

Integration of refugees into the labour market - Norway

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What is at stake?

Changing pattern of migration

- 2004 and 2007 EU enlargements triggered huge inflow of labour migrants from Poland and the Baltic states
- The recent refugee crisis in 2015

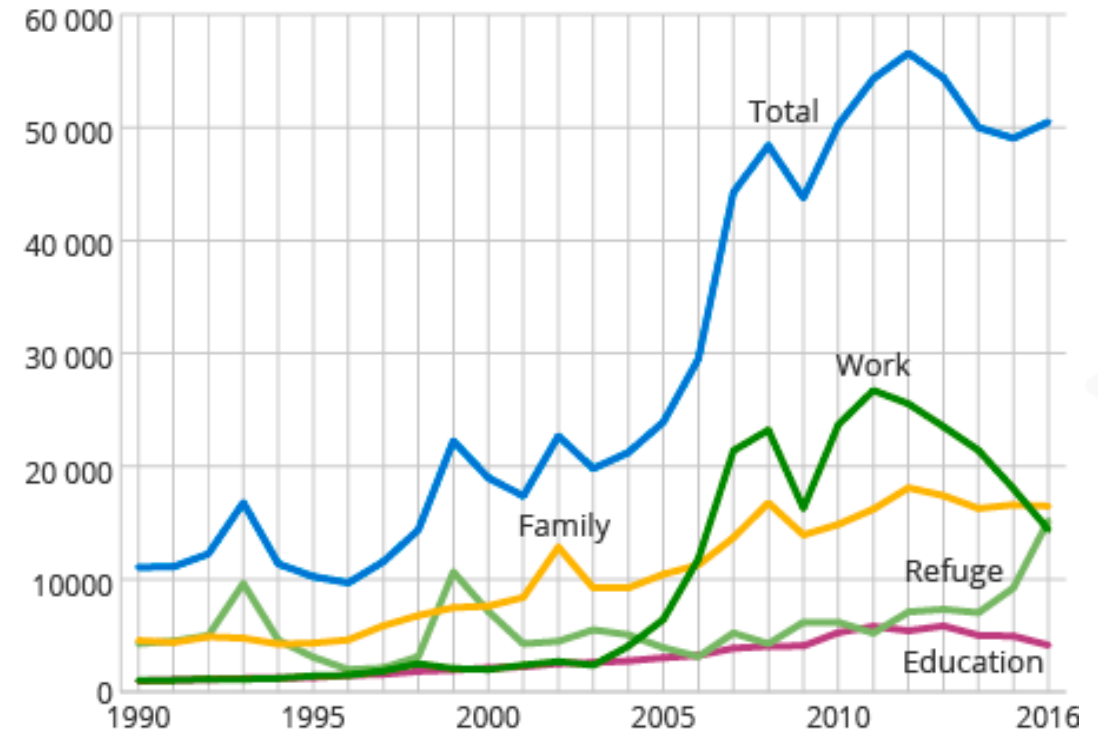
Norwegian context

- Labour market participation is high for both men and women
- Generous welfare state and well regulated labour market.
- Price and wage level is high
- Challenge for immigrants and especially refugees

Integration policy

- Introduction program for newly arrived refugees
 - Language training
 - Social studies
 - Labour market measures

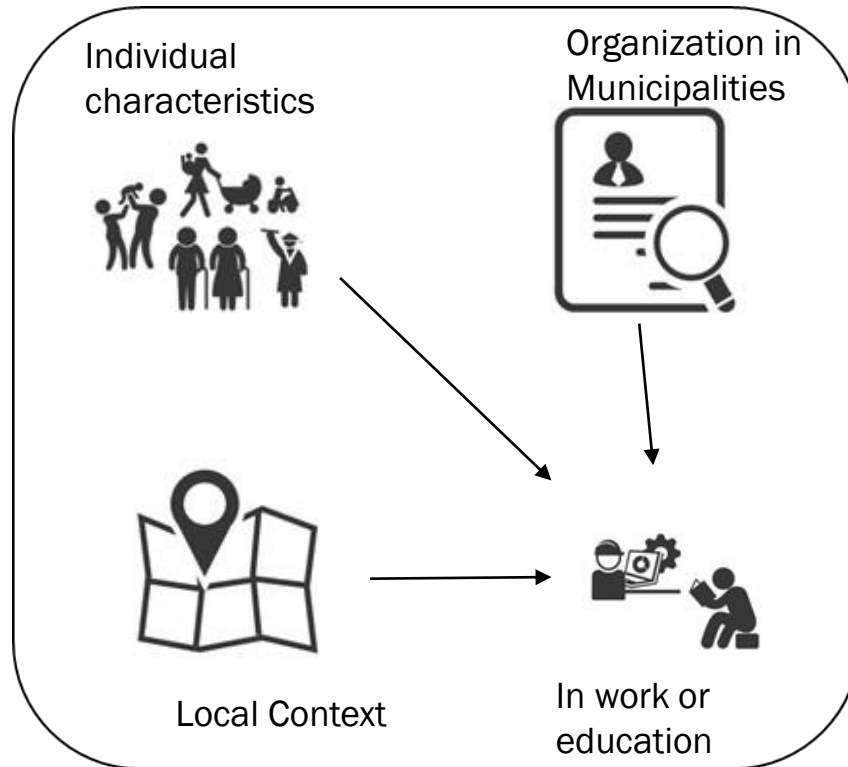
Immigration, by reason for migration 1990-2016



Source: Statistics Norway.

Integration of refugees after the introduction program

Analytic model



Outcome: Transition to work or education one year after finishing introduction program

Individual characteristics: Gender, age at immigration, number of children > 5 years, country of origin, education, cohort.

Context: Local unemployment, urban vs rural area

Organization: Who is responsible for the program? Full-time, number of advisers, hours language training etc.

Results

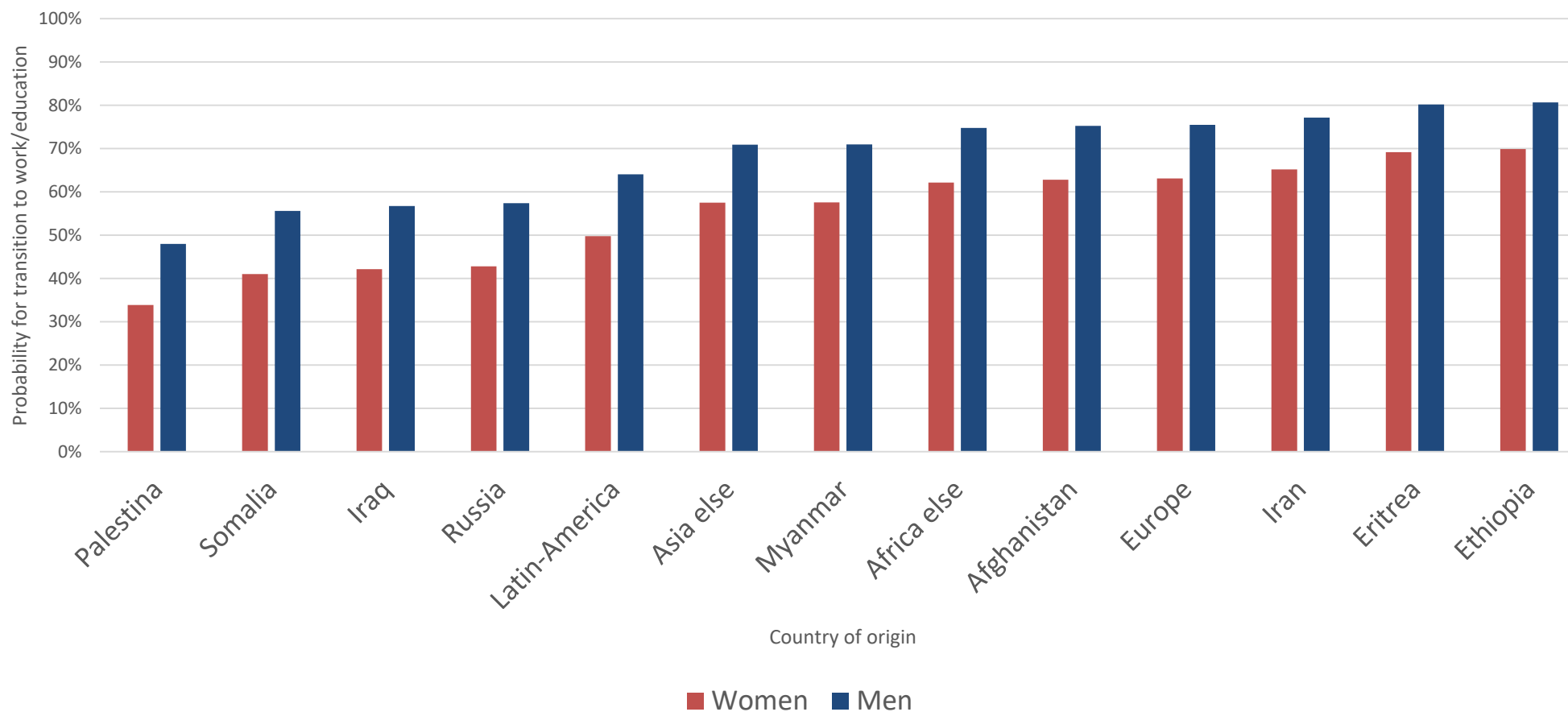
Individual characteristics

- Men are much more likely than women to have a job or continue education after introduction program (estimated 15 per cent higher transition)
- Refugees with higher education have much better results than participants with little or no education.
- Large differences between refugees from different countries

Local context and organisation

- Where matter! Refugees settled in areas with low unemployment have better integration outcome.
- More hours of language training, than the compulsory 600 hours, does not have a positive effect on the transition to work and education
- Who is responsible for the program? NAV, Adult education center and/or municipal refugee office. The results are more or less the same.

Probability for transition to work/education one year after introduction program, by gender and nationality



Conclusion

- Language
 - ...is key to integration, but there is something with the language training...
- Networks
 - Facilitate places to meet
- Involve local employers
 - They know what they want/need
- Close follow-up of participants
- Coordination
 - NAV, Adult education centre and municipal refugee office