

# Labour market integration in the Nordic countries

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STATE OF  
THE NORDIC REGION

**2018**

IMMIGRATION AND  
INTEGRATION EDITION



PUBLICATION

State of the Nordic Region  
2018  
Immigration and integration

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# Three parts

## *A: Coming to the Nordic Region*

- Migration numbers and flows over time
- Asylum seekers
- Arrival of unaccompanied minors

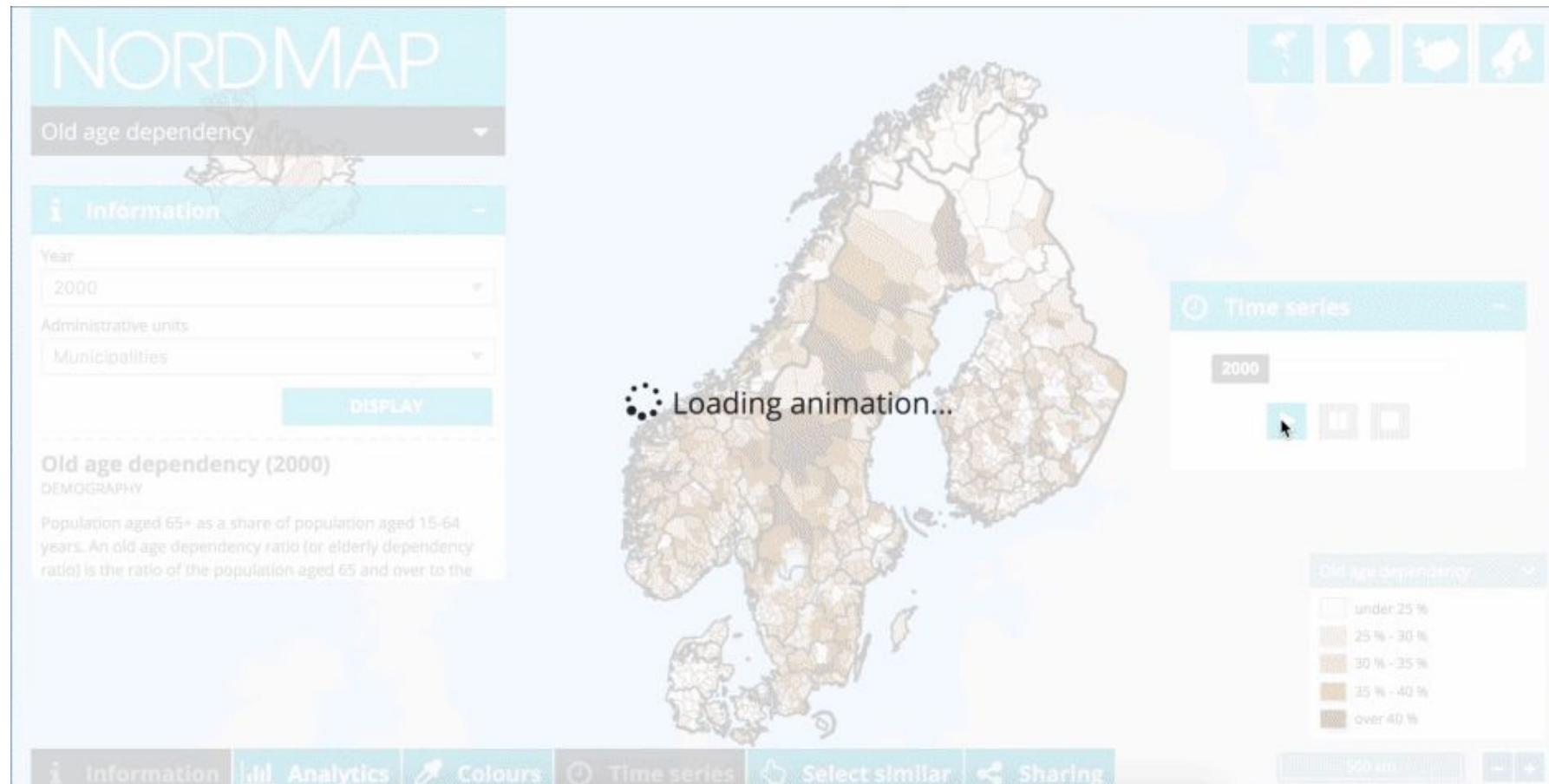
## *B: Making the Nordic Region home*

- Changes in the size of the population of foreign born
- Health status of new migrants
- Conditions to fulfil to qualify for citizenship in the Nordic countries

## *C: Entering the Nordic labour market*

- Labour market outcomes of migrants
- Labour-market situation for female migrants
- Representation of people with a foreign background in state funded culture

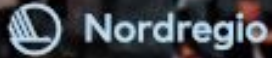




Old age dependency ratio - [www.nordmap.se](http://www.nordmap.se)







# Policies and measures for speeding up labour market integration of refugees in the Nordic region

A knowledge overview

Anna Karlsdóttir, Hjördís Rut Sigurjónsdóttir,  
Ása Ström Hildestrand & Alex Cuadrado

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## PUBLICATION

# Policies and measures for speeding up labour market integration of refugees in the Nordic region

Published in December 2017

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# Four focus areas

- Early competence mapping
- Validation of skills, qualifications and experience (including non-formal and informal learning)
- Language learning as part of faster labour market integration but also effective long-term integration and faster
- Social networks



# Employment gap between natives and residents with refugee background

- The access to work is more difficult, lower wages, poorer competence matching
- Usually takes five to ten years to enter the labor market
- Discrimination
- Foreign examinations and experiences are valued less
- Inadequate validation
- Complementing foreign education is not easy
- Lack of networks



# Employment gap and poor matching

- 48% of enrolled in the integration program in Sweden have low educational level
- The proportion of low-skilled jobs in the labor market can partly explain challenges in labour market integration
- Different fast tracks do not capture the low-skilled
- Higher levels of education improves employment prospects, still highly skilled immigrants have more difficulty finding a high skilled job than natives





# Lack of language skills is barrier in the Nordic countries

- More targeted approaches which combine the development of language skills with other professional skills and on-the-job training, as well as modular courses, have demonstrated better results.
- SFI model has been criticised - several studies finding the quality of the courses to be low and highly variable between cities. Retention rates are also a concern.
- Integration education (IGU). A way for companies to hire refugees. The programme consists of a two-year traineeship where refugee is employed at a company and paid trainee wages, while receiving other schooling such as Danish lessons in parallel.
- Better cooperation between municipalities, language schools, adult, employers and vocational education coordinators



# Success Factors - Learn By Doing

- Many different measures to speed up labour market integration
  - Qualification Passport in Norway
  - Jobbsjansen – for people far from the labour market
  - Snabbspår – professions with labour shortage
- Engage employers in integration process
  - Internship
  - Vocational training



# Importance of social networks

- In Sweden, 70% of people seeking jobs found them through networks, while only 16% had jobs through the Employment Service



# Social network and the role of the civil society

- Local and voluntary involvement comes second - even though studies show the importance of social networks to get jobs
- Inclusion in local networks and organizations creates real social inclusion and builds social capital alongside with new arrivals
- Many good initiatives in the Nordic municipalities – [www.integrationnorden.org](http://www.integrationnorden.org)





# Thanks.

