

Points of view from Denmark

- second migration to management meeting in Le Puy, France

Elements we recognize from our countries

Most immigrants are employed at the lowest competency level

More and more focus is addressed to fighting discrimination – in several ways and from more and more different actors. Here I will mention two actors of importance in Denmark:

- The Complaints Committee's task is to handle individual complaints of differential treatment on the basis of race or ethnic origin. The Complaints Committee can also handle complaints of citizens who have been subjected to adverse treatment as a result of having filed a complaint of differential treatment on the basis of race or ethnic origin.
- Danish Centre for Documentation and Counselling regarding Ethnic Discrimination, DRC, maps racial motivated discrimination and offer counselling and legal assistance to people who has been subjected to racial motivated discrimination or who have witnessed discrimination.

Language skills are of major importance for integration both into the labour market and into the society in general. From a tour to 1000 small and medium companies we know that 58 % of the companies experience challenges regarding language when employing immigrants. Before the visit only 22 % of the companies felt well informed about possibilities for language classes and financial possibilities.

Three elements that surprise us or that we find different from our own countries

The focus in the integration efforts both at governmental level and in companies seems different from country to country. In some countries, anti discrimination efforts is a big issue and of high priority. In others, the focus is more on the needs for more labour force on the labour market. This seems to have a substantial implication to the initiatives regarding the stimulation of more immigrants in leading positions.

We found it very interesting to learn about the co-work between Casino as a company and the jobcentre as the authorities in developing the assessment tool. We see the importance in two ways:

- the effort to make the assessment as impartial as possible when developed in a co work between the company – who defines the needed competencies and to whom the competencies are of central importance - and the jobcentre whom we understand to have experience in developing such a tool
- the responsibility taken by the jobcentre when it concerns clarifying action specific competencies in relation to recruitment

In France, we learned about a very interesting initiative regarding handling discrimination from customers. We would like to learn more about how to mobilise the motivation among managers to address this issue - from a constructive not a threatening angle.