

**Report of the study visit
Copenhagen March 2009
Manresa City Council- Spain**

1. The migration situation and the immigration policy in Denmark

Denmark's history as a host country (as it happened with Norway or Belgium) is very different than the Spain's one:

- Our immigration "boom" for economic reasons took place in the middle nineties, whereas in Denmark the country started receiving immigrants for the same reasons in the late seventies.
- Integration policies in Denmark have a "role model/ referent" in the Integration Law (the first one is from 1983). In our case, we do not have any integration law, and integration policies are born from the willingness of the Public Administration. The only legal support that these policies have is an Immigrant Law which is based on controlling and regulating the immigrants' legal condition (permits of residence and work, reunion, and so on)
- In Denmark, the permit of residence is only given to people who are fluent enough in Danish. In Spain no previous language obligation/duties are required to obtain it.
- We consider that the current immigration in Denmark though, cannot be compared to ours because the Danish is highly skilled and we could also defined it as workforce which is "desired" or "required" by the host country. And this is why we don't consider this people immigrants, but "professionals" (we may include here the case of the Spanish woman who worked in Topsoe and all she explained)

2. The Association of the New Danes

○ **Concept**

Mission and As Torben and Hanne explained, the main mission of the Association is breaking down barriers for the New Danes to get into the Labour Market. Other companies do that as well in Denmark.

The way the Association works is:

- Finding money from politicians or other companies
- Looking for innovative solutions to break down barriers
- Finding partners who want to be a part of the solution implementing it as well.

They understand that private money is not enough so it is better to gather different companies in organizations like the New Danes where the companies are the members. They have to persuade mainly, though, politicians that diversity management needs more money and that it is a business.

Understanding diversity management as a business is an innovative perspective for us and we think that is the key factor to be able to promote it.

As we have been explaining in most of our reports, in our country diversity management is still on a first stage: it is a responsibility assumed only by the Government and solely related to civil rights and to maintain and guarantee the social cohesion. We are far from seeing it as an issue that can produce economic benefits

- **Its relationship with the Danish Public Powers**

The Association of New Danes is an independent organization “there must be a distance”, though they are “close to the Ministry” since they receive funds from them.

- **Best practices**

On the other hand, and referring to **best practices** performed by the New Danes Association, we found very interesting the one called “Family Hosts”.

As Hanne explained, we think it is a very good way to integrate newcomers quickly, since they have a lot of first-hand information and a real Danish family whom they can ask whenever they have any doubt practical information related to their daily lives.

We do not know any experience similar to that and our impression is that it could be a good idea to try to implement it.

3. ISS and their diversity policy

After Nina’s explanation about ISS recruitment policy:

- We do not know any similar experience in our country: when we find managers from immigrant origin in our country (as we could see in the case of DIESA) it is due to the needing factor. In ISS the philosophy does not seem to raise from the same factor, they seem to go further and think not only in that workplace that cannot be filled, but in the benefits that having a manager from immigrant origin can contribute. For instance, retention and job satisfaction because migrant workers stay if they reflect in their managers; an image question as well.

- It has been, apart from the Norwegian one, the only training and recruitment programme we have seen focused in promoting immigrants in the workplace. Although they are different (the Norwegian was longer and seemed to be harder, more theoretical, and it finished with an exam) they have the same goal while they try to implement a policy for promotion “in company”, which is far from our reality.