The main goal of the employment scheme is to support all citizens in acquiring or maintaining a connection to the labour market enabling them to support themselves and their families. Aarhus Municipality will target the effort in relation to educational and occupational competences of individual groups. The general strategy is to have the qualification take place in businesses and companies as quickly as possible.

People with medium-length or higher education:
Experience shows that many people in this group have strong resources, and that through a goal-oriented effort and competence clarification these people can acquire a job corresponding with their level of education and their wishes. There are numerous success stories from the financial sector, among others. These shall be maintained and serve as inspiration and driving force for the overall effort on integration.

People with few educational and occupational competences:
People in this group often have a range of social, personal and health problems, which the municipality must deal with through the employment scheme. The people of this group must therefore be given other types of offers providing them with a stronger connection to the labour market.

People with weak academic, social and personal qualifications:
The challenge for the municipality is to secure the people of this group a place in the labour market. Goal: The employment level for people with an ethnic minority background must be increased by a minimum of three percentage points per annum.

High priority shall be given to cooperation with private businesses throughout the initiative. It is the wish of the Social Services Department and the Department of Employment to create cohesion in the effort towards ethnic minorities.

Århus Municipality is working to achieve a mixed resident composition in the local communities. However, the initiative on settlement shall not be viewed separately but rather be part of a comprehensive view of individual communities.

An action plan for exposed communities shall therefore be prepared in a cooperation between the municipality, housing associations and possible other-relevant parties. The action plan shall contain the launching of new joint initiatives adapted to special challenges of the individual community.

Numerous roads can be taken to achieve the goal. One possibility is to try to create a mixture of various forms of housing (rented, cooperative and owner-occupied) which take into consideration the individual family’s wishes for residence and rent.

Another angle could be to take a closer look at possible business-related development in each community. Other initiatives could include looking at opportunities for various housing social activities, renovations, environmental improvements etc. Finally, measures can be taken to ensure that citizens with strong resources remain in problematic areas.

In other words, lasting and comprehensive actions shall be taken to transform socially exposed housing areas into attractive communities and to advance a more diverse resident composition.

Goal: The integration policy’s settlement initiative shall advance a more diverse resident composition in and across the municipality’s communities and housing areas in order to advance integration.
New integration policy for Aarhus municipality

The people of Aarhus have a new integration policy. On 13 June 2007, the City Council made an unanimous decision on the policy. It is the wish of the politicians to spread the responsibility for integration to the local communities. Show that integration is not a limited municipal task. Integration is something everyone should take part in – integration is a common responsibility.

The effort will be carried out in a democratic spirit. It is an indispensable demand that we all live up to the rules and values applying to the Danish society. 

Objective of the integration policy

The municipality wishes to live up to the municipality's overall vision of Aarhus – a cohesive city, where everyone is an active citizen. Aarhus is a cohesive city, where everyone is an active citizen. As a new initiative, all institutions are also obligated to contribute to the common task of learning and education for all children and young people in Aarhus. This development is already underway (e.g. in the shape of twin classes), but shall be systematically expanded.

Antidiscrimination is the key to fighting discrimination. Generally speaking this means that initiatives and measures are launched with the distinct purpose of eliminating discrimination in the work place. At the same time, citizens and users of Aarhus Municipality must be ensured a discrimination-free service.

What is discrimination?

Direct discrimination is for instance if a job applicant is turned down based on his or her ethnicity. Indirect discrimination shows itself when special qualifications are asked of job applicants, for instance proficiency in Danish language, which systematically will exclude specific groups – if these demands are not based on professional, just and objective reasons.

Aarhus Municipality shall ensure that all children are given optimal opportunities for learning. There must be a connecting thread throughout the effort, which must be carried through from the birth of a child with a focus on developing all competences necessary for learning – competences, which form the basis for readiness for school, academic abilities and subsequent employment.

Citizenship and antidiscrimination

Citizenship is central to the new integration policy. Citizenship means that all citizens across ethnic, cultural, linguistic and social backgrounds are equal. This places demands on Aarhus Municipality, the urban community as well as on all citizens. The municipality shall contribute to ensuring that all citizens are given real opportunity to be active citizens in their everyday lives. The integration policy must therefore stimulate citizens’ will to strive for equal citizenship and thus gain the ability to support themselves and their families.

Finally, the integration policy must advance opportunities for all citizens to be able to express themselves at all levels of the Danish society.

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