

MEM-VOL Migrant and Ethnic Minority Volunteering

Summary: Final Report Denmark

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Content

1. Ethnic minorities in Denmark.....	1
2.1 Terminology	1
2. The Voluntary Sector in Denmark.....	2
2.1 What is voluntary work?.....	2
2.2 What is a voluntary organisation?.....	3
2.3 Participation in voluntary work	3
3. The Social Context	5
3.1 Short description of history of immigration in Denmark	5
3.2 Demographic data.....	5
3.3 Labour market.....	6
3.4 Education.....	7
4. Research and literature.....	9
4.1 Organizational channels of influence in a macro-historical perspective	9
4.2 Extent and structure of the ethnic minority associations.....	9
4.3 The participation of ethnic minorities in associations.....	10
5. Public Projects.....	12
6. Examples of employment projects in voluntary associations.....	14
7. The national meeting with the key actors.....	15
8. Perspective.....	17
9. Literature	18

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1. Ethnic minorities in Denmark

In Denmark generally we give much attention to the field of ethnic minorities. This attention is manifested – in relation to the voluntary (social) work – through various public initiatives. First, the field was given a high priority through public funding, for example the Grant Programme for Development of Voluntary Social Work, which in its directives for 2001 and 2002 explicitly asked for new initiatives taken by or with participation of ethnic minorities.

Secondly, it is an objective from central political quarters that ethnic minorities shall have the opportunity to participate in the political, economic, working, social, religious and cultural life on equal terms with other citizens. On the other hand, there is also an expectation that they use these opportunities and in doing so contribute to the development of the welfare society.

In this way, ethnic minorities are expected to participate in the associations and organisations as a way into the Danish society, i.e. as a manner of being integrated. The programme of the former government expressed for instance a wish to strengthen and to render the participation of ethnic minorities in voluntary work visible (Ministry of the Interior 2000a). Also the present government has in its programme the expectation that ethnic minorities are involved and participate in the associations of the civil society (“Towards a New Integration Policy”. The Government 2002)

2.1 Terminology

In this report as a principal rule we use ethnic minorities as the generic term for the group of citizens that either are refugees¹, immigrants² or descendants. Exceptions appear in section 3 with information from “Statistics Denmark” as well as in section 6 based on the voluntary organisations’ own descriptions. In both cases we use the terminology of the sources.

¹ Include persons from countries with refugee status.

² Include persons from countries outside the Scandinavia, including Greenland, the EU, North America, or the group of refugee countries.

2. The Voluntary Sector in Denmark

Voluntary organisations are by no means a new phenomenon, but it was not till the transition from the traditional to the modern society in the middle of the 19th century that a fully-fledged voluntary sector existed in Denmark.

Especially the adoption of the Danish Constitutional Act in 1849 served as a catalyst to the formation of many new associations. Before this year, all types of assembly was subject to approval by the monarch, but the enactment of the Constitution established that citizens were entitled, without prior approval, to join and form associations. From the mid-1800s till today we have seen a countless number of associations and organisations within practically all spheres of community: Political party organisations, interest organisations, trade unions, economic organisations, charitable/philanthropic associations, rifle clubs and athletic associations, civil and religious movements, organisations for sick and disabled people, associations safeguarding interests of groups of patients, self-help project, local volunteer bureaux, educational and cultural associations, grassroots movements, etc.

The voluntary sector is incredibly manifold not only regarding objectives as the above shows, but also in structure – it embraces everything from small associations with few members, almost no money and “premises” at the chairman’s home office to large, well-established, professional organisations. The common feature, however, is “voluntary”, and below we describe that we in Denmark understand by voluntary work, a volunteer and a voluntary organisation.

2.1 What is voluntary work?

Voluntary work is the activity or act carried out by a volunteer. By voluntary work are understood activities that:

- Are voluntary, i.e. undertaken freely without physical force, legal coercion or financial pressure. You must not be threaten with financial or social sanctions (for instance cut off from a social network) if you no longer wish to continue the work
- Are unpaid. However, this does not preclude payment of remuneration for expenses the volunteer has incurred while carrying out the activities, such as travelling and telephone expenses. Or that the person receives a symbolic amount for the voluntary work
- Are carried out for persons other than the volunteer’s own family and relatives. This distinguishes voluntary work from ordinary domestic activities and the informal care of family members
- Are for the benefit of other people than the volunteer and his or her family. The value that the work has for others makes it voluntary work. This precludes participation in self-help groups as voluntary work
- Are formally organised. This means that ordinary helpfulness or spontaneous acts such as helping an elderly or disabled person to cross the street, carrying shopping bags etc. are not voluntary work.

2.2 What is a voluntary organisation?

In Denmark we often use the word “voluntary” about the organisations that organise voluntary social work. This is the best way to emphasise that these organisations differ from private companies as well as public organisations and institutions. Hence, a voluntary organisation:

- Is established on a voluntary basis, which means that it is free to commence or discontinue its own operations. This distinguishes it from public organisations, whose tasks and objectives are usually prescribed by law
- Operates on a non-profit basis. In this context it means that the organisation does not operate with a view to securing investors or individuals a financial profit. If a profit is yielded, it is invested in the organisation, and, therefore, used in compliance the objectives of the organisation
- Is based on voluntary work – either on the supervisory board or in the organisation’s daily activities. Voluntary organisations often have paid staff, however, and in few cases the entire workforce is made up of paid staff
- Is characterised by voluntary membership and members’ participation in the organisation’s activities of their own free will. For that reason, trade unions traditionally are not included as voluntary organisations.

2.3 Participation in voluntary work

In 1990 26 pct. of the Danish population undertook some kind of voluntary work. In 1999 this figure had increased to 38 pct. The largest growth occurred within voluntary social work where the figure increased from 7 pct. to 12 pct.

The table below shows the percentage of the population who carried out voluntary work in 1990 and 1999, distributed on sex and areas.

Number and distribution on sex among volunteers in 1990 and 1999

		1990	1999
Men	Social work	5 %	12 %
	Political work	10 %	13 %
	Culture and sports	19 %	21 %
Women	Social work	9 %	12 %
	Political work	5 %	9 %
	Culture and sports	10 %	15 %
Total		1.030	1.023

Source: Inger Koch-Nielsen and Jacob Dalsgaard Clausen: “Values in Voluntary Work” / Peter Gundelach (red.) “Values of the Danes 1980-1999”, Hans Reitzels Forlag, Copenhagen 2002. Special extract from the report.

The table shows an equalizing between male and female participation in voluntary social work. While women were in a clear majority in 1990, the participation is equal in 1999. The same equalizing tendency is seen within the political work, where women’s participation increases relatively more than men’s participation.

The table below shows the percentage of the population that carried out voluntary work in 1999 – distributed on age and areas.

Distribution on age groups

Age	Social work	Political work	Culture/Sports	Total
18-29 years	8 %	6 %	19 %	32 %
30-49 years	11 %	14 %	22 %	43 %
50-65 years	13 %	12 %	18 %	41 %
66 år +	15 %	5 %	6 %	26 %
Total	12 %	11 %	18 %	37 %

Source: Inger Koch-Nielsen and Jacob Dalsgaard Clausen: "Values in Voluntary Work" / Peter Gundelach (red.) "Values of the Danes 1980-1999", Hans Reitzels Forlag, Copenhagen 2002. Special extract from the report.

The table shows that the participation in voluntary social work increases with age. The participation among persons 18-29 years old is higher, however, in the social field than within political work. However, the relation between age and voluntary social work is statistically not as strong as the relation between level of education and voluntary social work.

3. The Social Context

In this section we describe various social and financial conditions for ethnic minorities in Denmark.

3.1 Short description of history of immigration in Denmark

In the long historical perspective migration is a well-known phenomenon. A description of the history of immigration in Denmark is to be seen in that light.

It is also worth noting that the words "foreigner" or "citizen" are understood in different ways at different times. To compare immigration in the 1960s with immigration in the 17th century is problematic: The concepts are modern constructions: A "Dutchman" coming to "Denmark" in the 16th century would not at all see the situation as you would today.

After the end of the Middle Ages, several groups of immigrants can be mentioned. In the 16th century Dutchmen came to Denmark, in the 17th century and the time hereafter groups of Jews came. In the early age in industrialisation, i.e. from 1800 and onward, and after the nationalism entered the scene groups of workers came from the neighbouring countries Sweden, Poland and Germany. In modern times (20th century), refugees came from unquiet countries in Central and East Europe, including political and Jewish refugees from Nazi-Germany. After the Second World War, refugees came from the Middle East and Asia as well as from South America. For a shorter period there was an immigration of manpower from Turkey, Pakistan, Yugoslavia, and Morocco. After the cold war, refugees came from former Yugoslavia, Iraq and African countries, especially Somalia.

3.2 Demographic data³

In the following we use the concepts "immigrant" and "descendant", but not "refugee". Earlier we have distinguished between refugees and immigrants, but here the two categories are united. Thus, we do not mind the reason why a person has come to Denmark.

The number of foreigners and their descendants is rising in Denmark, in absolute figures as well as in proportion to the population.

Totally, on 1st January 2002 there were 415,331 immigrants and descendants in Denmark equivalent to 7.7 pct. of the population. 1992 the figure was 239,241 – an increase in absolute figures of 73.6 pct. As the number of the population has not increased significantly these 10 years, the increase in proportion to the whole population is of the same size.

³ The data used are primarily from the publication of Ministry of Refugees, Immigrants and Integration "Yearbook about foreigners in Denmark 2002". The Ministry has the figures from "Statistics Denmark".

Of the group of 415,331 persons 156,030 were Danish citizens in 2002, while 259,301 persons were foreign citizens. In the statistics there are two categories of immigrants and descendants, partly persons coming from Scandinavia, the EU and North America and partly persons coming from third countries, i.e. the rest.

On 1st January 2002 there were 311,369 immigrants and descendants from third countries equivalent to 75.0 pct. of all immigrants and descendants and equivalent to 5.8 pct. of the population. The increase in the number of immigrants and descendants from 1992 to 2002 is mainly an increase within this group. Thus, the composition of immigrants and descendants from Scandinavia, the EU and North America opposite third countries has changed since 1980.

The composition of nationalities has also changed in course of time. The largest groups among third countries were in 2002: Turkey (12.9 pct.), former Yugoslavia (6.0 pct.), Lebanon and no country (5.1 pct.), Pakistan (4.6 pct.), Yugoslavia (4.5 pct.), Somalia (3.9 pct.), Iraq (3.9 pct.), and Iran (3.4 pct.). The groups from former Yugoslavia, Iraq and Somalia are mainly from the 1990s.

The composition of nationalities of the immigrants changes gradually: 2002 the 10 largest net immigration groups were from the following countries: Iraq, Afghanistan, Turkey, Thailand, Yugoslavia, China, Russia, Germany, Lithuania, and Poland. The two first mentioned countries represent 34.4 pct. of the total net immigration in 2002.

In 2001 11,902 foreign citizens got Danish citizenship. This figure has been rising since 1992, where the figure was approx. 5,000. The increase has not been even during the period, but has taken place especially from 1996 and onwards. It is worth noting that the figures from some years may be misleading, as citizenship is granted by law (according to the Constitution) and restructuring or delays in the treatment therefore have an influence on the figures, especially in 1997 and 2001. 95.1 pct. of the 11,902 foreign citizens, who were naturalised in 2001, came from third country.

The distribution on sex among immigrants and descendants equals the population as a whole. The distribution on age is somewhat different. The immigrants are overrepresented within the age group 15-49 years old, especially 20-49 years old. The descendants are overrepresented markedly within the group of 0-19 years old and underrepresented in the age groups over 20 years. To some degree these figures are a result of the applied definitions, particularly regarding the group of descendants. Compared to the labour market a relatively large share, 83.5 pct. of the immigrants are in the working age, i.e. 15-64 years.

3.3 Labour market

The affiliation of the immigrants to the labour market has been the subject of studies and debate. This issue often is connected with the issue of integration in general. Here too, we distinguish between immigrants from Scandinavia, the EU and North America opposite countries from third world. There are substantial differences between these two groups; regarding affiliation to the labour market the first mentioned group is considerably closer to the Danish population than the immigrants from third countries.

Participation rate (defined as the share of the total population available for the labour market) among immigrants from third countries is 53 pct. compared to 80 pct. of the Danish population. Employment rate (defined as the share of the total population in employment) is also uneven; the figures are 47 pct. respectively 76 pct. There are large regional variances among the municipalities.

Especially women from third countries are outside the labour market. Other general tendencies are that the affiliation to the labour market increases the longer the immigrants have been in Denmark and the younger they were at the time of arrival to Denmark. These two tendencies also influence the sex-based imbalance, which is reduced markedly among descendants. Note that many of descendants are too young to be in the labour market. There are large differences within the group, based on nationality.

To sum up, unemployment among immigrants between 16 and 66 years old is falling. This applies to the participation rate too, that means the share of refugees and immigrants available for the labour market is falling. Therefore, it is no surprise that the employment rate is increasing. However, the increase of the employment rate is smaller than the fall of the participation rate.

3.4 Education

Often, education is presumed to affect various circumstances: economy, social contact and integration on the whole. In general, the higher education the immigrants have, the better affiliation they have to the labour market. However, with a foreign education they are in a weaker position than with a Danish education.

In this section we look only at immigrants and descendants from third world, i.e. outside Scandinavia, the EU and North America.

Level of education

In the following we do not distinguish between types of education, anything from basic school and onwards counts. Among 25-64 years old immigrants 20 pct. of the men and 14 pct. of the women state that they have a Danish education. The same figure for Danish men and women in the same age group is 99 pct. for both sexes. The explanation is partly that many immigrants have brought an education from their native country. Of the immigrants without Danish education 74 pct. of the men and 72 pct. of the women have an education from their native country.

Among descendants in the same age group 94 pct. (both sexes) have a Danish education. Compared to the Danish population, but also compared to the group of descendants, a markedly larger group of the immigrants has no education. Furthermore, the immigrants with an education have a lower education than the whole of the Danish population.

In process of education

Among 16-19 years old immigrants 50 pct. of the men and 48 pct. of the women are in process of an out-of-school education. The same figures for descendants are 68 pct. and 73 pct. respectively, while

for the Danish population the figures are 74 pct. and 75 pct. respectively. Thus, immigrants are clearly underrepresented in out-of-school education, while descendants do much better.

This tendency is repeated within the higher education where the group of 20-24 year old has been examined. In this case, immigrants are very poorly represented, while the rate of descendants is the same as the rate of Danish men; the rate of Danish women is higher than the rate of both descendants and of Danish men. Moreover, it is noteworthy that especially women among both immigrants and descendants to a higher degree than Danes prefer the basic vocational education.

Regarding short and long course higher education immigrants and descendants are overrepresented within the health and social sector, whereas they are underrepresented within farming and fishing as well as the armed forces and police. With regard to long course higher education you find an overrepresentation within health and technology, an under-representation particularly within the armed forces and pedagogical educations, somewhat smaller within agronomy.

Completing the education

The whole of the population has a higher completion rate than immigrants and descendants, 76 pct., 64 pct. and 62 pct. respectively within all educations. The differences are larger when you look at the higher educations separately. Most remarkably, immigrants and descendants have a comparable completion rates, and the difference between the two groups regarding education and employment is not repeated here. However, as a larger group of descendants than immigrants are in process of education, it means that a larger part of the whole group of descendants complete their education than the whole group of immigrants.

4. Research and literature

Voluntary work and formation of associations among ethnic minorities is a highly neglected research area in Denmark. Our knowledge of volunteering is very insufficient on individual, organizational as well as on social level, i.e. in relation to the participation of refugees and immigrant in associations, how and to which extent they form associations – and what characterizes them – and what the participation and forming of associations means on a broader social view, for instance in relation to the issue of integration.

The extent of the literature, of course, reflects this insufficiency although in recent years there have been a larger interest in research, for instance, the establishment of the Academy for Migration Studies in Denmark (AMID) in 2001. Furthermore, we see a tendency that more and more students choose to specialise in this field. The research and the literature are described briefly below, classified according to the primary analysis topic.

4.1 Organizational channels of influence in a macro-historical perspective

Here we find two studies that in different ways look at the formation of organisations among ethnic minorities and its relation to the democratic rules.

One of the studies is “Channels of Influence of Ethnic Minorities” by Ole Hammer and Inger Bruun (2000). The study examines the access and influence of ethnic minorities on central political decisions and includes the ethnic minority's own associations and channels of influence as well as Danish organisations and institutions dealing with the rights of ethnic minorities.

The other study is “The Political Organising of Ethnic Minorities in Denmark” by Mustafa Hussain (2002). The article giving an overview of the political organising of ethnic minorities in Denmark since the beginning of the 1970s, argues that the organised interests of the immigrants' associations and multiethnic umbrella organisations have been marginalized in the political decision-making process although these associations have been on the increase in the course of time.

4.2 Extent and structure of the ethnic minority associations

According to Flemming Mikkelsen, researcher at the AMID, the above-mentioned studies are based on a thin documentary source material, which mainly is due to the fact that we lack investigations in ethnic minority associations in Denmark, their extension, organisation and activities. Some investigations, however, have been carried out.

In several of the investigations the approach is the formation of organisations within certain groups, for instance based on ethnic origin. Various researchers have examined the Turkish immigrants' conditions and formation of associations. Not only the Turkish and Pakistan immigrant associations

have been subject to studies, but also the formation of associations among Iranians, Chinese, Albanians, and Vlachs.

A more transverse, quantitative analysis of the formation of associations is found in the book "Volunteering among Ethnic Minorities" (Hjære and Balslev 2001). This investigation builds on questionnaires sent to 232 associations formed by ethnic minorities and with activities in Denmark. 65 associations answered the questionnaire that included facts such as year of establishment, objective of the association, number of members/volunteers and employees, activities, terms of financing and co-operation. Furthermore, the investigation consisted of qualitative interviews with volunteers in five associations with focus on the meaning of volunteering, i.e. which significance the voluntary work and the association in itself had for the ethnic minorities.

In the book "Immigrant Organisations in Scandinavia" Flemming Mikkelsen (2003) and others give a thorough survey of the research into immigrant organisations and their contribution to the integration of refugees and immigrants in Norway, Sweden, Finland, and Denmark. The authors have tried to create a homogeneous presentation of the extent and structure of immigrant organisations, i.e. number of organisations, localization, types, ethno-national composition, financing, internal life of the organisations and external activities. Besides, they describe semi-public immigrant councils, solidarity organisations, and the conflicts between the racist and anti-racist movements. Moreover, the book discusses similarities and differences in the organisation structure in the Scandinavian countries, hereunder the placing of the immigrant organisation in the stress field between social exclusion, integration and democracy. However, the subject of the book lies not only within the frames of present research; therefore it is based also on new research started by the involved authors or on data produced by other researchers.

4.3 The participation of ethnic minorities in associations

Under this subject the literature has focus on the participation of ethnic minorities in immigrant associations and majority organisations, i.e. on the participation in associations formed by the very minority group and associations formed by the majority society respectively.

In the report "Refugees in Denmark" (1990) Marianne Melchior mapped and described conditions and ways of life for three selected refugee groups: Iranians, Poles, and Vietnamese. The report deals with for instance education and employment, patterns of settlement, cultural network, and leisure pursuits in Denmark. The matter of participation in associations comes within the last mentioned section – however, the matter only concerns participation in a national club or association.

In the book "20 Years in Denmark. An Investigation of the Situation and Experience of New Danes" Garbi Schmidt and Vibeke Jakobsen (2000) have examined the situation of the ethnic minorities in Denmark. Based on questionnaires and interviews with New Danes of origin in Turkey, Pakistan, and former Yugoslavia, the report looks at attitudes and conditions regarding education, labour market, housing conditions, linguistic and cultural patterns, political participation etc. Also, to a small extent, the report comments on the participation of ethnic minorities in associations.

You find a more manifold description of the ethnic minorities' form of participation in Flemming Mikkelsen's book "The Paradox of Integration" (2001). Based on approx. 5000 telephone interviews with refugees and immigrants the book gives you knowledge of conditions regarding education, labour market, independent business, housing, political participation and participation in associations. In this report six main categories appeared: tenants' associations, leisure time associations, multiethnic associations, political associations, parental and educational associations and various associations.

5. Public Projects

Below we describe the public initiatives with the purpose of promoting volunteering among ethnic minorities. We focus on projects initiated and organised by public authorities in order to facilitate the participation of refugees and immigrants in Danish associations. Public funds and other financial support are not included.

As it appears, only very few projects fall within the purpose of this section. This should not, however, be interpreted one-sidedly as an inadequate effort from public authorities. Instead it indicates that the public authorities choose to support volunteering projects within the framework of the voluntary organisations where they naturally belong.

Another explanation could be that voluntary action is supported by other initiatives. For instance, we find many projects within the housing sector with a general purpose to improve the social conditions in the most underprivileged residential quarters. Here all actors in the local community are involved; citizens, local institutions, business, church networks and of course, the associations. Support and invitation to participate in associations is just a part of many initiatives, but not the main objective – and therefore these projects are not mentioned here.

One of the public projects with volunteering as a main theme is **“Project Counselling – Multiplicity, Culture and Leisure”** in Copenhagen, started 2002. The project has 5 employees, a grant of 1.200.000 DKK and the principal purpose is to promote and support integration of ethnic minorities in voluntary associations in Copenhagen. This is done through a number of activities and offers, directed not only at the ethnic minority associations, but also at other Danish associations that want to arrange integration activities.

“Leisure Shop” in the city of Aarhus has the purpose of integrating children and young people with immigrant background in the local associations and leisure clubs. The project has 6 employed youth workers, and an important task is to look up the young and make them participate in various leisure time activities and also maintain a daily personal contact to the young people and their parents – for instance, the youth workers call the parents to tell that there is badminton today. The Leisure Shop is organised by the Leisure and Culture Service of the Municipality of Aarhus.

In the Municipality of Aalborg there is a similar project **“Project F”**. Besides, the project offers an “ethnic youth worker education” with the purpose of giving the participants an introduction and motivation to join Danish associations and also to help the participants build up the ability to act in the Danish society. The youth worker education is launched in cooperation with the Culture and Leisure Service and a local branch of the Danish Gymnastics and Sports Association.

In Denmark you find projects initiated by the public authorities but thereafter more or less anchored in voluntary organisations. One of these projects is **“Active In Nakskov”** which has the purpose of integrating immigrants through participation in local associations. In order to have a close contact between the actors and to enable new forms of cooperation between the municipality and the voluntary associations, the management of the project was divided between the local institution,

“Club 212” and Nakskov Football Club. Among the activities of the project were information videos, various sport activities and conference on associations.

Another project initiated by local authorities with the purpose of improving integration through participation in associations is the **Mini Club for Elderly Danish and Ethnic Minority Women** in Høje Taastrup. The object of The Mini Club is to break the isolation of the elderly minority women and to give them the possibility of meeting each other and Danish women of the same age group. On a long view, hopefully, the club will introduce the elderly minority women to the already existing offers to elderly people. The local Integration and Care Services of the municipality took the initiative, but now the club is handed over to the group of voluntary elderly people who administrate and run the work of the club themselves.

6. Examples of employment projects in voluntary associations

In this section we describe projects in organisations and associations with the primary objective to improve the possibility of ethnic minorities to find employment or complete an education. Also in this relation there are only few projects, and the ones we have chosen represent some of the most organised and documented projects.

The Guide Project was started 2001 as a pilot project in cooperation between Danish Refugee Council and The Danish Federation of Trade Unions. The purpose is to support and encourage young people between 16 and 25 years with ethnic minority background on their way into the Danish labour market. The objective of the Guide Project is to offer the young persons an adult guide who has solid anchoring in the Danish labour market and a large social and professional network. The guides who are voluntary and unpaid make their experience and network available for the young people as well as they give guidance and encouragement on the way into the labour market. The relation between the guide and the young, however, is of a more private character in the sense that it is not a professional guidance, but more a personal contact or talk, for instance advice on jobs and education, helping writing a CV or application or dealing with everyday problems and challenges.

On the Track of Work through Sport is a newly started project under Brøndby Sports Association, which is a football club with a professional and an amateur department. Approx. one third of the 1500 club members have immigrant background. The purpose of the project is to create a contact between the young immigrants in search of work in the amateur department and the many sponsors of the professional department. To form a network the project has employed a job guide, who through conversations with the young people uncovers their wishes and possibilities of job or education and at the same time makes contact to the approx. 300 companies sponsoring the professional department of the club. The employment service is supported by an Internet based job portal, which every day is updated with job advertisements of the companies and job wishes of the young people.

The New Dane Association was established 1998 by a number of personnel managers and business persons with the objective of breaking the barriers to integration of New Danes in the labour market and of contributing to a change of attitude in society. The idea was to form a member association for public and private companies where the members could share experience and knowledge of employing New Danes. The 6 employees of the association take care of the primary activities: A knowledge and experience bank with good and less good experience of employment initiatives; a job portal with good advice regarding job interviews; an applicant and job bank with CV's of applicants and vacant posts; a hotline where members get answers on questions regarding integration, diversity management, statistics, education etc.; network for members, a monthly newsletter; and finally the associations has several discussions arrangements regarding diversity management.

7. The national meeting with the key actors

An important objective of the MEM-VOL project was to pass on results and discuss them with key actors in the field, i.e. persons from organisations, authorities, committees and others who are interested in and working with ethnic minorities. On 19th June 2003 we arranged a meeting in Copenhagen where the following organisations were invited: Danish Adult Education Council, Council for Ethnic Minorities, Danish Refugee Council, Danish Gymnastics and Sports Association, Danish Sports Federation, Danish Red Cross, Project Counselling under the Secretariat for Adult Education in the Municipality of Copenhagen, POEM – an umbrella organisation for ethnic minority associations, Brøndby Sports Association and the Ministry for Refugees, Immigrants and Integration. Besides, the Austrian partner of project participated: European Centre for Social Welfare Policy and Research, and the German coordinator: INBAS-Sozialforschung.

At the meeting the Danish and the Austrian results were presented, and thereafter we had a brainstorm and exchange of ideas regarding the following themes: Which activities facilitate the integration/employment of ethnic minorities? How do we support and render volunteering visible?

The brainstorm resulted in many ideas, which are stated below in an uncensored form and a casual order:

- Forming of an organisation in order to gather ethnic minorities
- A full time employee who gathers up the threads and starts processes at a national level
- More cooperation between social and educative associations
- Majority organisations should have an ethnic volunteer policy
- Strengthening of networks
- More knowledge of the meaning of volunteering – for other people and for one self
- Volunteers among ethnic minorities as role models
- Carrot to be a volunteer, i.e. discount for volunteers, citizenship in a shorter time or various types of subscriptions in the associations
- Follow-up on voluntary work (courses, competences)
- Cooperation with companies with many ethnic minority employees (free to do voluntary work)
- Cooperation with the Rotary, Lions, etc.
- Volunteering as a subject in language schools
- Recruiting contact persons, for instance through language schools
- Employment projects in the associations

The brainstorm resulted in a discussion of the proposals and the problems in this connection – for instance defining target group and tasks, role and competence of minority and majority organisations. There was a general agreement that it is important to formulate projects/activities as concretely as possible as well as it crucial to launch minor project preferably in cooperation between several organisations/institutions.

The conclusion of the brainstorm phase was to continue creating network and exchanging experience, for instance through partner finding seminars, open space conferences etc. The Danish Refugee Council, partner of the possible second phase, follows up.

8. Perspective

The issue of the role of voluntary associations in connection with an improved integration and employment of ethnic minorities involves a number of circumstances and problems to be discussed and clarified. Among other things, to which extent are the voluntary organisations and associations prepared to handle employment and integrations projects? What is the position of the ethnic minorities regarding formation and participation in associations? Furthermore, you should not underestimate the importance of the present networking that takes places in the associations and organisations – in the majority as well as in the minority organisations – which is an important source for better integration and employment of the ethnic minorities in Denmark.

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