

Kultuurilise mitmekesisuse haldamine
rändeajastul
Managing cultural diversity in the
migratory era

Martin Ehala

Is diversity always a strength?

- 2018 elections in Italy: 6 parties presented. Would Italy be stronger if there were 12 parties in the parliament?
- Are two fairly equally popular opinions about the future of Great Britain better than one?
- Are different perspectives on seeing the world – either flat or round – a strength?
- Is society becoming stronger because of the alternative facts?
- Not all diversity in all imaginable situations is a strength. It may also be a weakness.

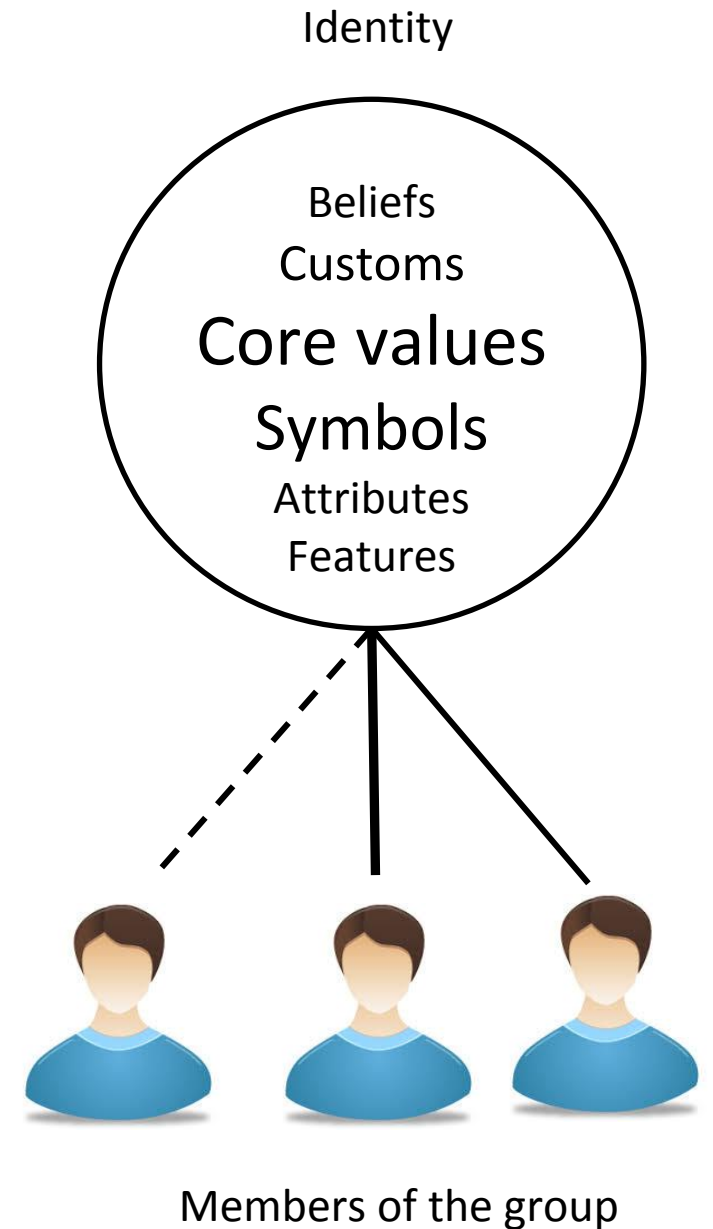
Is cultural diversity always a strength?

- There is no harm from diversity of food, music, dance etc.
- And at the bottom we are all humans valuing the Golden Rule:
 - One should treat others as one would like others to treat oneself
 - One should *not* treat others in ways that one would *not* like to be treated
- While looking universal, Golden Rule is ethnocentric:

It sanctions all norm-based harmful practices: *I have gone through this, and I believe this was right thing to do, so I do the same to others* (initiation, circumcision, forced marriages etc).
- There could be clashes between core values of different cultural identities and this is the source of intergroup antagonism.

Core values

- Identities are shared mental representations.
- Core values are part of these representations.
- To have an identity is to have emotional attachment to this representation and to enact it in appearance and behaviour.
- Groups whose members have strong emotional attachment are 'hot', groups whose members have low attachment are 'cold'.



Empirical evidence

- Desmet, K., Ortuño-Ortín, I., & Wacziarg, R. (2017). Culture, Ethnicity, and Diversity. *American Economic Review*, 107(9), 2479-2513.
- They measured whether cultural diversity is related to the public goods provision or to the probability of violent civil conflict (more than 25 deaths).
- Based on the survey data on 76 countries (World Values Survey database).
- Statistical analysis of nearly 200 questions pertaining to values.
- Subjects were categorized by their ethnicity (language, race).

Values and ethnic identity

- Ethnic identity is highly predictable for cultural values (43% of the questions covered), but there was a wide variation:

Poland 6%

Uruguay 10%

Sweden 22%

Norway 22%

Finland 23%

Lithuania 28%

USA 37%

Latvia 41%

Canada 63%

Estonia 70%

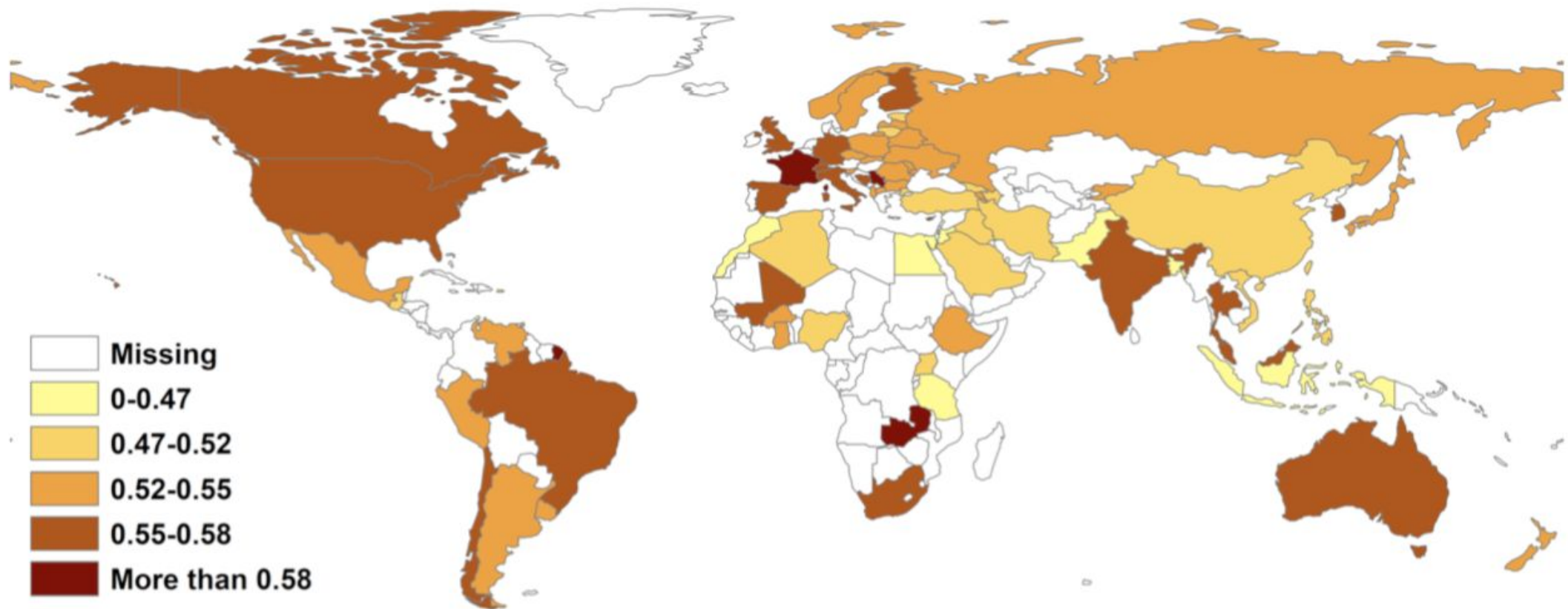
Ethiopia 71%

Iraq 82%

South Africa 84%.

Values and diversity

- There is no correlation between ethnic and cultural diversity: Countries that are more diverse ethnically are not necessarily more diverse in cultural values.



Values and ethnic divide

- Value differences itself does not necessarily mean more civil conflict or less public good provision.
- Only if value differences co-occur with ethnic differences, is the society more prone to unrest, and less advanced in public good provision (Desmet, Ortuño-Ortín, & Wacziarg 2017: 2504-8):
- The probability of civil unrest rises 26% as the index of fractionalisation rises by one standard deviation.
- The provision of public goods decreases 43% as fractionalisation index rises by one std.

Managing migration

- Planning economic migration should take into account core values compatibility between the immigrant and host identities. Systematic study needed.
- To monitor for the identity temperature in the donor countries – too hot identities should be regarded with caution.
- To abandon postmodernist value neutrality and value equality principle for core values.
- No tolerance for core value conflicts. All other value diversity welcome. Systematic study needed.

Managing identity

- Systematic value socialisation applied in the educational system to encourage multiple identity development amongst minority students. Maintaining heritage identity welcome.
- Identity socialisation needs to aim for 'warm' emotional attachment to the majority.
- Identity socialisation should aim for the possibility of graded membership in the majority group.
- Identity should be seen as a process of learning.
- There should be both carrot and stick approach to socialization – rewarding inclusion, but setting limits for transgressions.