

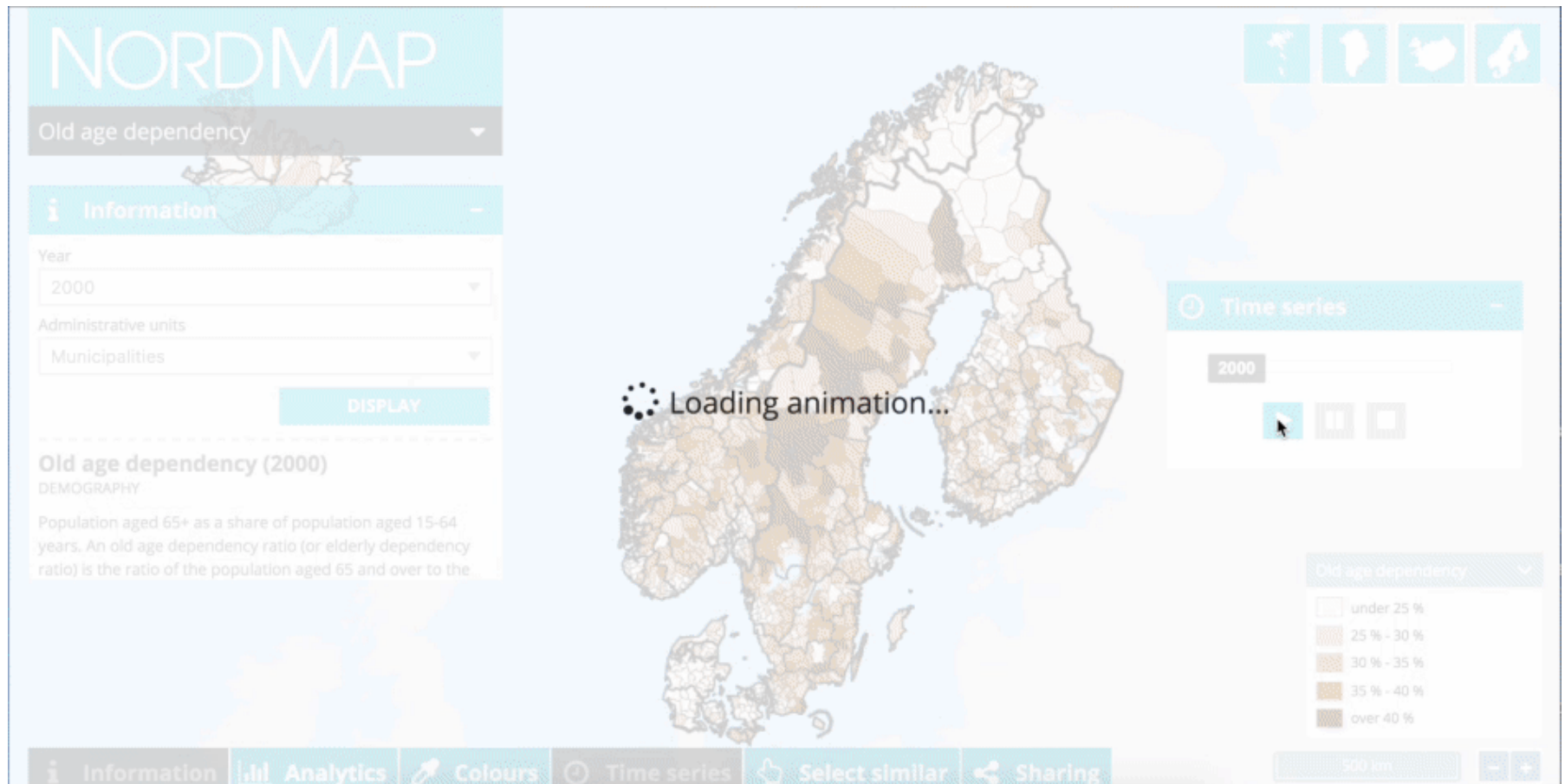
From Migrants To Workers



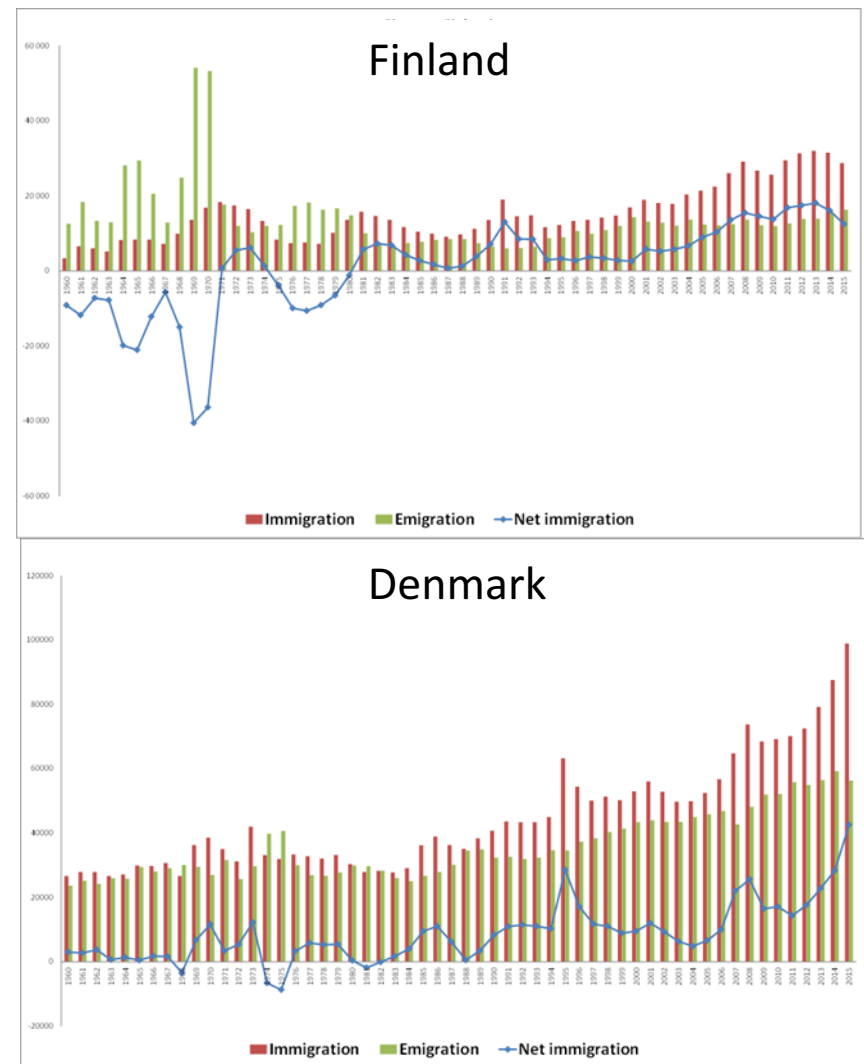
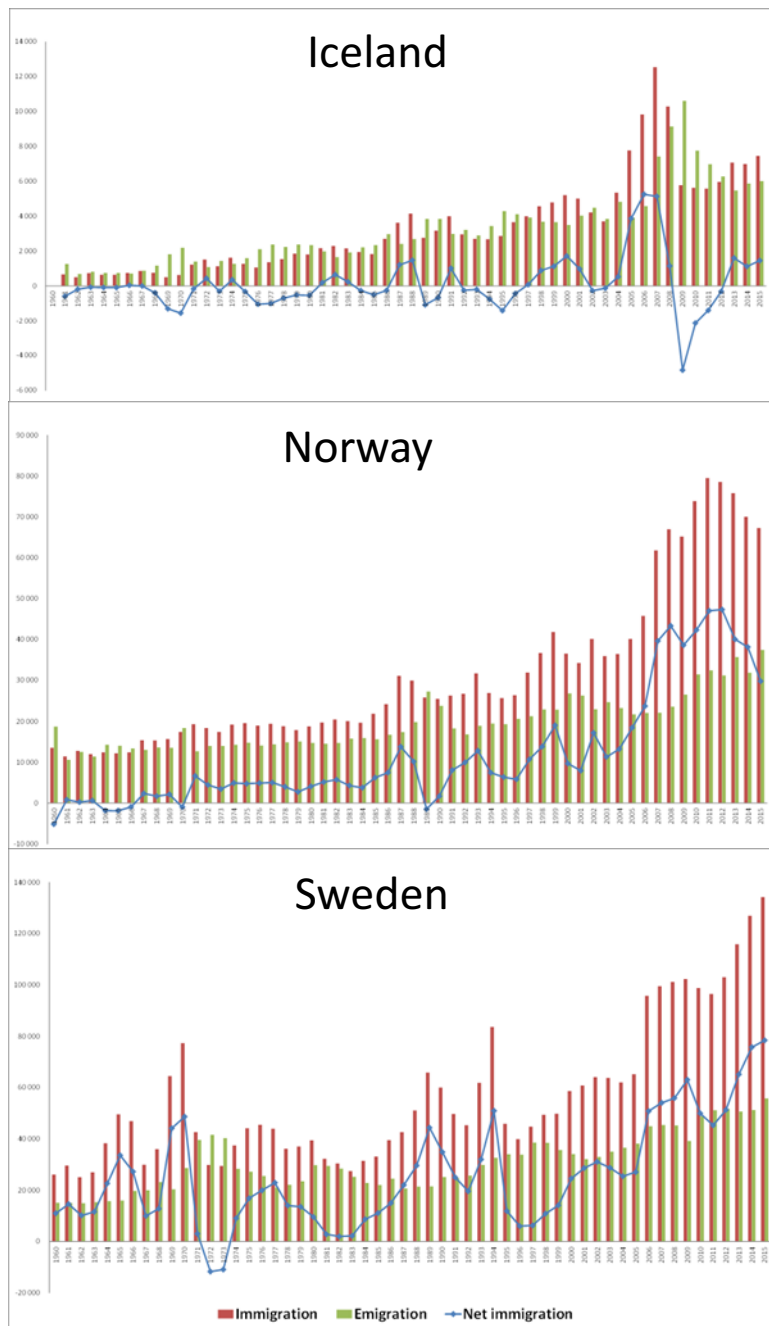
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From Migrants to Workers

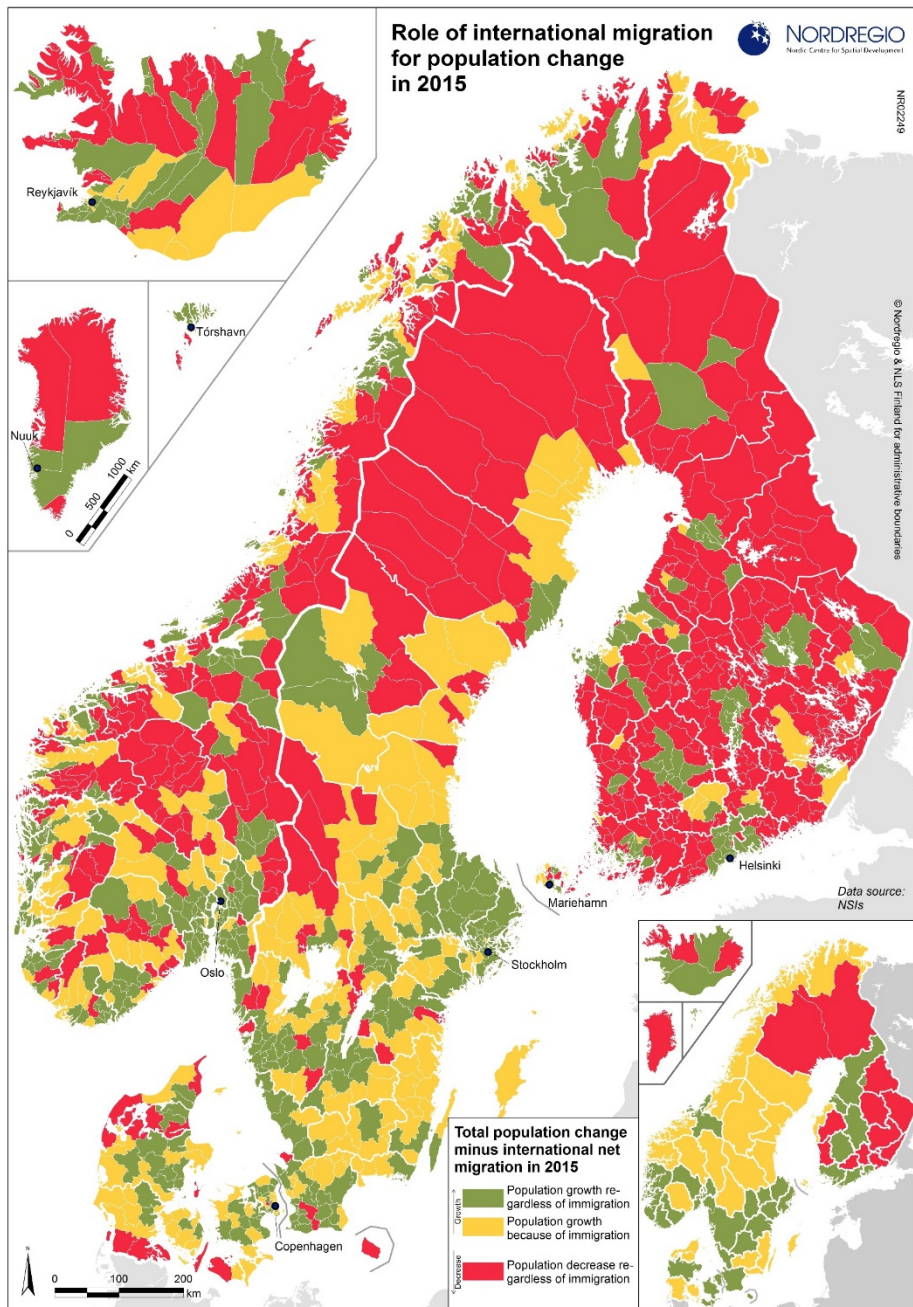
- Aim: To explore the role that immigrants have on the labour market in remote or rural regions with demographic challenges – as well as their long-term social integration.
- Two parts:
 - Quantitative analysis of numbers and composition of migration into Nordic countries and regions
 - Case studies in selected regions to explore the process of integration



www.nordmap.se

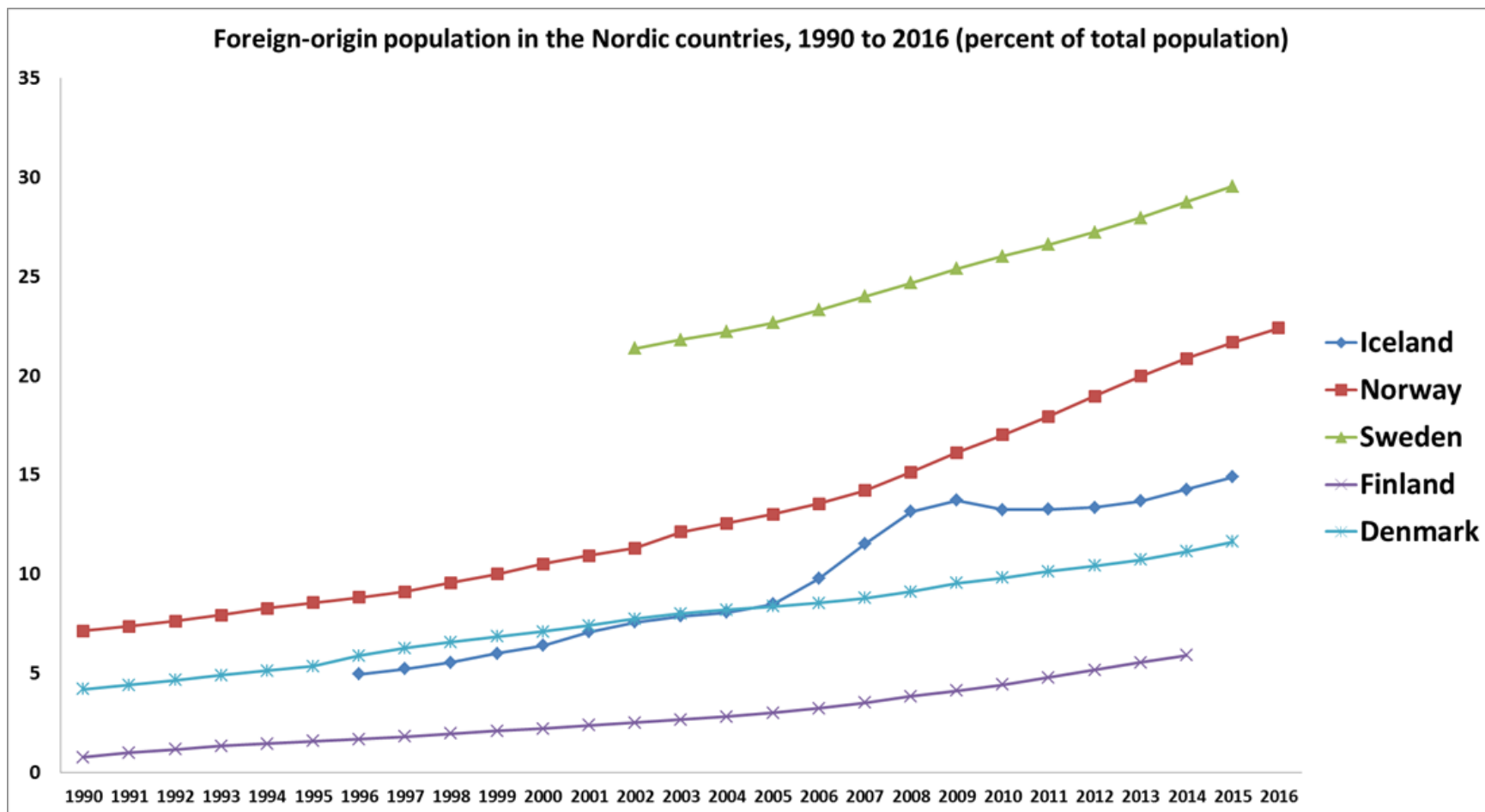


Immigration into the Nordic countries has increased substantially in recent years

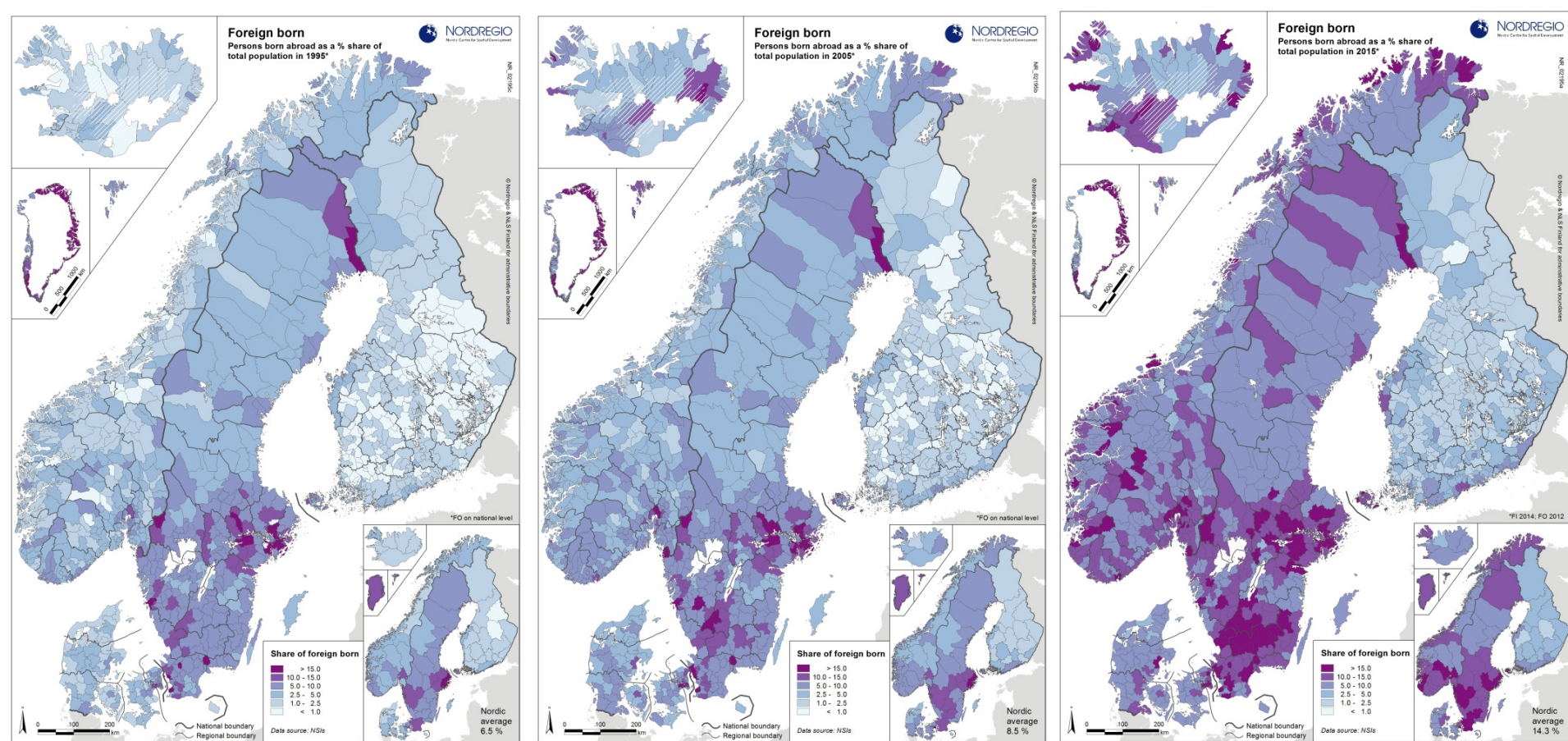


Population growth with and without immigration

- In 2015, **287** municipalities in the Nordic countries had population growth because of immigration (the yellow areas on the map)
- The total international **net** migration was 164,443 persons in 2015
- **Not** because of the “refugee crisis” (most of the people who sought asylum in 2015 did not get their resident permits that year and are not included in the statistics)
- **Different types** of immigrants: labour migrants, students, citizens who return, refugees who get asylum, etc.

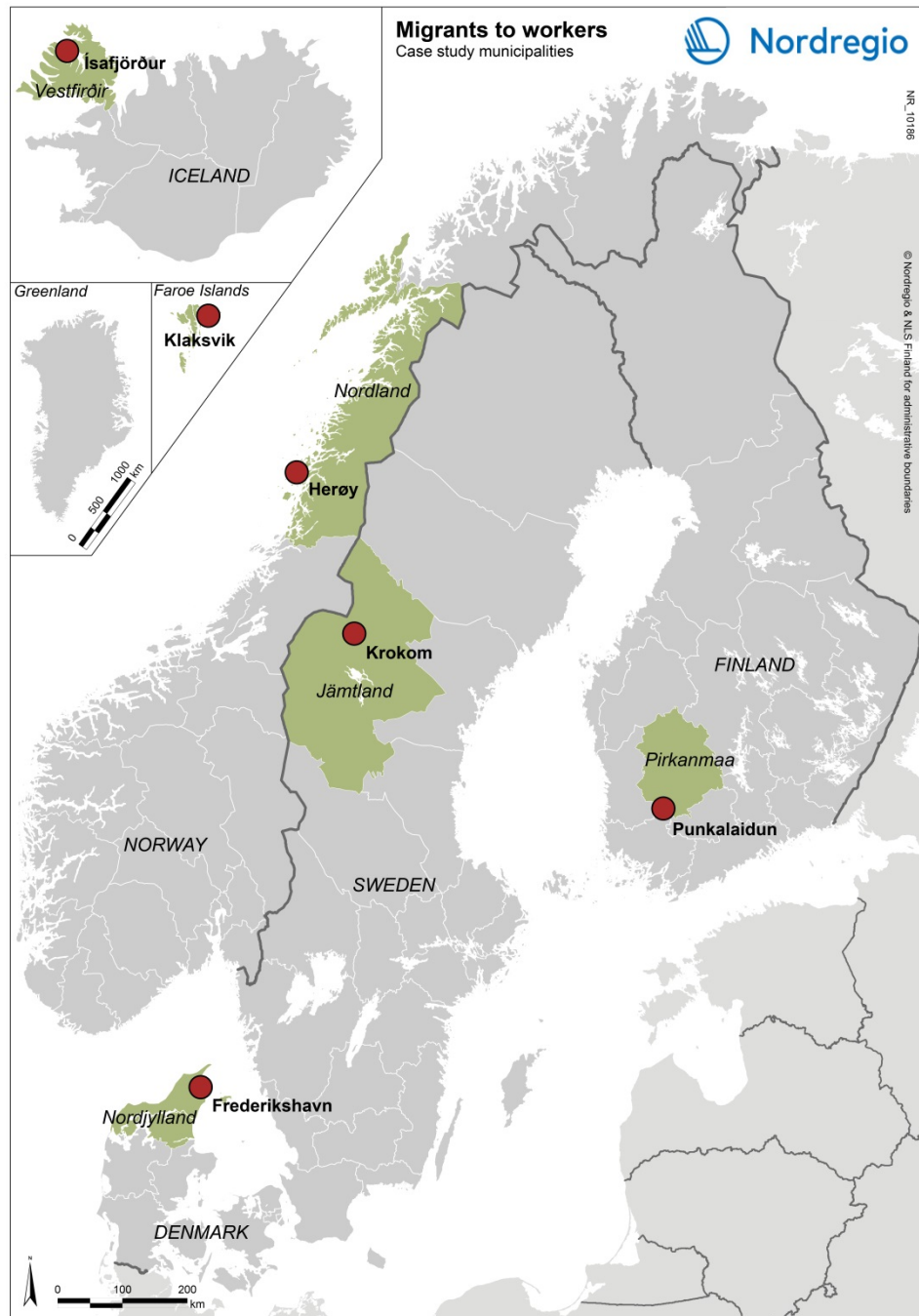


- Nordic countries define **foreign-origin or background** differently, but all countries have an increasingly diverse population structure
- Nordic countries will likely continue to receive large numbers of migrants – labour migrants and refugees, depending on policies



The foreign-born population is spreading out locally and regionally in all Nordic countries since 1995. Nordic average 2015: 14,3 %

General trend: Positive international immigration in peripheral regions and negative internal migration.



Case study regions

- Iceland:
Ísafjörður municipality, West fjords
- Norway:
Herøy municipality, Nordland
- Sweden:
Krokom municipality, Jämtland
- Finland:
Punkalaidun municipality,
Pirkanmaa
- Denmark:
Frederikshavn municipality,
Nordjylland
- Faroe Islands:
Klaksvíks municipality

Immigration to the rural areas

- Immigration and successful integration can be vital to rural towns and regions facing population decline and labour shortages
- Immigration and long-term integration/social inclusion is a regional growth issue – hence leadership is key



Common challenges

Housing

- For labour migrants housing tends to be a matter for the employer and the migrants
- How asylum seekers and refugees are distributed varies between the countries – EBO only in SE
- Access to the housing market is often extremely difficult for newcomers – but key to staying in remote regions

Possible steps

- Increase access to rental apartments – or support home owning (Husbanken in NO)
- Make it easier for home owners to rent out parts of their property
- Increase access to housing close to asylum centres (Jämtland)





Language is crucial for long-term integration

- In the Nordics, 1-2 years of language training is provided for free. Enough to master a Nordic language?
- Labour migrants need stronger incentives to learn
- Language barriers lead to segregation, e.g. in Ísafjörður, Iceland
- Employers focus on language skills

Ways forward



- Combining language training with work or vocational training
- Access to language courses while waiting for asylum
- E-learning is key in remote areas + regional coordination to increase access
- Use civil society more: Language cafés, mentorships etc.

Jobs, experience and education

- The job matching challenge for refugees is persistent – coordinators are needed, online tools developed
- Refugees compete with labour migrants over low skilled jobs
- Increased focus on early mapping of skills and competences
- Improved validation and vocational language training – related to the local and regional labour market
- Make it more attractive for employers to provide apprenticeships – at all levels of operation
- Companies and public employers play a major role - acknowledge
- Civil society provides crucial networks – also for finding jobs

What we learned

- Integration and inclusion of immigrants is a **growth issue**
- Successful integration requires clear and consistent political **leadership**: a vision of diversity and structured collaboration between relevant actors, including employers
- Employing a **local integration coordinator** – very effective to improve integration and job matching
- **Regions can do more**: Co-ordinate actors, raise EU funds for dev. projects, facilitate knowledge exchange and capacity building, mapping labour market needs, provide vocational language training – and **lead the way**: Nordland's In-migration project and Jämtland's immigration strategy

What we learned contd.

- Immigrants need a home and a job, but also a social network to **feel at home** and stay – especially in rural areas
- Civil society organizations such as the Red Cross play an important role for integration in all Nordic countries: providing activities, mentorships and social networks
- Social networks also lead to jobs
- Focus more on women and youth
- Local employers can and want to support integration
- Schools can be effective arenas to get people involved

Read more – work ahead

- www.nordregio.se/publications
- www.nordmap.se
- **New Nordic integration programme 2017-2018**
 - Website launch and expert groups
 - Seminar in Luleå 4 May
 - Apply for funding from NCM
 - Notes from seminar 25 Nov. – Hela Norden ska leva
 - Nordic Econ Policy review on labour market integration:
26 april

Labour market integration in Germany

Key determinants for long-term success – quite familiar:

- Good labour market conditions – unemployment and age structure
- **Early** labour market entry – during asylum process
- Early, nation-wide **skills** monitoring: online tools etc.
- Effective **language** training at work – at the right level
- Focus on women, youth and least educated – **upskill**, job-training
- Even **distribution** of migrants – based on labour market conditions
- Co-ordination; **civil society** engagement and mentorships

SOURCE: FINDING THEIR WAY: LABOUR MARKET INTEGRATION OF REFUGEES IN GERMANY © OECD 2017

OECD's recommendations to Germany

A. Improve the framework for integration management

- Enhance transparency on work permit decisions,
- Mainstream effective skills assessment measures nationwide

B. Enhance co-ordination between stakeholders

- Federal Office for Migration and Refugees responsible for language training better co-ordinated with Jobcenters
- Provide a single entry portal for all online-based language courses for asylum seekers and refugees

OECD's recommendations contd.

C. Develop more targeted support and increase the employment focus

- Continue to offer of vocational language training, ideally on the job
- Provide for more differentiation in the language courses and more systematic information on the labour market functioning and work habits
- Continue to provide support to employers in the early phase of refugee employment by regular follow-ups from the public employment services
- Increase the offer of upskilling measures, particularly for the low-skilled, and take a long-term approach

OECD's recommendations contd.

D. Make sure that legal requirements do not hamper labour market integration

- Factor in local labour market conditions in the dispersal of asylum seekers across the country

E. Continue to build on civil society for integration

- Promote mentorships with a focus on employment on a larger and more systematic scale

Thank you for listening!

