

# Measuring Integration. Shaping Diversity.

## Vienna Integration and Diversity Monitoring

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**<http://www.wien.gv.at/integration>**



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# Municipal Department 17 – Integration and Diversity

## Integration and diversity policies & management for a modern public administration

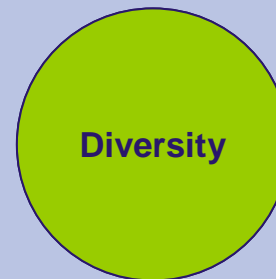
- Competence Centre for Integration and Diversity since 2004
- Staff: ~ 65
- Budget: ~ 9 mio. €



Research & Studies  
Monitoring  
Networking  
Legal Counselling



Startcoaching  
Funding language & integration measures



Diversity Management  
Diversity Check



Information & support  
Networking Migrant communities



## Objectives:

### *Integration and diversity monitoring*

- Instruments to make visible and to objectify integration and diversity processes
  - to monitor, describe and evaluate the „integration“ status quo of the Viennese society
  - to evaluate the achievements of public administration in human resource development and the adaption of its services based on the (demographic) changes in society



# Key questions

- Definition of the scope of the monitoring
- Measurability of integration
- Target groups
- Validity of the indicators



# Integration:

*To measure integration, one must first define what is meant by integration and who are the addressees?*

- equal participation of all population groups in the central areas of life
- Successful integration should therefore lead to equal opportunities and equal rights, facilitate participation in social and political decision-making processes, guarantee equal access to social resources, and enhance individual and collective capacities and competencies

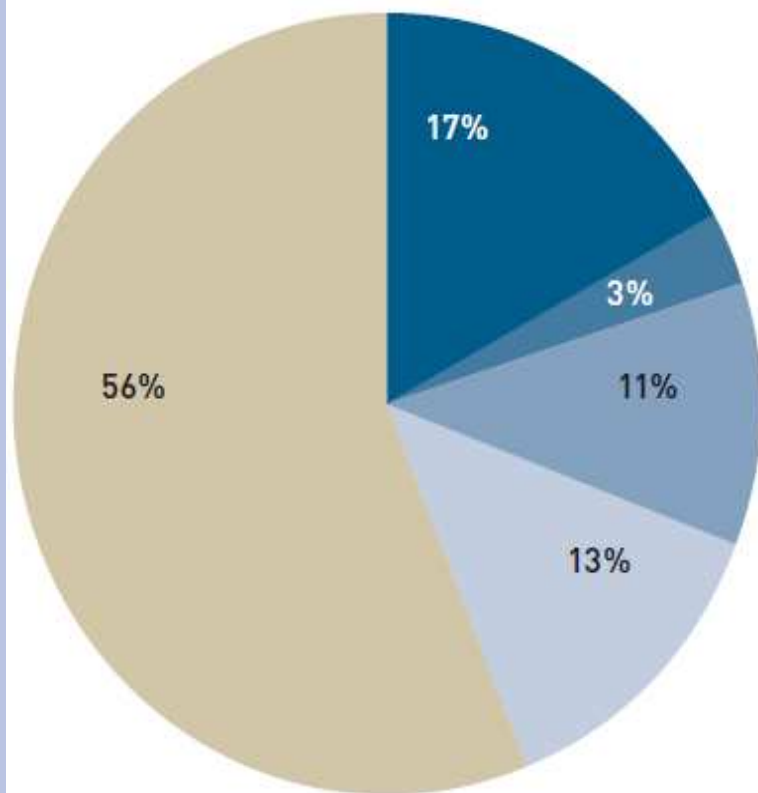
(Definition of the City of Vienna)

**Paradox!**: aiming for equality in an unequal society



# Migration Background:

*Finding a definition that can be operationalized*



- Fremde Staatsangehörigkeit und Geburtsland Ausland, aktive Migrationserfahrung / Foreign nationality and born abroad, active migration experience
- Fremde Staatsangehörigkeit und Geburtsland Österreich, (noch) nicht eingebürgert, passive Migrationserfahrung / Foreign nationality and born in Austria, not (yet) naturalised, passive migration experience
- Geburtsland Ausland und Staatsbürgerschaft Österreich, eingebürgert, aktive Migrationserfahrung / Austrian nationality and born abroad, naturalised, active migration experience
- In Österreich geboren und österreichische StaatsbürgerIn, Migrationshintergrund, weil zumindest ein Elternteil im Ausland geboren, passive Migrationserfahrung / Austrian nationality and born in Austria, Migration background as at least one parent was born abroad, passive migration experience
- In Österreich geboren und österreichische StaatsbürgerIn, beide Eltern in Österreich geboren, kein Migrationshintergrund / Austrian nationality and born in Austria, Both parents born in Austria, no migration background

Quelle: ZSI auf Basis MZ 2008/2009 / Source: ZSI based on MZ 2008/2009



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# Indicators:

*What is an indicator and what can an indicator achieve?*

**Criteria:** Quality, continuity, objectivity and comprehensibility

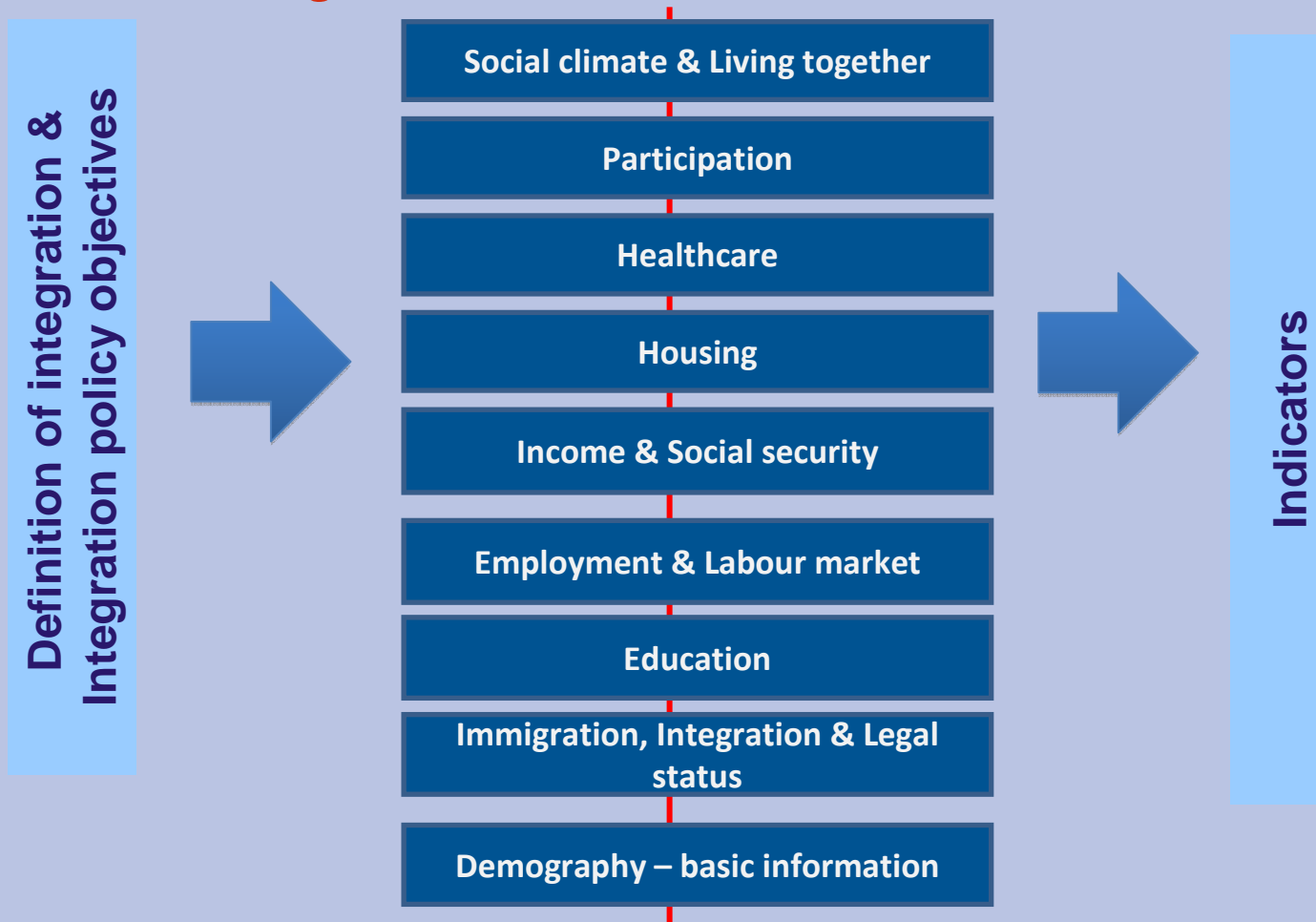
**Mapping:** equal participation, equal status, openness of the society and the systems

*What characteristics make (or do not make) a difference?*



# Integration monitoring:

*Displaying the change processes & assessment of social and economic changes*





## Example:

## Objectives:

- Increase the proportion of students with secondary education
- Recognition of education and qualifications acquired abroad

**Indicator:** educational attainment



# Example:

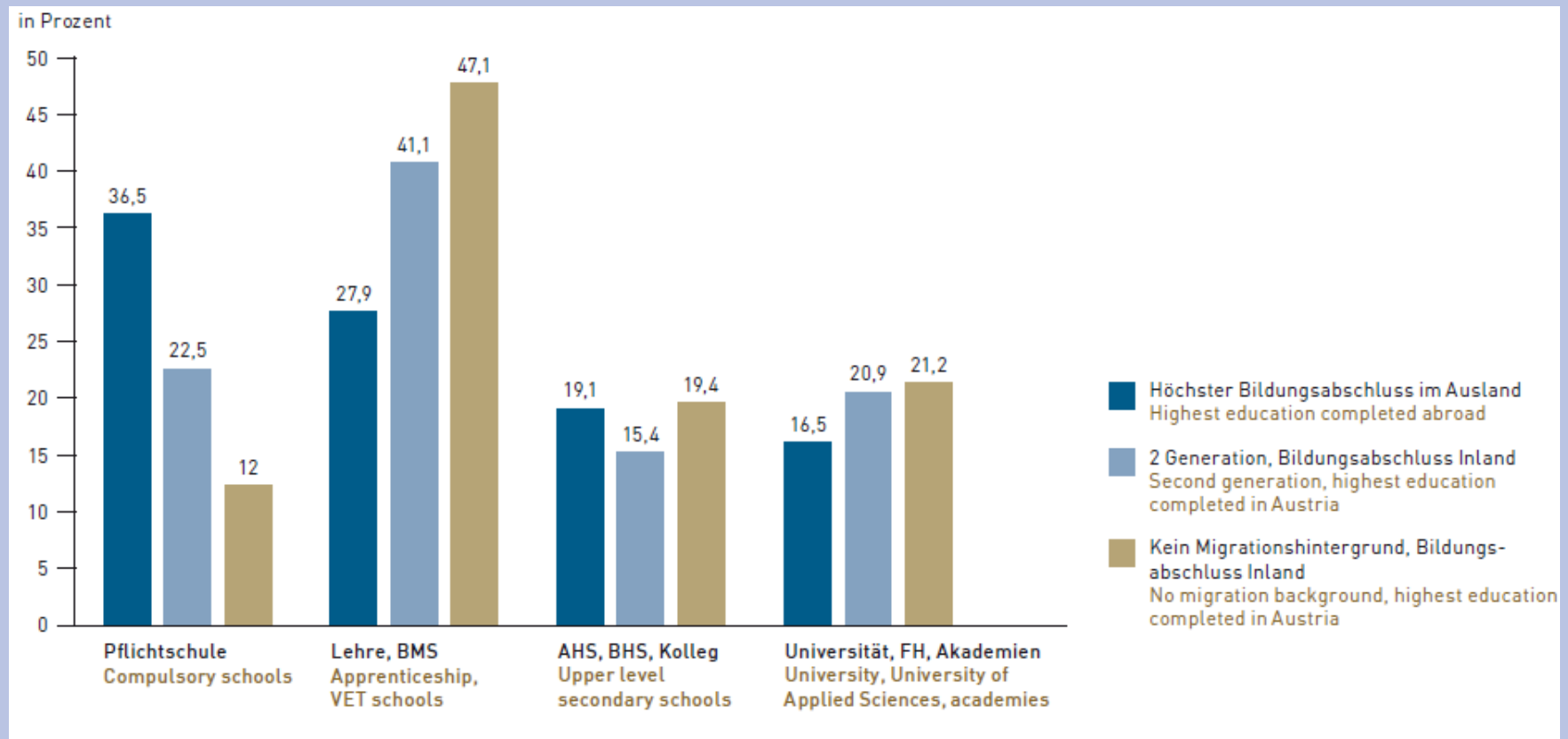
## Indicator educational attainment

Differentiation	Highest educational attainment	Gender
Country of education		
Country of birth of parents		
Working population		



## A feasible measuring instrument for integration?

*Differentiated illustrations and evaluations of factors that have an influence on integration facilitate the observation of actual differences and similarities as well as changes in the population over time.*



# Challenges:

- Interpretation of results
- Causality and effects
- Availability of data
- Origin and processing of data
- Limited range of variables



[www.wien.gv.at/integration/monitor.html](http://www.wien.gv.at/integration/monitor.html)



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