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**ABSTRACT**

Integration is a very complex topic and has caught the attention of most Western European societies nowadays. Integration has also been an issue of discussion within the political, cultural and economic spheres in Denmark in the last two decades. The Danish society has strived to enact and implement various integration policies in order to encourage the numerous influxes of immigrants to integrate into the society.

These policies and laws have been widely broadcasted since most immigrants are still very reluctant to respect them in order to get integrated. Failing to integrate has at times left most of these immigrants with the feeling of being discriminated upon when it comes to their rights of integration into the political, social and economic sectors in Denmark.

This master’s thesis is thus an investigation into the main reasons underlying the integration of foreigners into the labour market in Denmark. . In order for this to be done, the Bikuh Pirhak theory on Civic Assimilationist and the Neoclassical Theory of Migration will be applied. The Civic Assimilationist theory happens to place emphasis on the public sphere and the private sphere of the assimilation process while the Neoclassical Theory of Migration focuses on the main reasons behind migration. This will be done in order to establish the fact that difficulties in integration into the labour market are caused by the policies put in place by the Danish society or by the foreigners. Emphasis shall also be placed on the Integration Act and the introduction programme. The introduction programme happens to be the stages that an immigrant is supposed to pass through in order to become fully integrated in Denmark.

Finally, considering the fact that these laws and policies cannot be conveniently administered without mediating bodies such as governmental officials and social agent participating, there will also be the placing of attention on these actors who are responsible in carrying out these activities in these sectors. All this will be done in order to tackle these issues and also the reasons behind the difficulties that immigrants face as they make efforts towards integration

**1. INTRODUCTION**

**1.1 MOTIVATION**

The topic integration has been tackled from different directions. Since it is a diversed field of study, different approaches have been implemented by different States to integrate immigrants into their societies. From my stay in Denmark, I have come to realize that the Danish government has adopted and implemented various integration policies which must be respected by foreigners in order to become incorporated into the Danish society. It is of course obligatory for people from minority groups to respect the social norms of the societies in which they live though it may seem tough at times. Failure to adhere to these norms may degenerate into serious consequences.

During the Danish parliamentary elections that took place on September 2011, one could often hear foreigners and some Danish citizens complaining about the former governments’ (Venstre) immigration and integration policies. This topic characterized conflicting issues between two sets of people because one camp thought that the Danish integration policies were more favorable to foreigners while another camp alleged that it was not. Being a foreigner in this society, I frequently shared my own opinion on this subject matter though it often degenerated to heated arguments. My interest on this issue therefore stems from this widely contested debate about the Danish integration policies.

**1.2 PROBLEM AREA**

The term “integration” has been broadly used by different scholars who look at it from different perspectives. Generally speaking, the term means incorporating a racial or religious group into a community[[1]](#footnote-2). According to Hamburger Charlotte, integration is *‘a process, where different ethnic groups keep their cultural distinctiveness in the greatest extent possible on a common cultural basis’ (Hamburger 1990: 309).*Most often than not, when a minority group is not integrated into a particular community, it is considered as being segregated upon. Segregation on its part is defined as *‘A process, in which different ethnic groups of people are physically separated by’.* In this case, separation can either be voluntary or involuntary *(*Hamburger 1990. p.307-308). Involuntary in the sense that the minority group actively plays a role or participates to become integrated but are socially excluded in the host country*.* Voluntary segregation results from the fact that the minority group (immigrants) deliberately decide not to become part of the host society by not participating in any activity which could lead to integration, for example, language training.

It has been estimated that about 200 million people live out of their countries of nationality which indicates the high level of international migration in most recent times that is, 21st Century (Craig & Timothy 2006, p. 5). Europe has witnessed many challenges due to the flows across their borders in the break of the twenty first century. Europe has also been accounted to have a high number of influxes of immigrants which ranges to about fifteen million migrants amongst the three hundred and seventy million inhabitants of Western European states (Craig & Timothy 2006, p. 5). Migration comes along with integration. The integration of immigrants into different societies has raised a lot of questions. Migration on the one part has become prominent in relation to the socio-economic consequences that it may cause to host countries and also has led to serious global economic pressures.

Legislations and policies enacted by national and local authorities within Europe have created new difficulties for the integration of immigrants and the newly arrived. The issue of economic depression may also be seen as a problem to integration into the labour market by immigrants. It has also been posited that in times of financial crisis, immigrants are most likely to be refused jobs (Rogstad 2000).

Unskilled labor was needed by most European countries to meet the increasing demands of the work force. Given the rapid increase in science and technology in the post-industrial world, many immigrants have lost their jobs. Post-industrialization has affected immigrants in the labour market in most post-industrialized nations because they used to be employed in jobs which were not usually accepted by the nationals and the locals (Myron 1996, p.56)

In view of the fact that most migration and integration policies all over Europe are considered stringent, it is worth while looking into that of Denmark. The Danish integration policies have been considered as rigorous by most foreigners. These integration policies have brought about severe consequences to foreigners when it comes to getting integrated into the labour market. Statistically, it is upheld that Denmark still has the highest number of deploying employment conditions for foreigners vis-à-vis native-born in all other Organization for Economic Cooperation and Development (OECD) countries into the labour market (Thomas 2007, p.4).

Immigration to Denmark in the last two decades has been characterized mainly by groups of immigrants whose labour skills are considered not to match those of native-born Danes (Thomas 2007, p.4).Since the break of the 1980s; most immigrants in Denmark have been refugees. With this issue at stake, public discourses accuse immigrants for being responsible for their unequal treatments in the societies in which they live (Van Dijk 1992, p.94). This situation can clearly be seen in the graph below

**Figure 1: Evolution of the employment/population ratios of native- and foreign-born in Denmark :Source (Danish Register Data)**

|  |
| --- |
|  |
|  |
|  |
|  |
|  |
|  |

90%

80%

70%

60%

50%

40%

30%

1990 1991 1992 93 94 95 96 97 98 99 00 01 02 03 04 05 06 07 08 09

Native-born

Other OECD Countires

Non OECD Countries

From the figure above, it can be seen that there is relatively a low rate of integration into the labour market of Denmark by foreigners. The poor integration rate can be attributed to a number of factors. These will be dealt with in subsequent paragraphs. In relation to what has been mentioned above, I have decided to come up with the following research question and sub-research questions.

**1.3 PROBLEM FORMULATION**

**Why has it been difficult for immigrants to integrate into the skilled labour market in Denmark despite the policies and laws enacted by the Danish government/labour market?**

**1.4 SUB QUESTIONS**

On the basis of the research carried out, I have chosen the following sub-questions to enhance the understanding of the main question above.

* What are the reasons that have accounted for the migration of foreign job seekers to Denmark?
* To what extend has the Danish government been willing to absorb immigrants into the state of Denmark?
* How are immigrants (foreign job seekers) committed to and interested in integrating into their new societies?
* What is the effect of the labour market in Denmark on Foreign Job seekers.

**1.5 CONCEPTS AND TERMS**

Before proceeding, there will be a need to present the main terms and concepts that will be used in the course of the research. In other words, the following sub-chapter will carry the definition of the basic terms and concepts used in this thesis.

* + 1. ***Assimilation***

The term “assimilation” has various definitions but according to the Oxford advanced American Dictionary, the term has been defined as ‘*to become, or allow someone to become, a part of a country or community rather than remaining in a separate group*’. According to Naomi Carmon, a Professor in the Israel Institute of Technology[[2]](#footnote-3), ‘*assimilation is the process where immigrants adopt the cultural norms and lifestyles of the host society in a way that ultimately leads to the disappearance of the new comers as a separate group’(* Naomi 1996, p.23)

In other words, the process of assimilation entails telling an immigrant to abandon his/her cultural aspects and embrace that of the host society. In relation to this principle, it is argued that the State bears the sole duty of ensuring that immigrants with different cultures inherent in them respect and obey those of the host country. This implies that, aspects of their previous cultures should be wiped out. If foreigners do not conform to the principles set up by host countries, segregation and discrimination are imminent consequences which should not be disputed upon (Parehk 2006). Assimilation plays a vital role in the integration process in our case study (Denmark). The abandonment of one’s culture and taking up that of the host country in order to enjoy many benefits of that society creates various issues to be taken into consideration. To better comprehend this concept, it will be necessary to look into some basic issues related to the concept.

The process of assimilation is closely linked to *‘inclusion’* and *‘exclusion.* Inclusion and exclusion process of immigrants in a host society is very vital to both the foreigner and the country in which he/she is living. Various reasons of migration which may stem from asylum status to economic perspectives can be discussed under the inclusion and exclusion concepts of integration (Katrine & Ferdinand 2007, p.3-4).

* + 1. ***Social Exclusion***

Given the fact that everyone is free to choose what he/she wants, there is no gainsaying the fact that social exclusion is still in existence. Social exclusion in contemporary Europe can be framed in different ways. This concept encompasses the difficulties of individuals to conveniently participate in all social activities in their new communities. Various aspects have been identified as indicators of social exclusion by the Social Protection Committee of the EU in 2001. In this case, this research is looking at social exclusion in relation to the labour market. Exclusion can stem from immigrants belonging to a particular disadvantaged class (Katrine & Ferdinand 2007, p.4).Language and cultural barriers may place these foreigners in this difficult position. Most particularly, the severe barrier that can be taken into consideration is always the aspect of the language. Most immigrants are always faced with a lot of difficulties speaking the language of the host country fluently; coping with the social norms and integrating in the various sectors of their new societies (Fekjær 2007). Other scholars have also identified different aspects to be considered when analyzing the situations that create social exclusion. It has been argued that social exclusion should not only be focused on the individuals but also emphasis should be placed on the society. No matter what the case may be, it is always advisable for foreigners or immigrants to be part of host country. In other words, they should choose inclusion rather than exclusion (Raaum et al. 2009). This is not always the case for most foreign job seekers in Denmark. Most of them have chosen to be out of the sphere (social exclusion) which explains why they often find it difficult to get skilled jobs in Denmark.

Another point on social exclusion that can be attributed to foreigners in Denmark is that they are always classified as ‘aliens’ or ‘strangers’ (Katrine & Ferdinand 2007, p.7). This aspect builds a negative form of stigma in the foreigners who at times feel not be part of a society

***1.5.3 Foreign Job Seeker (FJS)***

In order for me to establish an appropriate definition of the term , I will begin by breaking it down into ‘*foreign’* and ‘*job seeker’*. Thereafter, I will come up with a definition of a ‘foreigner’ and ‘job seeker’. With this done, I will therefore be able to bring out a clear meaning of the term foreign job seeker. A foreigner can be defined as *‘…pertaining to, or derived from another country or nation; not native’[[3]](#footnote-4).*From the definition of this term, it can be deduced that a foreigner does not belong to a native country or nation. “Job seeker” on the other hand can be defined as *‘a person who is actively looking for employment’[[4]](#footnote-5).* This implies that a “Job seeker” is somebody who is in search of a job. Therefore, according to the context of this research, a “foreign job seeker” will be a person who is presenting residing in another country and who is actively in search for a job. In this case, a skilled job to be more precise because most of these foreign job seekers often end up finding unskilled jobs which is not always related to their fields of specialty.

* + 1. ***Green Card Scheme***

In view of the fact that focus will be placed on foreign job seekers in Denmark, there will be a need to understand what the green card scheme is all about. The green card is granted on the basis of finding a job in Denmark. This kind of resident permit is granted under the conditions that the applicant fulfils various requirements in order to be fitted into the skilled labour market in Denmark. Citizens from Nordic and European Union and European Economic Area (EU/EEA) countries do not need to apply for this kind of work permit. As per this scheme, amongst other requirements, the educational qualification of the applicant is one of the most important conditions needed to be fulfilled[[5]](#footnote-6). This therefore implies that the coming of these migrants to Denmark is purposefully for seeking skilled jobs that are equivalent to their various levels of education

**1.6 DELIMITATIONS**

As already mentioned, the term integration covers a wide range of issues. Integration can be discussed from various directions; for instance, politically, culturally, economical and most of all, integration into social welfare of any society, etc. In this thesis, a different direction will be taken and focus will be placed on foreign job seekers in Denmark and how they integrate into the skilled labour market. Notwithstanding, it should be drawn to our notice here that the other perspectives of integration are not of less importance.

Furthermore, I have also decided to delimit myself to skilled labour because as a foreigner in Denmark, I have realized that most foreigners are in the unskilled labour sector. This situation can be further explained by the fact that, being a foreigner in Denmark, I have had the opportunity to encounter many educated foreigners in most of my part time jobs in the unskilled labour market.

When talking about foreign job seekers, it could be taken to mean all immigrants in Denmark. This will not be the case because emphasis will be placed mostly on Africans and Asians. In other words, migrant job seekers from developing countries will be focused on. Special focus is placed on this group of job seekers because they migrate to Denmark on the basis of the Green card which is a resident permit granted on the grounds of finding a job. Since most of these foreigners travel with the sole aim of looking for jobs, that is why I will prefer them to be of interest in this work. This does not also mean that this is the only group of job seekers in Denmark. There is a multitude of foreign job seekers in Denmark including even those from developed countries such as the Nordic and EU/EEA countries. These groups of migrants do not need to fulfill the very strict conditions of obtaining the ‘green card’ in order to work in Denmark. Therefore, considering the fact that Africans and Asians need to pass through stringent requirements in order to be granted a green card, is a point of interest to me.

Another reason why I have also decided to delimit myself from citizens from Nordic and EU/EEA countries is because my research will also be looking into some sections in the Danish Integration Act. According to Section 2 (2) of the Danish Integration Act, citizens from Nordic and EU/EEA countries are exempted from the Act as a whole which basically means that, only members from outside these communities are supposed to undergo the integration process. This does not also mean that these are the only countries that are supposed to comply with the Danish Integration Act. There is also of course good number of developing countries in the Middle East and in South America under the auspices of the same integration Act but due to the convenience and the availability of data, I have decided to focus my research on the African and Asian countries thus refraining from extending to these Middle Eastern and Southern American countries.

As mentioned before, the Danish Integration Act will be used in this research. Section 1, part 4 Sections 16, 19, 20, 21, 22, 23 and 24 will be the sections to which I will pay more attention. This is because the topic under investigation does not focus on refugees and family unification which happens to be the foundation and the main reason why this Act was created in the first place. These sections were also chosen because they emphasized on immigrants as a whole (not only on a particular group) and also on how they are supposed to get integrated into the Danish community.

Furthermore, I will also delimit myself from looking into immigrants who are in Denmark on refugee status and family reunification. There is no disputing the fact that these immigrants also fall under the category of foreign job seekers. Reasons attached to this delimitation are that first of all, their coming to Denmark is not preliminarily to look for jobs but either for safety or to meet with families. Second of all, delimiting myself from this group of immigrants is partly because there has been a decrease in the number of this category of immigrants in Denmark in the last decade In as much as this set of immigrants characterizes the demise of the influx of foreigners into Denmark; it will of course be inevitable to keep them out completely. There will therefore be a section that will look into this set of migrants and the story attributed to their migrating to Denmark.

**2. RESEARCH STRATEGY**

There will be a presentation of the methodological procedure in this chapter. It is my intention to begin with a general overview of what shall be elaborated upon in the subsequent chapters. My basic objective is to arrive at a possible and appropriate conclusion in the main and sub-questions raised in the chapter above. In order that this goal is realized, this research work has been classified into a structure, design and finally the theories of science that will be used. All these have been done in a bid to make the reader understand the raison d’être of this research.

## 2.1 Structure

In this chapter, a figure which demonstrates the various steps that will be taken in an effort to tackle the work load will be presented. Here, the thesis has been divided into seven parts, as seen on the figure below. In the following section, I am going to present and explain the points of each chapter.

**FIGURE (II)**

* **PROBLEM AREA**
* **PROBLEM FORMULATION**
* **DEFINITIONS**
* **DELIMITATIONS**

**THE DESIGN**

* **RESEARCH STRATEGY**
* **METHODOLOGICAL PROCEDURE**
* **THEORIES**
* **EMPERICAL APPROACH**

|  |
| --- |
| * **ANALYSES** |

* **CONCLUSION**

|  |
| --- |
| * **PERSPECTIVE** |

### 

### 2.2 DESIGN

Various issues shall be made clear in the forgoing part by throwing more light on the structure above. The research work starts up with a general introduction made up of the motivation, problem area, the problem formulation, the sub-questions, the definitions/concepts and the design. The problem area gives the reader an introduction to the problem under consideration and what is intended to be investigated upon. This has further narrowed down the subject matter and categorized the way towards the problem formulation. The former outlines the interest of the investigation. In order that the problem formulation section be well apprehended, a chapter based on the explanation of concepts and terms has been mentioned in which key words have been elaborated as seen on the figure.

The second part of this research is an illustration of the basic foundation. There will be a presentation of the methodological procedure in this section. This is principally an introduction and a discussion of the method used in carrying out this research and the reasons for using the particular research method used. Then will follow the scientific angle. In the methodological approach, every methodical consideration will be made known which will sum up to the birth of the arguments and reflections upon choices made.

Furthermore, the theories that will be used will be presented in this chapter. An examination of the theories of science will be presented with the primary objective of expounding certain situations and roles. This will provide the reader with a broad and extensive knowledge on the intricacy of the problem area coupled with predisposing knowledge required to embark upon the analysis. All this will be done just to narrow the work down with the regal intention of arriving at a concrete analysis. Therefore, I will use the Civic Assimilation Theory, Neoclassical Theory of Migration and the Integration Model in this part.

The fourth part of this research shall be looking at the empirical approach. This section will be based on issues that will pave an all important way for the analyses. Furthermore, there is also going to be an exposure of the main empirical data that are deemed fit for this thesis to give the reader a crystal clear view of the research. In this part, there will be the presentation of the history of the first immigrants to Denmark, the evolution of the Integration Act, main actors in charge of integration into the Denmark/labour market and the reasons for the failures of integration will bring this section to its logical.

Part five will be focusing on the analyses/discussion reviewing the analytical knowledge elaborated in the previous chapters. Here, it is presumed that an in-depth comprehension of the problem raised with the help of the main question and the sub questions in the beginning of the research will be attained.

Incidentally, the inevitable ultimate end will be the sixth and the seventh part which will comprise of the conclusion and the perspective. In this section, there will be a possible conclusion of this research based on the main research question. This will give the reader an insight of how the research has been done. In the latter, there will be a possible presentation of how the research could have taken a different direction. This is carried out also to make the reader to be aware of the fact the research could have been carried out in several directions which could be appropriate, not just having it narrowed down to a particular perspective.

## 2.3 METHODOLOGY

My main interest in this research is to explore the Danish integration policies in relation to the labour market and to find out how they have affected foreign job seekers. It is therefore theoretically and conceptually constructed with a chapter based on the historical background of immigrants in Denmark. Therefore, a historical background will be elaborated upon to establish the relevance between the history of Denmark and the contemporary integration policies and how these have affected foreign job seekers through political, social and cultural discourses. The purpose is to look into the different concepts and discourses on integration, assimilation and social exclusion and how these discourses interrelate with the economic discourse in Denmark. This has made the historical background of this research more relevant.

My point of departure shall in this limelight be the integration and assimilation theories of Bhikhu Parehk and the Labour Market Integration Model which are related to the case study. Mindful of the fact that these foreign job seekers are immigrants in this country, there is a need to explore the reasons for them migrating here in the first place. In view of this fact, I have also decided to employ the Neoclassical Theory of Migration which focuses on the main reasons of migration.

Foreign job seekers (FJS) will be focused on in regard to the theories and the models. In other words, I am interested in investigating how there is an interrelationship between foreign job seekers on the one hand, and the theories and the models on the other hand. Furthermore, there will also be a focus on the theory of Bhikhu Parehk in relation to the key actors in the labour market and the role they play to facilitate the integration of foreign job seekers into the labour market. This is done because these actors act as an intermediary body between the foreign job seekers and the labour market. Finally, the main determinants and challenges faced by these foreigners will also be looked into to establish the reasons why there has actually been a limited degree of integration of the foreign community into the skilled labour market in Denmark. As already mentioned in the delimitation part, the communities that will be investigated upon will mostly African and Asian communities.

## 2.4 RESEARCH METHOD

This chapter will look into the methods that will be used in the collection of relevant facts, data and information needed for this research. This process is carried out in order to make the reader know where facts are drawn from in case of reliability. Since it is impossible to evade research work already carried out by different scholars, I will be carrying out my research based on primary sources, secondary sources and qualitative research methods. Primary sources in the sense that I intend to gather information and data by issuing out questionnaires.

My point of departure will be the use of secondary sources. In the course of researching on this topic, it was realized that many scholars had already carried out research in this field. This buttresses the fact that the method of research will first of all embark on the collection of facts and data from already existing works such as, books, articles and journals of different authors in order to extract suitable knowledge for the analysis and conclusion. This has been explained by Alan Bryman that secondary analysis is the way of analyzing data of different researchers who may or may not be involved in the collection of the data (Bryman 2004, p.201). This method has been found apt for this research mainly because of the fact that, it is less costly, saves time and there is the high probability of analyzing high quality data, etc (Bryman 2004, p. 202). Notwithstanding, it has also been taken into serious considerations that the use of secondary data for research can also have its own limitations. For instance, there can be lack of familiarity with data and the complexity of the data, etc (Bryman 2004, p.205).

The second method used in this research will be the use of primary sources. This is a process of research where by new material is produced in the process of the research. The primary method of research that will be applied in this thesis will be the use of a self-completed questionnaire. Since the main objective of a questionnaire is to enable the researcher arrive at an answer to his/her research, I have decided to use this form of research method as well. For this to be done, the questionnaire will not be issued out to collect any kind of data, but shall be done to collect the needed responses for the research. Therefore, for this information to be collected accurately, the right questions will supposed to be asked (Brace 2008, p.7).I have therefore structured my questions to meet my demands. In other words, this type of research method has been described as the way by which *‘…respondents answer questions by completing the questionnaire themselves’* (Bryman 2004, p. 132).

There are various reasons attributed to my using of this research method. The main reason for using it is that, it is cheaper and quicker to administer (Bryman 2004, p.135).The conveniences related to administering a questionnaire is very important when it comes to carrying out a research. The various steps required to achieve a good questionnaire will be elaborated upon under the qualitative research method which will also be another means of the collection of data in this thesis.

**2.3 *QUALITATIVE RESEARCH***

In this thesis, I will also employ the qualitative method of research which will be a self-complete questionnaire. Focusing on this type of research from an epistemological point of view, this method is important because it helps us understand the social phenomena through the interpretation of its participants (Bryman 2008, p.366). Considering the fact that participant will be the respondents to the questionnaires issued them, this method of research has been carefully selected to meet these demands

***2.3.1 QUESTIONNAIRE FORM***

The questionnaire form will be structured in a particular way in order to achieve the possible and relevant answers needed for the research. My focus is on foreign job seekers who often find it difficult to get integrated into the skilled labour market of Denmark. That is why my point of departure shall be the works of Brace Ian. In his book, he outlines the various techniques needed to administer a good questionnaire.

Firstly, the questions selected for this form have been made relevant to the issue under investigation in order to avoid responses which may be irrelevant to the topic under investigation (Brace 2008, p.35). This is also done in order to prevent the bulky nature of the questionnaires which can become boring for the respondent to answer (Bryman 2004, p.137). It should be drawn to our attention that most respondents find it difficult to respond to questionnaires. The second step applied to this questionnaire is that I have started up with questions that may likely be of an interest to the respondents. This is so because it will cajole the respondents into answering the questions (Bryman 2004, p.137).

Finally, the type of questions asked in a questionnaire form is very important because it determines the required data for the research and the analyses. It is very vital for the writer to have a mastery of a variety of questions to be asked. These types of questions determine the extent to which possible conclusions in the research could be drawn. Therefore, there will be the use both ‘open and close question’ in this master’s thesis questionnaires (Brace 2008, p.45). This has been done because it will not be sufficient to gather detailed data and information in the questionnaire if only closed questions are posed to the respondents.

***2.3.2 CHOICE OF RESPONDENTS***

It is of course obvious that one has to consider the group or association that one will administer his/her questionnaire to (Williams 2003, p. 245).This is to make sure that one does not issue out questionnaires to respondents whose responses will not be important to the research.

The choices of respondents that have been selected in this thesis will be foreign job seekers under the green card scheme. Foreign job seekers in this investigation have been narrowed down only to African and Asian. These choices have also been made because being a foreigner in Denmark; I have had the opportunity of taking part time jobs for up to fifteen hours per week. This has given me the chance to interact with many foreigners from these parts of the world which has arisen my interest. Most of them are here in Denmark with the green card residents’ permit which therefore implies that, they have been seen qualified to work as skilled labourers in Denmark. Thus, their educational background is not to be questioned. These groups of respondents have been chosen because according to the question formulation, it is seen that everything has been put in place by the Denmark government to ensure rapid integration into the labour market. Emphasis could as well be placed on the main actors put in place to facilitate the integration process. I refrain from this group of actors because in a later chapter, there will be a detail elaboration of the policies implemented by the Danish government and the way these policies have been carried out by the assigned actors. In so doing, I find it important to concentrate on foreign job seekers in Denmark.

***2.3.3 BRIEFING OF THE RESPONDENTS***

The intention of this research is to extract the much needed knowledge for the analyses. For this result to be achieved, it is worthwhile guiding the respondent in so far as the nature of expected responses is concerned. In other words, the respondents will be briefed on the reason of the research and the aim behind it. The briefing of the respondents has been used as a tool to create an air for them to feel free, honest as much as possible when answering the questions (kvale & Brinkmann 2008, p.128).

***2.3.4 APPLICATION OF THE METHOD***

The aim of this research is to gather the relevant facts from foreign job seekers and establish how the discourse interrelates with the integration process with the aid of the theories that will be applied. There will also be the application of the Labour Market Integration Model to determine whether the poor integration into the skilled labour market by the foreign job seekers is due to their own fault or it is due to the structure of the labour market of Denmark.

In order to use the above method in relation to the integration theory, the main question and the sub-questions have been constructed to fall in line with the theory and the Labour Market Integration Model. These questions have been structured in such a way that it keeps a particular sequence with the questions posed in the questionnaire. That explains why the start up questions in the questionnaire is broad and is gradually being narrowed down to the most important ones like a funnel.

***2.3.5 STRUCTURE OF ANALYSIS***

The interpretative procedure of the data collected in the questionnaire will be the foundation of the analysis. It is thus very important to mention here that there will be some difficulties in the course of the transcription of information collected. As such, it becomes vital to transcribe the responses in the questionnaire so that lapses should not arise when trying to relate the data to the theoretical frame work of the research (Kvale & Brinkmann, 2009, p.203). In this perspective, there will be the tendency of analyzing some responses in exactly the same way as they will be presented in the questionnaire. In other words, there will be ‘word-for-word’ analyses of some of the responses (Kvale & Brinkmann, 2009: 181).

**3 THEORETICAL FRAMEWORKS**

There is going to be the presentation of the theoretical framework in this section. Here, I have found the works of Bhikhu Parekh relevant. His theory on the *Civic Assimilation Model* shall be my starting point. I will later proceed to the Neoclassical Theory which I intend to use because reasons attributed to migration will also be elaborated upon in a later part of this research. I will round up with the Labour Market Integration Model and relate it to my case study.

**3.1 THE CIVIC ASSIMILATIONIST MODEL OF BHIKHU PAREKH**

To begin, this model takes its origins from the founding fathers of the American Republic (Parekh 2006, p. 200). It has later on been revised and re written by different scholars. Focus will be placed on Bhikhu Parekh. He is a PhD political scientist who has written a couple of books expressing his views in relation to socio- political affairs[[6]](#footnote-7).

Parekh posits that the Civic Assimilationist Model can solve the challenges of assimilation. In other words, he argues that according to this mode that, assimilation of immigrants into a particular society can be achieved without necessarily causing any problem to the host community. The envisaged problems could either be the difficulties involved in harmonizing national cultures with minority cultures due to the diversity in cultures. Also, that no matter the process of full assimilation, there is no disputing that elements of the immigrants’ previous inheritance will still remain. This aspect of assimilation has been tackled by the author from two different directions known to be the Private and Public Realms (Parekh 2006, p. 200).

***3.1.1 Public Realm (Sphere)***

This realm refers to the way the nation has been structured politically and culturally to meet its demands. It also entails policies set forth by a country to attain its goals. In this case, uniformity of cultures is the ultimate requirement for the attainment of the smooth running of the States and its citizens. In this domain, elements in the public sphere that are directly close to achieving this uniformity in every society are seen in the laws, policies and regulations. Furthermore, unity can also be taken to mean unified laws. In order to comprehend the political and cultural aspects of a particular society, there is the need to understand the community it self. This aspects falls in line with the most important issue of the public realm which is self-understanding. Self-understanding basically focuses on who you are and how you inter relate in the public sphere. Assimilation under the public realm can easily be achieved if these two aspects are close to one another. This therefore means that, for this sphere to run smoothly, the understanding of what the nation is composed of is very important. The bottom line of this realm represents uniformity which is an all important requirement when it comes to how government institutions can achieve unity between citizens, immigrants and governments. This therefore implies that, for the public sphere to function well, all government institutions in the State are supposed to be united. If there is any degree of disunity, this sphere cannot be considered under this category and this will lead to the mal functioning of this realm (Parekh 2006, p 200).

***3.1.2Private Realm (Sphere)***

This realm is a complete opposite of the Public Sphere. Since the Public Realm upholds uniformity in cultural aspects, the Private Realm talks of diversities. In other words, according to the Private Realm, citizens and immigrants may carry out their personal cultural activities as long as these do not hinder the smooth functioning of the Public Realm. If citizens respect public policies such as laws and regulations under the Public Sphere, they are liberal to carry out their own private activities (Parekh 2006, p. 200).

Culturally diversified activities can therefore be tolerated by the Public Sphere in a dominant society provided that these activities are carried out without obscuring the serenity of the host country. The Private Sphere there by gives room to immigrants to become assimilated into a host country without losing their cultural backgrounds. It can also be argued that the Private Realm and the Public Realm are inter-related with the concept of Inclusion and Exclusion. The Private Sphere can be said to be tolerant and accepts different cultures (Parekh 2006, p. 200).

***3.1.3 Critiques of the Civic Assimilationist Model***

There are various critiques associated with the Public and Private Sphere of the Civic Assimilationist model as posited by the author. The critics to this model shall be categorized into three stances. Firstly, emphasis is laid on separation of the two spheres. Secondly, how the public sphere changes over time and finally, the combination of the public sphere and the privates sphere.

Firstly, the Public and Private spheres of the Civic Assimilationist model are too idealistic and fail to reveal that there are mediating bodies that exist between these two spheres. The model separates the Public Realm from the Private Realm distinctively in such a way that it does not take into account what encompasses the two spheres. In this case, institutions have been put in place and that breaks the boundaries to the Private Sphere. In relation to this research, main actors in the labour market represent the Public Sphere. The Public Sphere in this case comprises of the laws and policies for integration. Following these laws by the State actors, they breach the Private Sphere by implementing the conditions for having a job which could range from language and cultural aspects needed in order to get a job in the Danish society (Parekh 2006 p. 202-203).

Secondly, the Public Sphere has clearly defined laws and does not change much over time. From a political standpoint, if inequality is created by laws laid down by a society, there is need for the reformulation of the policies. Assimilation of minority groups could be encouraged if the political cultures are changed. This can enhance order and also create a conducive atmosphere for the smooth running of the State. If this point is not taken into consideration by the Public Sphere, minority groups will always be marginalized and segregated from the society (Parekh 2006, p. 203)

The final critique to this theory arises from the issue of trying to reconcile mono-cultural elements of the Public Sphere with those of the multicultural aspects of the Private Spheres. The Public Sphere enjoys many advantages in since it happens to encompass all the legitimacy and power. Given these advantages, it can be argued that this kind of sphere controls every sector of a society which ranges from the political, cultural to the economic sectors. In so doing, it is always difficult for the Private Sphere to practice its culture in a Public Sphere (Parekh 2006, p. 204).

**3.3 THE NEOCLASSICAL THEORY**

The main objective of employing this theory in this research is to establish the relation between migration and integration. Integration always stems from migration. If people do not migrate, there will be no need for integration. Secondly, I have also chosen to use this theory because it posits that the main reason for migration is to search jobs. Therefore, in a society endowed with job opportunities such as Denmark, why has it been difficult for foreigners to integrate into the skilled labour market?

It has been proven that people migrate due to a variety of reasons which may range from sociological, political, economical, geographical or demographical (Castles & Millers 2007, p.21). Every year, there is a mark increase in migration due to reasons such as looking for jobs, family reunion or refugee status which are always voluntary in some cases and involuntary in other situations (Ibid). The concept of migration shall be explained in this chapter along side with the Neoclassical Theory.

The Neoclassical Theory is renowned in economics and has played a very important role in migration studies. The theory argues that the main reason associated to migration is the movement from to low income areas to high-income areas (Castles & Miller, 2009, P21).This can be seen in the ‘push-pull’ factors of migration. Migration is always caused by either positive or negative effects. In this case, beneficial reasons or pull factors may be job opportunities, political and cultural stability while negative reasons or push factors could be economic instability or lack of jobs and wars. Bearing in mind the fact that this research is focusing on pull factors such as job opportunities, this theory will definitely be applicable. The author avers ‘push factors’ such low living standards, lack of economic opportunities and political repression are the main causes of migration (Castles & Miller, 2009, p22). This and more will be further elaborated in the analysis. In many situations where people migrate, they are attracted to places where there is economic stability. This can be seen in the pull factors as already upheld by the Neoclassical Theory in the earlier parts of this research. In this sense, opportunities are basically economic advantages (Castles & Miller, 2009, p22). This could further be explained by using the words of the authors which uphold that, ‘*migration is a collective action, arising out of social change and affecting the whole society in both sending and receiving areas’(*Castles & Miller, 2009, p21). It may affect the sending countries in the sense it could lead to brain drain while the receiving countries can face problems of population growth, security, lack of jobs. With this in mind, the host countries or receiving countries need to set up laws and policies on the basis of protecting and fostering stability in their societies. Integration policies will definitely be the only means by which receiving countries can acquire positive social changes in their societies. Host countries can only facilitate this process by accepting immigrants and secondly, facilitate their integration.

Targeted countries are always countries full of many opportunities. The Neoclassical Theory posits that people always migrate from places of lesser jobs advantages to places where they can have jobs (Castles & Miller 2009, p21). In this case, the kind of jobs targeted by the migrants shall be questioned since the research is based on skilled jobs. How is it then possible for migrants to get skilled jobs in their host society without passing through the integration process? One of the core aspects of integration in this research is the speaking of the language. It is always difficult to get a skilled job without the ability to speak the language of a host country if one of the steps into integration is the language.

Notwithstanding, there is also a critique attributed to the Neoclassical Theory of migration. It has been criticized that it is not only due to financial difficulties that people are forced to migrate to other countries. Reasons such as wars, political instabilities and natural disasters can cause people to migrate to different countries (Castles & Miller, 2009, P21). Thus, since my focus in this research is basically on economic factors of migration, I will refrain from laying emphasis on the critique to this theory.

**3.4 THE LABOUR MARKET INTEGRATION MODEL ‘STEPMODEL’**

Considering the fact that this research is focused on the labour market in, it will be practically impossible to evade looking into the steps to be followed in order to get integrated into the labour market in Denmark. The Market Integration Model is a set of stages needed to be followed in order to get fully integrated into the labour market in Denmark.

The ‘Stepmodel’ was developed by the Danish government alongside other social bodies in 2002 in order to incorporate unemployed foreign job seekers from non-western countries into the Danish labour market. This model is focused principally on foreigners who just arrived in Denmark and also on those who have lived in Denmark for sometime been for some time in. In order to become fully integrated into the Danish labour market, there is a number of stages one has to pass through. The ‘Stepmodel’ is made up of three major stages. According to the model, it starts up by evaluating the level of an immigrants’ educational qualification background before determining the level to place the foreign job seeker (Thomas 2007, p.7).

Ever since Denmark became a constitutional democratic State, it center of attention was placed on the importance of immigrants speaking and understanding Danish (Eva 2010, p.108). The first step in relation to this model is the language. The model begins by giving the Foreign Job Seeker intensive language training. This is later on followed by introducing newly arrived into the labour market. Step two according to the ‘Stepmodel’ is introducing the foreign job seeker to the place in which he/she will be working. Since language remains a vital and most important aspect of this model, there is still the continuous teaching of the language to the Foreign Job Seeker. In this step, it can be said that there is the combination of both the introduction to the work place and the teaching of the language to the immigrant job seeker to augment his/her communication skills (Thomas 2007, p.7). Intensive language training in this level is done with respect to meeting the demands of the Foreign Job Seeker in relation to his/her employment. At this second stage of integration into the labour market, the immigrant is not entitled to any form of remuneration (salary) but can benefit from social support if he/she is eligible. The final stage of the integration into the Danish labour market according to the ‘Stepmodel’ is being employed. Here, the employer is required to offer the trainee a job where he/she has had their previous training. At this level, there is no guarantee that the immigrant worker would assume a fully functional position at the job due to lack of experience. There is still the continuation of the language training to upgrade the immigrant employee’s communication skills. Furthermore, payment of the employees’ salary at this stage is subsidized by the local authority for a period of 12 months depending on the level of qualification of the foreign job seeker. The implementation of this model is carried out by the rules-for-employment scheme.

It can be recounted that in relation to the above elaborated steps that are needed to be followed in order to become fully integrated into the Danish labour market, Foreign Job Seekers are suppose to follow the above mentioned stages in order to attain the level of full integration.

**4. EMPERICAL APPROACH**

**4.1 THE HISTORY OF MIGRATION TO DENMARK AND THE STORY BEHIND THE TERMINOLOGY OF INTEGRATION**

It will be important for me to make mention of the history of Denmark how the term ‘migration and integration’ has manifested itself in the Danish society. In this light, I will begin by elaborating on the history of the first immigrant population to Denmark followed by the social and cultural activities of these immigrants in the Danish State.

New immigrants became a topic of wide discussion in Denmark around the 1960s and 1970s when there was a massive influx of Turks, Yugoslavs and Pakistanis in search of unskilled jobs in the labour market. In view of the fact that the Danish community needed labour force in order to restructure its economy, foreigners were employed to meet with this demand until the stabilization of the economy (Marco & Shahamak 2008, p.72). This was made possible by public sectors such as the government, trade unions and the media (Marco & Shahamak 2008, p.72). It was believed by the Danes that foreign workers would definitely return to their respective countries after achieving their goals in Denmark. Talking about achieving their goals here means for instance, saving up enough money to start all over in their respective countries.

The situation took a different course because most immigrant workers brought their families to join them later on. This fell within the period of economic recession. Several foreign workers were ‘*last hire-first fired’* (Marco & Shahamak 2008, p.72). The Danish government upon realizing the dilemmas that this increase in foreign population could cause to its economy, decided to prevent the inflow of immigrants. In this light, they introduced policies considered to be rigorous to prevent the large inflow of immigrants to Denmark. The new Liberal-Conservative Coalition Government after taking power in 2001 brought in various migration and integration policies that affected the country (Marco & Shahamak 2008, p.71).Upon the ascension of this government, there was a fall in the number of immigrants Denmark. Though this measure played the role of curbing the increasing number of immigrants into Denmark, it could not preempt the intake of foreigners because there was already a good number of immigrants in Denmark who came in for family reunification. The population continued to grow due to political and economic instability in other countries (Marco & Shahamak 2008, p.72). Still during this year around this same period, there was an outcry of ‘ethnic minorities’ by the immigrants which nowadays means immigrants who are not from the Western world or EU. This further degenerated to public debates concerning cultural differences (Marco & Shahamak 2008, p.72

Considering the fact that the term “integration” was not widely politicized in Denmark in the early 1900 because of the limited number of foreigners in Denmark at the time, there was a need for this issue to be looked into since there was a marked increase of immigrants. This implied that, for the concept to be used, an appropriate definition was needed for it in order to be implemented (Olwig & Karsten 2007:17). This saw the birth of the definition of the term integration in the Danish society to mean, ‘*incorporate, and assimilate into something’* (ibid). Around the 1950s, there was a high level of unemployment and Denmark was a country of net emigration (Thomas 2007, p.13). At the dawn of the twentieth century, there was an outbreak of political debates to this concept since it started raising eyebrows in the Danish society. This issue took a different direction in the 1990s where it was more attributed to foreigners in Denmark., ). Still during this year around this same period, there was an outcry of ‘ethnic minorities’ by the immigrants which nowadays means immigrants who are not from the Western world or EU. This further degenerated to public debates concerning cultural differences (Marco & Shahamak 2008, p.72

Upon the creation of the Ministry for Refugees, Immigrants and International Affairs in 2001, the concept became known as the ‘*inclusion of immigrants and refugees into the Danish society’* (Olwig & Pærregaard 2007:17). This was done because the Danish realized that it was practically impossible to completely eliminate and decrease the influx of foreigners into Denmark, they were left with the only option of making these foreigners become part of the Danish community through integration processes.

***4.1.1 Why Integration Policies?***

This section will be examining some reasons why there has been the need for the introduction of integration policies in most European countries. The reason attributed to this is that, most European countries and Denmark in particular have seen migration of foreigners to their countries as a threat to the economic, political and cultural sectors of their countries and have decided to change their immigration and integration policies and laws to limit massive inflows of immigrants.

Looking at this term ‘integration’ from an international relations perspective, some scholars uphold that there is need to fear since immigrants can pose as a threat to the national security of a country (Christopher 2010, p.40). It is further averred that if a State fails to carry out integration and assimilation progammes to fully integrate immigrants into its political, economic and cultural sectors, it can cause violence, economic and political tension within a State (Christopher 2010, p.40). Violence can lead to the instability of the State as a whole which can affect the economic stability of the economy of that state. Integration policies and laws are therefore needed by States because failure of integration policies may cause the marginalization of a particular group of people which can in turn speed up organized crimes and terrorism. This point can be further explained following the words of the EU president in 2006; he said *‘besides the threat from organized crime and terrorism, dealing with migration movements is today one of the main challenges facing us [ ] in terms of* security’ (EU Presidency, 2006).This therefore implies that migration and integration issues have been the topic of discussion in Europe in the past decade.

Discrimination and segregation have been used by terrorist to instill grievances into some immigrants which can be explained by the fact that it is due to failure to integrate. This can be seen in limited economic advantages of some immigrants which has led to anger and resentment by them (Christopher 2010, p.41).

Apart from national security, it is further held that security problems can transcend national boundaries and go well beyond receiving country. Given the above mentioned points, there is therefore the need for countries that receive immigrants to enact and implement strict migration and integration policies. This explains why Denmark has decided to enact integration policies.

***4.1.2 Evolution of Integration Laws in Denmark***

I have just explained one of the reasons why there is need for integration policies. For me to best familiarize myself with the topic under investigation; it will be relevant to look into the issues that led to the evolution of the integration policies in Denmark. This will play a vital role in the use of the Integration Act in the following chapters.

It is often said that Denmark is the first country in the world to introduce integration policies (Eva 2010, p.110). Prior to the coming of the New Foreigner’s Law in 1980 in Denmark, the government deemed it necessary to reinforce integration activities in the Danish society (Eva 2010, p.110). The Integration Act was proposed to the parliament by the Minister of the Interior (Eva 2010, p.111). Initiatives relating to these policies were typically language training and job training; activities which could better pave the way for the integration into the labour market by foreigners. Also, one reason for implementing these measures was to de-concentrate immigrants in certain areas which could lead to the creation ghettos (Thomas 2007, p.19)

Integration activities were focused more on refugees up till the mid-1980s where their rights were equated to those of a Danish citizens. The Danish government later created formal integration programmes for refugees in the following years which were based mainly on language training which focused on labour market orientation. All was done in a bid to facilitate refugees familiarize themselves with the Danish society. The Danish Refugee Council was exclusively entrusted with such responsibilities. Later on, the dispersal policy which was aimed at municipalities which had housing, education and employment advantages and opportunities for newly arrived foreigners in Denmark followed (Damm & Rosholm 2003). During this period, there was already a great demarcation between native Danes and foreigners in the labour market. Situations turned worst in the 1990 due to the high unemployment basically due to the economic recession (Thomas 2007, p.19)

As a result of this dilemma faced by the Danish community as a whole, there was therefore need to create a plan to resolve this problem. This led to the creation of the ‘Action Plan’ in 1994 whose aim was to set up constructive measures to facilitate the easy integration of the newly arrived immigrants in Denmark into the labour market. This body was vested with the responsibility of verifying and recognizing foreign qualifications, vocational education training and language training for immigrants. Their focus was not only to be placed on refugees but also on other groups of newly arrived immigrants in Denmark (Eva 2010, p. 113). During the late 1990s, programmes directed towards integration were placed only on refugees’ rights up till 1999 where a formal Integration Act was enacted whose prime aim was to focus on the labour market.

Another policy directed towards integration in the Danish society was the policy known as the ‘Starthelp’ which gave room for newly arrived foreigners to get the same social benefits as other immigrants already residing in Denmark were. Alongside the implementation of this policy was the same salary scale of 1.5 Euros per hour to be paid to newly arrived immigrants and other residents already residing in Denmark. This policy changed in 2002 when a 7 years residing scheme was introduced by the government granting benefits only to those who had been living in Denmark for 7 or 8 years at least. In relation to the ‘Starthelp’ Scheme, families were entitled to 50-70% of the regular fringe benefits with the intention of increasing work incentives since salary rates are low. In order to boost up incentives, foreign workers who were under the ‘starthelp’ scheme were being paid 4 Euros per hour of work without losing their benefits (Thomas 2007, p.20).

In 2005, another policy was introduced by the Danish government to boost up the labour market sector. Its target was to step up activities in this sector by increasing the number of foreign job seekers in Denmark within a time frame of five years. This accounts for the policy released which was termed as ‘A New Chance for Everyone’. According to this policy, it was stated that ‘… *immigrants should have a job, the young immigrants and descendants of immigrants should become as well educated and trained as young ethnic Danes…’[[7]](#footnote-8)*. This therefore meant that, there was to be the enjoyment of equal opportunities to both Danes and non-Danes. This policy was introduced by the Danish government because it realized that foreigners and their descendants were still very segregated upon in the Danish labour market as compared to the native Danes. This explains why in most recent years, there has been an increase of foreigners in Denmark who are there to study rather than for family reunification and asylum seeking. According to this policy, the government initiated activities to get immigrants integrated by providing them with language training progammes, vocational training and practical trainings in work places. Unemployed people aged between 18 and 25 have been given financial assistance to start up a job relevant to their relevant fields of studies. The Financial benefits granted to the unemployed were to be terminated if they did not find a job[[8]](#footnote-9). With this policy, the Danish government intends to increase the number of foreign workers in the job market since working was one of the most important factors of a successful integration.

The Danish government further signed an integration agreement with the Danish Peoples Party and the Social Democrats in June 2005 in order to implement the plan. Its goal here was to make sure that foreigners were upgraded to the same level as that of native Danes by giving them the opportunities to participate in all the integration processes (Eva 2010, p. 114).

In view of the fact, language skills were considered by the Danish government as one of the most important issues for integration, the parliament enacted an Act in 1996 which had to do with providing free language training for children of immigrants before entering schools depending on the discretion of the municipalities. This law was later on made mandatory two years later by the policy makers ensuring that municipalities treat some cases with special considerations. Following the legislation of 1998, the Integration Act upheld an ‘*Act on Teaching Danish as a Second Language for Adult Foreigners and Language Centres’* (Eva 2010, p.115). Though this act was enacted in 1998, it went into force in 1 January the following year. The reason behind the introduction of this act was to bring together foreigners from different cultural backgrounds and make them benefit from its terms. Language centres were classified into General Examination 1,2, and Danish Examination 2. This was done in order to facilitate the integration of foreigners into the labour market. In January 2004, a new act was created known as the *Act on Danish Courses for Adults Aliens and others* (Eva 2010, p.116). The Act of 28 May 2009 amending the previous act was introduced which permitted foreign jobseekers to take free online Danish lessons even before setting foot in Denmark.

Lastly, in an effort to make the Danish government augment the Danish welfare system, various parties such as the Dansk Folkeparti, Socialdemokraterne and Det Radikale Venstre in June 2006 initiated various reforms which focused on immigrants who had not been working for a very long time, Job counselors who advised potential jobseekers and guided them on how they could go about finding a job. They also acted as a liaison between job seekers and companies were set up. Activation policies relating to persons who got transferred without an income were also addressed by this policy. All these were measures initiated by the Danish government so as to upgrade integration of foreigners into the Danish community and also into the labour market.

***4.1.3 Immigrant Participation in Public Life (Integration)***

As mentioned in the beginning of this chapter, issues relating to the social and cultural activities of immigrants in the Danish society will be discussed. This is done in order to understand how foreigners interact in the Danish society and how this relation has affected their daily lives and integration into the labour market. In order to avoid a financial burden on the social welfare system, there is a need to have a well structured labour market. Social and cultural inter relations are also very vital issues needed when it comes to the integration process as a whole.

With the coming of the new Liberal-Conservative Government in 2001, there was a whole different public discussion in relation to the move from the Welfare Paradigm to the Workfare Paradigm. These issues are often centered on the cultural integration policies of Denmark to meet the labour market and also on how immigrants could be productive to the society (Marco & Shahamak 2008, p77). Immigrants from mostly non-western countries are provided with the booklet ‘Citizens in Denmark’ upon their arrival in Denmark by the Ministry of Integration. The purpose of handing these booklets to foreigners is to make them familiarize themselves with the Danish culture and also to make them be aware of the fact that Denmark is a land of opportunities. These opportunities range from freedom of speech, freedom of association, freedom of media and freedom of religion etc. This explains why the booklet has been written in several languages (Marco & Shahamak 2008, p78).

In 1999, the law on integration permitted municipalities to create local Integration Councils (Integrationsråd) which were charged with the duty of educating foreigners on local integration policies. Participation in associations happens to be vital in the Danish community, so, foreigners are encouraged to join. A good number of publications focusing on the activities of associations which range from cultural, political and economic associations have been made. The main objective of these activities is to fortify the relation between foreigners and native Danes which is a major step towards integration (Marco & Shahamak 2008, p78).

Amongst other things, integration policies have a lot to do with the social welfare of the Danish society. New comers get fewer benefits than those who have lived in Denmark for some time. This is also possible if the new comers meet with the requirements to earn these benefits. It has been argued that the difference in the benefits arises from the fact that the newly arrived foreigners should be encouraged to get jobs quickly and not depend on the social welfare of the state. Therefore, foreigners with stronger ties with the labour market stand the chance of getting an unlimited resident more than those who are not integrated into the labour market (Marco & Shahamak 2008, p78).

Integration into the labour market being the background of this research implies that, immigrant participation in the political, social and cultural sectors of the Danish society will not be focused on though there is no refuting the fact that these are also very important aspects of integration into the labour market. The economic sphere has been a centre of attraction in the last two decades in Denmark. In relation to the migration history of this society in the 1970s, economic participation was placed under the Danish Welfare system and the structure of the Danish labour market. Elements such as incentives, motivation to work and discrimination where also focused on ((Marco & Shahamak 2008, p80). It has been upheld according to the statistics of 2003 that immigrants from Somali, Iraq and Palestine are below average in labour market organizations (Marco & Shahamak 2008, p81).This is to say that there has actually been a low rate of foreign integration into the labour market by this category of immigrants.

* 1. **INTEGRATION ACT**

An introduction to the origin of the Danish Integration Scheme has been seen above. As mentioned in the chapter above, the Danish integration Act will be used in this research. Since the Alien Act does not only concentrate on activities relating to integration into the labour market and on aspects of social life, sections and clauses focusing on integration issues relating to the topic under investigation from this Act will be looked into. These sections have been meticulously selected in order to avoid irrelevance when discussing on the to the topic under investigation. Therefore, part 1 Section 1, part 4 Sections 16, 19, 20, 21, 22, 23 and 24 will be the Sections o which I will lay more emphasis since I find them relevant to my research.

According to Part 1 Section 1(1) 0f the Danish Integration Act, *‘an object of the Act is to ensure that newly arrived aliens are given the possibility of using their abilities and resources to become involved and contributing citizens on an equal footing with other citizens of society[[9]](#footnote-10).’* In relation to this section, the Act further classifies the various issues of integration in the sub sections. It holds that it will be the responsibility of the Danish society to assist newly arrived aliens to participate in the daily life activities of the Danish society in political, economical and cultural life of the society. Sub section 2(ii) actually specifies that effort will be furnished to permit the newly arrived in Denmark carry out activities that can facilitate their self supporting. This could only be done though employment. Furthermore, another aspect stipulated in Sub section 3 of the act, is the encouragement of different bodies of the community to contribute to the integration process. These bodies could be enterprises, authorities, institutions and organizations.

As upheld by Part 4 Section 16 of the integration Act, *(1) an introduction programme planned by*

*the responsible local council must be offered to aliens who, at the date when the local council takes over responsibility..’* This section in the Integration Act has principally three essential roles that it places its prominence on. There are; the international obligations of the Danish community are to be valued, there must be a reinforcement of the abilities of the newly arrived to be self supportive by getting employed and finally, immigrants must be integrated and the labour market must in structured to speed up self supportive immigrants. These activities will mostly carried out by the introduction programme of the Danish course.

Following Section 19 of the same Act, an alien is supposed to sign a contract with the local council. The main idea of this contract is to assess the aliens occupational background and that the alien finds a job as quickly as possible. Rules to the conclusion of the contract are laid down by the Minister for Refugees, Immigration and Integration Affairs. Aliens are supposed to respect and obey the rules set up in the individual contracts and the local council is supposed to follow up the implementation of these rules. This may be carried outs through oral interviews with the aliens themselves or through phones.

According to Section 20 (4) of the Integration Act, the newly arrived (aliens) whose principal objective is finding a job, their demands will be followed up and their detailed information input in the job and Curriculum Vitae bank. The Curriculum Vitae bank database set up so that mails could be sent to the newly arrived immigrants in search of jobs.

Section 21 of the Act concerns the Danish courses. Section 21 (1) provides that -*Within one month after having taken over responsibility for an alien falling within section 16, the local council shall offer the person in question a Danish course pursuant to the Act on Danish Courses for Adult Aliens and others’.* These lessons are entrusted in the hands of the local councils which are responsible for the tuition of the aliens. As also mentioned in Section 22 of the Integration Act is in fact, the local councils will also be responsible for organizing Danish lessons for immigrants who have started working already and cannot partake in Danish classes.

**4.3 THE INTRODUCTION PROGRAMME**

The basic foundation of getting integrated into the Danish community is by participating in the introduction programme. It will therefore be important to make mention of this programme in order to better familiarize ourselves with the integration process.

The coming into force of the new Integration Act in 2004 marked a big change in the integration progamme. The programme paid more attention to the immigrants and labour market with specific duties vested on the municipalities. This was to speedily increase the level of integration by the newly arrived into the Danish society. Excluding member states from EEA countries, this programme concerns immigrants who have been granted resident permits into Denmark, to integrate into the culture and society within the first two months of arrival by the municipalities (Thomas 2007, p.25).

This programme is aimed at imparting knowledge about Danish labour market which is generally tackled from the domain of learning the Danish language by newly arrived. This programme has been classified into three basic steps. The first stage of this integration policy is the participation in counseling meetings and the carrying out of activities which can lead to the stepping up of the qualification and skills of the newly arrived. This is followed by the second stage which is principally partaking in job training spheres which can either be under public companies or the private companies. In this stage, the aim of the municipalities is to identify the level of competence of the newly arrived in order to place them in the appropriate sector of the job market. The time frame for this training is usually 13 weeks but it may increase to 26 weeks in different situations. These newly arrived immigrants are obliged to put in at least 37 hours weekly which shall be checked for at least three months (Thomas 2007, p.25).

Funds set aside for the municipalities were increased following the implementation of the new Integration Act with the sole purpose of providing more incentives to the labour market. The government finances the municipalities irrespective of the fact that the newly arrived are employed or unemployed. Furthermore, the municipalities receive extra money for foreigners who commenced a job which was not subsidized in the course of the introduction programme. This only depends on whether or not the job was held for at least six months. According to the new system, municipalities will receive up to 50 percent of the expenses incurred when carrying out integration programmes. There are presently lump sum payments for integration expenses which have been calculated to be about 100 percent of the money used by the municipalities in the course of running introduction programmes (Thomas 2007, p.26)..

The municipalities are charged with the duty of running integration programmes according to the new Integration Act. Since the Danish values are geared towards rapid integration into its society, the foundation of the introduction programme is the Danish language which runs within the three years introduction programme. The rules governing the language course were first laid down in 2003 under a special Act known as the *Act on Danish Language Courses for Adult.* In order to fully speak the language, there are three levels an immigrant is supposed to pass through. The first level is for foreigners who are illiterates. The second level is for those who have at least a low rank of education. In this level, the language is geared towards getting integrated into the labour market. In other words, this stage is directed towards employment. The third and the last stage is focused on newly arrived immigrants with higher levels of education. It should be drawn to our notice here that all these stages are sub divided into six modules.

Lastly, language centers responsible for teaching this language are chosen by the municipalities. The language is usually not charged by the language centers because these funds are reimbursed by the municipalities responsible of the lessons. Subsequently, municipalities responsible for these language centers get funds from the Ministry of Integration per student. Therefore, the more students each language provider has, the larger the amount that the municipality will receive in return for the student. Finally the municipality stands the chance of getting extra funds from the government if the immigrant has finished the language course within the introduction period which is often three years.

* 1. **MAIN ACTORS IN THE LABOUR MARKET**

This section will be looking into the key actors and how the labour market in Denmark is structured. Due to the increasing number of unskilled foreign job seekers in the labour market, this chapter will be attempting to throw more light on the uncertainty as to whether the labour market in Denmark has been structured to facilitate integration of foreign job seekers into the skilled labour market of Denmark. The bodies responsible for this integration process will be the Ministry of Integration, Municipalities, Ministry of Employment, Ministry of Education, Social partners, Nongovernmental organizations and Danish Institute for Human Rights,

* + 1. ***Ministry of Integration***

To begin with, the main body responsible for integration and migration in Denmark is the now Ministry of Integration; the former Ministry of Refugee, Immigration and Integration Affairs. This ministry was created in 2001 to deal with matters relating to migration, integration, working and resident permits in Denmark. As compared to other countries which take serious measures when in comes to integration procedures, Denmark is the only country that has cumulated the responsibility under the Ministry of Integration. The Ministry also teaches Danish to foreigners as a scheme to step up the process of integration as a whole and the labour market in particular. For this to be done, this ministry has allocated funds for integration projects which covers a variety of integration issues such as, funding minority groups, opening up more job opportunities to foreigners and also supporting job-related Danish lessons in job places. This ministry also allocates budgets to upgrade living conditions of foreigners[[10]](#footnote-11)

* + 1. ***Municipalities***

This is the second key actor that is responsible for the integration process in Denmark. This body is endowed with the responsibility of training immigrants who have just arrived in Denmark through the introduction programme which is supposed to last for three years. This body is also responsible for organizing language lessons, housing amenities, and the payment of financial aid to those newly arrived immigrants who are qualified to earn these benefits. The system has been set up in such a way that all expenditures carried out by these municipalities, is being paid back by the government. The welfare system of Denmark is set up in such a way that the local municipalities take charge of unemployed people who do not have insurance (Thomas 2007, p.23). This has thus prompted the community to encourage integration in order other to avoid a burden on the municipalities.

Added to the Municipalities are the Integration Councils which were also created the following Integration Act of 1999. Members to these councils are either voted or appointed and they must belong to a local refugee or immigration association or to the local municipalities in question. The councils are designated to advice local municipalities on issues associated to integration.

* + 1. ***Ministry of Employment***

Apart from the activities carried out by the other bodies responsible for the integration process in Denmark, there is also the Ministry of Employment which plays a vital role in the integration process. The Ministry of Employment takes responsibility of immigrants who have been living in Denmark without a job for three years. Labour market activities reflect the policies implemented to step up the integration of foreign job seekers into the labour market in Denmark (Thomas 2007, p.23). Initially, focus was not placed on immigrants in the beginning of this programme but was placed on native Danes. Since the Danish State decided to work towards equal opportunities for all especially when it comes to employment opportunities, it decided to focus on immigrants as well. Focus has been placed mostly on those immigrants who do not have jobs but receive social benefits.

The Danish labour market has been structured in such a way that it provides opportunities for all. It has been described as *‘flexicurity’[[11]](#footnote-12).* This term has been adopted by the Danish labour market to explain the flexible nature of the labour system in Denmark. It has been divided into three different categories known as: Flexibility of the labour market, social security and active labour market policies. These three categories of the Danish labour market shall be explained in detail below.

The first nature of the flexibility of the labour market is that, the rules of the market provide the employers the possibility to employ and fire employees at any time depending on the economic situation of the country. This entails that, if there is an economic boom, the employers have the tendency of hiring workers. But when there is an economic depression, the new employees are fired (Ibid)

The second category of the *flexicurity* of the Danish labour market is the social security. The labour market in Denmark has been constructed in such a way as to meet the demands of its citizens in case of unemployment. The system has been structured to provide assistance and education to the unemployed. In this category, the wage security does not depend on the level of the unemployed income (Ibid).

Finally, are the labour market policies put forth by the system. These policies are set forth to ensure the proper functioning of the Danish labour market. It covers both the employed and the unemployed in search of jobs and who are willing to take an education or go through a training programme. This has been made possible not only by the public sector, but also by the private sectors. In order to achieve the intended results, this system has four main roles. The first is job seekers irrespective of where they come from look for jobs. This means that, the labour market has set up bodies responsible for this goal. The second role is to provide services to both the public sector and the private potential employers in search of labour force. Another role of this labour market sector is providing the necessary support to those unemployed. Finally, this sector is to assist people who are about dropping their workloads to find jobs relative to their capacities[[12]](#footnote-13)

Quite apart, this Ministry sponsors job consultants, advisory bodies in jobcentres and free counseling to jobseekers. These bodies are set up to facilitate and promote employment for minority groups (Thomas 2007, p.23). Therefore, the Ministry of Employment in Denmark has been structured to facilitate integration into the labour market.

* + 1. ***Ministry of Education***

This is another actor in the labour market that is in charge of integration. The Ministry of Education has created specialized agencies to check and evaluate foreign qualifications of immigrants so that foreign jobs seekers could be classified into the levels that they belong[[13]](#footnote-14)

* + 1. ***Social Agents***

Talking about the other actors responsible for integration into the State of Denmark, the social partners have a broader scope in both the labour market and in decision taking related to this sector. Its frame work falls within the realms of subsidizing the labour market and establishing new job categories. These activities are mostly carried out by labour unions and employment associations. Unfortunately, foreigners are not very much represented in these unions which makes it difficult for their presence to be felt (Thomas 2007, p.22-23).

* + 1. ***Non-governmental Organizations(NGO) (Danish Refugee Council DRC)***

Due to the welfare system of Denmark, NGOs play a narrow role concerning matters of integration as compared to other countries. From the break of 2001, funds allocated for NGOs were reduced. Nevertheless, NGOs still contribute to a certain degree to combat discrimination. Apart from other NGOs with limited roles in this domain, the Danish Refugee Council under the law of 1999 was responsible for carrying out introductory courses, language courses and also counseled newly arrived immigrants in Denmark. It provided newly arrived immigrants with translators and interpreters. With these responsibilities shifted to the municipalities, Danish Refugee Council had limited powers to carry out the above mentioned activities.

This body also has the responsibility of dealing with matters relating to discrimination. It is charged with the duty of handling cases associated with discrimination on the basis of ethnic, racial and labour discrimination. Notwithstanding, given with the little responsibilities, it can be said that the DRC can still in its little way contribute the upgrading of the rights of immigrants in Denmark.

* 1. **THE CHALLENGES OF INTEGRATION**

I have just elaborated the various actors responsible for integration as a whole and those of integration into the labour market in particular in Denmark. The following chapter will now look into the general determinants and the challenges faced by new immigrants in their host countries. This is done so that it will be easier to deduce the reasons why there have actually been difficulties for these newly arrived immigrants integrating into the receiving societies and finding skilled jobs in the labour market. These empirical findings will later on be related to the data collected in this research in order to establish the inter relationship between the general determinants and the challenges faced by immigrants. The case under investigation which is Denmark will come under the Analyses Chapter. These aspects will be examined under the four basic points elaborated below.

* + 1. ***The Rights and Benefits of the Migrant***

This is the first determinant aspect that will be examined. This aspect seeks to give an answer to the uncertainty as to whether a State will be willing to absorb newly arrived persons into its society. This point will make us understand whether our case study takes into consideration migrants only on a temporal basis or on a long term basis; better still expects foreigners to remain in the work force for the rest of their entire stay in Denmark so as to give them particular rights and benefits. For integration to be established as a whole, focus has to be placed on the host country’s integration policies before looking into the different sectors responsible for implementing these integration policies. When migrants are seen as temporal workers, it is always difficult for these migrant to be fully incorporated into the host country. This situation often prevents most migrants them from enjoying some rights and benefits granted to the citizens which may be political rights. Foreign job seekers could be given so many opportunities in their host countries such as housing facilities, access to some social benefits but still looked upon as not part of that community (Myron 1996, p.49). Preventing them from benefiting from some other rights granted by the host country makes them feel not to be wanted by that community. In so doing, this hinders the zeal for immigrants to want to be incorporated into a new society. During the last decade, most right wing political parties’ kick against the influx of migrants, very reluctant to grant asylum seekers refugee status and denying citizenship to foreigners. Considering the fact that most foreigners are aware of new policies put forward by most right wing parties, it has also reduced their anxiety to want to integrate since they often think that they are not wanted by the host communities.

Therefore, citizens of the host countries are more willing to incorporate foreigners into their societies if they feel that the entry of these foreigners into their countries is more regulated than not regulated. The capability to get foreigners integrated into the social, political and economic sectors of the host country can therefore be seen from the perspective of the citizens being secured in their territories (Myron 1996, p. 52).

* + 1. ***The Position of the Migrant***

The second point under consideration here is whether foreigners are willing to be integrated into the host communities. This point can be tackled by posing the following question, do these foreigners intend to remaining in the host countries for the rest of their lives or returning to their countries of origin after they must have achieved what they are in search of the host country? Given the above mentioned case, if a foreigner is not willing to stay in the host community forever, it will be very difficult for this immigrant to be willing to pass through the most at times called the difficult processes of integration and assimilation. In this case, the language of the host country is always considered important and most immigrants find it difficult to spend their time learning the language if they intend to return to their home countries some day (Myron 1996, p. 52).

The readiness of these immigrants to be incorporated into these societies most at times implies that the immigrants will have two identities. Two identities in the sense that the migrant has to copy the life style, behavior, way of live and attitudes of the host country in order to be identified in the community. And also trying to respect their own cultural values, life styles and behaviours from their countries of origin gives them two identities. Some foreigners may find it difficult to give up their cultural values which make it difficult for them to get themselves easily integrated. No matter what, for these immigrants to be integrated into their host communities, a degree of willingness of the host countries to want to accept these foreigners must also be present. With respect to this circumstance, if the host country treats foreigners as permanent aliens and excludes them from many opportunities, these foreigners will adhere to their original identities (Myron 1996, p.53).

Another point of concern is the fact that foreigners may tend to settle more in a particular area thereby causing concentration in that location and this might subsequently lead to an enclave. With the creation of these slums, it becomes difficult for immigrants to get integrated and assimilated into the host countries because interacting with citizens of the host country and the learning of the language is very low. Most at times, learning about the host country from immigrants in an area fully concentrated by immigrants may turn out to be an impediment in the long run. It may stem from the fact that earlier settlers who have not been integrated discourage new immigrants from perusing integration goals. Immigrants who decide to stay away from employment and educational opportunities can also be barring factors to integration. This situation is different if foreigners decide to follow educational and employment opportunities. Integration and assimilation can be stepped up easily (Myron 1996, p.53).

Quite apart, the speaking of the host country’s language determines the degree to which foreigners can integrate into a society. This takes us to the point that, linguistic assimilation can be accelerated if the immigrants to the host country are not large and continuous (Myron 1996, p.53).The increase of immigrants from the homeland will determine the level to which the present wave of immigrants will want to be integrated. In cases where the newcomers are pro returning to their countries of origin after acquiring what they are in search of in the host countries, it will affect the intentions of the old sojourners of trying to acquire a new identity which will lead to the low rate of integration of this immigrant population. Nearness to the migrant’s home country can also be a challenge to the migrant’s intention of wanting to copy the culture of the host country. If the proximity to the migrant’s country of origin is close, the possibility of the migrant to follow the transformation process of his/her identity will be low and if the proximity to the migrants home is far, the intention to follow integration processes will be high. The speaking of the language which has already been mentioned above also steps into this point. The immigrant is most likely to have many advantages if he/she learns the language of the host country (Myron 1996, p.54).

Acquiring the citizenship of a host country also determines the extent to which a migrant will want to go through the process of integration especially for his/her children. In cases where the acquisition of this status is less difficult, it will speed up the level to which a foreigner will be willing to be incorporated into their countries of residence. Children of migrants who acquire citizenship from birth will boost up the morale of the migrants to be willing to integrate as compared to children of migrants who have to wait until they turn to ages of maturity before acquiring the citizenship of the host countries (Myron 1996, p.54).

The cultural and the social values of the migrant communities in the host country may play an important role with respect the degree of integration. Host countries that are willing to grant a level of cultural independence of the migrants; that is, to have associations, carry out their cultural activities in the host country, can play a vital role in the level of integration. With this autonomy, the migrants do feel at home and it reduces the level of resentment against their host country’s citizens. This in turn may step up the level of integration of the migrants because to a certain degree, they feel at home though in a different country. In contrast, host communities that completely kick against the cultural practices of foreigners, who uphold that assimilation and integration must be full can be a deterring factor to integration. In other words, if the policies of the host country are against migrant’s culture, it may lead to resentment to the foreigners who see the host country’s culture as undermining their own culture. This situation can create hatred for these foreigners and thereby slow the process of integration. Nevertheless, in view of the situation explained above, this question can still be posed. Does cultural marginality speed up or slow down the rate of integration? (Myron 1996, p.54).From our elaboration above, one can say that it may or may not speed up the level of integration.

* + 1. ***The Structure of the Labour Market of the host Country***

The next point to be taken into consideration will be the structure of the labour market. Apart from being one of the determinants and challenges to integration in its self, it also happens to be the main reasons for writing this thesis. Though one of the main reasons for people to migrate is economic instability in their countries of origins, it is also vital to ask that; after migrating, will they want to integrate because of the structure of the market which at times happens to be one of their main reasons for migrating or not ? In effect, this situation can be tackled by answering the following questions. Are foreigners and their next generations restricted from better jobs which provide fewer opportunities? Do the teachers of foreign children see them as not being able to compete with the children of the host country in the skilled job market?

Firstly, in economies where there is a rapid increase in technology and foreigners segregated to filling in the positions of unskilled jobs, it will have a serious impact on the level of integration by foreigners into the host country. This explains why most government policies are more in favour of selective migration policies. This implies that, educated foreigners have a better chance of getting integrated into the host community more than uneducated migrants (Myron 1996, p.56). As such, does a selective immigration policy give the opportunities to these foreigners to get skill jobs that they are in search for and facilitate their integration? This question has two sides of the coin. Notwithstanding, migrants with a higher levels of education are more likely to pursue dreams of integration as compared to migrants who are uneducated (Myron 1996, p.56). This matter can further be explained following the way developed countries classify their immigrant population and the degree of incorporation into their societies. Priority can be given to those who have a higher level of education as compared to those with a lower level of education.

Quite apart, in communities where teachers treat the children of both immigrants and natives equally, the level of integration can be sped up as compared to societies where the children of foreigners are undermined and seen not to be equals with the native born (Meyron 1996, p.57).

***4.5.4*** ***Educational Qualifications***

It is more likely to have foreign job seekers finding it difficult to get skilled jobs that fit their level of education in most industrialized countries. Most industrialized societies have led to the reduction of manual work. A large proportion of immigrants do not have skilled jobs that fit their educational backgrounds. The main reason that has been attributed to this problem is the level of education and the recognition of foreign qualifications by host countries. This situation can partly be explained by the fact that most foreigners in search of skilled jobs do not have the working skills of the jobs in the host countries. Added to this fact, their qualifications are not recognized by these host countries. Therefore, integration as a whole will depend on the way the cultural, social, political and economic terrain of the host country is structured. If the policies favour foreigners, it will provide a platform for integration and vice versa (Thomas 2007, p 4).

* 1. **EMPIRICAL DATA**

This chapter will be presenting the empirical data collected in the course of this research. Out of the 100 questionnaires that I issued out to foreign job seekers in Denmark, I succeeded to get responses only to 40 questionnaires. After a close study of the responses I came out with the following charts with the classification of my responses. I have decided to classify the responses according to the issues I consider relevant to this thesis. Therefore, despite the 23 questions in the questionnaire, emphasis will be placed only on those questions related to the skilled labour, unskilled labour, language skills, intention to remain in Denmark or return to countries of origin and finally where immigrants live in Denmark. The reason behind my focusing on these aspects is because they are directly related to the main challenges and determinants for integration. Also, this is done to establish the main facts that have led to the difficulties on integration into the skilled labour market in Denmark.

***4.6.1 Skilled/Unskilled Labour and Danish speakers/Non Danish Speakers Chart***

Below is a chart representing the level of foreign skilled workers and foreign unskilled workers deduced from the questionnaires issued to foreign job seekers in Denmark. The presentation of the chart follows below.

**Figure (III)**

Skilled labour 2%, Danish Speakers 2.4%

Unskilled labour 14%, Non Danish Speakers 13.8 %

As per the chart, the blue columns represent the level of skilled workers and unskilled workers in relation to the questionnaires. From the chart, it can be seen that the number of respondents who had skilled jobs is relatively lower than those who have unskilled jobs. The red columns represent the number of foreign job seekers who are able to speak the Danish language and those who are not able to speak the Danish language. According to the chart, one can say that the number of Danish speakers is lower than the number of non-Danish speakers. More on this chapter will be elaborated on in the later parts of the analyses.

***4.6.2 Returnees/Non Returnees and Albertslund Residents/ Other Residents Chart***

Below is a chart representing the number of immigrants who intend to return to their countries of origin and those who prefer to stay in Denmark permanently. The chart also carries information on those foreign job seekers who live in a particular community (Albertslund) and in other communities in Denmark.

**Figure (IV)**

Returnees 14% , Non Returnees 2%, Albertslund Residents 7.2% , Other Residents 8.8 %

As seen on the figure above, the blue columns stand for the number of returnees while the red columns stand for the number of non returnees. The black column represents immigrants who live in Albertslund while the dark brown stands for immigrants who live in other resident apart from Alberstlund.

1. **ANALYSIS**

This section shall comprise of all the material elaborated on in this research and the information collected. Here, there will be the application and transcription of the research answers gathered from the questionnaires in order to better understand the question formulation and the sub questions. As mentioned before in the methodological part, there will be the use of word-for-word transcription in some parts of the questionnaires to extract the necessary knowledge required for the main question and the sub-questions in this research.

**5.1 The Reasons Behind the Migration of Foreign Job Seekers to Denmark**

This part of the analyses will focus more on the responses gathered in the self-completed questionnaires. As seen in the methodology part of this research work in Chapter 2, it was upheld that there will be a word-for-word transcription of some of the responses gathered from the questionnaires in order to further our understanding of the topic under investigation. I will begin by explaining the main reason why there has been the migration of foreigners into Denmark in relation to the research. This point will be tackled under the Neoclassical Theory of Migration which avers the reasons for migration.

To begin with, majority of the respondents are in Denmark on a basis of the ‘green card’ resident permit. As already mentioned, the ‘green card’ resident permit is issued to immigrants on the basis of finding a job. This situation ties with the responses collected in this research where most of the respondents are in Denmark to work. As seen in the Appendixes, the overall responses to question 6 are directly related to the reasons on why foreigners have decided to Denmark. Also, question 19 of the questionnaires carries another reason why there has been an influx of immigrants into Denmark. Responses in appendixes (1, 6, 30, ) such as‘… *to look for a job’,* *‘search for greener pastures’*, *‘…I was told by my brother that there were a lot of jobs…’*, go to support the fact that the main reason for migrating to Denmark is in search of jobs.

According to the Neoclassical Theory on Migration as seen in chapter 3.3 p.24-25, the main reasons for migration ranges from economical, political and demographical stability of a host country. Economical stability and political stability in this sense has been some reasons outlined by the foreigners and why they decide to migrate to Denmark. As seen in Appendix 4 of the questionnaire, a respondent upholds that *‘I decided to come to Denmark because I learnt that the economical, political and social sectors of the country were well functioning and stable***’.** From this response, it can be argued that foreigners target countries with opportunities. In relation to the economic domain, the Neoclassical Theory on Migration is more concerned with countries with high income which it terms *‘push-pull’* factors (see chapter 3.3, p.24). Its rare to witness migration to countries with low incomes and economic down turns. Following our case study, migration related to the income of the foreigners has partly been some reasons why foreigners have targeted Denmark for migration. The situation that directly falls in line with this reason was pointed out in question 19 of the questionnaire. According to Appendix 4, 7, 8, 9, 10 etc, most of the foreign job seekers uphold that they are contented with their income. One can hear them say *‘wages are good’* (Appendix 40). This goes to explain the fact that migration to Denmark has been because of the economic stability and also because if its high incomes. Though some immigrants are not happy with the types of jobs they do, they are still happy with the income they make because it makes ends meet. Therefore, it could be alleged that if a country is endowed with opportunities as the above mentioned, it will definitely attract immigrants. Taking the information collected in the questionnaires, one can articulate that the main reason for immigrants migrating to Denmark has been principally been the search of jobs because they believe that Denmark is economically stable.

The critiques to this theory point out that economic, political and demographical stability are not the sole reasons for migration. Other reasons such as wars and natural disasters are also behind this. In this sense, it could be termed involuntary migration because people are forced to move without them liking. This situation could be linked to the asylum seekers and refugees in this research which marked the first wave of influx of foreigners into Denmark. The reasons for migration have been accounted for in this part which clearly state that immigrants migrate to search for jobs. But our intention is to find out why it has been difficult for these foreigners to find skilled jobs? With this reason already established above, it will be easier for this situation to be better analyzed in the subsequent paragraphs.

**5.2 The Role played by the Danish State to Assimilate Foreigners into the Danish Community**

The second sub question will be analyzed with the application of the Public Sphere Civic Assimilationist Model. I intend to show here that the Danish government has played an important role in incorporating immigrants into the State of Denmark. There will be the use of some main bodies responsible for integration together with the Integration Act/ Introduction programme to buttress this perspective. Finally, the role played by the social welfare system of Denmark which was briefly mentioned in Chapter 4.1.3 p.33 will be applied in this case to ascertain the degree to which the Danish State is willing to incorporate foreigners. Since this section directly focuses on the information collected from secondary sources, responses collected from questionnaires will definitely be inapplicable.

The State of Denmark has been very positive in its effort of incorporating immigrants which happens to be one of the major steps towards integrating foreigners into the labour market. Chapter 4 of this research has recounted a couple of policies and steps used by the State in its hard work to assimilate immigrants. This situation will be analyzed following the Civic Assimilation Model as seen in Chapter 3.1 p 21-23 of this research. Mindful of the fact that the role played by the Danish state to assimilate foreigners into the Danish State is a public policy opened to foreigners, shall be treated under the Public Sphere of the Civic Assimilationist Model.

The Public Sphere of the Civic Assimilationist Model as seen in Chapter 3.1.1 upholds that the government is the sole controller of the political, economic and the social affairs of the State. Laws and policies are decided upon by the State to warrant its smooth functioning. Looking at it from the economic and cultural perspectives, this analysis will cut through the aforementioned roles carried out by the State of Denmark to incorporate foreigners. The public realm asserts that the political structure of a nation is supposed to be handled by laws put forth by the nation. In view of my empirical data collected in this research, one can say here that the Public Spheres falls in line with the consolidated Integration Act of 2005 as earlier mentioned in Chapter 4.2 p.34-36. Considering the fact that this Act has been enacted and implemented by the State of Denmark, it is therefore political and directly related to the public sphere of the civic assimilation model. According to section 1 (1) of this Act *‘an object of the Act is to ensure that newly arrived aliens are given the possibility of using their abilities and resources to become involved and contributing citizens on an equal footing with other citizens of society’.* From the Public Sphere stand point, it is the exclusive duty of the State of Denmark to ensure that newly arrived immigrants are incorporated into the Danish community. It therefore entails that, all foreigners who are covered by this act are supposed to uphold and respect its terms. Apart from Section 1 of the Integration Act which basically carries the overall duty of the State and the responsibility of integrating foreigners into the Danish society, there are also other sections in this particular act which fall under the Public Sphere of the Civic Assimilation model. These sections are, Sections 16, 19, 20, 21, 22, 23, and 24 of the integration. As already elaborated upon in (chapter. 4.2 p. 34-36), it can be summarily be explained that, it is the role of the State of Denmark to incorporate foreigners into the Danish society by carrying out introduction programmes and also carrying out activities which can lead to their easy assimilation so that they can be self supportive. Self support in this sense means the ability of the immigrant to take care of themselves. Integration in this research which is centered on the labour market can thus be considered also to be the role of the Danish government to make sure that immigrants find jobs. Looking at this point from the perspective of the Public Sphere of the Civic Assimilationist Model, one can aver that it is a public duty of the State owed to the foreigners. If the State does not play its role in relation to the integration of immigrants, it has definitely failed and vice versa. Furthermore, the introduction programme which has been explained in Chapter 4.3 p.34-36 can also be discussed under this point. This programme falls under the Integration Act and focuses on the labour market for immigrants. According to this programme, there are a couple of steps that immigrants are obliged to follow in order to become fully integrated and have jobs. It is also a very important programme directed towards integration and so can also be discussed under the Public Sphere. Quite apart, since our research tries to investigate the reasons why there has been a low level of integration into the labour market, one can say here that the Danish State has played a role to step up the integration by enacting and implementing the above mentioned rules and regulations.

Apart from the laws and policies enacted, there are also actors put in place by this community to facilitate the integration process. Once more, this section shall be treated under the Public Sphere of the Civic Assimilationist Model. As seen in Chapter 4.4 p. 38-42, there has been a presentation of the main actors in the labour market who are responsible for integration. In relation to this section, some activities carried out by some actors are more likely to fall under the Public Sphere of the Civic Assimilation Model. Actors discussed in this research whose acts and policies are directly in line with the public sphere are the Ministry of Integration, Municipalities, Ministry of Education and Social Agents. These bodies are directly under the State and their activities are geared towards facilitating integration. Since their activities are directed towards attaining integration and assimilation for immigrants, it can be argued that their roles are uniform which happens to be the core of the Public Sphere of the Civic Assimilationist Model. In this sphere, it was clearly outlined that for a State to achieve uniformity in its community there must be coherence in the laws, policies and regulations. All these elements have been elaborated upon and go a long way to show how the Danish State has put in place its policies to facilitate integration. To tie this point to the Public Sphere of the Civic Assimilationist Model, it could be alleged that in order for the State to run efficiently, there has to be the unity of all governmental institutions. This goes to support the issues already examined in the previous chapter. Though not all the actors are mentioned above, it does not imply that the roles played by the other actors in the labour market are not related to the abovementioned. These other activities are also geared towards integration but can be considered as not falling under the direct control of the government since there are under non-governmental bodies. Due to the fact that they all aim at integration, it could be held that they fall under Public Sphere’s principle of uniformity.

The rights and benefits of a foreigner within a particular State will determine the degree to which the immigrant is willing to be assimilated into the host country. The Danish social welfare system has been set up to provide social benefits to both immigrants and native Danes. The difference to these social benefits may only arise in cases where some immigrants have lived longer in Denmark than others. The provision for these benefits to foreigners indicates that the State is willing to incorporate immigrants into the Danish community. From the Public Sphere direction, it is duty the State owes to both natives and foreigners which goes a long way to proof that the State is willing to absorb immigrants. Apart from the social benefits, acquiring citizenship rights can also be seen as one aspect of integration. The Danish State following its role for integration policies will grant citizenship rights to foreign job seekers who fulfill the requirements. This means that the state of Denmark does not consider migrants as temporal sojourners. It goes to support the fact that the system is willing to assimilate migrants who are in search of jobs not only on a temporal basis. (See Chapter 4.5.1)

Apart from the general role performed by the public body in the Public Sphere of the Civic Assimilationist Model, I can say here that the critic to the theory absolutely fits in the above elucidated facts. As seen in Chapter 3.1.3 p. 23, the first and the third critic to the model upholds that; the government is the sole controller its affairs. This gives it the autonomous power to run most activities within the political, economic and social sectors of its State. It there by implies that with this power to control most of the sectors in the economy, there is thus limited power to diversified bodies to exercise power in the Private Sphere. It is inevitable to avoid the Public Sphere in any way there by making it difficult for foreign job seekers to acquire skill jobs without participating in introduction programmes which have been set up by the Public Sphere. It can be argued here that this critic ties to the situation at hand in the sense of being too idealistic and fails to take notice of the fact that they are always mediating circumstances in the model. The Public Sphere is basically controlled by the State which has all the power.

The above mentioned facts have elaborated the inter relationship between the Public Sphere Civic Assimilationist Model and the main actors in the labour market. The section has also elucidated the degree to which the Danish State is willing to incorporate immigrants into the Danish welfare system and granting other rights such as citizenship rights. The critic also raised in this section has proven that it is practically impossible to become fully integrated without passing through the stages of integration in Denmark which has been enacted by the public. With this issue at stake, there is the justification that the Danish State has played a substantial role in assimilating immigrants into its community which happens to be a major step towards being integrated into the labour market.

**5.3 The Degree of Commitment of Foreign Job Seekers into the Danish Society**

The graph in p.7 (Figure I) and the data collected on the chart (Fig III, IV) in Chapter 4.6.1 and Chapter 4.6.2 p.48-49 in the research will be used to explain this circumstance in this part. The information collected in the questionnaires will be classified into various levels in order that this sub question be understood. These levels will be the language skills of the immigrants, where they live and finally their intensions to stay in Denmark or return to their countries of origin. The way I intend to go about analyzing this point will be done as follows. Firstly, I will begin by applying the ‘Stepmodel’. This model comes in this case because it will be my ultimate intension to investigate whether foreign job seekers in relation to the questionnaires answered have actually passed through the various stages of the model and have not actually had jobs, or whether they are socially excluded from the labour market. It will be trashed by focusing on the statistics gathered in the questionnaires to find out whether immigrants who are in search of jobs have participated in the introduction programmes or taken Danish lessons which mark the beginning of finding a skilled job in Denmark. This is done because the introduction programme is related to the ‘Stepmodel’. I will enhance my understanding of this section by applying the Private Realm of the Civic Assimilation Model to establish the interrelationship between the theory and whether the foreign job seekers are determined to be incorporated into the Danish society.

As seen in Chapter 3.4 p.26, the ‘Stepmodel’ came into existence to facilitate the rapid integration of unemployed immigrants from non western countries into the labour market. This was made possible by the implementation of improvement policies vis-à-vis the language skills of the immigrants by providing them with language centres. The second and the third stages followed by introducing the foreigner into the place where he/she was to be working, while continuing with the language training and finally offering the immigrant an employment. Following this model, intensive language training is present in all the stages right up till when the immigrant finally attends a comfortable position in their language skills. According to the statistics collected from the questionnaires in Figure III to be more precise, it can be seen that the percentage of Danish speakers is way lower than the level of the non-Danish speakers. Danish speakers cover only 2% of the total number of questionnaires as opposed to 13.8% of the total number of non-Danish speakers. Language training being one of the first steps as outlined by the Stepmodel, actually goes to reinforce the fact that most immigrants have neglected this stage of finding a skilled job. With these statistics present, it could also be alleged that less immigrants have not participated in introduction programmes which has also been an important policy implemented by the State to facilitate the integration into the labour market by immigrants. Reflecting back on our sub question, with above at hand, will it be right to say that, foreign job seekers are not willing to be incorporated in the host country? The data actually places a majority of the immigrants under the category of not participating in the introduction programmes which marks the beginning of integration as a whole and into the labour market in particular. As earlier mentioned, linguistic assimilation is one of the fastest means of integration into the host country. If an migrant knows the language of the host country, it is much easier for the immigrant to integrate and vice versa.

Another point which determines whether or not migrants to Denmark are willing to be incorporated into the Danish State to take into consideration is the issue of acquiring the citizenship of Denmark. As clearly said by a respondent and I will quote *‘raise my family and make them know my roots and culture’* Appendix 33. This case was mentioned as a challenge to integration as seen in Chapter 4.5.2 p.42. When an immigrant intends to raise his/her family in the roots and culture of his country of origin, this implies that the immigrant will be reluctant to go through what is always known as the tough and difficult processes of integration. The immigrant will therefore prefer to raise his/her family in the ways of the country where he came from. This also explains why it has been difficult for immigrants to get integrated into the labour market in Denmark because some of them do not intentionally want to go through the processes of integration.

Furthermore, Denmark is a liberal State and has thus enacted and implemented laws and policies which gear towards freedom of speech, freedom of religion and freedom of association. That is why the booklets ‘Citizens in Denmark’ are mostly provided to new arrivals in Denmark to make them aware of the liberal nature of the State (See Chapter 4.1.3, p.34). With this point in mind, it can be said that the Danish society also practices and respects the Private Sphere of the Civic Assimilationist Model. This sphere upholds that, citizens should carry out their activities as long as this does not conflict with public activities. In this case, private activities could be freedom of associations, freedom of religion and freedom of speech. Denmark is thus a tolerant community which respects the cultures and values of foreigners. As recounted in Chapter. 4.5.2 an immigrant will be comfortable to remain in a particular host country if his rights and values are respected. This is the case of the Danish society which has given foreigners the right to practice their activities as long as it does not hinder public order.

When foreigners are concentrated in a particular region with the intention of returning to their countries of origin commonplace their degree of integration will be hindered. This subject will be treated with the assistance of the figure IV. According to the chart, it can be seen that a majority of foreigners live in a particular community (Albertslund) which is 7.2% as opposed to 8.8% of the immigrants who live in other places. It may lead to the creation of a slum which makes it difficult for immigrants to get integrated as already mentioned in Chapter 4.5.2. Foreigners concentrating in a particular location will determine the level to which the old wave of immigrants will encourage the new wave immigrants. This can be noticed when immigrants frequently complain about the difficulties to speak the Danish language. Most foreigners who live in the same locations often exclude themselves from social interaction and resort to private lives. This falls in line with the Private Sphere of the Civic Assimilation Model. In another sense, this could also be termed “social exclusion”. Social exclusion as mentioned in Chapter 1.5.2 puts in plain words that language barriers have caused many to be socially excluded in many sectors. Most of these foreigners have decided to exclude themselves from interacting with the native Danes which has made it difficult for them to be integrated into the Danish community. Here, one can say that most new wave of immigrants’ minds are always corrupted by that of the old wave of immigrants.

The intention of the foreigner to remain in the host county or return to his/her country of origin will also determine the level to which the migrant will want to integrate. In this section, focus will be placed on question 18 of the questionnaires. As seen in some of the responses in the questionnaires; *‘…because it is where I was born,’* (Appendix 31), ‘*I am proud of where I come from so will not live the rest of my life abroad’* (Appendix 17),  *‘because there is nothing sweeter than home’* (Appendix 8) etc are some reasons given by foreigners who intend to return to their countries of origin. The responses concerning their remaining in Denmark or not put forth by the respondents go a long way to show that they are not willing to remain in Denmark. From other questions as to their degree mastering of the language, it proofed that most of the immigrants have not taken the Danish language courses insinuating that they are either too busy to take it or are contented with their jobs. This point can be well explained with the aid of the chart above in Figure VI. As per the figure, it can be seen that out of the total number of questionnaires issued to foreign job seekers, only two percent of the immigrants intend to remain in Denmark. The other 14% of the immigrants are not willing to remain in Denmark after achieving what they came here for. Her, I am talking about such a time when they shall have arrived may be their ages of retirement, then they all intend to return to their countries of origin.

Looking at the Private Sphere of the Civic Assimilation Model, one can also say here that it neglects to bring out the fact that the Public Sphere will always control most parts of the State. From the second critic to the Civic Assimilation Model, it was criticized that most states have clearly defined laws which did not change much over time (See Chapter 3.1.3). Gradual amendments to laws which may be considered strict at times to immigrants may make them feel at a certain point in time as not being wanted by a particular society. This can make them feel discriminated and segregated from the society as seen in our case study

To round up this sub question, there has been the presentation of the Stepmodel above and how it has found its place in the questionnaires carried out. This section was dealt with mostly by looking at the statistics as per the percentage of foreign job seekers who were able to speak the Danish language. It was established in this fact that there was relatively a low number of foreigners who could speak the language. Secondly, came the place where these immigrants lived and it was seen clearly that they were more concentrated in a particular locality in Denmark. This also goes to back the fact that in cases where sojourners are more concentrated in a particular place, it could lead to slums and thereby retard the rate of integration. And finally came the “intention” to stay in Denmark or return to their countries of origin. It was established here according to the data collected that most of the immigrants intended to return to their countries of origin. With all these facts, it could be alleged that there is the high possibility that most foreigners in Denmark are not willing to be absorbed into the Danish community. This has thus gone a long way to prevent these foreign job seekers from getting befitting jobs which are related to their fields of studies and this therefore defeats the main purpose for which they are here.

**5.4 The Nature of the Danish Labour Market and its Role Towards Integration (Ministry of Employment)**

In this section, I will concentrate on the Ministry of Employment and the way in which it has structured its labour market. It should be drawn to our notice here that it is not only the Ministry of Employment that has made the labour market in Denmark to be well functional but other subsidiary bodies have also played a role to the structure of this labour market. These bodies are, the Ministry of Integration, the municipalities, Ministry of Education, Social Agents and Nongovernmental Organizations. All together these bodies made the labour market in Denmark to function smoothly (See Chapter 4.4.)

First of all, the Ministry of Employment has the duty of taking care of immigrants who have been living in Denmark for three years without an employment. If immigrants have been in Denmark for a period of three years without working, the Ministry of Employment is responsible for the immigrant. This decision has been implemented to provide equal chances to both immigrants and native Danes.

Secondly, the *‘flexicurity’* nature of the Danish labour market’s role is also far reaching in so far as the integration process is concerned. As earlier mentioned, this was a system adopted by the Ministry of Employment to explain how flexible the Danish labour market was. This situation was earlier discussed under three points which were the flexibility of the labour market, the social security and the market policies. Of all these policies discussed under Chapter 4.4.3, the only one that will be looked into here will be the first point (flexibility of the labour market). I have decided to look into this point because it upholds the fact that the employers have the right to higher employers and dismiss them depending on the economic situation of the State. This situation could also be analyzed from the viewpoint that if foreigners always have to suffer from economic depression, it will be difficult for them to want to stay in that community. This was seen in the earlier chapters of this research where it was stated that immigrants were ‘last hire-first fire’ (Marco & Shahamak 2008, p.72).It can therefore be alleged here that it will be a relative uncertainty and therefore a risk for immigrants to stay in communities where the probability of them losing their jobs is high. This could also be seen as a form of social exclusion. Foreign job seekers could be socially excluded from the labour market if the tendency is that they can be fired in cases of economic depression. Nevertheless, the flexible nature of the Danish labour market has also given other advantages to immigrants through receiving social benefits and other organizations which protect the rights of the immigrants.

From the above, one could assert that due to the flexible nature of the labour market of Denmark which stems from the presence of many labour market actors put in place and also with the various integration policies enacted, one could say without any fear of contradiction that the labour market has been structured in a particular way in a concerted effort to facilitate integration of immigrants.

**6. CONCLUSION**

In this section, I aim at drawing a definitive conclusion while focusing on the main question under investigation *‘Why has it been difficult for immigrants to integrate into the skilled labour market in Denmark despite the policies and laws enacted by the Danish government/labour market?’*

This research seeks to investigate the reasons why the immigrant population in Denmark still finds it difficult to integrate into skilled labour despite the beckoning government policies. In the course of this research various steps and theories considered to be important were made use of. Theories that were used in this research were the Civic Assimilationist Theory and the Neoclassical Theory on Migration. Later on, the Stepmodel was also used in this research in order to find out the steps that are to be taken by foreign job seekers to get a job. Secondly, the empirical part was a presentation of the facts that showed the role played by the Danish State together with the Danish labour market and how these laws and policies are implemented. Thirdly, the main determinants and challenges to integration were further elaborated on to establish the burden of proof to the difficulties. This was done in order to show whether the problem of integration was dependent on the immigrants themselves or the Danish State and the labour market. This part was rounded up by using my empirical findings which showed the degree to which foreign job seekers were willing to be assimilated into the Danish society. This was done by applying the language skills, places of residents and the intention to stay in Denmark or return to their countries of origin.

Corroborating the facts and details gathered in my empirical findings and that of the Figure I p 7-8, one can say that there is a low level of integration by foreigners into the Danish labour market as a whole and skilled labour to be more precise. As seen in Fig I, there was a general slum in the rate of integration in the labour market in the early 90s but the situation picked up in the late 90s. Though as per the figure, there has actually been an increase in the level of the integration of foreigners into the Danish labour market, there is no denying the fact that there is still a very low level of immigrant integration in the skilled labour sector in the Danish labour market.

Given the reasons behind the difficulties of integration, one can say here that most foreign job seekers have been reluctant to participate in introduction programmes which can smooth their way into the finding of skilled jobs. These reasons including the challenges to integration have been established with the help of the self completed questionnaires. Notwithstanding, language being the main baring factor for integration into the labour market, it is clear that these foreign job seekers are at times socially excluded from jobs because they lack the language skills. Language barriers have thus prevented immigrants from finding jobs relevant to their level of studies. Without much ado, I can conclude that, in relation to abovementioned facts that, the difficulty behind the integration of foreign job seekers has been entirely due to their neglect. Much has been done by the host country to facilitate integration into the labour market but this has been neglected by the immigrants. As per my research, they were cases of where foreigners actually had skilled jobs due to a good background of the Danish language. That notwithstanding, others still found it difficult to find jobs even with their fluency in the language. Majority of the responses after all proofed that most foreigners do not take introduction programmes which thereby shifts the blame from the host country Denmark to themselves. I can say that for integration to reach its optimum, not only do we have to depend on the host country’s policies and on the sense of accommodation of its natives but also on the deliberate effort of its immigrants to integrate. As the host community, in the largest sense of the phrase goes ahead with the plough by way of its policies and accommodation, so are the immigrants expected to follow, sowing the seeds of integration. These by my humble opinion have to go hand-in-glove and unless these two fundamental requisites are put in place, a thousand rules on how to better integrate will avail little. However, it has been mentioned in the course of this research that this has not been the case as some immigrants who have intentionally exhibited aloofness vis-à-vis integration, leaving them in a lonely minority as majority of immigrants walk down the road of integration.

**7. PERSPECTIVE**

As mentioned during my research, I realised that there were other fields that could be exploited under this topic “integration”. For Example, focus could as well be placed on social, political and cultural integration.

Secondly apart from focusing on foreign job seekers, I could also have looked at it from the perspective of the main actors in the labour market and the laws and policies implemented by these actors. Seeing that there was already the carrying out of these laws, I decided to stick to the foreign job seekers. Another perspective that could have been appropriate was focusing on the level of cultural marginality. From this perspective, the possibility of analysing the topic under the extent to which it has speeded up integration or has reduced it could also be a point of interest.

Finally, another angle that I could have focused on was not only to rely on foreigners from African and Asian countries. I could also have looked into other immigrants from Nordic, EU and EEA countries. Emphasis could also be placed on refugees and people on family reunification. But considering my choices and my data in question, I decided to focus on the cases that I made mention of. I could have also taken the research by asking “What policies could be put in place so as to improve on the social, political and cultural integration and make it a win – win situation for both the host country and the immigrant?”

Notwithstanding, my choice on concentrating on foreign job seekers and the labour market could be attributed to the fact that it was possible for me to collect my primary data because of the accessibility and reliability I had with the informants.

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