"How to motivate marginalised groups with various cultural backgrounds"

Various issues arise with regard to integration and inclusion of migrant/marginal/minority groups (including gays, lesbians and women) in the mainstream life of a country. The following points summarise the general issues:

- Equality and justice must form the main core of policies with regard to work permits, basic rights and entitlements for all groups. In the case of migrants, this must include not only the rights of the workers but also those of their families.

- In looking at international experiences, it is clear that it is a mistake to consider immigrant workers (and refugees) as temporal entities or guests who will leave and return to their country of origin as soon as demand ceases. The cases (e.g. Mexicans and Chinese in the US, Turks in Germany, Maghreb nations migrants in France) clearly show that the return migration does not happen on any large scale and thus the immigrants become a permanent part of the social landscape.

- This leads us to the issues of integration and inclusion of migrant/marginal communities into mainstream society. Kymlicka (1997(1995):14) highlights that the expectation in the US, Canada and Australia, prior to the 1960s, was the total assimilation of migrants into the existing cultural norms of these countries. Assimilation, in this respect, can be seen as 'ethnocentric denigration of other cultures' and as such does not work in most cases.

- As more and more marginal/minority communities claim group rights alongside and part of civic rights, it is necessary to review the notion of citizenship in regard to inclusiveness.

- More inclusive and liberal citizenship policies seem to be milestones on the way to a peaceful and integrated society, which thus handles and manages diversity in a positive manner.

- In Europe the notion of citizenship is undergoing great transformation. It is argued that political space, traditionally the nation-state, which manages and controls the tensions among collective identities, is changing. Establishing trust in the democratic institutions of the European Union will be a new challenge, which must consider growing immigrant communities and their inclusion into European democtratic processes.

- Establishing intercultural dialogue and working towards intercultural society play an important role in the process of creating trust among immigrant communities. This is possible only if cultures are seen as dynamic and changing entities rather than as static and stable units.

- The establishment of trust and confidence, through inclusive policies, leads to cultural dialogue becoming part of daily life. This is about creating spaces where cultures can interact as equal partners and exist in harmony. It is difficult to create such an environment in a situation where some of the groups (some of the communities) do not develop equally in social and economic spheres. This leaves some communities as 'minorities' and "marginal", unequal partners.

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