

Establishing the Directorate of Integration and Diversity

The Ministry of Local Government and Regional Development (KRD) wanted to assess various ways of strengthening integration efforts and the focus on long-term integration. A report from the consultants PLS Rambøll Management, which proposed a restructuring of the administration of immigration and integration, was submitted to the Ministry in August 2004.

In December 2004 the Government decided to establish a new directorate, the Directorate of Integration and Diversity, to begin operations on 1 January 2006. The new Directorate will be the expert body on

integration and cultural diversity and will act as a coordinating body in relation to other directorates. The Directorate will be subject to political control, and will work on strategies to develop a good multicultural society. Another important task for the Directorate will be to coordinate implementation of integration policy and the policy for inclusion and diversity at the Directorate level. The UDI shall assist both the Ministry of Local Government and Regional Development and the new Directorate by providing know-how and experience during the establishment process. The new Directorate will have its own regional offices, for the most part based on the UDI's present regional structure.

Important overriding decisions and signals

A number of significant decisions were made and important signals given by the authorities in the integration field in 2004:

- Report to the Storting (Norwegian Parliament) no. 49 (2003-2004) *Mangfold gjennom inkludering og deltakelse. Ansvar og frihet*. [Diversity through inclusion and participation. Responsibility and freedom].
- Report to the Odelsting (Chamber of Parliament) no. 33 (2004-2005) *Om lov om forbud mot diskriminering på grunnlag av etnisitet, religion mv. (diskrimineringsloven)* [On the Act relating to Prohibiting Discrimination Based on Ethnicity, Religion etc. (The Discrimination Act)]. The Government's proposed new act against ethnic discrimination.
- Report to the Odelsting no. 34 (2004-2005) *Om lov om Likestillings- og diskrimineringsombudet og Likestillings- og diskrimineringsnemnda (diskrimineringsombudsloven)*. [On the Act relating to the Equal Rights and Discrimination Ombudsman and the Equal Rights and Discrimination Board (The Discrimination Ombudsman Act)] The Government's proposal for a new joint enforcement system in connection with discrimination on various grounds.
- The Government decided to strengthen public integration efforts by establishing a new Directorate of Integration and Diversity to be operating from January 2006.
- The goal of the Government's asylum policy is to provide protection to refugees. Another important goal in 2004 was to reduce the influx of asylum seekers without a need for protection.

Who works at the UDI?

A total of 783 man-years were performed in the UDI in 2004. The UDI is a competence-based undertaking, and 576 of its employees are university graduates. The majority of the UDI's employees are in the 30 to 40 age bracket, a total of 340. Around 550 employees have been with the UDI for less than five years. A total of 14.1 per cent of the employees have minority backgrounds¹. Sickness absenteeism was 7.3 per cent in 2004, down 0.8 percentage points compared with 2003

Gender equality in the UDI

With 523 female employees and 260 male employees at the UDI, women make up two thirds of the workforce. The proportion of women in management is 37.5 per cent. The senior management team operates a gender equality policy in the organisation.

	Men	Women	Total
Senior managers	5	3	8
Middle managers	14	20	34
Regional managers	8	4	12
Executive officers	192	411	603
Office employees	41	85	126
Total	260	523	783

Green perspective at the UDI

The UDI has introduced environmental management as an integral part of the organisation's management system for activity planning, and has undertaken a survey of the impact of its activities on the external environment. The survey included waste handling, the use of paper and cleaning. An environmental policy and environmental goals have been adopted. On the basis of these and the survey, the UDI has drawn up an action plan that will be pursued in 2005.

¹ Defined as persons with two parents born abroad, not including the Nordic countries.