

Dignity Inclusion and Diversity

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LEIPZIG, 13.03.2019

Dignity

“the state of being worthy of honor or respect”

(Oxford Encyclopedic English Dictionary)

Dignity

(A liberal, humanistic perspective, relevant within the context of the human rights framework)

- **a consensus within the humanistic tradition**
(shift from Greatness of God towards Greatness of Human being)
- **a secularized version of the Judeo-Christian-Islam (Sufism) concept of *Imago Dei***
(asserts that human beings are created in the image and likeness of God – regardless of sex, colour or even religion)
- **an overlap between the ethical doctrines of important thinkers like Kant and Confucius**
- **the normative core of the natural law tradition**
(God is awesome – so you are! As you are given all basic GOODS which are good for you)
(Don't kill anyone to make sure no one is killing you! Promote life to protect those GOODS)
- **Linguistic consensus, including Hebrew, English or from *Dignitas* in ancient Rome**
(Combining Honor, Moral and Respect with Dignity)
- **a moral–political statement against the horrors of the Nazi regime**

However, some may think otherwise!

Dignity

(A liberal, humanist perspective, relevant within the context of the human rights framework)

Confucian philosopher
Xunzi (third century BC)

*“Water and fire have essences,
but not life; herbs and trees have
life, but no knowledge; birds and
beasts have knowledge, but no
sense of justice.*

*Man has an essence, life,
knowledge and, in addition, a
sense of justice; thus he is the
noblest on earth”*



People are not good by birth.
But they are all **born with the
capacity to become good**, and
this is what **makes of each
individual something special**.

However, some may think otherwise!

Dignity

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Dignity ● Price

An object can be exchanged by another objects of the same value

Human Dignity refers to the *quality of a person as beyond the price* in the sense of being nonfungible and as possessing a kind of worth that cannot be estimated in quantitative terms.



Dignity is priceless!

Act in such a way that you treat humanity, whether in your own person or in the person of another, **always at the same time as an end** and **never simply as a means**.

Immanuel Kant

However, some may think otherwise!

Dignity

(A liberal, humanist perspective, relevant within the context of the human rights framework)

- **Birthright:** Inherent **value and worth** as human beings
- **Not granted:** Synonyme for **Human Rights** in the western countries
- **Deep routed/Universal:** Deep, human **desire** to be treated as something of value
- **A relational concept:** Extraordinary **impact on our lives** and relationships
 - Self-respect vs respect of others
 - (Highest) common denominator
 - Glue that holds all of our relationships together
- **Existential:** Mutual recognition of the desire to be seen, heard, listened to, and treated fairly; to be **recognized, understood, and to feel safe** in the world
- **Individualistic:** Excessively **individualistic conception** of equality

However, some may think otherwise.

Dignity

Adopted on December 10, 1948

Developed out of World War II & Creation of the United Nations

- *Desire to preserve peace*

Human Dignity was introduced as a kind of moral reference point for an agreement that could provide normative guidance for the interpretation of the human rights framework in general.

UDHR-Preamble:

...recognition of the inherent dignity [...] of all members of the human family is the foundation of freedom, justice and peace in the world

...the peoples of the United Nations have ... reaffirmed their faith ... in the dignity and worth of the human person ...



UDHR-Article 1:

All human beings are born free and equal in dignity and rights.

Ratified 7 December 2000

Entred into 1 December 2009 (Treaty of Lisbon)

(officially confirmed the universal citizens' rights as well as political, economic and social rights.)

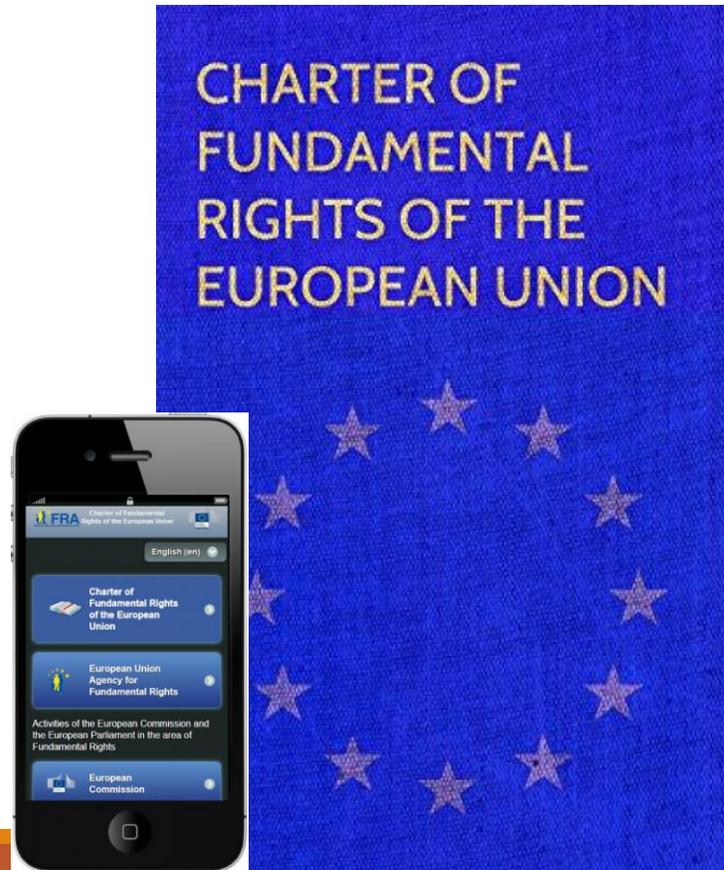
Dignity

The **dignity of the human person** is *not only a fundamental right* in itself but **constitutes the real basis of fundamental rights**.

Together with the **European Convention on Human Rights***, it is an attempt to **place human rights principles at the core of European Union law**.

Singed in 1950, The ECHR clearly refers to UDHR, but does not explicitly speaks of **dignity as the basis of rights.*

(first mention of dignity only in 2002 under Article 13)



Article 1:

Human dignity is inviolable. It must be respected and protected.

Incorporated into national laws and constitution of 22 EU members states.

Its provisions are mostly based on the ECHR, although Article 1 closely reflects Article 1 of the German Basic Law.

Dignity

Treaty of Lisbon (2009) - EU common values (respect for human dignity, liberty, democracy, equality, the rule of law and respect for human rights, including the rights of persons belonging to minorities)

Defending and Respecting Human Dignity – Uniting Europe?

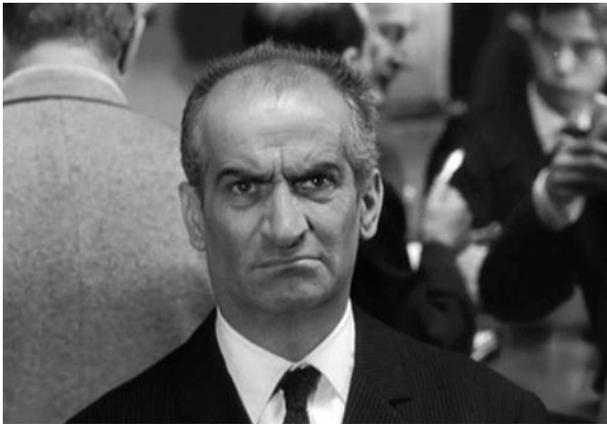


However, some may think otherwise.

Dignity?

BUT IS IT THAT SIMPLE?

Are these nothing more than abstract principles?



DOES IT WORK?

Reality Check (Fundamental Rights Report 2018)

- **Mixed progress in promoting equality and non-discrimination in the EU**
- **Religious symbols remain centre of attention**
- **LGBTI equality in the EU advances**
- **Discrimination and unequal treatment remain realities**
- **Discrimination testing provides empirical evidence of discrimination in EU**
- **No progress in countering racism in the EU**
- **More efforts needed for correct implementation of Racial Equality Directive**
- **Stepping up efforts to counter discriminatory profiling**

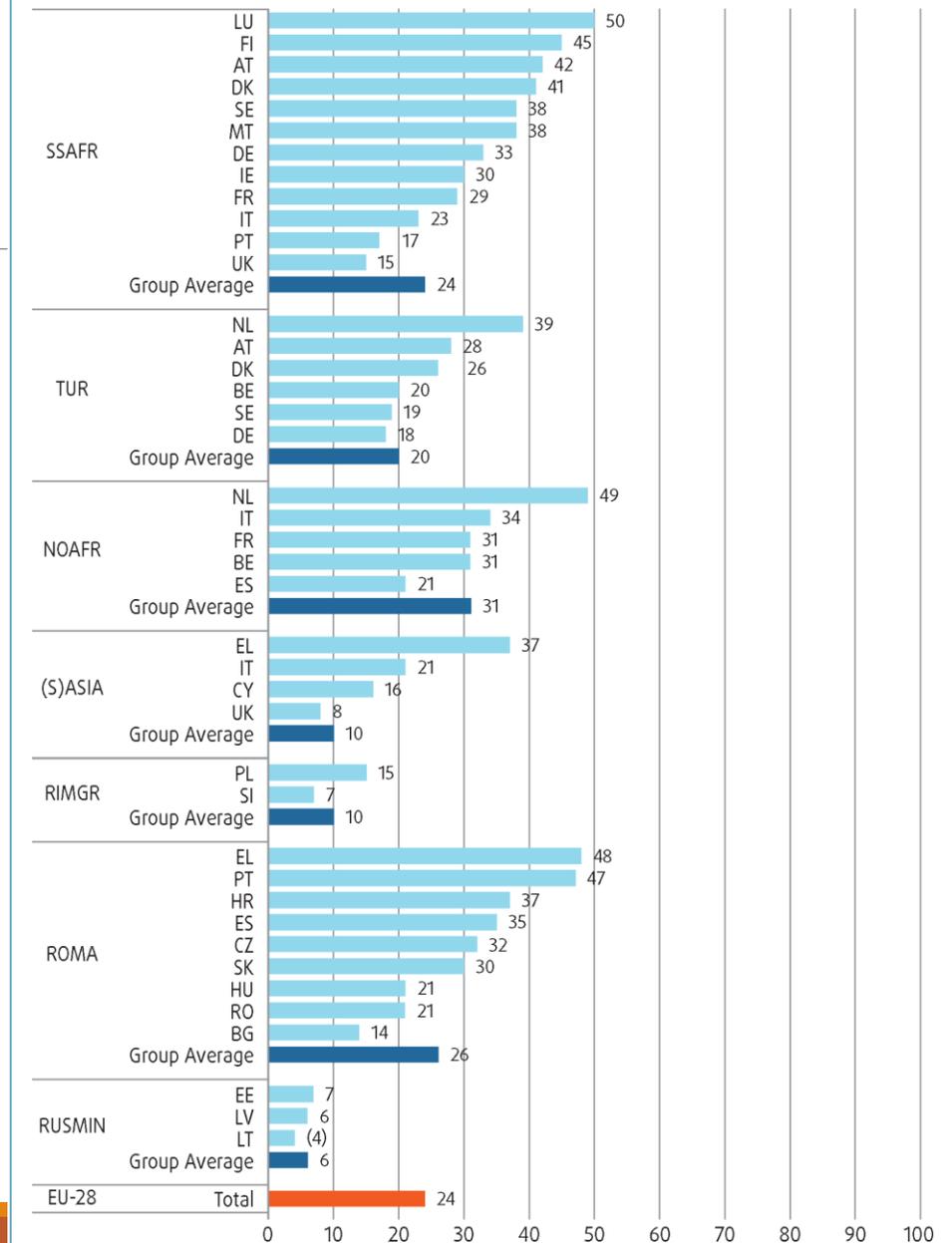
European Union Minorities and Discrimination Survey 2018 (EU-MIDIS II)

(25.500 respondents)

One in four (24 %) respondents felt discriminated against because of their **ethnic or immigrant background**

The number of **non-EU citizens** living in EU Member States in 2018 was ca. **21,6 million people**, according to Eurostat. This represents **4.2% of the EU population**. (16,9 million with another EU citizenship)

Figure 5: Overall discrimination based on ethnic or immigrant background in 12 months before the survey, by survey target group and country (%) ^{a,b,c,d}

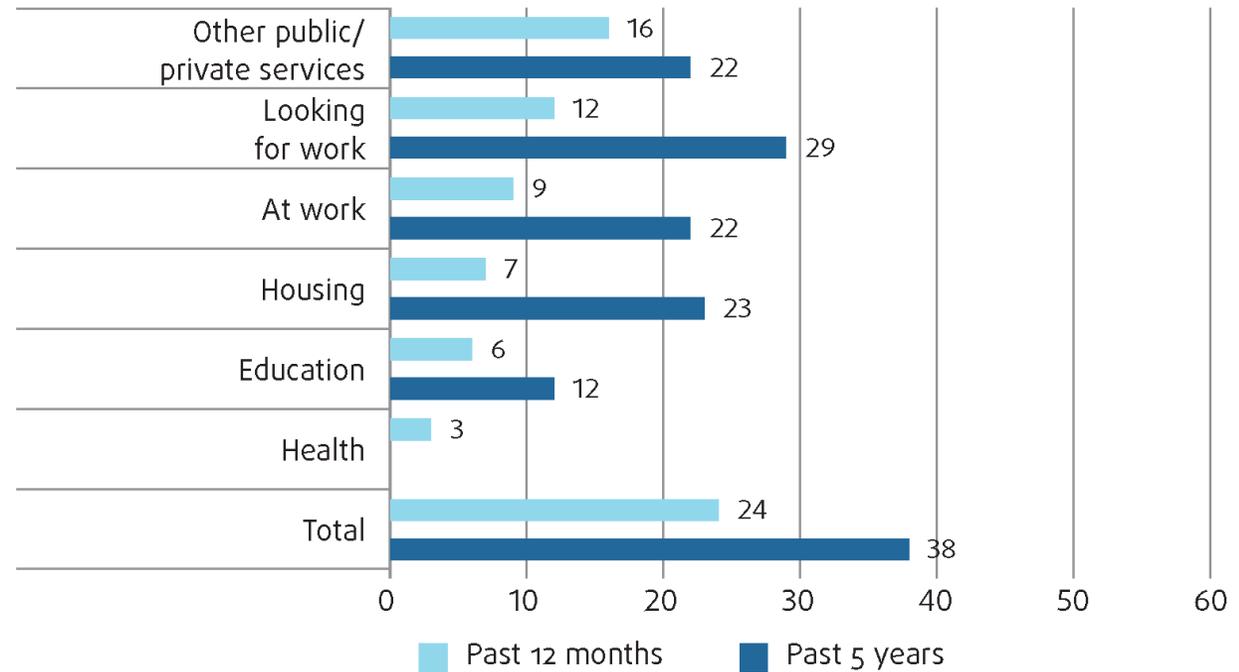


European Union

Minorities and Discrimination Survey 2018 (EU-MIDIS II)

(25.500 respondents)

Figure 8: Discrimination based on ethnic or immigrant background in different areas of life in 12 months and 5 years before the survey (%)^{a,b,c}



Four out of 10 respondents (38 %) felt discriminated against because of their ethnic or immigrant background, skin colour or religion in **daily life**

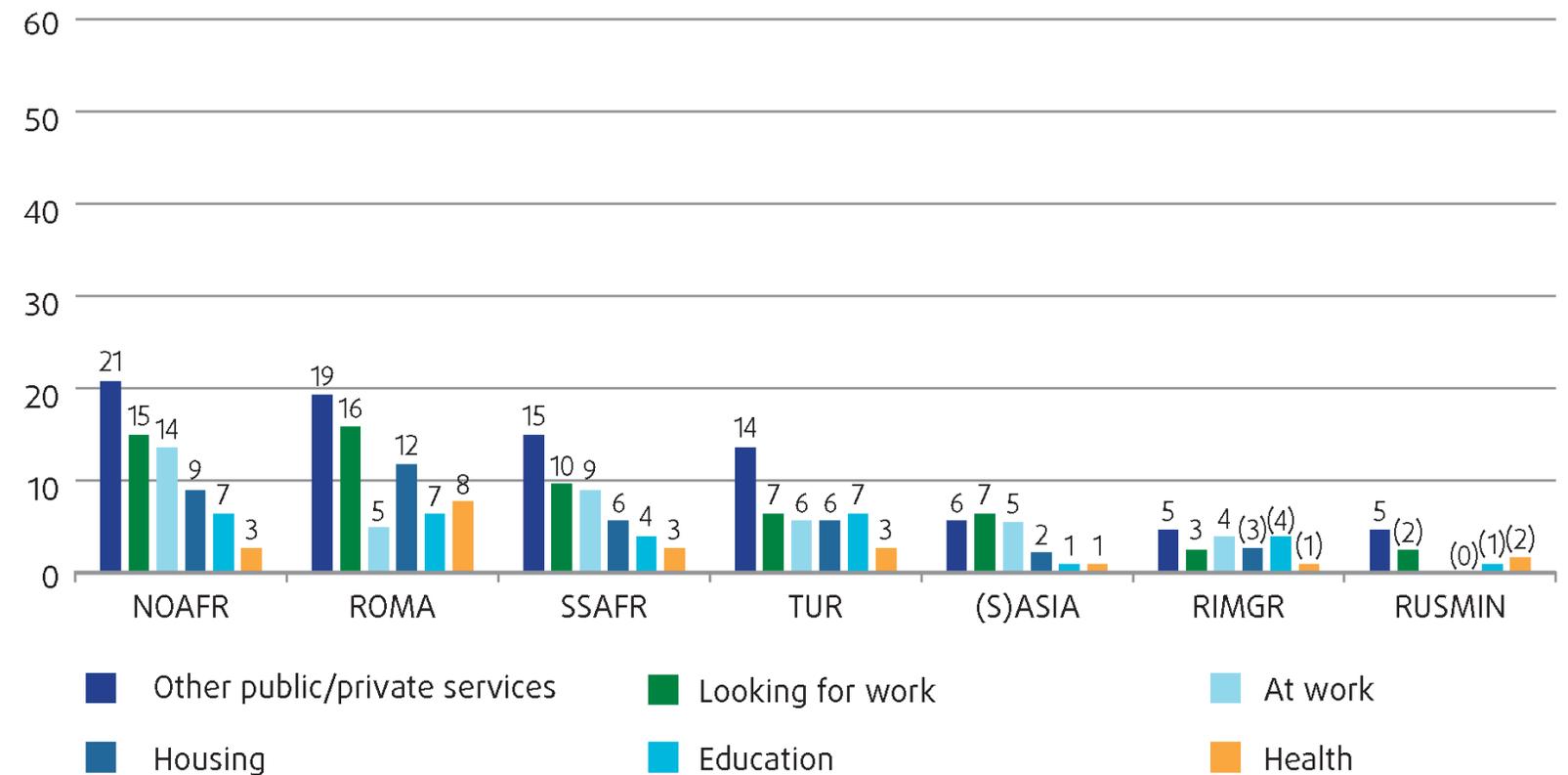
European Union Minorities and Discrimination Survey 2018 (EU-MIDIS II)

(25.500 respondents)

Among the groups surveyed, **Roma** respondents (26 %) and individuals from **North Africa** (31 %) and **Sub-Saharan Africa** (24 %) indicate the **highest levels of discrimination** based on ethnic or immigrant background

Almost a third (29 %) of respondents who looked for work felt discriminated against

Figure 9: Discrimination based on ethnic or immigrant background in different areas of life in 12 months before the survey, by survey target group (%)^{a,b,c,d,e}

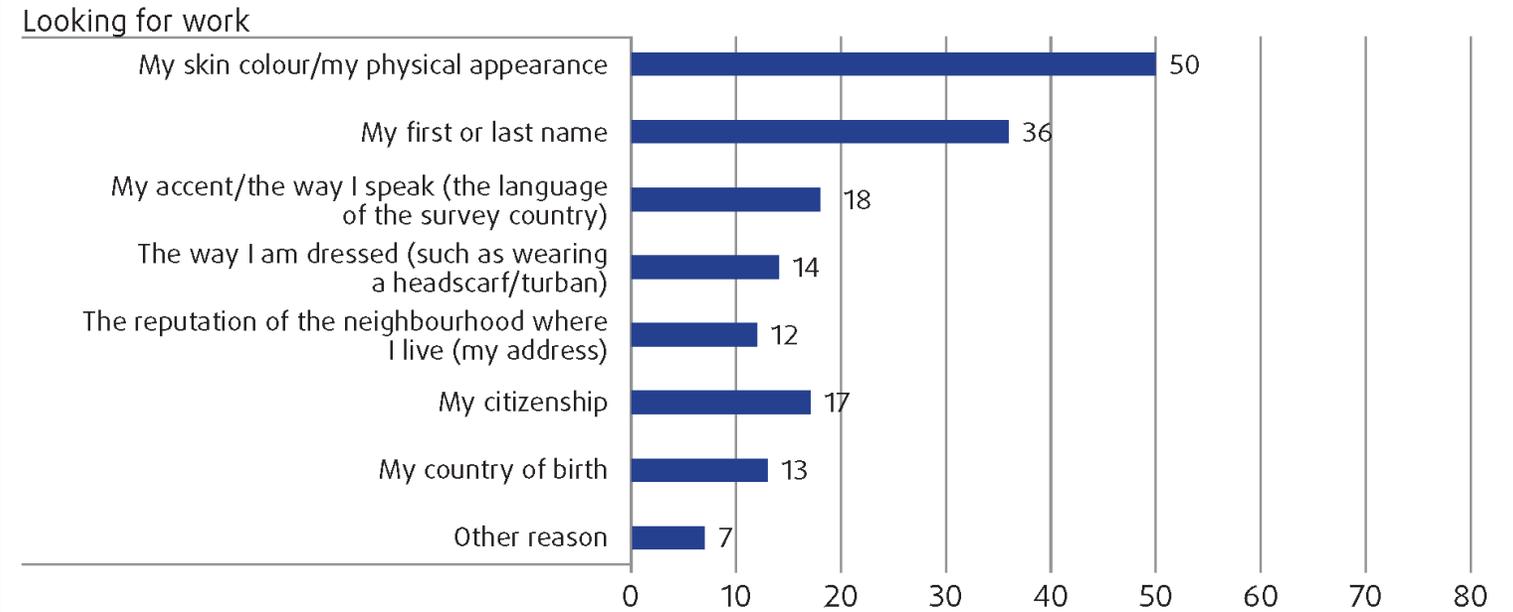


The highest rates of discrimination based on ethnic or immigrant background are observed in the area of **employment** and when **accessing public and private services**

European Union Minorities and Discrimination Survey 2018 (EU-MIDIS II)

(25.500 respondents)

Figure 12: Main reason for last incident of discrimination because of skin colour, ethnic origin or religion in 5 years before the survey, in five areas (multiple response) (%)^{a,b,c}



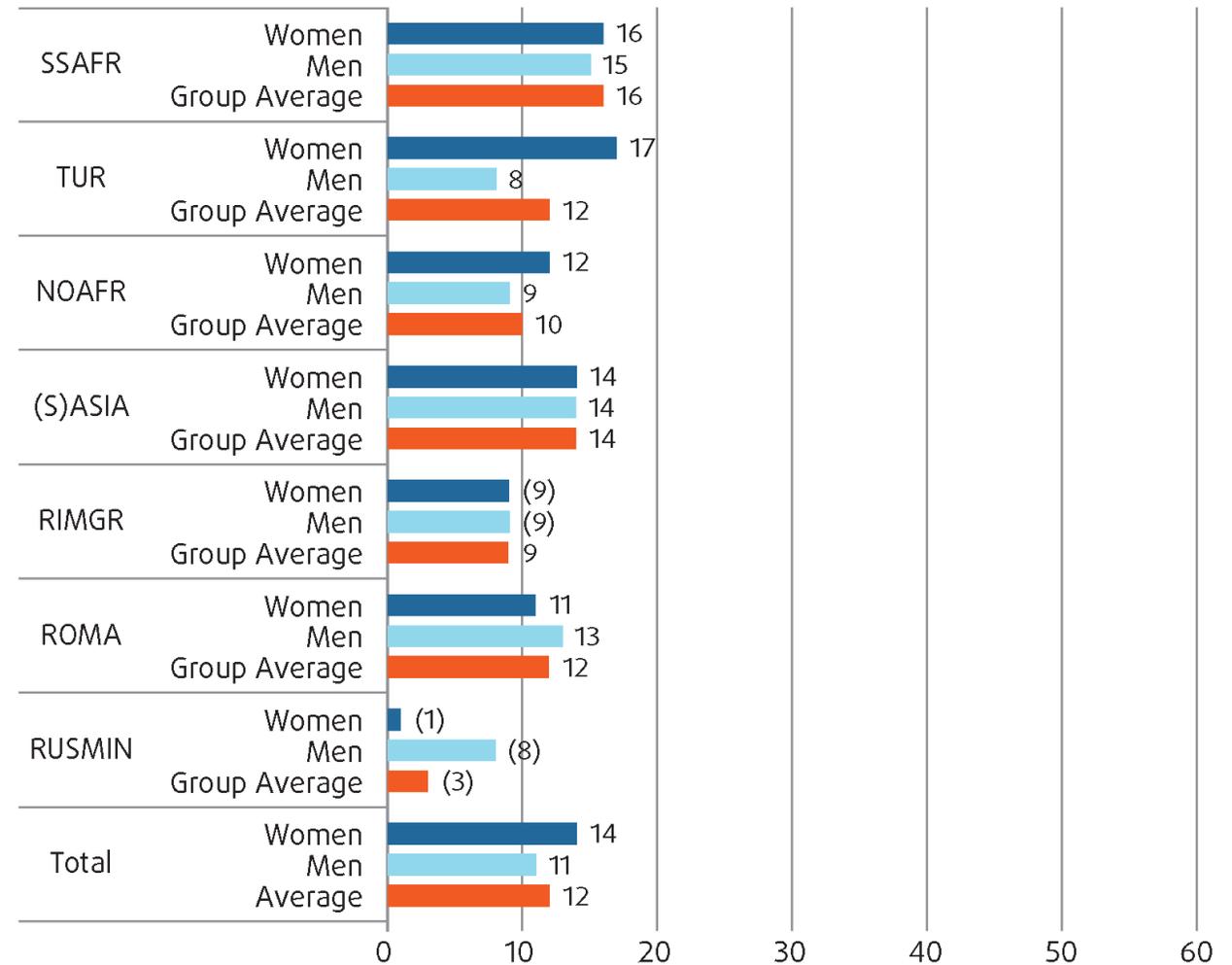
Respondents cite their **skin colour** or **physical appearance** and their **first or last name** as the main reasons for experiencing discrimination

European Union Minorities and Discrimination Survey 2018 (EU-MIDIS II)

(25.500 respondents)

Only **one out of eight respondents (12 %)** reported or filed a complaint about the most recent incident of discrimination they experienced because of their ethnic or immigrant background.

Figure 14: Respondents who reported or filed a complaint about last incident of discrimination, by target group and gender (%) ^{a,b,c,d}

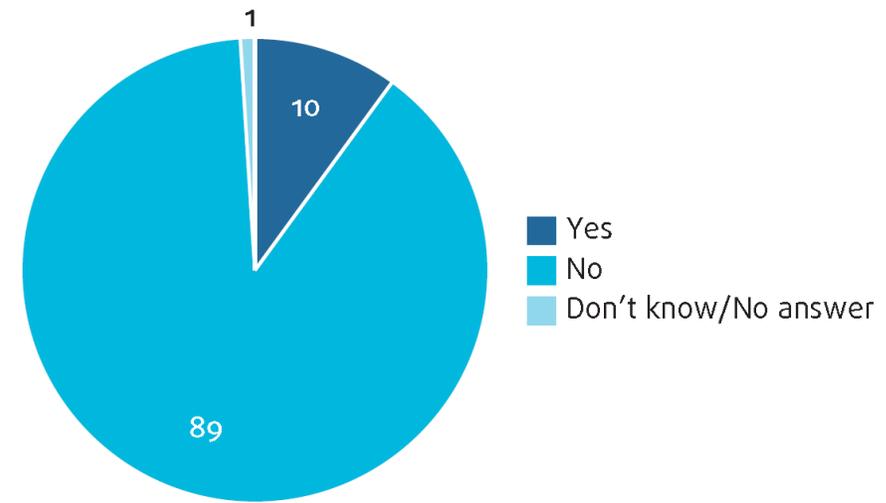


European Union

Minorities and Discrimination Survey 2018 (EU-MIDIS II)

(25.500 respondents)

Figure 23: Reporting hate-motivated harassment to authorities or services – most recent incident in 5 years before the survey (%)^{a,b}

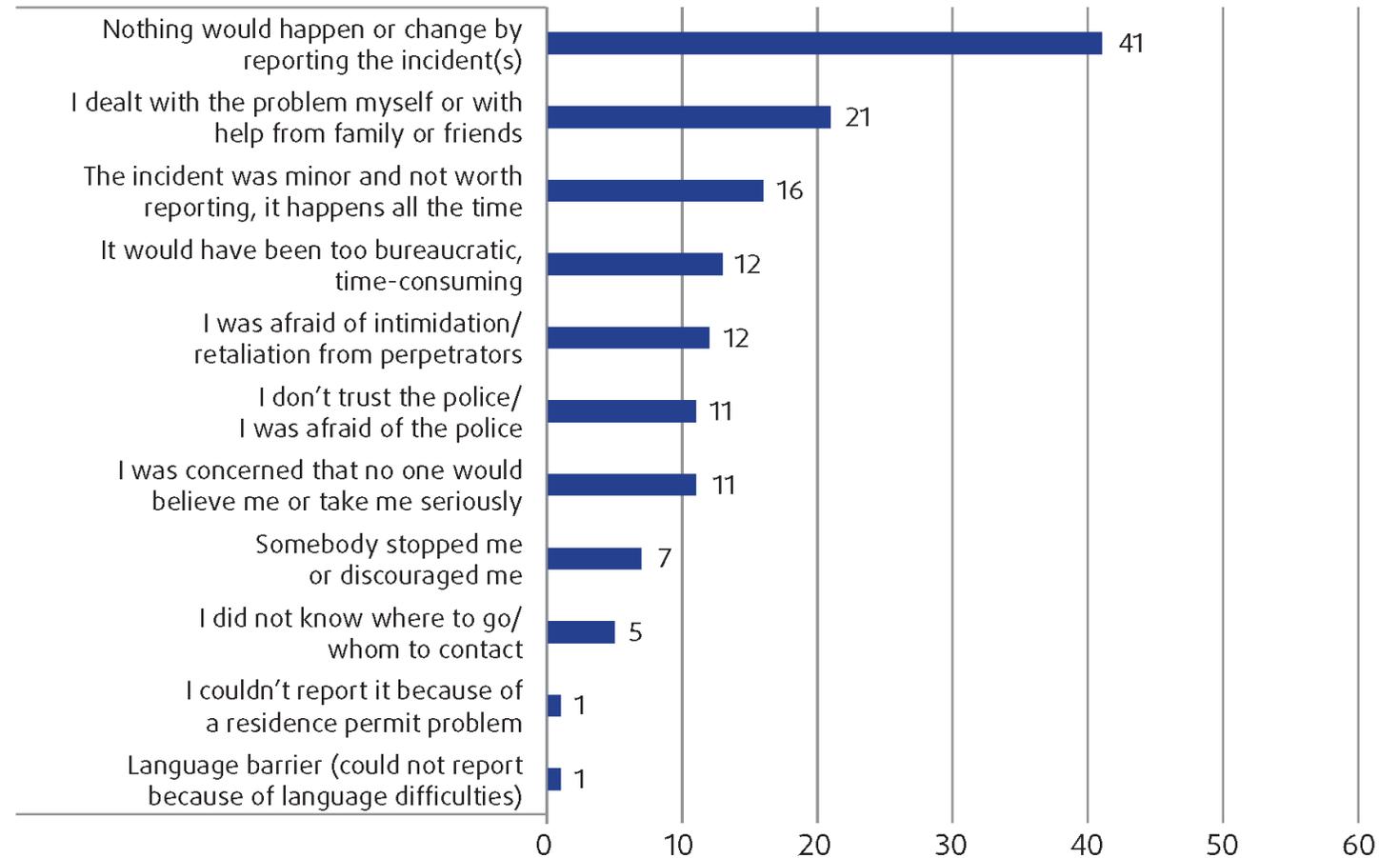


Only **one out of ten respondents (10 %)** reported or filed a **complaint** about hate motivated harassment to authorities or services

European Union Minorities and Discrimination Survey 2018 (EU-MIDIS II)

(25.500 respondents)

Figure 25: Reasons given for not reporting hate-motivated violence to police (%) ^{a,b,c}



41 % believe that nothing would happen or change by reporting an incident

Conclude...

Inequality and discrimination remain challenging issues!

Formal/legal approaches to eliminate structural discrimination and inequality appear not to function properly!

What is the **role of Youth work** in tackling the roots of inequality and achieve substantive equality?

Dignity - Impact

When my **identity** is accepted and I feel included...

Somebody



- Self-esteem
- Accomplished
- Future oriented
- Productive
- Creative
- Participating and caring
- Responsible
- Happy

Nobody



- Frustrated
- Isolation
- Angry & helpless
- No confidence
- Unrest and tired
- Panicking & Anxiety
- Depressed
- Stressed
- No future – so why should I give a *

DIGNITY

EQUALITY

INCLUSION

DIVERSITY

EMPOWERMENT to claim Dignity

Dignity – How?

- Treat individuals with dignity and respect
(listen, see, feel, what is their need, where is the point of their self-respect)
- Embrace and appreciate cultural differences
(improve your basic knowledge, use intercultural methods and tools, don't fall into the "intercultural trap")
- Ensure young people's right to autonomy, privacy, self-determination and confidentiality
(make sure they feel safe, they have choices for self-determination)
- Pay appropriate respect to the fundamental human rights, dignity, and worth of all people
(make sure they know about their rights and responsibilities, they feel worth, accepted and responsible)
- Be mindful that legal and other obligations may lead to inconsistency and conflict with the exercise of these rights
(know about the limits of exercising rights, be aware of different interpretations, be it culturally, legally or socially)
- Make any reasonable effort to become aware and diminish the effect of own biases
(integrity, role model, walk your talk)
- Put in place formal and informal measures preventing participating in, condoning or tolerating unfair discriminatory practices
(code of conduct, memorandum of understanding, rules and ...)
- Condemn discrimination in all your activities
(Strive to detect, name and interrupt devaluation, marginalisation, exclusion or violation of individuals e. g. on the basis of any characteristic)