

Facilitating inclusion in the Nordic region

Labour market integration

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Nordic Welfare Centre

Our vision 2030

A **green** Nordic region

Together, we will promote a green transition of our societies and work towards carbon neutrality and a sustainable circular and bio-based economy.

A **competitive** Nordic region

Together, we will promote green growth in the Nordic region based on knowledge, innovation, mobility and digital integration.



**The Nordic
region will
become the most
sustainable and
integrated region
in the world**

A **socially sustainable** Nordic region

Together, we will promote an inclusive, equal and interconnected region with shared values and strengthened cultural exchange and welfare.



Integration Norden

- The Nordic co-operation programme on integration 2016-
- Nordic Welfare Centre: “Clearingcentralen” – A knowledge and resource center for Nordic cooperation on integration
- integrationnorden.org



Nordic added value to support the national integration efforts

- Develop new evidence-based **knowledge** and promising **practice**
- Exchange **experiences**
- **Disseminate** through
 - Webpage integrationnorden.org
 - Publications
 - Seminars, conferences, meetings
- Expert groups and networks



Nordic Migrant Expert Forum



Asim Latif, Denmark



Maria Marti Castaner,
Denmark



Nilay Kiliç, Finland



Takura Matswetu, Finland



Hoda Thabet, Island



Fayrouz Nouh, Iceland



Fernando Ugarte, Greenland



Ruth Montgomery-Andersen,
Greenland



Fiffi N. Mukwege Namugunga,
Norway



Justyna Bell, Norway



Ahmed Abdirahman, Sweden



Sakip Murat Yalçın, Sweden



David Im, Faroe Islands



Kalpana Vijayarathan, Faroe
Islands



Jonas Sommarhed, Åland



Viktoria Olsson, Åland



**Implementation of
temporary protection for
refugees from Ukraine**

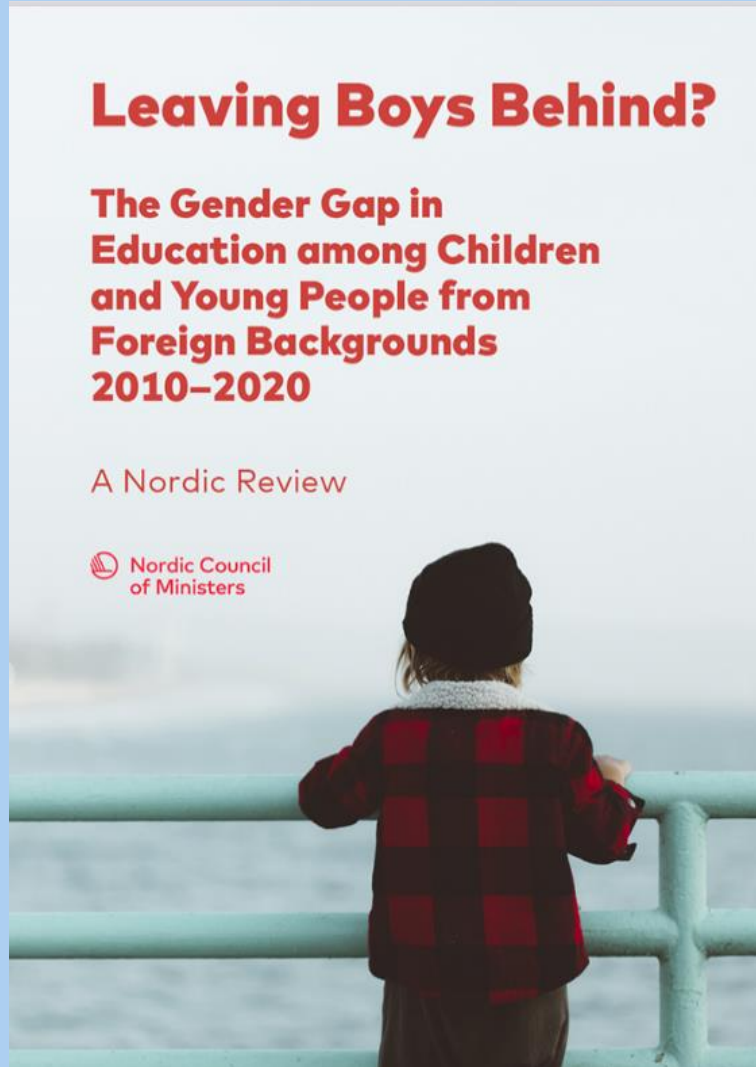
A systematic review of the
Nordic countries



Leaving Boys Behind?

The Gender Gap in Education among Children and Young People from Foreign Backgrounds 2010–2020

A Nordic Review

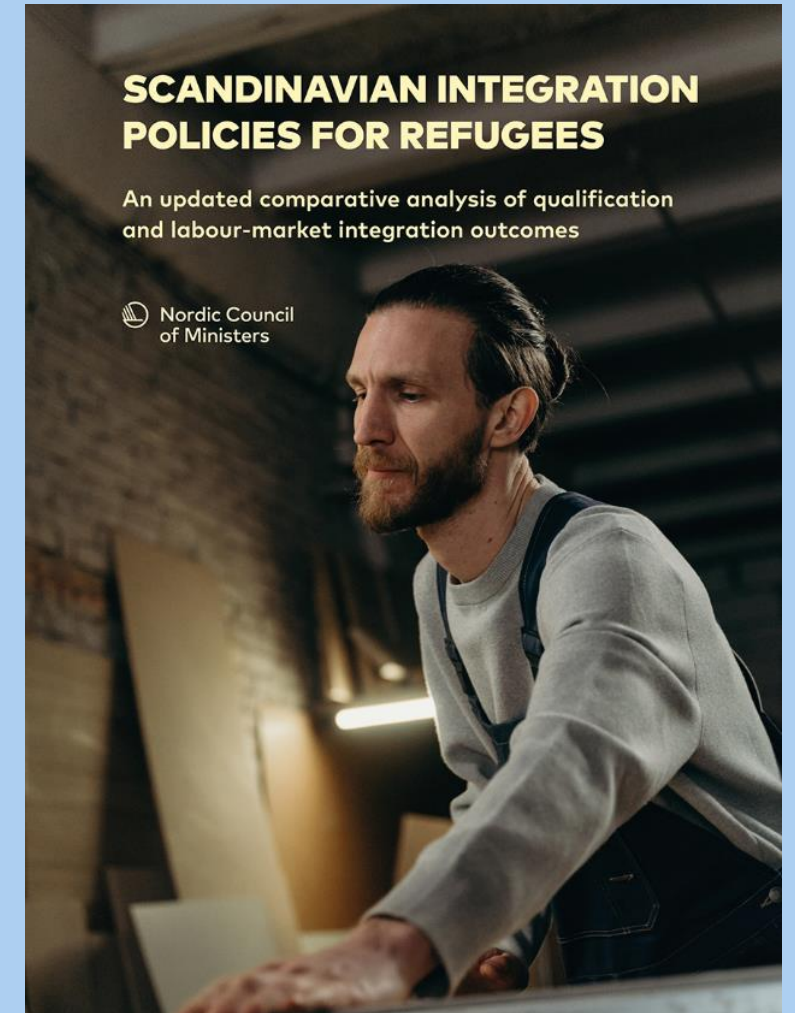


STUTT ÚTGÁFA

Hvernig farnast ungu flóttafólki á Norðurlöndum?

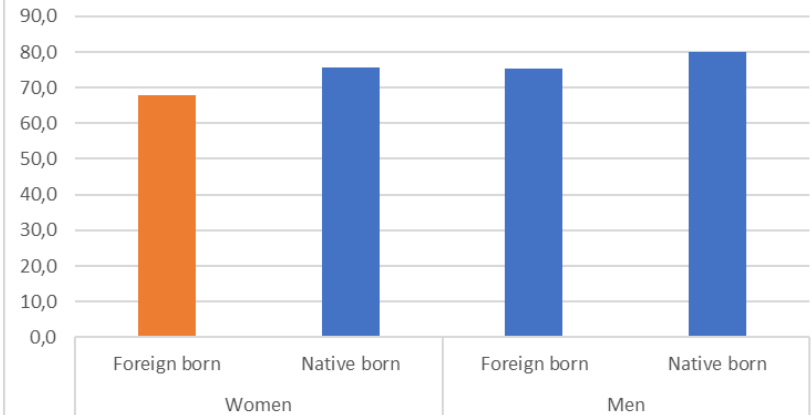
Coming of Age in Exile – CAGE

Nordic knowledge on labour market integration

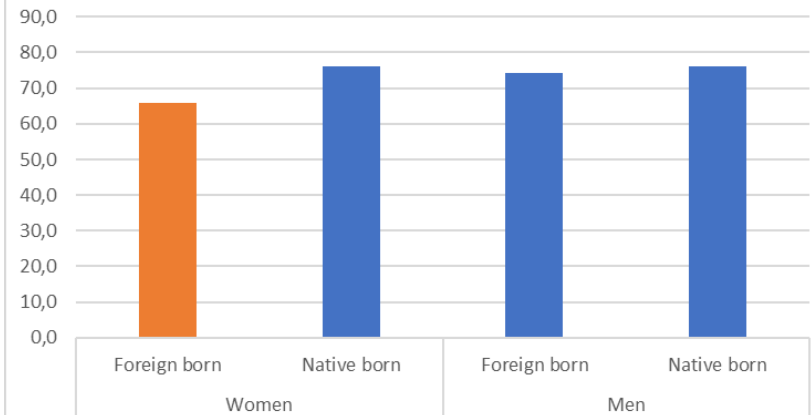


Foreign-born women have lower employment rates than other groups in the Nordics (here: April-June 2022)

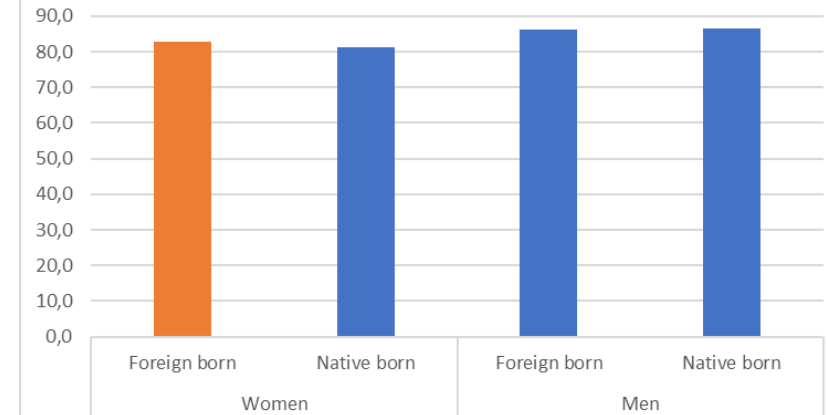
Denmark



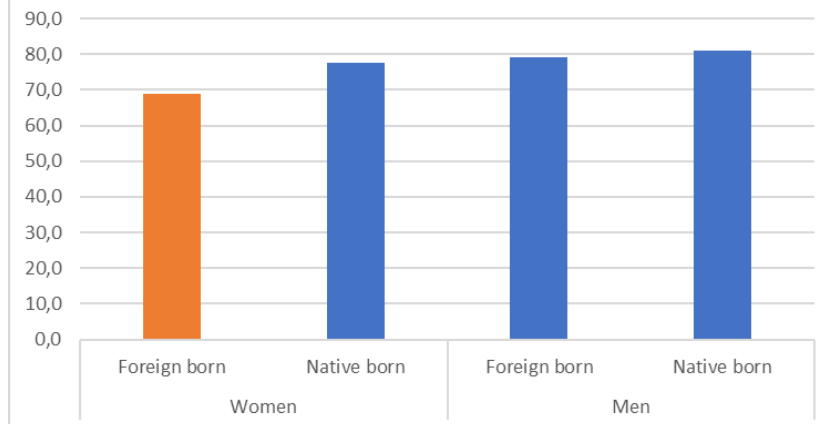
Finland



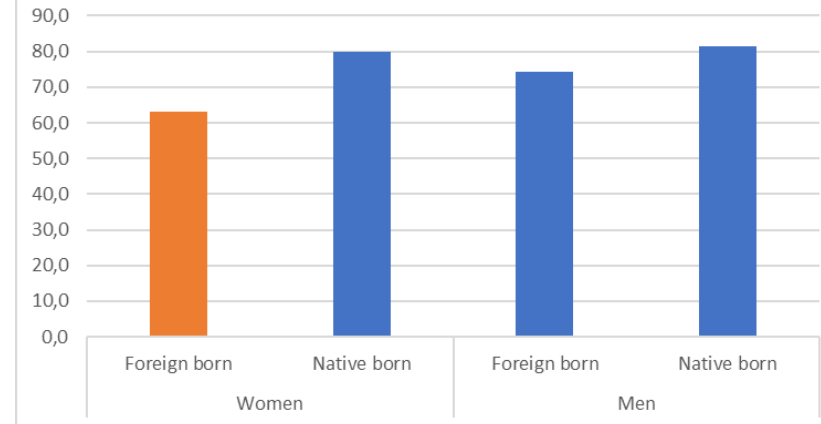
Iceland



Norway



Sweden



Scandinavian integration policies for refugees (2022)

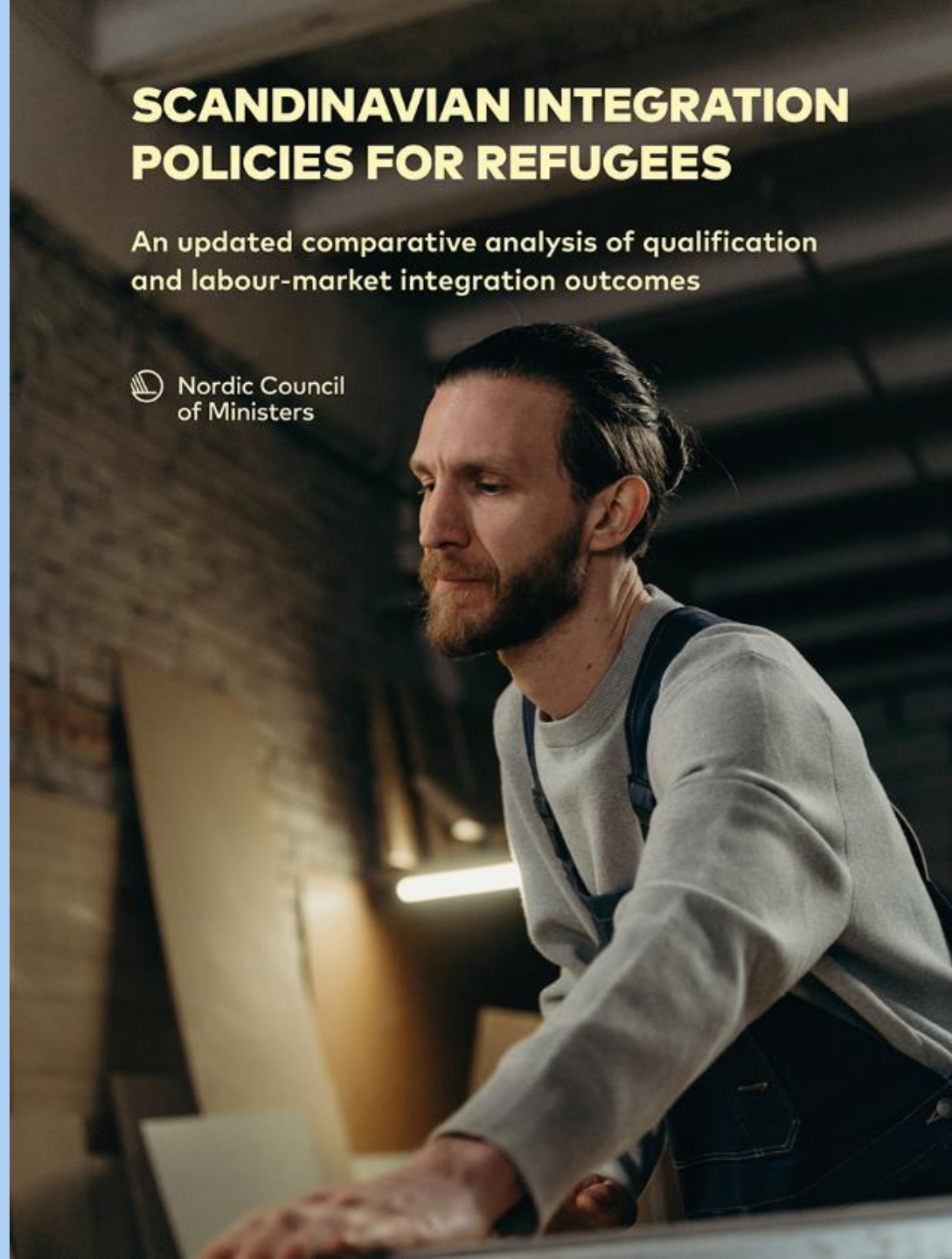
- Policies and results for labour-market integration of refugees in Norway, Denmark and Sweden?
- Which Scandinavian country has the best labour-market integration results?



SCANDINAVIAN INTEGRATION POLICIES FOR REFUGEES

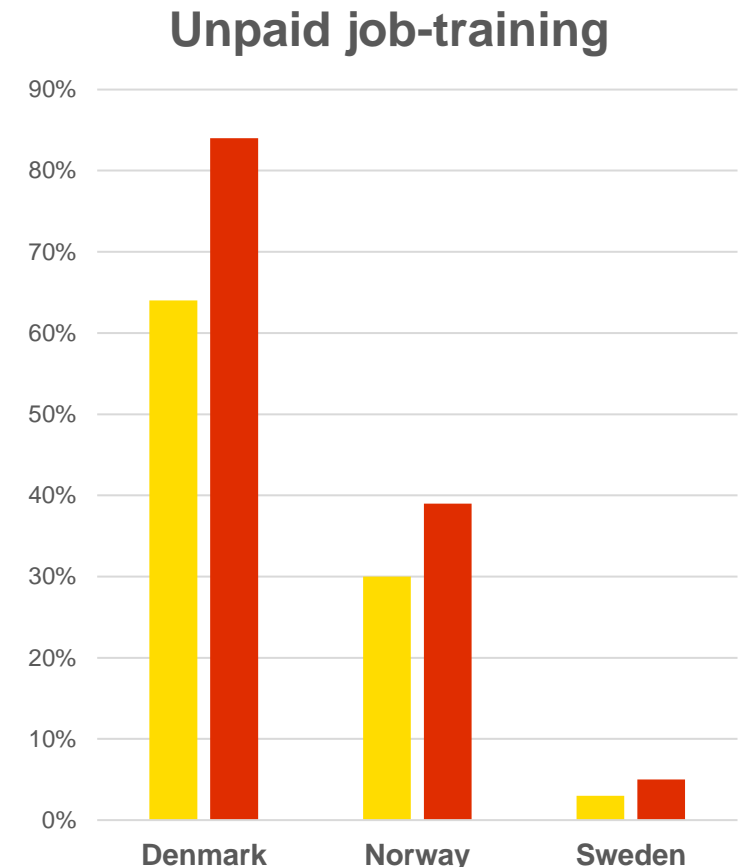
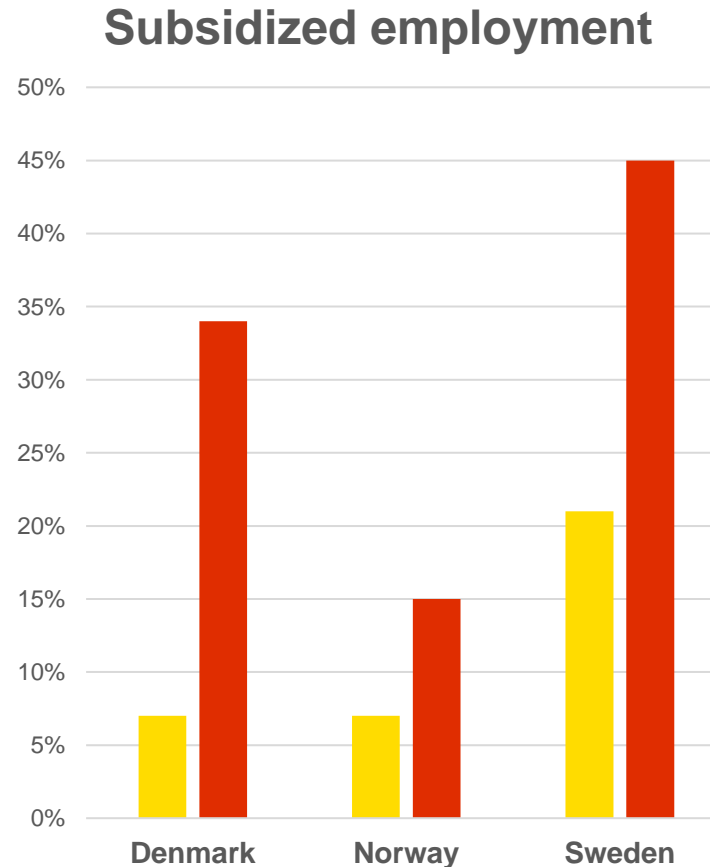
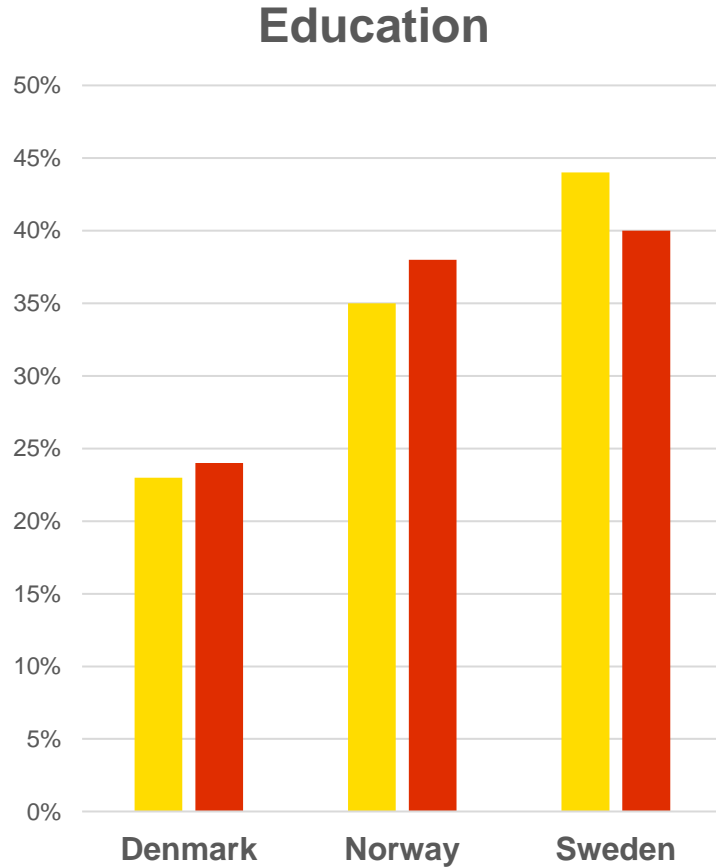
An updated comparative analysis of qualification and labour-market integration outcomes

 Nordic Council of Ministers



Integration measures used

Women Men



Which integration measures work?

- Educational measures may have initial lock-in effects but there is a positive correlation with employment in the longer run.
- Those who participated in job specific measures (particularly subsidized employment) are more likely to be employed in the shorter run, but this correlation decreases somewhat with time.
- Sweden has developed useful practices for validating and supplementing prior education





Conclusion: Investment in upskilling ensures a more long-term labour-market establishment

Read more: [Hernes, Bolvig, Liljeberg \(2022\): Scandinavian integration policies for refugees. Nordic Council of Ministers](#)



Combating long-term unemployment among immigrants beyond the COVID-19 pandemic (2022)

- Immigrants more likely to face long-term unemployment during the pandemic
- Which policies and initiatives policymakers at national, regional, and local levels have implemented to support them
- Produced by Nordregio



 Nordic Council
of Ministers

**Combating long-term
unemployment among
immigrants beyond the
COVID-19 pandemic**

Experiences from the
Nordic countries



Some lessons to support long-term unemployed immigrants on the Nordic labour markets

1. Consider gender aspects

- Adjust schedules and seek to challenge job stereotypes

2. Use a holistic and individual approach

- Address entire life situation
- One-on-one support to build trust
- Mentorship and peer-to-peer support in native languages

3. Fight discrimination and prejudice among staff and employers



Some lessons to support long-term unemployed immigrants on the Nordic labour markets

4. Focus on matching:

- Employers' needs should define training content
- Build on competencies, experiences and commitment

6. Offer quality language training combined with on-the-job training

- Offer employers language support coaches
- Go Digital! Use apps, robots, and VR





https://nordicwelfare.org/integration-norden/en/exempel/

50%



Nordic co-operation on integration and inclusion



Publications Events Choose language
English

NEWS THEMES EXAMPLES OF BEST PRACTICE FACTS AND RESEARCH ABOUT US CONTACT Q

Examples of best practice

Most of the examples are in the Scandinavian languages.

NVC > Integration Norden > Exempel

SORT BY COUNTRIES:

ALL COUNTRIES

ALAND

DENMARK

EUROPE

FAROE ISLANDS

FINLAND

GREENLAND



SELECT SUBJECT >

ICELAND

NORDEN

NORWAY

SWEDEN



LABOUR MARKET INTEGRATION OF FEMALE REFUGEES

KHRS ApS – en servicevirksomhed inden for integrationsområdet

At hjælpe udsatte borgere og integrationsborgere med at få fodfæste på det danske arbejdsmarked. [...]



NEW ARRIVALS AS A RESOURCE FOR THE RURAL AREA

Biblioteket på Berg – plass og hjerte for alle

Innvandrere i Berg kommune har norske venner, de er aktive i lokalsamfunnet og langt flere er i arbeid enn gjennomsnittet i norske kommuner. [...]



LABOUR MARKET INTEGRATION OF REFUGEES

MatchIT

MatchIT är en unik metod som kombinerar en rad insatser för att på bästa sätt rusta deltagarna inför arbetslivet. [...]

Iceland: Hefjum störf! Let's Work!

- engaging employers in creating thousands of new jobs
- Recruitment grants
- International team called the clients



**Kiitos! Tack! Tak! Takk!
Takk fyrir! Qujanaq!**

www.integrationnorden.org

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