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# Preface

The international migration of people, and the resulting interaction of diverse peoples in cities and workplaces, is increasing the world over. These intercultural encounters present both opportunities and challenges to individuals, to public and private institutions, and to societies as a whole. Asia is a major participant in these migrations, both as a provider and as a recipient of these population flows. Many countries in the West have substantial populations of Asian origin; many cities in Asia have increasingly large communities of Westerners; and many of these cities are experiencing the return of former migrants to their home societies.

This volume is devoted to understand the benefits and costs, the opportunities and difficulties, and the advantages and disadvantages generated by these population movements. Individuals and societies may experience both the positive and negative consequences of intercultural contact. Any examination of these issues requires a multidisciplinary approach, one that employs the concepts and research tools of all the behavioral and social sciences. At the level of the individual, psychology (particularly the domains of social, cross-cultural, and intercultural psychology) provides the tools and empirical evidence required to make these movements and encounters more positive for all concerned.

At the group level (of institutions and societies), sociology, geography, economics, and political science all make their contributions.

To address these complex issues, this book presents ideas and findings in four thematic sections. First is “Intercultural Relations and Social Integration”, in which some international experiences (to Western countries) of migration, settlement, and outcomes are recounted. A central question here is whether these other experiences can provide any insight or guidance for Asian societies as they become destination countries for immigrants. A second section, on “Cultural Competency in Workplace and the Social Environment”, shifts the discussion from a global purview to the workplace and the social environment in which careers are developed and managed. Here, the concern is specifically with the world of work, examining the many factors that promote (or impede) the successful integration of individuals into the workforce following migration. In a third section, “Socio-cultural Effectiveness and Emotional Adaptation”, the focus is more on the emotional life and personal adaptation of Asian and Western sojourners in cultures that differ from their own. One of the many factors that influence successful settlement is the emotional reaction of immigrants in response to daily experiences in their new society. A final section on “Understanding Asian Migration in Asia” takes up the issue of internal migration, which is a ubiquitous challenge in Asian societies. This rural-urban labor migration, and the consequent intercultural relations among peoples of differing ethnicity in major cities, is a topic of increasing concern for social stability in many Asian societies.

We hope that these materials, drawn from scholarly research in Asian and Western societies, will make a useful contribution to our understanding of the issues of migrations and intercultural relations that follow from them. Our intention is to advance the knowledge base that can be used for policy and program development; with these materials, it may be possible to make these intercultural encounters more often a “win-win” situation for immigrants and receiving societies alike.

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