

Integrationservice

- from best practice to next practice

Presenting a service to Danish municipalities providing knowledge on better effects, capacity building and development of methodology



14th International Metropolis Conference
Migration and Mobility: National Responses to Cultural Diversity
14 - 18 September 2009
Copenhagen, Denmark

Agenda

Disc 1:

- ✘ Presentation of Integrationssservice (ITS)
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Disc 2:

- ✘ A day at the job ..., ITS at work in the municipalities
- ✘ Profile and mapping the “old” immigration population
- ✘ Danish immigration and integration policy 2001-2009

Integrationservice (ITS)

Since 2005 the Ministry of Refugee, Immigration and Integration Affairs has operated a team of consultants that supply the municipalities with professional practical assistance on an individual local basis as well as through broader campaigns and networks. It is the main objective for Integrationservice to push forward, secure and spread out knowledge of best practice that can improve the standards and results in the municipalities. Budget: approx. 500,000 Euro per year.

- ✘ 3 consultants
- ✘ 1 teamleader
- ✘ 1 or 2 students

- ✘ 1 legal advisor/ head of section

ITS objectives 2009...

Overall status: Contact, dialogue and development activities in cooperation with 70 municipalities

- Municipal integration policy
- Cross sectoral/ interdisciplinary organizing in municipalities
- Local receipt of refugees
- Traumatized refugees
- Health and sick leave among unemployed citizens
- Guidelines for interpretation
- Unemployment among vulnerable women from third world
- Job retention of the less qualified workforce
- On the job training of language
- Non-supported immigrants/ reunited family members
- Recruitment strategy in public sector

Partners

- ➔ Municipalities – local government and institutions

- ➔ Educational institutions
- ➔ Employers
- ➔ Tradeunions and stakeholder organizations
- ➔ Local volunteers and social networks
- ➔ Others (private companies, consultants etc.)

Service check...



Structural labor market conditions

Welfare budgets/ municipal distribution policy

Legislation

Municipal governance

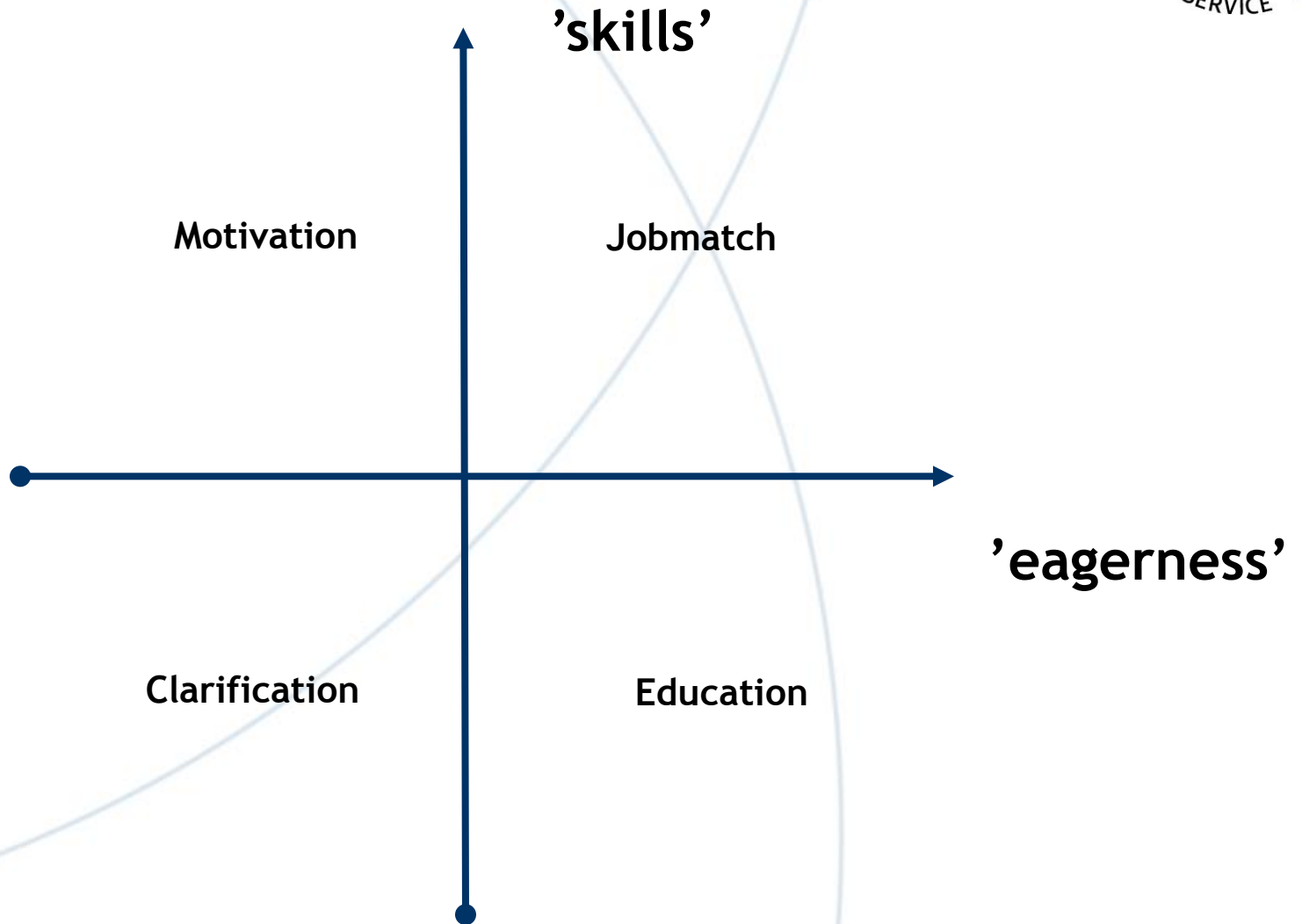
Management and organizing in the municipalities

Cross sectoral partnerships

Entrance and retention in employment and education

Counselling sessions, clarification and assessments

Personal positions and prejudices in methodology



Tools:

- On the job training
- Wage subsidy
- 80/ 20 recruitment
- Health clarification
- Clarification of skills
- Job fairs
- Job packets
- Job express
- Mentoring
- On the job Danish

A brief historical setting...

What are the 3 universal reasons for migration?

- Money and fortune (work)
 - Love and family
 - Danger and persecution
-

... this having an effect on the profile of the 'old' immigrant population:

- Refugees, a vulnerable group with little or no education
- Reunited family, a majority women with little or no education
- 2nd and 3rd generation descendants of the first immigrant workers

Historical fixpoint (1)

- 1960's: Migrant workers, primarily industrial sector
- 1973: General stop on migrant workers
- 1983: First legislation on refugees and immigration of family reunification, continued stop for labour migrants. Danish Refugee Council taking on the job of relocation, introduction programmes and language school.
- 1999: General law on immigration and integration leaving the authority and management of the compulsory three year introduction program to local governance in the municipalities

Historical fixpoint (2)

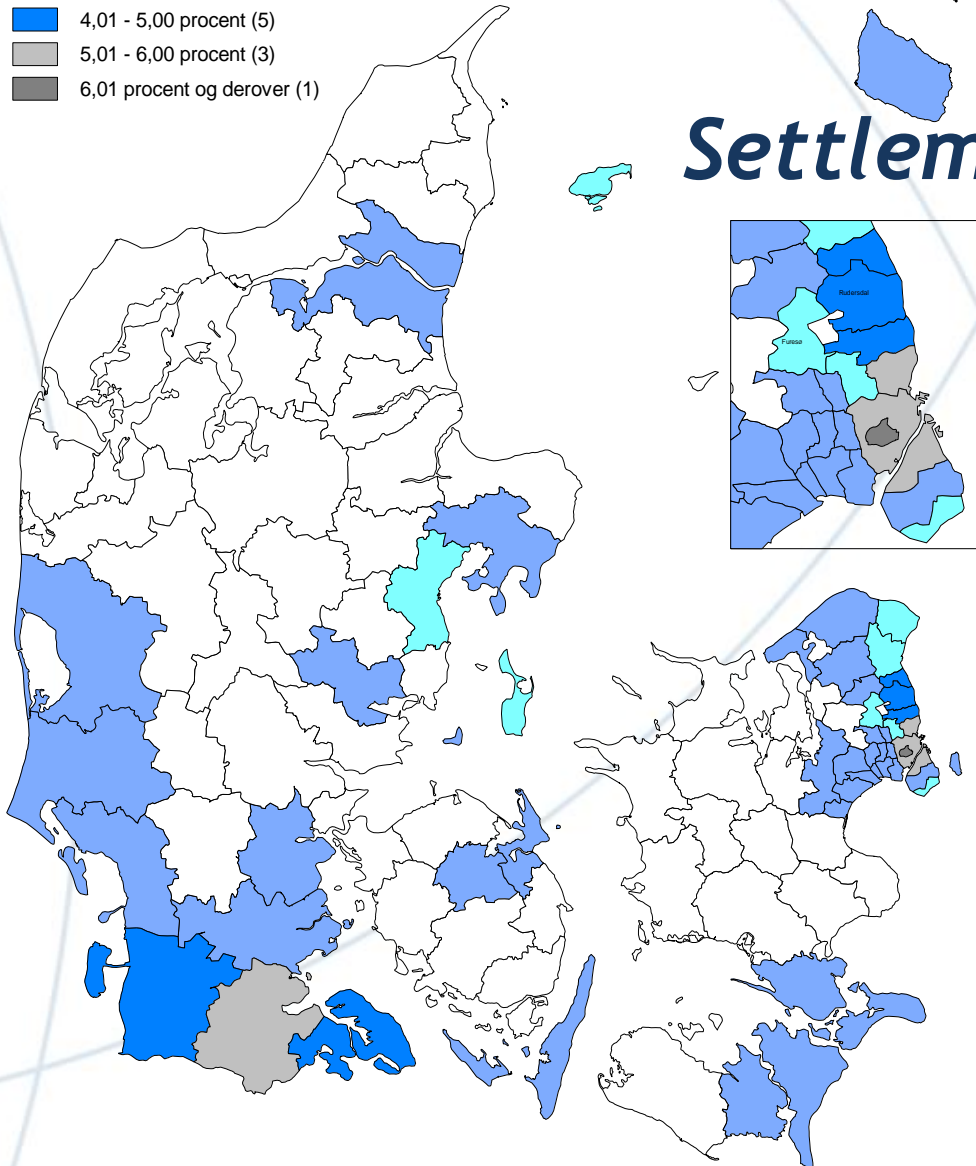
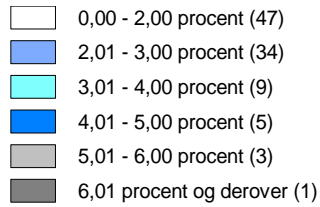
- 2001: Further formalization of policymaking, governance and management of objectives, development of methodology and documentation of effects on integration issues by establishing the Ministry of Refugee, Immigration and Integration Affairs
- 2009: A series of main targets has been achieved, including the introduction of 25.000 non-western immigrants in the labour force, raising the educational level among female descendants and changing the number and characteristics of the new immigration

Immigration in numbers

- Population in Denmark: 5.475.791
- Immigrants/ descendants: 497.962, i.e. 9,1 pct.
 - Western countries: 156.479, i.e. 2,9 pct.
 - Non-western countries: 341.483, i.e. 6,2 pct.
- Immigrants: 378.665, i.e. 6,9 pct
- Decendants: 119.297, i.e. 2,2 pct.
- Decrease in annual growth:
 - 7 pct. in 1997
 - 3,3 pct. in 2008

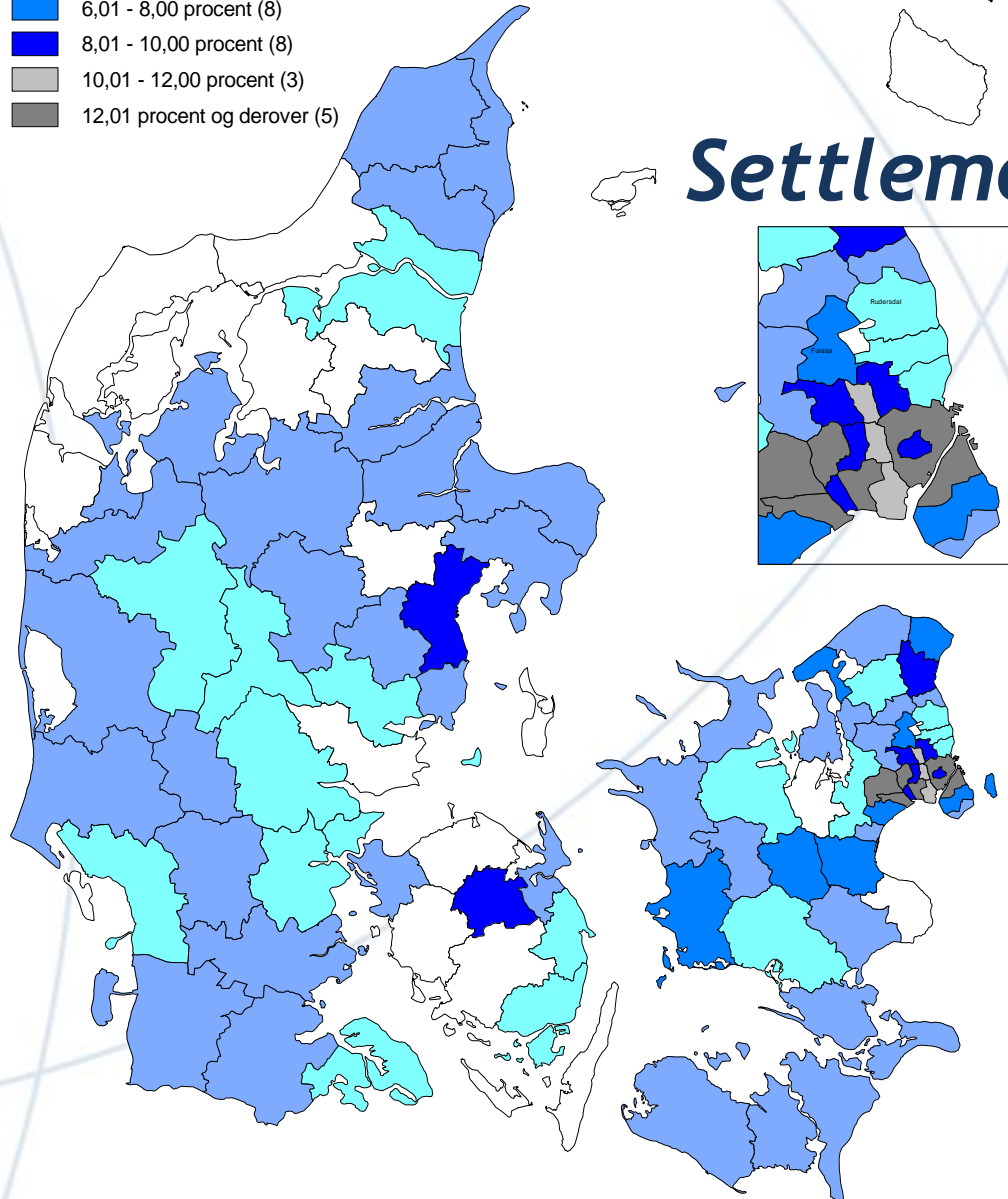
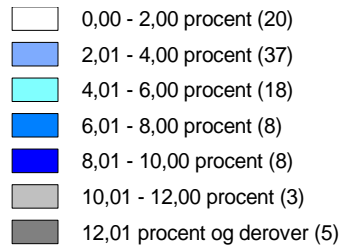
Immigration in numbers (2008)

- Turkey: 57.129
- Iraq: 28.413
- Germany: 28.289
- Libanon: 23.286
- Bosnia-Herceg: 21.846
- Poland: 21.052
- Pakistan: 19.478
- Former Yugoslavia: 17.372
- Somalia: 16.550
- Norway: 15.674
- Iran: 14.764
- Sweden: 14.713
- Vietnam: 13.420
- Great Britain: 12.548
- Afghanistan: 11.877
- Sri Lanka: 10.488
- Marocco: 9.471
- China: 8.550
- Island: 8.411
- Thailand: 8.257



Immigrants and descendants from western countries in percent of the population in the municipalities.

(The numbers in paragraphs tells the number of municipalities within the measurement range)



Settlement and relocation

Immigrants and descendants from non-western countries in percent of the population in the municipalities.

(The numbers in paragraphs tells the number of municipalities within the measurement range)

Settlement and relocation

- **Generally, most immigrants and descendents from non western countries live around the bigger cities**
- **In Copenhagen, 14,1 pct. of the population are immigrants and descendents from non western countries**
- **In the suburbs Broendby, Ishøj and Albertslund around Copenhagen more than 20 pct. of the population are immigrants and descendents from non western countries**
- **In Aarhus 9,8 pct. and in Odense 9,7 pct.**
- **Since the law of integration in 1999, refugees are distributed to live in all municipalities**

Crucial objectives in Danish integration policy 2001-2009

- 1.** Turning the general profile of immigration by keeping a strict asylum policy – and introducing a series of incentives to attract new skilled immigrants
- 2.** Closing the competence gap and securing the employment and education rate among non-western citizens living in Denmark – development of methodology and benchmark

Central features in the Danish model

- ministerial initiatives (1)

- ✘ Detailed policy and legislation on both immigration and integration
- ✘ Build in economic incentives, positive lists and bonus schemes
- ✘ Strategic policy programmes target at specific issue, among others...
 - Increasing diversity management in the labourmarket
 - Improving non-western womens employment rate
 - Securing education for youth
 - Strenghtening the third sector and volunteering
- ✘ Benchmark, evaluation and monitoring of municipalities

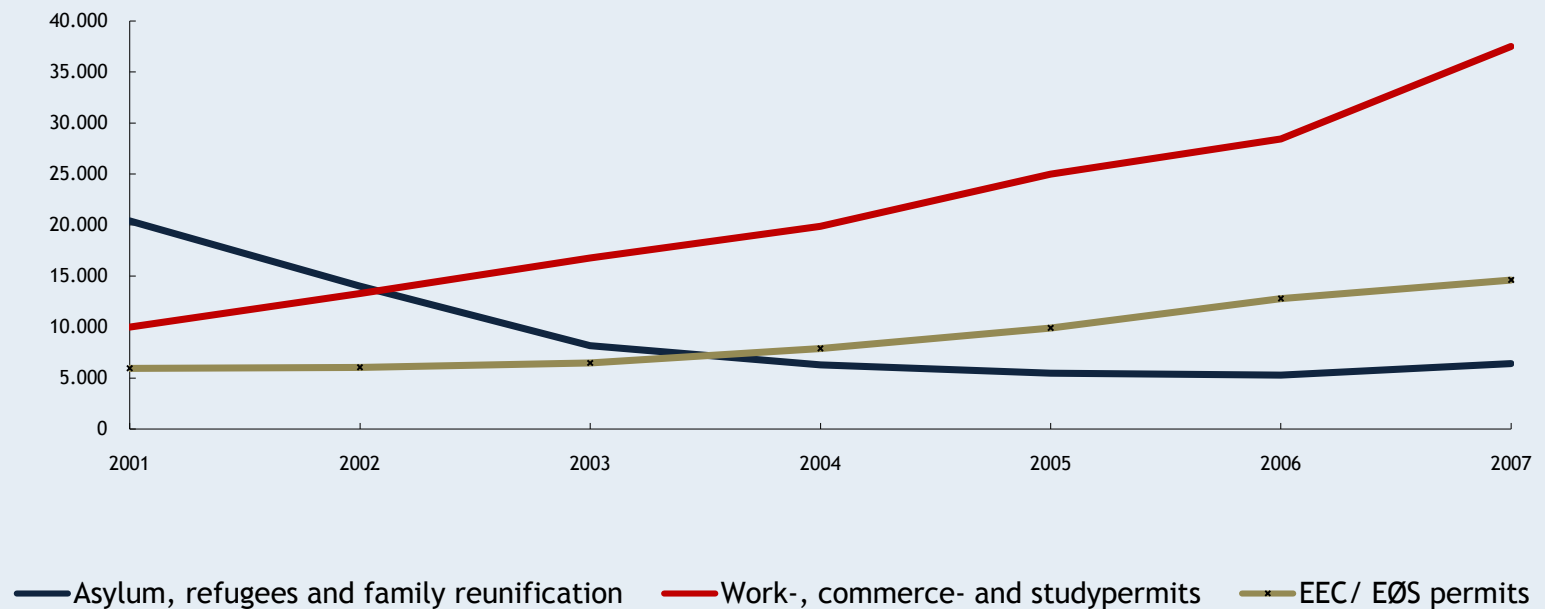
Central features in the Danish model

- ministerial initiatives (2)

- x Licitations and pool-financing of development projects
- x Implementation of strategies through cross sectoral partnerships
- x Database and documentation (reports) of best practice
- x Supporting the general sharing of knowledge through networks
- x Awards: Recognition of fieldworkers and professionals each year
- x Communication of knowlegde in manuals, magazines – on the net...
- x Last, but not least ..., providing municipalities, professionals and fieldworkers with rolemodels, advice, helpdesk and local services

A new kind of immigration

Granted residence permits, 2001-2007



Source: Immigration Service, Tal og fakta på udlændingeområdet 2007.

Improvement in municipal efficiency 1999-2007

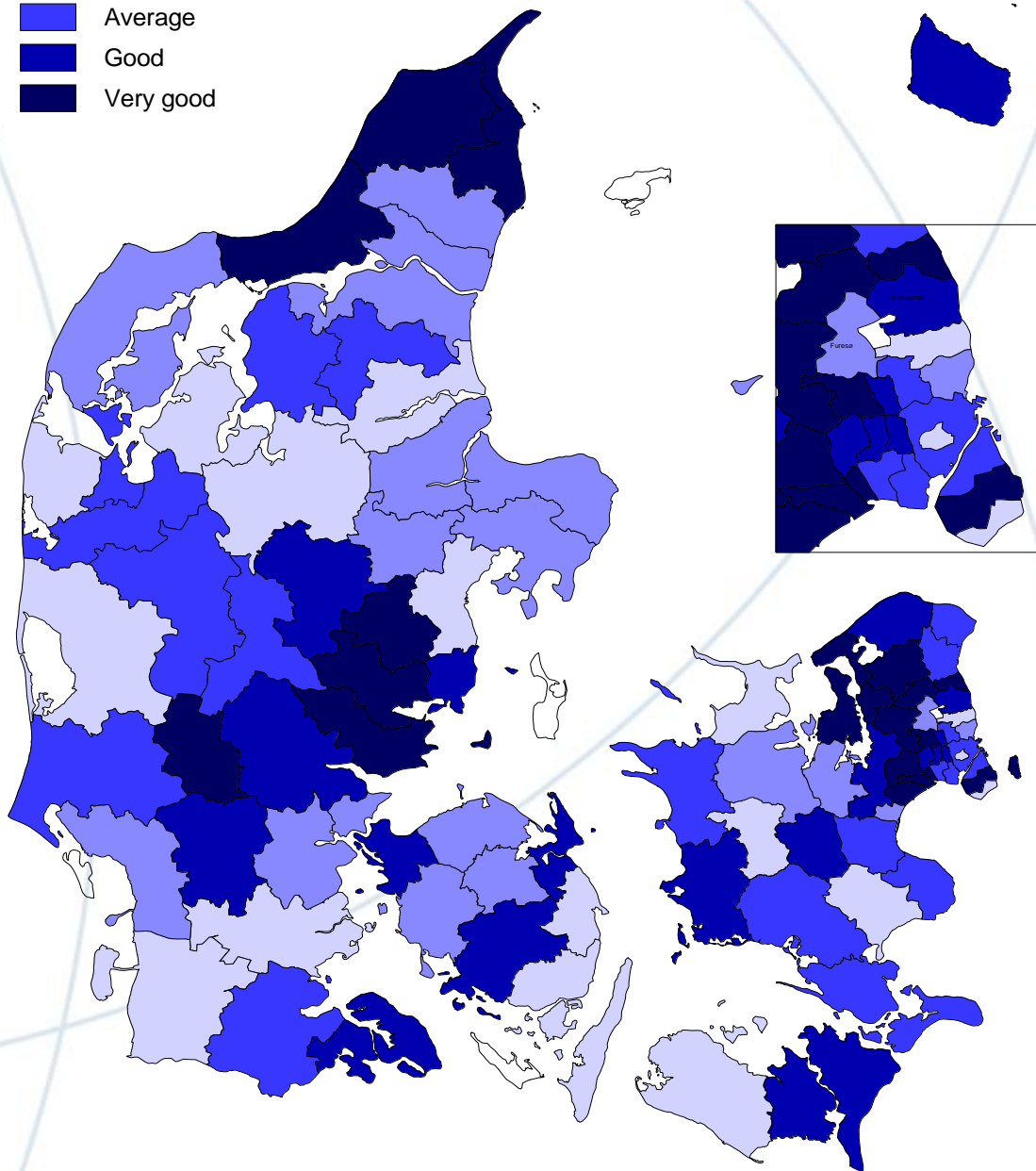
Development in impact of integration programmes on the probability of entering employment or education

Number of years in Denmark (permit)	1	2	3	4	5	6	7	8
1999	-1,2	-2,8	-4,6	-4,5	-4,8	-4,2	-2,2	0,0
2000	-2,8	-3,6	-3,8	-4,1	-2,5	-1,0	1,8	
2001	-1,8	-3,0	-1,8	-0,7	1,2	4,1		
2002	-0,5	0,2	1,7	3,9	6,4			
2003	1,2	5,8	8,8	12,3				
2004	5,2	9,1	12,1					
2005	5,2	10,0						
2006	7,1							

Source: Effektmåling af kommunernes integrationsindsats 1999-2007.

Categories

- Very poor
- Poor
- Average
- Good
- Very good



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Benchmarking of municipalities compared to how quick they are at securing new refugees and family reunificated immigrants employment or education in the period 1999-2007.

Results show an average of 45 months from arriving municipality to becoming employed or enrolled in education

Results 1999-2007 (1)

From the Danish experience we can demonstrate that...

- ➔ 74,000 non-western immigrants and descendants have joined the workforce which is approx. 49 % of the growth in the entire workforce during this period – non-westerns only sum up 6-7 % of the Danish population
- ➔ The group of 16-19 years old female immigrants and descendants have obtained a educational rate of 80 %, which for the first time exceeds their ethnic Danish sisters, these changes are reversed from 2007 to 2008

Results 1999-2007 (2)

From the Danish experience we can demonstrate that...

- ➔ Female immigrants from Afghanistan, Iraq and Somalia have improved their employment rate with more than 300 %
- ➔ Female immigrants from non-western countries retain their jobs at a rate close to that for ethnic Danish female employees and up to 6 times better than their male compatriots

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INDVANDRERE OG INTEGRATION



Untill we meet again...

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