



The City of Copenhagen
integration policy

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Why an integration policy?

Vision: Copenhagen will be an integrated city in which citizens are able to live together safely and securely, sharing a respect for diversity and common basic values such as freedom of speech, democracy and gender equality. Integration is a mutual process in which all citizens, irrespective of ethnic origin, create and form their society. The integration policy is designed to promote equal opportunities for all.

What is integration?

The City of Copenhagen's integration policy is based on the internationally recognised definition of integration as it appears in the 'Dictionary of Race and Ethnic Relations':

“Integration is a continuous process, by which a group with a different culture (including religion) adapts to and is accepted by a larger group, without the group being forced to adopt the culture of the majority.”

'Adapting' first and foremost means speaking, writing and understanding the Danish language, complying with the country's laws and showing respect for the majority's customs and culture, including the rights of the individual.

Being 'accepted' involves the majority showing respect for the minority's culture and traditions, as long as these do not contravene democracy and human rights, including the individual's right to make his or her own decisions. However, integration is more than this. It is a dynamic process, out of which a new culture is created.

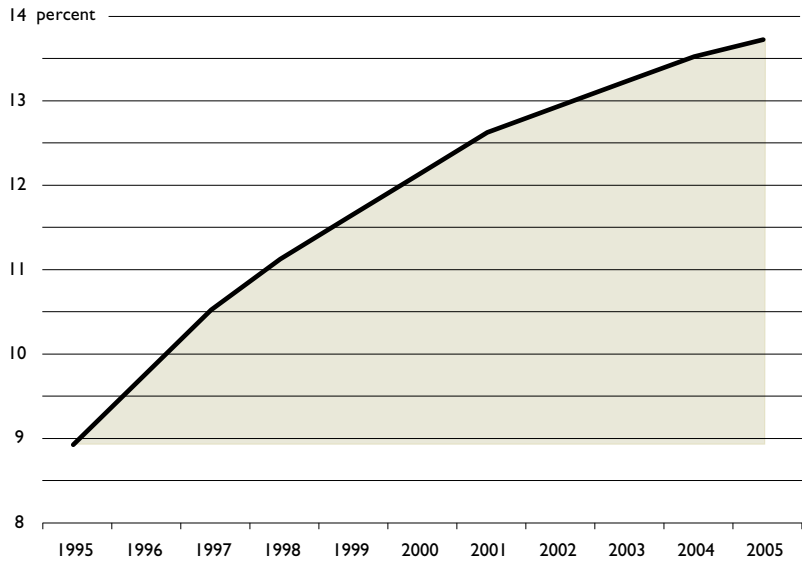
The current situation: 50% increase in a decade

Copenhagen's ethnic diversity has changed over the last decade. In the mid-1990s, immigrants¹ accounted for just under 9% of the population; today, they constitute approximately 14%.

¹ The integration policy defines the concept of 'immigrant' to include immigrants, the descendants of immigrants and refugees from non-Western countries. Non-Western countries are defined as countries outside the Nordic Region, the EU, North America, Australia, New Zealand, Andorra, Liechtenstein, Monaco, San Marino, Switzerland and the Vatican State.

TABLE I

Proportion of immigrants in the City of Copenhagen



Source: Statistics Copenhagen

Ethnic diversity has the potential to improve Copenhagen's status as a large city in a constantly changing, diversified world. The interaction of Copenhageners with different ethnic, cultural and religious backgrounds makes the city a more rewarding place, and boosts the linguistic and cultural skills needed to face the challenge posed by globalisation.

The citizens in Copenhagen appreciate the opportunities and freedom of choice - and the 'buzz' - from other parts of the world. Copenhagen is Denmark's metropolis. The capital. The proof that Denmark is a part of the rest of the world.

The city offers a plethora of choices. When we go shopping, will we embark on a voyage of discovery in one of the many specialist shops offering products from Thailand, Japan, China or Pakistan? And when we choose a restaurant, will it be Moroccan, Indian, Mexican or Mongolian?

Copenhagen's street scene today is spiced with dreadlocks and loose robes. There is Arabic background music at the local newsagent and nursing home and, in the hospital the Muslim home help and doctor have no objection to work during the Christmas shift.

Diversity is one thing. However, social problems have to a great extent taken on an ethnic aspect. Irrespective of whether we are looking at housing, the labour market, school performance, level of education or crime, the problems are more acute when the focus is on immigrants.

Some of Copenhagen's housing areas accommodate a high concentration of citizens on social benefits (income not derived directly from employment). These neighbourhoods tend to be separated into immigrant-only and Dan-

ish-only areas, with little contact between them. This is a problem when it comes to integration and solidarity. In some of the city's day-care centres and schools, more than nine out of ten children are bilingual². Again, this is a problem for the coming together of cultures. It is also a problem that far too many immigrant children leave primary and lower-secondary schools without the qualifications to go on to complete further education. The city boasts a crime statistics, which bears witness to the fact that the vast majority of immigrants are law-abiding citizens. Nevertheless, immigrants are strongly over-represented in court cases. This presents a problem.

The objective: Better opportunities for all

The City of Copenhagen wants to fight discrimination. Copenhagen's citizens will have equal opportunities to take part in the society's political, economic, labour, social and cultural life. Everybody must be treated equally.

The City of Copenhagen works to ensure that as many citizens as possible are capable of providing for themselves and their families – work is part of the solution to many problems, including combating poverty and isolation.

The City of Copenhagen wants to combat poverty and break the negative social legacy – children and young people do better when their parents both have a job and an education.

The City of Copenhagen wants to prevent the division into parallel societies – it will make sure that encounters take place every day between its citizens in housing schemes, day-care centres, schools, leisure activities, clubs, associations and the workplace.

The City of Copenhagen works to promote that all citizens actively take part in society and democratic process – for example, by participating in political activities, societies and associations, user and school boards.

Realisation of these objectives requires integrated projects in which the local authority will invest broadly in employment, education and training, housing, security, culture and leisure, and health and care for the elderly.

² The concept of 'bilingual' is used for children whose first language is not Danish, and who acquire Danish through contact with their surrounding society. 'Monolingual' is used for children whose first language is Danish, although their ethnic background may not necessarily be Danish.

The way ahead: Three main principles

The City council's integration effort is based on three main principles:

- 1) Integration is a joint responsibility;
- 2) Integration requires diversity;
- and
- 3) Integration must be attractive.³

Integration is a joint responsibility – Nobody can deal with the task of integration on their own; everybody must take responsibility. This is the case for each individual citizen, each family, each local authority, the state, each company and each institution.

Joint responsibility means that the local authority has to do more than simply lay down the right policies. The City council must co-operate with the right people and contribute to promoting the individual's sense of responsibility for successful integration. The City of Copenhagen will take the lead in working towards integration and assume responsibility by, for example, employing more people with immigrant backgrounds. The city will make sure its other policies (including its policy on employment, housing, education and training) promote integration as far as possible. The city will also make sure that its efforts are coherent and interdisciplinary. The Integration Council is an important partner for the City of Copenhagen in this context.

The city also needs to motivate other stakeholders (such as companies, associations, organisations and public-sector institutions) to share responsibility. The city should, therefore enter into agreements with both private-sector and public-sector stakeholders.

At the same time, every citizen in Copenhagen has a responsibility to integrate into society. To learn the Danish language, respect the basic rights and values on which the Danish society is built, get an education, seek employment, avoid isolation, and actively take an interest in and participate in public life.

Integration requires diversity – Copenhagen offers special opportunities due to its status as Denmark's capital and as the country's largest city with a high proportion of immigrants.

Diversity means that citizens are free to be different within their community. Diversity does not mean that different groups are isolated in separated enclaves. When ethnic groups are concentrated in specific housing areas, schools and day-care centres, it creates polarisation. That is why it is the City council's stated objective that Copenhageners of all ethnic origins meet one another in daily life where they live, in primary and lower-secondary schools, at work and in clubs and associations.

³ These principles comply with current Danish legislation, and also with the advisory recommendations in the joint basic principles for politics for integration of immigrants in the European Union cf. Council Document 14615/04 of 19 November 2004, and the subsequent announcement from the Commission, 'A joint agenda for integration', COM (2005) 389.

In places such as housing areas, day-care facilities and primary and lower-secondary schools, where diversity cannot be achieved immediately, solutions to specific problems need to be identified and resources have to be strengthened locally. Copenhagen has a special duty to find new ways of doing things and seek unconventional solutions.

Diversity will also be a characteristic of the council's services. Where practically and financially possible, it must take special conditions and needs of the ethnic groups into account.

Integration must be attractive – the City of Copenhagen wants to promote integration by making it attractive for people, companies and associations to contribute to the process. It may or may not be financial in nature; for example, companies and associations that take a lead in integration should be able to notice its effects immediately, whether in their accounts or elsewhere. It must also be an attractive option for the City council's staff to achieve better skills in integration issues, making sure that the staff has the right tools and resources for the job.



Employment

Vision: Copenhagen will be a city in which everybody - irrespective of gender or ethnic background - has equal opportunity to take part in the working life. The city's diversity will be evident in all industries and in both public-sector and private-sector workplaces.

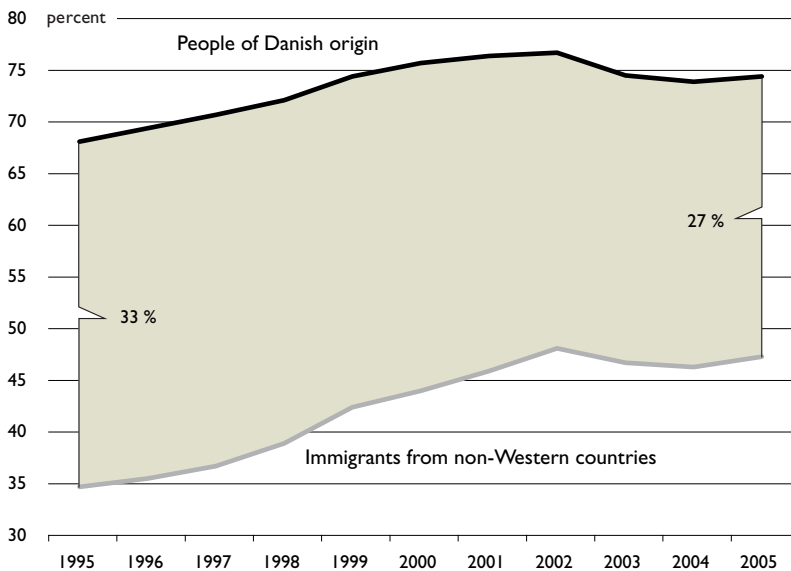
The current situation: Better, but far from good enough

All over Denmark, the picture is the same: Immigrants are far less likely to have a job than other people.

Copenhagen reflects the national average for the 'employment participation rate' (the proportion of people of working age who are working). In 2005 in Copenhagen, 74 out of 100 people of Danish origin were working; for immigrants, the figure was just 47 out of 100.

The employment participation rate for Danes and immigrants in Copenhagen

TABLE 2



Source: www.jobindsats.dk and Statistics Denmark

In the last decade, the employment participation rate has moved in the right direction for both immigrants and Danes. In 1995, 34 out of 100 immigrants had a job.

Because the employment participation rate has risen faster for immigrants than for Danes, immigrants are no longer quite so far behind, moving from 33 percentage points in 1995 to 27 percentage points in 2005.

Things have moved in the right direction. The picture is not quite so positive, however, when Copenhagen is compared with other local authorities that have a significant number of immigrants. Immigrants in Copenhagen are among those least likely to be in paid employment, and the gap between Danes and immigrants is one of the widest.

TABLE 3

The employment participation rate for Danes and immigrants in the ten local authorities with the highest proportion of immigrants

Authority	Employment participation rate for Danes	Employment participation rate for immigrants	Difference in employment participation rate
Karlebo	78	50	28
Copenhagen	74	47	27
Farum	79	54	25
Hvidovre	76	54	23
Glostrup	75	54	20
Herlev	76	57	19
Albertslund	73	54	19
Brøndby	72	53	19
Ishøj	75	56	19
Høje Taastrup	74	57	17
Total Denmark	75	47	27

Note: Data from 2005. Because of rounding up, 'Difference in employment participation rate' may deviate from the difference between Danes' and immigrants' employment participation rate.

Source: Statistics Denmark and the City council's own calculations.

The situation is particularly serious for immigrant women in Copenhagen. While 74% of Danish women work, the figure for female immigrants is only just under 41%.

There are two explanations for the lower employment rate for immigrants. One is that there is a very large group of immigrants that has absolutely no contact with the labour market: More than one in three immigrants of employment age is outside the labour market, while the figure for Danes is just under one in five. The second explanation is that immigrants who are actually on the labour market are more likely than Danes to be unemployed. The unemployment rate in Copenhagen is approximately 6% for Danes, compared with 19% for immigrants. In addition to this, immigrants typically work in specific industries in which pay is often lower, job security poorer and skill enhancement opportunities fewer, compared to other industries.

30% of new businesses launched by entrepreneurs with an immigrant background close within their first year, compared with 20% of new businesses launched by entrepreneurs with a Danish background.

The objective: To close the gap

For Copenhagen, the objective is clear: In the next few years, it must reduce the gap in employment rates. This must not be achieved by ethnic Danes working less than they do now. The target is that a continuously increasing proportion of the immigrant population should provide for itself.

Target: In the period up to and including 2010, the City of Copenhagen will increase the proportion of employed immigrants by 10 percentage points to approximately 57%.

This target corresponds to approximately 8,500 more immigrants in employment. An additional objective is that immigrants will not only find jobs in traditional immigrant industries, but that, like Danes, they will find jobs in all parts of the labour market. This is also the case for the City of Copenhagen as a workplace.

The way ahead: A range of initiatives

The law sets down many frameworks for local authority job creation projects, and each authority must follow these in its efforts to help different groups into employment. For example, staff must meet unemployed people at certain intervals, draw up CVs for those ready to enter the labour market and place them on a work-to-welfare programme after a certain period.

In addition to legislation, however, Danish local authorities have many opportunities to create initiatives, policies and guidelines that promote employment, not because they have to, but because they can and want to. The City of Copenhagen has a tradition of working closely with employers and unions on job creation projects, within the framework of the Danish model. This co-operation must be maintained, both in the efforts to promote better integration of immigrants in the labour market, and in job creation projects in general.

The co-operation is based on an understanding and recognition of the fact that it is the joint responsibility of the local authority, employers' associations, trade unions, company management and staff to provide a labour market that offers opportunities for everybody. Specifically, this happens through regular meetings between the various stakeholders, specific targets and action plans, and joint campaigns and promotions to get more unemployed people into work.

The City of Copenhagen also calls upon pension funds to account for their input towards improved integration on the labour market, in their annual accounts.

One of the main principles in Copenhagen's integration policy is that integration is a joint responsibility. The input of a local authority is not enough to get something done about the situation. Companies need to participate as well and contribute towards integration. Another key precondition for successful integration is that all immigrants are aware of their duty to take responsibility for their own situation. They must actively contribute to finding employment and becoming self-supporting. They must have opportunities like everybody else - but they must also meet the same expectations and demands.

Nobody who is ready for the labour market - unless they are ill or on maternity leave - should receive benefits without doing something in return, such as accepting a job or join a welfare-to-work programme. If a person does not wish to contribute, the City of Copenhagen will use the sanctions available to it.

The City of Copenhagen will make sure there is a joint understanding about the values that are to be taken into account in job creation. For example, there must be clear guidelines about whether long commutes, irregular working hours or unwillingness to work with pork or alcohol are valid reasons to turn down a job. At the same time, an effort must be made to give due deference to the unemployed person's personal situation.

In 2007 the City of Copenhagen signed the agreement 'Room for all on the labour market' initiative, which focuses on improving efforts on behalf of particularly vulnerable groups in Copenhagen, including immigrants.

In its efforts to find employment for immigrants, the City of Copenhagen is prioritising the following initiatives, which together are designed to contribute to significantly improving the job situation:

1) Focus on the labour market – The City of Copenhagen's employment promotion work must have a clear focus on making sure the citizen has a place in the labour market. The focal point of the initial referral should be the unemployed person's skills in relation to the labour market, and not any barriers (lack of knowledge of Danish, physical/mental problems, abuse) the person might have.

For some citizens, the path to the labour market is long and littered with obstacles, but the direction must be clear from the outset: The unemployed person's skills must be identified as early as possible and put to work in a company. Sometimes, the right model is job placement in a company with simultaneous Danish courses and, if necessary, treatment. Some people will

need to go on courses. Others will need wage supplements. Sometimes, a basic job is the first step - maybe with the support of a mentor.

The City of Copenhagen will make sure that, after the introductory period, immigrants also have opportunities for language courses, advice and support.

In general, immigrants will be provided with a better knowledge of the Danish education, training and labour market system, including opportunities open to them to set up a business. If they are clear about the opportunities that exist for them, they will be able to make decisions on an informed and realistic basis. This requires a further refinement of the council's advisory services. The objective is divided in two. Good information promotes a more differentiated choice of profession for immigrants, and it contributes to higher retention rates in both jobs and study programmes.

2) Poverty and isolation must be combated – Some groups of unemployed people have been on transfer income for too long. Immigrants are massively over-represented in this group and account for four out of ten long-term unemployed recipients of cash benefits. For immigrant women, the figures are even worse. They account for just under half the women on cash benefits in Copenhagen. As a result, the city is making special efforts to get immigrant women into the labour market. In relation to the labour market, there is a need for better clarification of long-term doctors' certificates for both mental and physical ailments, including post-traumatic stress syndrome (PTSD).

Closer examination will make it possible to focus efforts more closely on the registered sick person's potential resources, and to overcome barriers in relation to the labour market. The council's approach must be holistic and directed at the whole family, when relevant. A job for one spouse can often be a precondition for the other taking on a job. In this context, it can be an objective in itself to work towards getting the couple into work. This can be the pathway to breaking with social isolation and poverty.

The objective of combating poverty is particularly important for the City of Copenhagen. Many families who have received cash benefits or start benefits for a prolonged period risk social marginalisation and isolation. That risk must be averted through a targeted employment campaign that provides these groups with full-time or part-time employment. This can be in the form of 'odd jobs', with basic terms and conditions. The aim is to progress towards ordinary, full-time employment. The City of Copenhagen also instigates activities for groups that are normally left to look after themselves. In principle, immigrant families that are reunited in Denmark and do not receive any transfer income must look after themselves. Nevertheless, the City of Copenhagen does try to help these people, both for their own benefit and that of their children. Reunited families often include people with strong personal resources, which are wasted if they are not integrated into society.

3) Focus on housing areas with particularly high unemployment

- Living in an area where the majority of residents are out of work can in itself make it difficult to find work or gain access to a welfare-to-work programme. The whole area may seem to have an unemployed identity. If only a few of its inhabitants are part of the working community (the working community being what characterises most other housing areas in Denmark), it can be difficult for them to see it as a good thing to be part of this community of work. Copenhagen will be investing extra resources in such areas.

4) Focus on education for young people – The focus must be on education and training throughout the work with youngsters on start help or cash benefits. Public-sector economic support and passivity should be the exception rather than the rule. In future, undoubtedly, it will be very difficult to get by as an unskilled labourer in Copenhagen. Education will often be a precondition for the integration of youngsters into (and retention of) both the labour market and society in general.

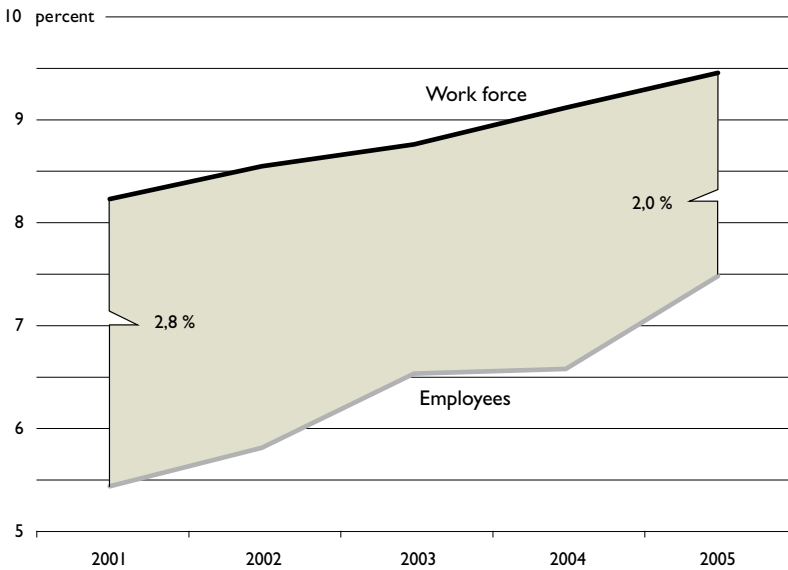
5) Focus on the City of Copenhagen as an employer and major buyer - The City of Copenhagen is the country's biggest employer with more than 40,000 employees. It therefore has a major opportunity to influence integration in a positive direction through its own recruitment policy. As a workplace, the City of Copenhagen has in recent years increased its proportion of immigrant employees. This has been achieved relatively quickly: In 2001, immigrants accounted for a little less than 8.5% of the workforce, but fewer than 5.5% of council employees (i.e. a gap of 2.8 percentage points). By 2005, this gap had been reduced by almost a third, to two percentage points.

Overall, things are moving in the right direction. Still there is an uneven distribution in the proportion of immigrants in the different professions in the council. For example, immigrants account for just 2.6% of academics employed by the council, despite the fact that the proportion of the city's immigrant citizens who have a higher education is almost twice that figure.

The City of Copenhagen has the declared objective of achieving a workforce composition in the various sectors that reflects the composition of the city's population.

TABLE 4

Proportion of immigrants in the workforce and among employees of the City of Copenhagen



The figure for 2005 is not directly comparable with other figures, as a different data source was used.
 Source: Statistics Denmark and the City of Copenhagen's wage statistics.

The City of Copenhagen is not only an employer, but also a major buyer. It has 15,000 private-sector suppliers with a total annual turnover of approximately 6.5 billion DKK, accounted for by sales to the council. In addition, the City of Copenhagen provides subsidies of a little less than 1 billion DKK and purchases construction projects for approximately 1.2 billion DKK. In the future, the Council will demand that others assume responsibility as well. This will be the case for both private-sector suppliers, recipients of subsidies and unions with operational agreements with the council. The stipulations will be valid for all tasks that exceed a minimum amount, in terms of money or time.



Education and training

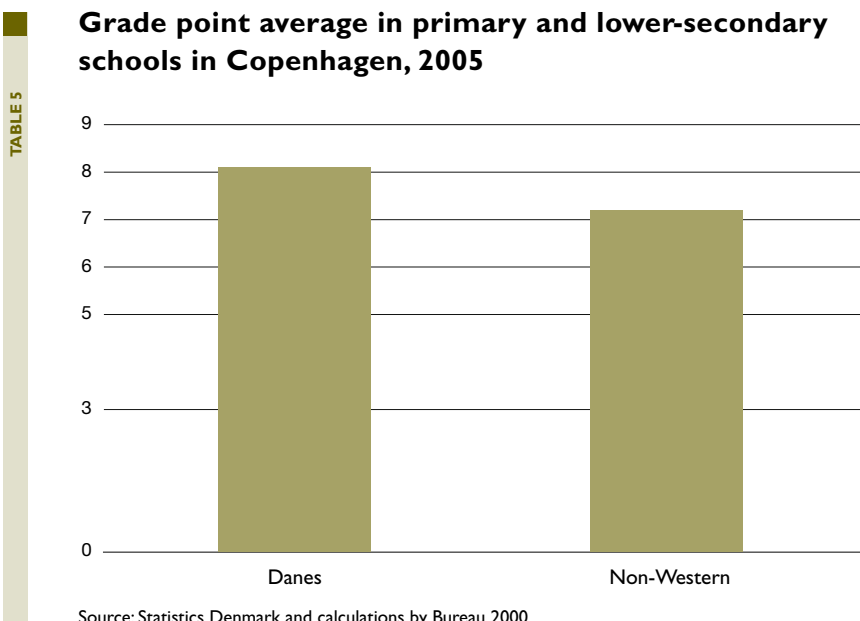
Vision: In future, Copenhagen will be known for its ability to support all children to develop well-being, joie de vivre and the competence to act. In Copenhagen's schools and public day-care facilities, children and parents from all ethnic and social groups will come together. The starting point will be multi-ethnic composition in schools and facilities, to enable the development of the inter-cultural competencies needed in the globalised society of the future. Copenhagen will be known as a city where the systematic inequality between monolingual and bilingual children in terms of opportunities is overcome by means of competent and professional public day-care facilities for children and schools.

The current situation: Ethnic and social polarisation of monolingual and bilingual children

Today, Copenhagen's bilingual children in primary and lower-secondary schools perform below the level of monolingual children. The average mark for bilingual children leaving exams at lower-secondary level is almost a full grade below the average for monolingual children. At the same time studies show that bilingual children are strongly over-represented among the poorest performances, cf. the PISA Survey 2004. About half of the bilingual pupils in primary and lower-secondary school in Copenhagen leave school with such poor literacy that they will face significant problems completing further education.

The performance gap can partly be explained by socio-economic conditions. Children from low-income or unskilled families do less well in school than children from highly paid or academic families, irrespective of their ethnic origin. Immigrant parents tend to earn less - on average - than ethnic Danish parents, and are less well educated. Taking education into account the difference in grades is reduced to approximately half.

Parents often consider schools with a high proportion of bilingual pupils as being insecure, offering poor social opportunities and low academic skills. In areas with many bilingual pupils parents opt out primary and lower-secondary schools. Instead they choose private schools. This is particularly the case in north-west of the city and in Inner and Outer Nørrebro. As a consequence many schools in Copenhagen have virtually only bilingual pupils. The free choice of school strengthens this tendency.



The consequence is that these schools find it very difficult to achieve good academic results. Educational research show that strong pupils raise the level of the weaker ones. When the strong pupils disappear, the level of the weaker ones falls. Conversely, weaker pupils do not pull down the level of the strong ones.

Another consequence is that Copenhagen's schools do not act sufficiently as meeting places for children and young people across ethnic groups. MEGAFON's user survey of parents of both monolingual and bilingual children showed that both groups of parents want their children to attend schools that have an ethnically mixed body of pupils - a wish we must comply with.

The unsatisfactory results in primary and lower-secondary schools contribute to a high drop-out rate among ethnic minorities on further education programmes. When leaving school, the majority of all youngsters - 95% - start study programmes or courses to qualify them for the labour market, but approximately 20% drop out each year. The drop-out rate is notably highest on vocational training courses, where up to half of the students drop out.

The poor retention rates on further education programmes partly explain why Copenhagen comes out badly in employment comparisons with other local authorities. Among the 40 local authorities earmarked as having the highest number of immigrants, Copenhagen is in 27th place when it comes to education and employment among 16- to 29-year-old immigrants.

The objective: Public day-care facilities for children and schools must promote the coming together of cultures. The performance gap between monolingual and bilingual pupils must be closed.

We must get to grips with the ethnic and social division of Copenhagen's public day-care facilities for children, and of its primary and lower-secondary schools. The composition of the pupils in individual public day-care facilities must reflect the composition of the population in that part of the city as a whole. In all new pre-school classes, at least half of the pupils must be ethnic Danes. It will no longer be the norm for bilingual children to lag behind when they leave the education system and enter the labour market. They will have equally good preconditions as monolingual pupils.

The objective: The City of Copenhagen must close the performance gap between monolingual and bilingual children in the next eight years.

The City of Copenhagen's aim is to ensure that the performance gap between monolingual and bilingual children at primary and lower-secondary school leaving exams is halved by 2010 and closed by 2014. This is an enormous task, which calls for coherent educational theory and practice. This includes a focus on development and learning in both Copenhagen's public day-care facilities for children, schools, and leisure facilities.

In addition to the academic objective, it is the council's objective that primary and lower-secondary public schools are the first choice of parents in Copenhagen. Private schools should be an additional option, not a means of opting out of primary and lower-secondary schools. In future, the people who currently opt out of primary and lower-secondary schools will choose to stay; the natural consequence of this will be that fewer people will choose private schools.

In addition to its efforts in primary and lower-secondary schools, the City of Copenhagen aims at increasing the proportion of youngsters who complete further education to 95%. There is therefore a need for a close and binding co-operation with the state's education programmes.

Better basic school results and a greater number of students completing further education programmes will, undoubtedly, lead to Copenhagen improving the education, training and employment for 16- to 29-year-old immigrants. Copenhagen intends to improve its 2002 position of 27th to a place in the top ten.

The way ahead: Educational standards for all

The establishment of the Children and Youth Committee has created a joint basis for developing well-being, joie de vivre, quality, development and learning in the lives of children and young people. This now needs to be implemented through specific investments in public day-care facilities for children and schools, and in an equal and closer co-operation between educationalists and teachers in their daily work.

The City of Copenhagen has therefore entered into the agreement 'Better Learning for All'. It contains a major development programme for public day-care facilities for children and primary and lower-secondary schools. It is designed to re-establish parents' confidence in public day-care facilities for children and schools being capable of providing their children with the necessary academic and social skills in a secure setting. The agreement is a broad pedagogic and school-policy agreement, which contains much more than integration initiatives.

1) Public day-care facilities for children – Better learning for all. Public day-care facilities are crucial for children's chances in life and for their ongoing educational and development opportunities. It must be ensured that the quality of the public day-care facilities for children is raised. Copenhagen aims to be known as a city where children's happiness, activities and conditions are first class.

Efforts will be directed towards institutions' work with the individual child's development perspective. They cover breaking the negative social legacy, language stimulation, development of pedagogic curricula, transitions between public day-care facilities for children and schools/leisure options and diet and movement in public day-care facilities for children. Work will also continue on the project 'Diversity in Copenhagen's Public Day-care Facilities for Children', designed to create a more equal distribution of monolingual and bilingual children in kindergartens.

2) Primary and lower-secondary schools – Better learning for all: Copenhagen's primary and lower-secondary schools face major challenges. These include poor academic results, particularly for bilingual pupils, high levels of applications to private schools, ethnic and socially divided schools, and run-down and antiquated school buildings in many areas of the city. However Copenhagen's primary and lower-secondary schools will again be the natural first choice for parents in Copenhagen. They will tackle the task of integration, strengthen the weaker pupils and challenge the academically strong ones. 'Better Learning for All' is designed to ensure that schools in Copenhagen are among the best in the country. This will involve the following:

Promoting a sense of security: It should be safe for children to go to school. The schools shall have rooms for action, including conflict resolution, improved playground duty arrangements, social workers within the school and more clearly defined values.

Improved academic skills: Children in Copenhagen should be among the best at reading, mathematics and natural science in the country. All children in Copenhagen will be able to read by the time they are in the third grade.

Focus on results and evaluation: The school culture will have a closer focus on results, documentation and evaluation.

Challenging social and ethnic segregation: The ethnic and social segregation in Copenhagen's primary and lower-secondary schools needs to be challenged. There should be at least 50% ethnically Danish children in all new pre-school classes.

Efforts for bilingual pupils: Bilingual children should perform as well as ethnically Danish children.

All-day schools: All-day schools should be established in areas where the objective of ethnically mixed schools cannot be achieved in the short term.

Boosting parental responsibility: Co-operation with parents is central to all the city's institutions and schools. Without the active and equal involvement of parents, it is not possible to win their confidence, support and active commitment. All of which are necessary to create the desired results for their children.

Top quality management: Competent, focused head teachers will set the direction and tempo for quality enhancement.

Alongside the agreement, it has also been decided that more light should be cast on transitional schooling, the advisory services, bridge-building projects and young people's transition to further education.

A more in-depth description of the individual measures and the other elements in the agreement 'Better Learning for All' is available on the City of Copenhagen website www.kk.dk.

3) Improving the transition to further education: Greater coherence between the efforts being made in the primary and lower-secondary schools and the transition, advisory and bridge-building work will offer a smoother transition to further education. The lowest retention rates for bilingual pupils are to be found on vocational training courses. Therefore the City of Copenhagen is reinforcing co-operation with vocational colleges, to reduce drop-out rates.

The City of Copenhagen will actively involve folk high schools in the integration work, as part of the process of making youngsters ready for education and the labour market.

The City of Copenhagen will also fund projects that break down prejudices and barriers in immigrant communities, provided larger numbers apply for the vocational training programmes.

Young bilingual people significantly improve their chance of a job if they complete a further education programme. A lower drop-out rate on further education programmes is therefore a precondition for achieving the objective of getting more 16- to 29-year-old bilingual youngsters into education or employment.



Housing

Vision: As a city, Copenhagen will be a cohesive unit. The negative spiral in vulnerable housing areas is to be reversed. All housing areas in Copenhagen should contain diversity in terms of both inhabitants and types of housing.

The current situation: Heading towards ghettos

In Copenhagen, as in all big cities, there is a huge difference between neighbourhoods. The eight-bedroom apartment in the diplomatic quarter of Østerbro is far away from the suburban villas which stretch all the way down to Utterslev Mose in the north-west of the city.

The divisions between housing areas also mean social divisions. A good indicator of how socially burdened a residential area is, can be found in the number of its residents who are of employment age but not in work. They receive benefits of some sort instead - cash benefit, start benefit, early pension or maintenance allowance.

For the city as a whole, approximately two out of ten people of employment age are provided for by the public sector. But there are major differences between areas in the city.

In the public housing sector, there is a high concentration of immigrants. It is also here that you find the biggest concentration of people of employment age without a job. In the public housing sector as a whole, more than four out of ten people do not have a job.

Public housing in the City of Copenhagen

TABLE 6

Vulnerable	High-risk	Risk	Neutral
Approx. 14,000 inhabitants	Approx. 18,000 inhabitants	Approx. 40,000 inhabitants	Approx. 34,000 inhabitants
Tingbjerg, Mjølnerparken, Aldersrogade, Lundtoftegade and Akacieparken	E.g. Hørgården, Blågården and Gyldenrisparken	E.g. Titanparken, Elleparken and Sjølor Boulevard	E.g. Kanslergården, Lersø Parkalle, Folehaven and Tuborgvej

Source: Data from Statistics Denmark and the Ministry of Social Affairs.

In vulnerable areas, more than half of those of employment age have no connection to the labour market. Vulnerable housing areas include Mjølnerparken, Lundtoftegade and Aldersrogade in Outer Nørrebro, Tingbjerg in Brønshøj-Husum and Akacieparken in Valby. In these areas, seven out of ten inhabitants are immigrants.

High-risk areas are those which could easily develop into vulnerable areas. Between 40% and 50% of inhabitants in high-risk areas have no connection to the labour market. These include areas such as Hørgården, Blågård and Gyldenrisparken, in which five out of ten inhabitants are immigrants.

Things look better in risk areas such as Titanparken, Elleparken and Sjælør Boulevard, where between 30% and 40% of inhabitants have no connection to the labour market, and three out of ten are immigrants.

In neutral areas, less than 30% of the adult inhabitants have no connection to the labour market. Neutral areas include Kanslergården, Lersø Parkallé, Folehaven and Tuborgvej. In these public housing schemes, an average of one in ten inhabitants is immigrant.

The objective: No ghettos

The City of Copenhagen's policy is to combat the problems in the vulnerable housing areas. The policy plans to combat unemployment and social problems, and partly to make public housing more attractive. The positive side effect will be a great demand for public housing, including from high-resource families.

Objective: To have no new vulnerable housing areas in Copenhagen; and to reduce the proportion of people in vulnerable housing areas who have no connection to the labour market by 10% by 2010.

In collaboration with housing associations and tenants, the City of Copenhagen will improve the public housing sector so it becomes more attractive for people to live there. But there is no doubt that this is a long-term project. The only way to achieve relatively quick results is to change the composition of the population living in public housing. The City of Copenhagen will take specific steps to influence who moves in and out of the public housing stock. It has set itself two objectives in the next few years. One is to ensure that no new vulnerable housing areas appear in the city. The other is to reduce the proportion of people with no connection to the labour market in the five vulnerable housing areas.

The way ahead: Changing the composition of the population in the public housing sector.

There are no quick solutions for vulnerable and high-risk areas. The City of Copenhagen will therefore collect knowledge and experience from other relevant large cities, and make contact with the Danish parliament in order to ensure the legislation is up to date and fit for purpose. The City of Copenhagen will use the following three methods:

1) Jobs for people who live in the areas - In the next few years the City of Copenhagen will focus on job creation in vulnerable and high-risk housing areas, in collaboration with the housing companies. The efforts will be supported by employment agency initiatives.

Efforts will be made to ensure that the area is attractive enough for people who have found employment to continue to live there, thus functioning as role models for the rest of the local community.

According to the principle that integration is a joint responsibility, the City of Copenhagen will work with companies, associations and public housing associations to establish leisure, culture and shopping facilities in vulnerable areas. This will include a focus on entrepreneurship. Companies and associations that take the lead are entitled to profit from the city's principle, that integration efforts should be reflected in their bottom line and accounts.

2) Fewer low-resource inhabitants in vulnerable and high-risk areas – If the current situation is to be turned around, there will be a need to be fewer low-resource inhabitants in vulnerable and high-risk areas. In collaboration with housing organisations, partnerships and tenants, the City of Copenhagen can make use of a number of tools in its efforts to change the composition of the population in the vulnerable and high-risk areas:

Modified housing allocation rules – Modification of the agreements that outlines the allocation of housing can ensure a more equal distribution of low-resource families in the public housing sector. It is important that this is done in a way that guarantees alternative accommodation in other public housing departments. People who are covered by the Council's housing and social allocation criteria, or who receive benefits or start help, and who have been passed over by the existing waiting list should be offered accommodation in local communities with a more all-round composition of tenants.

The City of Copenhagen is planning to build 5000 units of public housing that will cost a maximum of 5000 DKK a month. Changes can be achieved by offering low-resource families to move gradually in to the new public apartments when people move out of these apartments. Another option is private rented accommodation to the extent it is possible.

Allocation of private rented accommodation. – There are not enough public housing units in Copenhagen to meet the great demand. Therefore it is difficult to guarantee the provision of a balanced composition of the local community as well as providing homes for citizens who lack them. In future, the City of Copenhagen will therefore work to a greater extent towards voluntary agreements with private-sector landlords. These should give authorities the right to allocate houses in the private rented property sector.

The City Council has also decided to ask the government to introduce regional letting rules, so suburban authorities will have to take on more of the responsibility for social housing.

Removal grants – Low-resource tenants (defined as recipients of cash benefits and start help in vulnerable and high-risk areas) will be informed about opportunities to choose another home, and offered grants to cover the cost of moving. The City Council will set and publish the exact terms for this.

3) Attracting high-resource families to vulnerable and high-risk areas – At present, it is to an overwhelming degree low-resource families that move into the vulnerable housing areas. For example, practically nobody on the waiting list for a home in Mjølnerparken is in work. The typical pattern today is that, when people find a job and their finances improve, they move away. These patterns must be broken if the City of Copenhagen is to prevent ghettos from developing. In order to attract high-resource people to vulnerable and high-risk areas, the City of Copenhagen can use the following tools:

New rules for Council allocation of homes – The Council can change the rules for allocating houses, to be able to influence who is offered a home in a vulnerable area. The City of Copenhagen thereby aims at improving the composition of the local community in vulnerable areas, for example, by using the option of combined rentals.

Resource homes – The council can also enter into agreements about flexible rentals in vulnerable and high-risk areas, including prioritising empty homes to, for example, students and households with connections to the labour market.

Targeted local regeneration – The City of Copenhagen can target local regeneration projects in parts of the city that contain vulnerable areas, for example, by prioritising development and investment in improving the area's local community.

This can provide support for local efforts in the public housing departments, for example, by demolishing some homes and replacing them with leisure, culture and shopping facilities. This would attract high-resource tenants and improve everyday life for the people who already live there; this would also make it more attractive for people who find jobs to remain living in the area.

Density – For high-resource families, private homes and housing association accommodation are often more attractive than public housing. In a private home or housing association home, tenants have the opportunity to decide what happens to their own home, and there is also the possibility of an increase in value. For these reasons, mixed forms of ownership can create a broader composition of habitants within a local community. Along with the housing companies, the City of Copenhagen will identify opportunities for further construction of buildings in connection to existing public housing schemes, including the potential for using top floors.

Sale of public housing stock – One final option for the City of Copenhagen is to support opportunities to sell off public housing stock in particularly vulnerable housing areas, as owner-occupied housing, housing association accommodation or other forms of ownership. This would be done under the precondition that a corresponding (or greater) number of public housing dwellings are established in other areas of the city. Any sales that do take place must be agreed upon by the public housing companies and the residents associations.



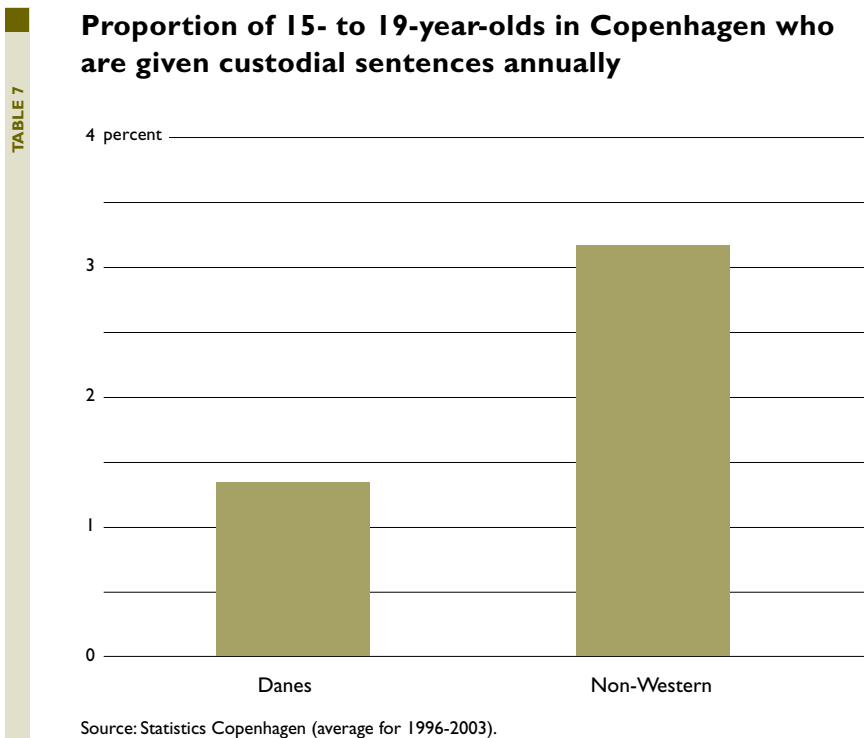
Feeling safe

Vision: The City of Copenhagen must be a safe place to live, in which the citizens can move about freely and unhindered - without being exposed to crime or discrimination. Crime among immigrants must be reduced to the same level as crime among Danes.

The current situation: High rates of youth crime among immigrants

Compared with other big cities in the world, Copenhagen is a relatively safe city in which to move around. The probability of being mugged, stabbed or shot is small, to put it mildly, whether you are walking the dog on Vigerslevvej, Vesterbrogade or Vordingborggade.

The vast majority of immigrants live an ordinary life with their families. And among 15- to 19-year-olds, more Danes than immigrants receive custodial sentences.



Nevertheless, the proportion of criminals among young immigrants is higher than among young Danes. The explanation is partly to be found in the poor social conditions of some immigrant families. The experience of discrimination can also help create enmity or indifference to their surroundings. It is therefore crucial to build an inclusive society, which all citizens feel part of and show responsibility towards, and to which they feel a desire to make a contribution, both on their own behalf and on behalf of others.

Irrespective of its cause, the over-representation of immigrants among young criminals is damaging to integration. Among young people in Copenhagen, approximately 1.3% of ethnic Danes are sentenced to custodial sentences in the course of a year, while the same is true for 3.2% of immigrants.

The objective: Lower crime rate among young immigrants

In Copenhagen the objective for crime-prevention work in the sphere of integration is to reduce the number of immigrants aged 15-19 who serve time in prison.

Target: By 2010, crime rates among young immigrants are to be on the same level as other young Danes, when socio-economic differences are taken into account.

The way ahead: Prevention of crime

It is the duty of the state to maintain law and order, and it is also the responsibility of the state to punish crime. The role of the local authority is different - to prevent crime and make sure that the city is a safe place for all. An early and systematic effort towards vulnerable children and youngsters can reduce the risk of criminal behaviour.

The Council's effort to promote a sense of security focuses on older children and young people, as it is with this group in particular that we have the main tools and opportunities to do crime-prevention work. Copenhagen will, therefore, strengthen crime prevention by intervening as early as possible when children and young people are on the path to a life of crime, and by paying particular attention to the children of low-resource families.

In a new initiative, special efforts are also being made to help criminals over the age of 18. The integration efforts in prevention of crime cover four areas: Greater responsibility for the individual and the parents; preventative work in schools and after-school clubs; voluntary initiatives; and combating discrimination.

1) Greater responsibility for the individual and the parents – parental responsibility must be encouraged. This can be done partly through

information and advice on parenting, but also through more heavy-handed approaches. To encourage greater individual responsibility, the City of Copenhagen must be consistent and resolute in its interventions. From the beginning, young people must experience consequences when they break society's laws. Youth contracts must be used more consistently and the social input into aftercare must be improved to give youngsters other alternatives to fall back on once they have left the criminal environment.

2) Preventative campaigns in schools and after-school clubs -

Schools, after-school clubs, institutions and voluntary children and youth work, all have an important role to play in preventative efforts. Through them, children and youngsters will meet recognition and good role models, and will learn how to solve conflicts with respect for other people and without resorting to violence or other forms of offensive behaviour.

3) Voluntary initiatives – The efforts of the local authority can not stand alone. In relation to crime prevention, the common humanity of daily life is often crucial - perhaps far more crucial than measures taken by the Council.

Far too few Danes have refugees/immigrants in their circle of acquaintances, and far too many refugees and immigrants live in isolation, with no contact with Danes. This can create a huge distance between people, and make the problems seem insurmountable and frightening. Experience (from Canada) indicates that the more Danish contacts an immigrant has, the better their network and the greater their knowledge of Danish society is, the better and faster their integration will be. In the future, the objective is that all newly arrived refugees and immigrants who are interested will be offered a Danish voluntary contact or family. This will require a greater and more deliberate involvement of voluntary organisations and individuals in the integration process.

4) Combating discrimination - Discrimination can be the direct cause of crime. So-called hate-crimes are crimes directly caused by the desire to discriminate - for example, attacks on ethnic minorities motivated by racism, or attacks on homosexuals motivated by homophobia. Discrimination can also lead to crime more indirectly. Young immigrants can have difficulty getting into bars and discotheques, and this leads to many conflicts that may well result in criminal injuries. As the majority of criminal injuries are inflicted during night time, the reduction of discrimination in nightlife is crucial to the campaign to promote a sense of security.

Discrimination can also occur in the way the Council administers services to its citizens. It is important to ensure independent appeal procedures in relation to the Council's work, with a focus on ethnic equality. The City of Copenhagen will seek to collaborate with, amongst others, the Documentary and Advisory Centre for Racial Discrimination (DRC) with the aim of reducing discrimination.



Culture and leisure activities

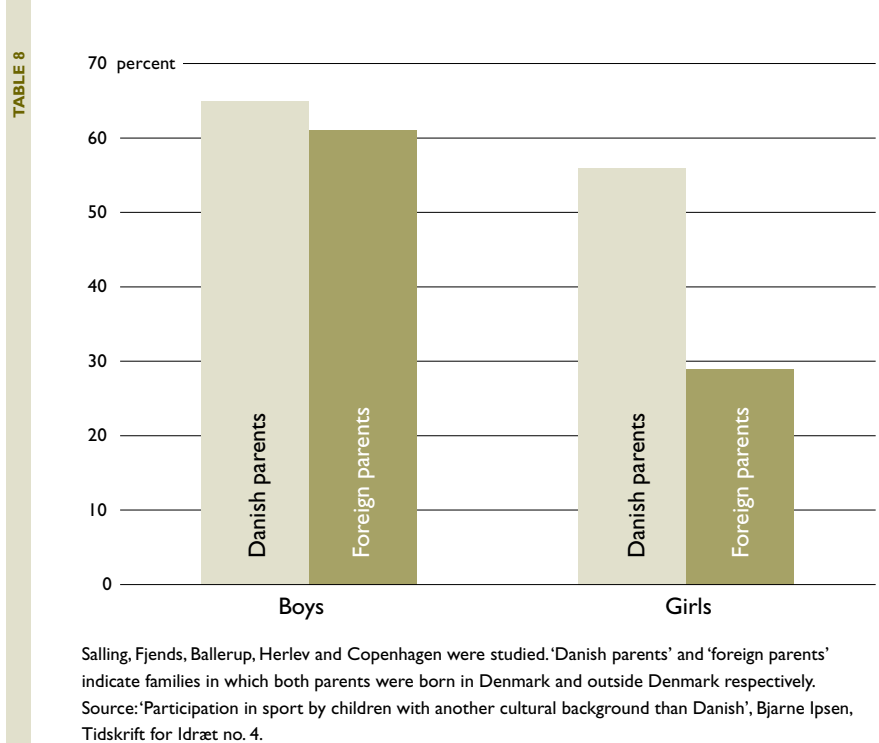
Vision: Immigrants must take part in culture and leisure activities on equal terms with other citizens.

The current situation: Immigrants participate less

Culture and leisure are good forums for integration. The participants meet voluntarily and on equal terms. This creates good opportunities for productive cultural exchange.

A number of studies in different local authorities - including the City of Copenhagen - have shown that immigrant children are not as active in sports clubs as Danish children. The girls, in particular, are less active than Danish girls.

Participation in sports clubs among children in 5th grade



A national survey conducted on behalf of the Ministry of Culture in 2004 also suggested that citizens with an immigrant background less often than Danes go to the theatre, concerts and sports events.

In return, immigrants use libraries to a greater extent than Danes, even though in Copenhagen they do not borrow books more often. The explanation for this may be that the libraries' new range of facilities is particularly interesting for this group of the population.

The objective: Greater participation

The City of Copenhagen's overall objective is for immigrants to take part in culture and leisure to the same extent as ethnic Danes.

Target: It is the City of Copenhagen's ambition that, by the end of 2010, immigrants take part in culture and leisure activities to the same extent as ethnic Danes.

In addition, the libraries' success in attracting immigrant users is to be exploited so that, in future, libraries can be a central source of support for language acquisition and cultural participation.

The way ahead: Proactive work in the broadest sense

The City of Copenhagen has chosen to prioritise four main areas: Leisure and sport; art and culture; libraries as learning centres; and dialogue and co-operation with the citizens on the available cultural and leisure facilities. The City of Copenhagen shall provide the necessary frameworks for children and young people to take part in clubs and leisure activities.

1) Higher level of participation in leisure and sport – Leisure and sport are opportunities to meet other people on equal terms. The academically weak can be the best on the football pitch, or might welcome the opportunity to be part of a group that does not stand out. The City of Copenhagen will make special efforts to involve more immigrants in sport.

The Council will also focus on breaking down barriers that prevent immigrants to participate in sport. This can include, for example, tackling purely practical things like locker rooms and showers. There can also be less obvious barriers, such as the fear that nobody in the sports club has responsibility for young people (especially girls) when they are outside parental supervision. Costs can also be a barrier. The Council will provide advice, guidelines and practical help to associations and other stakeholders involved in promoting integration in clubs and associations.

2) Diversity in art and culture must be promoted – It is the City of Copenhagen's ambition for cultural life in Copenhagen to reflect the ethnic diversity in the city, among both artists and audience. Knowledge of one another's culture is an important precondition for successful integration.

3) Libraries as learning centres – Libraries have major unexploited potential as active learning centres in local communities. This is especially the case in relation to children and young people. They would benefit from their learning and cultural experiences being supported by the knowledge and children's culture to be found in the libraries.

Theatre and film media also offer good opportunities to improve children and young people's cultural understanding and involvement.

4) Dialogue and co-operation with citizens – All parts of the administration in the city will work with the integration potential offered by culture and leisure activities. Language teachers, health visitors and job consultants will make immigrants aware of the opportunities available to participate in association activities.

The City of Copenhagen needs to consider the basic framework for bringing together the people of the city around joint leisure activities and cultural facilities. Therefore the Council will enter into partnerships with associations and institutions run by other than the local authority.



Health and care

Vision: To make Copenhagen one of Europe's top major cities in terms of citizens' health, irrespective of social status and ethnic background.

The current situation: Major ethnic inequality in health

There is relatively limited knowledge about the health of immigrants in general, but some refugees may have experienced severe mental harm or trauma, as a result of individual persecution, terror, living in refugee camps, losing close relatives.

There are no prognoses for the average life span of immigrants. Therefore the City of Copenhagen has initiated to raise the level of knowledge about immigrants' health. In 2005, the Council drew up a health profile for the city's Turkish citizens, who constitute one of the capital's biggest ethnic minority groups. General information is available for young immigrants, stemming from a Council health profile of young people in the city in 2005. The data shows for example:

Smoking: Among Turkish citizens, 47% smoke daily. Among all citizens of the same age, 30% smoke daily.

Exercise: More than half of Turkish citizens in Copenhagen prefer leisure activities that involve sitting down, i.e. non-physical activities. The figure for all citizens is less than one in five.

Among 7th grade girls with an ethnic background other than Danish, 42% exercise more than 3½ hours a week. For ethnic Danish girls, the figure is 61%.

Diet: Among 7th grade boys with an ethnic background other than Danish, 43% drink beverages containing sugar once or more a day. Among 7th grade boys with a Danish background, the figure is 19%.

Well-being: Every fourth Turkish citizen in Copenhagen often feels lonely, and one in ten would not expect any help from others in the event of illness.

A national study also shows that immigrants are treated significantly more often for cardiovascular diseases and diabetes, but not, for example, for cancer. This, combined with other national studies, strongly suggests that the health of certain immigrant groups is significantly poorer than that of ethnic

Danish citizens in Copenhagen. Poorer health is often linked to poorer social conditions, due to shorter education, unemployment and lower incomes. Language and cultural barriers also play a role. For certain groups, there is a genetic disposition for certain illnesses, especially diabetes. Cardiovascular diseases and type 2 diabetes are illnesses that are highly affected by physical activity, nutrition and smoking. There is, therefore, an obvious potential for reducing the demand for treatment through prevention.

The study of Turkish citizens also suggests that immigrants' self-assessment of their own health is poorer than ethnic Danes'. This can have a major influence on how early in life people need care. At present, only about one in 20 citizens over 65 in Copenhagen is of a non-Western background, whereas the corresponding figure is more than one in ten for the age group from 45-64 years.

Many elderly immigrants and refugees feel lonely and isolated in Denmark. This is especially the case for those who arrived in the country as adults and have, perhaps, not learned the language sufficiently well. In some immigrant families the traditional pattern of family life, where youngsters look after the elderly is weakened or has disappeared completely. When organising the Council's home help and nursing home services, there is a need to pay special attention to the conditions for older citizens with an immigrant background.

The objective: Less inequality

The City of Copenhagen has two strategic targets in relation to the health of immigrants:

- 1) To significantly improve immigrants' behaviour in relation to their health, in terms of smoking, diet, exercise, reproductive health and dental health.
- 2) To promote immigrants' participation in social networks.

Objective: To cancel out the differences between ethnic Danes' and immigrants' health.

The way forward: Prevention and targeted services

In accordance with the principle that integration requires diversity, and that diversity will characterise the Council's services, the Council's integration effort in the health sector will include, for example, the following elements:

1) General prevention effort - The City of Copenhagen will make sure that the general prevention effort in the health sector matches the linguistic and cultural diversity of the citizens of Copenhagen. Where the range of facilities offered does not sufficiently meet immigrants' needs, the Council will adapt.

2) Targeted programmes - Preventative programmes targeting immigrants will be introduced. As far as attitudes to health are concerned, there is a particular need for programmes targeting smoking, diet, exercise, dental health, sexually transmitted diseases and abortion prevention. These efforts could be supported by health centres in local communities where the health problems are worst.

3) Counteracting psycho-social ailments - The City of Copenhagen will provide a faster input for traumatised refugees - shorter wait, better screening, housing in locations facilitating treatment, family-based treatments, etc. In this context, the qualifications of the professionals and voluntary workers who deal with traumatised refugees need to be improved. Co-operation between the different parts of the administration and professional groups also needs to be improved, to pick up severe mental and physical illnesses in refugee and immigrant families. The Council must guarantee that all refugees and immigrants who settle in the city are offered a health check.

4) Efforts towards citizens - Special efforts will be made to significantly improve elderly immigrants' quality of life in relation to the current situation. The City of Copenhagen will work to make sure that elderly immigrants who need care from the public sector are able to continue to live as closely to their culture as possible. For example, this can be facilitated by gathering elderly people who share the same ethnic background in certain nursing homes.

There is a demand for more knowledge about the needs of the elderly. The knowledge could be collected through home visits. Where necessary, the staff in nursing homes must improve their qualifications. To a large extent interpreters will be used, as well as recruitment of staff who speaks the same language as the elderly people living in the nursing home.

Voluntary work and the use of voluntary visitors to immigrants, especially elderly people with problems of loneliness, must be strengthened. Contact/bridge-building activities with elderly people from a Danish background will be developed simultaneously.



Rooting the integration effort

The City of Copenhagen is only capable of doing a good job on integration if the allocation of responsibility and the co-ordination of its efforts are well defined and coherent.

Integration work transcends various sectors. Therefore there is a need for systematic monitoring of whether initiatives have the desired effect; otherwise, there is a risk that the efforts will fail.

Co-ordination, management information and communication strategy are important means of making sure that politicians, administrators and citizens are sufficiently informed about the status of integration and new integration initiatives.

In its integration work, the City of Copenhagen will incorporate the recommendations from Rambøll Management's report, 'Systematic evaluation of integration'. The report recommends, among other things, that the City of Copenhagen conducts a more systematic evaluation and dissemination of the results of major projects, and also that it should define an integration strategy. Against this background, the City of Copenhagen has set a number of indicators which will constitute the parameters against which its integration work ought to be measured.

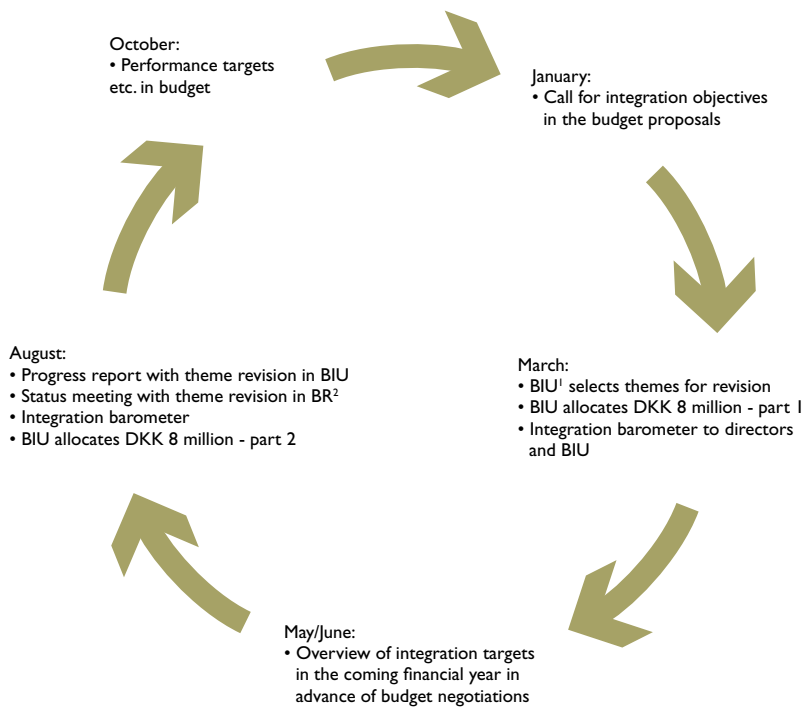
The Integration Council in the City of Copenhagen is an important dialogue partner for the City of Copenhagen in the ongoing development and support of its integration policy. By taking part in the public debate and in direct dialogue with the City of Copenhagen, the Integration Council can help to draw attention to tangible challenges facing the Council's integration work at an early stage, and serve to inspire new initiatives. The Integration Council also has an important role to play in the evaluation of the work.

The annual cycle for integration

In order to provide monitoring, management information and the necessary co-ordination of integration work between the different parts of the administration, a fixed annual procedure for the integration work is introduced. The objective is to tackle new challenges quickly, before they develop into actual integration problems.

TABLE 9

The annual cycle for integration work in the City of Copenhagen



General view – The cycle starts in May/June when a wider view is taken of the objectives for the coming financial year, plenty of time before the budget negotiations.

Barometer – By autumn 2006, the Employment and Integration Committee will have developed a barometer to monitor progress in the integration sphere. The council administration will make sure that the barometer is presented to the Employment and Integration Committee and the full City Council twice a year. In connection with these submissions, the administration will also submit an evaluation of the opportunities for improvements. The administration is responsible for publishing the barometer on www.kk.dk.

Status reports, theme meetings at the City Council and biannual evaluations of progress towards integration – The integration barometer will be included in an integration progress report. The report sums up progress towards integration in general, and towards policy objectives and targets in particular.

¹ BIV is the Danish abbreviation for the Employment- & Integration Committee

² BR is the Danish abbreviation for the full City Council

The full City Council will discuss the progress report at annual August theme meetings.

The various Committees under the City Council are responsible for following up on the targets in their specific areas and reporting back on progress to the Employment and Integration Committee. The Employment and Integration Committee and the Integration Council supplement this follow-up with a statement.

The Employment and Integration Committee is also responsible for following up on initiatives that transcend departments and for evaluating how the committees' budget proposals live up to the integration targets.

If it becomes necessary to adjust the targets along the way, the Employment and Integration Committee is responsible - in collaboration with the various Committees under the City Council - to initiate a memorandum for making such a decision. This memorandum should be put to the City Council's theme meeting.

As well as the City Council's theme meetings, progress towards integration is also a fixed agenda item for directors' meetings every six months. Progress is evaluated on the basis of the integration barometer and the various Committees spending on Integration.

Setting up a project secretariat – The Employment and Integration Committee will set up a project secretariat. The project secretariat will ensure a better overview of all the integration projects under the local authority, e.g. by setting up a project database. The secretariat will also make sure that all applicants regarding integration projects experience access to the City of Copenhagen as easy and flexible.

Implementation of the new integration policy – A number of the tasks do not recur on an annual basis. Rather, they are associated with the implementation of the new integration policy. These include a communication strategy, extension of integration statistics and revision of existing integration initiatives and sectoral programmes.

Communication strategy – The communication strategy for the new integration policy will be implemented by the Employment and Integration Committee in collaboration with the Finance Committee. Implementation will be in the second half of 2006 in accordance with the description in the recommendation to the integration policy.

Extension of integration statistics – Before the end of 2006, all committees and departments shall procure statistics and data on the areas where sufficient material does not exist. Copenhagen City's Statistical office will be involved and asked to draw up a submission to the Finance Committee about progress.

Revision of existing integration initiatives and sectoral programmes – Revision of existing integration initiatives and sectoral programmes: As quickly as possible after the adoption of a new policy all Committees must phase out integration initiatives that contravene with the intentions of the new integration policy. Similarly, all committees will revise their sectoral policies, if they contain elements in contradiction with, or in any other way are incompatible with, the new integration policy. Revised policies will be submitted to the appropriate Committees, the Employment and Integration Committee and the Finance Committee by November 2006.

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