

Καλώς ήρθατε  
Greek

Srdečně vás vítáme  
Czech

Bienvenido  
Spanish

بڼه راغلاست  
Pashto

Mirë se erdhët  
Albanian

欢迎  
Chinese

Wabokhian  
Edo

### Outlook

On the basis of the work that has already been accomplished **key projects** were developed within the fields of action. These key projects show by way of example how the concept can be realised:

- vocational training in the municipal offices "intercultural competence is what we want" (lead managed by the personnel and organisation departments);
- check-up days: open-door healthcare services for target groups (lead managed by the Department for Health and Environment);
- integration through sport (lead managed by the Department of Education and Cultural Affairs/Sports Department);
- intercultural mainstreaming of the municipal administration and municipal institutions (lead managed by the Office for Intercultural Affairs, Social Services Department);
- "Crossing Munich: Immigrants in Munich - 1945 to Today" exhibition (lead managed by the Department of Arts and Culture);
- "MOVAplus" mobilising apprenticeship training positions with non-German Munich entrepreneurs (lead managed by the Department for Work and Economic Affairs);
- language training from the start: speech counselling in kindergarten and daycare centres (lead managed by the Department of Education and Cultural Affairs);
- job training for long-term unemployed foreign workers to help integration into the job market (lead managed by the Social Services Department);
- creation of targets and indicators towards integration (lead managed by the Office for Intercultural Affairs).

### How can this be achieved?

Together with other municipal departments the Office for Intercultural Affairs has developed a **system of indicators**. The use of indicators helps us measure things that would otherwise be difficult to assess, such as "integration". If we define integration as "equal access to core institutions such as education, work, housing, healthcare" it becomes clear that in Munich we still have a long way to go in order to achieve such equality. Far too many children of immigrant families still only complete standard secondary school education and often leave without any qualification at all, and far too few of them attend the upper school leading to university entrance. But the indicators also help us to pinpoint weaknesses that call for improvement and targeted help.

To this end **fields of action** were defined and given priority:

- intercultural mainstreaming,
- promotion of participation,
- education,
- vocational training and job market,
- language training,
- fighting discrimination.

Together with other relevant departments, the Office for Intercultural Affairs will draw up an **Integration Report** every three years covering achievements and pointing out areas where there is still need for improvement. The second report has been published in 2014.

Integration is a topic that regularly comes up on the agenda, thanks to the work of a number of **panels** and **committees** - the **Munich City Council Integration Committee** comprises relevant groups in society and is chaired by the Lord Mayor of Munich or one of his deputies; the **Integration Task Force**, in which all municipal departments are represented, is chaired by the Social Services Department, and the **Foreigners' Advisory Council** has a vital role in supporting and promoting the work.

Benvenuti!  
Italian

Şima xêr amêy  
Kurdish (Dimili)

Добро дошли  
Serbian

# Get involved!

### What has that got to do with me?

You live in Munich, you might be foreign or not, you might be Christian, Jew, Muslim, Buddhist, or you might not be a member of any faith community; you live in this city, work here, might have a family or might be single. Everything that happens in this city concerns you directly - you can help change and form the environment - and you should know what people are concerned about. The **Integration Concept** knows that this diversity is the city's most valuable resource.

If you want to know more, click [www.muenchen.de/interkult](http://www.muenchen.de/interkult) for the full text of the Integration Concept or, for a small cover charge, order the text per e-mail at [interkulturellearbeit.soz@muenchen.de](mailto:interkulturellearbeit.soz@muenchen.de).

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Amharish

Hartelijk welkom!  
Dutch

Isten hozta!  
Hungarian

स्वागत  
Hindi

Soo dhawaada  
Somali

தலைநகரம் வரவேற்கிறது  
Tamil

### Welcome!

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[www.muenchen.de/interkult](http://www.muenchen.de/interkult)

Bienvenue  
French

جي آياں آؤں  
Punjabi

Bine ați venit  
Romanian

Dobro došli  
Bosnian, Croatian

به خیر هاتن  
Kurdish (Sorani)

አንቅብሎን ይጎብኙ  
Tigrinya

Sànnu dà zuwà  
Hausa

N'dalu  
Igbo

Bem-vindo  
Portuguese

E Kaabo  
Yoruba

أهلاً وسهلاً  
Arabic

Witamy  
Polish

Thành Tâm Đón Chào!  
Vietnamese

### Integration Concerns Us All

# Intercultural Integration Concept

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Tamazight

ܠܗܘܝܬܘܢ  
Assyriah

سزنى قىزغىن قارشى ئالىمىز  
Uighur

Hoş geldiniz  
Turkish

ຍິນດີຕ້ອນຮັບ  
Thai

Karibuni  
Swahili

සිංහලයන් වෙත  
Singhalese

Добро пожаловать  
Russian

ברוכים הבאים  
Hebrew

Herzlich willkommen!  
German

Hun bixêr hatin  
Kurdish (Kurmanji)

Latscho diwes sintiwale e romale  
Romany

WŌE Zŏ  
Ewe

خوش آمدید  
Persian (Dari, Farsi, Tojiki)

Welcome!

# Integration Principles

ברוכים  
הואים

அன்புடன் வரவேற்கிறோம்

## Intercultural Integration Concept

On 20 February 2008 the Munich City Council unanimously approved the **Principles and Structure of the Munich City Integration Policy (Intercultural Integration Concept)**.

### Why do we need an Integration Concept?

In Munich approximately 36 percent of the population has a migrant background on the strength of they themselves or one of their parents having moved to Munich from abroad after 1955. Some of them have been living in Munich for decades while others have just recently settled here. The municipal authorities in Munich see themselves as a service provider for anyone living here, so if services are to be equally accessible for everyone regardless of language spoken or religious denomination, age or gender, it is the responsibility of the Munich authorities to ensure that these services are readily available, and it is the Integration Concept that serves as a vital framework for this target.

### What does that mean?

The city of Munich has committed itself to principles and guidelines that ensure that intercultural aspects are taken into consideration in all municipal decisions, projects, plans and services, that more opportunities for active participation are given in areas where this had been neglected in the past, and that city council policies and plans are oriented towards these principles and guidelines.

සැලසුමක්  
සිදු කිරීම.

欢迎  
أهلاً وسهلاً

### Who designed this concept?

The Office for Intercultural Affairs, which is responsible throughout Munich for the cross-sectional task of integration, lead managed the concept and, together with all other departments, designed the present form of the Integration Concept. The draft was discussed in depth during more than 50 meetings with a wide range of diverse groups, such as charity organisations, the Foreigners' Advisory Council, immigrant organisations and trade unions.

### What changes can we see?

For over 30 years now a feature of the Munich city management has been its proactive intercultural policies – in many municipal departments workers and managers have demonstrated their commitment to an intercultural policy by actively supporting intercultural mainstreaming (please refer to the list of 11 principles below). The Integration Concept pools all these activities – something that had previously not been achieved – and initiates mandatory intercultural mainstreaming of all departments.

### What are the essential principles?

The basis of the Integration Concept is the following for the entire city community.

The sense of solidarity within the city of Munich is the responsibility of every individual. Understanding between the diverse social groups is the basis of integration. Municipal policies and services promote the existing competencies of all individuals living in Munich, regardless of age, gender, skin colour, religion, cultural and social background, disabilities, illnesses, philosophy of life or sexual orientation. Special emphasis must be given to the position of children and adolescents. We must ensure that each person has equal opportunities to participate in life in the community and in local policy decisions and has access to resources.

This vision outlines one of the central terms in the Integration Concept, namely

### “integration”:

For us, integration means the long-term process that immigrants go through of becoming involved in core areas of society and of bonding with others in the community to achieve equal opportunities. Both the newcomer and the long-standing member of a community are equally responsible for success or failure of this process. Our vision of integration respects and values cultural diversity and promotes potential that such diversity offers.

So integration is a process that needs time and cannot be achieved from one day to the next. Our vision of integration illustrates that both the newcomer as well as the existing community must work together and jointly create a society offering equality to all. We consider “core areas of society” to be, for example, education, vocational training, the job market, housing, political participation, healthcare.

An important aspect of life in a community is the exchange of viewpoints and the discussion of issues at all levels – a common basis and framework for debate and the introduction of changes facilitates this process – and this is what the integration concept provides by drawing up 11 basic principles.

### 11 basic principles:

## Vision

1 Integration depends on the recognition of common, free and democratic standards.

The basis of all discussion is the German Basic Law. This law provides the foundation, for example, for the right to Islam religious instruction or the building of mosques. Human dignity, freedom of action or physical integrity are, on the other hand, rights that are anchored in the law and are not to be challenged. Consequently, female circumcision and forced marriage, for example, cannot possibly be allowed.

2 Integration concerns everybody and is a process of mutual understanding and negotiation in the case of conflicting interests. Integration strengthens the sense of solidarity in a community.

This makes it clear that integration is not expected from just one section of a community (the immigrants) but from everyone living in the community. Not one group alone can determine and define standards but it is up to everyone to endeavour to find a common path.

3 Integration in a European city must be based on the promotion of non-isolation and socio-geographical mix in all sections of the community.

Conflicts are not caused by a predominance in one area of people from a specific country of origin (ghettos) but by a predominance of people in difficult circumstances (unemployment, poverty).

4 Integration key resources are language skills in both German and a person's native language.

A command of the German language is essential in order to become actively involved in life in Germany and to feel integrated here. This is undisputed. It is also undisputed that recognition and promotion of language skills in a child's native tongue are just as important for its development. It is important that multilingualism is recognised, as well as its significance in education and vocational training, if it is to be seen as an asset for society and for young people with an immigrant background that they have mastered two languages.

5 Integration means recognising and developing diversity, as well as enabling political participation and equal opportunity for involvement in urban society.

In addition to calling for voting rights in local elections for all adults living in Munich – regardless of their nationality – the Munich authorities support the involvement of all individuals, initiatives and associations in life in our community.

6 Integration can only be achieved if institutions adopt a policy of intercultural orientation and intercultural mainstreaming.

Intercultural orientation means that institutions recognise that people of different origins with different interests and needs live in the city, and it must be possible for these diverse groups to voice and stand up for their interests on a basis of equality. **Intercultural mainstreaming** is the realisation of all this in everyday practice; this means that all facilities and services provided by the city authorities must be equally available to anyone living here.

7 Integration means decisive action to combat discrimination and racism.

Taking an active stand against reservations or opposition towards minority groups and investigation of offences committed against such sections of the

population are an essential element in the promotion of integration and are vital for the city's reputation. Every citizen of the city is called upon to show a sense of moral courage in the fight against discrimination and racism. The Munich authorities support this.

8 Integration recognizes the existing potential of the people of Munich.

It is no longer the alleged deficits of immigrants – “Can't speak German”, “Haven't got any job training”, etc. – that dominate any discussion, but the potential assets that people bring with them – “Can speak four languages”, “Had professional experience in his home country”. In the future it will become even more important to find ways to utilise this potential.

9 Intercultural integration stands for equal access for all to information, education, culture and the arts, sports, job opportunities, housing, social services and healthcare regardless of age, gender, skin colour, religion, social and cultural origins, disabilities, lifestyle philosophy or sexual identity.

Integration does not mean levelling down but equal opportunities for everyone.

10 All integration measures and the entire municipal policy regarding people of immigrant background are checked as regards their impact on women and men, as well as on girls and boys. The impact of all measures on the acceptance of lesbians, gays and transgender also has to be examined.

This describes the link-up of the cross-sectional tasks intercultural mainstreaming, gender mainstreaming and non-discrimination policies for lesbians, gays and transgender.

11 Integration must have something specific to offer to each target group.

Equality throughout the population of Munich does not mean that everyone will use the same facilities or services. Equality means that everyone will have access to the facilities and services they personally need, or facilities and services will be created taking the needs of diverse groups into consideration.

Добро пожаловать

# Integration Principles