



Diversity management in Spain: new dimensions, new challenges

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Abstract

In the current European dilemma as to whether to increase diversity policies or move towards an assimilationist policy, it is difficult to know what the Spanish approach is. This book argues that Spain represents a context of “multiple diversity”, where two frameworks interact: an old, unresolved one, arising from democratic transition, and a new one due to immigration. This explains the Spanish practical approach, where the recent past plays the role of an iron cage, limiting institutional innovation and change. The author proposes a heuristic model, to better understand the “Spanish laboratory of diversities”. In order to go through these steps, the author analyses three case studies, coming from the political/social agenda: education, workplace, and political rights. At the end, the reader will have an empirically informed and theoretically founded overview on how Spain is managing diversity. This book is timely for a wide range of academic and professional readers.

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Ricard Zapata-Barrero is an accredited Senior Professor of Applied Political Theory and Qualitative Methodology at the Department of Political and Social Sciences, Universitat Pompeu Fabra (Barcelona-Spain). His main lines of research deal with contemporary issues of liberal democracy in contexts of diversity, especially the relationship between democracy, citizenship and immigration. He is Director of GRITIM-UPF (Interdisciplinary Research Group on Immigration) and the Master Programme on immigration management at UPF (certified by ANECA). He is currently working on various lines of research related to the Governance of Diversity: the link between two types of dynamics: im-migration and actions without state, politics and multilevel governance. Following a local approach ("the local turn"), he focuses on different aspects related to intercultural policies, and the link between cultural policy and diversity. He is a Partner of different European Projects: 18-country ACCEPT project: Tolerance, Pluralism and Social Cohesion: Responding to the Challenges of the 21st Century in Europe (2010-2013) funded by EU 7th Framework; Interact and Divpol funded by the European Integration Fund. He is currently the Director of the DIVERSIDAD project, on Municipalities and immigration: interculturality and the index of Governability, funded by the Spanish Ministry of Economy and Competitiveness. He is the founder of RECI (Intercultural Cities network in Spain) and member of several governmental counsellor boards. He is also expert of the Compendium of the Council of Europe in intercultural and cultural policies. He is a regular contributor to media and policy debates, and has participated in the elaboration of public and political reports.

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