

# Facilitating inclusion in the Nordic region

## Labour market integration

Kaisa Kepsu  
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](http://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](http://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**

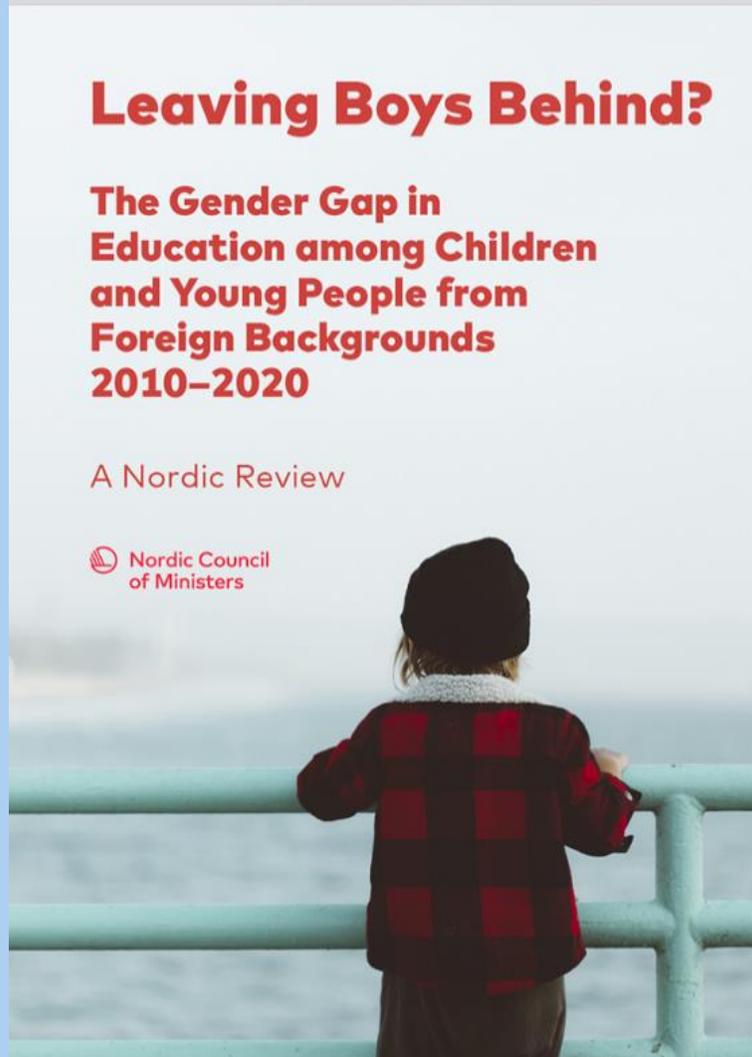
A systematic review of the  
Nordic countries



## Leaving Boys Behind?

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

A Nordic Review



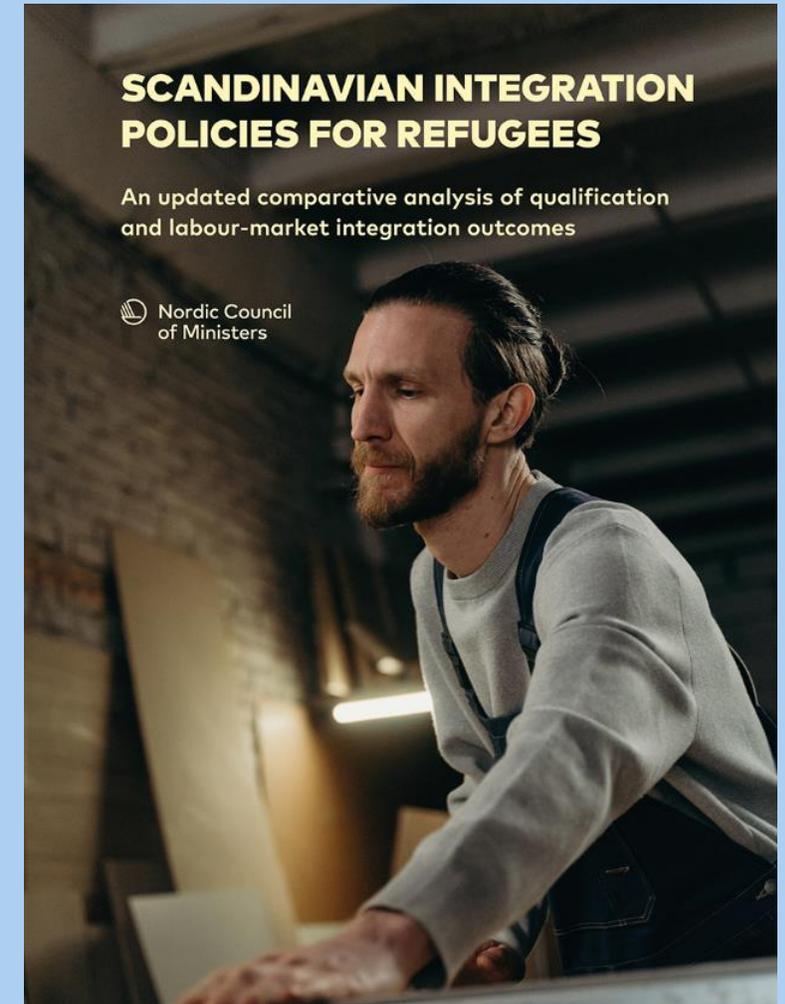
STUTT ÚTGÁFA

## Hvernig farnast ungu flóttafólki á Norðurlöndum?

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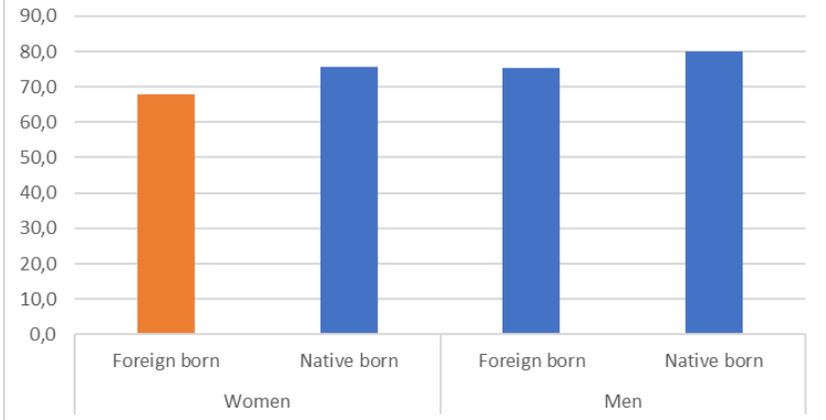
Coming of Age in Exile – CAGE

# Nordic knowledge on labour market integration

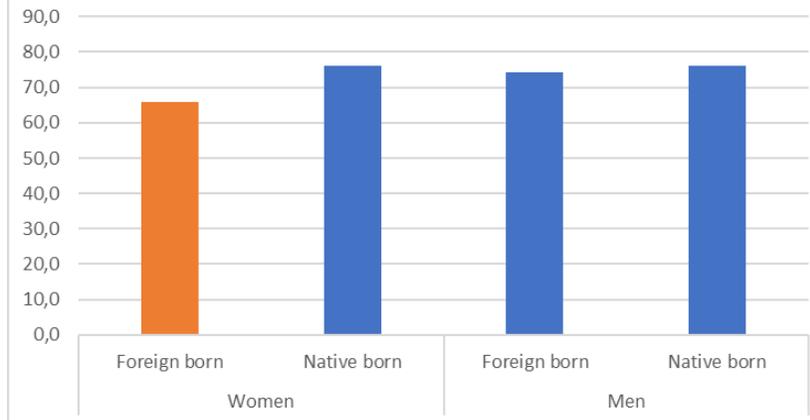


# Foreign-born women have lower employment rates than other groups in the Nordics (here: April-June 2022)

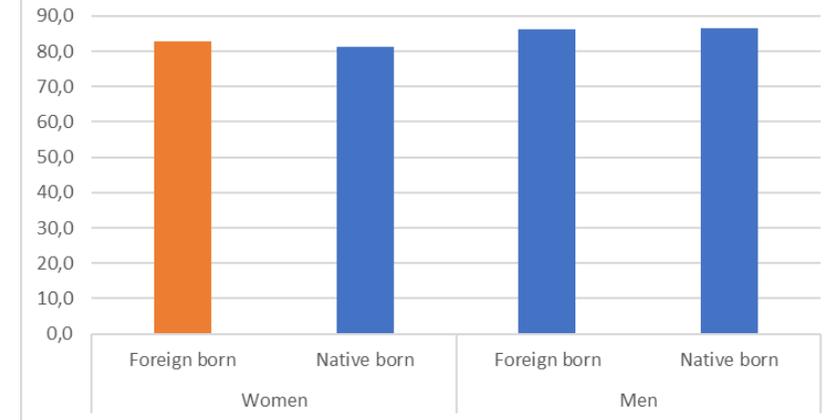
Denmark



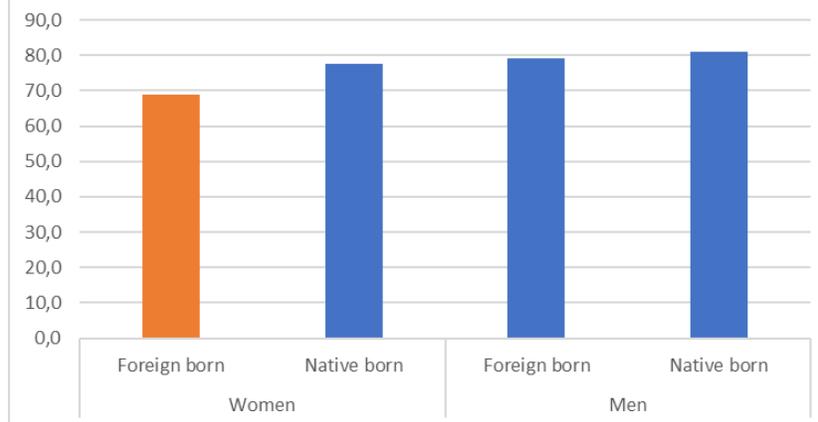
Finland



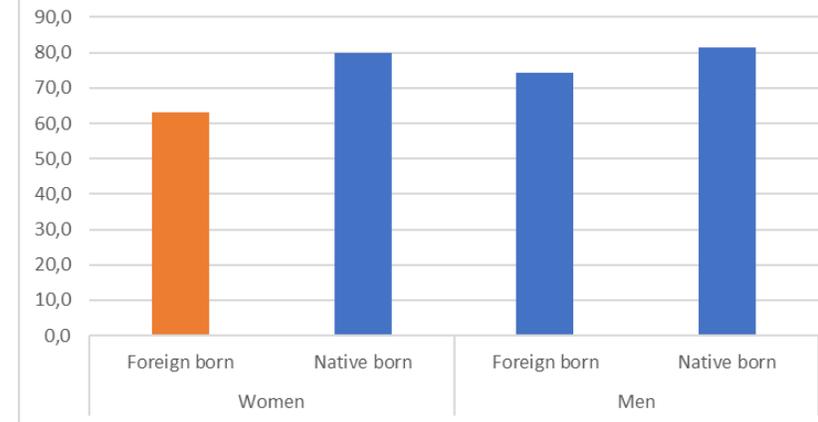
Iceland



Norway



Sweden



# Scandinavian integration policies for refugees (2022)

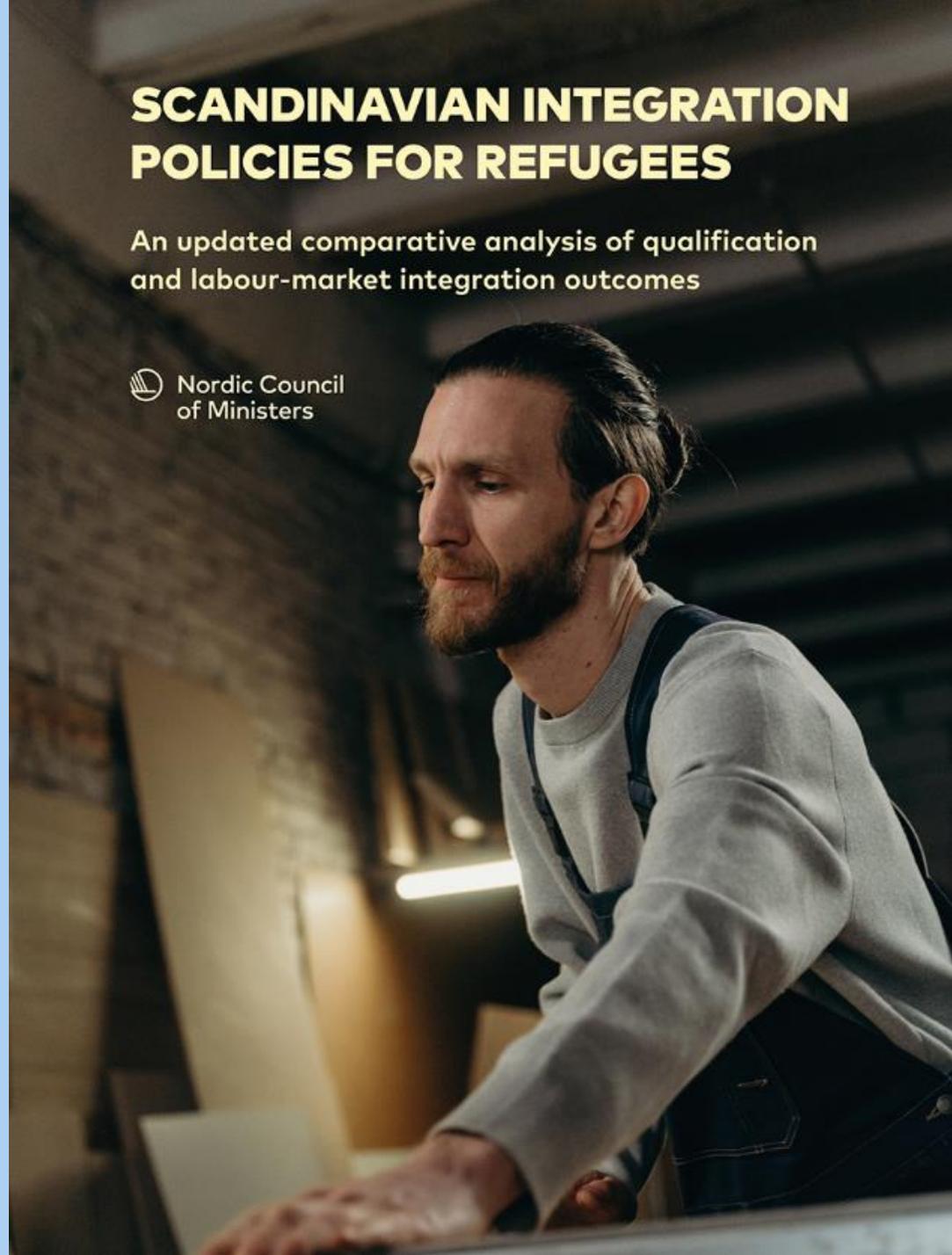
- Policies and results for labour-market integration of refugees in Norway, Denmark and Sweden?
- Which Scandinavian country has the best labour-market integration results?



## SCANDINAVIAN INTEGRATION POLICIES FOR REFUGEES

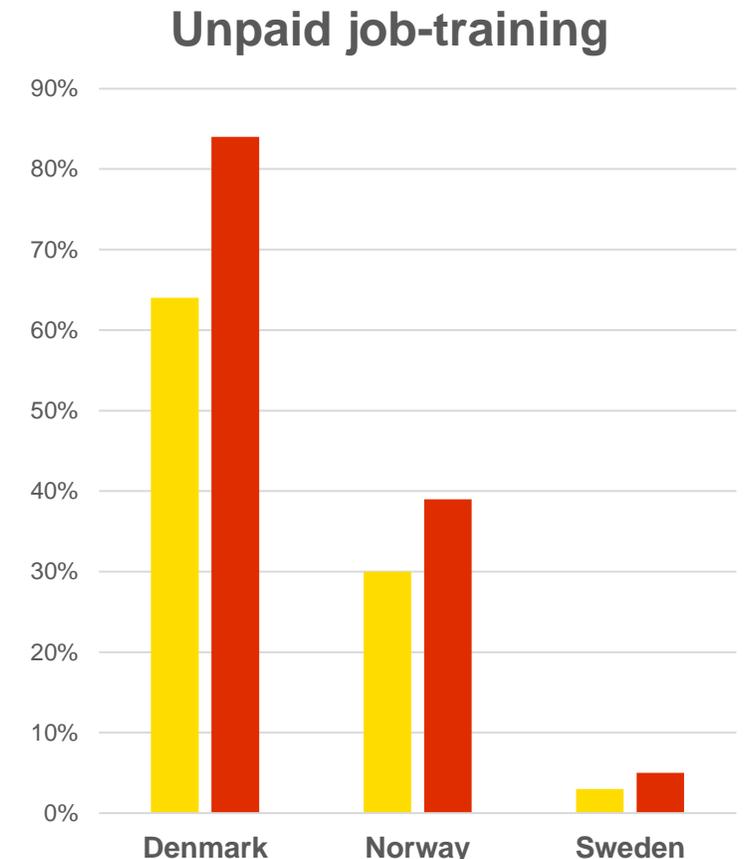
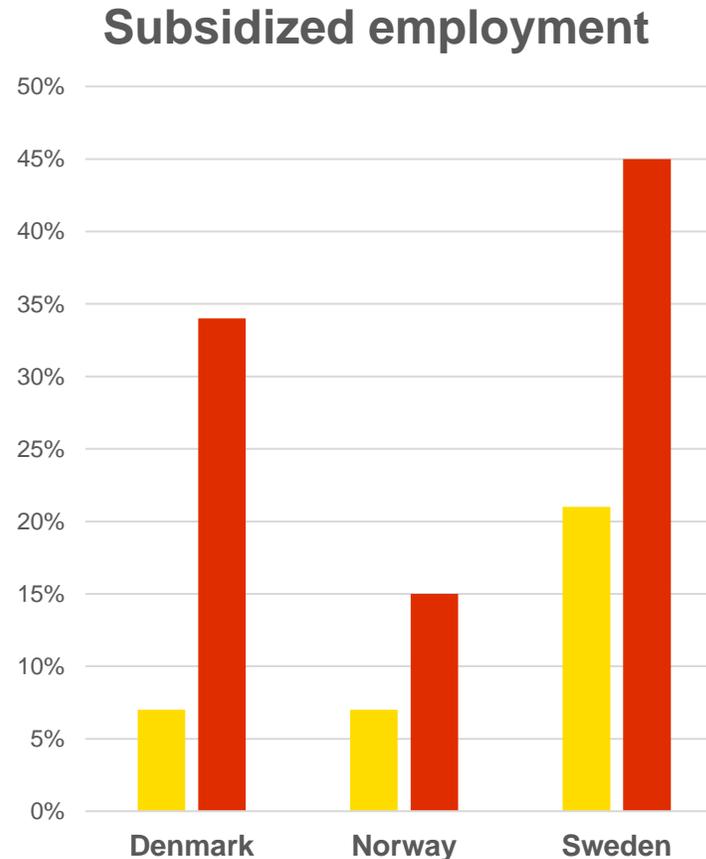
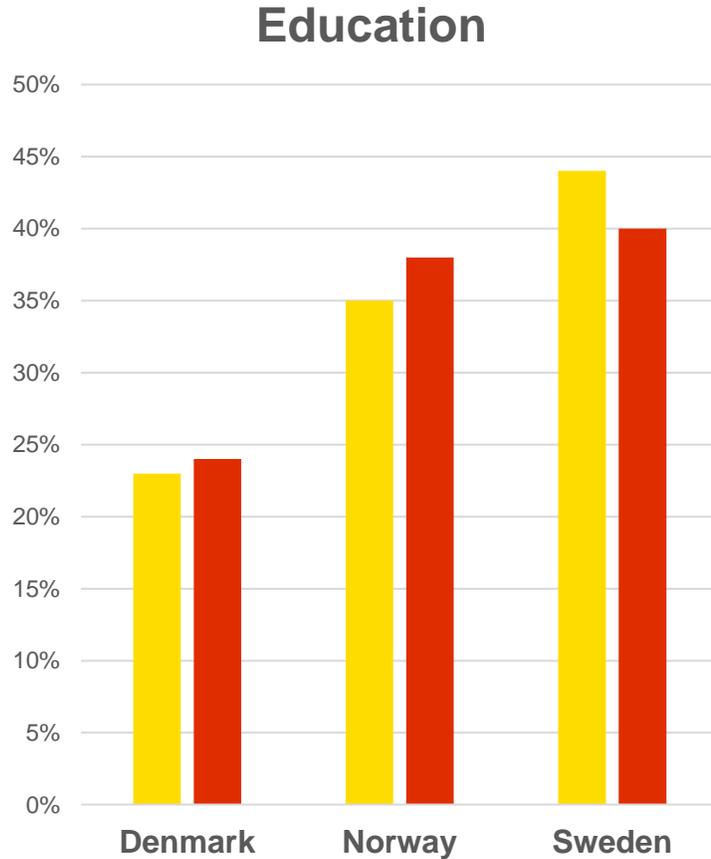
An updated comparative analysis of qualification and labour-market integration outcomes

 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](#)



# Combatting 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

**Combatting 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%

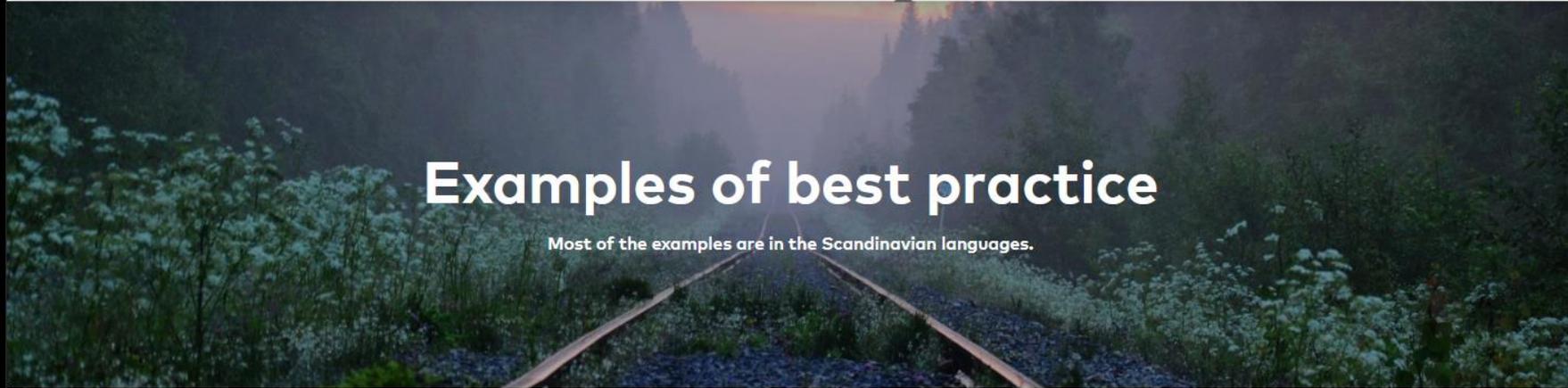


Nordic co-operation on integration and inclusion



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](http://www.integrationnorden.org)**

[kaisa.kepsu@nordicwelfare.org](mailto:kaisa.kepsu@nordicwelfare.org)