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Civil servants in Russia: multicultural issues in professional project

The terms 'multiculturalism' and 'multicultural' have recently become more abundant with regards not only to the Western world but for Russia as well. In general, in the post-modern world filled with ideals of a more humane society, more flexible individual autonomy, and more diversity, multiculturalism is likely to be seen as a natural element of reality. However, if we look at multiculturalism from a comparative perspective, it becomes clear that each country has its own unique way of evolution and implementation of multiculturalism as a policy.

Moreover each social institution adopt the phenomenon of multiculturalism in different ways, and the civil service institution has on this point a specific approach which needs to be developed, shared and implemented by civil servants as professionals. What are civil servants expectations about paying attention to cultural and ethnic diversity of Russia's population? How civil servants estimate an importance of diversity factor within the civil service institution? Are multicultural issues seen as significant and challenging problems to be addressed and solved within professional career of the civil servants in Russia? What are the attitudes of civil servants in Russia towards multiculturalism which could underpin their professional activity or put some barriers on the ways of seeking answers to complicated questions of governing the contemporary society in Russia?

These are some research questions addressed in the present paper based on the empirical study conducted in the form of the in-depth interviews with the senior civil servants in Saratov and Perm (Russia) and supported by the study of some training and educational programmes aiming at bringing up modern generation of bureaucrats in Russia.