

FRANET

**Migrants and their Descendants:
Social Inclusion and
Participation in Society**

Denmark, 2015

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Executive summary

Introduction:

Migration in Denmark's recent history begins in mid 1960's mostly from countries such as Turkey, Pakistan, Morocco and Former Yugoslavia. The first migrants were labour migrants and many were men. The first limitation in migration to Denmark came in 1973 that stopped migration of new labour migrants from non-western countries. Most of the migrant workers who came to Denmark in mid 60's and early 70's were non-skilled labourers. The economic recession in 1970's hit the non-skilled labour sector very hard and many migrants became unemployed. Despite the economy picking up again at the end of the 1970's most of the working places where non-skilled workers were employed had been closed leaving migrants in a permanent unemployment state. With no integration programs, Danish language classes available for migrants – the first migrant groups were isolated from a labour market that demanded more and more skilled workers¹.

The later migration to Denmark, from mid 70's onwards was mainly refugees coming to Denmark from Chile, Vietnam, Iran, Somalia, etc. Refugees were offered a three year integration program which included language courses, information on the Danish society and labour market and assistance to find jobs or begin an education. In the 1980's and especially in 1990's it became clear that the labour migrants and the refugees had difficulties in getting employment.²

In 1996 the Act on Prohibition of Differential Treatment on Labour market on grounds of race, etc. (*Lov om forbud mod forskelsbehandling på arbejdsmarkedet pga. race, mv.*) was passed with little or no effect as the social partners denied that people were being discriminated based on their race and ethnic origin and because no effective mechanism was introduced to redress complaints regarding discrimination. In 1997, the Act on The Board for Ethnic Equal Treatment (*Lov om nævnet for etnisk ligebehandling*) was passed. The Board did not have a mandate to process complaints, nevertheless the Board succeeded in identifying discrimination as a major problem for migrants and refugees in getting a job or to get integrated in the society³.

The Act on Integration (*Integrationsloven*) was introduced in 1999 which made it possible to offer integration programs for all foreigners coming to Denmark and a greater focus on Danish language learning and employment efforts.

Statistics Denmark is the central national authority on Danish statistics. Its mission is to collect, compile and publish statistics on the Danish society. The data is collected through the central database with electronic data on all people living in Denmark (CPR). Regarding collection of data on migrants and their descendants – Statistics Denmark publishes **only** data that pertain to population development, fertility rates, employment, education, social security, criminality and on children of descendants use of daycare system and number that have been removed from parents. Other available statistical data are not readily disaggregated by migrants.⁴

¹ Mikkelsen F, (2011) *Transatlantisk Identitet Under forandring*, Copenhagen, Museum Tusulanums Forlag pp321- 343

² Mikkelsen F, (2008) *Indvandring og integration*, Copenhagen. Akademisk Forlag pp 36 - 38

³ Nævnet for Etnisk Ligestilling, (2003) *Nævnet for Etnisk Ligestillings historie, herunder arbejdet med begreber og indsatsområder*, Copenhagen, Nævnet for Etnisk Ligestilling

⁴ Statistisk Denmark, homepage available in English at: <https://www.danmarksstatistik.dk/en/OmDS>

Useful Definitions:⁵

- *Migrants* are those who are born abroad. Neither parents are Danish nationals or born in Denmark.
- *Descendants* are those who are born in Denmark. Neither parent is born in Denmark and neither parent is a Danish national.
- *Danes* are those – no matter where they are born- who have at least one parent that is born in Denmark and who is a Danish national.
- Western migrants: EU -29, including Andorra, Island, Lichtenstein, Monaco, Norway, San Marino, Switzerland, The Holy Sea, Canada, USA, Australia and New Zealand.
- Non-Western migrants: all of the countries that are not classified as western.
- *Ethnic minorities, new Danes*: identify people who are not ethnically Danes and often used to identify persons with non-Western ethnic origin.

The terms are though used without much consistency, but the reader presupposed that it pertains to persons who are not Danish ethnically and most probably non-Western origin.

Key Issues:

1. Legislation and policy instruments

- The main issue of the national integration policy is the lack of a clear definition of what "integration" and "good integration" is. Both of these concepts are mentioned numerous times throughout the national integration policy, but neither is explained in-depth.
- There is also no direct reference to fundamental rights in the national integration policy. The only indirect inclusion of fundamental rights exists through the basic notion that migrants who successfully become active participants in Danish society can, eventually, become Danish citizens with the rights that follow.
- The main driver behind social inclusion and integration is the Integration Act of 1999, which moved the primary responsibility to the municipalities.
- A barrier is that the Integration Act does not recognize that integration is a mutual responsibility between migrant and state. The Integration Act lists specific rules and requirements for migrants to follow, but little or no mention is made of any form of cooperation between migrant and state and no direct obligations of the state are included. Furthermore, the Danish state perceives itself as ethnically and culturally homogenous, which can have both positive and negative effects on integration.
- Another barrier is that most research focuses on issues with integration on the side of the migrant, whereas little research focuses on institutional issues on the side of the state or municipality.
- A further barrier is the rhetoric used among political parties of Denmark, placing most of the responsibility of successful integration on the migrants.

2. Equal treatment and discrimination

- Many drivers are created by non-state sources, either municipalities, NGOs or specific institutions such as the Danish Institute for Human Rights.

⁵ Statistics Denmark, (*Danmarks Statistik*), (November 2014) Migrants in Denmark 2014 (*Indvandrere I Danmark 2014*) p 12, available in Danish at: <https://www.dst.dk/publ/indvandreridk.dk>

- In general, a big data gap exists because of the fact that Danish authorities do not register people based on their ethnicity. Country of origin is used instead in most areas but in some cases, it does not provide a clear picture. Similarly, there is no national information available on the awareness of migrants and/or their descendants concerning the right to equal treatment.
- A barrier on equal treatment is the fact that the Board of Equal Treatment cannot hear oral testimonies from witnesses and is forced to reject cases where such testimony would be necessary. This affects cases concerning ethnicity disproportionately.
- A key development in 2015 has been the amendment to the Danish Aliens Act that increased access to temporary asylum for especially Syrian refugees, but in turn made it harder for asylum seekers to obtain permanent residence. This development is at face value a positive step, but it can be seen as a measure to alleviate political pressure that would otherwise force the government to act further and grant asylums for the many Syrian refugees comparable to the "regular" asylums currently given to other asylum seekers.

3. Political and societal participation

- Information on the country of origin of most migrants and descendants of migrants is readily available.
- There is little or no information available on the participation rate and voting habits of migrants and their descendants in Denmark on national level elections. Some studies have been performed on nation-wide municipal elections. In these, migrants and their descendants are the groups with the lowest rates of participation.
- There are no major member-based civil society organisations representing the interests of ethnic minorities or migrants or their descendants in Denmark. The most influential organisation operating on the subject is the Council for Ethnic Minorities, which is comprised of appointees of a political nature. The change to political appointments was made in 2014 and met with criticism. The Council is not an independent entity.
- Danish unions have themselves taken steps towards increasing migrant worker membership rates and have also done research into the current rates. There are no government programmes or regulations to increase migrant worker membership rates or encourage unions to attempt to appeal specifically to migrants.
- There have been studies made that highlight barriers for integration on social and cultural activities, but these studies have focused on barriers on the migrant side, including social control and cultural resistance.
- The Danish constitution guarantees freedom of association, allowing any group to form associations, unions, organisations, etc. as they see fit. In practice, this right is modified by security concerns or by discrimination.

4. Social cohesion and intolerance

- There are ranges of activities on national and local level that seek to promote intercultural understanding. However, there seems to be a gap between policy and implementation i.e. in education where intercultural understanding is not applied.
- Despite efforts to promote cohesion and coexistence, the high degree of focus on Muslims as terrorists and measures to prevent radicalisation counter act the good intentions. To prevent terror and curb radicalisation and extremism among (in particular) Muslim Youth the Government has adopted changes in the Alien Act and put measures in place that by some

	<p>observers opinion⁶ lead to further alienation of ethnic minority youth rather than contribute to their social inclusion in the Danish Society. The responsibility for the prevention measures is with the Ministry of Children, Gender Equality, Integration and Social Affairs⁷ in cooperation with the Danish Security and Intelligence Service (<i>Politiets Efterretningstjeneste, PET</i>).⁸</p> <ul style="list-style-type: none"> • The Danish national legal and policy framework does not use the term social cohesion explicitly. • Focus on migrant women is at a policy level and particularly from politician from both sides of the political spectrum on national and local level, as well as by many civil society organisations. There are far more activities that target migrant women than migrant men
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⁶ Among many other scientific articles and articles in written press: Gemmerli, Tobias (April 2015) *Radikalisering: en kamp mellem politik og videnskab Fra terrorbekæmpelse til frygtens socialpolitik* Tidsskriftartikel, 15 April 2015, Danish Institute for International Studies (*Dansk Institut for International Studier, DIIS*) Available in Danish at: <http://www.diis.dk/node/4834>

⁷ Ministry of Children, Gender Equality, Integration and Social Affairs, information available at:

<https://sm.dk/arbejdsområder/forebyggelse-af-radikalisering-og-ekstremisme/forebyggelse-af-radikalisering-og-ekstremisme>

⁸ Danish Security and Intelligence Service (*Politiets Efterretningstjeneste, PET*), Regarding the 12 measures from the Government, Press release (20 February 2015), (*Vedr. De 12 tiltag fra regeringen, Pressemeldelse*) information in Danish available at: [https:// www.pet.dk/Nyheder/2015/De%2012%20punkter%20fra%20regeringen.aspx](https://www.pet.dk/Nyheder/2015/De%2012%20punkter%20fra%20regeringen.aspx)

1. Legal and policy instruments for migrant integration

1.1. Description of existing instruments and target groups

	<p>This section should present the overall state of play concerning national and, where applicable, regional legal and policy instruments focusing on how they address fundamental rights, core EU values and principles, as well as international legal standards and related EU law and policies, such as the Common Basic Principles and the Common Agenda on integration of migrants. Please complete the template in Annex 2.⁹</p> <p>Please make sure the brief information you provide in the table includes the following aspects:</p>
<p>Does the national strategy on migrant integration contain a definition of integration? If so, please include it in the original language and full English translation.</p>	<p>Neither the Danish national integration policy¹⁰ nor the Integration Act¹¹ (<i>Integrationsloven</i>) directly mention what the definition for integration is. The national integration policy mentions the objectives for the current government's integration policy. 'The Government wishes an integration policy, that mirrors that Denmark is a society, where migration should contribute positively, where everyone is met with respect and expectation, where demands are made to those that wish to come to Denmark, and where a new comer is met with clear rights and obligations as a consequence of becoming a part of the Danish Society. We wish for an integration endeavour with clear objectives that address the real challenges, and that is based on knowledge that works ¹²' (<i>Regeringen ønsker en integrationspolitik, der afspejler, at Danmark er et samfund, hvor indvandring skal bidrage positivt, hvor alle mødes med respekt og forventning, hvor der stilles krav til dem, som ønsker at komme til Danmark, og hvor nyankomne mødes med klare rettigheder og pligter, som følger med det at blive en del af det danske samfund. Vi ønsker en integrationsindsats med klare mål, der adresserer de reelle udfordringer og baserer sig på viden om, hvad der virker.</i>)</p> <p>The Integration Act (<i>Integrationsloven</i>) frames the objectives for how newcomer foreigners are received. Article 1 states: 'The objective of the act is to ensure, that new coming foreigners have the opportunity to use their resources in order to be participative, self-employed and a contributing citizen on equal footing with the other citizens of the society in compliance with fundamental values and norms in the Danish Society'</p>

⁹ You can use and update the information as in the Table 1.7 of the FRA Annual Report 2012 (pp.62-63). You should add more detail, for example, instead of identifying 'education' under the category 'focus area' be more specific, e.g. review of curriculum in secondary education to address integration issues, etc, provided this level of detail is specifically mentioned in the relevant policy instruments

¹⁰ The Government, The Ministry of Children, Gender Equality, Integration and Social Affairs, (*Ministeriet for Børn, Ligestilling, Integration og Sociale Forhold*) (2012) 'A Strengthened Integration Policy' (*En styrket integrationspolitik*) 2012, , available in Danish at: <http://sm.dk/publikationer/en-styrket-integrationspolitik>

¹¹ Denmark, The Integration Act, consolidated act no. 1094 of 7 October 2014 (*Integrationsloven, lovbekendtgørelse nr 1094 af 7. Oktober 2014*), available in Danish at: www.lovtidende.dk/Forms/L0700.aspx?s31=10&s19=1094&s20=2014

¹² The Government, The Ministry of Children, Gender Equality, Integration and Social Affairs (*Ministeriet for Børn, Ligestilling, Integration og Sociale Forhold*) (2013) 'A Strengthened Integration Policy' (*En styrket integrationspolitik*), available in Danish at: <http://sm.dk/publikationer/en-styrket-integrationspolitik> p1

		<p>(§ 1. Lovens formål er at sikre, at nyankommne udlændinge får mulighed for at udnytte deres evner og ressourcer med henblik på at blive deltagende, selverhvervende og ydende medborgere på lige fod med samfundets øvrige borgere i overensstemmelse med grundlæggende værdier og normer i det danske samfund)</p> <p>The Integration Act mentions refugees, family reunified and migrants. The Act then refers to the Alien Act section 9, subsections a-o for a detailed description of how the different groups are classified according to the type of residence permit they receive.</p> <p>Migrants – are third country nationals who have the following types of permits: 1) those who come to Denmark to study, 2) those who come here for employment or to have independent businesses.¹³</p> <p>When it is referred to “newly arrived foreigners” – it includes all the target groups including refugees (those who are recognized as refugees, this does not include asylum seekers living in refugee camps awaiting decision), family reunified and migrants of TCN who legally reside in Denmark.</p> <p>The national integration policy primary target groups are the newly arrived foreigners and the authorities (municipalities). There is also a mention of the necessity for other stakeholders to engage in activities on local level to promote integration. The policy/strategy does not target the general population as such.</p>
	<p>Are there specific references in the national strategy or relevant legal or policy instruments to fundamental rights in relation to migrants?</p>	<p>There is no direct reference to fundamental rights. However, it is clear from the objectives of the integration policy and Integration Act that newly arrived foreigners become active citizens in the Danish society and thereby have the same fundamental rights as the Danish citizens, be it civil, political rights or economic and social rights.</p>
	<p>Which are the target groups of the national integration strategy? Please provide any definitions relevant or the determination</p>	<p>The target groups for the Integration Act are refugees¹⁴, family reunified foreigners¹⁵ and migrants¹⁶. EU-nationals and persons with citizenship from Finland, Island, Norway and Sweden living legally can also be entitled to relevant integration measures¹⁷. It is the Danish Immigrations Service (<i>Udlændingestyrelsen</i>) that</p>

¹³ Denmark, The Alien Act, Consolidated Act no. 1021 of 19. September 2014 chapter 1, section 9, a-o (*Udlændingelov lovbekendtgørelse nr. 1021 af 19. september 2014*), available in Danish at <https://retsinformation.dk/forms/r0710.aspx?id=164258>

¹⁴ Denmark, The Integration Act, Consolidated act no. 1094 of 7 October 2014 section 2,2 (*Integrationsloven, lovbekendtgørelse nr 1094 af 7. oktober 2014*), available in Danish at: www.lovtidende.dk/Forms/L0700.aspx?s31=10&s19=1094&s20=2014

¹⁵ Denmark, The Integration Act, Consolidated act no. 1094 of 7 October 2014 section 2,3 (*Integrationsloven, lovbekendtgørelse nr 1094 af 7. oktober 2014*), available in Danish at: www.lovtidende.dk/Forms/L0700.aspx?s31=10&s19=1094&s20=2014

¹⁶ Denmark, The Integration Act, Consolidated act no. 1094 of 7 October 2014 section 2,4 (*Integrationsloven, lovbekendtgørelse nr 1094 af 7. oktober 2014*), available in Danish at: www.lovtidende.dk/Forms/L0700.aspx?s31=10&s19=1094&s20=2014

¹⁷ Denmark, The Integration Act, Consolidated act no. 1094 of 7 October 2014 section 2, 4 (7&8) (*Integrationsloven, lovbekendtgørelse nr 1094 af 7. oktober 2014*), available in Danish at: www.lovtidende.dk/Forms/L0700.aspx?s31=10&s19=1094&s20=2014

	<p>of the persons that are entitled to or beneficiaries of the relevant action plans and policy measures (e.g. 'integration agreements': who signs them and what do they contain). Please specify any residence requirements (e.g. which migrant and/or residence status counts or not for "legally residing third country nationals" that eventually would be covered by these policies) for persons to be considered members of the targeted groups.</p>	<p>determines whom the Integration Act entails¹⁸. The Alien Act (<i>Udlændingeloven</i>)¹⁹ specifies residence requirements/status. According to the Integration Act, the municipalities are responsible for the integration of the newly arrived. The municipalities have to offer a tailored integrations programme (lasting 3 years) for the newly arrived refugees and family reunified foreigners. The municipalities must find appropriate housing for refugees few months after their arrival in Denmark. Refugees will be settled all over Denmark, and municipalities have quotas depending on the number of migrants residing in the municipality. The costs of the integration programme are for the most reimbursed by the state²⁰. Newly arrived foreigners receive social benefits as long as they are not in employment. In return for receiving social benefits, the newly arrived must conduct active job search, participate in language and vocational training and in general show that they committed to become a part of the Danish society. If the newly arrived do not fulfil these requirements, they may be subject to sanctions, such as reduction in social benefits and the possibility to obtain a permanent permit²¹. According the Integration Act²² the newly arrived and the municipality agree and sign a tailored "integration contract". The contract is a practical planning tool outlining the integration activities, which the newly arrived will benefit from participating in. As part of the contract, the newly arrived must sign a declaration of integration and active citizenship. The declaration provides information regarding the rights and responsibilities of a resident in Denmark²³²⁴.</p>
	<p>In reference to the CBP 1²⁵ '<i>Integration is a dynamic, two-way process of mutual accommodation by all immigrants and residents of Member States</i>': please specify if and how the majority</p>	<p>The national integration policy refers to the development of a "holistic integration policy". A holistic integration policy entails evolvment of legislation, economic incentives and local structures, especially at municipality level, "that support programmes aimed at introducing newly arrived to society and to facilitate the participation of newly arrived on an equal footing with fellow citizens". The policy also includes general promotion of democratic values and the activation of civil society, volunteers and private associations. The policy states, "this is necessary when the aim is to obtain a society with togetherness</p>

¹⁸ Denmark, The Integration Act, Consolidated act no. 1094 of 7 October 2014 section 2, 6 (Integrationsloven, lovbekendtgørelse nr 1094 af 7. oktober 2014), available in Danish at: www.lovtidende.dk/Forms/L0700.aspx?s31=10&s19=1094&s20=2014

¹⁹ Denmark. The Alien Act, Consolidated act no. 1021 of 19 September 2014 chapter 1, (*Udlændingeloven lovbekendtgørelse nr 1021 af 19. september 2014*), available in Danish at: <https://www.retsinformation.dk/forms/r0710.aspx?id=164258>

²⁰Denmark, The Ministry of Children, Gender Equality, Integration and Social Affairs (*Ministeriet for Børn, Ligestilling, Integration og Sociale Forhold*) (2012), *Integration in Denmark*, available in English www.sm.dk

²¹ Denmark, The Ministry of Children, Gender Equality, Integration and Social Affairs (*Ministeriet for Børn, Ligestilling, Integration og Sociale Forhold*) (2012), *Integration in Denmark*, available in English www.sm.dk

²² Denmark, The Integration Act, Consolidated act no. 1094 of 7 October 2014 chapter 2(Integrationsloven, lovbekendtgørelse nr 1094 af 7. oktober 2014), available in Danish at: www.lovtidende.dk/Forms/L0700.aspx?s31=10&s19=1094&s20=2014

²³ Denmark, Ministry of Social Affairs and Integration (*Ministeriet for Børn, Ligestilling, Integration og Sociale Forhold*) (2012), *Integration in Denmark*, available in English www.sm.dk

²⁴ Ersbøll, Eva and Katrine Gravesen Laura (December 2010) *Country Report Denmark, The INTEC project: Integration and Natrualisation tests: the new way to European Citizenship*, Center for Migration Law, Radbound University Nijmegen, Netherlands

²⁵ Common Basic Principles for Migrant Integration Policy in the EU (2004) available at http://www.consilium.europa.eu/ueDocs/cms_Data/docs/pressData/en/jha/82745.pdf

	<p>population is explicitly targeted; distinguish, if possible, between policies or measures targeting the general population and specific target groups, such as public authorities, e.g. teachers, police, judiciary, etc.; outline the objectives of such policies and measures, and their duration.</p>	<p>and mutual understanding and responsibility”²⁶ The national integration strategy is not aimed at specific national, ethnic or religious groups but instead seeks to encompass all migrants and their descendants. The only specific reference to a target group contained within the national integration strategy is a note that, unlike previous strategies, the current strategy seeks to cover migrants who have lived in Denmark for a number of years as b as recent arrivals²⁷</p> <p>The Integration policy– does not get evaluated nor monitored.</p>
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1.2. Drivers & barriers in developing, implementing and assessing legal and policy instruments

	<p>On the basis of material collected, including past research, studies, assessments, evaluation and contacts with the authorities, public officials and key actors for social inclusion and participation of migrants, outline the main drivers and barriers for social inclusion and integration policies in general. Please mention also any important differences at regional level. A more detailed outline of specific drivers and barriers for specific policy</p>	<p>Based on the material collected for the purpose of this project it becomes quite clear that one of the main drivers for social inclusion and integration is the adoption of the Integration Act in 1999. The Act moved the responsibility for receiving and integrating newly arrived (refugees and family reunified persons) to the municipalities. The municipalities provide a long range of services for the citizens and by anchoring the responsibility on a local level, it became easier for instance, to involve and inform the civil society, involve, and prepare institutions such as schools and day-care centres in receiving and accommodating the newly arrived. Furthermore, the municipalities got a better foundation to have Danish language schools and support the newly arrived in making plans for their future, find work or begin an education. Living in a local community where they are citizens (citizens are all people residing in Denmark, nationals as well as non-nationals, ethnic Danes as well as ethnic minorities: all members of the community), makes it easier for the newly arrived to settle down, easier to learn about the Danish society and institutions. The children go to the local schools and get friends, etc. The municipalities are independent and to a large degree have self-rule. They, within the scope of legislation, decide how to organise and provide service to their citizens.²⁸</p> <p>In general, the barrier for social inclusion and integration is due to historic factors.. Firstly, the Danish State perceives itself as ethnically and culturally homogenous – the people are bound by</p>
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²⁶ Denmark, The Ministry of Children, Gender Equality, Integration and Social Affairs (*Ministeriet for Børn, Ligestilling, Integration og Sociale Forhold*) (2012), Integration in Denmark, available in English www.sm.dk

²⁷ Denmark, The Ministry of Children, Gender Equality, Integration and Social Affairs (*Ministeriet for Børn, Ligestilling, Integration og Sociale Forhold*) (2012), Integration in Denmark, available in English www.sm.dk

²⁸ Among others: Gundelack P, et al. (2008) *I Herdet af Danmark*, Copenhagen, Hans Reitzels Forlag; Mikkelsen F (2010), *I Danmark er jeg født*, Center for Ungdomsforskning, Copenhagen, Trygfonden og Frydenlund; Mørk Y, (2011) *Etnisk minoritets unge i Danmark, strategier, udfordring og potentieller*, in Christoffersen M V, (2011) *Ungdoms Sociologi*, Forlaget Colombus.

	<p>areas will be required in the following sections.</p>	<p>common values of democracy and equality and the Danish language and active citizenship are common denominators for being a Dane. Secondly, prior to 1999 and the adoption of the Integration Act, there were no legal framework for integration of newly arrived which lead to the arguments such as: 1) the social cohesion in Denmark is challenged by the lack of integration of migrants, 2) Danish welfare state was challenged because the high social welfare benefits gave little incentive for migrants to learn Danish and find work. These arguments still prevail despite the Integration Act. The collected material indicate that the legislative and policy framework for integration and the majority population as such, believe it is the migrants and their descendants who have to integrate into the Danish society as it is.²⁹</p>
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1.2.1. Drivers

	<p>The key drivers for successful integration policies, therefore factors that are considered to contribute positively in the design, development, implementation, assessment and accomplishment of policy goals and in strengthening social inclusion and participation of migrants and their descendants. For example, are these policies mainstreamed in other public policies, for example in employment, education, housing, etc. and how is this achieved?</p>	<p>Drivers:</p> <ul style="list-style-type: none"> - Legal factors: the existence of the Integration Act is a driver. By having, a legislative framework for integration serves as a platform for establishing integration objectives and a clearer division of responsibility among the authorities. - Policy factors: the <i>focus</i> on integration of migrants and their descendants in key ministries other than the Ministry of Children, Gender Equality, Integration and Social Affairs (<i>Ministeriet for Børn, Ligestilling, Integration og Sociale Forhold</i>) i.e. education, employment and housing are drivers contributing to design and implementation of measures to help better social inclusion and participation by tailored policies targeting gaps to strengthen for instance Danish language learning in primary schools. - Municipalities having the responsibility for integration of new comers is a key driver for successful implementation of integration measures.³⁰
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1.2.2. Barriers

	<p>Barriers, limitations, constraints or resistance faced in designing,</p>	<p>Barriers:</p> <p>Legal factors: the Integration Act does not as such recognise that the integration process is a mutual responsibility – a two</p>
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²⁹ Among other studies and reports: Dahl M K, Jacobsen V, 2005 Gender, Ethnicity and Barriers for Integration (*Køn, etnicitet og barrierer for integration*), Copenhagen Social Forskningsinstitut; Bonke J, Schultz-Nielsen M L, 2013, *Integration blandt ikke-vestlige indvandrere – arbejde, familie, netværk og forbrug*, Rockwoolfondens Forskningsenhed, Odense, Syddansk Universitetsforlag pp 125 -135, and Pedersen J P, 2011, Immigraition and Welfare State Cash Benefits – The Danish Case, Study Paper No. 33, Rockwool Fonden Research Unit, Odense, University Press of Southern Denmark.

³⁰ Bengtson D, et al. (2012) *Den Gode Integration*, Roskilde, University of Roskilde

	<p>developing and implementing such policies and measures, therefore factors that may hinder their effectiveness and influence negatively their outcomes. For example, budgetary limitations, or problems of coordination of governance levels, priority of interventions, lack of training or lack of mainstreaming of relevant policies, lack of action by competent actors or limited data about the interested population, could be factors that may function as obstacles or affect negatively the implementation of selected migrant integration measures.</p>	<p>way process and there for does, necessitates involving of the person who is to be integrated. In affect, the Act requires an assimilation of the person who has to integrate The legislation does not provide for a definition of what is meant by a 'good integration' (Integration Act section 1, 4).</p> <p>Policy factors: The integration policies encourage stakeholders to take initiatives and measures to make the integration process more effective. However, the policies often have the subject as a target for change and not organisations, authorities and other stakeholders who have to make the necessary changes to integrate in a multicultural society.</p> <p>Research factors: The research conducted in the area of migration is more than often commissioned by the ministries and take their point of departure in the Danish States narrative and therefor it is the ethnic minority that is the subject for the barriers and a lack of integration. There is rather few independent research on issues regarding integration due to lack of funding. The statistics and data collected and readily available regarding ethnic minorities and integration are in areas such as employment, education and housing- only areas seen as relevant for integration. Even though there are statistics on migrants and their descendants in all other areas of life – these data are not mainstreamed and therefore not always readily available.</p>
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1.2.3. Language learning and integration tests

Please provide information about:		
	<p>Main language learning support programmes and courses. Provide details about organisation of such programmes and actors implementing them, funding support, location, duration, frequency, numbers of beneficiaries, entitlements and</p>	<p>Newly arrived foreigners (18 years of age and above) are offered Danish Language classes as a part of the three-year integration programme provided by the municipalities. The courses are free of charge for newly arrived foreigners³¹³². The language courses take previous education and vocational level into consideration.</p> <p>According to the Act on Danish courses for Adult Aliens and Others (<i>Lov om danskuddannelse til voksne udlændinge m.fl</i>)³³, newly arrived foreigners are offered Danish language classes lasting three years: Danish Course 1 (DC1), Danish Course 2 (DC2) or Danish Course 3 (DC3). The scope of each of the courses corresponds to 1.2 years of full time study. The courses are split into 6 six-month modules with specific targets – each module corresponds to 0.2 years full-time study.</p>

³¹ Denmark, The Integration Act, Consolidated act no. 1094 of 7 October 2014 chapter 4, section 23(*Integrationsloven, lovbekendtgørelse nr 1094 af 7. oktober 2014*), available in Danish at:

www.lovtidende.dk/Forms/L0700.aspx?s31=10&s19=1094&s20=2014

³² The Danish Language Centres, (*De Danske Sprogcentre*), information available in Danish and English at:

<http://dedanskesprogcentre.dk/en/om-dds/>

³³ Denmark, Act on Danish Courses for Adult Aliens and Others , Consolidated Act no. 375 of 28 May 2003 (*Lov om danskuddannelse til voksne udlændinge m.fl. LBK nr. 376 af 04. april 2014*) available in Danish at:

<https://www.retsinformation.dk/Forms/r0710.aspx?id=162491>

<p>limitations for accessing courses.</p>	<p>Students with special needs, for instance dyslexia, general learning difficulties due to post-traumatic stress disorder and other mental disabilities are offered tuition in small groups or in very special cases – individual tuition.</p>
<p>Knowledge level of the language achieved through such programmes (please use the <u>Common European Framework Reference levels - CEFR</u>)</p>	<p>DC1: Attaches importance to oral Danish. The object of the DC1 is to learn qualify the students for unskilled labour and active citizenship.</p> <p>DC2: Students learn to understand, speak and read Danish and to write texts. The object it to qualify students for the labour market, active citizenship and participation in qualifying labour market courses or other vocational training alongside Danish colleagues.</p> <p>DC3: In this course, the speed and level of Danish are higher than DC2. Students are required to put problems into perspective and to incorporate general cultural, historical and societal knowledge. They learn to vary their spoken and written Danish language in order to be able to argue in for favour for their personal attitudes and viewpoints. The object of DC3 is to qualify students for the labour market or for further education and active citizenship.</p> <p>All Three courses culminate in tests in oral communication, as well as reading comprehension. The Danish 1 Examination (D1E) is comparable to ALTE level 1 Council of Europe level/CEFR A2. The Danish 2 Examination (D2E) is comparable to ALTE level 2 /CEFR B1. The Danish 3 Examination (D3E) is comparable to ALTE level 3/ CEFR B2.</p>
<p>Language tests required for migrants to access residence or other legal status affecting equal treatment and access to rights. Please provide information about their content and character, level of knowledge required, numbers of participants, and rates of success/failure</p>	<p>To obtain permanent residency it is required to pass a language test. The applicant must pass as a minimum Danish 1 Examination (A1) level³⁴.The tests are held twice a year in May/June and in November / December.</p> <p>To be able to apply for a Danish citizenship (naturalisation) it is required to pass a language test at Danish 2 Examination (B2) level or higher. The Ministry of Education (<i>Undervisningsministeriet</i>) is responsible for preparing and giving the tests at accredited language centres³⁵.</p> <p>The language tests entail oral and written exercises that consist of four parts: reading and understanding, written presentation, listening and understanding and oral communication. The examnants get familiar with the form and requirements of the test, prior to taking the test³⁶.</p> <p>Family reunified spouses must, within six months of receiving acceptance of their status, pass a Danish 1 Examination and register at National Registry of Persons (<i>Folkeregistret</i>) in order to be able to reside in Denmark. By passing the test, the amount to be paid as an economic guarantee for reunification with a spouse (DDK 50,000) will be reduced by DDK 20,320. The family</p>

³⁴ Denmark, The Ministry of Children, Gender Equality, Integration and Social Affairs (Ministeriet for Børn, Ligestilling, Integration og Sociale Forhold) New in Denmark.dk (Ny I Danmark.dk) available in English at: https://www.nyidanmark.dk/en-us/coming_to_dk/permanent-residence-permit/permanent-residence-permit.htm

³⁵ Denmark, The Ministry of Education, (Undervisningsministeriet) Danish Tests for Adult Foreigners, (Dansk prøver til voksne udlændinge), Available in Danish at: <http://uvm.dk/Uddannelser/Uddannelser-til-voksne/Overblik-over-voksenuddannelser/Dansk-for-voksne-udlaendinge/Danskproever-til-voksne-udlaendinge>

³⁶ Denmark, The Ministry of Education, (Undervisningsministeriet) Guideline for Danish 1 Examination and Guidelines for Danish 2 Examination (Vejledning om Prøve I Dansk 1 og Vejledning om Prøve I Dansk 2) (October 2014), available in Danish at: <http://uvm.dk/Uddannelser/Uddannelser-til-voksne/Overblik-over-voksenuddannelser/Dansk-for-voksne-udlaendinge/Danskproever-til-voksne-udlaendinge>

		reunified spouse can furthermore, take Danish 2 Examination within 15 months of receiving acceptance of their status, and have the economic guarantee further reduced to DDK 10,160 ³⁷ .
	Integration tests for access to residence or other status affecting equal treatment and access to rights. Please provide information about their content and character, range of knowledge required, numbers of participants, and rates of success/failure.	A "migration test" (<i>indvandringsprøven</i>) is only required of religious preachers who want to remain in Denmark after seven years in the country. The preachers are tested in their Danish language abilities and on their knowledge of the Danish society in Danish. The two tests should be taken consecutively and in all will take around half an hour to complete. There are 70 questions – 40 questions that test Danish language abilities and 30 questions on the Danish society. At least 28 of the 70 question in the language test must be correct and at least 21 out of 30 questions in the knowledge of the society must be correct ³⁸ . Other migrants who would like to stay longer than seven years are not required to pass the test only the language test (<i>sprogprøven</i>) No readily available statistics.
	Mother tongue learning programmes for children of migrants	According to the Executive Order on Mother Tongue in Public Schools (<i>Bekendtgørelse om folkeskolens modersmålsundervisning</i> ³⁹), the municipality must offer mother tongue programmes for schoolchildren who are residing in Denmark with a providing parent. However, the offer is only for citizens of an EU Member State, or a State that is a member of EFTA-country (European Free Trade Association). Children speaking Faroese or Greenlandic at home are also entitled to mother tongue programmes. The municipalities have an option to offer mother tongue programmes for children of migrants from outside EU, EFTA, Greenland and Faeroe Islands. The Act on Public Schools (<i>Folkeskoleloven</i>) section 8 (6) ⁴⁰ states that the municipalities that can choose to offer other subjects. Some municipalities, for instance City of Copenhagen, has chosen to have- free of charge - mother tongue programmes for schoolchildren from 1 st grade to 5 th grade. Schoolchildren in 6 th to 9 th grade may also attend mother tongue classes, but have to pay a fee. The languages offered for migrant children are Albanian, Arabic, Dari, Farsi, Chinese, Kurdish, , Russian, , Serb, Somali, Tigrigna, Turkish, Urdu and Vietnamese ⁴¹ . Since March 2013, all public schools in Denmark could apply to participate in the Ministry of Educations pilot programme on mother tongue based teaching for schoolchildren in 4 th grade.

³⁷ Denmark, The Ministry of Education, (*Undervisningsministeriet*) Danish for adult foreigners – Danish 1 Examination and Danish 2 Examination (*Dansk for voksne udlændinge – Dansk prøve A1 og Dansk prøve A2*) available in Danish at: <http://uvm.dk/Uddannelser/Uddannelser-til-voksne/Overblik-over-voksenuddannelser/Dansk-for-voksne-udlaendinge/Danskproeve-A1-og-Danskproeve-A2>

³⁸ Denmark, The Ministry of Education, (*Undervisningsministeriet*), Migrant Test (*indvandringsprøven*), Available in Danish at: <http://uvm.dk/Uddannelser/Uddannelser-til-voksne/Overblik-over-voksenuddannelser/Dansk-for-voksne-udlaendinge/Indvandringsproeven>

³⁹ Denmark, The Ministry of Education, (*Undervisningsministeriet*), Executive Order on Mother Tongue in Public Schools, consolidated act no 665 of 20 June 2014 (*Bekendtgørelse om folkeskolens modersmålsundervisning, lovbekendtgørelse nr. 665 af 20. juni 2014*) available in Danish at: <https://www.retsinformation.dk/forms/R0710.aspx?id=163933>

⁴⁰ Denmark, The Ministry of Education, (*Undervisningsministeriet*), Act on Public Schools (*Folkeskoleloven*), consolidated act no 665 of 20 June 2014 (*Lovbekendtgørelse nr 665 af 20. juni 2014*), available in Danish at: <https://www.retsinformation.dk/pdfPrint.aspx?id=163970>

⁴¹ Copenhagen City Council, (*Københavns Kommune*), information available in Danish at: <https://www.kk.dk/modersmaal>

		<p>126 schools are at present engaged in the pilot programme⁴². The pilot programmes objectives are to: 1) eliminate the lack of acknowledgment of bi-lingual pupils mother tongue competencies, 2) acknowledge that bi-lingual pupils are different for each other and their registration of language – be it their mother tongue, Danish or other languages are very different, 3) mother tongue competences can contribute to decrease the differences between bi-lingual and single language pupils scholastic aptitude, 4) all pupils learn on the basis of what they already are familiar with – including language competencies, 5) mother tongue competencies can strengthen bi-lingual pupils self-esteem, motivation, well-being and enjoy school and thereby strengthen their scholastic abilities and desire to get an education. The pilot programme is limited to school years 2013/2014 and 2014/2015 and is monitored by the ministry and external experts⁴³.</p>
	<p>Please provide insights about key issues, debates, challenges or problems related to the implementation of the above measures and policies. The findings should be substantiated through existing assessments, research or studies and case law (use template in Annex 9).</p>	<p>Key issues:</p> <ul style="list-style-type: none"> - Immigrants and their descendants with non-western origin, score lower grades in their graduating year in 9th grade than persons with Danish origin⁴⁴. The lower score – especially among male migrants and their descendants is considered by opposition politicians to be an indication that the Governments integration policies are not effective enough. According to experts in pedagogy, the lower scores pose challenges in how these children perceive themselves as members of the Danish society and their access to further education and hence securing employment and active citizenship.⁴⁵ - Integration, immigration and asylum seekers are constantly debated and are central themes in the Danish Medias for many years⁴⁶. Since the terrorist attack in Copenhagen 14 and 15 February 2015 – the debate on these themes have become even more central. Denmark is in an election year and most of the political parties have prevention of radicalization among Muslim youth, integration of migrants in the labour market, labour migrants from East Europe, asylum seekers from Syria, among others migrant relevant issues, on their political agenda. For instance on the front page of The Danish Social Democratic Party (<i>Socialdemokratiet</i>)⁴⁷ there is a picture of Prime Minister Helle Thorning Schmidt saying:

⁴² Denmark, The Ministry of Education, (*Undervisningsministeriet*), 126 schools are participating in a trial with mother tongue based education, (*126 skoler er med i forsøg med modersmålsbaseret undervisning*) 5 April 2013, available in Danish at: <http://www.uvm.dk/Aktuelt/~UVM-DK/Content/News/Udd/Folke/2013/Apr/130405-125-skoler-er-med-i-forsog-med-modersmaalsbaseret-undervisning>

⁴³ Denmark, The Ministry of Education, (*Undervisningsministeriet*), Mother Tongue Based Education, (*Modersmålsbaseret undervisning*) (2013), available in Danish at: <http://www.uvm.dk/Uddannelser/Folkeskolen/Tosprogede/Modersmaalsbaseret-undervisning>

⁴⁴ Statistics Denmark, (*Danmarks Statistik*), information available in Danish at: <http://www.dst.dk/da/Statistik/NytHtml.aspx?cid=18853>

⁴⁵ Gillam, L, (2015) Dobbelt udsathed: Etniske minoritetsdrenges veje til positionen som skolens ballademager, in Torsten Erlandsen, Niels Rosendahl Jensen, Søren Langager, Kirsten Elisa Petersen Udsatte børn og unge: en grundbog Copenhagen, Hans Reitzel.

⁴⁶ Fenger-Grøndahl, Malene (October 2013) *Den danske indvandrerdebat*, Fact Link (Faktalink), available in Danish at: <http://www.faktalink.dk/titelliste/den-danske-indvandrerdebat/ hele-faktalinket-om-den-danske-indvandrerdebat>

⁴⁷ The Danish Social Democrats (*Socialdemokraterne*) available in Danish at: <http://socialdemokraterne.dk/> (visited last 23 March 2015)

		<p>"ARE YOU COMING TO DENMARK, YOU HAVE TO WORK – Refugees and migrants on social welfare have to work. I wish for a community where everybody contribute what they can" (<i>KOMMER DU TIL DANMARK, SKAL DU ARBEJDE – Flygtninge og indvandrere på kontanthjælp skal arbejde. Jeg ønsker en fælleskab, hvor alle yder det, de kan</i>). On the front page of the liberal party The United Venstre (<i>Venstre</i>), spokesperson Inger Støjberg, comments on the Governments Integration measures and calls it "a very thin cup of tea" (<i>en helt utrolig tyndt kop te</i>)⁴⁸</p>
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1.2.4. Monitoring and assessment – Use of indicators

	<p>In this section please outline monitoring and evaluation procedures applied by public authorities at national and regional level, as applicable, for migrant integration. In particular, please present any indicators used for the monitoring, assessment and review of integration policies in the areas of political and social participation, social cohesion, and intolerance, inclusive and welcoming society. Please make sure to report here the link of such indicators with fundamental rights and the way their use reflects to the review of such policies.</p>	<p>See below</p>
	<p>Provide full wording and translation in English of each indicator used per area and dimension covered as well as its full definition, legal basis, rationale, and link with fundamental rights or EU law (use table in the Annex 4).</p>	
	<p>Please provide data and evidence about the adoption of related Zaragoza indicators, especially</p>	<p>Denmark has developed indicators to measure integration – the National Integration Barometer (<i>Det Nationale Integrations Barometer</i>)⁴⁹. The National Appeals Board is a national complaints body regarding social security and employment. The Board is under the Ministry of Children, Gender Equality,</p>

⁴⁸ The United Venstre (*Venstre*) available in Danish at: <http://www.venstre.dk/> (visited last 23 march 2015)

⁴⁹ The National Appeals Board, (*Ankestyrelsen*), The National Integration Barometer, (*Det Nationale Integrations Barometer*), information available in Danish at: <http://integrationsbarometer.dk/det-nationale-integrationsbarometer.dk>

	<p>in the dimensions of active citizenship and welcoming society. Please consult the publication Using EU Indicators of Immigrant Integration (ESN, MPG) and report more detailed and updated specific descriptions and mapping of indicators used in the Member States.</p>	<p>Integration and Social Affairs. The Board also has the responsibility for the Anti-discrimination Unit and Board on Equal Treatment. The National Integration Barometer was designed by the Analysis Unit at the Board in cooperation with the Ministries Integration Unit⁵⁰. There is no reference to Zaragoza Indicators. There is a link on the home page to the European Website on Integration. There are nine indicators (Please see annex 4) to measure whether the Government and municipalities are reaching their integration aims. The data is collected both on national and on municipality level and it is possible to compare the progress/ digress on each indicators on the home page. The indicators are supplied with sub indicators. "The indicators are chosen on the basis of experience and knowledge of how to get the most precise and most suitable data to measure the effect of integration measures and what is possible to apply in practice"⁵¹. (<i>Indikatorerne er udvalgt på baggrund af erfaringer og viden om, hvordan man mest præcist og hensigtsmæssigt måler effekten af en integrationsindsats, samt hvad der kan lade sig gøre i praksis</i>).</p> <p>According to Integration Barometers (Integrations Barometer) homepage http://integrationsbarometer.dk/det-nationale-integrationsbarometer</p> <p>The purpose of the indicators is to assess the progress or digress in the identified areas important for integration on national and local level. The data is collected annually – with a delay of 1½ years in some areas.</p> <p>We have in mail to the unit responsible for the barometer asked, whether there is an obligation for reporting on the monitoring and use of the indicators. We have not received and answer from the authority.</p> <p>Welcoming society is not one of the nine indicators. There is a separate link to a homepage "The Good Welcome"⁵² – (<i>Den Gode Modtagelse</i>). About the homepage: "[The] homepage The Good Welcome is a result of a cooperation between the National Immigration Service, Red Cross, Local Government Denmark and The Ministry of Children, Gender Equality, Integration and Social Affairs. The idea behind The Good Welcome is to provide a tool for stakeholders who are involved in activities to integrate new refugees in the best possible way in the Danish society. The aim of The Good Welcome to strengthen and make it easier for stakeholders to cooperate in the transition from asylum centres to their new home municipalities."</p> <p><i>(Hjemmesiden Den Gode Modtagelse er et resultat af et samarbejde mellem Udlændingestyrelsen, Røde Kors, KL og Ministeriet for Børn, Ligestilling, Integration og Sociale Forhold.</i></p>
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⁵⁰ The National Appeals Board (*Ankestyrelsen*), *Om os*, information available in Danish at: <http://ast.dk/om-ankestyrelsen/> last visited 7 May 2015. Information regarding to the National Integration Barometers design, is based on telephone conversation (7 May 2015) with the Anti-discrimination Unit who is now responsible for the Barometer.

⁵¹ The National Appeals Board, (*Ankestyrelsen*), The National Integration Barometer, (*Det Nationale Integrations Barometer*), information available in Danish at: <http://integrationsbarometer.dk/det-nationale-integrationsbarometer/indikatorer.dk>

⁵² The National Appeals Board, (*Ankestyrelsen*), The Good Welcome (*Den Gode Modtagelse*), Information available in Danish at: <http://dengodemodtagelse.dk/om-den-gode-modtagelse>

		<p><i>Den Gode Modtagelse er tænkt som et værktøj for de aktører, der er involverede i indsatsen for bedst muligt at integrere nye flygtninge i det danske samfund. Målet med Den Gode Modtagelse er at styrke og lette aktørernes samarbejde om at overdrage flygtninge fra asylcentre til deres nye hjemkommuner)</i></p> <p>The homepage provides relevant information such as: what do the different refugee status mean in practice, and a list and description of good integration practices</p>
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1.2.5 Funding integration policies (EIF, ERF, EMIF)

	<p>Please provide information about the distribution of funds for integration of migrants, as well as their social inclusion and participation. In particular, provide specific breakdown of funding per general area of integration policies – with particular focus on active citizenship, participation, welcoming society, social cohesion - in the last year and for the period 2010-2014 if available. (Use the table in the Annex 5).</p>	<p>N/A</p> <p>Denmark does not participate due to its reservation to EU regulation on asylum, migration and security.</p>
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2.Promoting equal treatment and non-discrimination

2.1.The implementation of anti-discrimination legislation and equal treatment

	<p>Briefly provide information on the following:</p>	
	<p>Outreach and awareness raising campaigns, training schemes, etc. undertaken by national or regional public authorities (including national equality bodies) targeting migrants</p>	<ul style="list-style-type: none"> - City of Copenhagen has launched several different campaigns during the last five years targeting among others, migrants and their descendants on their right not to be discriminated and be subject to hate crimes. In 2015 the city has launched an anti-discrimination programme entailing 3 main initiatives: 1) Dialogue activities in secondary schools in Copenhagen regarding discrimination issues; 2) Youth agents in secondary schools in Copenhagen who will support peers at the schools on discrimination issues and who could guide

	<p>and their descendants on the national anti-discrimination legal framework.</p>	<p>them to where to seek help; 3) Smart Phone APP – “Branded” (<i>Stemplet</i>) where one can report incidents of discrimination and hate crime⁵³.</p> <ul style="list-style-type: none"> - The Danish Institute for Human Rights (<i>Institute for Menneskerettigheder</i>), has over years had campaigns and awareness raising trainings and events targeting migrants and their descendants regarding hate crime, discrimination and equal treatment⁵⁴. The Institute provides training on anti-discrimination legislation and equal treatment for civil society organisations on annual basis. Furthermore, the Institute has a permanent committee on equal treatment – The Equal Treatment Committee (Ligebehandlingsudvalget) where civil society organisations working on issues regarding discrimination and equal treatment meet four times yearly to feed in to the Institutes work and to get up date on legislation or other relevant activities⁵⁵. - “Say Yes to Equal Treatment” campaign March 2015. Organised by the Anti-discrimination Unit (<i>Antidiskriminationsenheden</i>), City of Copenhagen (<i>Københavns Kommune</i>) and The Danish Institute for Human Rights (<i>Institut for Menneskerettigheder</i>)⁵⁶
	<p>Evidence through polls, surveys, academic research, etc. on the awareness of migrants and/or their descendants concerning the right to equal treatment. Please indicate differences between ethnic/ migrant groups, living in different geographic areas, gender and age, as well as trends in time.</p>	<p>There are no recent national polls, surveys, academic research, etc. on the awareness of migrants and/or their descendants concerning the right to equal treatment. The European Commission’s Eurobarometer on Discrimination in EU 2012, results for Denmark⁵⁷ has a general question to the Danish respondents on Awareness of one’s rights as a victim of discrimination or harassment. 50 percent of the Danes answered that they knew their rights if victim of discrimination or harassment and 42 percent answered that it depends. The following are surveys where Danish authorities measure experienced discrimination on ground of race and ethnic origin.</p> <ul style="list-style-type: none"> - The national Integration Barometer (<i>Det Nationale Integrationsbarometeret</i>) indicator on equal treatment asks respondents with non-western, migrant and descendant origin (3587 persons in total for both years), whether they have experienced discrimination within the last years. The data collected has been analysed and results published in January 2015⁵⁸, covering data collected in 2012 and 2013. The data on

⁵³ City of Copenhagen, (Københavns Kommune) Combating Discrimination, (*Bekæmpelse af diskrimination*), available in Danish at: <https://www.kk.dk/stemplet>

⁵⁴ The Danish Institute for Human Rights (*Institut for Menneskerettigheder – Danmarks National Menneskerettigheds Institution*), Hate Crimes (*Hadforbrydelser*), available in Danish at: <http://menneskeret.dk/emner/ligebehandling/hadforbrydelser>

⁵⁵ The Danish Institute for Human Rights (*Institut for Menneskerettigheder – Danmarks National Menneskerettigheds Institution*), Equal Treatment Committee (*Ligebehandlingsudvalget*) available in Danish at: <http://menneskeret.dk/om-os/ligebehandlingsudvalget>

⁵⁶ “Say yes to Equal Treatment” available at <http://jatilligebehandling.dk/>

⁵⁷ European Commission, Eurobarometer (2012) , Discrimination in the EU in 2012, *Eurobarometer 77.4 results for Denmark*, available in English at: http://ec.europa.eu/public_opinion/archives/ebs/ebs_393_fact_dk_en.pdf

⁵⁸ The National Integration Barometer, (*Det Nationale Integrationsbarometeret*), (2015), Medborgerskab, Ligebehandling g Seævbestemmelse I Danmark, January 2015, available in Danish at: <http://integrationsbarometer.dk/tal-og-analyser/filer-tal-og-analyser/medborgerskab-ligebehandling-og-selvbestemmelse-i-danmark-2015>

		<p>this indicator is a total for the whole country and therefore geographic differences cannot be identified. According to the analysis the numbers from 2013 show that in average 45 percent of the respondents have within the last years experienced discrimination on the ground of their ethnicity. There has been no development in the percentage of respondents when data from 2013 is compared with data collected in 2012. There is a gender dimension in the data. The analyses from 2012 and 2013 show that more men experience discrimination than women do on the ground of their ethnicity. The percentage of men experiencing discrimination has risen from 48 percent in 2012 to 50 percent in 2013. While women's experience of discrimination had slightly decreased from 42 percent in 2012 to 41 percent in 2013⁵⁹. The analysis of the data from 2012 and 2013 also shows that the younger migrants and their descendants, experience more discrimination than the older migrants and their descendants. The Barometer does not provide analysis as to why younger migrants and descendants experience more discrimination. However, earlier studies have showed that this can partly be explained because the youngsters are more visible in the public space and in the nightlife. Moreover, partly because the youth are more aware of their right not to be discriminated.⁶⁰In 2012, 61 percent of persons in age group 18-29 year olds had experienced discrimination on the ground of their ethnicity while in age group 30 year olds and above the percentage was 39 percent. In 2013 more youngsters had experienced discrimination than in 2012 (63 percent) while the number of those 30 year olds and above had decreased (38 percent)⁶¹</p> <ul style="list-style-type: none"> - The City of Copenhagen also has an annual integration barometer⁶². The barometer has eight indicators. The eighth indicator "Fewer should experience discrimination" (<i>Færre skal opleve discrimination</i>) measures the experience of discrimination among 2000 respondents on the grounds of ethnic origin, gender, religion, age, physical attributes or other. Half of the respondents were of non-western, migrant and descendent origin. A study conducted for the City of Copenhagen in 2012, "The Inclusion Study 2012 - Report" (<i>Inklusionsundersøgelse 2012 -rapport</i>) 10 percent of Copenhagen City citizens have in the last years experienced discrimination. The share of non-
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⁵⁹ The National Integration Barometer, (*Det Nationale Integrationsbarometeret*), (2015), Medborgerskab, Ligebehandling g Seævbestemmelse I Danmark, January 2015, p. 15, available in Danish at: <http://integrationsbarometer.dk/tal-og-analyser/filer-tal-og-analyser/medborgerskab-ligebehandling-og-selvbestemmelse-i-danmark-2015>

⁶⁰ Togeby L, (1999) Perceived Discrimination (*Oplevet Diskrimination*), Nævnet for Etnisk Ligestilling, Copenhagen

⁶¹ The National Integration Barometer, (*Det Nationale Integrationsbarometeret*), (2015), Medborgerskab, Ligebehandling g Seævbestemmelse I Danmark, January 2015, p. 16, available in Danish at: <http://integrationsbarometer.dk/tal-og-analyser/filer-tal-og-analyser/medborgerskab-ligebehandling-og-selvbestemmelse-i-danmark-2015>

⁶² City of Copenhagen; (Københavns Kommune), Integration Barometer for the city of Copenhagen, (*Københavns Kommunes Integrations Barometer*), last updated February 2014, available in Danish at: www.kk.dk/integrationsbarometer

		western, migrant and descendants experiencing discrimination was 25 percent ⁶³ .
Evidence of complaints lodged by migrants and/or their descendants - % of total complaints to equality bodies, % of admissible complaints, statistics about outcomes of investigation, % of cases establishing discrimination. Please indicate differences between ethnic/ migrant groups, geographic areas, gender and age, as well as trends in time.		The Danish Board on Equal Treatment (<i>Ligebehandlingsnævnet</i>) is the primary equality body in Denmark with regards to handling complaints on discrimination. The Board does not keep statistics on the nationality or national or ethnic origin of plaintiffs, but statistics are kept on the categories of discrimination that complaints are filed under. As such, there is no way of knowing what percentage of complaints on the ground of gender, for instance, has been brought forth by migrants or their descendants. The only obvious category that can indicate discrimination against migrants or their descendants are cases about discrimination on the grounds of ethnicity. No numbers have been released for 2014 yet, so the following information is based on the numbers in the 2013 annual report of the Board, released in august 2014. In 2013, the board received a total of 418 cases and deliberated on 263 cases ⁶⁴ . Of the latter, 36 cases, or 13.7% of the total, were on the grounds of ethnicity. Of these 36 cases, 6 were rejected as requiring testimony from witnesses, which is outside the scope of the Board's jurisdiction. Of the remaining 30, 5 cases were ruled in favour of the complainant and included a monetary compensation, whereas 25 were ruled against the complainant. Of the 36 cases, 12 involved harassment, 9 involved access to goods, services and venues, 6 involved rejected applications and 9 were filed under "other". Due to the low sample size, it is hard to read a trend into the total number of cases based on ethnic origins processed by the Board. In 2009, there were 22 cases. In 2010, 26. In 2011, 43 and in 2012, 18.
Tools, measures and positive initiatives aiming at facilitating reporting incidents of discrimination – e.g. translation facilities to report and submit complaints in multiple languages – and tackling under-reporting and low rights-awareness.		- See 2.1
In particular, provide information about any legal protection on grounds of nationality, which is not covered by the		Danish anti-discrimination legislation does not cover protection against discrimination on ground of nationality (<i>statsborgerskab</i>). The legislation protects against "national origin" (<i>national oprindelse</i>). However, The Board of Equal Treatment (<i>Ligebehandlingsnævnet</i>) in its decision in case nr.

⁶³ COWI,(2013) *Københavns Kommune, Beskæftigelses- og Integrationsforvaltningen, Inklusionsundersøgelse 2012 rapport*, 22March 2013, available in Danish at:

http://193.169.154.149/bif/Integrationsbarometer/Documents/Inklusionsundersøgelse%202012_analyse_0804.pdf

⁶⁴ Denmark, The Board of Equal Treatment (*Ligebehandlingsnævnet*) (2014), 'Årsberetning 2013', page 22. Annual report, august 2014, available in Danish at:

<http://ast.dk/publikationer/arsberetning-ligebehandlingsnaevnet-2013>

	<p>EU anti-discrimination Directives,⁶⁵ but is a prohibited ground in several Member States. Please explain how unequal treatment on the basis of nationality is treated and provide exemplary cases, if any. Please provide information on the relevant practice and case law (use template in Annex 9)</p>	<p>128 / 2011⁶⁶, that nationality could indicate discrimination on ground of race and ethnic origin, when for instance, an employer requires that an applicant indicate "nationality" and "country" when filling an application blanket. In this case though, the Board decided that the person who had complained had not been subject to discrimination. The Boards argued its decision with the fact that the complainer had written that she was from Denmark. Furthermore, the Board argued that it did not find proof that the company she had complained on had the intentioned to discriminate.</p> <p>An article on the homepage of European Consumer Centre Denmark (<i>Forbruger Europa</i>, EECNET) informs Danish Consumers that in buying goods and services the salesperson may not discriminate on the ground of nationality⁶⁷. The article does not mention which legislation it refers to. A mail is sent to the organisation kindly requesting clarification. EECNET has replied (In a mail from 31 March 2015) that the provision is to be found in article 20 of the Service Directives.</p>
	<p>Please provide information about the application of the legislation concerning discrimination against migrants – on any ground – in accessing law enforcement and judiciary services. In particular please clarify whether and when the latter are considered and treated, or not, as services available to the public, therefore falling within the scope of the directives and the jurisdiction of Equality Bodies.⁶⁸</p>	<p>Anti-discrimination legislation in Denmark are found in several different laws. Section 266b (hate speech), section 81(6) (hate crime) and Act on Prohibition of Differential Treatment on Grounds of race, etc. (<i>lov om forbud mod forskelsbehandling pga.race m.v.</i>) are criminal laws. A person, irrespective of his race and ethnic origin, can lodge a complaint with the police authorities. The police authorities decide whether the case should be processed in court. Individuals cannot take the cases to court.</p> <p>Act on Ethnic Equal Treatment (<i>Lov om etnisk ligebehandling</i>) and Act on Prohibition of Differential Treatment on Labour Market, etc. (<i>Lov om forbud mod forskelsbehandling på arbejdsmarkedet, m.v.</i>) are civil laws. A person, irrespective of race and ethnic origin, can seek assistance by contacting the Danish Institute for Human Rights (<i>Institute for Menneskerettigheder</i>) and/ or lodge compliant at the Equal Treatment Board (<i>Ligebehandlingsnævnet</i>). The Equal Treatment Board is a quasi-judicial board with judges who handle and decide on compliants regarding discrimination, including complaints on discrimination on the grounds of race and ethnic origin. It is free of charge to complain, however there is a waiting time of approximately 6 months.</p> <p>Persons who have experienced discrimination by municipality authorities or in the city of Copenhagen can lodge their complaints with Copenhagen City's Citizen Adviser (<i>København Kommunes Borgerrådgiver</i>). The Citizen Advisor in Copenhagen has a special mandate to handle complaints regarding discrimination.</p> <p>Persons experiencing discrimination can also get assistance from a long range of legal aid organisations, such as The Danish</p>

⁶⁵ As of Art. 3.2 of the Council Directive 2000/43/EC of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin.

⁶⁶ Denmark, The Board of Equal Treatment (*Ligebehandlingsnævnet*, decision no 128/2011, 31 August 2011, available in Danish at: <http://www.ligebehandlingsnaevnet.dk/naevnsdatabase/afgoerelse.aspx?aid=740&type=Afgoerelse>

⁶⁷ European Consumer Centre Denmark (*Forbruger Europa* EECNET), *Diskrimination* (up dated 11 December 2014), available in Danish at: <http://www.forbrugereuropa.dk/Koeb-og-rettigheder/Rettigheder/Diskrimination>

⁶⁸ Please note that these are considered non-economic services by the EU Commission (Services of general interest, including social services of general interest: a new European commitment, COMM 725 (2007) of 20 November 2007, yet not always they are considered by Equality Bodies to fall in the areas of application of the anti-discrimination directives.

	Refugee Council (<i>Dansk Flygtninghjælpen</i>) and Documentation and Advisory Centre Against Racial Discrimination (<i>Dokumentation og Rådgivningscentret mod Race Diskrimination, DRC</i>).
	Please provide statistical data about numbers of discrimination cases/complaints submitted to competent bodies (Equality Bodies, Administrative Courts), as well as about their outcomes (use the tables in the Annex 8)
2.2.Implementation of equal treatment of various permit holders	
	<p>Please summarize <u>briefly</u> in this section any key issues affecting the implementation of equal treatment of permit holders, as defined by the following EU legislation; these could be, for example, practical issues and bottlenecks, administrative delays, coordination and cooperation of public authorities, etc.</p> <p>Please substantiate findings, as far as possible, through formal evaluations, as well as research or studies and case law (use template in Annex 9). Please bear in mind that no assessment of the legal transposition process is required. In regard to the five categories below, please provide <u>statistical data</u> issued in 2014 or valid on 31.12.14. (use annex 3)</p>
2.2.1. <u>Long Term Residence (LTR) status holders (Art.11 of the Directive 2003/109/EC)</u>	In accordance with preamble 26 of the directive, Denmark is not bound by Directive 2003/109/EC as per Articles 1 and 2 of the Protocol on the position of Denmark. Equal treatment and anti-discrimination provisions do not apply when applying for a Long Term Residence permit. Once the permit is granted , they are secured protection against discrimination in accordance with the Act on Ethnic Equal Treatment (<i>Etnisk ligebehandlingsloven</i>) ⁶⁹ and the Act on Prohibition of Differential Treatment on the Labour Market , etc. (<i>Lov om forbud mod forskelsbehandling på arbejdsmarkedet mv.</i>) ⁷⁰
2.2.2. <u>Single-permit procedure permit holders (Art.12 and 13 of the Directive 2011/98/EU)</u>	In accordance with preamble 34 of the directive, Denmark is not bound by Directive 2011/98/EC as per Articles 1 and 2 of the Protocol on the position of Denmark. No provisions in Danish law.
2.2.3. <u>Blue card holders (Art.14 and 12 of the Directive 2009/50/EC)</u>	In accordance with preamble 29 of the directive, Denmark is not bound by Directive 2009/50/EC as per Articles 1 and 2 of the Protocol on the position of Denmark. Blue Cardholders equivalence is found in the Alien Act (<i>Udlændingeloven</i>) ⁷¹ section 9a on granting permit to foreigners who want to work in Denmark or want open a business (green card). Equal treatment provisions do not apply.
2.2.4. <u>Family reunification permit holders (specifically in terms of access to labour</u>	In accordance with preamble 18 of the directive, Denmark is not bound by Directive 2003/86/EC as per Articles 1 and 2 of the Protocol on the position of Denmark. Family Reunification permit

⁶⁹ Denmark, Ministry of Children, Gender Equality, Integration and Social Affairs (*Ministeriet for Børn, Ligestilling, Integriation og Sociale Forhold*) Consolidation Act on Ethnic Equal Treatment no 438 of 16 May 2012 (*Bekendtgørelse af lov om etnisk ligebehandling LBK nr 438 af 16/05/2012*), available in Danish at: <https://www.retsinformation.dk/Forms/r0710.aspx?id=141404>

⁷⁰ Denmark, Ministry of Employment, (*Beskæftigelsesministeriet*), Act on Prohibition of Differential Treatment on the Labour Market, Consolidated Act no 1349 of 16 December 2008 (*Lov om fobud mod forskelsbehandling på arbejdsmarkedet mv. LBK nr 1349 af 16/12/2008*) available in Danish at: <https://www.retsinformation.dk/pdfPrint.aspx?id=122522>

⁷¹ Denmark, Ministry of Justice, (*Justitsministeriet*) Alien Act, consolidated Act no 1921 of 19 September 2014 (*Udlændingeloven, LBK nr 1021 af 19/09/2014*) available in Danish at: <https://www.retsinformation.dk/pdfPrint.aspx?id=164258>

market - Art. 14 of Directive 2003/86/EC	holders equivalence is found in the Alien Act (<i>Udlændingeloven</i>) section 9 and 9c subsection 1. Section 9c subsection 1 is applied to cases where a person cannot receive permit in accordance with section 9, but required by Denmark's international obligations. Equal treatment provisions do not apply in application process.
2.2.5.Beneficiaries of international protection long term residence status holders ⁷²	In accordance with preamble 15 of the directive, Denmark is not bound by Directive 2011/51/EU as per Articles 1 and 2 of the Protocol on the position of Denmark. Provisions for granting refugee status are found in the Alien Act (<i>Udlændingeloven</i>) sections 7 and 8. Equal treatment provisions do not apply in application process.

2.3.Key developments and trends

	<p>Please include in this section key developments in the area of equal treatment and anti-discrimination that concern only migrants and/or their descendants. Key developments may be new legislation or policies, abolition, update, improvement or reform of existing ones, as well as important case law, court, equality body or administrative cases, that have had or may have an impact on the implementation of the anti-discrimination legislation and equal treatment policies that related to the rights of migrants and/or their descendants (for presentation of case law, use template in Annex 9). Such developments may also affect the actual</p>	<p>There are no key developments in the area of equal treatment and anti-discrimination that concern only migrants and/or their descendants for the period 2010-2015 . In principle, equal treatment and anti-discrimination of permit holders is secured by the Danish anti-discrimination legislation – all who live in Denmark with a legal residence permit of any kind are protected in principle by the legislation. There are no equal treatment issues in achieving a permit of any kind.</p> <p>See Annex 9 for case law.</p>
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⁷² As per recitals 6 and 7 of Directive [2011/51/EU](#) of the European Parliament and of the Council of 11 May 2011 amending Council Directive 2003/109/EC to extend its scope to beneficiaries of international protection Text with EEA relevance

	situation on the ground, including public debates and perceptions among the native population and migrants.	
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3. Participation of migrants and their descendants in society

3.1. Political rights at national level

3.1.1. Citizenship acquisition

	In this section please provide information about the specific requirements and criteria for citizenship acquisition, if any, that relate to the applicants active participation in society, genuine links or bond to the society or the country, schooling period or other 'socialization' requirements. -Path to citizenship for foreign born third country nationals (the so-called '1st generation')	
	Please provide information about the specific requirements and criteria for citizenship acquisition, if any, that relate to the applicants active participation in society, genuine links or bond to the society or the country, schooling period or other 'socialization'	<p>According to Circular on Naturalisation (<i>Circulæreskrivelse om naturalisation</i>)⁷³ and in accordance with the Danish Constitution (<i>Grundloven</i>) section 44, a person can acquire naturalization only by law. This in effect means that for every applicant the Parliament (<i>Folketinget</i>) passes a separate act. The act is put to vote and get adopted in the Parliament twice a year by the Ministry of Justice (<i>Justitsministeriet</i>). In order to be considered for a legislative proposal a number of requirements have to be met.</p> <ul style="list-style-type: none"> - The applicant must have a permanent residence permit and reside in the country (there are exemptions to this rule)⁷⁴ Exemptions are found in section 8, 4 section 12 and section 14, 1 of the Circular. Section 14, 4: exemptions are made to those applicants where the partner (Danish national at least for 3 years) lives abroad employed in a position related to Danish interests and where the applicant and the partner have lived together for at least three years prior to becoming expat. Section 12: Persons born in the period 1 January 1961 – 31 December 1978 by Danish national mothers who had not applied for naturalisation of their children. Section 14, 1: Children under the age 12 years who are adopted by parents with Danish nationality.

⁷³ Denmark, Ministry of Justice, (*Justitsministeriet*), Circular 9253 of 6 June 2013 on Naturalisation, (*Circulæreskrivelse 9523 af 6. juni 2013 om natrualisation*), available in Danish at: <https://www.retsinformation.dk/Forms/R0710.aspx?id=152087>

⁷⁴ Denmark, Ministry of Justice, (*Justitsministeriet*), Circular 9253 of 6 June 2013 on Naturalisation, (*Circulæreskrivelse 9523 af 6. juni 2013 om natrualisation*), chapter 3 and 4, available in Danish at: <https://www.retsinformation.dk/Forms/R0710.aspx?id=152087>

	<p>requirements. -Path to citizenship for country-born (so-called '2nd generation') and country-grown migrant children (so-called '1,5 generation')</p>	<ul style="list-style-type: none"> - The applicant must declare that they have not committed crime covered by the penal codes chapters 12 and 13⁷⁵⁷⁶. - The applicant must not have outstanding debts to the public sector⁷⁷ - The applicant should be economically self-reliant and not have received social welfare benefits for at least one year prior to application⁷⁸ - The applicant must prove that they have successfully passed Danish language test at level 2 (CEFR B1) as well as passing the citizenship test. Dispensation can be given to persons with chronic physical, psychological, sensory and intellectual disabilities ⁷⁹ - Under certain conditions can a stateless person apply for naturalisation⁸⁰ - Applicants who are born stateless in Denmark have to apply for Danish naturalisation before they turn 18 year old <p>In order to successfully pass the citizenship test it is required that a minimum of 22 out of 30 questions are answered correctly. There 45 minutes to answer the questions⁸¹.</p>
	<p>Debates, issues and challenges concerning the implementation of citizenship policies</p>	<ul style="list-style-type: none"> - Debate on revoking Danish citizenship when a person has committed a crime against the state and jeopardised state security⁸²⁸³

⁷⁵ Denmark, Ministry of Justice, (*Justitsministeriet*), Circular 9253 of 6 June 2013 on Naturalisation, (*Circularæreskrivelse 9523 af 6. juni 2013 om natrualisation*), chapter 5 available in Danish at: <https://www.retsinformation.dk/Forms/R0710.aspx?id=152087>

⁷⁶ Denmark, Ministry of Justice, (*Justitsministeriet*), Act on Penal Code (*Straffeloven*), Act no 152 of 18 February 2015 (*LOV nr 152 af 18. februar 2015*) Chapter 12: Crime against the states independence and security (*12. kapitel Forbrydelser mod statens selvstændighed og sikkerhed*), Chapter 13: Crimes committed against State Administration and other state authorities, terrorism et.al (*13. kapitel Forbrydelser mod statsforfatningen og de øverste statsmyndigheder, terrorisme m.v.*) available in Danish at: <https://www.retsinformation.dk/pdfPrint.aspx?id=164192>

⁷⁷ Denmark, Ministry of Justice, (*Justitsministeriet*), Circular 9253 of 6 June 2013 on Naturalisation, (*Circularæreskrivelse 9523 af 6. juni 2013 om natrualisation*), chapter 6, section 22, available in Danish at: <https://www.retsinformation.dk/Forms/R0710.aspx?id=152087>

⁷⁸ Denmark, Ministry of Justice, (*Justitsministeriet*), Circular 9253 of 6 June 2013 on Naturalisation, (*Circularæreskrivelse 9523 af 6. juni 2013 om natrualisation*), chapter 6, section 23, available in Danish at: <https://www.retsinformation.dk/Forms/R0710.aspx?id=152087>

⁷⁹ Denmark, Ministry of Justice, (*Justitsministeriet*), Circular 9253 of 6 June 2013 on Naturalisation, (*Circularæreskrivelse 9523 af 6. juni 2013 om natrualisation*), chapter 6, section 24, section 24 (2) and section 24 (3), available in Danish at: <https://www.retsinformation.dk/Forms/R0710.aspx?id=152087>

⁸⁰ Denmark, Ministry of Justice, (*Justitsministeriet*), Circular 9253 of 6 June 2013 on Naturalisation, (*Circularæreskrivelse 9523 af 6. juni 2013 om natrualisation*), chapter 9, available in Danish at: <https://www.retsinformation.dk/Forms/R0710.aspx?id=152087>

⁸¹ Ministry of Education, (*Undervisningsministeriet*) Citizenship test (*Statsborgerskabsprøven*), available in Danish at: <http://uvm.dk/Uddannelser/Uddannelser-til-voksne/Overblik-over-voksenuddannelser/Dansk-for-voksne-udlaendinge/Statsborgerskabsproeve>

⁸² Debate on revoking Danish citizenship when a person has committed a crime against the state and jeopardised state security. Facebook group 'Criminal foreigners must be deported straight away' ('*Kriminelle udlændinge skal udvises med det samme*'), information available in Danish at: <https://www.facebook.com/de.skaldnu?fref=nf>

⁸³ Cooperation (*Danmarks Radio, DR*), (2010), 'DF: Tag statsborgerskab fra kriminelle', 5 November 2010, available in Danish at: <http://www.dr.dk/Nyheder/Politik/2010/11/05/192007.htm>

	<p>Key developments and trends – case law (please use the template in the Annex 9 to provide information about the cases – here only a simple reference to the case name is required) or new provisions and reforms.</p>	<p>See annex 9</p>
	<p>Please indicate key and/or milestone dates – e.g. of major reforms - regarding citizenship acquisition for migrants and/or their descendants.</p>	<p>. On 23 May 2013, the Government and the Red-Green Alliance agreed to introduce a citizenship test (<i>statsborgerskabsprøve</i>). The test requires the applicant to be familiar with aspects of everyday life and understanding of political engagement as required in a modern society. The agreement was transposed by Circular 9253 of 6 June 2013 on Naturalisation ⁸⁴(<i>Circulæreskrivelse 9253 af 6.juni 2013 om naturalisation</i>), which was implemented in 2014. The Circular replaced the earlier requirement of naturalisation test (<i>indfødsretsprøve</i>).</p> <p>. In 2014, the Act on Act on Amendments to Act on Adoption, Act on Parent Responsibility and Act on Naturalisation ⁸⁵ (<i>Lov om ændring af adoptionsloven, forældreansvarsloven og lov om dansk indfødsret</i>) was amended on two areas. The first area was in regards to youth, who are born and grown up in Denmark. Under certain conditions, they have a right to naturalisation by declaration to the State Administration. The second area was in regards to children born to a Danish Father, Danish Mother or a Danish co-Mother. These children have now a right to Danish citizenship at birth – irrespective of whether they are born in a wedlock or not and irrespective of whether they born in Denmark or in another country.</p> <p>. In June 2014, broad political agreement was made to accept double nationality. The agreement was transposed into law and adopted in the Parliament on 30 October 2014⁸⁶. The law will be implemented 1 September 2015.</p>

⁸⁴ Denmark, Circular 9253 of 6 June 2013 on Naturalisation, (*Circulæreskrivelse 9253 af 6. juni 2013 om natrualisation*), available in Danish at: <https://www.retsinformation.dk/Forms/R0710.aspx?id=152087>

⁸⁵ Denmark, Ministry of Justice, (*Justitsministeriet*), Act on Amendments to Act on Adoption, Act on Parent Responsibility and Act on Naturalisation , (*Lov om ændring af adoptionsloven, forældreansvarsloven og lov om dansk indfødsret*), Act no 1525 of 27 December 2014, (*LOV nr 1525 af 27/12/2014*), available in Danish at: <https://www.retsinformation.dk/forms/r0710.aspx?id=167302>

⁸⁶ Denmark, Ministry of Justice, (*Justitsministeriet*), Act on Amendment of Act on Naturalisation, (*Lov om ændring af lov om dansk indfødsret*) Act no 1496 of 23 December 2014 (*lov nr. 1496 af 23. december 2014*) available in Danish at: <https://www.retsinformation.dk/Forms/r0710.aspx?id=167199>

Naturalisation rate - % of migrants that have been naturalized compared to migrant stock and to general population – listing the most numerous groups on the basis of their previous nationality, by gender and age-group if available. **Please provide the latest available data.** The most recent data provided by Eurostat concern the year 2012.

According to Statistics Denmark, by the end of 2014, the total population of Denmark was 5.655.750⁸⁷. Of these, 498.252, or 8.8%, were immigrants and 156.416, or 2.7%, were descendants of immigrants⁸⁸.

In 2014, 4.500 people acquired Danish citizenship⁸⁹. Of these, 2.224 were men and 2.276 were women. In 2013, 1.527 people acquired Danish Citizenship. Of these, 708 were men and 819 were women.

The former nationality of these 4.500 people was distributed as follows⁹⁰:

EU	European Countries Outside of The EU	Africa	North America	South - and Latin America	Asia	Oceania	Stateless	Not available
191	405	651	5	65	3.01	6	160	7

The 10 most common former nationalities in 2013 and 2014 were :

Frequency ranking	Country (2013)	Number of people(2013)	Country (2014)	Number of (2014)
1	Iraq	340	Iraq	1561
2	Turkey	164	Afghanista	906
3	Afghanistan	151	Somalia	390
4	Somalia	57	No state	160
5	Stateless	45	Turkey	148
6	Yugoslavia	43	Iran	126
7	Pakistan	42	China	79
8	Sweden	35	Bosnia and Herzegovina	55
9	Russia	35	Morocco	48
10	Bosnia and Herzegovina	35	Sri Lanka	42

The division of persons acquiring Danish nationality into age groups was as follows⁹¹:

	2013	2014

⁸⁷ Statistics Denmark (*Danmarks Statistik*), information available in Danish at: <http://dst.dk/da/Statistik/emner/befolkning-og-befolkningsfremskrivning/folketal.aspx>

⁸⁸ Statistics Denmark (*Danmarks Statistik*), information available in Danish at: <http://dst.dk/da/Statistik/emner/indvandrer-og-efterkommere/indvandrer-og-efterkommere.aspx>

⁸⁹ Statistics Denmark (*Danmarks Statistik*), information available in Danish at: <http://dst.dk/da/Statistik/emner/indvandrer-og-efterkommere/skift-til-dansk-statsborgerskab.aspx?tab=og>

⁹⁰ Statistics Denmark (*Danmarks Statistik*), information available in Danish at: <http://www.statistikbanken.dk/tabel/170337>

⁹¹ Statistics Denmark (*Danmarks Statistik*), information available in Danish at:

<http://www.statistikbanken.dk/statbank5a/SelectOut/PxSort.asp?file=201532495743155594285DKSTAT&PLanguage=0&MainTable=DKSTAT&MainTablePretext=Personer, der har skiftet til dansk statsborgerskab&potsize=22>

			Age 0-9	321	943
			Age 10-19	257	926
			Age 20-29	346	788
			Age 30-39	272	542
			Age 40-49	213	711
			Age 50-59	82	393
			Age 60-69	31	130
			Age 70-79	5	50
			Age 80+	0	17
		<p>There is no information regarding mode of naturalisation and citizenship acquisitions.</p> <p>The latest available statistics on acquisition by gender is from 2008. No information on age group is available. The latest research on naturalisation was conducted in 2010.</p>			
	<p>Numbers of naturalisations and citizenship acquisitions in the last 2 years (in 2013 and in 2014) by mode of acquisition, by gender and age-group if available, and for the 10 most numerous groups on the basis of their previous nationality <i>Please provide the latest available statistics - (please use the relevant table in the Annex 6)</i></p>				

3.1.2. National elections voting rights - turnout

	<p>Third country nationals are allowed in exceptional cases to vote in national elections. In this section please provide the specific requirements and criteria for participation of citizens of migrant background (and third country nationals in the very few cases where this is foreseen) in national elections, as well as any available data on their</p>	<p>Non-Danish nationals cannot vote in National elections. All Danish nationals who are residing in Denmark and who are 18 years of age are eligible to vote⁹².</p> <p>The statistics on migrants and their descendant's participation in national elections is not readily available from Statistics Denmark (<i>Danmarks Statistik</i>) and it is a very costly affair to acquire them.</p>
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⁹² Denmark, Act on Election to Folketinget, § 1, Consolidated act no. 369 of 10 April 2014 (*Folketingsvalgloven, Lovbekendtgørelse nr. 369 af 10. april 2014*), available in Danish at: <https://www.retsinformation.dk/forms/r0710.aspx?id=162511#Afs1>

	<p>voting turnout. Please specify any differences in different geographic areas or by type of national level voting circumstances (e.g. parliament, referendum, president of the republic etc.). In addition to official data and also if such data are not available, make reference to any relevant quantitative or qualitative academic research concerning the exercise of the right to vote and related drivers and barriers.</p>	
	<p>Please indicate any programmes or information campaigns aiming at informing citizens of migrant background about their political rights and encouraging the exercise of the right to vote.</p>	<p>There are no programmes or information campaigns aiming at informing migrants on their rights at national elections.</p>

3.1.3. National level election – representation

	<p>The number of candidates with migrant background (where available, specify own or parent's country of birth) at the latest national level elections (specify date)</p>	<p>Parliament elections: 1988: 9 migrant candidates (0,8 percent) 2001: 14 migrant candidates (1,4 percent) 2005: 31 migrant candidates (3,4 percent) 2007: 28 migrant candidates (3,4 percent) 2011: 22 migrant candidates (2,7 percent)⁹³</p> <p>No information found on their place of birth of the candidate nor parents.</p>
	<p>The number of elected representatives with migrant background at national level (e.g. parliament, senate)</p>	<p>There are 179 seats in the Parliament, (<i>Folketinget</i>). In the most recent national election in 2011, four of the seats were won by candidates with a migrant background. There are no statistics on the nationality or national origins of the candidates elected for the Danish parliament.</p>
	<p>Those appointed to public office (e.g. ministers, secretaries of state, etc.) by end of 2014.</p>	<p>As of March 2015, 1 out of 24 ministers of the Danish government were migrants or descendants of migrants⁹⁴</p>

3.2. Political rights at regional/local level

3.2.1. Regional/Local elections voting rights – turnout

	<p>Specify what regional/local voting rights are given to third country nationals and any different entitlements</p>	<p>Non –nationals from non-western countries who have turned 18 years old may vote at municipality and regional elections after three years residency in Denmark. Non –nationals from non-western countries may also candidate themselves at municipality and regional election after three years of residency in Denmark. No other requirements as far as type of residence permit or status are made⁹⁵.</p>
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⁹³ CEVEA (2011) Notat: Færre indvandrere kandidater svækker demokratiet, available in Danish at:

http://www.cevea.dk/files/materialer/analyser/notat_-_faerre_indvandre_-_svaekker_demokrati_11-09-11_ny_udgave.pdf

⁹⁴ Danish Broadcasting Corporation (*Danmarks Radio*), (2014), "Rokade: Her er de nye ministre", 02 February 2014, available in Danish at <http://www.dr.dk/Nyheder/Politik/2014/02/02/02173112.htm>

⁹⁵ Denmark, Ministry of Economic Affairs and Interior, (*Økonomi og indenrigsministeriet*) Local Elections, available in English at: <http://elections.oim.dk/local-elections.aspx>

	according to residence status, permit type or length of stay etc.	
	Key and/or milestone dates regarding the voting and/or election rights for migrants and/or their descendants at regional/local level	There are have been no changes regarding voting and/or election rights for migrants and/ or their descendants at regional and/local level in period 2010 - 2015
	Please indicate any programmes or information campaigns aiming at informing citizens of migrant background about their political rights and encouraging the exercise of the right to vote.	During municipality elections held in 2013, Ministry for Social Affairs and Integration (<i>Social- og Integrationsministeriet</i>), had a campaign and dialogue toolbox targeting migrants and their descendants encouraging them to participate actively in the elections. The campaign included flyers in different languages informing of who can vote and why it was important that everybody- including eligible migrants and their descendants- had to participate actively in the elections ⁹⁶ .
	In addition to official data and also if such data are not available, make reference to any relevant quantitative or qualitative academic research concerning the exercise of the right to vote and related	Bhatti ,Yosef , Olav Dahlgaard Jens, Hedegaard Hansen Jonas and Møller Hansen Kasper, (February 2014) <i>Hvem stemte og hvem blev hjemme? Valgdeltagelsen ved kommunalvalget 19. november 2013. Beskrivende analyser af valgdeltagelsen baseret på registerdata</i> , Centre for voting and parties, Faculty of Social Sciences, University of Copenhagen, (<i>Center for Valg og Partier Institut for Statskundskab, Københavns Universitet</i>), available in Danish at: http://www.kora.dk/udgivelser/udgivelse/i9184/Hvem-stemte-og-hvem-blev-hjemme The Study analysed participation in municipality election of 19 November 2013 based on national registered database. The study showed an increase of 6, 1 percent compared to participation in municipality elections in 2009. Nevertheless, there are, according to the study there are large gaps and inequalities as to who is participating. The highest increase in participation is identified to be among Danish national youth and the lowest level of participation among migrants and their descendants.

⁹⁶ Denmark, Ministry for Social Affairs and Integration (*Social- og Integrationsministeriet*), Campaign “Everybodys Election” (*Alles Valg*) (2013), available in Danish at: http://flygtning.dk/fileadmin/uploads/pdf/Saadan_hjaelper_vi_PDF/CUF_PDF/nyhedsbreve_PDF/Alles_Valg.pdf and on Youtube <https://www.youtube.com/watch?v=-8t4xhRzEmY>

	drivers and barriers.	
3.2.2. Regional/local level election – representation		
	The number of candidates that were third country nationals and/or with migrant background at the latest regional/local level elections (specify date)	According to Alting.dk, ⁹⁷ (a mainstream, online news portal on what goes on in the Parliament) out of 600, only 12 candidates with migrant background were candidates at the last municipality and regional elections in 2013. No official data available.
	The number and % of elected representatives with migrant background at regional/local level (e.g. municipalities, regions, prefectures etc.)	No official data available.
	Those who were elected or appointed to a high public office (e.g. mayor, vice mayor etc.) by end of 2014.	According to several national and local newspapers, at the last municipality elections one woman with migrant background Sofia Osmani was elected as Mayor for Lyngby-Taarbæk Municipality for the Conservative Party ⁹⁸ . Sofia Osmani is born in Denmark her parents are ethnic Dane and Ethnic Indian. The focus of the media on her election is primarily the fact that Lyngby Taarbæk has a female mayor for the first time and secondarily that she has a migrant background. She herself perceives herself as "pæredansk" which is to say completely Danish. ⁹⁹
	Please identify related limitations and challenges or public	Public debates: Descendants of migrants do not exercise their right to vote in municipal and regional elections in the same degree as Ethnic Danes. Their voting pattern is similar to their parents ¹⁰⁰ . Public debates: Demand from Danish Peoples Party to nullify non-nationals right to vote at local and regional elections ¹⁰¹ . The proposal to

⁹⁷ Alting.dk (2013) *Mulighed for indvandrere som borgmester* 10. oktober 2013 kl. 23:59, available in Danish at: <http://www.altinget.dk/kommunal/artikel/mulighed-for-indvandrere-som-borgmester>

⁹⁸ Avisen.dk (2013) *Kvinde med Indvandrebaggrund borgmester*, 20. november 2013 kl. 15:55, available in Danish at: http://www.avisen.dk/kvinde-med-indvandrebaggrund-borgmester_244387.aspx

⁹⁹ Opinion, an online news portal, available in Danish at: <http://opinionen.dk/samfund/sikken-et-valg>

¹⁰⁰ Among many other articles on the theme: Danish Youth Council, (Dansk Ungdoms Fællesråd, DUF) *Nyt råd vil øge unge nydanskere valgdeltagelse* (March 2014), available in Danish at: <http://duf.dk/nyheder-og-analyser/nyhed/nyt-raad-vil-oege-unge-nydanskere-valgdeltagelse/>

¹⁰¹ Kristeligt Dagblad, (2013) *DF-politiker: Kun danskere skal kunne stemme til kommunalvalg*, 5. marts 2013 08:04, <http://www.kristeligt-dagblad.dk/danmark/df-politiker-kun-danskere-skal-kunne-stemme-til-kommunalvalg>

	debates, as well as relevant research, studies and assessments.	nullify non-national right to vote at local and regional elections was not adopted.
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3.3.Consultation

3.3.1.Consultative bodies at national/regional/local level

Are there any migrants' consultative bodies in place at national / regional/ local level foreseen and/or operational in practice? Since when and on which legal basis (please provide reference). Please specify whether migrants' consultative/a dvisory/representative bodies are established by law or other type of normative regulation,	On national level: The first migrant consultative body was though established in 1983 "The Contact Committee" (<i>kontaktudvalget</i>) which was replaced by the Migrant Council (<i>Indvanderrådet</i>) in 1994, which was replaced by The Council for Ethnic Minorities 1999 ¹⁰² . The Council for Ethnic Minorities (<i>Rådet for Etniske Minoriteter, REM</i>) is a consultative body under the Ministry of Children, Equality, Integration and Social Affairs. The Council for Ethnic Minorities has existed, since the adoption of the Integration Act (<i>Integrationsloven</i>) in 1999 ¹⁰³ . The Integration Act also had provisions for establishment of local Integration Councils (<i>Integrationsråd</i>). ¹⁰⁴ There have been two amendments to the Act regarding the Council and the local integration councils in 2003 and 2014. The amendment in 2003, made the otherwise mandatory establishment of local integration councils by the municipalities, voluntary ¹⁰⁵ . The amendment made in 2014, changed the procedure for election of the Council members and its composition ¹⁰⁶ .
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¹⁰² Denmark, The Council for Ethnic Minorities (*Rådet for Etniske Minoriteter, REM*), Rådets Historie, available in Danish at: <http://rem.dk/radet/radets-historie>

¹⁰³ Denmark, Ministry of Children, Equality, Integration and Social Affairs, (*Ministeriet for Børn, Ligestilling, Integration og Sociale Forhold*) Act on Integration (*Integrationsloven*), Chapter 8, consolidated act no 1115 of 23 September 2013, (LBK nr 1115 af 23/09/2013), available in Danish at: <https://www.retsinformation.dk/Forms/r0710.aspx?id=158056>

¹⁰⁴ Denmark, Ministry of Children, Equality, Integration and Social Affairs, (*Ministeriet for Børn, Ligestilling, Integration og Sociale Forhold*) Act on Integration (*Integrationsloven*), Chapter 8, section 42, consolidated act no 1115 of 23 September 2013, (LBK nr 1115 af 23/09/2013), available in Danish at: <https://www.retsinformation.dk/Forms/r0710.aspx?id=158056>

¹⁰⁵ Denmark, The Council for Ethnic Minorities (*Rådet for Etniske Minoriteter, REM*), Rådets Historie, available in Danish at: <http://rem.dk/radet/radets-historie>

¹⁰⁶ Denmark, Ministry of Children, Equality, Integration and Social Affairs, (*Ministeriet for Børn, Ligestilling, Integration og Sociale Forhold*), L97 Amendment to the Act on Integration (*lov om ændring af integrationsloven*) Act no 167 of February 2014 (*LOV nr 167 af 26/02/2014*), available in Danish at: <https://www.retsinformation.dk/Forms/R0710.aspx?id=161910>

	<p>policy or practice.</p> <p>What is the mandate of the body – duration and procedures? In particular specify if and by which modalities these bodies are competent to participate in consultations only on migration or integration issues or if they participate also in consultations on other issues? How do these bodies work in practice?</p>	<p>According to the national Council for Ethnic Minorities (<i>Rådet for Etniske Minoriteter, REM</i>) homepage: “The Council advises and offers guidance to the Minister of Children, Equality, Integration and Social Affairs on issues of importance to immigrants and refugees. The Council furthermore comments on new political initiatives and has the right to comment on general issues relating to ethnic minorities. The Council is non-religious and keeps focus on ethnicity differences and inequalities that can cause discrimination or marginalization of ethnic minorities. The Council cannot deal with individual cases, complaints or the like.</p> <p>There are 14 members in the Council for Ethnic Minorities. The Council underwent an organizational transformation in 2014, where there was decided a new model for composition of the members. This model is as follows:</p> <ul style="list-style-type: none"> • Five members appointed by the Minister – including the Chairman • The four biggest municipalities are permanently represented by a member • Five members are elected from a large board of representatives that represents all the municipalities in Denmark <p>The members of the Council are all elected or assigned because of their work and knowledge on the integration area. This makes the group of members very dynamic and diverse.</p> <p>The Ministry of Children, Gender Equality, Integration and Social Affairs provides secretarial assistance to the Council for Ethnic Minorities.</p> <p>The Minister as well as the Ministry of Children, Equality, Integration and Social Affairs may request the Council to comment on specific issues and action plans whenever relevant. The Council also takes part in various external working commissions and task groups that has been set up by the Government to deal with problems of importance to immigrants and refugees”¹⁰⁷ For instance, the Council is consulted on new legislative proposals relevant to integrations issues. They are invited to roundtable meetings with other ministries regarding issue of integration – for instance, they participated in a meeting 6 May 2015 with the Ministry of Education to discuss radicalisation among ethnic minority youth¹⁰⁸.</p> <p>On the local level, there are approximately 50 integration councils¹⁰⁹. According to the Integration Act (<i>Integrationsloven</i>) section 42 (2) an integration council, has a minimum of seven members who are elected by the city council¹¹⁰. The integration councils vary in size, in how</p>
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¹⁰⁷ Denmark, The Council for Ethnic Minorities (*Rådet for Etniske Minoriteter, REM*), available in English at:

<http://rem.dk/en/>

¹⁰⁸ Denmark, The Council of Ethnic Minorities (*Rådet for Etniske Minoriteter, REM*) available in Danish

at:<https://rem.dk/kalender/rundbordsmøde>

¹⁰⁹ Denmark, The Council for Ethnic Minorities (*Rådet for Etniske Minoriteter, REM*), available in Danish at:

<http://rem.dk/netvaerk/integrationsrad>

¹¹⁰ Denmark, Ministry of Children, Equality, Integration and Social Affairs, (*Ministeriet for Børn, Ligestilling, Integration og Sociale Forhold*) Act on Integration (*Integrationsloven*), Chapter 8, section 42 (3) consolidated act no 1115 of 23 September 2013, (LBK nr 1115 af 23/09/2013), available in Danish at:

<https://www.retsinformation.dk/Forms/r0710.aspx?id=158056>

	members and how they are elected and in their mandates. For instance, the migrants living in Frederiksberg municipality elect Frederiksberg City's Integration Councils members. The local integration councils have a formal link to the Council for Ethnic Minorities as they among the members choose five members of the Council. The Council also facilitates information to the local councils.
Frequency of convening of the body/-ies/ meetings with competent public authorities. What is foreseen and how is it implemented in practice?	The Council for Ethnic minorities and the integration councils are elected every fourth year, parallel to municipality elections ¹¹¹ . According to Consolidation of Rules of Order the Council for Ethnic Minorities (<i>Bekendtgørelse om foretningsorden for Rådet for Etniske Minoriteter</i>) section 7, the Council meets as often as it is necessary, though minimum once every four months ¹¹² . The Councils mandate covers in principle covers all persons who do not have an ethnic Danish background, nationals as well as non nationals – western as well as non-western nationals.
Role in relation to other public or private bodies. Is there a statutory role of coordination and cooperation with other public or private stakeholders foreseen? How is this implemented in practice?	The Council can have meetings with decision makers, authorities, interest groups, the press and organisations, including minority organisations ¹¹³ . In affect, it means that if the Council wants to they can ask to have the meeting and the authorities, ministers cannot refuse them and they are free to meet with interest organisations, give their independent and critical point of view to the press etc. The councils (national and local) can prepare legal briefs on issues regarding migrants and integration. The councils (national and local) are allocated assistance by a secretariat ¹¹⁴ .

¹¹¹ Denmark, Ministry of Children, Equality, Integration and Social Affairs, (*Ministeriet for Børn, Ligestilling, Integration og Sociale Forhold*) Act on Integration (*Integrationsloven*), Chapter 8, section 44, consolidated act no 1115 of 23 September 2013, (LBK nr 1115 af 23/09/2013), available in Danish at:

<https://www.retsinformation.dk/Forms/r0710.aspx?id=158056>

¹¹² Denmark, Ministry of Children, Equality, Integration and Social Affairs, (*Ministeriet for Børn, Ligestilling, Integration og Sociale Forhold*), Consolidation of Rules of Order the Council for Ethnic Minorities no. 426 of 29 April 2014, section 7 (*Bekendtgørelse om foretningsorden for Rådet for Etniske Minoriteter, BEK, 426 af 29/04/2014*), available in Danish at:

<https://www.retsinformation.dk/Forms/R0710.aspx?id=162897>

¹¹³ Denmark, Ministry of Children, Equality, Integration and Social Affairs, (*Ministeriet for Børn, Ligestilling, Integration og Sociale Forhold*), Consolidation of Rules of Order the Council for Ethnic Minorities no. 426 of 29 April 2014, section 1(6) (*Bekendtgørelse om foretningsorden for Rådet for Etniske Minoriteter, BEK, 426 af 29/04/2014*), available in Danish at:

<https://www.retsinformation.dk/Forms/R0710.aspx?id=162897>

¹¹⁴ Denmark, Ministry of Children, Equality, Integration and Social Affairs, (*Ministeriet for Børn, Ligestilling, Integration og Sociale Forhold*), Consolidation of Rules of Order the Council for Ethnic Minorities no. 426 of 29 April 2014, section 14 (*Bekendtgørelse om foretningsorden for Rådet for Etniske Minoriteter, BEK, 426 af 29/04/2014*), available in Danish at:

<https://www.retsinformation.dk/Forms/R0710.aspx?id=162897> and Denmark, Ministry of Children, Equality, Integration and Social Affairs, (*Ministeriet for Børn, Ligestilling, Integration og Sociale Forhold*) Act on Integration (*Integrationsloven*), Chapter 8, consolidated act no 1115 of 23 September 2013, (LBK nr 1115 af 23/09/2013), available in Danish at: <https://www.retsinformation.dk/Forms/r0710.aspx?id=158056>

	<p>Participation in decision-making (consultative, observer status, voting right etc.). Are such bodies competent to participate in decision-making at national/regional/local level in regard to the design, implementation, assessment and/or review of integration-specific, migration or other policies of general interest? Are such bodies and/or their representatives participating in any way to allocation, distribution, monitoring, evaluation or management of funding social inclusion and integration policies, measures and programmes at national level?</p>	<p>No, the integrations councils and the Council for Ethnic Minorities, only function as consultative bodies – giving advice to the Minister or on the local level, advice to the city councils on questions of importance regarding integration of refugees and migrants.¹¹⁵ The local integration councils and the Council of Ethnic Minorities are often asked to give their opinion on a particular legislative proposal or policy that has relevance for integration. The local integration councils are very different in as how they are established, their mandates and scope of impact. Nevertheless, according to the Integration Act, they ought to be consulted on the municipalities integration policies and measures, build bridge between the ethnic minority community and the municipality and cooperate with the local business. The local councils can take initiatives to contribute to city councils debates on i.e. how to better the learning environment in schools for bilingual children and take initiative to have 'diversity day' events, etc.¹¹⁶ The Council for Ethnic Minorities meet regularly with the Minister responsible for integration and as mentioned above are invited by other ministers to contribute with idea how to for instance hinder radicalisation among migrant youths.</p>
	<p>What are the modalities for representation and participation of migrants,</p>	<p>The modalities for representation and participation of migrants are explained in the Integration Act (<i>Integrationsloven</i>) chapter 8. The law sets minimum requirements for how the members of municipal integrations councils are nominated and elected. Please see further up which modalities some municipalities have applied for representation of migrants.</p>

¹¹⁵ Denmark, Ministry of Children, Equality, Integration and Social Affairs, (*Ministeriet for Børn, Ligestilling, Integration og Sociale Forhold*), Consolidation of Rules of Order for the Council for Ethnic Minorities no. 426 of 29 April 2014, section 1 (*Bekendtgørelse om foretningsorden for Rådet for Etniske Minoriteter, BEK, 426 af 29/04/2014*), available in Danish at: <https://www.retsinformation.dk/Forms/R0710.aspx?id=162897>

¹¹⁶ For example: In Frederiksberg Citys homepage one can find a list of the tasks the local integration Council has, available in Danish at <http://www.frederiksberg.dk/ir>, last visited 7 May 2015.

e.g. elections, designation etc.? What is foreseen and how is it implemented in practice?		
On which criterion are migrant groups represented (migrant status, foreign-born, foreign nationality etc.)? What is foreseen and how is it implemented in practice?		<p>On local level, as stated above, the criterion for how to elect members to the integration council vary, as it is the city council that decides how members are elected. The Integration Act (<i>Integrationsloven</i>) chapter 8, section 42(4), states that city councils have to nominate candidates from members of refugee and migrant organisations. Furthermore, city councils have to nominate candidates from stakeholder organisations and institutions such a representative from a public school board¹¹⁷. According to the Rules of Order of the Council for Ethnic Minorities (<i>Bekendtgørelse om forretningsorden for Rådet for Etniske Minoriteter</i>) section 2, The Council consists of 14 members. Five of the members are nominated by the Committee of Representatives for the Council for Ethnic Minorities (<i>Repræsentatnskabet for Rådet for Etniske Minoriteter</i>), five members are nominated by the Minister of Children, Equality, Integration and Social Affairs (<i>Ministeriet for Børn, Ligestilling, Integration og Sociale Forhold</i>), and 4 members are nominated by the four largest municipalities, Copenhagen, Aarhus, Odense and Aalborg¹¹⁸.</p>
Is there any evidence through formal evaluations or academic research on awareness about such national level consultative bodies among migrants and their descendants, and among the general public?		<p>It is up to the municipalities whether to evaluate their integration councils. City of Aarhus had an external evaluation of their integration council in 2013. The evaluations conclusions were that the integration council has been active in preparing high quality legal briefs, consultations and participating in the Aarhus City Councils different committees. The City Council members and the staff at the municipality were positive towards the work and contributions given by the Integration Council. However, the evaluation also showed that the Integration Council was not very visible to the public at large in Aarhus City. Members of the Integration Council in Aarhus are elected though elections – where all eligible persons with migrant and/or descendant background can candidate themselves and vote for candidates. The challenges for the City and the Council is that not many migrants and/or descendants want to candidate themselves. The last elections for the council had to be cancelled due to too few candidates. Lack of candidates and cancellation of the elections pose a difficulty with the Councils democratic legitimacy. Other challenges mentioned in the conclusion of the evaluation report are that the municipality has changed its policies in regards to integration of migrants. The municipality has more focus on diversity, inclusion and mainstreaming – focusing on providing more holistic services to its citizens¹¹⁹. Copenhagen city council has also had an evaluation of their integration</p>

¹¹⁷ Denmark, Ministry of Children, Equality, Integration and Social Affairs, (*Ministeriet for Børn, Ligestilling, Integration og Sociale Forhold*) Act on Integration (*Integrationsloven*), Chapter 8, section 42 (4) consolidated act no 1115 of 23 September 2013, (LBK nr 1115 af 23/09/2013), available in Danish at:

<https://www.retsinformation.dk/Forms/r0710.aspx?id=158056>

¹¹⁸ Denmark, Ministry of Children, Equality, Integration and Social Affairs, (*Ministeriet for Børn, Ligestilling, Integration og Sociale Forhold*), Consolidation of Rules of Order of the Council for Ethnic Minorities no. 426 of 29 April 2014, section 2, (*Bekendtgørelse om foretningsorden for Rådet for Etniske Minoriteter, BEK, 426 af 29/04/2014*), available in Danish at:

<https://www.retsinformation.dk/Forms/R0710.aspx?id=162897>

¹¹⁹ Rambøll, (2013) Evaluating Aarhus Municipalitys Integration Council, (Evaluering af Integrationsrådet I Aarhus Kommune), May 2013, available in Danish at:

<https://www.google.dk/#q=Evaluering+af+integrationsr%C3%A5det+i+Aarhus>

		council that led to the closing of the council. To obtain information on evaluation of the Council for Ethnic Minorities a mail was sent to REM 7 May 15. No reply from REM per 1 June 2015.
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3.4. Participation in trade-unions and professional association

	In this section based on available data, research, surveys, studies, etc. please provide information about:	
	Membership and participation of migrant workers in <u>workers' unions and craft associations</u> :	
Are there any legal or practical limitations or barriers for the membership of migrant workers in trade unions and craft associations?		One chooses the trade union for one's own branch of work. As long as the person is legally residing in Denmark, there is no limitations or barriers for becoming a member of a workers union and craft associations. In general, migrants are more reluctant to join a trade union than ethnic Danes are. Studies on labour market situation and trade unions carried out by for example Copenhagen University's Department for Sociology from 2010 and 2011 indicate that there are several reason why migrants are reluctant in joining trade unions and point to primarily, economic reasons. Migrants are often in lower paid jobs where they feel that they cannot afford to pay trade unions fees even though the fees are tax deductible. ¹²⁰ Statistic data shows that there is a considerable fall in number of migrants who are members of trade unions in period 1994 -2008. While in 1994 71, 2 percent were organised in trade unions in 2008 that number had decreased to 54, 3 percent. ¹²¹ However, new data shows that workers with migrant background are again joining trade unions ¹²² .
Do workers' associations encourage and support membership and participation of migrant workers? E.g. through information and raising awareness initiatives in		Yes. The Danish Confederation of Trade Unions (<i>Landsorganisationen, LO</i>) and other workers unions have for many years encouraged migrant workers to become members through campaigns such as their campaign Room for All (<i>Plads til alle</i>) where they promoted diversity and antidiscrimination through courses for shop stewards. The trade unions have over the last years employed special consultants to promote equal treatment and diversity within the unions themselves and at work places and produced pamphlets and awareness raisings initiatives ¹²³ . Another initiative "welcometo.dk" a partnership between Municipalities and the social partners where is aim of the project was to "propose how to make working in Denmark attractive. This is done by collecting, testing and disseminating good practice experiences which show examples of successful welcoming, retention and integration into Danish working and social life" ¹²⁴

¹²⁰Due J, Madsen S J og Pihl D M, (2010) LO- dokumention 1, 2010, 'Udvikling i den faglige organisering:årsager og konsekvenser for den danske model since 1994', Copenhagen, Landsorganisationen i Danmark. And Ibsen, L C, Madsen S J, Due, J (2011) LO-documentation 3/ 2011., Hvem organiserer sig –forklaringer på medlemskab af fagforeninger og A-kasser. Copehagen, Landsorganisationen i Danmark available in Danish at: <http://faos.ku.dk/temasider/faglig-organisering-og-a-kasser/>

¹²¹ Due J, Madsen S J og Pihl D M, (2010) LO- dokumention 1, 2010, 'Udvikling i den faglige organisering:årsager og konsekvenser for den danske model since 1994', Copenhagen, Landsorganisationen i Danmark.p 90-91available in Danish at: <http://faos.ku.dk/temasider/faglig-organisering-og-a-kasser/>

¹²² Information, (2013) Indvandrer strømmer til fagforeningen, 1 May 2013, available in Danish at: <http://www.information.dk/459080>

¹²³ The Danish Confederation of Trade Unions,(Landsorganisationen I Danmark, LO), Welcome to the Danish Labour Market – Information to Refugees and Migrants on the Labour Market. (Velkommen til det danske arbejdsmarked - Information til flygtninge og indvandrere om arbejdsmarkedet) No date, available in Danish at: http://www.lo.dk/upload/LO/Documents/F/Flygtningefolder%20DA%20ren_1306.pdf

¹²⁴ Welcometo.dk, (no date) available in Danish and English at: http://www.welcometo.dk/projektet/baggrund_og_formal/default.aspx

	more languages, translation and language support services etc.	
	What is the rate of participation (figures and % of association members, figures and % of migrant professionals as members, or descriptive data if statistical data is not available) of migrant workers in the most representative workers' unions and associations? Please specify the geographic and workforce range/type of associations (referring to national, regional, local and to the range of workers represented and degree of association).	<p>The Danish Confederation of Trade Unions (<i>Landsorganisationen, LO</i>) conducted a survey in 2013 and 2014 on the number of ethnic minorities in 15 unions. In the survey, the unions involved had a combined membership number of 913.867 people¹²⁵. Of these, 836.350, or 91.5 percent, were of Danish ethnic origin. 22.494 or 2.5 percent were of western but not Danish ethnic origin. 55.023 or 6.0 percent were of non-western origin.</p> <p>The Danish Trade Union FOA¹²⁶ (<i>Fag og Arbejde, FOA</i>) employs workers with in the caring and cleaning branches. FOA, in a memorandum dated 17 December 2014, informs us that per 2014 they had 17.488 members with non-western migrant and descendant background. The group comprise 2.3 percent of the total number of members. They are mainly women in age group 30 - 39 years old and most of them come from Turkey. Most of the members are in Copenhagen and greater Copenhagen as well as Aarhus. In period 2008 – 2014, the trade union has experienced a 30 percent increase in the number of members with migrant and descendant background¹²⁷.</p>
	Are migrant workers elected as representative	Yes, there are migrant workers who are elected as shop stewards At 3F, worker union for people working primarily in industries and cleaning branches; they have increased the number of shop stewards from 3 percent in 2010 to 5 percent in 2013. 3F has special courses targeting

¹²⁵ The Danish Confederation of Trade Unions,(Lands Organisationen, LO), (2014), Kortlægning af etniske minoriteter i LO-fagbevægelsen,14 March 2014, Copenhagen, available in Danish at:http://www.lo.dk/Politik/Integration/Dokumentation/~/_media/LO/Politikomrader/Beskaftigelse/Integration/Dokumentation/Kortlaegning%20af%20etniske%20minoriteter%20i%20LO%20fagbevaegelsen.ashx

¹²⁶ No English translation found for FOA, more information on FOA in English available at: <http://www.foa.dk/Forbund/English>

¹²⁷ Memorandum on Migrants and Descendants in FOA 2014, (*Notat om indvandrere og efterkommere I FOA 2014*), 17 December 2014, available in Danish – mail received by DIHR team.

<p>s of trade unions and workers' or craft associations? Please provide figures if available, and report the related legal or practical limitations or barriers, eventually faced by migrant workers.</p>	<p>migrant workers and have "integration representatives" (<i>integrationsrepræsentanter</i>). The representatives are like ambassadors for the union, and encourage migrant workers who are not members to sign up by telling about their rights as members of a union¹²⁸ 3F in a mail informs DK-team that they have 750 ethnic minority elected representatives – they do not have a study or analysis available. Of these 750 487 are shops stewards and the rest have other representative functions in the organisations. The data is collected by Statistics Denmark for 3F in anonymised form.¹²⁹</p>
<p>Are there differences between associations for high and low skill workers, different industries and trades, and/or different geographic area of country of origin, citizenship or birth or gender?</p>	<p>There are approximately 20 different (primary) worker trade unions out of 120 trade unions in Denmark¹³⁰. There are differences between them depending on the collective agreements the respective trade unions have agreed with the employer associations. Collective agreements have to; in principle at least, comply with The Act on prohibition of differential treatment on the labour market, etc.¹³¹. Whether differences are being made in practice on the local level cannot be substantiated here as there are no research on the area and statistical data is not available,</p>
<p>Membership and participation of migrant entrepreneurs and expert professionals to professional and scientific associations:</p>	
<p>Are there any legal or practical limitations or barriers for the membership</p>	<p>One chooses the trade union for one's own branch of work. As long as the person is legally residing in Denmark, there is no limitations or barriers for becoming a member of a workers union and craft associations</p>

¹²⁸ Ugebrevet A4, New Danish Model - more shop stewards with migrant background (*NYDANSK MODEL- Flere tillidsmænd har indvandrere-baggrund*), Torsdag den 27. februar 2014, 06:00, Available in Danish at: http://www.ugebreveta4.dk/flere-tillidsmaend-har-indvandrere-baggrund_19444.aspx

¹²⁹ Mail from 3F 8 May 2015, available in Mandana Zarrehparvars file on FRA Migrant Integration Project LOT 4 SR 4.

¹³⁰ Statistics Denmark, (*Danmarks Statistik*), Wage Earner Organisations (*Lønmodtagerorganisationer*); available in Danish at: <http://www.statistikbanken.dk/statbank5a/selectvarval/define.asp?PLanguage=0&subword=tabel&MainTable=LONMED&PXSID=149579&tablestyle=&ST=SD&buttons=0>

¹³¹ Denmark, Ministry of Employment, (*Beskæftigelsesministerie*), The Act on prohibition of differential treatment on the labour market, etc. (*Lov om forbud mod forskelsbehandling på arbejdsmarkedet, m.v.*) consolidated act no 1349 of 16 December 2008, (*LBK nr 1349 af 16/12/2008*), available in Danish at: <https://www.retsinformation.dk/Forms/R0710.aspx?id=122522>

	of migrant workers in professional, employer and scientific associations (such as medical, engineer, bar associations)?	
	Do professional associations encourage and support membership and participation of migrant professionals? E.g. through information and raising awareness initiatives in more languages, translation and language support services etc.	No specific information and awareness raising initiatives targeting migrants and descendants. Trade unions for professionals have an English version on their homepages – explaining whom they are how to apply for membership ¹³² . Others provide information on Danish working environment in English ¹³³ .
	What is the rate of participation and membership (figures and % of association members, figures and % of migrant professionals as members, or descriptive data if statistical data is not available) of migrant professionals	No available information, research or data on the participation rate of migrants or their descendants.

¹³²For example: The Danish Association of Masters and PhDs, DM (*Dansk Magisterforening, DM*), “DM is a traditional trade union as well as a professional association for people with a university degree. We advise our members on the rules and opportunities in the labour market and help secure the best possible pay and working conditions”, available in English at: <http://www.dm.dk/OmDM/Organisationen/English>

¹³³ For example: Prosa – Trade Union for It-Professionals (*Prosa – forbundet af It – professionelle*), (no date) Working Life In English, available in English at: <https://www.prosa.dk/raadgivning/arbejdsmiljoe/working-environment-in-english/>

	<p>in the most representative professional, employers' and scientific unions and associations? Please specify the geographic and workforce range/type of associations (referring to national, regional, local and to the range of professional represented and degree of association)</p>	
	<p>Are migrants elected as representatives of professional, employers' and/or scientific associations? Please provide figures if available, and report the related legal or practical limitations or barriers, eventually faced.</p>	<p>Shop stewards are elected by their colleagues at the workplace. There is no information regarding legal or practical limitation that specifically pertain migrants and their descendants. No studies or information on possible barriers for migrants' election as shop stewards. No figures available on whether migrants are elected as representatives of professional, employers' associations.</p>
	<p>Are there differences between associations for different professions, different skill levels and/or types of enterprise, different industries and trades, and/or different geographic</p>	<p>No information available.</p>

	area of country of origin, citizenship or birth or gender?	
3.5.Participation in social, cultural and public life		
	<p>In this section based on available data, research, studies, etc. provide information about the membership and participation of migrants and their descendants in media, cultural organisations and public life:</p> <p>Are there any legal or practical limitations or barriers for the membership of migrants in professional associations related to the media, sports and culture?</p>	<p>We have not found any legal limitation for the membership of migrants in professional association related to media, sports and culture. There could be practical limitations, for example language, gender or religious barriers¹³⁴. In a study from 2005 on Gender, Ethnicity and Barriers for Integration (<i>Køn, etnicitet og barrier for integration</i>) Dahl and Jacobsen point to five barriers for migrants and their descendant's participation. These five barriers are identified to be barriers from the migrant's side and not the associations.</p> <ol style="list-style-type: none"> 1. Gender control traditions among migrant families, which mean that women have the prime responsibility for doing household chores and taking care of the children 2. Cultural resistance against women participating in activities together with men they are not familiar with 3. Cultural resistance against women participating in activities where they are visible to men 4. Some migrants resistance against the Danish culture in the associations, such is consuming alcohol 5. Lack of understanding of the associations activities, lack of interest and lack of positive role models.¹³⁵ <p>(1. <i>Kønsrollemønstre, der betyder at kvinden har hovedansvaret for husarbejde og pasning af børn</i> 2. <i>Kulturel modstand mod at kvinder opholder sig sammen med mænd, de ikke kender</i> 3. <i>Kulturel modstand mod at kvinder dyrker idræt, hvor de er synlige for mænd</i> 4. <i>Nogle etniske minoriteters modstand mod dele af dansk foreningskultur, særligt konsumering af alkohol</i> 5. <i>Manglende forståelse for foreningernes aktiviteter, mangel på interesse og mangel på rollemodeller</i>)</p> <p>A more recent study could not be found. However, the author for this template has worked in the area and can mention that there are also barriers form the part of the associations that hinder migrant's</p>

¹³⁴ Nieman L, (December 2013), Kan Idræt være et middel til at forbedre integrationen?, Roskilde University Centre (*Roskilde Universitet*), available in Danish at: <http://www.shahrazad.dk/artikler/kan-idraet-motion-vaere-et-middel-til-at-forbedre-integrationen.aspx>

¹³⁵ Dahl M K, Jacobsen V, (2005) Gender, Ethnicity and Barriers for Integration (*Køn, etnicitet og barrier for integration*), Copenhagen Social Forskningsinstitut pp 70-88

		<p>participation. Some associations do not expect that migrants are active without any formal introduction to the activities. There are language codes and conventions in every association that is difficult deciphered without someone to help you out with it. Language requirement is implicit – one is expected to speak Danish fluently at some associations and there is not much understanding if one does not understand what is being said.</p>
	<p>Do media, sports, culture professional associations encourage and support membership and participation of third country nationals as members? E.g. through information and raising awareness initiatives in more languages, translation and language support services etc.</p>	<p>Among civil society associations and as an important part of the Governments integration policies there is a high level of focus to encourage migrants and/or their descendants to become active members of especially in sports and cultural associations. The Ministry of Children, Equal Treatment, Integration and Social Affairs, finances initiatives to promote migrants participation in sports and cultural life.¹³⁶</p>
	<p>What is the rate of participation in the most representative professional associations? (figures and % of association members, figures and % of migrant professionals as members, or descriptive data if statistical</p>	<p>Between one third and one half of all non-Western immigrants are members of an association, and for those who are active in associations these are most frequently immigrants' associations, followed by associations with both Danish and immigrant members. It is least common for immigrants to be members of predominantly Danish associations. Sports clubs and associations are the most popular type. Every second immigrant is a member of such an association, while under half of all immigrants are members of cultural, religious or political associations, and only one third are members of associations of other types. By way of comparison, in 2008 41% of all Danes were members of associations for sports or leisure activities. For associations of all the types mentioned here, more than half of all the immigrant members belong to associations with members from both Danish and other ethnic backgrounds, while less than one third belong to sports clubs and associations with predominantly immigrant membership. In the case of sports clubs and associations, more than a quarter of immigrant members belong to clubs or associations where the members are predominantly Danish.¹³⁷</p>

¹³⁶ Denmark, Ministry of Children, Gender Equality, Integration and Social Affairs (*Ministeriet for Børn, Ligestilling, Integration og Sociale Forhold*) Support for 'Association life')(*Støtte under 'Foreningsliv for alle'*) available in Danish at: <http://sm.dk/arbejdsomrader/integration/frivilligt-arbejde-og-integration/stotte-under-foreningsliv-for-alle>

¹³⁷ Bonke J, Shultz-Nielsen M L, (2013) *Integration blandt ikke-vestlige indvandrere – arbejde, familie, netværk og forbrug*, Rockwool Fondens Forskningsenhed, Syddansk universitetsforlag pp 133

	data is not available).	<ul style="list-style-type: none"> - Danish Gymnastic and Sports Association (<i>Dansk Gymnastik og Idrætsforening, DGI</i>) (with more one million members): 3.6 percent of its members are migrants; 1.2 percent of trainers are migrants. and 0.66 percent with migrant background participate in the association's board and committees¹³⁸. - Danish Sports Association, (<i>Danmarks Idrætsforbund, DIF</i>) (with more than one million members) latest analyses of status in the association does not indicate the rate of participation for their migrant members¹³⁹. - No information available on cultural associations
	Are migrants elected as representatives of professional associations related to the media, sports and culture? Please provide figures if available, and report the related legal or practical limitations or barriers, eventually faced.	<p>In Danish Gymnastic and Sports Association (<i>Dansk Gymnastik og Idrætsforening, DGI</i>) 0.66 percent with migrant background participate in the association's board and committees.¹⁴⁰</p> <p>No information available from other associations.</p>
	Is there a visible or notable presence (or absence) of migrants and their descendants as media professionals?	There is a visible presence of migrants and their descendants as media professional – primarily journalists in public service stations. There are no studies available ¹⁴¹ .
	Are migrants and/or their descendants present,	Migrants are present, visible and actively participate in public events and especially descendants of migrants are active on Facebook and other social medias. We cannot substantiate because the existing data on participation in public events etc. does not make a distinction

¹³⁸ Danish Gymnastic and Sports Association (*Dansk Gymnastik og Idrætsforening, DGI*), *DGI integration vil vægte politik og større projekter*, 17 November 2010, available in Danish at: <http://www.dgi.dk/arkiv/2010/11/16/dgi-integration-vil-vaegte-politik-og-stoerre-projekter>

¹³⁹ Fester M and Gottlieb P, *Idrættens i Tal Status på Foreningsidrættens i Danmark*, (April 2014) Danish Sports Association, (*Danmarks Idrætsforbund, DIF*), available in Danish at: http://www.google.dk/url?sa=t&rct=j&q=&esrc=s&source=web&cd=1&ved=0CB8QFjAA&url=http%3A%2F%2Fwww.dif.dk%2F~%2Fmedia%2Fom%2520dif%2Fpdf-filer%2Fdif_idraetten_i_tal_2013.pdf&ei=WSkZVdOuDojVarSIgZAP&usq=AFQjCNG4dgY9ftkHoqWIMqRhXXoyzx_O6A&bvm=bv.89381419.d.d24

¹⁴⁰ Danish Gymnastic and Sports Association (*Dansk Gymnastik og Idrætsforening, DGI*), *DGI integration vil vægte politik og større projekter*, 17 November 2010, available in Danish at: <http://www.dgi.dk/arkiv/2010/11/16/dgi-integration-vil-vaegte-politik-og-stoerre-projekter>

¹⁴¹ this was verified by the Danish Association for Journalists (*Journalistforbundet*) by telephone contact on 5 May 2015.

	<p>visible and actively participating in public? (E.g. in public events, TV and electronic media, cultural events). Please substantiate on the basis of existing data or contacts with relevant authorities, actors and stakeholders, making sure to cover a wide spectrum and obtain as much as possible objective information.</p>	<p>between migrants and/or their descendants and people with ethnic Danish background.</p>
	<p>Are there legal or practical limitations for the media, culture or other type of public events by migrants and/or their descendants? (E.g. are there national language requirements for TV or radio stations, bureaucratic and representation requirements, etc.)</p>	<p>There are no legal limitation. There could be practical limitations due to language barriers – however it is not possible to substantiate our claim.</p>
	<p>Are there positive measures for promoting or restrictions/ba</p>	<p>No – there are no positive measures for promoting the operation of migrant and ethnic minority media. The so called “ethnic” medias receive subsidies from local authorities to for instance have programmes in different migrant languages on radio and TV. However, these subsidies are given on equal footing with others organisations and</p>

	<p>riers to the operation of migrant and ethnic minority (owned, directed or audience specific) media?</p>	<p>as a part of the local authorities obligation to ensure public service (<i>Folkeoplysning</i>). The City of Copenhagen subsidises many associations and on their homepage there is large amount information (in Danish) on how to receive subsidies¹⁴².</p>
	<p>Are there practical measures encouraging and promoting the visibility, voice and public presence of migrants and/or their descendants in the media, culture or other type of public events? (E.g. are there programmes and information provided by the media in other than the country official language, and migrants' languages, quotas for journalists and public programmes reflecting the diversity in society etc.?)</p>	<p>There are no identified measures encouraging and promotion of in particular migrants visibility, voice and public presence in the media, culture and other type of public events. The Governments integration strategy, has an objective to "Strengthen citizenship, equal opportunities and equality between the genders and combat social control" (<i>Styrke medborgerskab, lige muligheder og ligestilling mellem kønnene og bekæmpe social kontrol og parallelle retsopfattelser</i>¹⁴³.) To fulfil this objective the Government and Parliament have adopted policies, entailing financing of efforts and initiatives to promote and enhancing migrants and/or descendants democratic participation. This per se includes practical initiatives regarding presence and visibility of migrants in public events, etc. There is a diversity of initiatives that is primarily taken on local level by the municipalities and it is up the municipality. An example is City of Slagelse who have established a special unit to receive newly arrived migrants, migrants and their descendant's .The unit has its focus on employment and understanding the Danish culture. They provide mentor programmes¹⁴⁴.</p>

¹⁴² City of Copenhagen (Københavns Kommune) Foreninger, *Her kan du læse mere om folkeoplysning, foreninger og muligheder for støtte til folkeoplysende aktiviteter*, available in Danish at: <http://www.kk.dk/artikel/foreninger>

¹⁴³ Ministry for Children, Equal Treatment, Integration and Social Affairs, (*Ministeriet for Børn, Ligestilling, Integration og Sociale Forhold*), Regerings Integration Politik (2012), available in Danish at: <http://sm.dk/arbejdsomrader/integration/integration-og-demokrati>

¹⁴⁴ Ministry for Children, Equal Treatment, Integration and Social Affairs, (*Ministeriet for Børn, Ligestilling, Integration og Sociale Forhold*), *Task Forcen om Integrations rapport "Målrettet integration – et fælles ansvar"* June 2013, available in Danish at: <http://sm.dk/arbejdsomrader/integration/integration-af-nye-borgere/task-force-om-integration>

3.5.1. Diversity in the public sector

<p>In this section based on available data, research, studies, etc. please provide information about recruitment of migrants and their descendants in the public sector:</p>	
<p>Please describe how legal provisions allow or prevent the recruitment of third country nationals in the public sector. Please indicate specific areas, requirements, quotas if any, upward mobility and promotion limitations if any, as well as if and how these provisions are applied in practice.</p>	<p>The Agency for Modernisation (<i>Moderniseringsstyrelsen</i>) is responsible for among others regulation of recruitment in the public sector. In a pamphlet, regarding Recruitment in the State¹⁴⁵ (<i>Ansættelse i Staten</i>), under the sub-heading "Recruitment of Foreign Nationals" (<i>Ansættelse af udenlandske statsborger</i>), the Agency describes the legislation on recruitment of foreigners. According to the Agency, foreigners are recruited, employed and paid on equal footing as Danish nationals¹⁴⁶. No provisions in regards to limiting recruitment of third country nationals in public sector are found. Denmark does not have affirmative action policies in regards to recruitment. Positive measures can be put in place in accordance to section 9,2 but only if the measure has a provision in a legislation or public provision. Permissions have been requested – this is a knowledge the DK-team has – and cannot be substantiated by a reference. However, we have written to the Ministry of Employment requesting information. There are no specific legal provisions or national regulation regarding recruitment of TCN's. No, there are no quotas or extra targeted support/positive measures for TCN's in public sector today.</p>
<p>Please indicate if citizens of migrant descent can also be affected by limitation – e.g on the basis of their ethnic origin or migrant background or naturalisation - in public sector recruitment, for example in education, law</p>	<p>Danish nationality is generally not a requirement, unless one is seeking employment in the Danish Army, the Police or as a judge¹⁴⁷.</p>

¹⁴⁵ Denmark, Ministry of Finance (*Financeministeriet*), The Agency for Modernisation, (*Moderniseringsstyrelsen*), Pamphlet: Recruitment in the State (2011) (*Ansættelse i Staten*), November, 2011, pp 18-19, available in Danish at: www.perst.dk

¹⁴⁶ Denmark, Ministry of Finance (*Financeministeriet*), The Agency for Modernisation, (*Moderniseringsstyrelsen*), Pamphlet: Recruitment in the State (2011) (*Ansættelse i Staten*), November, 2011, pp 18-19, available in Danish at: www.perst.dk

¹⁴⁷ Denmark, Ministry of Finance (*Financeministeriet*), The Agency for Modernisation, (*Moderniseringsstyrelsen*), Pamphlet: Recruitment in the State (2011) (*Ansættelse i Staten*), November, 2011, pp 18-19, available in Danish at: www.perst.dk

	enforcement, judiciary, etc.	
	Please indicate proportion of recruitment (% on the total of posts for this category or service) for the interested categories of third country nationals, if any.	Research has been made into the increase in public sector employment of foreign nationals between 2009 and 2013. No comparison to numbers for Danish citizens is given. From 2009 to 2013, the number of foreign nationals employed in public administration, the Danish Army and in the Danish Police increased by 155 percent ¹⁴⁸ . The number of foreign nationals employed in health and social services increased by 75 percent in the same period. ¹⁴⁹
	Please indicate any affirmative action and positive action either for third country nationals or citizens with a migrant background, if any, e.g. quotas, reserved posts for people of migrant background etc. as well as promising practices in this area. Please provide information specifically for law enforcement, judiciary, and education.	Danish legislation has no general provisions that allow affirmative action as such regarding people with a minority background. Migrants. There is though, an exception to the rule on prohibition against differential treatment. According to the Act on prohibition of differential on the labour market, etc. (<i>Lov om forbud mod forskelsbehandling på arbejdsmarkedet m.v.</i>) if necessary, it is possible to obtain a dispensation from the prohibition against differential treatment if it - due to the character of a certain professions occupation or and education - is crucial that the practitioner is of for instance a certain race of has a certain religion. institutions are allowed take positive action to alleviate for instance, underrepresentation of migrants. his The positive action requires though dispensation from that the relevant ministry, which has to obtain a has a permission statement from the Minister of Labour . Furthermore, it follows from the act (section 9, 2) that, the state can take measures (offentlig foranstaltning) in order to improve employment possibilities for persons of a specific race, skin colour etc. This is also seen as an exception to the rule on prohibition against differential treatment and any such measure has to have authority in law or in a public initiative. Thus, private employers cannot – without authority in law – initiate positive measures..The Danish Police (<i>Det Danske Polit</i>) has since 2000 taken different initiatives to encourage a more ethnically diverse Police force ¹⁵⁰ . One of the most recent initiatives is their “Mentor Program” – where potential applicants with migrant’s background can in a period follow a police officer before taking the entrance test for the Police School ¹⁵¹ . Ministry of Education offers one-year preparation courses for refugees and migrants who would like to enter pedagogical or teaching colleges ¹⁵² . There are no similar initiatives were found for the judiciary.

¹⁴⁸ Ugebreve A4, (2014), ”Udlændinge valfarter ind på danske arbejdspladser”, 4 March 2014, available in Danish at: http://www.ugebreveta4.dk/udlaendinge-valfarter-ind-paa-danske-arbejdspladser_19453.aspx

¹⁴⁹ Gorinas C , Jakobsen V (2015) Indvanderes og efterkommers placering på det danske arbejdsmarked . betydning af uddannelse og andre karakteristika 15:03, Copenhagen, SFI- Det Nationale Forskningscenter for Velfærd.

¹⁵⁰ Vikkelsø Slot L, Zarrehapravar M, et.al (2012), Ethnic Diversity in the Police, (*Etnisk mangfoldighed i Politiet*), Copenhagen, The Danish Institute for Human Rights, (*Institut for Menneskerettigheder*) :available in Danish with an English summary at: <http://menneskeret.dk/udgivelser/etnisk-mangfoldighed-politiet>

¹⁵¹ The Danish Police, (Den Danske Polit), information available in Danish: <http://politiskolen.dk/>

¹⁵² Ministry of Education, (*Undervisningsministeriet*), Preparation courses for refugees and migrants, (*Forberedelseskursus for indvandrere og flygtninge*) <https://www.ug.dk/uddannelser/gymnasialeuddannelser/enkeltfagogsupplerig/forberedelseskursus-indvandrere-og-flygtninge>

3.6. Political activity – active citizenship

Membership and participation of migrants in migrant and/or diaspora organisations and associations:	
Are there any legal or practical limitations or barriers for the self-organisation membership of migrants in migrant and or diaspora associations and organisations?	No – there are no legal limitations, unless the association poses a threat to the state security. The Danish Constitution (<i>Grundloven</i>) section 78 protects the freedom to form/establish and be member of any association. Associations: Citizens have the right to without prior approval to establish associations for any legal cause. (<i>§ 78. Borgerne har ret til uden forudgående tilladelse at danne foreninger i ethvert lovligt øjemed</i>) In subsection 2 of the provision, exemption to the rule is mentioned: Associations that operate by violence or seek to achieve their objectives by violence or similar criminal activities to affect others way of thinking must be disbanded by court decision must be disbanded..(<i>Stk. 2. Foreninger, der virker ved eller søger at nå deres mål ved vold, anstiftelse af vold eller lig-nende strafbar påvirkning af anderledes tænkende, bliver at opløse ved dom.</i> “.) ¹⁵³ In 2007, the General Prosecutor investigated the Muslim association 'Hizb-ut Tahrir's' operations in the after math of its leader had been found guilty of anti-Semitic hate-speech in accordance with criminal law section 266b on hate speech. The General Prosecutor found that there were no evidence that the association, even though anti-democratic, to be violent and coercive in their activities. ¹⁵⁴
Are there notable cases of active migrant and/or diaspora associations and organisations? Please indicate the most known, active or representative ones on the basis of existing data about membership – please include size/numbers of members - and through contacts with competent actors and stakeholders.	On the national level, there are migrant non-governmental organisations and associations – but since 2001 due to the states stop of subsidies to, among others, ethnic minority associations – these associations either closed down or are not very active anymore. Notable associations cannot be identified. The associations that exist are mostly advocacy organisations such as SOS-Against Racism or European Network Against Racism – Denmark (ENAR) or Documentation and Advisory Centre on Racial Discrimination (<i>Documentation og Rådgivningscentret om Race Diskrimination</i>) No resent studies on this subject could be identified. Religious association are quite active, notably the umbrella organisation the Muslims Council (<i>Muslimernes Fællesråd</i>) with a total membership number of 30.000-35.000 ¹⁵⁵ . the Muslims Council works in tandem with local and regional governments to further Muslim interests, including the establishment of Muslim cultural centres and mosques.

¹⁵³ Denmark, The Danish Constitution, act no 169 of 5 June 1953, section 78, available in Danish at: <http://grundloven.dk/>

¹⁵⁴ The General Prosecutor (June 2008) *Supplerende redegørelse om eventual opløsning af Hizb-ut-Tahrir I henhold til grundloven §78* available in Danish at: <http://www.anklagemyndigheden.dk/Documents/arkiv/hizb-ut-tahrir-redegorelse.pdf>

¹⁵⁵ Muslims Council (*Muslimernes Fællesråd*), information available in Danish at <http://mfr.nu/pages/baggrund/>

	Please specify their character and eventual differences, including aspects concerning their religious, culture or geographic scope.	
	Please provide any data on the participation of migrants and their descendants in the most representative migrant and/or diaspora organisations and associations? (figures and % of migrants and/or persons with the specific ethnic or other background as members, or descriptive data if statistical data is not available)	<p>There are a large number of migrant associations in Denmark – mostly on local level. They span from political, anti-discrimination and religious associations to cultural and café meeting point based, often based on national origin. There is no data on how many migrant associations there are. However, by looking on municipal websites or just google “volunteer associations for migrants” (<i>frivillig foreninger for indvandrere</i>) – one finds a list of associations in the local area¹⁵⁶. The number of organisations varies depending on the municipality and many municipalities do not publish the list. But, for example in the city of Randers there are 4 migrant associations.</p> <p>The Danish National Centre for Research made the latest comprehensive qualitative study on the subject in 2006. The study concluded among others, that migrants are active in volunteer organisations and associations in Denmark, but their participation is mainly in their own local/region¹⁵⁷. This conclusion corresponds well with the fact that most of the migrant organisations are on local level.</p>
	Are such associations and organisations encouraged and/or supported financially or in other	Civil society associations and organisations are in general encouraged and supported financially by national and local authorities. The Ministry of Children, Equal Treatment, Integration and Social Affairs, (<i>Ministeriet for Børn, Ligestilling, Integration og Sociale Forhold</i>) is responsible for the national action programme for volunteering. Under this programme, the Ministry finances seven initiatives that have the aim to combat discrimination and the aim to encourage more migrants and their descendants to become active as volunteers. The Ministry has allocated

¹⁵⁶ For example: City of Randers, (Randers Kommune), Frivilligværket/ flygtninge og indvandrere, available in Danish at: <http://www.frivilligvaerket.dk/borger/find-forening?sid=70:Flygtninge-og-indvandrerer>

¹⁵⁷ Christensen G, Røn Christensen S, *Etiske Minoriteter, Frivilligt Social Arbejde og Integration*. (2006) Copenhagen, The Danish National Centre for Research, (*Det Nationale forskningscenter for Velfærd, SFI*) 10 October 2006, available in Danish at: <http://www.sfi.dk/s%c3%b8gesvar-4455.aspx?Action=1&NewsId=84&PID=9262>

<p>means (e.g. offices) by the national, regional or local authorities? Is there in place a mechanism linking such associations at national level? (e.g. network of migrant associations.</p>	<p>DKK 5 mill. for initiatives that will enhance citizenship, democratic participation and ethnic equal treatment¹⁵⁸.</p>
<p>Membership and participation of migrants in civil society organisations and voluntary work:</p>	
<p>Are there any legal or practical limitations or barriers for the membership of migrants in civil society organisations?</p>	<p>There is in general no legal limitation for migrants membership of civil society organisations. However, there could be indirect barriers such as requirement of belonging to a particular church. No research and no case law on this area.</p>
<p>Do civil society organisations encourage and support membership and participation of migrants and/or their descendants? E.g. through information and raising awareness initiatives in more languages, translation</p>	<p>Yes – notably the Danish Youth Council (<i>Dansk Ungdoms Fællesråd, DUF</i>). The Danish Youth Council has designated advisors to support and encourage ethnic minority youth (also called “new Danes”, <i>Nydanskere</i>) to participate in youth organisations and provide support and education in order to sustain the existing organisations with migrant background¹⁵⁹. Of the seven initiatives supported by The Ministry of Children, Equal Treatment, Integration and Social Affairs, (Ministeriet for Børn, Ligestilling, Integration og Sociale Forhold) (Please above) four initiatives aim at enhancing the number of migrants in civil society organisation¹⁶⁰.</p>

¹⁵⁸ The Ministry of Children, Equal Treatment, Integration and Social Affairs, (*Ministeriet for Børn, Ligestilling, Integration og Sociale Forhold*), Socialminister støtter projekter til at styrke medborgerskab og bekæmpe diskrimination, 22 December 2014, available in Danish at: <http://sm.dk/nyheder/2014/socialminister-stotter-projekter-til-at-styrke-medborgerskab-og-bekaempe-diskrimination>

¹⁵⁹ The Danish Youth Council, (Dansk Ungdoms Fællesråd, DUF), National afdeling: inddragelse af nydanskere, available in Danish at: <http://duf.dk/om-duf/dufs-sekretariat/national-afdeling/nydanskere/>

¹⁶⁰ The Ministry of Children, Equal Treatment, Integration and Social Affairs, (*Ministeriet for Børn, Ligestilling, Integration og Sociale Forhold*), Socialminister støtter projekter til at styrke medborgerskab og bekæmpe diskrimination, 22 December 2014, available in Danish at: <http://sm.dk/nyheder/2014/socialminister-stotter-projekter-til-at-styrke-medborgerskab-og-bekaempe-diskrimination>

	and language support services etc.	
	Please provide any data on the participation and membership of migrants and their descendants in the most representative civil society organisations? (figures or % of organisation members, % of migrants and/or with migrant background as members, or descriptive data if statistical data is not available).	<p>The Integration Barometer (<i>Integrationsbarometeret</i>), surveys migrants and their descendants once a year in a number of categories, including civil society participation. 77 percent of people with Danish origins are members of any kind of civil society organisation¹⁶¹. In comparison, 52 percent of migrants and their descendants are members of a civil society organisation.</p> <p>Age wise – 48 percent of migrants and their descendants in age group 19 – 29 years old are active in civil society organisations and 53 percent in age group 30 years and above. Numbers for the ethnic Danes is respectively 63 percent and 80 percent¹⁶². Men with migrant background are more active than migrant women¹⁶³.</p>
Membership and participation of migrants in political parties:		
	Are there any legal or practical limitations or barriers for the membership of migrants in political parties, initiatives (e.g.	There are no legal limitations or barriers for the membership of migrants in political parties. The integration strategy of the present government underlines that it is important for migrants to be politically active as part of their citizenship efforts ¹⁶⁴ . There are no recent studies on the subject.

¹⁶¹ The National Integration Barometer (*Det nationale integrationsbarometer*), (2015), Citizenship, Equal Treatment and Self Determination, (*Medborgerskab, Ligebehandling og Selvbestemmelse i Danmark*), January 2015, pp. 10-11, available at: <https://ast.dk/tal-og-undersogelser/analyser-pa-ministeromradet/integrationsomraadet/medborgerskab-ligebehandling-og-selvbestemmelse>

¹⁶² The National Integration Barometer (*Det nationale integrationsbarometer*), (2015), Citizenship, Equal Treatment and Self Determination, (*Medborgerskab, Ligebehandling og Selvbestemmelse i Danmark*), January 2015, p. 13, available at: <https://ast.dk/tal-og-undersogelser/analyser-pa-ministeromradet/integrationsomraadet/medborgerskab-ligebehandling-og-selvbestemmelse>

¹⁶³ The National Integration Barometer (*Det nationale integrationsbarometer*), (2015), Citizenship, Equal Treatment and Self Determination, (*Medborgerskab, Ligebehandling og Selvbestemmelse i Danmark*), January 2015, p. 13, available at: <https://ast.dk/tal-og-undersogelser/analyser-pa-ministeromradet/integrationsomraadet/medborgerskab-ligebehandling-og-selvbestemmelse>

¹⁶⁴ The Government, The Ministry of Children, Gender Equality, Integration and Social Affairs (*Ministeriet for Børn, Ligestilling, Integration og Sociale Forhold*) (2013) 'A Strengthened Integration Policy' (*En styrket integrationspolitik*), available in Danish at: <http://sm.dk/publikationer/en-styrket-integrationspolitik>

	petitions, signature collections) and movements?	
	Do political parties encourage and support membership and participation of migrants and/or their descendants in their activities? E.g. through information and raising awareness initiatives in more languages, translation and language support services etc.	No indication from any of the six main political party homepages on encouragement and support of membership and participation of migrants in their activities.
	Please provide any data on the participation and membership of migrants and their descendants in the political parties, initiatives and movements? (figures or % of party members, % of migrants and/or with migrant background as members, or descriptive data if statistical	<p>64 percent of the respondents with migrant background in the National Integration Barometer's questionnaire (2013) on political participation indicated that they were politically active. In comparison, 86 percent of ethnic Danes were politically active. 67 percent of the respondents in the age group 18-29 years of age and 62 percent of the 30 years old and above were active¹⁶⁵.</p> <p>No data on percentage of members. No official descriptive data is available.</p>

¹⁶⁵ The National Integration Barometer (*Det nationale integrationsbarometer*), (2015), Citizenship, Equal Treatment and Self Determination, (*Medborgerskab, Ligebehandling og Selvbestemmelse i Danmark*), January 2015, pp. 10-11, available at: <https://ast.dk/tal-og-undersogelser/analyser-pa-ministerområdet/integrationsomraadet/medborgerskab-ligebehandling-og-selvbestemmelse>

	data is not available)	
	Are migrants elected as representatives of political parties, initiatives and movements? Please provide figures if available, and report the related legal or practical limitations or barriers, eventually faced.	Yes, politicians with migrant background are elected/nominated as representatives of political parties the legal limitation is only for migrants who are not naturalised and who therefore cannot have for instance spokesman function on national level . In 2007, Nasser Kader a politician with Syrian/Palestinian background established a new party "The New Alliance", (<i>Ny Alliance</i>) ¹⁶⁶ . By going through the political parties' homepages – politicians with migrant background are representing the political party by being a minister or by having a spokesman function ¹⁶⁷ .

3.7.Civic and citizenship education

	The participation of migrants and their descendants (with a distinct linguistic, cultural background) in education:	
	Have teachers of migrant background equal access to employment in education, as teachers? If yes, what is the rate of participation (% of teachers with migrant background at national level)? Are they represented in professional	Teachers irrespective of their race and ethnic origin are protected against discrimination and as such have equal access to employment in education as teachers ¹⁶⁸ . Statistics Denmark annual publication, Migrants in Denmark 2014 contains a section on employment branches and where migrants and their descendants are employed, including employment rates in education. The data is aggregated by gender, migrants from western countries, migrants from non-western countries and ethnic Danes. Data is provided by taking all persons in employment in the identified branches age 16 – 64 years old. For men: Migrants from Western countries: 49,731 persons; non-Western countries: 59, 246 persons and ethnic Danes: 1, 172,648 persons For women: Migrants from Western countries: 42,125 persons; non-Western countries: 52,993 persons and ethnic Danes: 1,108,373 persons ¹⁶⁹

¹⁶⁶ Politiken, *Tidslinje: Ny Alliances storhed og fald* 24. jun. 2008 KL. 10.47, available in Danish at: <http://politiken.dk/indland/politik/politikfakta/ECE529101/tidslinje-ny-alliances-storhed-og-fald/>

¹⁶⁷ We have searched the main political parties homepages represented in the Parliament.

¹⁶⁸ Denmark, Denmark, Ministry of Employment, (*Beskæftigelsesministerie*), The Act on prohibition of differential treatment on the labour market, etc, (*Lov om forbud mod forskelsbehandling på arbejdsmarkedet, m.v.*) consolidated act no 1349 of 16 December 2008, (*LBK nr 1349 af 16/12/2008*), available in Danish at: <https://www.retsinformation.dk/Forms/R0710.aspx?id=122522>

¹⁶⁹ Statistics Denmark, (*Danmarks Statistik*), *Indvandrere I Danmark 2014*, November 2013, available in Danish at: <http://www.dst.dk/da/Statistik/Publikationer/VisPub.aspx?cid=19004>

<p>teacher associations? Please identify limitations, challenges and promising practice.</p>	<p>Percentage of 16-64 year olds employed in teaching branch (2011 and 2014)^{170 171}</p> <table border="1" data-bbox="564 255 1369 465"> <thead> <tr> <th rowspan="2">Gender</th> <th colspan="2">W. Migrants In percent</th> <th colspan="2">Non-W. Migrants In percent</th> <th colspan="2">Ethnic Danes In percent</th> </tr> <tr> <th>2011</th> <th>2014</th> <th>2014</th> <th>2014</th> <th>2011</th> <th>2014</th> </tr> </thead> <tbody> <tr> <td>Males</td> <td>7.5</td> <td>7.4</td> <td>4.5</td> <td>4.8</td> <td>6.3</td> <td>6.4</td> </tr> <tr> <td>Female</td> <td>10.6</td> <td>10.5</td> <td>2.5</td> <td>7.3</td> <td>10.4</td> <td>10.6</td> </tr> </tbody> </table>	Gender	W. Migrants In percent		Non-W. Migrants In percent		Ethnic Danes In percent		2011	2014	2014	2014	2011	2014	Males	7.5	7.4	4.5	4.8	6.3	6.4	Female	10.6	10.5	2.5	7.3	10.4	10.6
Gender	W. Migrants In percent		Non-W. Migrants In percent		Ethnic Danes In percent																							
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Males	7.5	7.4	4.5	4.8	6.3	6.4																						
Female	10.6	10.5	2.5	7.3	10.4	10.6																						
<p>Are there any particular gender issues?</p>	<p>According to the statistics above there are more women employed as teachers than men. The data from 2014 on education shows that 63 percent of all students were women of non-western migrant background taking bachelor level education (nurses, schoolteachers and social workers)¹⁷².</p>																											
<p>Are parents of migrant background actively participating in the school life? Please provide evidence concerning their participation in parents associations, school and community events and extracurricular activities, consultations etc.¹⁷³</p>	<p>The Ministry of Children, Equal Treatment, Integration and Social Affairs, had initiated a project (The project was initiated in 2009 and it ended in 2013) where 110 school life councilors were trained to function as support persons for colleagues, school management on school life cooperation with migrant parents. School-life councillors have special training in conflict solving and mediation. They prepare parents and the schools in meeting with each other begin a cooperation. They provide guidance to the school management, teachers as well as the parents The Ministry has furthermore funded projects in local schools with the aim of strengthening school life cooperation with migrant parents. DKK 56 mill. is allocated to strengthening school life cooperation with migrants parents¹⁷⁴.</p> <p>The local initiatives were evaluated by Theory and Method Centre at UCC University College in 2014. However, the evaluation cannot be found on UCC University Colleges homepage at: https://ucc.dk/forskning/find-projekt</p> <p>No evidence found on migrant parents in parent associations, school and community events and extracurricular activities, consultations etc.</p>																											
<p>Are there extracurricular activities involving and engaging with children and parents of migrant background and/or</p>	<p>There are extracurricular activities involving and engaging with children and parents of migrant background as there are for all children and parents. Such as field trips and class gatherings. According to section 16 of the Act on Public School, 'part of the education can be organised and planned as excursions without sleepover or fieldstrips with sleepover. In sub-section , it is indicate that these activities are considered to an alternative to the normal teaching' (§ 16 c. <i>Dele af undervisningen kan organiseres og tilrettelægges som ekskursioner uden overnatning eller som lejrskoler med overnatning. Stk. 2. Skolerejser med overnatning kan anvendes som et alternativ til den</i></p>																											

¹⁷⁰ Statistics Denmark, (Danmarks Statistik), *Indvandrere I Danmark 2011*, available in Danish at: <http://www.dst.dk/da/Statistik/Publikationer/VisPub.aspx?cid=16209>

¹⁷¹ Statistics Denmark, (Danmarks Statistik), *Indvandrere I Danmark 2014*, November 2013, available in Danish at: <http://www.dst.dk/da/Statistik/Publikationer/VisPub.aspx?cid=19004>

¹⁷² Statistics Denmark, (Danmarks Statistik), *Indvandrere I Danmark 2014*, November 2014, available in Danish at: <http://www.dst.dk/da/Statistik/Publikationer/VisPub.aspx?cid=19004>

¹⁷³ For more information about involving the community in the school life and vice versa please refer also to the findings of the SIRIUS Network <http://www.sirius-migrationeducation.org/>

¹⁷⁴ The Ministry of Children, Equal Treatment, Integration and Social Affairs, (*Ministeriet for børn, ligestilling, integration og sociale forhold*), *Skole hjemssamarbejde med nydanske forældre*, 4 September 2014, available in Danish at <http://sm.dk/arbejdsomrader/integration/nydanske-born-og-unge/skole-hjemssamarbejde-med-nydanske-foraelde> and <http://sm.dk/publikationer/skole-hjemssamarbejde-i-praksis>

		district to send their children to schools with predominantly migrant children ¹⁸⁰ .
	Is there evidence of modifying school curricula and teaching materials can be modified to reflect the diversity of the school population? Is the teacher regular curricula/training dealing with specific reference to immigrants or ethnic minorities and respect/promotion of diversity?	No recent studies. Curriculum for the different subjects is chosen by the individual teachers – it is up to their discretion whether they will use curricula/ training dealing with specific reference to immigrants or ethnic minorities and respect/promotion of diversity. ¹⁸¹
	Are all students – not only of migrant background – targeted and/involved by civic education and activities related to migrant integration at schools?	All students are involved by citizenship education, under the subjects History and Social Sciences. There are also material available for teachers who would like to involve activities related to migrant integration at schools as part of citizen education. ¹⁸²
The implementation of specific measures and initiatives aiming at (the following possible practices on the left is an indicative and non-exhaustive list):		
	Please use the following as indicative list of	In a mail from the Department of Education, Aarhus University, Senior Researcher and Assistant Professor Bergthora Kirtjánsdóttir writes: "Education in Denmark can be characterised to be mainstream education, where language and cultural diversity is neglected. As a point of departure, the provisions in legislation, that target the bilingual

¹⁸⁰No recent research could be identified. Large number of studies and research on the subject in 1990's and beginning of 2000's. An example: Bølling I, (2008), *Normalisering og multikulturelle hensyn – om folkeskolelæreres håndtering af etnisk mangfoldighed*, Aalborg University, available in digital version in Danish in the Danish Institute for Human Rights collection of data for this project.

¹⁸¹ Denmark, The Ministry of Education (*Undervisningsministeriet*) Act on Public Schools (*Folkeskoleloven*) Consolidated Act no. 665 of 20 June 2014 (*LBK nr 665 af 20/06/2014*) available in Danish at: <https://www.retsinformation.dk/pdfPrint.aspx?id=163970>

¹⁸² Ministry of Education, (*Undervisningsministeriet*), 2009, *Fokus på medborgerskabsundervisning i folkeskolen*, available in Danish at: http://uvm.dk/Aktuelt/~/_UVM-DK/Content/News/Udd/Folke/2009/Aug/090826-Fokus-paa-medborgerskabsundervisning-i-folkeskolen

<p>possible practices to report on:</p> <p>Improving the way civic and citizenship education reflect diversity in society through curricular and extracurricular activities. Are there specific programmes helping young people to learn how to live in a society with people from different cultures and religions?</p>	<p>pupils are still the ones from 1970's and 1980's: Danish as second language, that still is offered as if it is a timeless subject in school and education in mother tongue, is deteriorate because number of pupils who have free access to these classes are limited. Intercultural education/multicultural education is totally non-existent. They cannot be found even as concepts. And, racism is a non-existent phenomenon.</p> <p><i>(Undervisningen i Danmark kan karakteriseres ved at være mainstream undervisning, hvor sproglig og kulturel mangfoldighed negligeres. I udgangspunktet har de paragraffer, der er møntet på undervisning af tosprogede elever været de samme som i 70'erne/80'erne; dvs. dansk som andetsprog, som fortsat tilbydes som et timeløst fag i skolen og undervisning i modersmål, som jo er blevet forringet, idet elevgruppen der har fri adgang til den, er blevet begrænset. Interkulturel undervisning/ flerkulturel undervisning er helt fraværende. De findes ikke engang som begreber. Og racisme er et fraværende fænomen.)</i>¹⁸³</p>
<p>Improving the way formal curriculum subjects, e.g. literature, history, etc. promote mutual understanding, respect for ethnic and religious diversity and the common democratic and pluralist values?</p>	
<p>Facilitating equal opportunities in education for children with migrant background?</p>	
<p>Facilitating the</p>	

¹⁸³ Mail from Bergthora Kirtjánsdóttir 13 May 2015.

	involvement, participation and support of parents with migrant background in the educational system and in the school activities?	
	Providing language learning support to students of migrant background?	
	Improving attendance and reducing drop-out of students with migrant background?	
	Improving school and teachers' capacity to embrace, build on and/or manage diversity?	
	<p>In particular, please specify if there are promising practices, including affirmative action / positive action practices designed to tackle structural inequalities</p> <p>Other...</p>	

3.8. Drivers, barriers for the implementation, monitoring and assessment of legislation & policy measures

<p>Previous paragraphs indicated in detail aspects about the actual implementation of participation policies, normative framework and measures. In this section briefly summarize the most important drivers, positive factors and the barriers, resistance or negative factors that have been identified regarding the design, implementation, monitoring and assessment of policy measures and normative framework for the political and social participation of migrants and their descendants. Please base the analysis on governmental and non-governmental reports, as well as research and studies.</p>	<p>In general, there is a focus on migrant parents and their children and their participation in school democracy i.e. for parents to participate in parent meetings, get involved as class representative for the school boards etc. the pupils to be active in pupil councils (<i>elevråd</i>). The Government in cooperation with the municipalities funds measures and initiatives on local level to promote democratic values. Furthermore, the national authorities are keen on developing new methods and tools through innovative projects for promotion of inclusion and participation of migrant is pupils and their parents.^{184 185} The policy and political focus are important drivers. The many tools and development of new methods are also drivers.</p> <p>However, the same drivers could be barriers in that they are not mainstreamed in all policies regarding developing inclusion, civic and citizenship education for all pupils in Danish public schools.¹⁸⁶</p>
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¹⁸⁴For example, Denmark, Ministry of education (*Undervisningsministeriet*) *En folkeskole for alle* available in Danish at: <http://pub.uvm.dk/2003/integration/1.htm>

¹⁸⁵ Denmark, Ministry of children, Gender Equality, Integration and Social Affairs (*Ministeriet for børn, ligestilling, integration og sociale forhold*) *Nye metoder til styrket inddragelse af nydanske forældre i skolen* available in Danish at: <http://sm.dk/filer/arbejdsomrader/integration-og-demokrati/bilag-til-nydanske-born-og-unge/nye-metoder-til-styrket-foraeldreinddragelse.pdf>

¹⁸⁶ Kirtjánsdóttir S B, timm L, (2007) *Tvetunget uddannelsespolitik – dokumentation af etnik ulighed i folkeskolen*, Frederiksberg, Nyt fra Samfundsvidenskaberne pp 227-272 Mikkelsen F, (2008) *Indvandring og Integration* Copenhagen, Akademisk Forlag pp 62- 77

3.9. Use of funding instruments (EIF, ERF, EMIF)

	<p>Please provide briefly information and documented insights about the allocation and distribution of funds aimed at supporting political and social participation, and active citizenship measures for migrants and/or their descendants.</p>	<p>N/A Denmark does not participate due to its reservation to EU regulation on asylum, migration and security. The Danish Government is the primary source of funds for projects related to migrant integration and the second source of funding is the municipalities. Municipalities do receive subsidies from state – but only for initiatives regarding newly arrived refugees. The municipalities fund initiatives to promote integration, by for instance provide access to a place to have an association, provide mother tongue language classes, etc.</p>
<p>In particular provide a breakdown of funding for the relevant actions and measures by area (political participation, social participation and membership, indicating the source of funding (EIF, ERF, national, regional, other funding source) by using the Annex 5</p>		

3.10. Key legal and policy developments, and relevant case law

	<p>In this section, please provide information about developments regarding the above legal and policy instruments concerning participation (political, consultation, membership and association, active citizenship and civic education), including any new legislative or policy initiatives in the framework of migrant integration in the country. Key developments may be new legislation or policies, abolition, update, improvement or reform of existing ones, as well as important case law, court,</p>	<p>No information available.</p>
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	<p>equality body or administrative cases, that have had or may have an impact on the implementation of legal and policy instruments and on the actual situation on the ground, including public debates and perceptions among the native population and migrants. (Use template in Annex 9).</p>	
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4. Social cohesion and community relations

4.1. Social cohesion policies

	<p>Does the national integration legal and policy framework refer to social/community cohesion? Is there a clear definition of social/community cohesion? Please report it here – in original language and in full English translation.</p>	<p>The Danish national legal and policy frameworks primary aim is to ensure that newly arrived foreigners and migrants who have been living in Denmark, become active and contributing members of Danish society. The legal framework mentions that "<...> newly arrived foreigners have the opportunity to make use of their abilities and resources to become active, employed and contributing citizens on equal footing with the rest of the citizens in the societies<...>¹⁸⁷" (<i>§ 1. Lovens formål er at sikre, at nyankomne udlændinge får mulighed for at udnytte deres evner og ressourcer med henblik på at blive deltagende, selverhvervende og ydende medborgere på lige fod med samfundets øvrige borgere i overensstemmelse med grundlæggende værdier og normer i det danske samfund</i>). The municipalities are responsible for developing an individual action plan from which the newly arrived foreigners can begin their integration process by not only providing for the basic need for</p>
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¹⁸⁷ Denmark, Ministry of children, Gender Equality, Integration and Social Affairs (*Ministeriet for børn, ligestilling, integration og sociale forhold*) The Integration Act, Consolidated act no. 1094 of 7 October 2014 Chapter 1, section 1(*Integrationsloven, lovbekendtgørelse nr 1094 af 7. oktober 2014*), available in Danish at: www.lovtidende.dk/Forms/L0700.aspx?s31=10&s19=1094&s20=2014

		<p>housing, income, and Danish language classes but also to introduce the newcomers to the local community.^{188 189}</p> <p>The present Governments policy on integration says in its pamphlet <i>Integration Today</i>¹⁹⁰ that their policy: "<...> is a matter of ensuring that migrants are aware of the rights and responsibilities they have so that migration contributes to the positive development of Danish society" Further on in the text, it states that the government "[Is] concerned [in] the general promotion of democratic values and the activation of civil society, volunteers, private associations and so forth. This is necessary when the aim is to obtain a society with togetherness and mutual understanding and responsibility."¹⁹¹</p> <p>The role of the civil society is underlined in the pamphlet: "The role of civil society in integration Integration in Denmark is by far not solely a matter of governmental and public sector initiatives. Civil society- inter alia in the form of associations and businesses - plays a key role in advancing the integration of migrants in society. Some of the key initiatives which the Government initiates in cooperation with the civil society are as follows:</p> <ul style="list-style-type: none"> • Establishing teams of role models who encourage especially young migrants and descendants to take on education and to strive for jobs in sectors with promising career opportunities. • Strengthening networks and social capital of migrants - for example by promoting participation in local associations and by setting up mentoring schemes. • Creating strategic partnerships with businesses to strengthen integration and to promote diversity management. • Supporting migrant advisory activities at community centres where volunteers assist with home-work, translation of letters from public authorities, introducing migrants to cultural or social activities in the community, and so on. • Setting up local and national dialogue platforms such as municipal integration councils, the National Council for Ethnic Minorities as well as the Diversity Youth Council."¹⁹²
	<p>Are there any specific measures in place to strengthen social cohesion? Please refer to promising practices and examples of</p>	<p>There are a range of activities on national and local level that seek to promote intercultural understanding. The authorities - as the government pamphlet 'Integration today' indicates between the lines- are quite aware that integration of the migrants must succeed because a lack of integration is a not only an economic challenge to the Danish society but also challenges the attitudes towards migrants. In the pamphlet, it is stated: "positive</p>

¹⁸⁸ Denmark, Ministry of children, Gender Equality, Integration and Social Affairs (*Ministeriet for børn, ligestilling, integration og sociale forhold*) The Integration Act, Consolidated act no. 1094 of 7 October 2014 Chapter 1, section 1(*Integrationsloven, lovbekendtgørelse nr 1094 af 7. oktober 2014*), available in Danish at: www.lovtidende.dk/Forms/L0700.aspx?s31=10&s19=1094&s20=2014

¹⁸⁹ Denmark, Ministry of children, Gender Equality, Integration and Social Affairs (*Ministeriet for børn, ligestilling, integration og sociale forhold*) information on Integration plans (*Integrationsplaner*), available in Danish at: <http://sm.dk/arbejdsomrader/integration/integration-af-nye-borgere/integrationsplaner>

¹⁹⁰ Government, Integration in Denmark (2012) available in English at <http://sm.dk/publikationer/integration-in-denmark>

¹⁹¹ Government, Integration in Denmark (2012) available in English at <http://sm.dk/publikationer/integration-in-denmark>

¹⁹² Government, Integration in Denmark (2012) available in English at <http://sm.dk/publikationer/integration-in-denmark>

	<p>challenges. Use the template for promising practices in Annex 7 highlighting the most important and/or successful.</p>	<p>developments have to be ensured in order for Denmark to cope with current challenges of integration and to remain a cohesive yet diverse society".¹⁹³</p> <p>An example of measure to deradicalise youth in detention is the project project 'Deradicalisation - back on track' Through the pilot project 'Deradicalisation - Back on Track', the Danish Prison and Probation Service has cooperated with the Ministry of Children, Gender Equality, Integration and Social Affairs to develop and test a mentor programme intended to support clients of the Prison and Probation Service in finding a way out of their criminal environments and extremist communities. The objective of the mentor programme was to make each individual inmate better at handling everyday situations, problems and conflicts.¹⁹⁴</p> <p>Please see Annex 7 for examples of good practice.</p>
<p>Are there indicators used by authorities to assess, monitor and support social cohesion policies? E.g. social distance, social interaction, intergroup relations, etc. Please provide available relevant data, figures and findings, if any, and present them briefly in the relevant table of the Annex (4).</p>		
	<p>Please outline available research, studies, and surveys about the sense of belonging and identification of migrants and/or their descendants with diverse types of local, regional and national identities. Please summarise briefly key findings and any differentiations by nationality or ethnic origin, gender, age and geographic area.</p>	<p>The former ministry responsible for integration commissioned a survey (2007), on Values and Norms Among Foreigners and Danes (<i>Værdier og normer blandt udlændinge og danskere</i>)¹⁹⁵ and Ethnic Groups Values – A Background Report (<i>Etniske grupper værdier – baggrundsrapport</i>). The reports are based on an interview-based research with 500 respondents from nine different ethnic groups, one of which were ethnic Danes. Ethnic Danes are used at comparators. The respondents were between 18 – 50 years of age. The main conclusions of the survey were:</p> <ul style="list-style-type: none"> - Ethnic minorities have little contact with others than the ethnic group they belong to – this is related to the fact that many live in so called "ethnic enclaves" - Ethnic minorities who are employed have a greater contact with ethnic Danes - 80 percent of the ethnic minorities identify themselves strongly or rather strongly to a Danish identity- and rather low in identification with country of origin/birth – this is especially of the descendants. - Among descendants there is higher a tendency to speak Danish at home than among the first generations - In general there is a high level of acknowledgment of the Danish democratic political system and the Danish welfare societies norms and values among ethnic minorities

¹⁹³ Government, Integration in Denmark (2012) available in English at <http://sm.dk/publikationer/integration-in-denmark>

¹⁹⁴ The Danish Department of Prisons and Probation & the Danish Ministry of Children, Gender Equality, Integration and Social Affairs (June 2014) Deradicalisation - Back on Track, report available in English at: <http://sm.dk/publikationer/back-on-track-a-pilot-project-on-the-prevention-of-radicalisation-1>

¹⁹⁵ Denmark, Ministry of Refugees, Migrants and Integration (*Ministeriet for Flygtninge, Indvandre og Integration*) (2007) Values and Norms Among Foreigners and Danes (*Værdier og normer blandt udlændinge og danskere*), Tænketank om udfordringer for integrationsindstaten i Danmark, the Ministry

		<p>In a study based on the National Integrations Barometers results collected in 2013¹⁹⁶ on questions regarding self-determination (<i>selvbestemmelse</i>) and citizenship (<i>medborgerskab</i>) the conclusions were:</p> <ul style="list-style-type: none"> - There is a positive development in regards to self-determination. The data shows a decrease in ethnic minority youth experience of their parents determining who they should get married to and what they study and who they are allowed to be friends with, - Most ethnic minorities respondents felt perceived themselves as Danes or Danes with migrant background. This perception was especially predominant among female respondents.
	<p>Please indicate legal measures and case law affecting social cohesion and community relations, for example the banning of specific religious or ethnic dress, such as the 'burqa'¹⁹⁷.</p>	<p>Despite the authorities intentions to promote integration of migrants there has since 2001 been a steady tendency to make policies and reform of legislations that could counter the good intentions in particular for young Muslim men¹⁹⁸. There have been several proposals to amend different legislation to be able to monitor, prevent and prepare Denmark against terrorist attacks. Danish Institute for Human Rights (<i>Institute for Menneskerettigheder</i> – DIHR) has been consulted on these proposals. One of the most recent example of such proposals is the amendment of the Act on Danish Security and Intelligence Service and the Act on Customs Duty. By these proposals, the Danish Security and Intelligence Services and the Customs authorities are able to access information regarding passengers in terror cases. DIHR in its legal brief recommends among others, that the amendment to the act ensure that the collection of information on passengers is necessary and proportional in regards to the objective of the prevention and investigation.¹⁹⁹ Legislative proposals and policies to prevent radicalization among Muslim Youths could affect social cohesion. This point cannot be substantiated by any published research but some scientist in the aftermath of terror attacks in Copenhagen 15 February 2015 argued that the increasing focus on Muslims being potential threats to the Danish society's security could be an element that resulted in the young man to commit the crime.²⁰⁰</p>
	<p>Does the action plan or strategy on integration and</p>	<p>The Governments integration policy²⁰¹ mentions on "equal footing with fellow citizens". To promote inclusion the present Government has a focus on combating discrimination based on</p>

¹⁹⁶ The National Integration Barometer (*Det nationale integrationsbarometer*), (2015), Citizenship, Equal Treatment and Self Determination, (*Medborgerskab, Ligebehandling og Selvbestemmelse i Danmark*), January 2015, available in Danish at: <https://ast.dk/tal-og-undersogelser/analyser-pa-ministerområdet/integrationsomraadet/medborgerskab-ligebehandling-og-selvbestemmelse>

¹⁹⁷ Cfr. The notable ECHR case European Court of Human Rights (ECtHR), *S.A.S. v. France*, No. 43835/11, 1 July 2014, available at [http://hudoc.echr.coe.int/sites/eng/pages/search.aspx?i=001-145466#{"itemid":\["001-145466"\]}](http://hudoc.echr.coe.int/sites/eng/pages/search.aspx?i=001-145466#{)

¹⁹⁸ Soei A, (2011) *Vrede Unge Mænd – optøjer og kampen om anerkendelse i et nyt Danmark*. Copenhagen, Tiderne Skifter

¹⁹⁹ Danish Institute for Human Rights (*Institut for Menneskerettigheder*), *Høring over udkast til forslag til lov om ændring af lov om Politiets Efterretningstjeneste og toldloven adgang til oplysninger om flypassagere I terrorsager og skats hindring af oplysninger om flypassagere I forbindelse med toldkontrol*, information available in Danish at: http://menneskeret.dk/monitorering/hoeringssvar?d%5Bvalue%5D%5Byear%5D=2015&field_response_comments_value=All&s=&=Udf%C3%B8r

²⁰⁰ Among others: Berlingkse, Blog by the Chief Editor Lisbeth Knudsen (1 March 2015) *Den uforståelige radikaliserings* available in Danish at <http://lisbethknudsen.blogs.berlingske.dk/2015/03/01/den-uforstaelige-radikalisering/>

²⁰¹ Government, *Integration in Denmark* (2012) available in English at <http://sm.dk/publikationer/integration-in-denmark>

	<p>inclusion of migrants and their descendants address combating racism, xenophobia and intolerance?</p> <p>Are there specific integration/inclusion actions related to racism and intolerance for education and/or for young people? If yes, how are such actions linked to general integration and/or social inclusion and/or cohesion policy? Please provide information on implementation and impact of such plans and refer to any assessment of their impact?</p>	<p>race and ethnic origin. They have established new unit The Anti-Discrimination Unit (<i>Anti-diskriminationsenheden</i>) to carry out analysis on issues regarding discrimination based on race and ethnic origin, to contribute to awareness campaigns to combat discrimination and other initiatives to promote ethnic equal treatment.²⁰²</p> <p>As mentioned in section 3.7. It is up to the particular school and the teacher to decide which areas the different subjects should cover.²⁰³ For instance, it is up to the teacher in the subject such as 'history' or 'social studies' to also include education on racism and intolerance. This is in particular true in grades 7th – 9th grade. There are no plans as such other than the plans the teachers make for their classes and therefore no reference to any assessment of their impact could be found.</p>
	<p>Please provide information about state and non-state responses via positive measures, campaigns, partnerships involving migrants and communities. Please provide information only about those actions that focus on migrants and on <u>prevention</u> and promotion of peaceful living together and integration as mutual accommodation combatting racism and intolerance. Please outline any assessment about</p>	<p>The authorities, such as the Anti-Discrimination Unit (<i>Anti-diskriminationsenheden</i>), the Ministries, such as the Ministry for Children, Gender Equality, Integration and Social Affairs (<i>Ministereriet for børn, ligestilling, integration and social affairs</i>), national authorities such as the Danish Institute for Human Rights (<i>Institut for Menneskerettigheder</i>), local authorities such as the city councils, schools and civil society have or have had initiatives, programmes and cross cutting partnerships to combat discrimination, and promotion of peaceful coexistence. There is no available total assessment about their impact – but some of them have been evaluated – often by the authority or the responsible body itself. Some examples have been provided in Annex 7.</p>

²⁰² More information on the Anti-discrimination Unit (*Anti-diskriminationsenheden*) available in Danish at:

<https://ast.dk/om-ankestyrelsen/organisation/antidiskriminationsenheden>

²⁰³ Denmark, The Ministry of Education (*Undervisningsministeriet*) Act on Public Schools (*Folkeskoleloven*) Consolidated Act no. 665 of 20 June 2014 (*LBK nr 665 af 20/06/2014*) available in Danish at:

<https://www.retsinformation.dk/pdfPrint.aspx?id=163970>

	<p>their impact and identify any relevant promising practice. (Use the template for promising practices in Annex 7).</p>	
<h2 style="margin: 0;">4.2. Combatting racism and intolerance</h2>		
	<p>Are there any policy measures, initiatives and practices to accommodate for ethnic or religious differences, for example in regard to sharing public space, such as swimming pools at local level?</p> <p>Identify any promising practices encouraging social interaction and contacts of people of different backgrounds at local level (use the template for promising practices in annex 7).</p>	<p>The Act on Ethnic Equal Treatment (<i>Lov om etniske ligestillinger</i>) prohibits discrimination based on race and ethnic origin in accordance to EU 2000/ 43/EC and 2000/78/EC within and outside of labour market. Discrimination based on religion is covered only inside the labour market unless religion indirectly is the cause for ethnic discrimination. There are examples where a municipality has allocated a time slot where for example ethnic minority women can use the swimming pools without the presence of men. There are also examples of measures in other areas of life to encourage a greater participation of ethnic minorities and thereby interaction and contact people of different backgrounds. One such example is on the housing area where the Government and the local authorities together with social housing organisations and housing boards (there are boards in all social housing complexes - members are democratically elected by the people who live in social housing in specific area) cooperate to 1) ensure a better demographic, social and ethnic balance of the residence to prevent "ghettos" 2) prevent criminality and conflicts. An assessment report on the different measures taken in social housing sector have had an impact as the ethnic and social demography has changed.²⁰⁴ However, an analysis of the legislation in the housing area regarding these measures made by the Danish Institute for Human Rights (<i>Institut for Menneskerettigheder</i>) shows that there are issues regarding equal access to housing based on race and ethnic origin and economic status. These indications cannot be substantiated fully due to lack of disaggregated data. The Institute has recommended the Government to monitor the area by collecting annual data that is disaggregated based on gender, migrant and their descendants and economic status.²⁰⁵ The Danish Team could not identify any recent concrete measures, initiatives or programs targeting migrants at building trust in public institutions</p>
	<p>Please indicate concrete measures, initiatives or programmes targeting migrants</p>	

²⁰⁴ The Danish National Centre for Social Research -SFI, (Det Nationale forskningscenter for Velfærd SFI)

¹Udlejningsredskaber i almene boligområder – en analyse af brugen af effekterne af udlejningsredskaber i almene boliger’, 12:05 2012,SFI pp 18-21.

²⁰⁵The Danish Institute for Human Rights (Institut for Menneskerettigheder) The Right to Housing – Status 2014 -15 (Retten til bolig - status 2014-15), Institut for Menneskerettigheder,(2015) available in Danish at: <http://menneskeret.dk/udgivelser/retten-bolig-status-2014-15>

	<p>and/or descendants aiming at building trust in public institutions, especially at local level. E.g. campaigns, opening doors and reaching out to citizens, social centres, informal collective bodies, cultural events etc.</p> <p>Please provide notable examples of promising practice (use the template for promising practices in annex 7).</p>	
	<p>Are there any specific ethical or other guidelines or rules concerning the language used by media or journalists, when writing about migrants and/or their descendants? In this case, please provide briefly information about actual application of such rules and challenges.</p>	<p>No – there are no specific or other guidelines or rules.</p>

4.3.Mixed marriages

	<p>Mixed marriages is often used as an index for social distance and integration or, even, assimilation. Mixed (citizenship) marriages are defined as those where one of the</p>	<p>The only rule that directly affects the ability of a Danish citizen to marry a third country national is the requirement that a Notice of Marriage must be submitted beforehand, requiring additional documentation compared to a marriage between two Danish citizens²⁰⁶.</p> <p>Additional rules exist in the Aliens act governing whether or not a third country national can be allowed residence in Denmark after marrying a Danish citizen²⁰⁷. The rules in § 9 of the act are as follows:</p>
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²⁰⁶ Denmark, Guide to Citizens (*Borger.dk*), information available in Danish at:

<https://lifeindenmark.borger.dk/Pages/default.aspx>
<https://www.borger.dk/Sider/betingelser-for-aegteskab.aspx>

²⁰⁷ Denmark, The Danish Aliens Act, Consolidated act no. 863 of 25 June 2013 (Udlændingeloven, lovbekendtgørelse nr. 863 af 25. juni 2013), available in Danish at: <https://www.retsinformation.dk/Forms/R0710.aspx?id=164258>.

	<p>spouses has foreign citizenship and the other has national citizenship (including registered partnerships, common-law marriages). Please indicate legal limitations, if any, for marriages between nationals and foreigners, e.g. for asylum seekers, third country nationals, etc. Do these limitations result in practical barriers?</p>	<ul style="list-style-type: none"> • Both spouses must be at least 24 years old • The combined attachment to Denmark for both spouses must be greater than the attachment to any other country. This does not apply if the Danish resident has been a Danish citizen for more than 26 years. • The third country national spouse must pass a Danish language test no later than 6 months after being allowed residence • The Danish citizen must be able to provide for him- or herself as well as the third country national spouse. • A collateral of DKK 50.000 must be paid to help cover for potential future public expenditures. • That the couple already have the use of a home of a suitable size. • That there is no doubt, that the marriage was not enacted against the wishes of one of the spouses. • That there are no specific reasons to assume, that the marriage was enacted with the specific purpose of obtaining legal residence in Denmark • The Danish resident spouse must reside in Denmark permanently. • The Danish resident spouse must not have been convicted of violence or other similar crimes against a former spouse within the last 10 years. • Both spouses must sign a statement agreeing to participate actively in the integration of the third country national spouse and any future children.
	<p>Are there any official or non-official data and information on mixed marriages (between nationals and people with another citizenship)? Please provide % proportions on the total number of marriages in a given period, as well as data –</p>	<p>Statistics Denmark track marriages between people of Danish origin and migrants and descendants. These numbers may not be identical to numbers of marriages between Danish citizens and third country nationals.</p> <p>In 2014, 2584 migrants were married to people of Danish origin and 251 descendants of migrants were married to people of Danish origin²⁰⁸.</p> <p>In comparison, the total number of marriages in Denmark in 2014 was 28.331²⁰⁹.</p>

²⁰⁸ Statistics Denmark (*Danmarks Statistik*), information available in Danish at: <http://www.statistikbanken.dk/statbank5a/SelectOut/PxSort.asp?file=2015325132427155653739VIE4&PLanguage=0&MainTable=VIE4&MainTablePretext=Vielser%20mellem%20to%20af%20forskelligt%20k%F8n&potsize=2> and <http://www.statistikbanken.dk/statbank5a/SelectOut/PxSort.asp?file=2015325132541155653739VIE4&PLanguage=0&MainTable=VIE4&MainTablePretext=Vielser%20mellem%20to%20af%20forskelligt%20k%F8n&potsize=2>

²⁰⁹ Statistics Denmark (*Danmarks Statistik*), information available in Danish at: <http://www.statistikbanken.dk/statbank5a/SelectOut/PxSort.asp?file=201532513290155653739BEV3C&PLanguage=0&MainTable=BEV3C&MainTablePretext=Vielser%20og%20skilsmisser&potsize=1>

	where available - about ages, country of origin/birth of migrant spouses.	
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Annex 2: National and regional level action plans on integration

National / regional level <i>(specify region)</i>	Year of the first edition and Year of latest update <i>(e.g.</i> <i>First edition: 2004, Most recent update: 2011)</i>	Responsible ministry – public authority – reference details <i>(URL – links)</i>	Target groups <i>Identify migrant and refugee groups as beneficiaries (e.g. on the basis of their residence status)</i>	Main aims, actions and activities foreseen in the focus areas – link to fundamental rights <i>[provide both key dimensions and specific actions and aims of the policy instruments in each focus area (use a different row for each focus area if needed)]</i>	Targeting general population? Yes/No – explanatory comments where needed	Insert here definition of integration (in EN) if any. Alternative: Indicate the core aim/objective of the NAP related to social inclusion and/or integration of migrants
National	2012	Ministry of Children, Equal Treatment, Integration and Social Affairs	All migrants and/or their descendants (including refugees)	Seven areas: <ul style="list-style-type: none"> • Control integration efforts better and have more integration for money • Strengthen reception of newly arrived foreigners • Ensure that more new Danes come in employment • Lifting ethnic minority children's performance in school and training • Strengthening citizenship, equal opportunities and gender equality and combat social control and parallel legal doctrines • Turn the tide in the disadvantaged housing estates • Prevent non-ethnic children and young people are 	Yes – the policy is part of the Government's work programme that is of public interest.	Definition of integration is found in the Act on Integration section : "ensure that newly arrived aliens will be given the opportunity to utilize their skills and resources in order to be participating, self-employed and performance fellow citizens on an equal footing with other citizens in accordance with the society's fundamental values and norms of Danish society".

				marginalized and in some cases end up in crime.		
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Annex 4: Indicators monitoring migrant integration - social inclusion/cohesion

N.	Indicator	Definition	Legal frame / policy target ²¹⁰	Data source	Periodicity	Reference / Comments
1	Employment	1.1 Employment gap between 25 – 64 year old immigrants and their descendant's with non-western origin and persons with Danish origin.	More migrants and their descendant's with non-western origin have to be employed	Statistics Denmark	Annually/ when new data available	Indicators are collected on both national and municipality level. Statistics Denmark's definition of immigrants and their descendants from non-western origin: The statistics on immigrants and their descendants were introduced in 1991. The concepts were introduced to make it possible to give information on population with foreign background, incl. parents and the person was born abroad, the person is also defined as an immigrant. • A descendant is defined as a person born in Denmark whose parents (or one of them if there is no information on the other parent) are either immigrants or descendants with foreign Citizenship. If there is no available information on either of the parents and the person in question is a foreign citizen, the person is also defined as a descendant.

²¹⁰ The National Appeals Board, (*Ankestyrelsen*), The National Integration Barometer, (*Det Nationale Integrations Barometer*), information available in Danish at: <http://integrationsbarometer.dk/det-nationale-integrationsbarometer/de-ni-malssaetninger.dk>

						<p>The statistics on immigrants and their descendants include information on country of origin, Citizenship, place of birth, sex, age and place of living.</p> <p>Statistics Denmark, (<i>Danmarks Statistik</i>), information available in English at: http://www.dst.dk/en/Statistik/dokumentation/declarations/immigrants-and-descendants-1-january/statistical-presentation.aspx</p> <p>The National Appeals Board, (<i>Ankestyrelsen</i>), The National Integration Barometer, (<i>Det Nationale Integrations Barometer</i>), information available in Danish at: http://integrationsbarometer.dk/det-nationale-integrationsbarometer.dk</p>
2	Education	<p>2.1 Share of immigrants (arrived to Denmark as 0-12 year olds) and their decedents with non-western origin , who have score grade 2 or above on 9th grade graduating exams in written Danish and maths</p> <p>2.2 Share of immigrants (arrived to Denmark as 0-12 year olds) and their decedents with non-western origin , who have successfully finished a youth education (e.g. high school, technical school)</p> <p>2.3 Share of 25 -39 year old immigrants (arrived to Denmark as 0 – 12 year olds) and their</p>	More migrant and their descendant's with non-western origin have to successfully finish a youth education	Statistics Denmark	Annually/when new data is available	<p>Indicators are collected on both national and municipality level.</p> <p>The National Appeals Board, (<i>Ankestyrelsen</i>), The National Integration Barometer, (<i>Det Nationale Integrations Barometer</i>), information available in Danish at: http://integrationsbarometer.dk/det-nationale-integrationsbarometer.dk</p>

		descendants with non-western origin, who have successfully finished a higher education				
3	Danish education	<p>3.1 Share of immigrants (arrived to Denmark as 0-12 year olds) and their descendant's with non- western origin, who score grade 2 or above at 9th grade graduating exams in oral Danish and spelling</p> <p>3.2 Share of immigrants and their descendants with non-western origin, who do not experience or experience very little difficulties with their Danish language abilities</p> <p>3.3 Share of participants covered by the scope of the integration program, who successfully pass a Danish language test within three years after they began Danish language classes</p>	More migrant have to learn Danish	<p>3.1 Denmark</p> <p>3.2 Questionnaire</p> <p>3.3 Danish Education database at the National Appeals Board</p>	Annually/When new data is available	<p>Indicators are collected on both national and municipality level.</p> <p>The National Appeals Board, (<i>Ankestyrelsen</i>), The National Integration Barometer, (<i>Det Nationale Integrations Barometer</i>), information available in Danish at: http://integrationsbarometer.dk/det_nationale-integrationsbarometer.dk</p>
4	Citizenship	<p>4.1 Share of immigrants and their descendant's with non-western origin, who experience that persons with immigrant's background are acknowledged for their efforts</p> <p>4.2 Share of immigrants and their descendant's with non-western origin, who member of an association</p> <p>4.3 Share of immigrants and their descendant's with non-western origin, who are politically active</p>	More migrants and their descendant's with non-western origin should feel that they are included in the Danish society and participate in the society	<p>4.1 Questionnaire</p> <p>4.2 Questionnaire</p> <p>4.3 Questionnaire</p>	Annually/When new data is available	<p>Indicators are collected on both national and municipality level.</p> <p>The National Appeals Board, (<i>Ankestyrelsen</i>), The National Integration Barometer, (<i>Det Nationale Integrations Barometer</i>), information available in Danish at: http://integrationsbarometer.dk/detnationale-integrationsbarometer.dk</p>
5	Equal treatment	5.1 Share of immigrants and their descendant's with non-western origin, who experience discrimination on the ground of race and ethnic origin	Fewer migrants and their descendant's with non-western	5.1 Questionnaire	Annually/When new data is available	<p>Indicators are collected on both national and municipality level.</p> <p>The National Appeals Board, (<i>Ankestyrelsen</i>), The National Integration Barometer, (<i>Det</i></p>

			origin should experience differential treatment			Nationale Integrations Barometer), information available in Danish at: http://integrationsbarometer.dk/det-nationale-integrationsbarometer.dk
6	Self-determination	6.1 Share of 18-29 year old immigrants and their descendant's with non-western origin, who are limited by their families in their freedom and right to self-determination when choosing a partner 6.2 Share of 18-29 year old immigrants and their descendant's with non-western origin, who are limited by their families in their freedom and right to self-determination when choosing an education or friends 6.3 Share of 18-29 year old immigrants and their descendant's with non-western origin, who do not agree with gender equality	Fewer migrants and their descendant's with non-western origin should experience limitation to their self-determination	6.1-3 Questionnaires	Annually/ when new data is available	Indicators are collected on both national and municipality level. The National Appeals Board, (Ankestyrelsen), The National Integration Barometer, (Det Nationale Integrations Barometer), information available in Danish at: http://integrationsbarometer.dk/det-nationale-integrationsbarometer.dk
7	Self-reliance	7.1 The gap in economic self-reliance between 16-66 year old full time persons on public social welfare among immigrants and their descendants' with non-western origin and persons with Danish origin	Fewer migrants and their descendant's with non-western origin relying on public social welfare	7.1 Jobmeasures.dk (Jobindsats.dk)	Annually/ when new data is available	Indicators are collected on both national and municipality level. The National Appeals Board, (Ankestyrelsen), The National Integration Barometer, (Det Nationale Integrations Barometer), information available in Danish at: http://integrationsbarometer.dk/det-nationale-integrationsbarometer.dk
8	Vulnerable housing areas	8.1 Number of vulnerable housing areas	Fewer vulnerable housing areas	8.1 Data collection by Statistics Denmark on behalf of	Annually	Indicators are collected on both national and municipality level. The National Appeals Board, (Ankestyrelsen), The National Integration Barometer, (Det

				Ministry of Housing, Urban and Rural Affairs		Nationale Integrations Barometer), Information available in Danish at: http://integrationsbarometer.dk/det-nationale-integrationsbarometer.dk
9	Criminality	9.1 Share of 15 – 20 year old among immigrants and their descendant's with non-western origin, who are convicted for violating criminal law	Fewer migrants and their descendant's with non-western origin committing crime	9.1 Statistics Denmark	Annually	Indicators are collected on both national and municipality level. The National Appeals Board, (Ankestyrelsen), The National Integration Barometer, (Det Nationale Integrations Barometer), information available in Danish at: http://integrationsbarometer.dk/det-nationale-integrationsbarometer.dk

Annex 5: Use of funding instruments

Table 1 - European Integration Fund (EIF)

N/A Denmark does not participate due to its reservation to EU regulation on asylum, migration and security.

Table 2 - European Refugee Fund (ERF) aiming at integration of beneficiaries of international protection

N/A Denmark does not participate due to its reservation to EU regulation on asylum, migration and security.

Annex 7: Promising practices

Thematic area	Equality and non-discrimination
Title (original language)	Stemplet App
Title (EN)	„Branded“ App
Organisation (original language)	Københavns Kommune
Organisation (EN)	Municipality of Copenhagen
Government / Civil society	Government
Funding body	Municipality of Copenhagen
Reference (incl. url, where available)	http://app.kksites.reload.dk/node/24
Indicate the start date of the promising practice and the finishing date if it has ceased to exist	23 October 2014
Type of initiative	App for mobile phones, designed to allow users to register cases of discrimination and hate crimes
Main target group	Citizens of Copenhagen
Indicate level of implementation: Local/Regional/National	Local
Brief description (max. 1000 chars)	The App has information on how to file complaints with the police and equality bodies if the user experiences discrimination or suffers a hate crime and also allows anonymous registration for purposes of statistical analysis.
Highlight any element of the actions that is transferable (max. 500 chars)	Copenhagen Municipality is currently working with the Danish Institute for Human Rights to broaden the reach of the App beyond the municipality, possibly going so far as to cover all of Denmark.
Give reasons why you consider the practice as sustainable (as	The data provided by the App will only become more useful over time as more citizens of Copenhagen download it on to their mobile phone.

opposed to 'one off activities')	
Give reasons why you consider the practice as having concrete measurable impact	It is unclear whether the App has had impact as of yet, but in time, it will allow users to quickly and easily contact the relevant authorities in case of discrimination
Give reasons why you consider the practice as transferrable to other settings and/or Member States?	The App uses a GPS-module to pinpoint where the incident took place. Using this module, the App can easily be scaled to include the entire country or other locales.
Explain, if applicable, how the practice involves beneficiaries and stakeholders in the design, planning, evaluation, review assessment and implementation of the practice.	N/A
Explain, if applicable, how the practice provides for review and assessment.	N/A

Thematic area	Racism, xenophobia and related intolerance
Title (original language)	Exit-program for radikaliserede unge
Title (EN)	Exit-programme for radicalized youth
Organisation (original language)	Århus kommune
Organisation (EN)	Århus municipality
Government / Civil society	Government
Funding body	Århus municipality
Reference (incl. url, where available)	http://www.aarhus.dk/~media/Dokumenter/MBU/VI/SSP-DTO/Radikalisering/Status---Forebyggelse-af-radikalisering-i-Aarhus---2014.pdf

Indicate the start date of the promising practice and the finishing date if it has ceased to exist	Started January 2007. Transferred to joint ownership with local police in 2011. Revamped in 2014.
Type of initiative	Programme designed to help young people in Århus municipality leave radical religious groups. The program works by offering council and guidance to persons considering travelling to Syria to participate in the active conflict, as well as to their next of kin, and also to provide council, contact with potential mentors and medical assistance to those who have gone to Syria and returned to Denmark.
Main target group	Young people in Århus municipality, particularly muslims
Indicate level of implementation: Local/Regional/National	Local
Brief description (max. 1000 chars)	Exit-programmes are common in most parts of the country and are used in gang-conflicts, against right-wing hate groups and against religious extremism. The programme in Århus municipality is unique in that it recognizes that discrimination can be a leading cause behind young muslim men being pushed into religious extremism. Preventing discrimination thus becomes part of the greater preventative effort against the radicalization of the youth in Århus.
Highlight any element of the actions that is transferable (max. 500 chars)	The program relies on the contact between local police and at-risk youth groups, so it is likely that a national program will not be pursued. Instead, it is a possibility that more municipalities will start their own local versions of the program if Århus municipality has a positive experience with theirs.
Give reasons why you consider the practice as sustainable (as opposed to 'one off activities')	The programme consists of a mix of short-term and long-term efforts, including early prevention and extraction.
Give reasons why you consider the practice as having concrete measurable impact	Many parts of the programme require the young people in question to consent to participate in order to receive guidance and practical assistance. As such, the participation demonstrates that the programme appeals to at least some of the young people in question.
Give reasons why you consider the practice as transferrable to other settings and/or Member States?	The programme is similar to other programmes combatting radicalism, but through working with the police and the local schools, additional effort has been put into early preventative measures otherwise not considered in comparable programmes.
Explain, if applicable, how the practice involves beneficiaries	N/A

and stakeholders in the design, planning, evaluation, review assessment and implementation of the practice.	
Explain, if applicable, how the practice provides for review and assessment.	N/A

Thematic area	Asylum and borders; migration and integration
Title (original language)	www.dengodemodtagelse.dk
Title (EN)	‘The good reception’
Organisation (original language)	Røde Kors, Kommunernes Landsforening og Ministeriet for Børn, Ligestilling, Integration og Sociale Forhold
Organisation (EN)	The Danish Immigration Service (<i>Udlændingestyrelsen</i>), the Red Cross (<i>Røde Kors</i>), the Local Government Denmark (<i>Kommunernes Landsforening</i>) and the Ministry of Children, Gender Equality, Integration and Social Affairs (<i>Ministeriet for Børn, Ligestilling, Integration og Sociale Forhold</i>)
Government / Civil society	Mixed (the website is a close cooperation between the organisations listed above, but the ministry has coordinated the project ²¹¹).
Funding body	Ministry of Children, Gender Equality, Integration and Social Affairs
Reference (incl. url, where available)	www.dengodemodtagelse.dk
Indicate the start date of the promising practice and the finishing date if it has ceased to exist	26 June 2014
Type of initiative	Website

²¹¹ Information provided by the Ministry of Children, Gender Equality, Integration and Social Affairs by telephone on 25 November 2014.

Main target group	All actors involved in receiving new refugees ²¹²
Indicate level of implementation: Local/Regional/National	Local
Brief description (max. 1000 chars)	The website aims at being a tool for actors involved in the integration of new refugees into Danish society. The website aims at strengthening and ease the cooperation between the actors regarding transferring the refugees from the asyl centre to the municipality. ²¹³
Highlight any element of the actions that is transferable (max. 500 chars)	Setting up a website to function as a tool for actors involved in the integration of new refugees into Danish society and strengthen and ease the cooperation.
Give reasons why you consider the practice as sustainable (as opposed to 'one off activities')	The goal of the website is to strengthen and ease the cooperation between involved actors in the reception of new refugees.
Give reasons why you consider the practice as having concrete measurable impact	It can in future evaluations be measured if the information on the website has helped the actors involved.
Give reasons why you consider the practice as transferrable to other settings and/or Member States?	The website/portal is not dependent on a Danish context. When relevant actors and a list of areas where easier access to information is needed has been identified, the website can be set up in other Member States.
Explain, if applicable, how the practice involves beneficiaries and stakeholders in the design, planning, evaluation, review assessment and implementation of the practice.	The website is a close cooperation between both representatives from relevant actors, which has also participated in the development of the website. ²¹⁴
Explain, if applicable, how the practice provides for review and assessment.	The website will regularly be updated and new information will be added when necessary. ²¹⁵ An evaluation based on information from the users will be conducted in the future. ²¹⁶

²¹² Information available in Danish at: <http://dengodemodtagelse.dk/om-den-gode-modtagelse>.

²¹³ Information available in Danish at: <http://dengodemodtagelse.dk/om-den-gode-modtagelse>.

²¹⁴ Information provided by the Ministry of Children, Gender Equality, Integration and Social Affairs by telephone on 25 November 2014.

²¹⁵ Information available in Danish at: <http://dengodemodtagelse.dk/om-den-gode-modtagelse>.

²¹⁶ Information provided by the Ministry of Children, Gender Equality, Integration and Social Affairs by telephone on 25 November 2014.

Thematic area	Racism, xenophobia and related intolerance
Title (original language)	Træning af politiet til bekæmpelse af hadforbrydelser
Title (EN)	Police training for the elimination of hate crimes
Organisation (original language)	Institut for Menneskerettigheder
Organisation (EN)	Danish Institute for Human Rights
Government / Civil society	Government
Funding body	Danish Institute for Human Rights and The Danish Security and Intelligence (<i>Politiets Efterretningstjeneste-PET</i>)
Reference (incl. url, where available)	N/A
Indicate the start date of the promising practice and the finishing date if it has ceased to exist	The training took place in 2009, 2010 and 2012 with more expected to follow.
Type of initiative	Training police officers to better track, register and help fight hate crimes
Main target group	Police officers in Denmark
Indicate level of implementation: Local/Regional/National	The training was done locally but the program works nationally
Brief description (max. 1000 chars)	<p>The Danish Institute for Human Rights (DIHR) has implemented several initiatives in relation to combating discrimination on grounds of sexual orientation and gender identity. The initiatives include police training, hate crime campaigns and the development of a database for registration of hate crimes and acts of discrimination.</p> <p>In order to enhance the knowledge of hate crime by key actors, several training courses have been offered to police officers, as well as civil society. As part of an EU funded project, "Tracing and Tackling Hate Crimes against LGBTs", a two-day training course in hate crime was organised for 20 police officers from Copenhagen. In addition to this training, all police districts were offered a compulsory one-day training in the handling of hate crime. The Danish Security and Intelligence Service (<i>Politiets Efterretningstjeneste-PET</i>) implemented the training in cooperation with the DIHR. The focus of the training was how to spot and handle hate crimes, and consisted of an introduction to hate crimes and human rights, handling of cases and victim perspectives. Apart from DIHR, Copenhagen Police and the Danish Prosecution Service participated as teachers. The training was compulsory for the police districts. As a follow-up to the above-</p>

	mentioned training, Funen police in cooperation with the Danish National Police College furthermore trained 250 Funen police officers in the handling of hate crimes.
Highlight any element of the actions that is transferable (max. 500 chars)	Investigations revealed flaws in how the Danish police handled potential hate crimes. Should these issues surface elsewhere, similar solutions could be used.
Give reasons why you consider the practice as sustainable (as opposed to 'one off activities')	As the Danish police force is ever changing, continuous training efforts are not only preferable but indeed necessary to maintain the level of awareness of how best to help victims of hate crimes.
Give reasons why you consider the practice as having concrete measurable impact	One of the aspects of the training was assisting police officers to identify and register a given event as a hate crime. In time, this should hopefully mean that a larger part of violent crime in Denmark is registered as a hate crime, for reasons of increased registration rather than increased occurrence.
Give reasons why you consider the practice as transferrable to other settings and/or Member States?	The program is transferable insofar as police forces in other states have the same need to be aware of hate crimes, put in place measures to help victims in registering hate crimes and to pursue cases of hate crimes, acknowledging that hate crimes have dire effects on communities who are vulnerable to such crimes.
Explain, if applicable, how the practice involves beneficiaries and stakeholders in the design, planning, evaluation, review assessment and implementation of the practice.	N/A
Explain, if applicable, how the practice provides for review and assessment.	N/A

Annex 8: Discrimination complaints submitted to Equality Bodies

Table 3 – Numbers of discrimination cases on any ground submitted by third country nationals (TCNs) in 2014*

Number of cases (report the 10 Largest nationality group that submitted a complaint by the end of 2014)	Grounds								
	Racial or ethnic origin	Nationality (where applicable)	Race / skin colour	Religion / faith/ belief	disability	gender	Sexual orientation / gender identity	age	other
418 total cases in 2013 ²¹⁷	At least 36	-	-	-	At least 20	At least 129	-	At least 58	At least 20
No information on nationality of complainants. ²¹⁸									

²¹⁷ Denmark, The Board of Equal Treatment (Ligebehandlingsnævnet) (2014), 'Årsberetning 2013', page 22. Annual report, august 2014, available in Danish at: <http://ast.dk/publikationer/arsberetning-ligebehandlingsnaevnet-2013>

²¹⁸ The above annual report contains information on the total number of submitted cases in 2013, but does not include information on how this number is split with regards to the different grounds. Only the number of decided cases is split into the different of grounds. A total of 263 cases were decided upon in 2013.

Table 4 - Outcome of discrimination cases on grounds of ethnic origin submitted by third country nationals*

Competent Body (e.g. Equality Body, Administrative court etc.)	Outcome						
	Pending from previous years	Pending – submitted in 2014	Established discrimination	Shift of the burden of proof applied	Successful mediation – restoring rights/fairness – sanctions applied	Unsuccessful mediation	Not admissible (formal admissibility / withdrawal reasons)
The Board of Equal Treatment ²¹⁹	N/A	N/A	5	5	N/A	N/A	6
No Danish court cases in 2010-2015 listed ²²⁰							

²¹⁹ Denmark, The Board of Equal Treatment (Ligebehandlingsnævnet) (2014), ‘Årsberetning 2013’, page 22. Annual report, august 2014, available in Danish at: <http://ast.dk/publikationer/arsberetning-ligebehandlingsnaevnet-2013>

²²⁰ Karnov Group, UfR (*Ugeskrift for Retsvæsen*). Available in Danish at: <http://www.karnovgroup.dk>

Annex 9: Case law – max 5 leading cases

Thematic area	Discrimination
Decision date	13 August 2014
Reference details	Board of Equal Treatment decision 139 of 2014.
Key facts of the case (max. 500 chars)	The Danish football club FC Copenhagen annulled a number of ticket purchases for its Champions League group stage games in 2013 based on the last names of the purchasers. The game was to be played against a Turkish football club. The complainant had bought his tickets together with his brothers to three games played on home base. Friday 30 August the complainant together with a number of others, who similar to the complainant had "foreign ringing" names, were contacted by the Danish club where the tickets were bought with a message saying that their tickets were of security reasons annulled.
Main reasoning/argumentation (max. 500 chars)	<p>The club argued that these annulments happened for security reasons, to avoid away team fans buying tickets for seats in sections reserved for home team fans. They had the name of the complainant and others on their registry of who has bought tickets. The Club further explained that on their home page it says in English "<i>Tickets for away team supporters cannot be purchased on this site. Away team supporters should contact their won club for tickets. The Club reserves the right to cancel ticklets bought by away team supporters to sections other than those reserved for the away team.</i>"</p> <p>The complainant argued that this was discrimination on the grounds of ethnic and national origin and that there was other, less discriminatory ways of ensuring the safety and security of all involved. The name of the complainant was not ethnic Danish.</p>
Key issues (concepts, interpretations) clarified by the case (max. 500 chars)	N/A
Results (sanctions) and key consequences or implications of the case (max. 500 chars)	The Board of Equal Treatment ruled that the complainant had his tickets cancelled due to his name and they indirectly discriminated on grounds of race and ethnic origin. The Board found that FC Copenhagen had been discriminatory in their practice, though no compensation was awarded ²²¹ .
Key quotation in original language and translated	N/A

²²¹ Denmark, The Board of Equal Treatment (*Ligebehandlingsnævnet*) (2014), Decision 139 of 2014, available in Danish at: <http://ligebehandlingsnaevnet.dk/naevnsdatabase/afgoerelse.aspx?aid=1480&type=Afgoerelse>

into English with reference details (max. 500 chars)	
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Thematic area	Citizenship
Decision date	13 September 2013/ 1 April 2015
Reference details	U.2013.3328H/ International Covenant on Civil and Political Rights (CCPR/c/113/D/2010)
Key facts of the case (max. 500 chars)	Complainant A had brought a case before the courts after being rejected in his request for Danish citizenship. He did not fulfil the Danish language aptitude requirement but had sought dispensation from the rule on the grounds that he suffered from PTSD that prevented him from learning enough Danish to pass the test. The courts initially ruled that he had no grounds to file a complaint as citizenship decisions are made, ultimately, by the Danish Parliament, which is protected against legal action by the Danish constitution.
Main reasoning/argumentation (max. 500 chars)	A's attorney argued that, despite the protections of the decision-making process of the Danish Parliament enshrined within the Danish constitution, A still had the right to file suit on the grounds of international law as the protection within the Danish constitution does not prohibit legal action in such situations, but rather, limits conventional legal action with regards to legislative work, which the process of citizenship application review falls under.
Key issues (concepts, interpretations) clarified by the case (max. 500 chars)	Essentially, the Danish constitution does not open up an avenue of legal action on its own, but it also does not block legal action taken on the grounds of breach of various international law instruments, including certain human rights conventions.
Results (sanctions) and key consequences or implications of the case (max. 500 chars)	<p>The Supreme Court of Denmark ruled in favour of A, allowing him to have his case retried on the substantive matter before a lower court.</p> <p>The case is important as it opens up the possibility of future citizenship applicants bringing their cases before the Danish courts, should they be rejected by either the Ministry of Integration or the Danish parliament. As of May 2015, this is the only major citizenship case ruled on in recent Danish legal history, but more are likely to follow as a direct result of it.</p> <p>CCRS view of the case:</p> <p>7.4 The Committee notes the author's claim that the failure to treat him as a person with mental and learning disabilities and</p>

	<p>thus acknowledge the need to grant him the exemption contained in the law is a discriminatory measure. The Committee notes that the author applied to be exempted from the requirement of submitting proof of skills in Danish language on the basis of section 24 (3) of the Guidelines on Naturalization. His application was accompanied by medical reports indicating that, at that time, he suffered from severe psychosis with aural hallucinations and paranoid delusions, organic brain damage, moderate to severe depressive periods, PTSD involving a personality change and various physical disorders in the form of pain in both knees, respiratory problems, curvature of the spine and congenital hemiparesis. The application and accompanying documentation after its initial refusal on 5 October 2007 was submitted by the Ministry to the Naturalization Committee of the Danish Parliament, who rejected it on 22 May 2008. However, the Committee notes that the letter of the Ministry informing the author about the Naturalization Committee's decision does not contain any indication regarding the substantive grounds for the refusal. Subsequent letters from the Ministry responding to the author's requests for reconsideration equally lacked justification for denying the exemption contemplated in the Guidelines.</p> <p>7.5 The Committee considers that the State party has failed to demonstrate that the refusal to grant the exemption was based on reasonable and objective grounds. The Ministry was unable to give details about the reasons for the Naturalization Committee's decision to deny the author's request since the Committee proceedings were confidential. According to the State party's own submission, the exemption provision was open to interpretation and practice was laid down by the majority of the Naturalisation Committee at any time. Furthermore the lack of motivation of the decision and transparency of the procedure makes it very difficult for the author to submit further documentation in order to support his request, as he does not know the real reasons for the refusal and the general trends regarding decisions of the Naturalisation Committee in applying section 24 (3) of the Guidelines. The Committee considers that the fact that the Naturalisation Committee is part of the Legislature does not exempt the State party from taking measures so that the author is informed, even if in brief form, of the substantive grounds of the Naturalization Committee's decision.</p> <p>8. The Human Rights Committee, acting under article 5, paragraph 4, of the Optional Protocol to the International Covenant on Civil and Political Rights, is of the view that the facts before it disclose a violation of article 26 the Covenant.</p>
<p>Key quotation in original language and translated into English with reference details (max. 500 chars)</p>	<p>U.2013.3328H summary:</p> <p><i>"Danmark har herved påtaget sig en række folkeretlige pligter, som forudsættes efterlevet ved Folketingets og Indfødsretsudvalgets udøvelse af skønnet over, om dansk indfødsret skal meddeles en ansøger"</i></p> <p>Denmark has, as such, taken upon itself, a number of international legal obligations, that are presumed met during the</p>

	work of the Danish Parliament and the Citizenship Council on judging the applications for citizenship.
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Thematic area	Family reunification
Decision date	25 March 2014
Reference details	Case of Biao v Denmark, European Court of Human Rights
Key facts of the case (max. 500 chars)	A former citizen of Togo and Ghana, later a naturalized Danish citizen, sought to have his wife, of Ghanaian nationality, allowed residence in Denmark to live with him. The couple were denied residence as the authorities came to the conclusion that they had stronger ties to another country (Ghana) than Denmark. They were also denied residence under the special 28-year-clause that removes the stronger-ties-restriction for couples where the Danish resident has resided in Denmark for 28 years or longer.
Main reasoning/argumentation (max. 500 chars)	The attorney of the couple argued that the 28-year-clause was discriminatory towards persons not born in Denmark, as they would have a much harder time meeting the condition. In Biao v Denmark, the applicant acquired Danish citizenship at the age of 31 and as a result could not receive residence for his spouse until the age of 59. The attorney argued that this constituted a breach of article 14 of the European Convention of Human Rights with regards to the rights of the couple under article 8.
Key issues (concepts, interpretations) clarified by the case (max. 500 chars)	Both the Danish supreme court and the European Court of Human Rights ruled unanimously, that the 28-year-clause was not discriminatory under article 8 of the European Convention of Human Rights. The question, then, became whether it was discriminatory under article 14 with respect to the rights enshrined in article 8.
Results (sanctions) and key consequences or implications of the case (max. 500 chars)	The European Court of Human Rights ruled, 4 votes to 3, that it was not discriminatory under article 14 to deny residence to the spouse of the naturalized Danish citizen. The court argued that Danish national had been a citizen of Denmark for less than two years when the application was rejected, and such a rejection did not constitute a disproportionate action relative to the aims of the 28-year-clause.

<p>Key quotation in original language and translated into English with reference details</p> <p>(max. 500 chars)</p>	<p>“106. It should also be recalled that the first applicant had been a Danish national for less than two years, when he was refused family reunion. To refuse to exempt the applicant from the attachment requirement after such a short time cannot in the Court’s view be considered disproportionate to the aim of the 28-year rule, namely to exempt from the attachment requirement a group of nationals who, seen from a general perspective, had lasting and long ties with Denmark so that it would be unproblematic to grant family reunion with a foreign spouse because it would normally be possible for such spouse to be successfully integrated into Danish society.</p> <p>107. Accordingly, in the specific circumstances of the present case, there has been no violation of Article 14 taken in conjunction with Article 8 of the Convention.”²²²</p>
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²²² European Court of Human Rights: *Biao v Denmark*, 25 March 2014, premise 106-107.