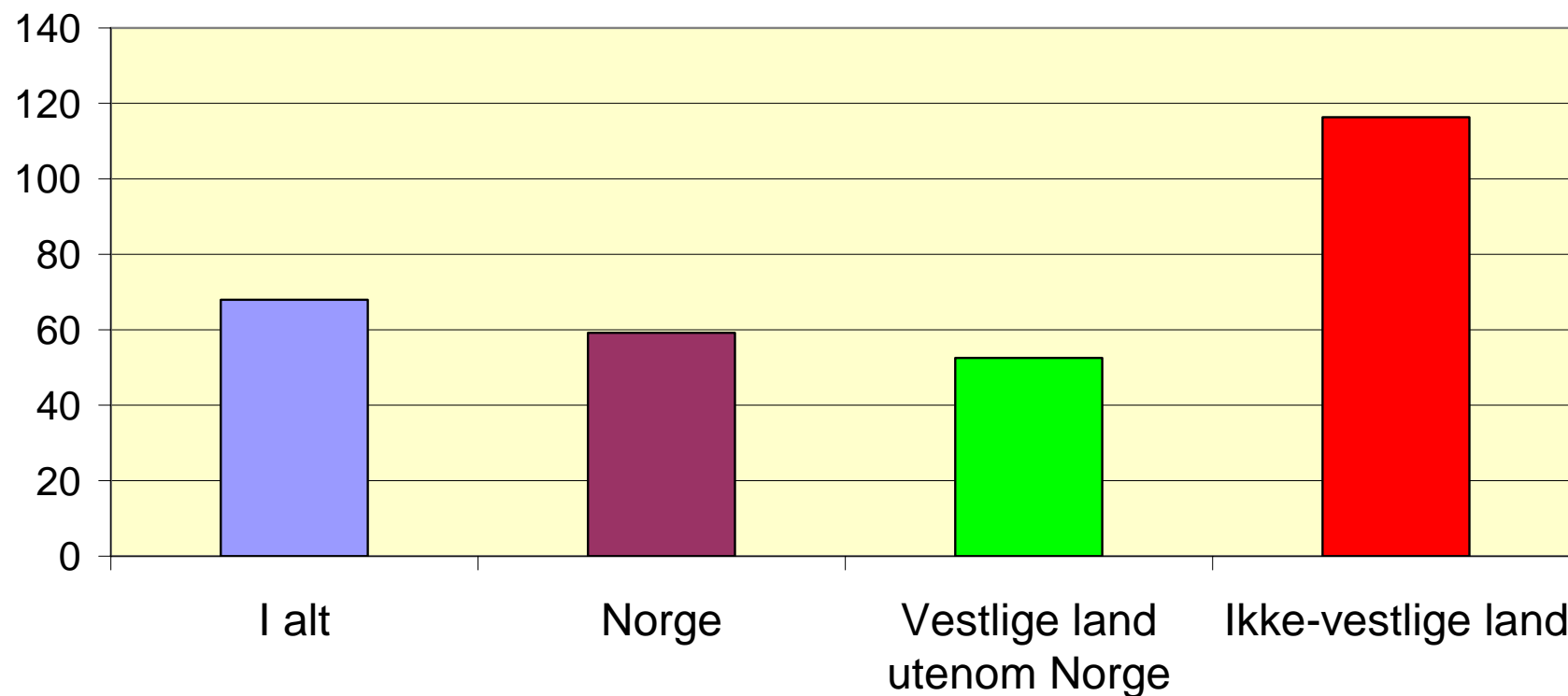

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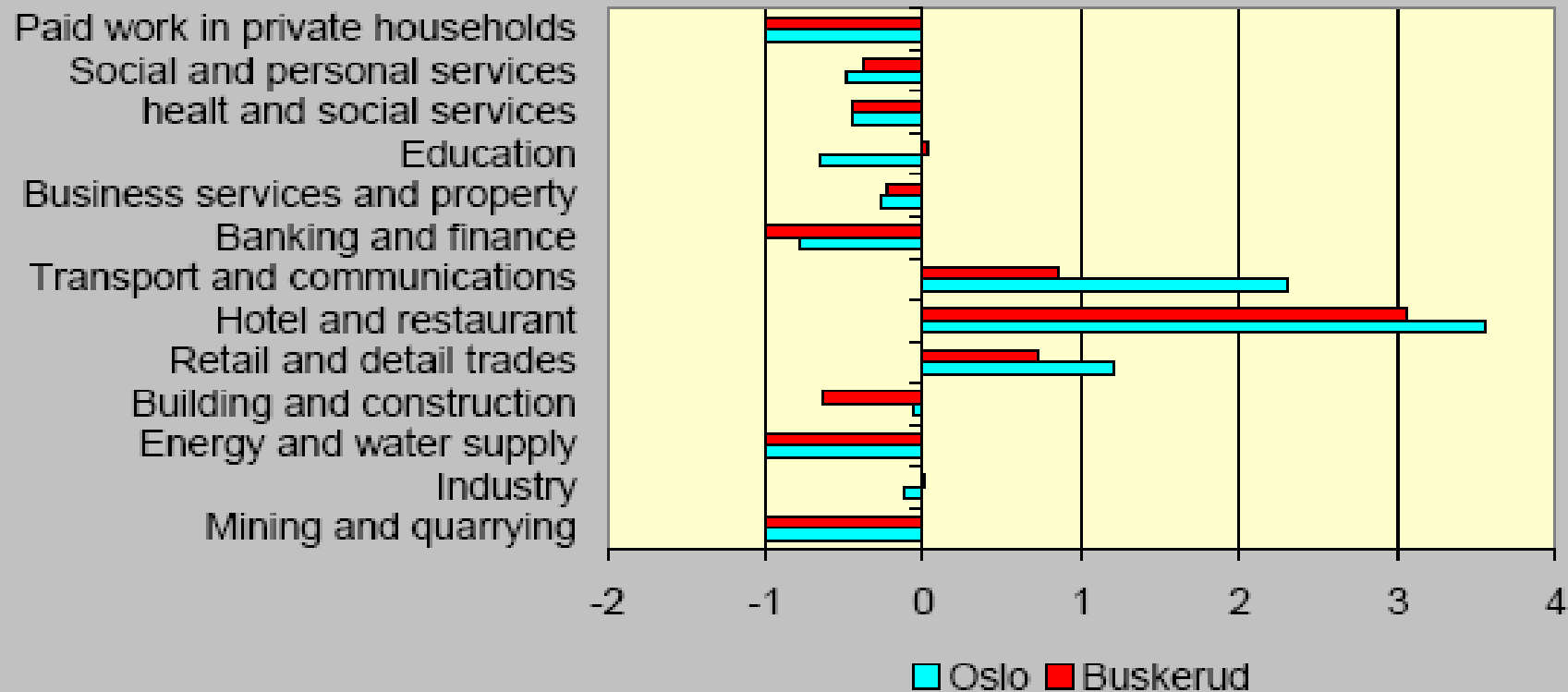
- And non – western immigrants are more active entrepreneurs than others

Owners by origin per 1000 head of population.

Companies with 1 – 20 employees.

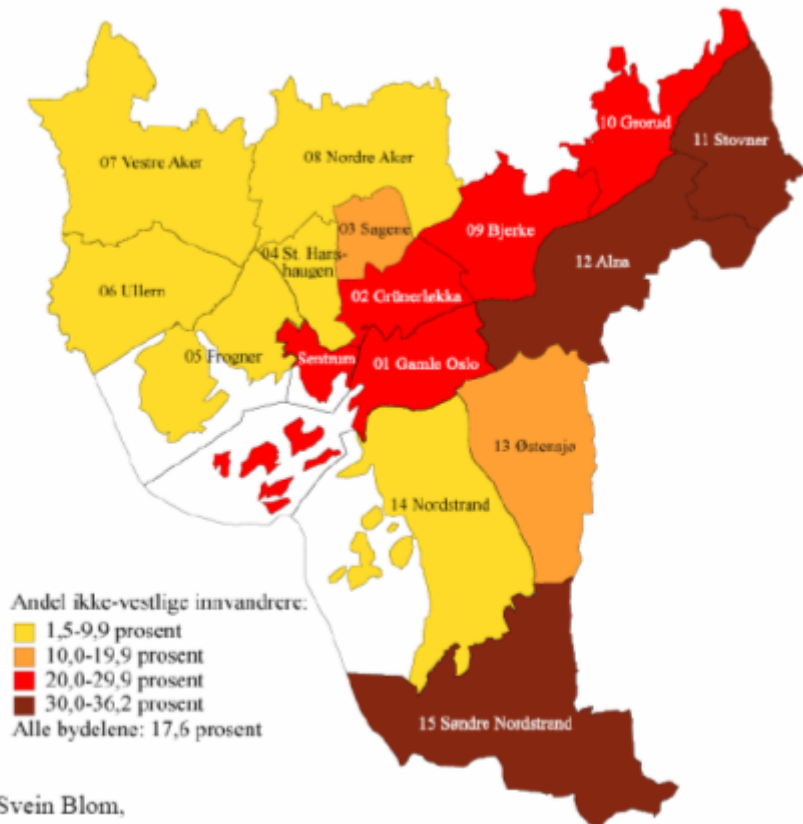Not including companies with limited liability - AS. (SSB)

Other characteristics relating to the labour market and business.

❖ Low rate of employment

❖ Higher unemployment

❖ Language and knowledge of Norwegian society, expectations and aspirations

❖ Difficulties in obtaining work / discrimination?

❖ Social networks in own ethnic group - important means of introduction to work and business.

❖ Few connections or networks into the indigeneous business community and the organisations.

❖ Non – recognised qualifications

❖ Low level of education in many groups.

❖ Access to finance – problematic.

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Geographic concentration of minorities – advantage or disadvantage?

- **The housing market influences settlement patterns**
- **Overcrowding**
- **Financial and social barriers to careers in the housing markets**

- **Housing a primary source of security in the financing of business enterprise**
- **Imbalanced ethnic / geographical distribution by origin?**

- **Networks and social relations make minority groups more robust**

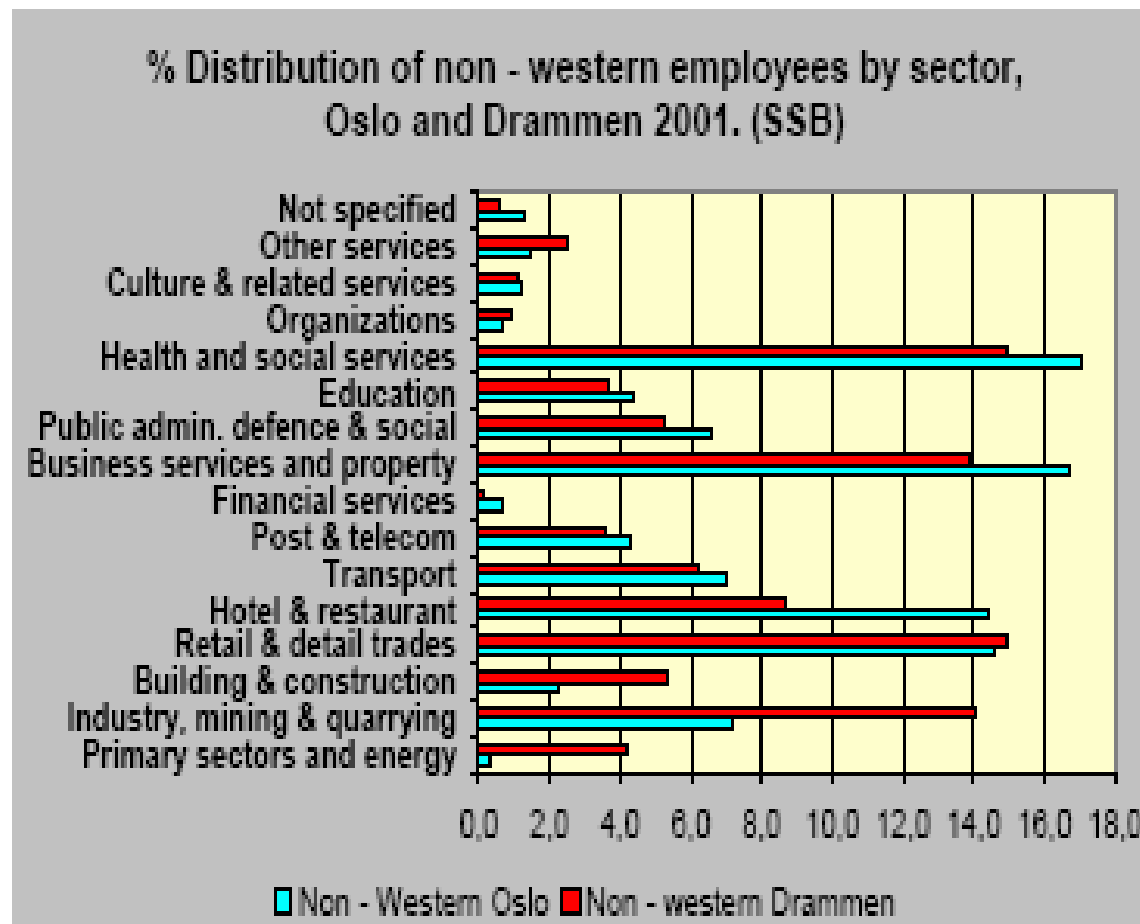- **Weaker relations with other groups and the Norwegian society?**

Andel ikke-vestlige innvandrere i bydelene i Oslo. 1. januar 2004. Prosent

07 Vestre Aker
08 Nordre Aker
10 Gronad
11 Stovner
03 Sagene
04 St. Hans-haugen
09 Bjerke
12 Alna
06 Ullern
02 Grünerløkka
05 Frogner
Sentrum
01 Gamle Oslo
13 Østensjø
14 Nordstrand
15 Søndre Nordstrand

Andel ikke-vestlige innvandrere:
- 1,5-9,9 prosent
- 10,0-19,9 prosent
- 20,0-29,9 prosent
- 30,0-36,2 prosent
Alle bydelene: 17,6 prosent

Kart etter Svein Blom,
SSB - 2005

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Employment – concentration by sector

❖ Ethnic networks are important for recruitment

❖ Major employment generating industrial sectors also recruit immigrants

❖ The main "minority-sectors" are: Health and social services, property, hotel and restaurant, retail and transport

% Distribution of non - western employees by sector, Oslo and Drammen 2001. (SSB)

□ Non - Western Oslo ■ Non - western Drammen

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**From a multicultural to an intercultural society?
Living side by side or living together?
Is there a place for openness – are there open places?
A scope for policy action?**

❖ **Institutional / social policy frameworks**

❖ **Business**

❖ **Local communities and services**

❖ **Public space - physical environment and urban (re) - development**

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Institutional frameworks and policy approaches

❖ Multicultural – support minority groups, art and culture.
   Equal opportunity

❖ Openness:
   Respect for human rights/anti-discrimination,

   Transparent policy for integration and strategy for development of relations between groups,

   Emphasis on diversity in policy making, public services, urban planning and housing

❖ Intercultural:
   A strategy for development of an intercultural city
   Cultural compentence and understanding in the public sector
   Cultural renewal through intercultural dialogue

   Stimulate creativity and innovation based on diversity

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Business

❖ Multicultural:
Ethnically based organisations and networks, little connection between them, few joint ventures

❖ Openness:
Diversity in management and workforce, active recruitment

❖ Intercultural:
New professions, sectors and businesses based on intercultural relations in the public and private realms

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Civic society and services

❖ MULTICULTURAL

Development of orgnisations erpresenting individual groups rather than common inter ethnic organisations. Standardised service provision not adapted to specific needs.

❖ OPENNESS
Overlap between economic, social and cultural networks

❖ *INTERCULTURAL:*

Development of Cross-cultural economic social, cultural networks and organisations

Development of fora and arenas across ethnic and religious boundaries, fora to suport development of public services

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Det offentlige rom / fysisk miljø og byutvikling

❖ MULTICULTURAL
Some residential areas – notably areas with low property prices -
have particularily high immigrant populations.

Absence from public space.

❖ OPENNESS
Increased ethnic mix in residential areas. Accessibility for all and
increased presence of immigrants in public space and institutions.

❖ INTERCULTURAL
Diversity in residence areas

Diversity in use of public space
Public instituions have symbolic value for all
Media and and public rituals are shaped to include all

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A broad perspective in local diversity policy

❖ National policy implementation at local level: Extensive investment in introductory programmes, education, culture, language, vocational training, social networks

❖ A policy of tolerance og anti-discrimination - Oxlo Extra Large

❖ Recruitment to local government

❖ Support for entrepreneurs: Small business centre, Teknopol, cooperation with a wide range of partners: finance – networking. Not specific minority orientation.

❖ Drammen: Culture and higher education / advanced business training

❖ Housing and urban planning – minotity perspectives abscent?

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Some challenges

❖ Stimulate cooperation, networking and openness in Norwegian labour market (eg. unions and employers' associations)

❖ Recruitment

❖ Recognition of foreign, formal qualifications and professional skills

❖ Imported skills a resource:
Recognition of the the knowledge and relationships the immigrants have brought with them – knowledge of other languages, cultures, international relations.

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Some issues in urban planning?

❖ Housing
Differentiation of stock and provision of affordable housing

❖ Gentrification – a problem or potential?

❖ City wide locational patterns, housing, education and services

❖ Physical planning – public space:
accessible arenas with a purpose for all

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