

## Points of view from Denmark - meeting in Manresa, Spain

### Elements we recognize from our countries

The **DIESA** case was a very interesting element in our visit in Manresa. We recognise some of their experiences from companies in Denmark. Help with legal issues and practical arrangements do make an important contribution to the good relation between foreign employers and the companies – especially important when talking about imported labour force. Companies with experience in importing labour force do know the meaning. However, it seems as if this knowledge needs to be passed on to other companies in a much more systematic manner. We often hear about imported employees going home again due to problems with practical issues and lacking personal relations to the local population and their colleagues.

When it comes to women's labour market integration, self confidence often seems to be of central importance – both for them to get into the labour market and to get promoted. The **Athenea** Project talked about coaching methods and developing of networks both of private and professional character in the aim of supporting the women and helping to get a job that correspond their competencies. In Denmark, mentoring is an often applied and efficient tool in supporting both men and woman in their efforts to get a job or an education. Not only for ethnic minorities. With mentoring as a personally based one-to-one relation between the person who wants to reach some kind of goal, and an experienced person, who is committed to offer her knowledge and network for the mentee to reach his or her goal, we saw a lot of parallels to the Spanish experience with the coaching method.

The presentation of **the social economy project** put attention to a very important point in the aim of integrating potentially socially and economically excluded people into the society and labour market. Oscar Arnau told that the effort needs to be a combination of public spending, public partnership and private cooperation. In Denmark the unemployment situation is relatively good – meaning that relatively few are unemployed. The rest group of unemployed people is characterised by a lot of different barriers both related to personal, linguistic, professional competencies, practical experience, motivation and network. For those people to succeed in entering the labour market, all three initiatives are of decisive importance.

### Elements that surprise us or that we find different from our own countries

It seems as if the decisive factor in **DIESA** management experiences is the personal engagement in the employees – and not least the managing persons. It was very interesting to listen to the point of view of Katia Ganchova on management of a group of employees with different national backgrounds. The words she mentioned were friendship, kindness and personal involvement. Words with weight – keeping in mind that she herself is from a foreign country. Diego Sanches made a resembling point when telling about the priorities in the company and his personal view on recruitment and leadership. Again, his personal experiences as from another part of Spain may have an influence on the policy and practice in the company.

It surprised us that religious and cultural aspects took that little space in the discussions about integration and the movement from migration to management and that legal issues took that much space. Because of a growing import of labour force in Denmark, the legal issue is taking more and more space. Earlier, it was not an issue since people that have arrived as refugees and their family members automatically have a residence and work permit. On the other hand, religious and cultural issues together with language skills are the most mentioned issues when talking about integration in companies in Denmark.

From the **Althaia** project it was very interesting to hear about the experiences as regards promotion of immigrant doctors and the priority of personality before certain professional skills, when it concerns recruitment strategy. In Denmark, import of doctors is a growing concern for many hospitals because of a growing lack of competent and specialised doctors. We are not aware of any experiences as regards systematic efforts to secure promotion among immigrant doctors in Denmark. Much effort is set in to make the introduction to the work, the local community and the Danish society as good as possible to make them stay.