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# Making integration rock

Integration of EU citizens



**Dagmar Fink**

Sept 15, 2009

# Who am I?

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- Dagmar Fink
  - Moved to DK in October 2006
  - Lived in **Germany**, Romania, Sweden, USA
  - Software-engineer / business, people, project manager at IBM  
Leading innovative programs
  - Leading the international network – **Worktrotter**
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# Worktrotter network

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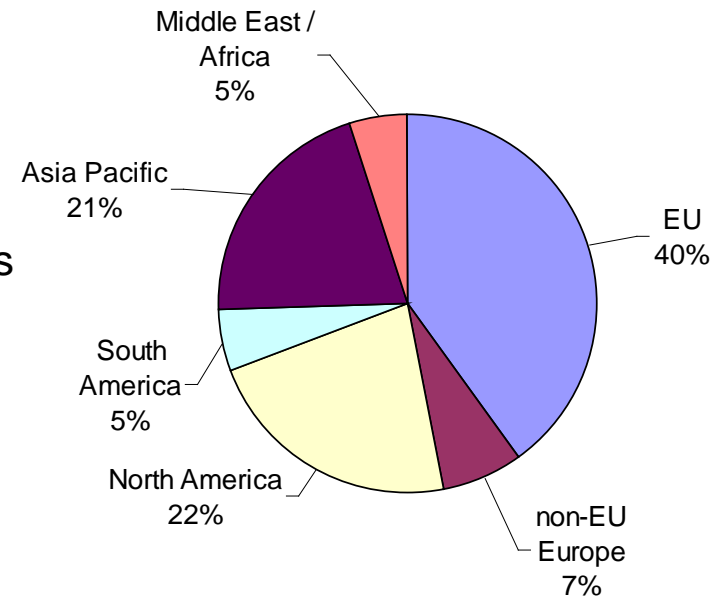
## Focus at Worktrotter

### Well educated foreigners

- Move from the „blind“ to „seeing“ state
  - Use capabilities in a productive way
  - Tight cooperation with other groups (LINK, AWC, Young Internationals)
  - Expats to be more visible in the society
  - Have expats be involved in activities around expats
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- Over 1,200 members

### Since 2007

- Over 600 participants at 75 events



# Why „Worktrotter“?



„Foreigner“:

negative flavour

„Expatriate“:

confused meaning

„New Dane“

do you feel already a Dane?

„Ethnic“

are you ethnic?

- Globetrotters travel the world for fun
- Worktrotters<sup>©</sup> do it for work



Picture by toms\_rocket



# The EU has an amazing potential

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In Europe we have

- Similar political systems
- Similar well-fare systems
- Similar education levels
- Similar health systems



# Migration

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## Earlier on

- catastrophies
- poverty
- third to first world migration

## Duration of stay

- Indefinite

## In Europe

- better oppourtinites for professionals
- extending skills
- shortage of skills in other countries
- love

## Duration of stay

- Often for 3-5 years
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# Time

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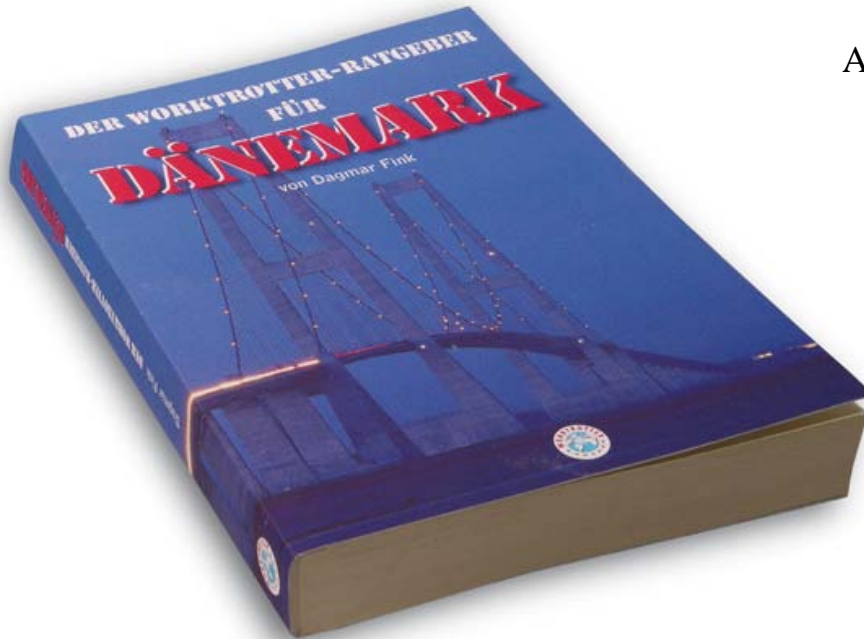


# Practical guide

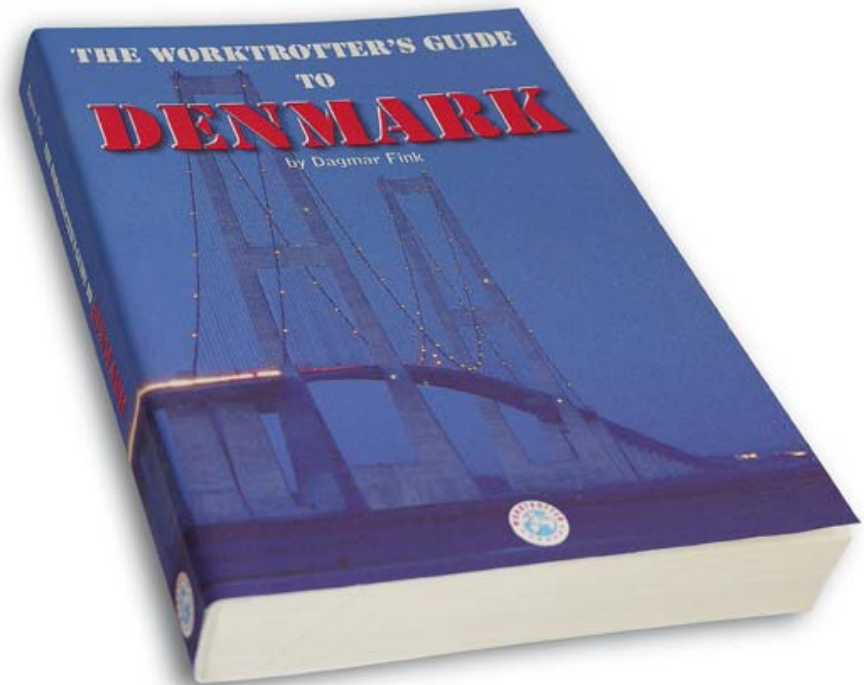
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Available in German since April 2009



Available in English since July 2009



Author Dagmar Fink

# Attitude

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# Potential attitudes towards foreigners

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- We are doing you a favour by taking you into this country
- Foreigners are a burden on our welfare system.
- Foreigners are uneducated
- We know what you need
- We'll help you



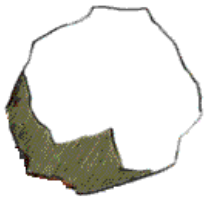
# Authorities

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Process for registration certificate and work permit

- Is well defined
- Rather fast



Still the “old” attitude towards foreigners. Suspicion and reluctance



## How to make it rock

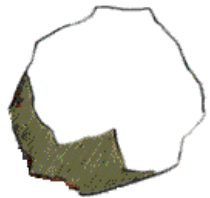
- Welcoming atmosphere
  - Authority staff to get education in order to understand the change in climate
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# Public organisations

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Integration is seen as a very important topic  
High on the agenda



We know what you need.  
Public organisations don't easily involve private people or companies

## How to make it rock

- Involve foreigners, expat groups in integration projects
- Benefit from their motivation and skills
  - Less double effort. Foreigners feel valued.



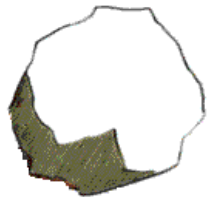
# Integration projects

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Many integration activities

- Budgets available
- Language education is well organized



Cooperation with foreigners is not a prereq when requesting funding

- Like projects for women run only by men

Foreigners don't know how to request funding

## How to make it rock

- Run integration projects for newcomers in English
- Be open for newcomers and involve them
  - Integration projects are about them after all



# Work

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Foreigners from abroad are hired even  
if they don't know the language



If they are in the country they are expected to know the language  
Do foreigners have the same career opportunities as locals?

## How to make it rock

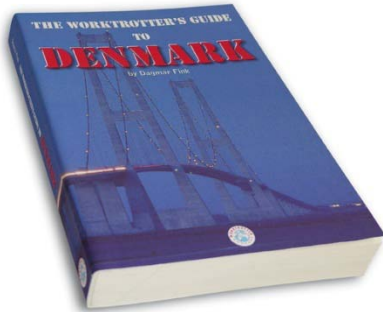
- Being more open-minded in hiring and advancement of foreigners



# Summary



- Practical guide about the country



- Don't forget the low-hanging fruits
  - Integration of EU citizens
  - Mixed couples



**Let's work together!**

- Change in attitudes. Migration has a different face



- Involve foreigners in integration projects

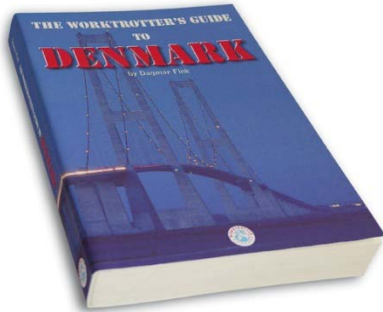


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**Questions?**

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