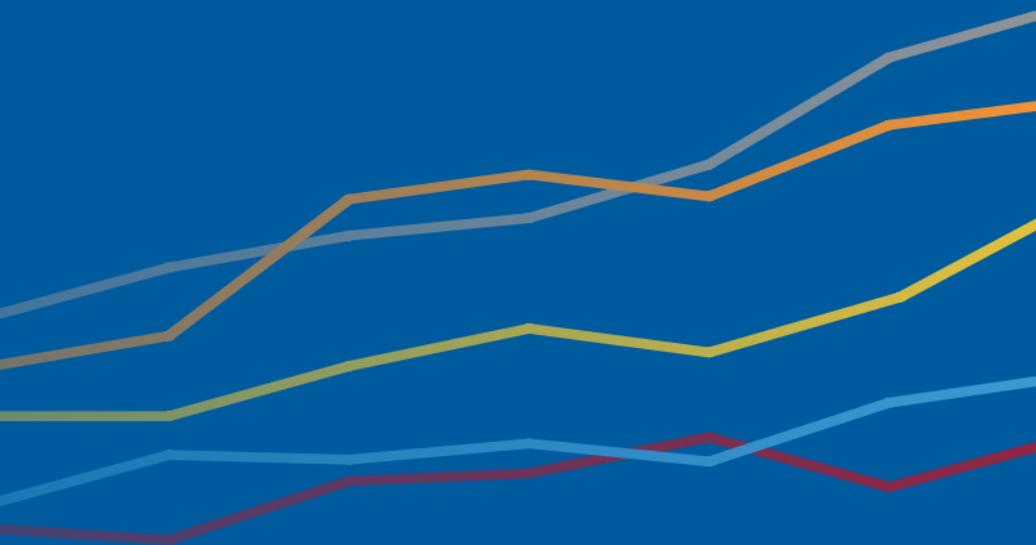


# NORDIC POCKET FACTS

Statistics on integration **2013**



REGERINGSKANSLIET

Government Offices  
of Sweden



# NORDIC POCKET FACTS

Statistics on integration **2013**

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NORDIC POCKET FACTS **2013** – Statistics on integration

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# Foreword

During the Swedish Presidency of the Nordic Council of Ministers in 2013, a special focus was placed on the integration of foreign born persons in the labour market. Foreign born persons are an important labour resource in populations that are aging and where the dependency burden is likely to increase.

Nordic Pocket Facts is the result of cooperation between the Nordic countries that began in 2011. It provides a picture of the similarities and differences of labour market integration in the Nordic countries.

It also provides a tool for detecting, revealing and preventing barriers to integration such as discrimination.

It is my hope that Nordic Pocket Facts will contribute to a continued successful Nordic cooperation on these issues.



Erik Ullenhag

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# Introduction

Integration is a mutual process in the sense that everyone, regardless of their background, is involved and shares responsibility. In a society of ethnic and cultural diversity, people should complement each other and jointly contribute their skills and life experience in order to unlock the potential inherent in diversity and ensure it comes to good use.

## Integration policy

### Denmark

#### The objective of Denmark's integration policy

The Government is working for society where all citizens enjoy rights, duties and opportunities on an equal footing and where all, according to their abilities, participate actively in the democracy and wider society. All forms of violence, coercion and discrimination are unacceptable practices that the Government is working to prevent.

#### National organisation of integration policy

The Ministry of Social Affairs, Children and Integration is responsible for coordinating the government's efforts to promote civic citizenship and integration. While integration in practice primarily takes place at the local level, the national government has therefore created incentives for municipalities to ensure that newcomers are able to work and learn the language, all at the same time. Thus, municipalities have clear incentives to optimise their efforts to put newcomers into ordinary jobs and have them pass Danish language exams.

Integration in Denmark is by far not solely a matter of governmental and public sector initiatives. Civil society – *inter alia* in the form of associations and businesses – plays a key role in advancing the integration of immigrants in society.

### **The Government's policy**

The Government's integration policy is a matter of ensuring that migrants are aware of their rights and responsibilities, so that migration contributes to the positive development of Danish society. There are three main interlinked policy responses to the challenges of integration in Denmark. The first policy response is to ensure that immigration is managed fairly and efficiently, so that immigration is at a level that society can manage to the benefit of everyone. The second policy response concerns the development of a holistic integration policy: legislation, economic incentives and local structures. This especially involves the structures of municipalities, so that they implement programmes aimed to introduce newcomers to society and to facilitate the participation of newcomers on an equal footing with fellow citizens. The third policy response concerns the general promotion of democratic values and the activation of civil society, volunteers, private associations, etc. This is necessary when the aim is to obtain a cohesive society with mutual understanding and responsibility.

All newcomers need to efficiently gain knowledge of Danish society and the Danish language. And even though tailored integration measures are offered to all immigrants, integration remains as an ongoing challenge, and policy responses need accordingly to be fine-tuned to ensure successful integration.

The overall aim of the Governments' vision for integration is to create a holistic and inclusive approach to integration based

on the needs of immigrants as well as those of society and to ensure that integration policies truly stimulate inclusion and equal participation of all immigrants in Danish society. The Government focuses especially on seven areas:

- Management and monitoring of the integration effort
- Reception and integration of newly arrived refugees and migrants
- Ensuring a higher rate of employment of immigrants and their descendants
- Furthering education – focusing on better achievement by immigrants and their descendants in schools and the education system
- Strengthening active citizenship, social inclusion, equal opportunity and gender equality among immigrants and their descendants
- Ensuring a more comprehensive integration effort in deprived housing areas
- Prevention of marginalisation and crime with regards to immigrants and their descendants

## **Finland**

### **The objective of Finland's integration policy**

The overall objective of the Government Resolution based on the Government Integration Programme is to support participation by immigrants, interaction between different population groups, and good ethnic relations. Particular focus areas include promoting the employment of immigrants and support for immigrant children, young people, families and women.

The Government Resolution includes integration objectives and measures for the following themes:

- Focus areas of communal integration
- Supporting integration of families through basic services
- Immigrants in the labour market
- Foreign students as a resource
- Placement in a municipality for all people under international protection
- Funding for the Government Integration Programme's implementation

### **National organisation of integration policy**

The Ministry of Employment and the Economy is responsible for policy issues related to integration in Finland. The Minister of Labour acts as the minister responsible for integration-related issues.

### **The Government's policy**

The focus areas of integration policy include e.g. fostering a sense of solidarity and belonging in society among immigrants along with two-way integration, supporting immigrant families, and promoting the employment of adult immigrants particularly by developing the teaching of the Finnish and Swedish languages.

In addition, integration policy emphasises the integration of immigrants as municipal residents and the smooth and controlled direction of people under international protection towards municipalities, as well as good cooperation between the state and municipalities. Inclusion in civil society as part of

integration efforts is also an important foundation of integration policy.

Immigration has increased and diversified in recent years. According to forecasts, the number of foreign born persons residing in Finland will rise to half a million by 2030.

A successful integration policy requires the commitment of all administrative branches to equality, non-discrimination and the prevention of racism, as well as the promotion of positive attitudes.

## **Iceland**

### **The objective of Iceland's integration policy**

The Government's overall objective in integration policies in Iceland is to ensure that inhabitants in Iceland enjoy equal opportunities and take an active part in society.

### **National organisation of integration policy**

The Ministry of Welfare is responsible for coordination of integration policies in Iceland. There are two ministers within the Ministry, Minister of Health and Minister of Social Affairs and Housing and the latter is responsible for integration policy. The Minister of Social Affairs and Housing appoints the Immigration Council. The role of the Council is to act in an advisory capacity to the Government at the central and local levels regarding policies in various areas and to propose action plans on immigrant issues and monitor their implementation. The Council consists of a representative appointed by the Minister of Social Affairs and Housing, an immigrant appointed without nomination, and representatives of the Union of Local Authori-

ties, the Ministry of Interior, the Ministry of Education, Culture and Science, and Reykjavík City.

### **The Government's policy**

Society must be capable of reacting to new and altered conditions on the labour market, in the educational system, within health care and other welfare services provided by the state and municipalities. Furthermore, participation in society is a key factor in improving integration. This includes adult Icelandic studies, the communication and procurement of information, labour market participation, education, health services and the role of municipalities in the integration of immigrants. It is in the interest of the society as whole that immigrants enjoy opportunities to find a venue for their proficiency, resourcefulness and abilities. Parliamentary resolution for an action plan on immigrant issues was first passed in 2008. The plan emphasises that the interests of all immigrants must be fully integrated in all policies, administration and public services and that cooperation must increase between all parties that work in matters related to immigration. Following the plan, the parliament passed the first law on integration in 2012.

Labour participation was very high among immigrants until late 2008 when unemployment rose amongst all citizens. Until May 2008, unemployment amongst immigrants was less than 2 percent. While unemployment has been dropping generally in Iceland, unemployment amongst immigrants is proportionally higher than amongst Icelanders. Participation in the labour market and education are key elements in successful integration policy and prevents social exclusion. Therefore the government aims at focusing on three aspects in the next action plan: the labour market, education and the welfare of the family.

## Norway

### The objective of Norway's integration policy

The goal of Norway's integration policy is to ensure that immigrants are a part of, and have a sense of belonging to, the Norwegian society. Participation in working life and good Norwegian language skills are keys to inclusion in Norwegian society. Everyone shall be met with the requirement to contribute and participate in the society.

### National organisation of integration policy

A good integration policy involves participation from many different sectors and actors. The Ministry of Children, Equality and Social Inclusion is responsible for coordinating the integration policy. In addition, the Ministry has a executive responsibility for parts of the integration policy, such as the Introduction Act, the Nationality Act and the settlement of refugees in municipalities, including support schemes set up for this purpose. Other authorities are responsible for the integration policy within their sectors.

The Directorate of Integration and Diversity (IMDi) shall contribute to implement and develop the Government's integration policy. IMDi is responsible for the implementation of settlement in municipalities. IMDi is also a resource centre for the development and dissemination of knowledge and contribution to an informed debate on integration. The Directorate will help local authorities to develop general and inclusive plans on the process of integration. The Directorate shall also coordinate the national policy towards municipalities on integration issues. IMDi has a special role to be a driving force in relation to other state actors and local authorities in their efforts to ensure equitable services.

Municipalities are responsible for the practical implementation of integration policies in local communities. NGOs are key actors in communities and can play important roles in the integration work. The Contact Committee for Immigrants and the Authorities (KIM) is an advisory body to the Government. The members, who are appointed by the Government, come from and representees different parts of Norway.

### **The Government's policy**

The government will base its policies on freedom and confidence in the individual, the family, entrepreneurs, the community and the voluntary sector. One of the cornerstones of Norwegian society is a high employment level.

Immigrants make an important contribution to Norwegian working life. Even so, employment is lower among immigrants than in the general population. Integration policy is designed to ensure that more people join the labour market. It is expected that anyone who is able to work, should do so. Work provides a sense of belonging, community, network and independence. Earned income makes it possible to enter the housing market. Many immigrants come to Norway with a high level of expertise. Integration policy shall be designed to ensure that immigrants use the education and skills they already have. This helps create diversity that contributes to increased innovation and industrial development in Norway.

Good knowledge of Norwegian language and basic knowledge of Norwegian society is in most cases a prerequisite to get a job and participate in the society. The Government will strengthen language training for immigrants. This training and other targeted measures will also help more women with immigrant backgrounds to enter the labour market.

A good school provides students with knowledge and is the most important contribution to social mobility in the society. It is important that all children learn Norwegian early so they can start school with good prospects of success. The Government will enhance language development and use of Norwegian in the kindergarten to prepare children for school and education. The Government will also strengthen efforts to ensure that students who come to Norway late in their educational career get a good training by strengthening reception schools.

The voluntary sector is an important arena for cooperation, and has helped create the society we have today. NGOs contribute positively to integration efforts. Immigrant organizations and cultural and religious organizations are important partners for the authorities to ensure that certain groups do not get left out. The Government will strengthen the local integration process by providing municipalities and NGOs with resources to do integration work.

The government will prevent radicalization and violent extremism. The work must involve local communities, NGOs, sports clubs, school and community, as well as police and the criminal administration system.

## **Sweden**

### **The objective of Sweden's integration policy**

The Government's overarching objective of integration policy is:

- Equal rights, responsibilities and opportunities for all, regardless of ethnic or cultural background.

## **National organisation of integration policy**

As of 1 January 2011, the Ministry of Employment has responsibility for coordinating integration policy. The Ministry is also responsible for certain integration issues, such as the establishment of newly arrived immigrants in working life and society, Swedish citizenship, and combating and preventing discrimination. As of 1 December 2010, the Swedish Public Employment Service has been responsible for coordinating measures to help newly arrived refugees and their family members become established. Introduction activities include Swedish language education, civic orientation and labour market activities.

## **The Government's policy**

One of the major challenges in society today is combating the exclusion in which many foreign born persons become stuck. One of the Government's overarching priorities is therefore to reduce exclusion, primarily through measures in the areas of the labour market and education. The objectives of integration policy are to be achieved mainly through general measures. However, for newly arrived immigrants – primarily persons in need of protection and their family members – targeted measures are important during their first few years in Sweden. The implementation of integration policy requires measures in many policy areas undertaken by a large number of actors at the national, regional and local levels. Integration work also needs to be designed with respect to differing regional conditions.

The general direction of the Swedish Public Employment Service's assignment to provide introduction activities will continue. However, the Government considers that this assignment needs to be developed further. The focus on employment must continue to be strengthened, and activities need to be better

adapted to the relevant target group. The benefits provided to those participating in introduction activities need to be adjusted to further reduce the marginal effects of transitioning to work. The waiting time in accommodation provided by the Migration Board must also be shortened. The number of people seeking protection in Sweden is expected to continue to rise in the coming years. At the same time, the reception of refugees and those in need of protection is unevenly distributed among Sweden's municipalities. Given these circumstances, municipalities receiving a large number of refugees need support to be able to offer a good reception. Municipalities receiving many refugees in relation to their population, as well as those receiving many quota refugees and refugees from accommodation centres will receive increased financial compensation.

A definition of Swedish citizenship should be established by law to elevate its status. Furthermore, all municipalities should be instructed regarding the arrangement of citizenship ceremonies to welcome new citizens.

It is vital that all sectors of society contribute to welcoming immigrants and eliminating potential obstacles to integration. This is why the Government has reached an agreement with civil society to enable the latter to take greater responsibility for integration. Work within the parameters of the agreement continues.

## Concepts and terms

**Immigrants:** Immigrant, a person who has moved from one country to another in order to reside there for a long time. Immigration is counted from the year the person is registered in the new country.

**Foreign born:** A person who is born abroad but registered in the country. In this report, the definition has been made comparable across countries, and the Swedish definition of foreign born persons is used for all countries.

**Native born person with two foreign born parents:** Person who is native born with two foreign born parents.

**Foreign background:** Person who is foreign born or native born with two foreign born parents.

**Country of origin:** OECD designation for grouping immigrants based on their background. Country of origin can refer to country of birth or citizenship. This report uses country of origin in those cases where it refers to citizenship.

**Region of birth/background region/region of origin:** The statistics are presented for seven regions of birth for foreign born persons. The same regional breakdown is used in reporting native born persons with two foreign born parents and is then referred to as background region; and when the breakdown is used in reporting by citizenship it is referred to as region of origin. Countries, regions and continents are divided into the following groups:

*Nordic countries:* Denmark, Finland, Iceland, Norway, Sweden.

*EU excluding the Nordic countries:* Belgium, Bulgaria, Cyprus, Danzig, Estonia, France, Greece, Ireland, Italy, Latvia, Liechten-

stein, Lithuania, Luxembourg, Malta, the Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, United Kingdom, Czech Republic, Czechoslovakia, German Democratic Republic (DDR), Germany, Hungary and Austria.

*Other European countries, excluding Turkey:* Albania, Andorra, Bosnia and Herzegovina, Gibraltar, Yugoslavia, Kosovo, Croatia, Macedonia, Moldova, Monaco, Montenegro, Russia, San Marino, Switzerland, Serbia, Montenegro, the Soviet Union, Ukraine, Belarus.

*Africa:* all countries in Africa.

*Asia:* all Asian countries including Turkey.

*Latin America:* all countries in South America, Central America and the Caribbean, Mexico and Bermuda.

*North America and Oceania:* Canada and the U.S. and all the countries in Oceania.

*Unknown/stateless:* Information on country of birth/country of birth of parents is missing or the person is stateless.

**Duration of residence:** The time in years that a person has been registered in the population records in a country. The time period starts from the most recent immigration year.

**Grounds for residency:** A person who receives a residence permit in a country may state their grounds for residency:

- Work
- Family
- Asylum
- Studies
- Other
- Unknown

The chapter on the labour market also uses the group *EU except Nordic countries*. Persons who move between countries within the EU and EEA need not state the grounds for residency and therefore are grouped in a separate category. The group ‘other’ are among others pensioners or persons with sufficient economical means.

**Re-emigration:** The term re-emigration is used to present the likelihood that foreign born immigrants will emigrate. The statistics are based on those foreign born immigrants who are registered in the population records as immigrants during a specified period and who emigrate within five years.

**Education 16–19 years:** Persons who were registered in secondary or post-secondary education in the autumn term 2012. In Denmark, persons who were registered in the senior level of compulsory school (years 7–9) are also included.

**Secondary education not completed:** Persons registered as students in secondary school and who have not completed the education within five years belong to the group who have not completed secondary education.

**Education level:** Data on level of education come from the registers of the various countries. The presentation is in three roughly defined groups: compulsory education, secondary education, and post-secondary education. In addition, there is a group with no data on educational attainment. The most recent and highest completed education is counted. Thus, compulsory education means that the person has completed only the compulsory education level.

## **Labour Force Surveys**

The labour force surveys are questionnaire surveys coordinated by Eurostat that are conducted in a similar way in the Nordic countries. With the aid of these surveys, the size of the labour force, employment and unemployment can be estimated. The labour force surveys are sample surveys, which means that the results are associated with some uncertainty and should be interpreted with some caution. However, space is not available in this publication to report margins of error.

**In the labour force:** The labour force includes employed and unemployed persons, i.e. persons who are available for work on the labour market.

**Not in the labour force:** Persons who are neither employed nor unemployed, i.e. persons who are not available for work on the labour market.

**Employed according to the Labour force survey:** A person who during a specific week (the reference week) reports being gainfully employed for at least one hour, or who was temporarily absent from their gainful employment. Both employees and self-employed are included in the group.

**Self-employed persons or assisting family member:** Persons who reported that they run their own business or are an assisting family member of a self-employed person.

**Unemployed persons:** Persons who during the reference week were without gainful employment but who had sought work during the last four weeks and who could start a new job within 14 days.

**Occupations requiring post-secondary education:** Occupations that typically require a post-secondary education. These

occupations have an occupational code with 2 or 3 as the first digit in the International Standard Classification of Occupations (ISCO). The occupation data have been retrieved from self-reported information from the labour force surveys in the various countries.

### **Register-based labour market statistics**

In the Nordic countries, register-based labour market statistics contain employment data at a particular time of measurement, such as 31 December or 30 November.

**Employed according to register-based labour market statistics:** Persons who during the measurement period, a week or a month, were gainfully employed or were self-employed or were an assisting household member according to the country's own definition. Persons who were temporarily absent during the reference period, e.g. due to parental leave or vacation, are counted as employed.

**Neither employed nor a student:** A person who according to the country's register-based labour market statistics was neither employed nor registered as a student in upper secondary education, post-secondary education or other form of post-secondary education.

**Employment index:** The employment index is a measurement that compares the employment rates for native and foreign born persons. An index of 100 means that the percentage of employed is equally high among native and foreign born persons. Index values lower than 100 mean that employment is lower for foreign born than for native born persons. When the index value approaches 100, the employment rates for native and foreign born persons converge. The difference between 100 and the index value is called the employment gap.

New employees: The OECD reports new employees (hires) as persons who started their current job in the past year. This does not always refer to a new job, but can also include an extension of a temporary position.

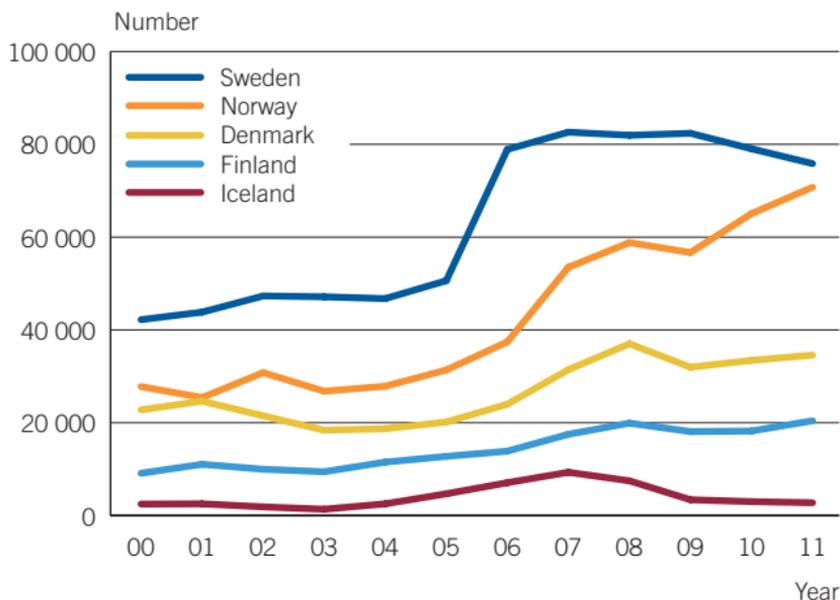
**Appendix with tables:** In addition to the statistics presented in this publication of pocket facts, there is a table appendix with more data that can be obtained from the Ministry of Labour.

# Demographics

## Immigration

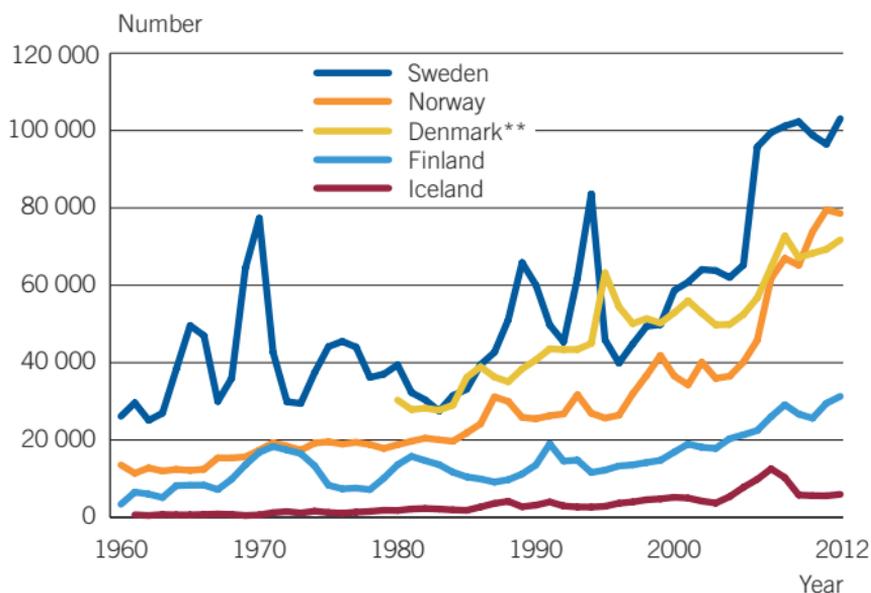
The number of immigrants to the Nordic countries varies from year to year. In general, the number of immigrants to the Nordic countries increased in 2000–2011, except to Iceland.

### 1. Immigration of foreign born persons to the Nordic countries, 2000–2011.



Sweden has had the largest number of persons that have immigrated. The least immigration was to Iceland. Immigration is affected not only by trouble spots abroad but also by immigration policy and its regulations as well as the economic situation. The EU expanded with additional member countries in 2004, which meant that more people were able to move to the Nordic countries.

## 2. Total immigration to the Nordic countries, 1960–2012\*.



Source: The statistical agency in the respective country

\* Native born persons that re-immigrates are also included in the graph

\*\* Data for Denmark is available from 1980

## Common countries of origin of foreign born immigrants

### 3. The ten most common countries of origin of foreign born immigrants in 2000–2011, and their share of the total immigration of foreign born in the same period.

<b>Denmark</b>	<b>%</b>	<b>Finland</b>	<b>%</b>	<b>Iceland</b>	<b>%</b>
Poland	8	Russia	16	Poland	38
Germany	6	Estonia	16	Lithuania	6
Norway	5	Sweden	5	Germany	5
Sweden	4	China	4	Portugal	4
Iceland	4	Somalia	3	Denmark	3
Iraq	4	Thailand	3	USA	3
Ukraine	4	Iraq	3	China	3
China	4	India	3	Latvia	2
Philippines	3	Germany	2	Philippines	2
UK	3	Turkey	2	Sweden	2

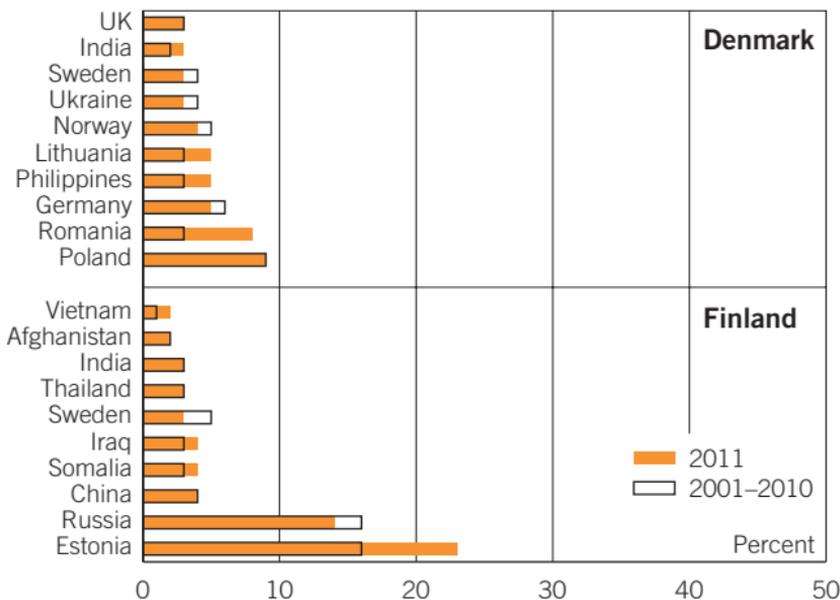
<b>Norway</b>	<b>%</b>	<b>Sweden</b>	<b>%</b>
Poland	15	Iraq	12
Sweden	10	Poland	6
Lithuania	5	Denmark	6
Germany	5	Finland	4
Denmark	4	Somalia	4
Iraq	3	Norway	4
Somalia	3	Germany	4
Russia	3	Thailand	3
Philippines	3	China	3
UK	2	Iran	3

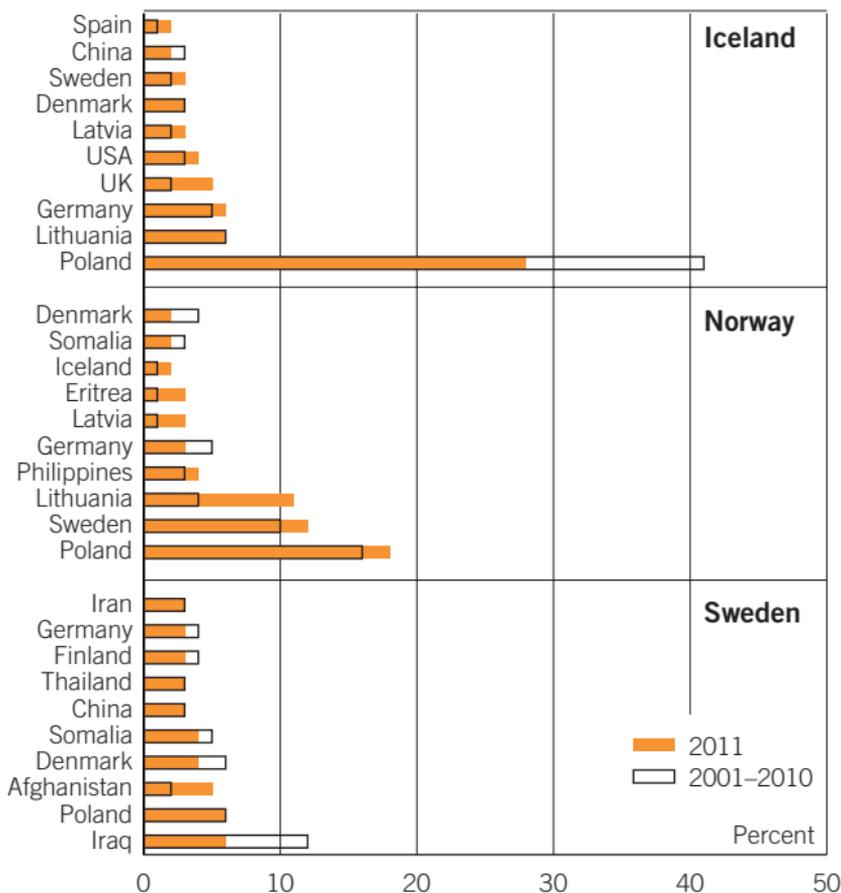
Source: OECD and own calculations

The relative share varies of the top ten countries by origin of the immigration. In Denmark, no single country represents more than 8 percent of the immigration, while those with origin in Poland represent 38 percent of immigration in Iceland.

In all the Nordic countries, a large proportion of immigrants during the period 2000–2011, came from neighbouring countries, the Nordic countries amongst others. In Finland, a large share of immigrants came from Russia and Estonia. Poland is the most common country of origin among immigrants in Norway, Iceland and Denmark. In Sweden, Iraq is the most common country of origin among those who immigrated.

**4. Immigration 2011 compared to the average immigration 2001–2010. The main countries of origin among foreign born immigrants. Share of the total immigration.**





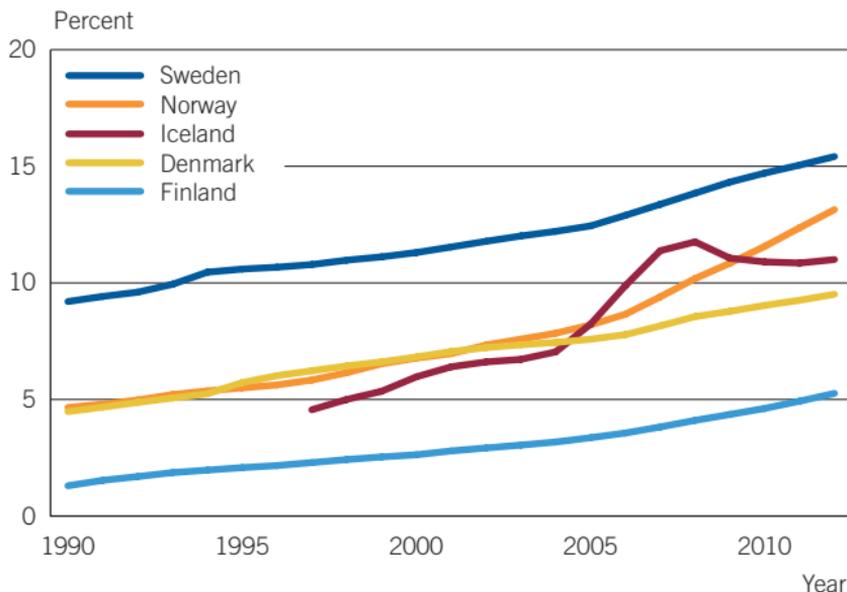
Source: OECD

Immigration from different countries varies between years. The graphs above show the share of the most common countries of origin of immigrants in 2011 out of the total immigration of foreign born persons in 2011 together with the percentages these countries represented in the period 2001 to 2010. Some of the changes seen in 2011 compared with the previous years are: the proportion of persons from Romania increased among

those who immigrated to Denmark; persons from Estonia comprise a major share of immigration to Finland; and the share of immigrants from Poland decreased in Iceland. In Norway, the proportion of immigrants from Lithuania increased; and in Sweden the share from Iraq decreased and the share from Afghanistan increased.

## Foreign born population

### 5. Foreign born population, 1990–2012. Percent.

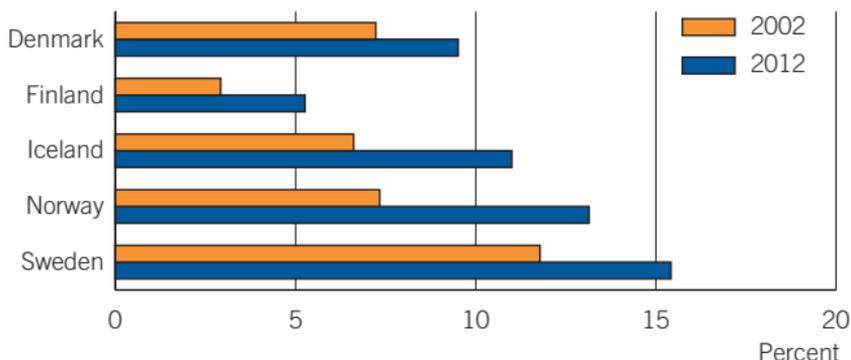


Source: The statistical agency in the respective country

The proportion of the foreign born population has increased steadily in all the Nordic countries since 1990. Throughout the period, Sweden has been the country with the highest proportion of foreign born in the population. Finland has the lowest proportion. Norway and Denmark had roughly the same

percentage of foreign born persons between 1990 and 2003. Thereafter, the proportion of foreign born persons increased faster in Norway than in Denmark. Iceland differs from the other countries. In Iceland, there was an increase up to 2008; thereafter the percentage of foreign born persons decreased.

#### 6. Foreign born in the population in 2002 and 2012. Percent.

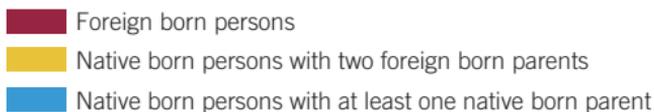


Source: The statistical agency in the respective country

If we consider the most recent ten-year period, all the Nordic countries have a higher proportion of foreign born persons. The largest increase was in Norway, from 7 to 13 percent – an increase of 6 percentage points. The proportion of foreign born persons in Iceland rose during the same period by 4 percentage points. Finland and Denmark had the smallest increase by about 2 percentage points.

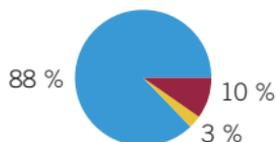
## Persons with a foreign background

7. Percentage of foreign born persons, native born persons with two foreign born parents, and native born persons with at least one native born parent in 2012. Percent.



### Denmark

Population:  
5 600 000



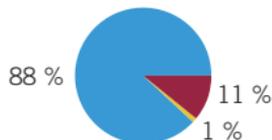
### Finland

Population:  
5 430 000



### Iceland

Population:  
320 000



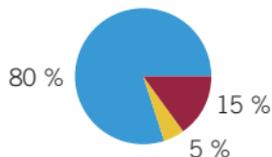
### Norway

Population:  
5 050 000



### Sweden

Population:  
9 560 000



Source: The statistical agency in the respective country

Persons with a foreign background include foreign born persons and native born persons with two foreign born parents. Sweden is the country with the largest percentage of foreign born persons, 15 percent. The percentage of native born persons with two foreign born parents is highest in Sweden, 5 percent. In total, 20 percent of the population in Sweden has a foreign background.

Finland has the lowest proportion of foreign born persons, 5 percent. The percentage of native born persons with two foreign born parents is small in Finland, 1 percent. The proportion of persons with a foreign background in Finland is thus 6 percent.

## Persons with a foreign background, by background region

### 8. Foreign born persons and native born persons with two foreign born parents in the population, by region of birth and background region, 2012. Percent.

	Denmark	Finland	Iceland	Norway	Sweden
<b>Foreign born persons</b>					
Nordic countries	12	12	18	13	17
EU except Nordic countries	29	24	49	32	20
Rest of Europe	10	26	6	8	13
Africa	7	9	3	11	9
Asia	36	23	14	28	34
Latin America	3	2	3	4	5
North America and Oceania	4	2	7	3	2
Unknown or stateless	0	2	0	..	0
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

	Denmark	Finland	Iceland	Norway	Sweden
<b>Native born with two foreign born parents</b>					
Nordic countries	5	4	6	4	21
EU except Nordic countries	10	12	52	13	13
Rest of Europe	11	29	11	11	16
Africa	12	21	4	18	10
Asia	60	28	21	51	36
Latin America	1	1	2	2	4
North America and Oceania	1	1	1	0	0
Unknown or stateless	0	5	3	..	0
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

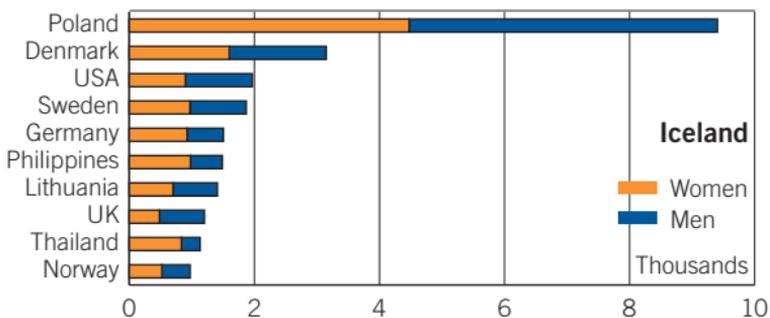
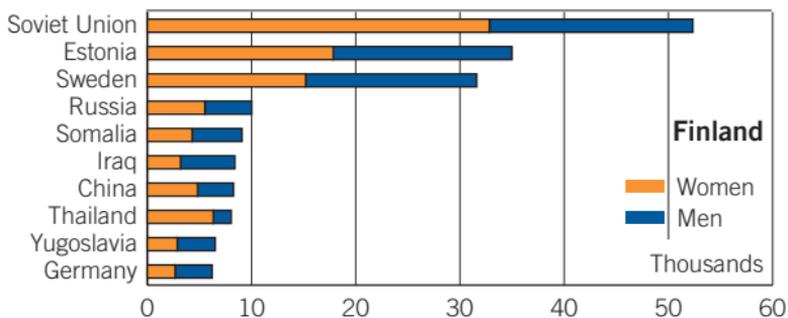
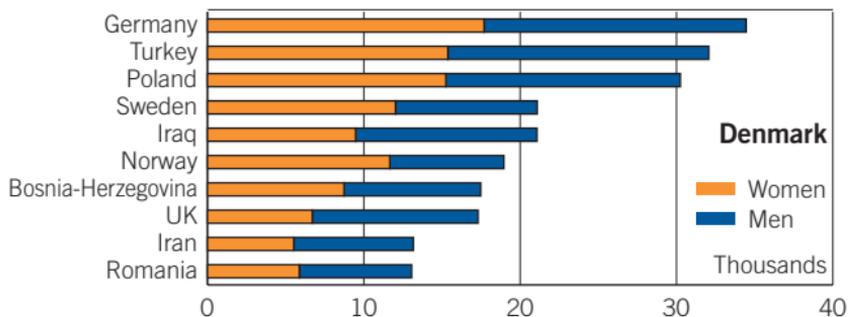
Source: The statistical agency in the respective country  
 .. Observations are missing or the number is less than 20

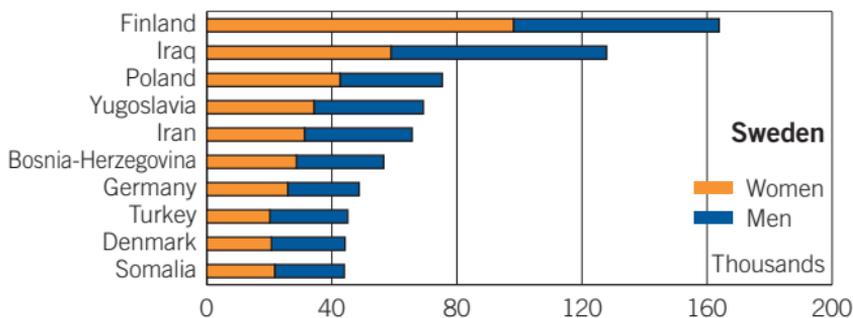
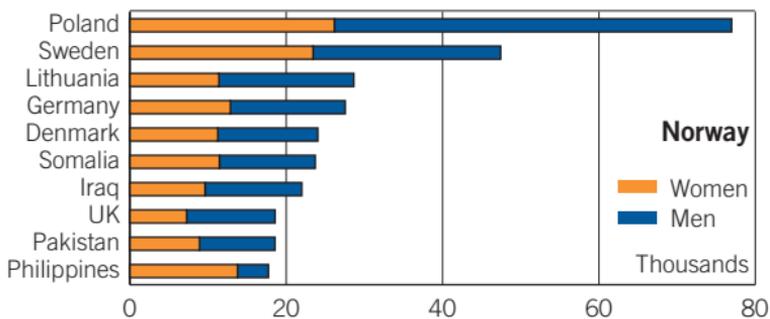
For persons with a foreign background in Denmark and Sweden, most are born in Asia or their parents were born there. In Finland, it is the most common that persons with a foreign background are born or have two parents who are born in 'Rest of Europe' (i.e. European countries that are not part of the EU) or in Asia. In Iceland, half of those with a foreign background are born or have two parents who are born within the EU.

Foreign born persons in Norway come mainly from EU countries or Asia. Many native born persons with two foreign born parents have a background in Asia, 51 percent.

## Common countries of birth among the foreign born population

### 9. The ten most common countries of birth among foreign born persons, 2012. Number (in thousands).



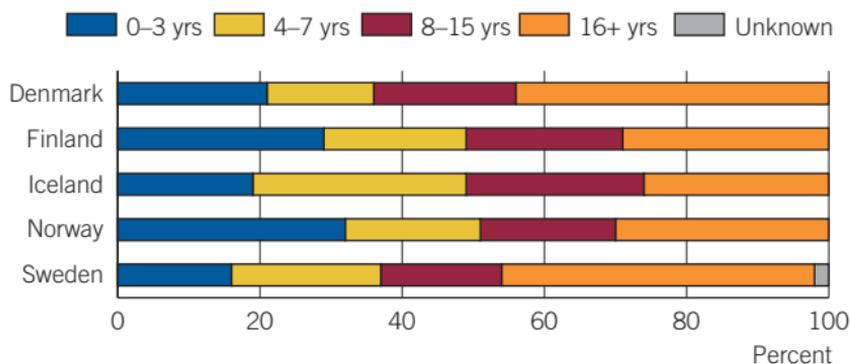


Source: The statistical agency in the respective country  
 Note that the graphs have different scales

Foreign born persons come from many different countries of birth. In Denmark, three countries of birth are about equally common among the foreign born; Germany, Turkey and Poland. Finland has the highest number of foreign born persons from the Soviet Union, followed by Estonia and Sweden. In Iceland, the largest group of foreign born persons is from Poland. Persons born in Poland are also the largest group foreign born in Norway; the second most common group is persons born in Sweden. In Sweden, the largest group of foreign born comes from Finland, followed by Iraq.

## Foreign born by duration of residence

### 10. Foreign born in the population by duration of residence, in 2012. Percent.



Source: The statistical agency in the respective country

Immigration to the Nordic countries has varied over time. This is reflected in how long foreign born persons have lived in the countries. In Denmark, it is most common that foreign born have lived more than 16 years in the country. Finland and Norway have similar distributions, 29 percent and 32 percent respectively, of foreign born persons with a duration of residence of 0-3 years. These two countries also have the same proportion of foreign born persons who have resided in the country 16 years or more, 30 percent. In Iceland, the most common duration of residence for foreign born persons is four to seven years, while in Sweden the most absolutely common duration of residence in the country is 16 years or longer.

**11. Foreign born population by duration of residence and region of birth, 2012. Percent.**

	0–3 yrs	4–7 yrs	8–15 yrs	16+ yrs	Unknown	Total
<b>DENMARK</b>						
<b>Foreign born persons</b>	<b>21</b>	<b>15</b>	<b>20</b>	<b>44</b>	<b>0</b>	<b>100</b>
Nordic countries	19	15	16	51	0	100
EU except Nordic countries	32	23	13	32	0	100
Rest of Europe	12	11	20	57	0	100
Africa	14	14	28	44	0	100
Asia	15	11	25	49	0	100
Latin America	19	16	24	41	0	100
North America and Oceania	28	16	16	39	0	100
Unknown or stateless	..	..	..	..	..	
<b>FINLAND</b>						
<b>Foreign born persons</b>	<b>29</b>	<b>20</b>	<b>22</b>	<b>30</b>	<b>0</b>	<b>100</b>
Nordic countries	9	8	12	71	0	100
EU except Nordic countries	40	23	17	20	0	100
Rest of Europe	20	18	30	32	0	100
Africa	31	26	21	22	0	100
Asia	35	24	24	18	0	100
Latin America	31	23	24	21	0	100
North America and Oceania	27	19	20	34	0	100
Unknown or stateless	32	13	12	43	0	100

	0-3 yrs	4-7 yrs	8-15 yrs	16+ yrs	Unknown	Total
<b>ICELAND</b>						
<b>Foreign born persons</b>	<b>19</b>	<b>30</b>	<b>25</b>	<b>26</b>	<b>0</b>	<b>100</b>
Nordic countries	12	11	20	56	0	100
EU except Nordic countries	22	45	19	14	0	100
Rest of Europe	13	15	55	18	0	100
Africa	28	17	34	21	0	100
Asia	15	18	42	24	0	100
Latin America	21	24	34	21	0	100
North America and Oceania	23	14	18	45	0	100
Unknown or stateless	84	..	..	..	..	
<b>NORWAY</b>						
<b>Foreign born persons</b>	<b>32</b>	<b>19</b>	<b>19</b>	<b>30</b>	<b>0</b>	<b>100</b>
Nordic countries	24	10	17	48	0	100
EU except Nordic countries	49	27	9	16	0	100
Rest of Europe	18	16	31	35	0	100
Africa	34	19	26	21	0	100
Asia	23	16	26	35	0	100
Latin America	21	15	20	44	0	100
North America and Oceania	19	11	14	56	0	100
Unknown or stateless	..	..	..	..	..	

In Denmark, it is most common for foreign born persons to have resided in the country for 16 years or more. In terms of regions of birth, it is most common among persons born in the Nordic countries and Rest of Europe to have resided in Denmark for such a long duration.



	0–3 yrs	4–7 yrs	8–15 yrs	16+ yrs	Unknown	Total
<b>SWEDEN</b>						
<b>Foreign born persons</b>	<b>16</b>	<b>21</b>	<b>17</b>	<b>44</b>	<b>2</b>	<b>100</b>
Nordic countries	7	8	9	72	4	100
EU except Nordic countries	19	25	13	40	3	100
Rest of Europe	9	14	20	56	1	100
Africa	28	32	16	24	1	100
Asia	19	26	21	33	1	100
Latin America	11	16	18	54	1	100
North America and Oceania	25	22	20	27	5	100
Unknown or stateless	33	33	17	5	12	100

Source: The statistical agency in the respective country  
.. Observations are missing or the number is less than 20

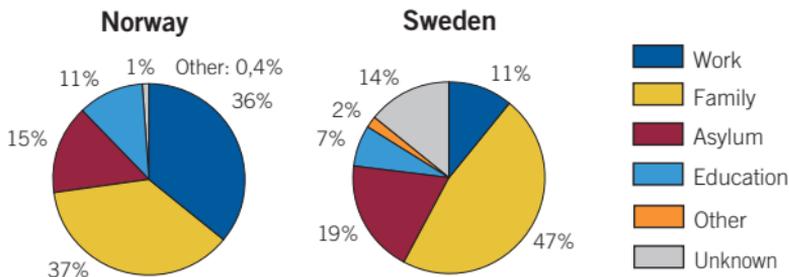
In Finland, the most common duration of residence for foreign born persons from the Nordic countries mainly is 16 years or more. Among those born in the EU, the most common duration of residence is 0–3 years. In Iceland, the most common duration of residence for persons from the EU was 4–7 years in the country.

In Norway, the most common duration of residence for foreign born persons from the EU and Africa is 0–3 years. Among other foreign born persons, the most common duration of residence is 16 years or longer in the country.

In Sweden it is common among foreign born persons to have lived 16 years or longer in the country, except for those born in Africa. Among the latter, it is the most common to have a duration of residence of four to seven years.

## Grounds for residency

### 12. Grounds for residency of persons with a non-Nordic citizenship who immigrated 2001–2011.



Source: The statistical agency in the respective country

Persons who have immigrated and received a residence permit were asked to state the grounds for residency, which can show what kind of immigration that came to the Nordic countries. EU citizens does not always state their grounds for residency when moving to another country within the EU. Which means that EU citizens constitutes a large part of the group unknown in the graph below. In Sweden, the immigration of family members was most common; 47 percent stated family relations as the grounds for residency. Norway is the country with the highest proportion labour immigration, but a large proportion have also immigrated for family reasons, 36 and 37 percent respectively.

**13. Grounds for residency of those with non-Nordic citizenship who immigrated 2001–2011, by region of citizenship. Percent and numbers (thousands).**

	Work	Family	Asylum	Education	Other	Unknown
<b>NORWAY</b>						
EU except Nordic countries	87	32	0	28	54	99
Rest of Europe	2	9	13	11	6	1
Africa	1	12	39	11	7	..
Asia	5	37	44	40	21	..
Latin America	1	5	0	4	2	..
North America and Oceania	3	4	0	5	10	..
Unknown or stateless	0	1	3	0	0	..
Numbers (thousands)	143,0	144,3	60,6	41,6	1,5	3,3
<b>SWEDEN</b>						
EU except Nordic countries	61	16	0	14	66	83
Rest of Europe	5	12	13	5	5	2
Africa	2	14	27	10	4	2
Asia	24	46	53	65	20	9
Latin America	2	6	2	3	2	1
North America and Oceania	6	4	0	3	3	1
Unknown or stateless	0	2	6	0	1	1
Numbers (thousands)	64,8	293,3	118,8	48,9	9,7	83,4

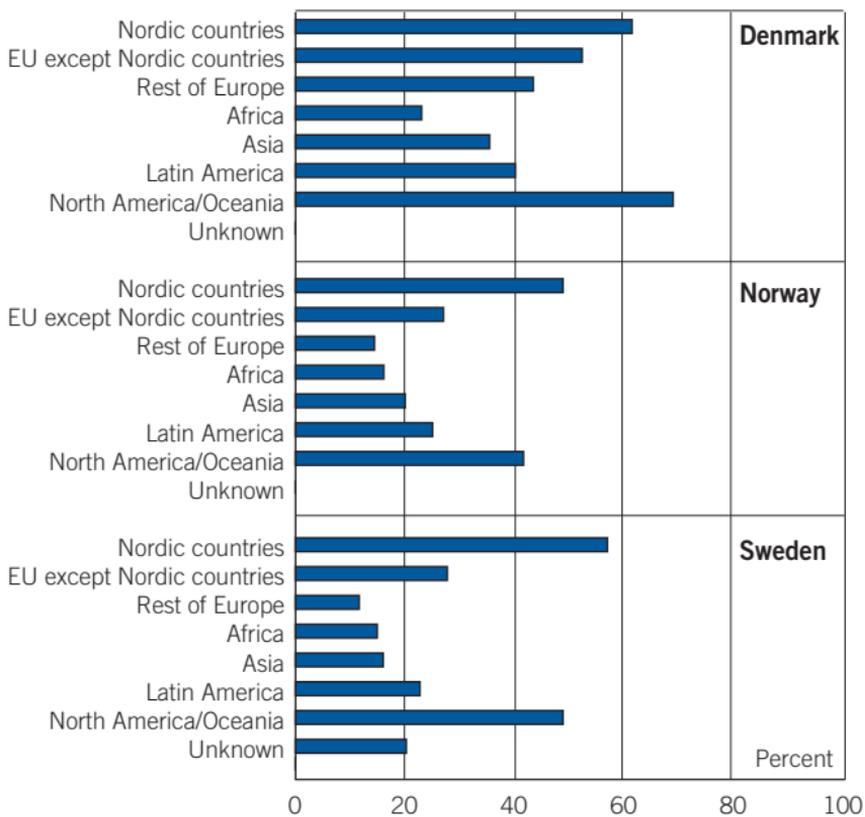
Source: The statistical agency in the respective country  
 .. Observations are missing or the number is less than 20

Persons from different regions belong to a varying extent to different groups based on grounds for residency. For example, a large part of labour migration comes from the EU countries (except the Nordic countries) and Asia, and a large part of the family and asylum immigration comes from Asia. As a large proportion of those with other reasons and reasons unknown come from EU countries, this also has an impact on the comparison between the countries.

## **Re-emigration**

Among persons who immigrated during 2003–2007, some subsequently emigrated within five years. In all birthregions, a higher share re-emigrated in Denmark compared to Norway and Sweden. In all countries, persons born in the Nordic countries and in North America and Oceania re-emigrated to the greatest extent. Persons born in Africa, Asia and the rest of Europe constituted the groups least likely to re-emigrate.

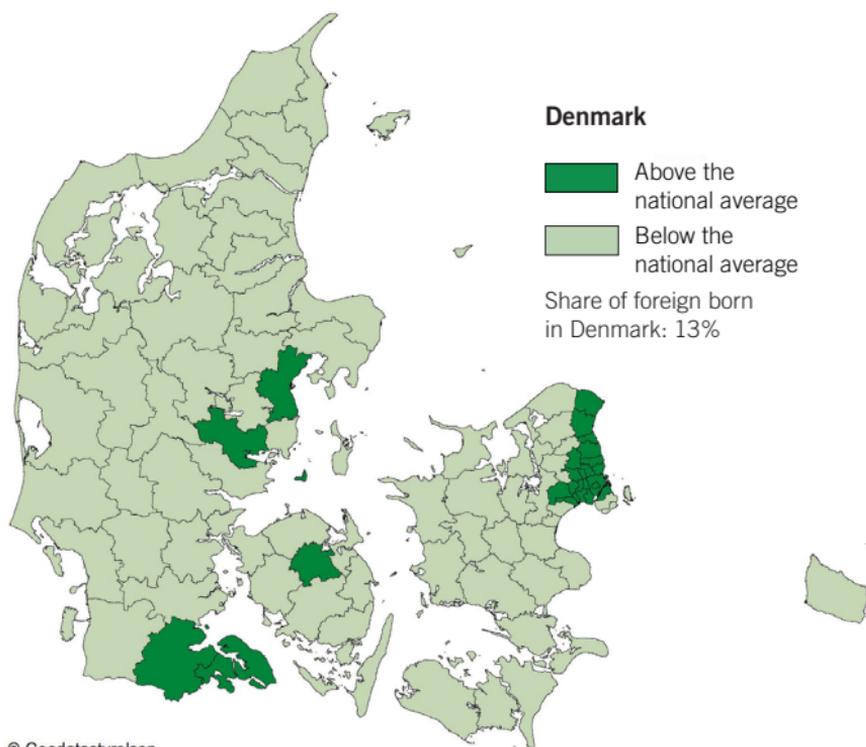
**14. Proportion of those who immigrated in 2003–2007 who emigrated within five years, by region of birth. Percent.**



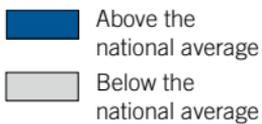
Source: The statistical agency in the respective country

## Maps of municipalities with varying high proportion of people with a foreign background.

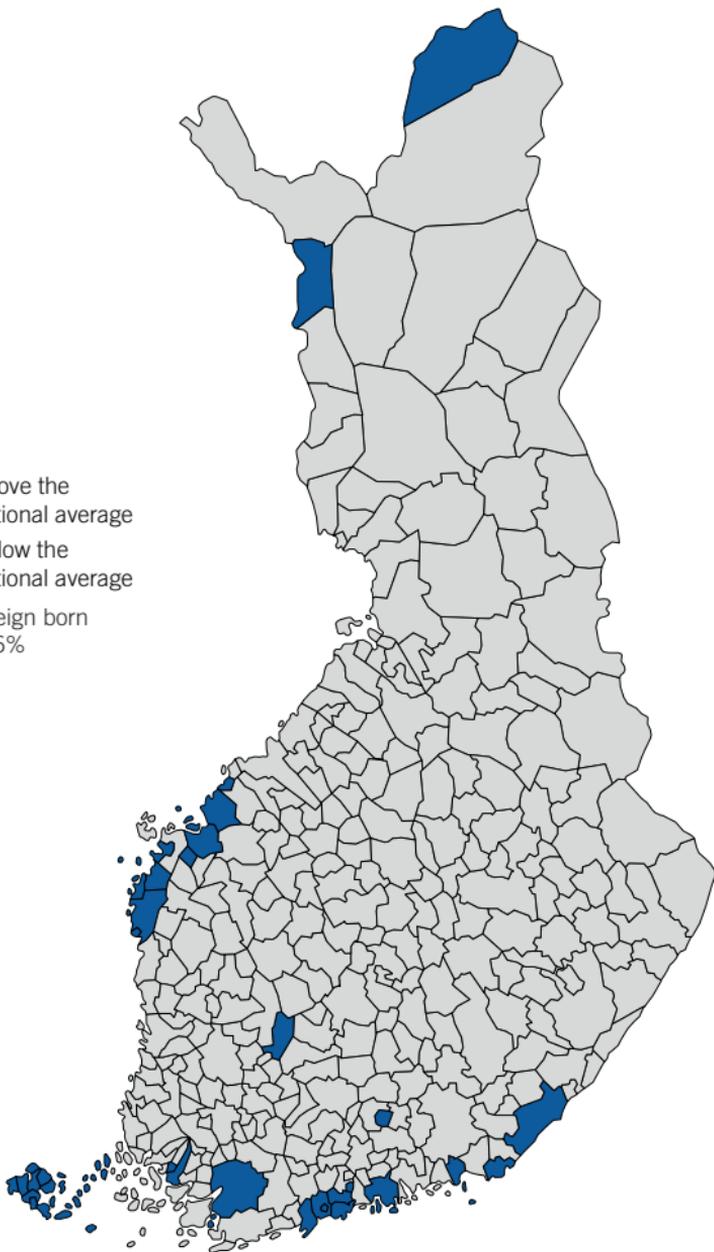
15. Foreign background, municipalities that are above and below the national average for the percentage of the population with a foreign background, 2012.



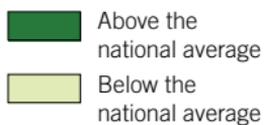
## Finland



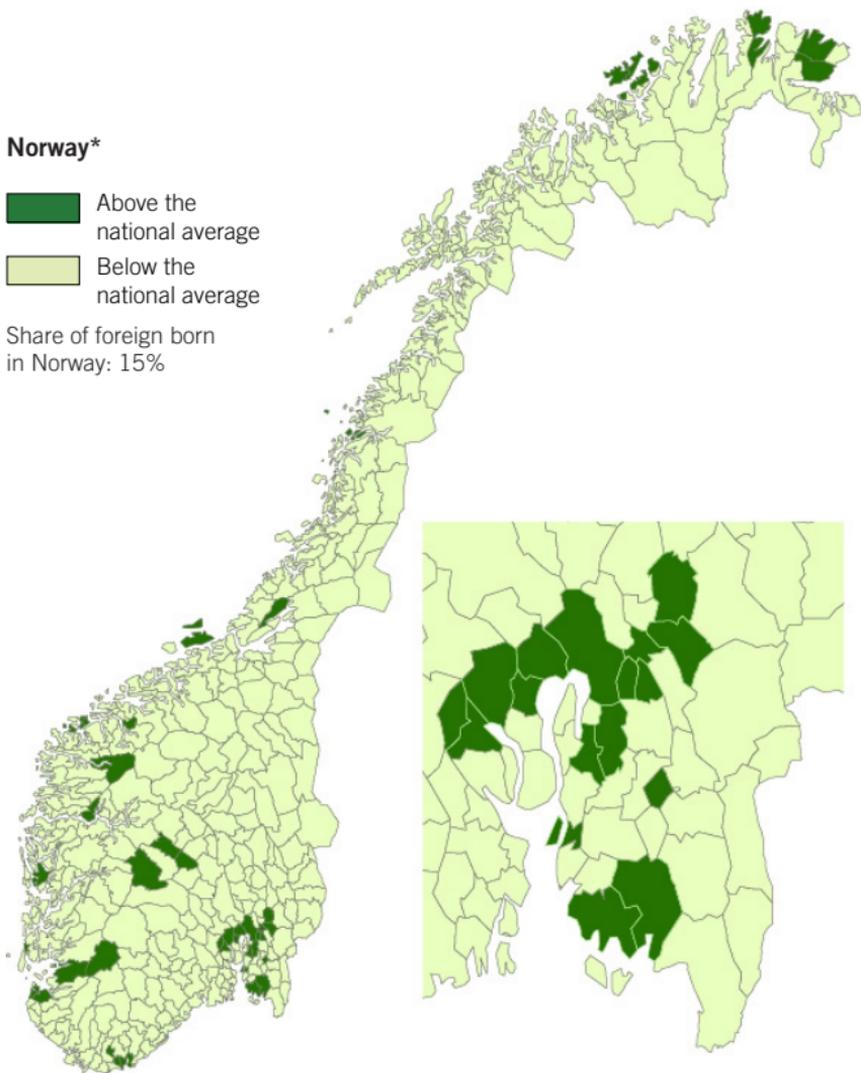
Share of foreign born  
in Finland: 6%



## Norway\*

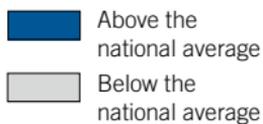


Share of foreign born  
in Norway: 15%



\* Foreign background includes foreign born persons with foreign born parents and persons born in Norway with two foreign born parents.

## Sweden



Share of foreign born  
in Sweden: 20%

Greater Gothenburg



Greater Malmö



Greater Stockholm



## Persons with a foreign background in the Nordic capital regions

### 16. Areas in the Nordic capital region with the highest and lowest percentage of the population with a foreign background, 2012. Percent.

	Copenhagen	Helsinki	Oslo*	Stockholm
Area with the highest percentage of persons with a foreign background	Ishøj	Helsinki – Östra	Søndre Nordstrand	Botkyrka
	21,5	17,2	47,7	55,1
Region with the lowest percentage of persons with a foreign background	Fredriks-sund	Öster-sundrom	Nordstrand	Vaxholm
	5,8	4,0	13,7	12,3

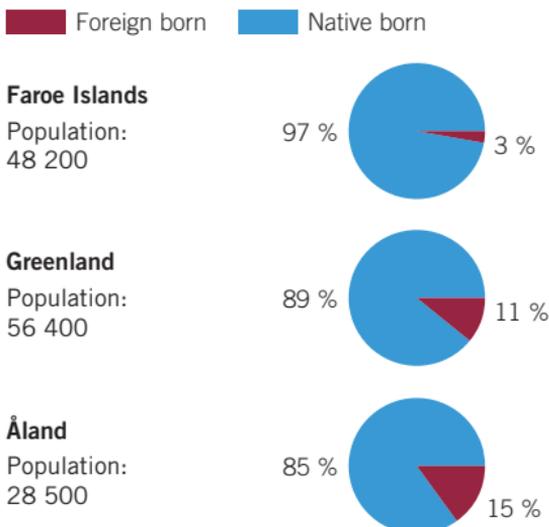
Source: The statistical agency in the respective country

\* Foreign background includes foreign born persons with foreign born parents and persons born in Norway with two foreign born parents

The percentage of persons with a foreign background varies within the capital regions. The Nordic capitals and their sub-divisions also have varying percentages. If smaller sub-areas are reported, the division itself can contribute to greater variation in the percentage of persons with a foreign background. Here, Copenhagen is divided into 28 municipalities that comprise the metropolitan area. Helsinki is divided into 22 districts and Grankulla stad. The metropolitan area off Oslo consists of the districts of the municipality of Oslo. Stockholm is divided in 26 municipalities that comprise the county. Thus, the presentation in the table above provides an estimate of the distribution of population in each city, but it is misleading when comparisons are made between capital regions.

## Faroe Islands, Greenland and Åland

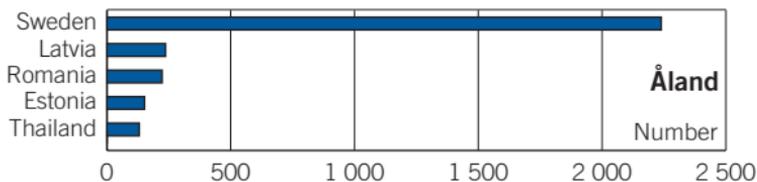
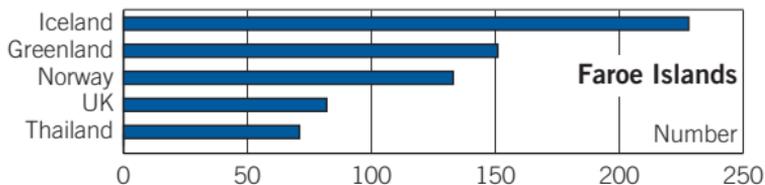
### 17. Percentage of foreign born and native born persons, 2012. Percent.



Source: Respective statistical agency

There are three self-governing island territories in the Nordic region: the Faroe Islands, Greenland and Åland. In the Faroe Islands, 3 percent of the population consists of foreign born persons. Those who were born in Denmark but reside in the Faroe Islands are classified as native born persons. 11 percent of Greenland's population consists of foreign born persons, and only those born in Greenland are classed as native born persons. The share of foreign born persons in Åland is 15 percent, most of whom were born in Sweden. Persons born in Finland in the population of Åland are counted as native born persons in Åland's statistics. In the rest of the report, Åland is included in Finland's statistics. In the same way, persons born in Greenland are included in Denmark's statistics.

**18. The five most common countries of birth among foreign born persons, 2012.**



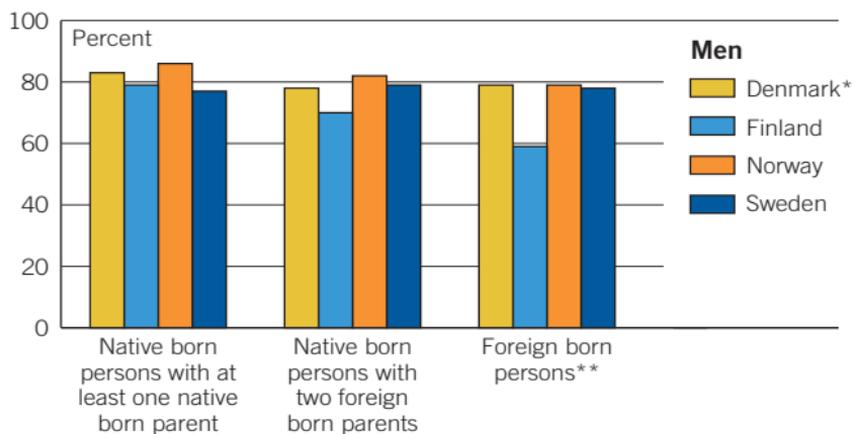
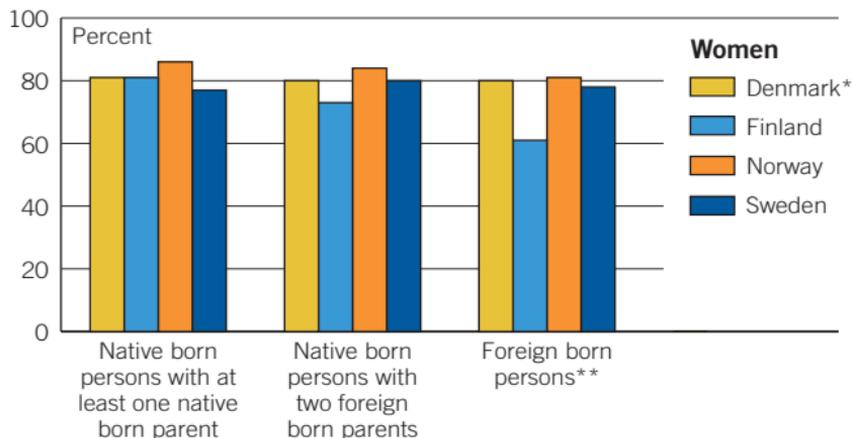
Source: Respective statistical agency

Note that the graphs have different scales

# Education

## Education among 16–19 year olds

### 19. Percentage of 16–19 year olds registered in upper secondary education or post-secondary education, autumn term 2012.



Source: The statistical agency in the respective country

\* In Denmark senior level of compulsory school (years 7–10, 10 is voluntary) is also included

\*\* Foreign born persons with at least two years residence in the country

In the four Nordic countries for which we have data, a total of about eight out of ten 16–19 year olds are studying either in secondary education or some form of post-secondary education. The proportion is highest in Norway and lowest in Sweden, 85 and 77 percent respectively. Among foreign born persons, the percentage of students is lower than that for native born persons. There are some differences between the countries. In Finland, the number of foreign born persons studying in secondary education or at the post-secondary education level is lower than in the other three countries.

In Denmark, Norway and Sweden, there are no major differences between regions of birth in the percentage of foreign born persons who are studying in secondary education or at the post-secondary level. For all groups, at least 70 percent are studying in these three countries. In Finland, the proportion of students is lower. The differences between regions of birth are also larger in Finland than in other countries.

**20. Percentage of 16–19 year olds registered in secondary education or post-secondary education autumn term 2012, by region of birth/background region. Percent.**

	Denmark**	Finland	Norway	Sweden
<b>Foreign born persons*</b>	<b>79</b>	<b>60</b>	<b>80</b>	<b>78</b>
Nordic countries	77	71	78	75
EU except Nordic countries	78	64	81	75
Rest of Europe	80	68	81	77
Africa	78	38	77	77
Asia	81	55	81	80
Latin America	81	64	83	78
North America and Oceania	77	63	73	75
Unknown or stateless	..	79	..	76



	Denmark**	Finland	Norway	Sweden
<b>Native born persons with two foreign born parents</b>	<b>79</b>	<b>72</b>	<b>83</b>	<b>80</b>
Nordic countries	77	72	84	71
EU except Nordic countries	82	81	83	78
Rest of Europe	82	80	86	81
Africa	76	54	78	80
Asia	79	73	83	81
Latin America	79	69	79	78
North America and Oceania	77	50	75	78
Unknown or stateless	..	82	..	..

Source: The statistical agency in the respective country

\* Foreign born persons with at least two years residence in the country

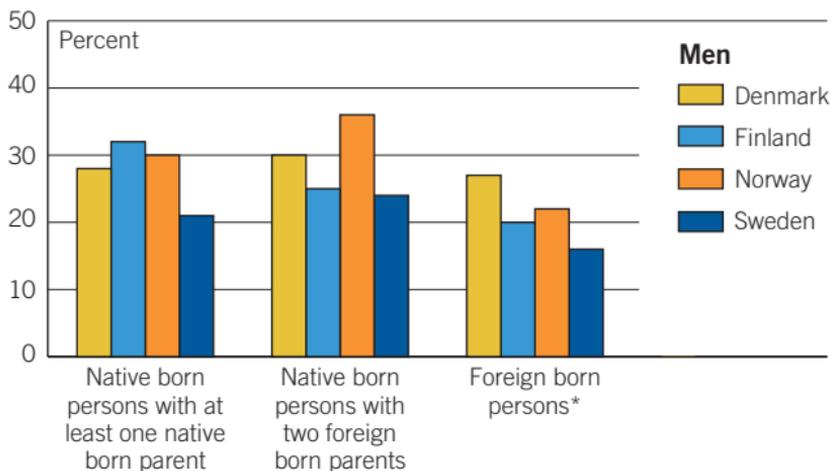
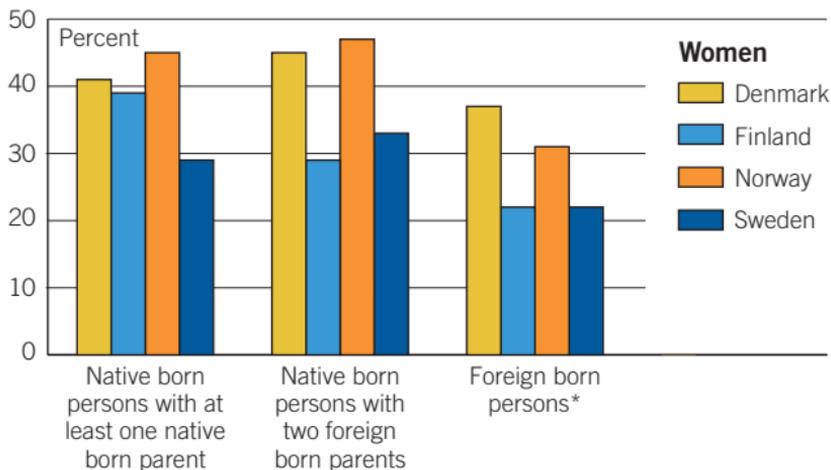
\*\* In Denmark senior level of compulsory school (years 7–10, 10 is voluntary) is also included

.. Observations are missing or the number is less than 20

## Education among 20–24 year olds

Of the total population aged 20–24, more than one-third are studying in some post-secondary education in Denmark, Finland and Norway. In Sweden, the proportion is lower at 24 percent. In all four countries and for both sexes, the percentage of students is lower among foreign born persons than among native born persons. In Denmark, Norway and Sweden, the group native born persons with two foreign born parents has the highest proportion of students at the post-secondary level in the 20–24 age group. Denmark has the highest percentage of foreign born persons who study. In all groups, the share of students was higher among women than among men.

**21. Percentage of 20–24 year olds registered in post-secondary education in the autumn term 2012.**



Source: The statistical agency in the respective country

\*Foreign born persons with at least two years residence in the country

**22. Percentage of 20–24 year olds registered in post-secondary education autumn term 2012, by region of birth/background region. Percent.**

	Denmark	Finland	Norway	Sweden
<b>Foreign born persons*</b>	<b>32</b>	<b>21</b>	<b>26</b>	<b>19</b>
Nordic countries	44	24	28	29
EU except Nordic countries	36	18	27	17
Rest of Europe	35	22	34	25
Africa	23	12	19	10
Asia	28	23	24	18
Latin America	26	21	24	18
North America and Oceania	32	24	43	17
Unknown or stateless	..	24	..	..
<b>Native born persons with two foreign born parents</b>	<b>37</b>	<b>26</b>	<b>41</b>	<b>28</b>
Nordic countries	38	22	37	20
EU except Nordic countries	42	38	48	31
Rest of Europe	29	28	30	29
Africa	36	16	36	28
Asia	38	26	44	33
Latin America	39	..	22	19
North America and Oceania	32	9	49	26
Unknown or stateless	..	43	..	..

Source: The statistical agency in the respective country

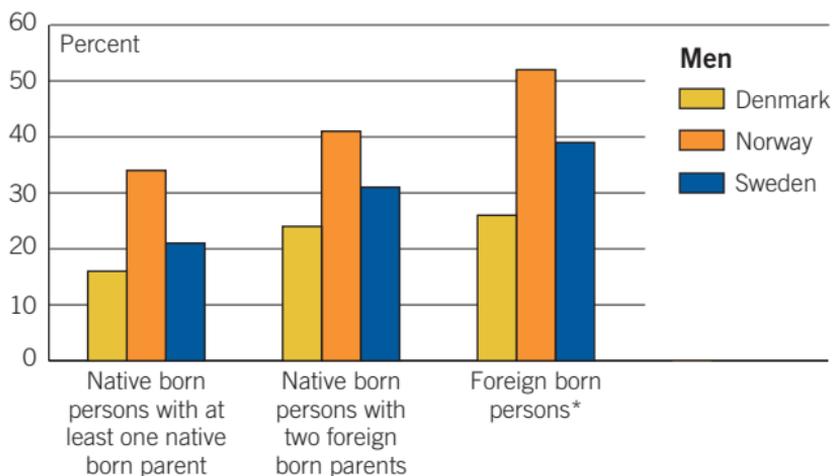
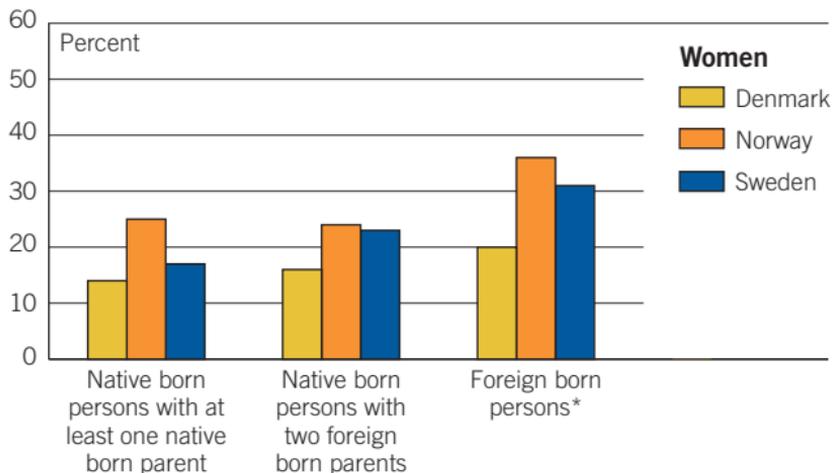
\*Foreign born persons with at least two years residence in the country

.. Observations are missing or the number is less than 20

Persons born in different regions study to greatly different extents. In all countries, the proportion of students enrolled in post-secondary education is the least for persons born in Africa. In all countries, persons born in the Nordic countries represent a high proportion of students.

## Secondary education not completed

### 23. Percentage who started a secondary education in the autumn term 2007, but who had not completed the education after five years.



Source: The statistical agency in the respective country

\*Foreign born persons with at least two years residence in the country

Of those who began secondary education in the autumn term 2007, it is more common for foreign born persons to have not completed secondary education within five years compared to native born persons. These differences are found in all countries, but are greater in Norway and Sweden than in Denmark.

Among foreign born persons, Norway has the highest percentage who have not completed secondary education within five years, and Denmark has the lowest. Denmark has the lowest percentage who have not completed secondary education for all groups.

There are also clear differences between the sexes. The proportion who have not completed secondary education within five years is lower among women than among men in all countries and for all groups.

Among foreign born persons in Denmark, the share who have not completed secondary education within five years is between 16 and 30 percent depending on the region of birth. The variation is even greater in Sweden and Norway. The percentage who have not completed the education are generally lower among persons born in Europe than among persons born in Africa and Asia. This pattern is not as clear among native born persons with two foreign born parents. But even among these, there are differences between the background regions, especially in Norway.

**24. Percentage who started an upper-secondary education in autumn term 2007, but who had not completed the education after five years, by region of birth/background region. Percent.**

	Denmark	Norway	Sweden
<b>Foreign born persons*</b>	<b>23</b>	<b>44</b>	<b>35</b>
Nordic countries	23	43	26
EU except Nordic countries	16	32	31
Rest of Europe	19	41	29
Africa	30	55	51
Asia	26	46	39
Latin America	23	50	37
North America and Oceania	19	26	..
<b>Native born persons with two foreign born parents</b>	<b>20</b>	<b>33</b>	<b>27</b>
Nordic countries	18	26	29
EU except Nordic countries	15	21	24
Rest of Europe	18	41	28
Africa	22	38	32
Asia	21	30	25
Latin America	26	56	36
North America and Oceania	..	..	20

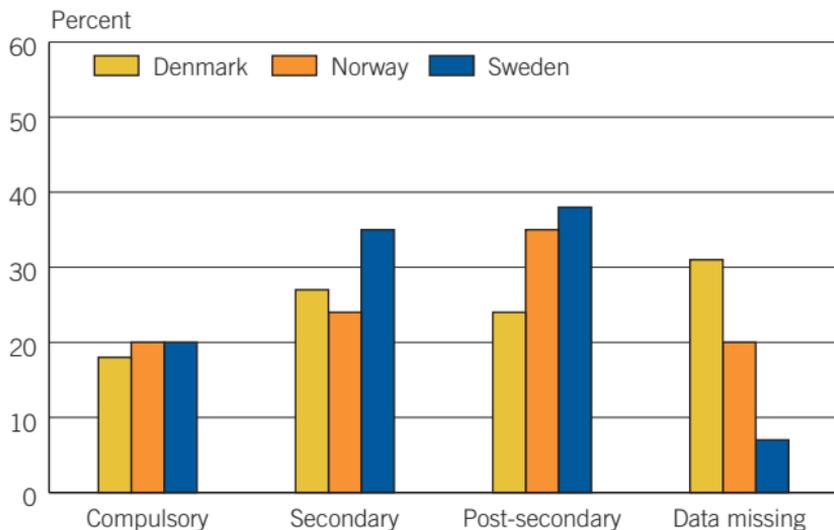
Source: The statistical agency in the respective country

\*Foreign born persons with at least two years residence in the country

.. Observations are missing or the number is less than 20

## Education level

### 25. Level of education among foreign born aged 25–64 in 2012.



Source: The statistical agency in the respective country

Information on educational attainment is often lacking for foreign born persons. This is the case for 31 percent in Denmark, 20 percent in Norway and 7 percent in Sweden.

Post-Secondary education is the most common educational group for foreign born in Norway and Sweden. In Denmark data missing is the largest group.

**26. Level of education among foreign born aged 25–64 by region of birth, 2012. Percent and total numbers.**

	Compulsory	Secondary	Post-secondary	Data missing	Total number
<b>DENMARK</b>					
<b>Foreign born</b>	<b>18</b>	<b>27</b>	<b>24</b>	<b>31</b>	<b>373 200</b>
Nordic countries	12	27	36	25	39 600
EU except Nordic countries	7	22	23	48	101 000
Rest of Europe	18	37	24	21	38 000
Africa	23	32	20	25	27 600
Asia	28	28	20	25	145 700
Latin America	12	29	29	30	9 600
North America and Oceania	7	24	35	34	11 700
<b>NORWAY</b>					
<b>Foreign born</b>	<b>20</b>	<b>24</b>	<b>35</b>	<b>20</b>	<b>473 100</b>
Nordic countries	12	29	44	15	58 500
EU except Nordic countries	10	27	35	29	157 400
Rest of Europe	21	30	39	10	40 200
Africa	35	19	24	22	47 300
Asia	32	20	31	17	136 200
Latin America	21	26	39	14	18 000
North America and Oceania	10	22	59	10	15 500

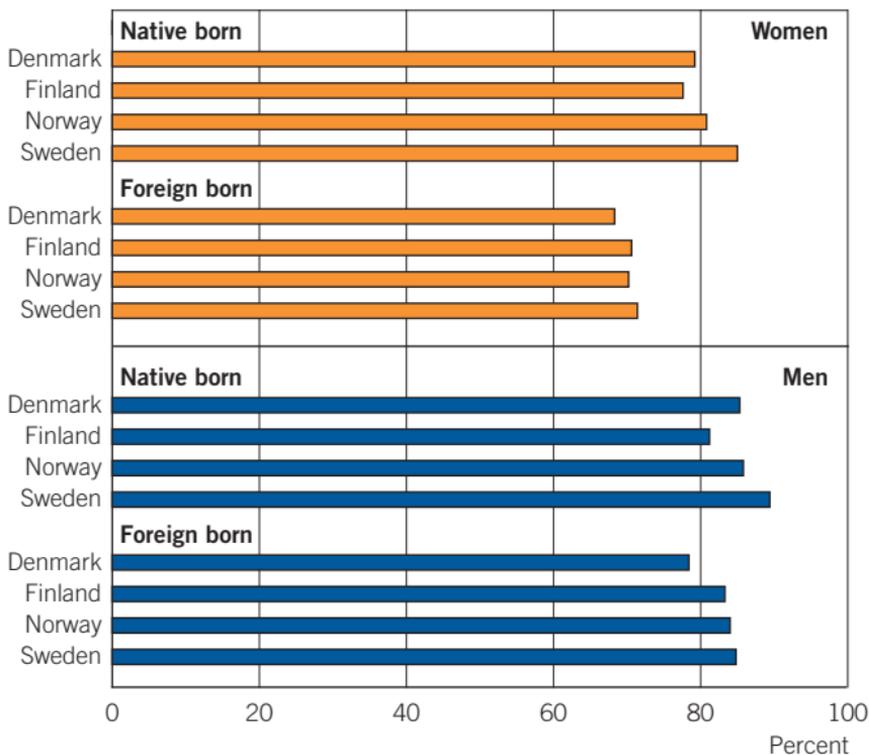
	Compulsory	Secondary	Post-secondary	Data missing	Total number
<b>SWEDEN</b>					
<b>Foreign born</b>	<b>20</b>	<b>35</b>	<b>38</b>	<b>7</b>	<b>997 400</b>
Nordic countries	19	43	33	5	141 700
EU except Nordic countries	9	32	47	12	184 200
Rest of Europe	19	45	34	3	138 800
Africa	29	34	30	7	92 600
Asia	26	30	38	6	362 300
Latin America	15	41	42	3	60 200
North America and Oceania	4	18	68	10	17 100

Source: The statistical agency in the respective country

# Labour market

## Labour force

### 27. Share of population in the labour force, aged 20–64, 2012.

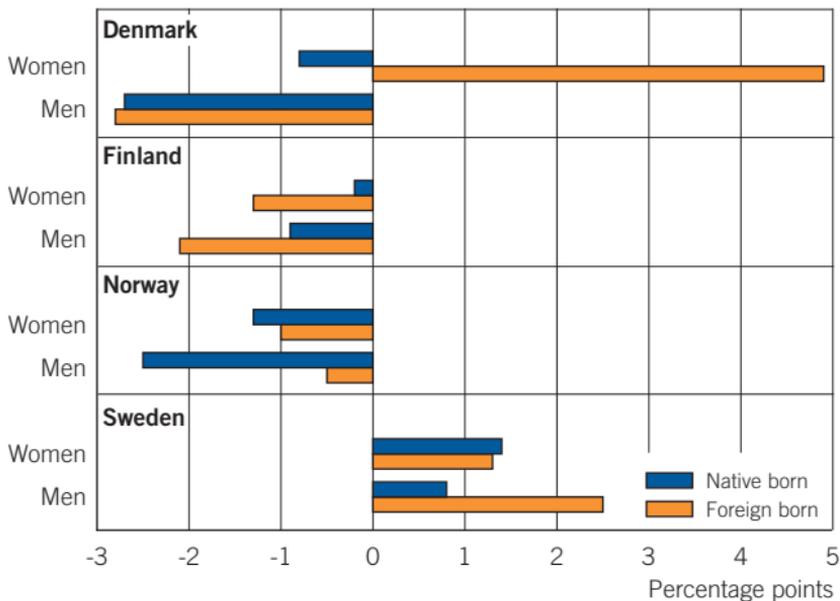


Source: The labour force survey in the respective country

The labour force consists of employed and unemployed persons who are available for work on the labour market. There is a smaller percentage of foreign born persons than native born persons in the labour force in the Nordic countries. Finland is an exception, where a larger share of foreign born men are in the labour force than native born men.

The difference between native born and foreign born persons is higher among women than among men. The greatest difference between the native born and foreign born is among women in Sweden, and the least difference exists among men in Norway and Finland.

## 28. In the labour force. Change between 2008 and 2012.

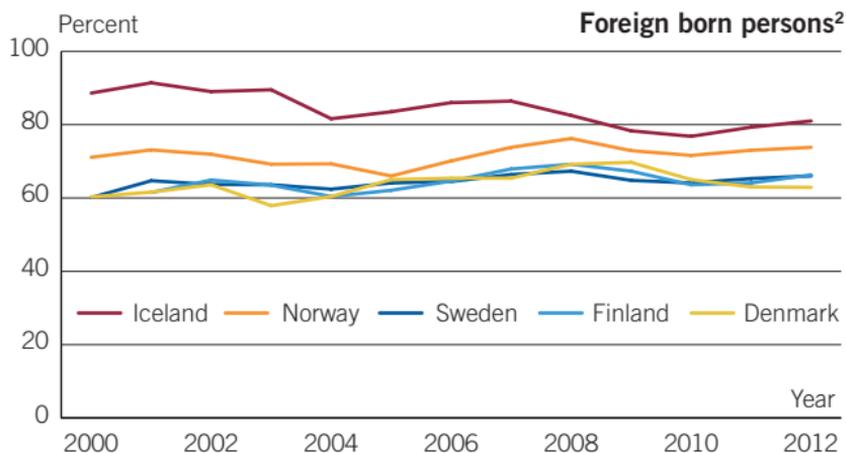
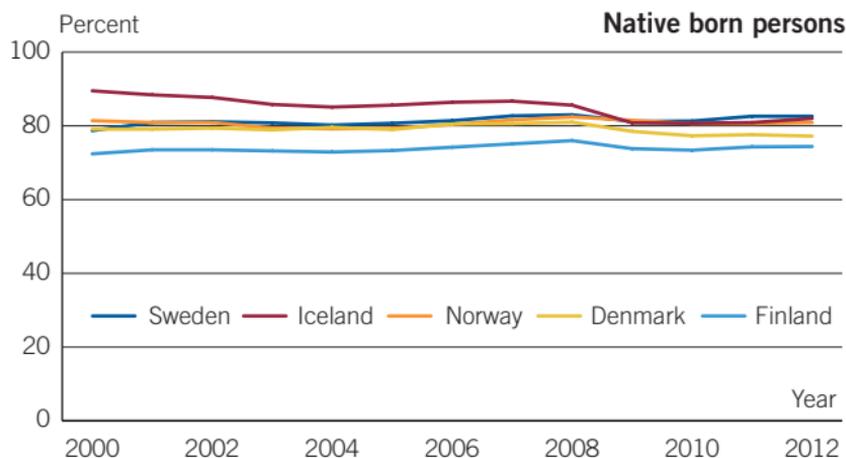


Source: OECD

The share of the population in the labour force decreased between 2008 and 2012 in Denmark, Finland and Norway. The decrease affected both native and foreign born persons, with the exception of foreign born women in Denmark. However, a larger share of the population in Sweden was part of the labour force in 2012 compared to 2008.

## Employed

### 29. Percentage of population that is employed, aged 20–64, 2000–2012.<sup>1</sup>



Source: Eurostat

<sup>1</sup> Break in the time series in the Swedish Labour Force Survey in 2005.

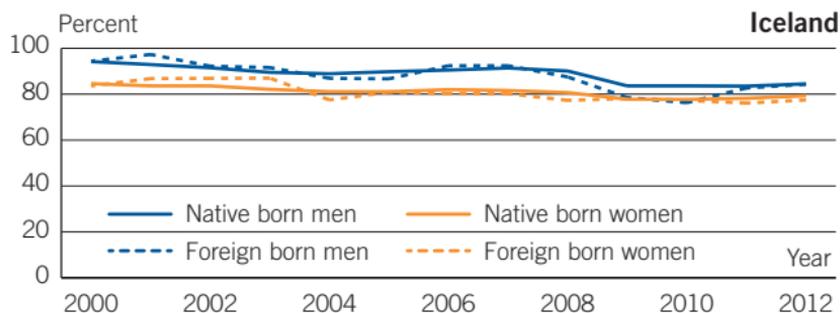
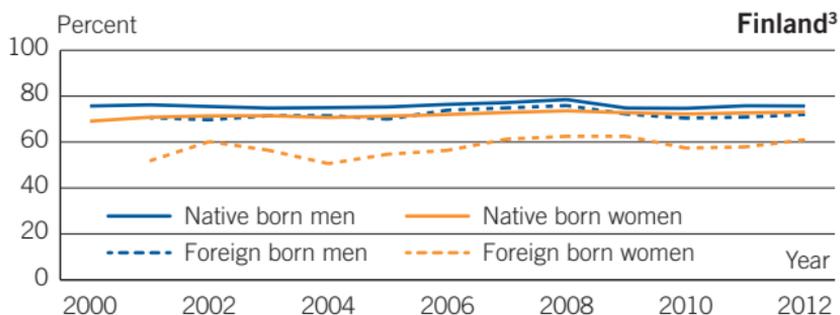
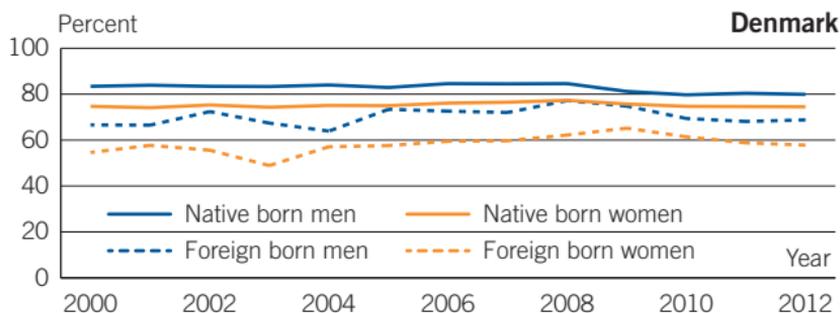
<sup>2</sup> Data for foreign born persons in Finland in 2000 are not reported due to lack of quality.

Employed persons consist of employees and self-employed persons and assisting family members. The employment rate, i.e. the number of employed as a percentage of the population, is generally higher for native born than foreign born persons. During the 2000s, the employment rate of native born persons in Denmark, Norway and Sweden has been about 80 percent. The employment rate among persons born in Finland has been lower than in other Nordic countries. Iceland had the highest employment rate among native born persons, but since employment fell in 2009 had an employment rate more in line with the other Nordic countries.

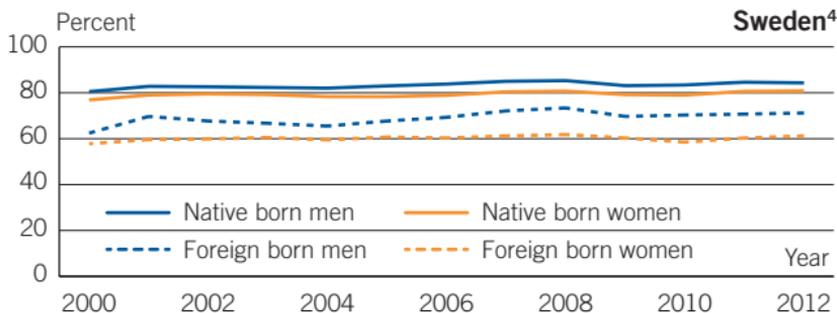
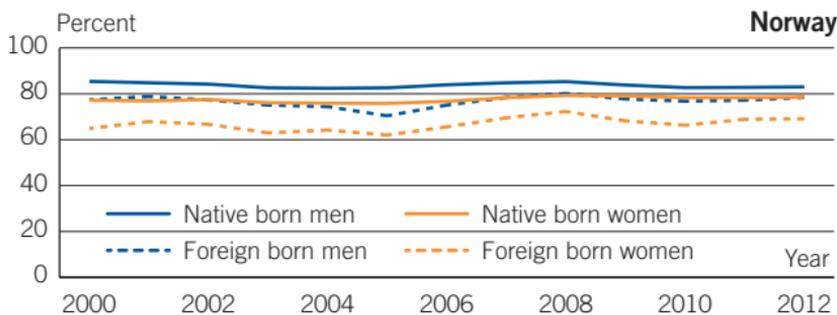
The employment rate for foreign born persons born during the 2000s has been lower than that for native born persons. The employment for foreign born persons has increased for foreign born persons during this period, and the differences between native and foreign born persons decreased slightly.

Iceland is the only country where foreign born persons in some years had a higher employment rate than native born persons. It was also the only country where foreign born persons had a lower employment rate in 2012 compared with 2000.

### 30. Percentage of population that is employed, aged 20–64, 2000–2012.



3 Data for foreign born persons in Finland in 2000 are not reported due to lack of quality.

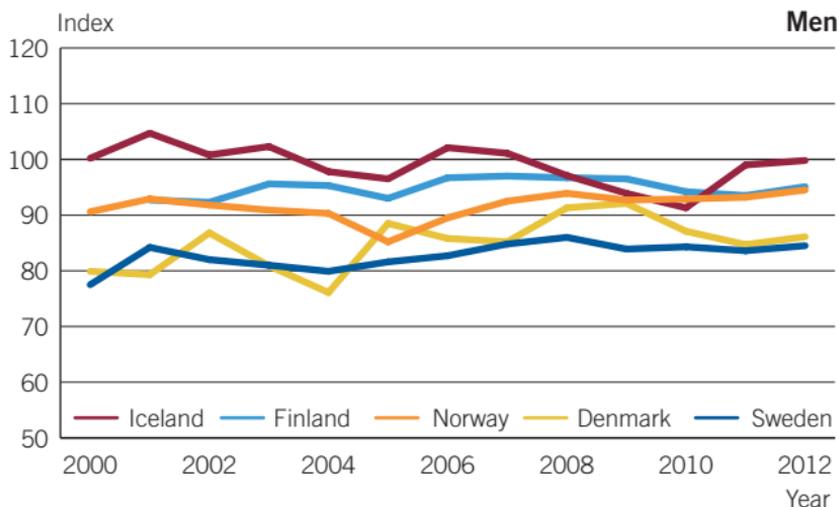
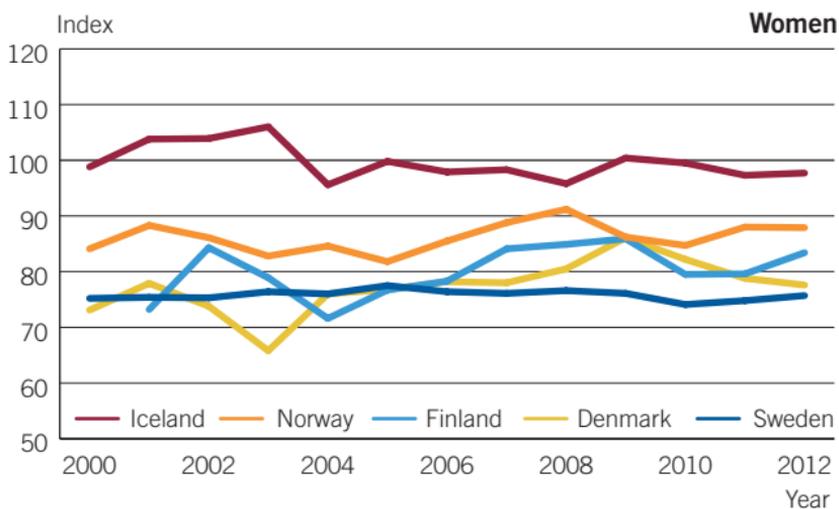


Source: Eurostat

The employment rate is higher for men than for women in all the Nordic countries. The difference in employment rates between men and women is greater among foreign born than among native born persons. The employment rate for foreign born men is about 10 percentage points higher than the rate for foreign born women. For native born persons, the difference between men and women is about 5 percentage points.

4 Break in the time series in the Swedish Labour Force Survey in 2005.

### 31. Employment index, 2000–2012.<sup>5 6</sup>



Source: Eurostat and own calculations

5 Break in the time series in the Swedish Labour Force Survey in 2005

6 Data for foreign born persons in Finland in 2000 are not reported due to lack of quality.

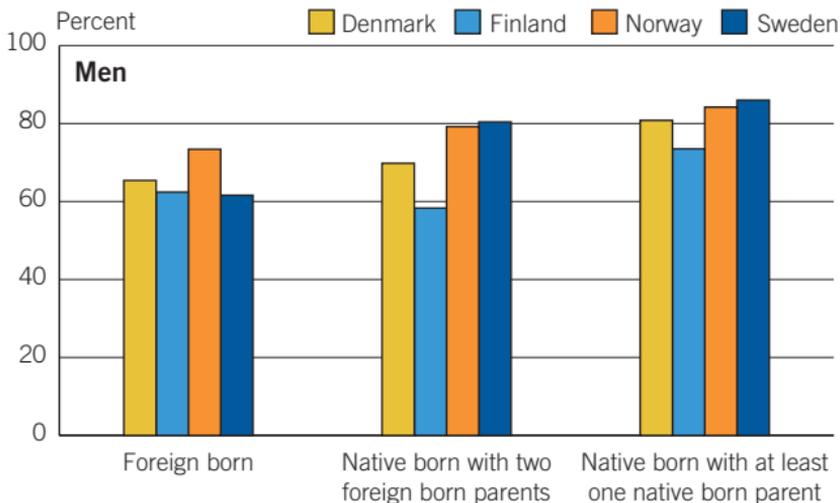
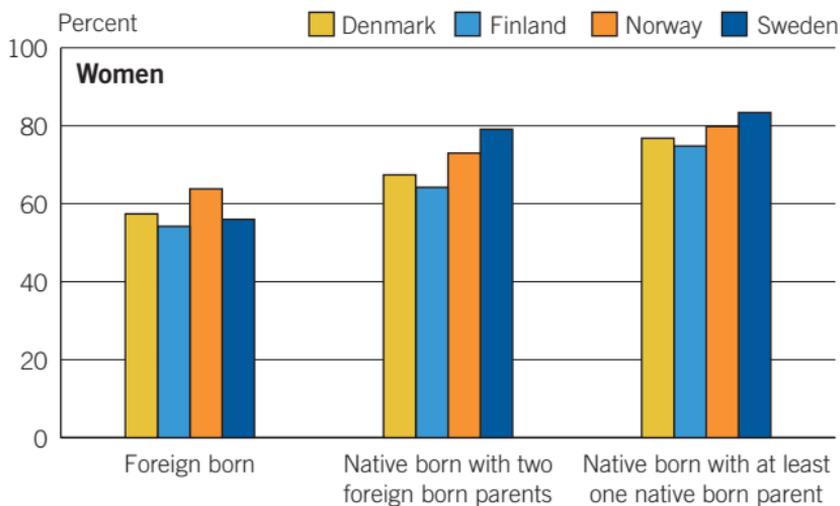
The employment index is a measure of the difference in employment rates between native and foreign born persons. An index of 100 means that the employment rate is equally high among native and foreign born persons. Index values lower than 100 mean that employment is lower for foreign born than for native born persons.. Values higher than 100 mean that employment is higher for foreign born than for native born persons. The difference between 100 and the index value is called the employment gap.

Iceland is the only Nordic country where employment in the 2000s has remained fairly constant among native and foreign born persons. Other countries have an index below 100. The employment gap is larger in Denmark and Sweden than in the other countries.

The employment gap between native and foreign born persons has varied over the years, but in 2012 all countries except Iceland had a smaller employment gap than in 2000. However, in many cases, these changes have been small.

## Employment by background

### 32. Employed, aged 25–64, 2011

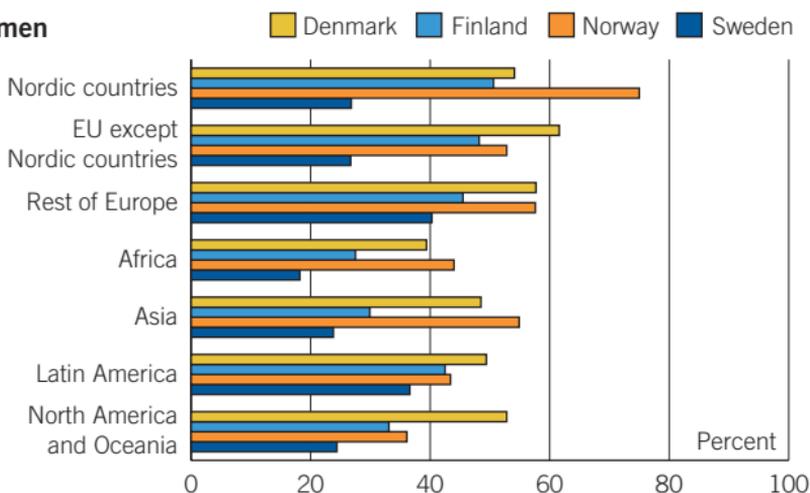


Source: The register-based labour market statistics in the respective country

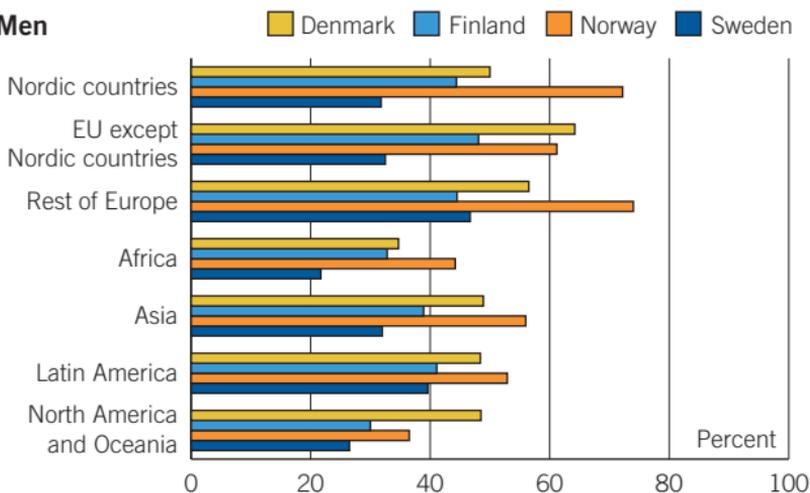
## Employment and region of birth

### 33. Employed foreign born persons, aged 18–24, by region of birth, 2011

#### Women



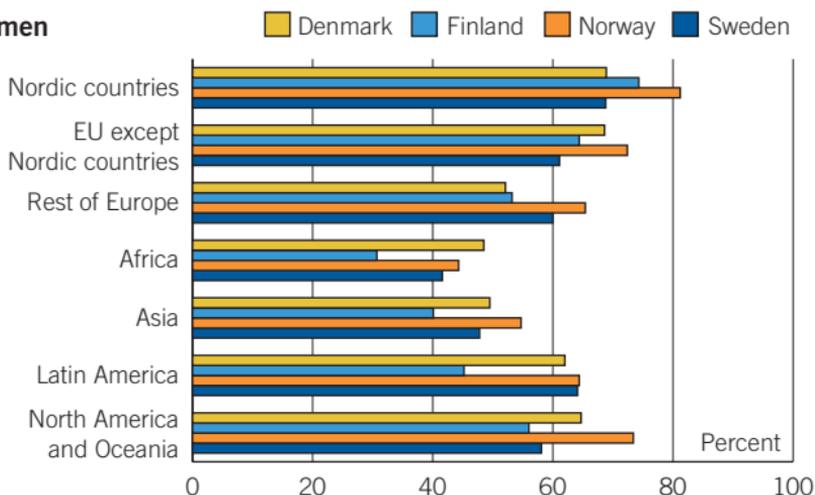
#### Men



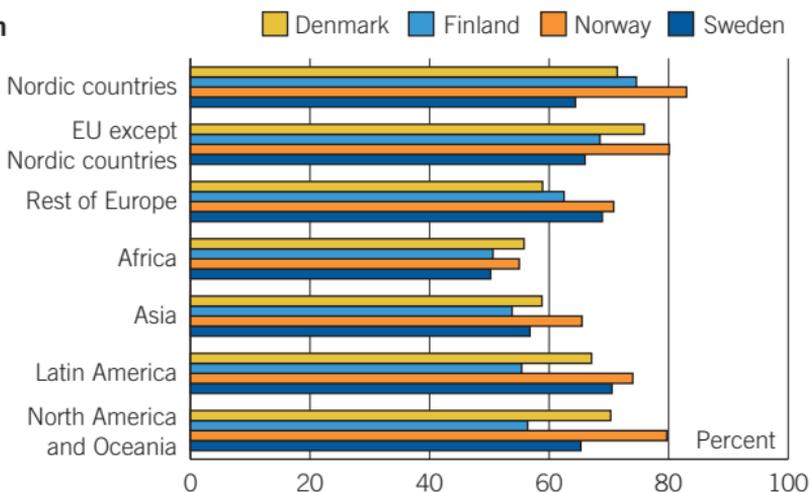
Source: The register-based labour market statistics in the respective country

### 34. Employed foreign born persons, aged 25–64, by region of birth, 2011.

#### Women



#### Men



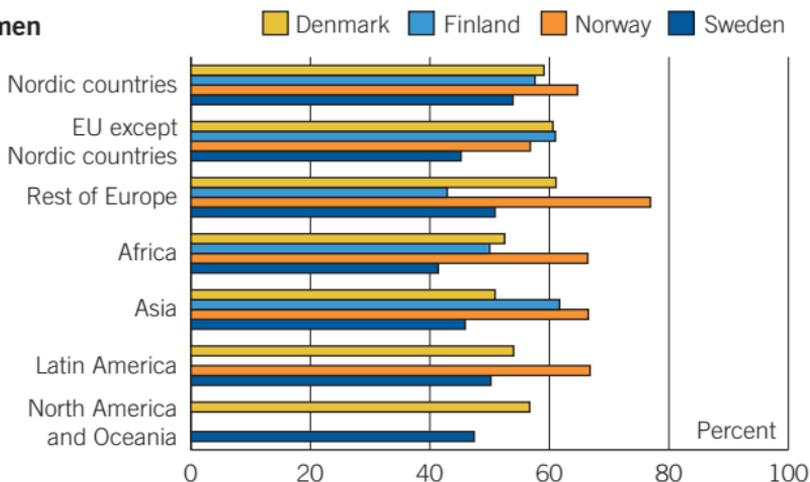
Source: The register-based labour market statistics in the respective country

Employment rates differ between foreign born persons from different regions. Those born in another Nordic country or in the EU countries generally have a relatively high employment rate. The lowest employment rate is found among persons born in Africa, followed by those born in Asia.

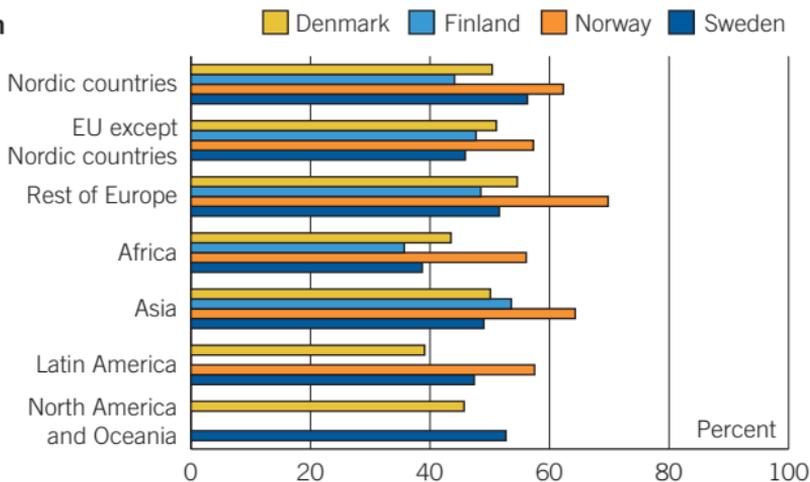
## Employment and background region

### 35. Native born employed persons aged 18–24 with two foreign born parents, by background region, 2011.<sup>7</sup>

#### Women



#### Men

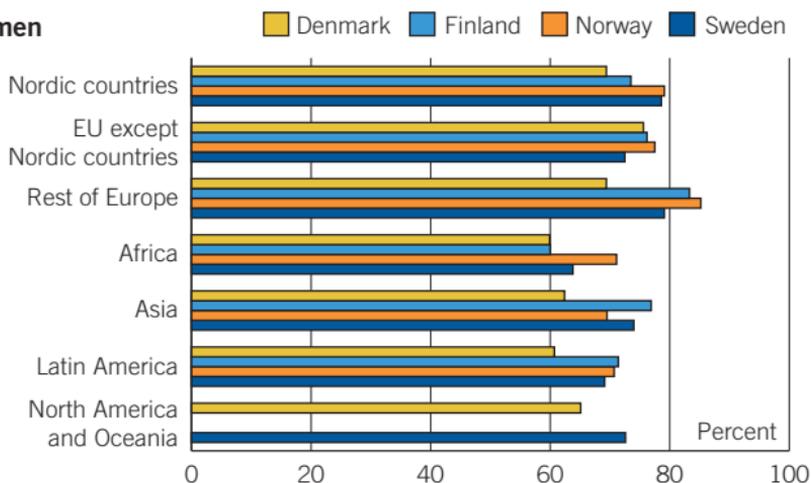


Source: The register-based labour market statistics in the respective country

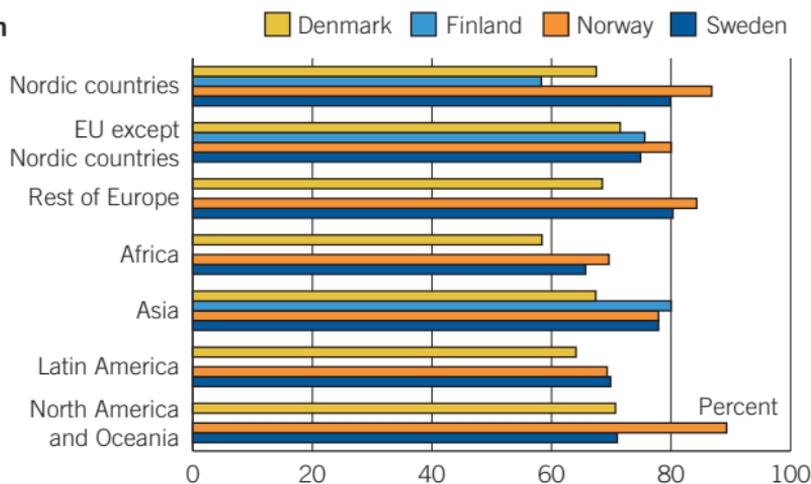
<sup>7</sup> Groups with less than 20 observations are not reported.

**36. Native born employed persons aged 25–39 with two foreign born parents, by background region, 2011.<sup>8</sup>**

**Women**



**Men**



Source: The register-based labour market statistics in the respective country

<sup>8</sup> Groups with less than 20 observations are not reported.

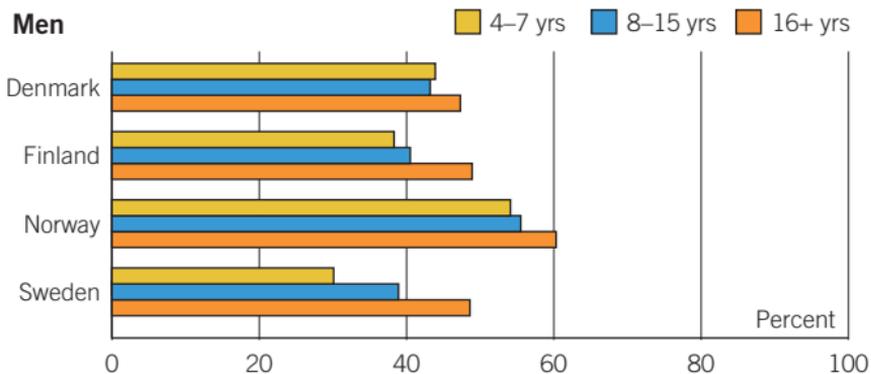
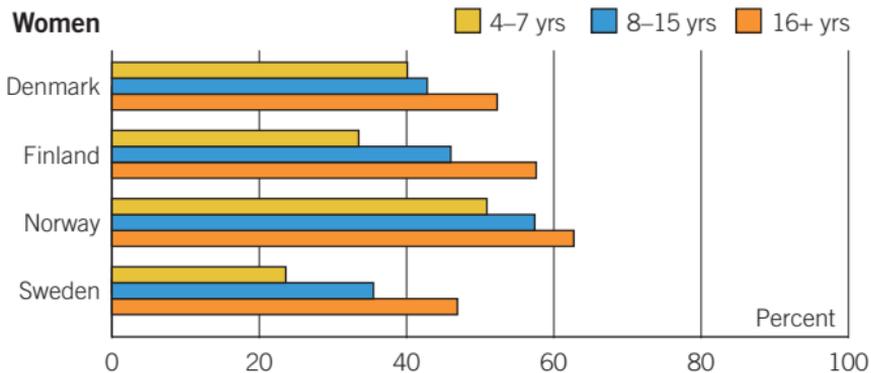
Employment rates are lower among native born persons with two foreign born parents than among native born persons with at least one native born parent. There is no clear pattern in the level of employment related to the country from which the parents came; instead, the Nordic countries have various levels of high employment for persons with different backgrounds.

In Denmark, employment in the younger age group, 18–24 years, is highest among persons who have a background in the Rest of Europe; and in the older age group, 25–39 years, employment is highest among persons with a background in the EU countries. In Finland, employment is highest among persons who have a background in Asia, except in the group of women aged 25–39 where persons from the Rest of Europe have the highest employment. In Norway, employment is highest among persons who have a background in the Rest of Europe, except among men aged 25–39 where persons from North America and Oceania have the highest employment. In Sweden, employment in the younger age group is highest among persons who have a background in the Nordic countries; and in the older age group the highest employment is found among those who have a background in the Rest of Europe.

Persons who have a background in Africa are among those with the lowest employment rates in all countries.

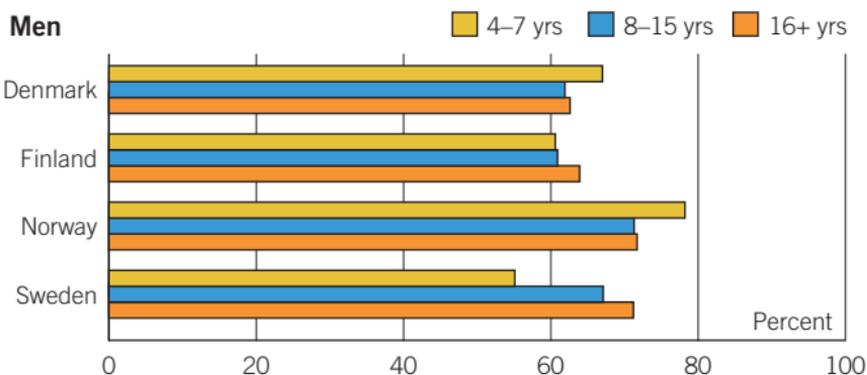
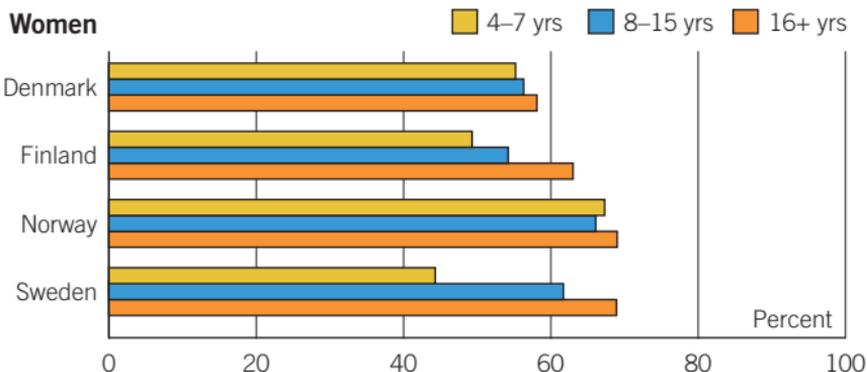
## Employment and duration of residence

### 37. Employed foreign born persons aged 18–24, by duration of residence, 2011.



Source: The register-based labour market statistics in the respective country  
Foreign born persons with at least four years residence in the country

### 38. Employed foreign born persons aged 25–64, by duration of residence, 2011.



Source: The register-based labour market statistics in the respective country  
Foreign born persons with at least four years residence in the country

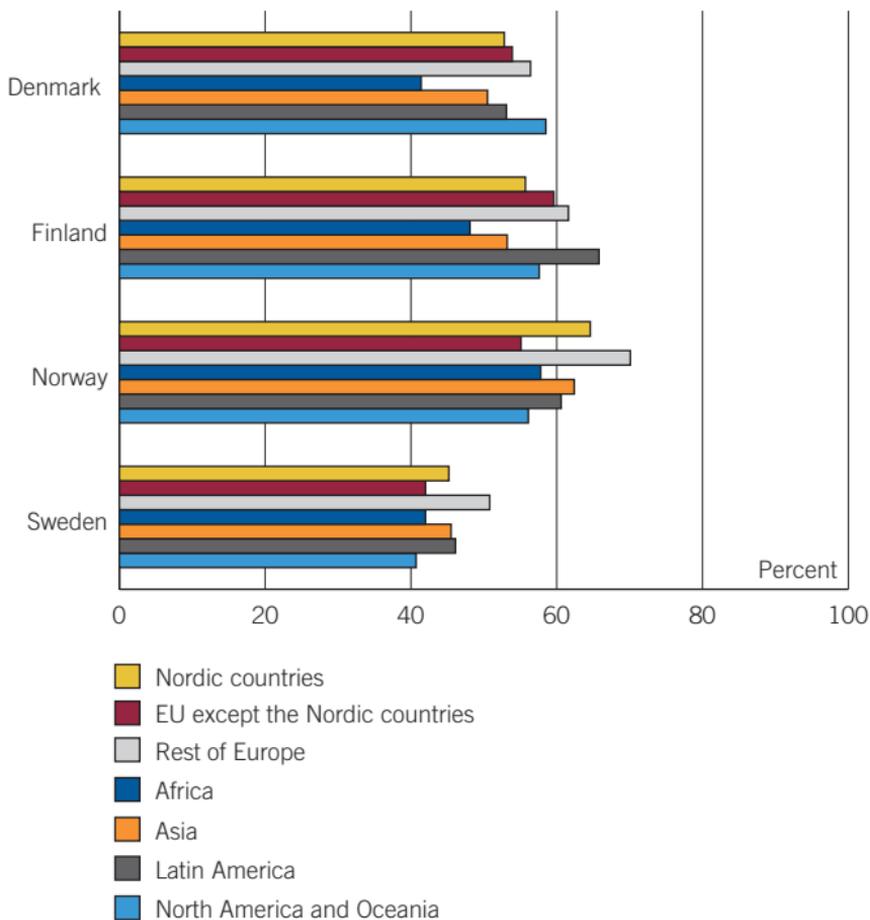
Different rules regarding population registration in different countries result in deficiencies in comparability between countries for persons with the shortest duration of residence. They are not reported in the graphs and tables. Employment rates vary between persons with different durations of residence in the country. The pattern also varies in the Nordic countries. In Finland, Norway and Sweden, employment is higher among

persons who have resided a long time in the country. This applies to those who are 18–24 years as well as those aged 25–64. Men in Norway aged 25–64 deviate from the pattern. Those who have been in the country 8 years or more have a lower employment rate than those who have been in the country for a shorter time.

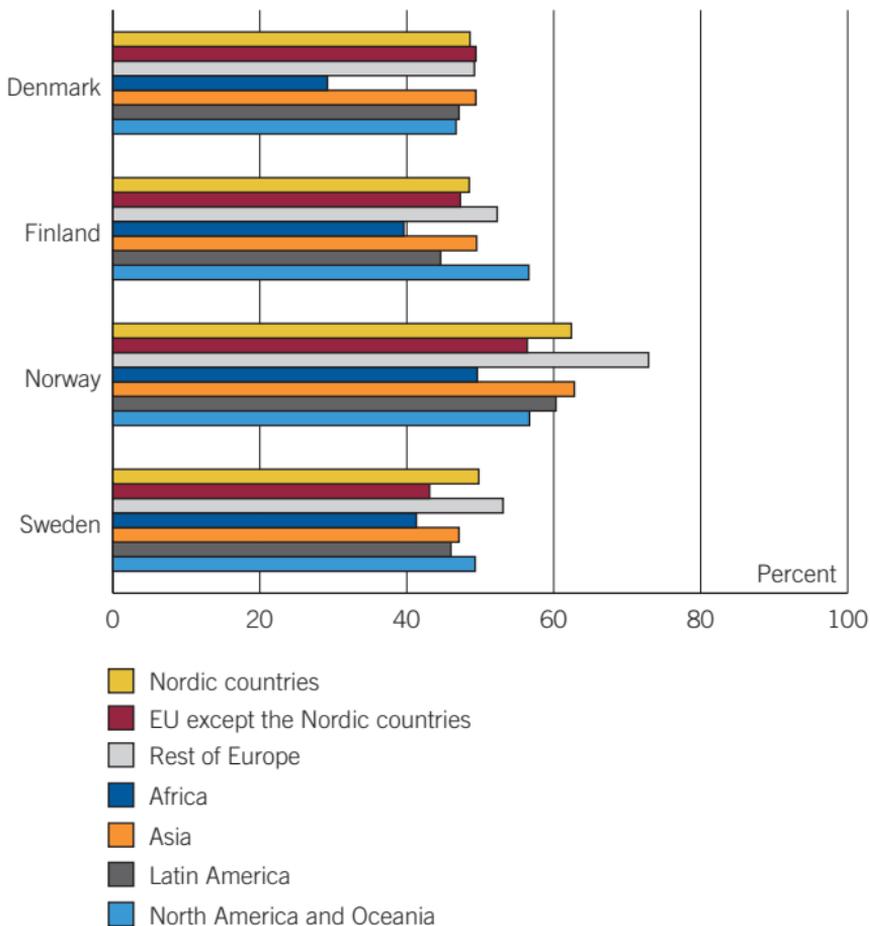
Men generally have a higher employment rate than women. This applies to all the Nordic countries for the older group, aged 25–64, regardless of the duration of residence in the country. However, among the younger group, aged 18–24, there are groups where women have higher employment rates. In Finland and Denmark, men aged 18–24 with a shorter duration of residence have a higher employment; while women have higher employment among persons with a longer duration of residence.

**39. Employed foreign born persons aged 18–24 who have resided in the country 16 years or more by region of birth, 2011.**

**Women**



## Men



Source: The register-based labour market statistics in the respective country

**40. Employed foreign born persons aged 18–24, by duration of residence and region of birth, 2011. Percent.**

<b>Women</b>	<b>Denmark</b>	<b>Finland</b>	<b>Norway</b>	<b>Sweden</b>
<b>4–7 years</b>	<b>40.1</b>	<b>33.5</b>	<b>50.9</b>	<b>23.6</b>
Nordic countries	40.0	40.6	64.2	31.4
EU except Nordic countries	48.7	37.6	56.6	27.2
Rest of Europe	41.6	39.9	55.4	31.7
Africa	25.0	26.9	42.7	23.0
Asia	36.6	28.5	49.4	19.5
Latin America	20.9	17.2	48.7	29.4
North America and Oceania	11.8	27.3	36.7	10.8
<b>8–15 years</b>	<b>42.8</b>	<b>46.0</b>	<b>57.4</b>	<b>35.5</b>
Nordic countries	49.0	47.5	62.7	35.5
EU except Nordic countries	47.9	44.1	57.9	30.1
Rest of Europe	49.4	52.2	62.0	43.2
Africa	37.8	38.8	49.0	35.8
Asia	41.2	39.8	58.1	33.4
Latin America	41.4	51.2	55.1	41.1
North America and Oceania	41.5	40.0	45.9	32.5
<b>16+ years</b>	<b>52.3</b>	<b>57.6</b>	<b>62.7</b>	<b>46.9</b>
Nordic countries	52.8	55.7	64.6	45.2
EU except Nordic countries	53.9	59.6	55.1	42.0
Rest of Europe	56.4	61.6	70.1	50.8
Africa	41.4	48.1	57.8	42.0
Asia	50.5	53.2	62.4	45.5
Latin America	53.1	65.8	60.6	46.1
North America and Oceania	58.5	57.6	56.1	40.7

<b>Men</b>	<b>Denmark</b>	<b>Finland</b>	<b>Norway</b>	<b>Sweden</b>
<b>4–7 years</b>	<b>43.9</b>	<b>38.3</b>	<b>54.1</b>	<b>30.1</b>
Nordic countries	30.0	29.1	67.7	29.9
EU except Nordic countries	52.2	42.7	60.2	30.4
Rest of Europe	46.8	36.3	75.1	36.0
Africa	30.4	40.1	41.2	22.9
Asia	44.0	38.8	56.9	30.9
Latin America	25.0	35.5	53.0	31.5
North America and Oceania	14.7	17.9	50.0	15.8
<b>8–15 years</b>	<b>43.2</b>	<b>40.5</b>	<b>55.5</b>	<b>38.9</b>
Nordic countries	41.8	39.0	57.7	34.7
EU except Nordic countries	40.3	43.2	52.1	31.7
Rest of Europe	43.5	40.8	74.3	45.2
Africa	30.7	37.5	43.7	32.7
Asia	46.8	40.9	60.2	39.8
Latin America	41.5	33.3	48.7	38.7
North America and Oceania	38.0	32.7	41.5	28.0
<b>16+ years</b>	<b>47.3</b>	<b>48.9</b>	<b>60.3</b>	<b>48.6</b>
Nordic countries	48.6	48.5	62.4	49.8
EU except Nordic countries	49.4	47.3	56.4	43.1
Rest of Europe	49.2	52.3	72.9	53.1
Africa	29.2	39.6	49.6	41.3
Asia	49.4	49.5	62.8	47.1
Latin America	47.1	44.6	60.3	46.0
North America and Oceania	46.7	56.6	56.7	49.3

Source: The register-based labour market statistics in the respective country  
 Foreign born persons with at least four years residence in the country

**41. Employed foreign born persons aged 25–64, by duration of residence and region of birth, 2011. Percent.**

<b>Women</b>	<b>Denmark</b>	<b>Finland</b>	<b>Norway</b>	<b>Sweden</b>
<b>4–7 years</b>	<b>55.2</b>	<b>49.3</b>	<b>67.3</b>	<b>44.3</b>
Nordic countries	58.6	62.5	84.1	50.5
EU except Nordic countries	65.2	62.7	79.2	60.8
Rest of Europe	51.2	49.5	68.7	49.3
Africa	45.7	34.3	47.0	33.4
Asia	45.2	39.9	59.4	34.4
Latin America	51.6	41.1	67.4	53.0
North America and Oceania	46.4	47.8	69.5	48.0
<b>8–15 years</b>	<b>56.3</b>	<b>54.2</b>	<b>66.1</b>	<b>61.7</b>
Nordic countries	73.5	66.7	84.4	72.6
EU except Nordic countries	70.4	65.3	81.1	72.7
Rest of Europe	57.6	57.4	69.9	67.2
Africa	45.1	30.7	47.7	55.0
Asia	47.6	45.1	58.8	53.8
Latin America	65.5	56.5	69.1	69.1
North America and Oceania	56.9	52.2	67.1	64.8
<b>16+ years</b>	<b>58.1</b>	<b>63.0</b>	<b>69.0</b>	<b>68.9</b>
Nordic countries	72.1	71.9	80.0	72.5
EU except Nordic countries	69.9	69.6	75.2	70.1
Rest of Europe	49.2	62.8	66.7	65.5
Africa	49.8	36.1	59.6	66.8
Asia	51.4	56.4	61.0	66.0
Latin America	67.6	61.2	68.9	72.7
North America and Oceania	75.6	61.2	78.8	78.3

<b>Men</b>	<b>Denmark</b>	<b>Finland</b>	<b>Norway</b>	<b>Sweden</b>
<b>4–7 years</b>	<b>67.0</b>	<b>60.6</b>	<b>78.2</b>	<b>55.1</b>
Nordic countries	61.4	65.5	82.6	39.2
EU except Nordic countries	73.4	64.6	81.6	67.9
Rest of Europe	65.3	62.0	73.9	65.0
Africa	57.7	57.0	66.9	50.2
Asia	60.2	56.8	71.5	48.2
Latin America	60.1	59.0	80.2	63.8
North America and Oceania	52.9	54.2	80.5	60.4
<b>8–15 years</b>	<b>61.9</b>	<b>60.9</b>	<b>71.3</b>	<b>67.1</b>
Nordic countries	75.2	72.7	83.8	59.6
EU except Nordic countries	74.9	68.5	86.9	77.1
Rest of Europe	57.1	63.6	72.0	71.3
Africa	54.0	49.5	57.8	61.6
Asia	55.3	52.3	64.1	63.5
Latin America	64.6	61.6	77.0	72.7
North America and Oceania	66.8	58.9	77.9	74.0
<b>16+ years</b>	<b>62.6</b>	<b>63.9</b>	<b>71.7</b>	<b>71.2</b>
Nordic countries	74.8	73.6	82.2	72.6
EU except Nordic countries	73.7	69.4	79.5	73.4
Rest of Europe	55.8	65.4	68.0	71.7
Africa	53.4	48.9	56.9	66.2
Asia	57.7	58.5	66.6	68.9
Latin America	67.8	62.1	73.2	75.3
North America and Oceania	74.5	56.3	81.6	79.2

Source: The register-based labour market statistics in the respective country  
 Foreign born persons with at least four years residence in the country

## Employment and grounds for residency

42. Employed foreign born persons, aged 25–64, by duration of residence and grounds for residency, 2011. Percent.

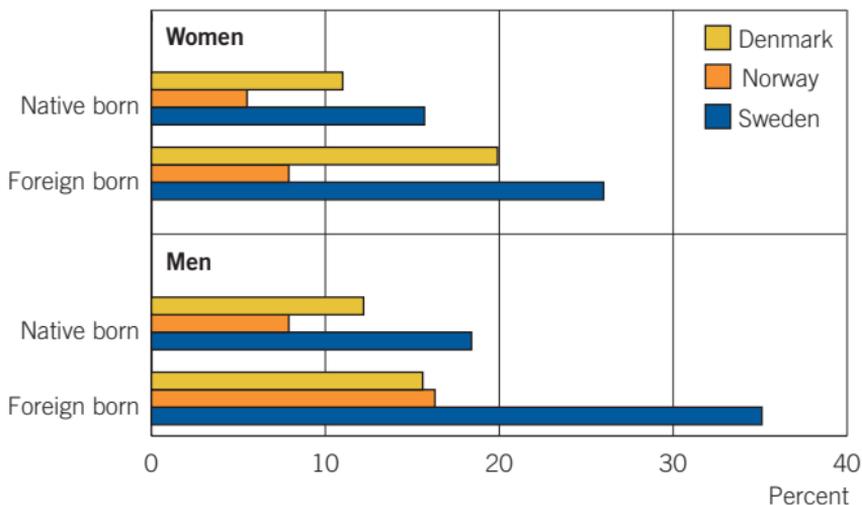
Sweden	0–3 years		4–7 years		8–15 years		16+ years		Total	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Foreign born persons	25.4	40.9	44.3	55.1	61.7	67.1	68.9	71.2	56.0	61.6
<b>Grounds for residency</b>										
Work	64.6	69.2	72.1	75.1	79.6	82.9	73.2	83.1	69.7	73.0
Family	20.6	40.6	44.3	63.5	61.2	71.4	69.7	73.0	49.4	62.3
Asylum	10.0	20.0	31.0	46.3	55.1	62.0	66.8	70.6	52.7	59.2
Studies	18.3	23.1	39.3	41.2	69.4	63.6	85.4	79.2	31.7	32.5
Other grounds	18.9	37.0	48.4	54.9	62.3	61.4	75.9	78.8	38.7	50.3
Data missing	33.0	39.7	48.4	46.4	67.4	61.5	69.3	71.1	63.9	63.8

Source: Statistics Sweden

Employment in Sweden varies among persons who have different grounds for residency. Persons who have work as the grounds for residency generally have the highest rate of employment, regardless of duration of residence.

## Unemployment

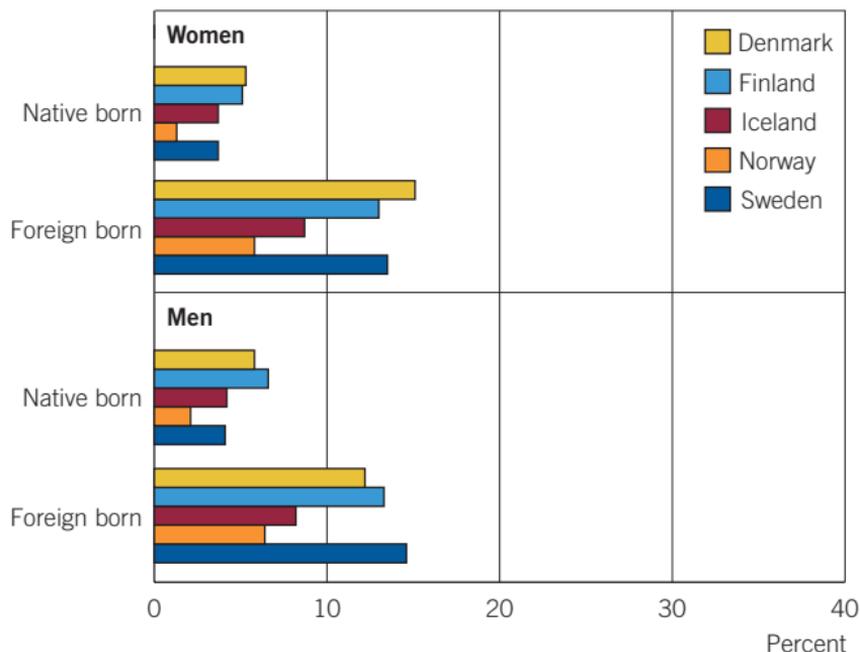
### 43. Percentage of unemployed in the labour force aged 20–24, 2012.<sup>9</sup>



Source: Eurostat

<sup>9</sup> Data for foreign born persons are missing for Finland and Iceland due to small numbers in the survey

#### 44. Percentage of unemployed in the labour force aged 25–64, 2012.



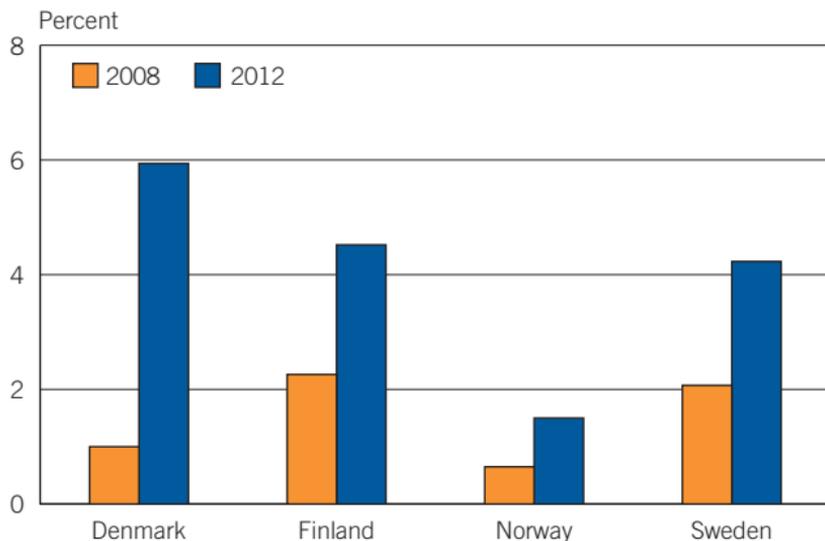
Source: Eurostat

Unemployed persons include those who are capable of working and have sought work. Unemployment is expressed as a percentage of the labour force. Unemployment is higher for foreign born persons than for native born persons. This applies to both men and women and in all the Nordic countries. Unemployment is also consistently higher in the younger age group, 20–24, than among persons aged 25–64.

The difference in unemployment between native and foreign born persons is highest among men in Sweden and among women in Sweden and Denmark.

## Persons who have been unemployed for at least one year

45. Percentage of the labour force who have been unemployed for at least one year, foreign born persons aged 15–64, 2008 and 2012.

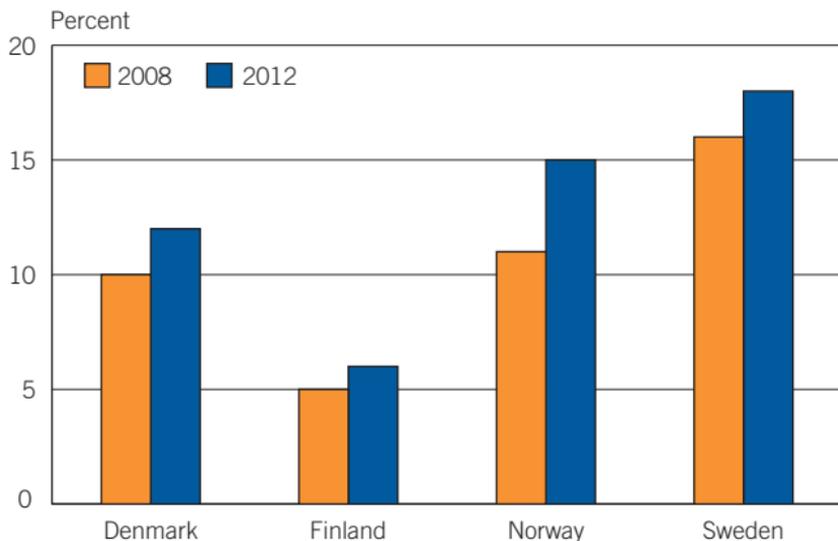


Source: OECD

The share of foreign born persons in the labour force who have been unemployed for at least one year has increased slightly in the Scandinavian countries between 2008 and 2012. The highest proportion of foreign born persons who have been unemployed for at least a year was in Denmark, 6 percent in 2012. Norway had the lowest proportion, with less than 2 percent.

## New employment

### 46. Percentage of foreign born persons among new employees, 2008 and 2012.

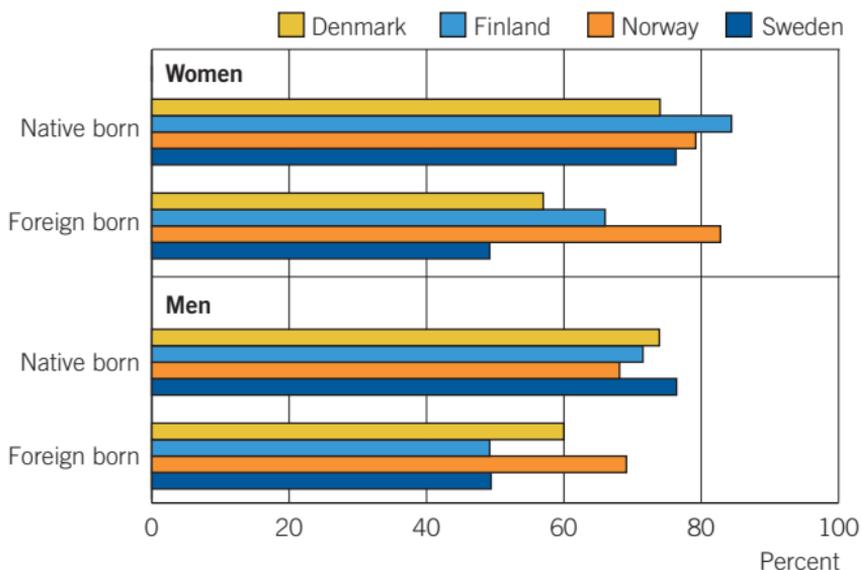


Source: OECD

The percentage of new employees who are foreign born persons increased between 2008 and 2012. During the same period, the share of the population that is foreign born increased. In 2012, the proportion of foreign born persons among new employees was slightly higher than the proportion of the foreign born population in all the Nordic countries.

## Occupations requiring post-secondary skills

### 47. Percentage of persons with post-secondary education who have occupations that require post-secondary skills, aged 25–64, 2012.

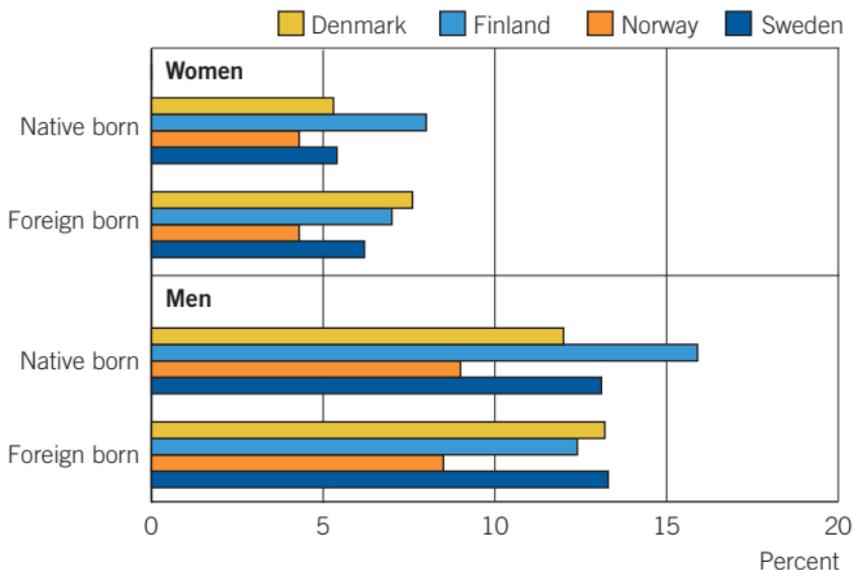


Source: The labour force survey in the respective country

In Denmark, Finland and Sweden, a higher proportion of native born than foreign born persons with a post-secondary education have an occupation that requires such skills. In Norway, the pattern is different where foreign born persons with post-secondary education have occupations that require post-secondary skills to a slightly greater extent than do native born persons.

## Self-employed persons and assisting family members

### 48. Percentage of self-employed persons and assisting family members of the employed, aged 20–64, 2012.

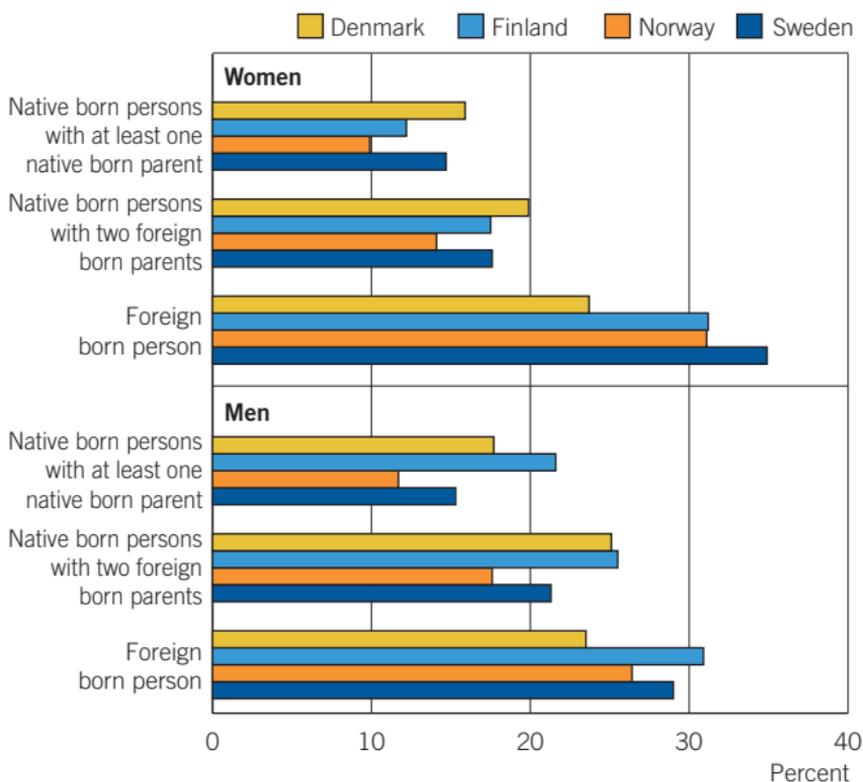


Source: The labour force survey in the respective country

The share of employed persons who are self-employed or assisting household members is about equally high among native and foreign born persons. In Finland, native born men represent a higher percentage of the self-employed than foreign born men; and in Denmark, foreign born women represent a higher percentage of self-employed persons than native born women. Other differences between native and foreign born persons are 1 percentage point or less. However, women represent a consistently lower share of self-employed persons than men. This applies to all the Nordic countries, for both native born and foreign born persons.

## Persons who are neither employed nor engaged in studies

### 49. Neither employed nor students, aged 18–24, 2011.

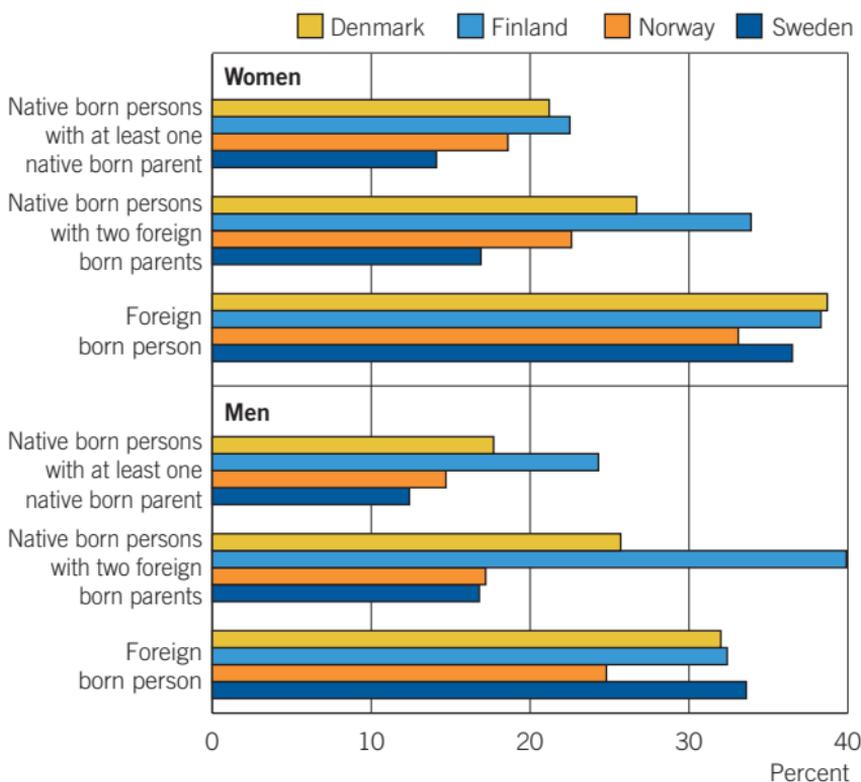


Source: The register-based labour market statistics in the respective country

Neither working nor studying is more common among foreign born persons than among native born persons. There is also a difference between native born persons with two foreign born parents compared with persons who have at least one native born parent.

In the 18–24 age group, the highest percentage who neither worked nor studied was found among foreign born women in Sweden, Norway and Finland, and among foreign born men in Finland. In Finland, three out of ten belonged to the group who neither worked nor studied in 2011. The lowest percentage who neither worked nor studied was found among native born persons with at least one native born parent.

#### 50. Neither employed nor student, aged 25–64, 2011.



Source: The register-based labour market statistics in the respective country

In the 25–64 age group, more than three out of ten foreign born persons neither worked nor studied in 2011. This applies to both men and women in the Nordic countries, with the exception of foreign born men in Norway who had a lower percentage.

**51. Neither employed nor students by region of birth/background region, aged 18–24, 2011. Percent.**

	Denmark		Finland		Norway		Sweden	
	W.	Men	W.	Men	W.	Men	W.	Men
<b>Foreign born persons</b>	<b>23.7</b>	<b>23.5</b>	<b>31.2</b>	<b>30.9</b>	<b>31.1</b>	<b>26.4</b>	<b>34.9</b>	<b>29.0</b>
Nordic countries	13.7	17.5	26.0	29.6	15.1	17.5	37.7	35.3
EU except Nordic countries	20.3	17.9	28.3	28.5	34.1	27.0	40.3	36.6
Rest of Europe	22.0	21.8	25.8	27.0	21.2	21.2	27.0	25.5
Africa	31.2	36.6	45.7	41.1	43.6	41.6	41.9	33.2
Asia	29.1	28.1	34.4	30.8	36.8	26.4	34.8	26.0
Latin America	29.9	29.4	30.8	32.3	27.0	22.0	26.3	26.2
North America and Oceania	36.9	35.7	39.7	47.1	33.5	36.0	42.8	44.0
<b>Native born persons with two foreign born parents</b>	<b>19.9</b>	<b>25.1</b>	<b>17.5</b>	<b>25.5</b>	<b>14.1</b>	<b>17.6</b>	<b>17.6</b>	<b>21.3</b>
Nordic countries	22.1	23.8	18.0	29.5	15.2	14.4	20.7	23.8
EU except Nordic countries	16.6	20.0	8.4	24.4	15.9	15.8	19.0	21.3
Rest of Europe	17.7	23.1	14.4	13.5	11.5	18.4	16.5	20.6
Africa	22.2	33.5	29.8	43.7	18.4	25.5	19.4	26.5
Asia	20.1	24.8	17.3	24.7	12.9	16.0	15.4	18.9
Latin America	25.0	26.9	..	..	19.5	23.5	20.0	24.5
North America and Oceania	22.5	32.1	..	..	34.5	25.9	24.2	25.3

Source: The register-based labour market statistics in the respective country

.. Observations are missing or the number is less than 20

**52. Neither employed nor students, by region of birth/background region, aged 25–64, 2011. Percent.**

	Denmark		Finland		Norway		Sweden	
	W.	Men	W.	Men	W.	Men	W.	Men
<b>Foreign born persons</b>	<b>38.7</b>	<b>32.0</b>	<b>38.3</b>	<b>32.4</b>	<b>33.1</b>	<b>24.8</b>	<b>36.5</b>	<b>33.6</b>
Nordic countries	24.1	22.6	20.9	21.8	16.9	16.0	29.4	34.4
EU except Nordic countries	28.2	22.0	30.1	28.4	26.0	19.3	33.8	31.6
Rest of Europe	44.8	39.5	39.4	32.6	31.1	27.4	34.2	28.5
Africa	47.2	41.1	58.3	41.3	50.0	40.3	46.3	39.6
Asia	47.2	39.3	50.0	38.8	41.5	31.6	41.5	36.3
Latin America	32.3	28.3	43.4	35.4	31.7	23.6	27.8	24.7
North America and Oceania	31.8	27.3	37.4	37.3	24.9	18.6	35.3	30.6
<b>Native born persons with two foreign born parents</b>	<b>26.7</b>	<b>25.7</b>	<b>33.9</b>	<b>39.9</b>	<b>22.6</b>	<b>17.2</b>	<b>16.9</b>	<b>16.8</b>
Nordic countries	22.6	21.6	25.0	34.8	18.6	11.9	15.7	16.5
EU except Nordic countries	20.8	21.4	21.4	15.7	19.8	15.4	18.3	17.3
Rest of Europe	27.2	28.0	41.1	46.7	16.7	15.7	17.1	16.1
Africa	33.1	35.0	..	..	22.6	24.9	24.6	23.8
Asia	29.3	26.8	22.2	14.0	25.1	17.8	18.5	16.2
Latin America	21.3	27.1	..	..	19.8	23.5	19.6	21.3
North America and Oceania	21.3	22.2	32.1	42.4	18.6	12.1	16.9	24.2

Source: The register-based labour market statistics in the respective country

.. Observations are missing or the number is less than 20

# Sources

In the Nordic countries, each country can produce the statistics by using one or more of the statistical sources to which they have access. Most of the sources are various administrative registers and a sample survey. All registers and sample surveys have some sources of error. Different sources of error are important to consider when the statistics are interpreted and countries are compared. Sources of error are discussed at the end of this chapter.

The alignment of various registers at the level of the individual has made possible the preparation of the statistical documentation underlying the tables and graphs contained in this publication. The population registers of the countries form the bases for most of the tables with the exception of those with data on labour and unemployment as well as some of the data on employment. In these cases, the source is the labour force surveys in the different countries.

## Denmark

The Population Register, which refers to data on persons registered as at 1 January for the years used in the production of the tables.

Compressed student register for 2012. Data are retrieved here on persons who are registered in upper secondary and post-secondary education.

The Education Register which refers to data at October 2012. This was used for data on the persons' levels of education.

Register-based labour market statistics, refer to data on attachment to the labour market as at 30 November 2011 of persons

who were registered in the population register in Denmark on 1 January 2012. Persons who had earned income during November that was the equivalent of at least one hour and were employed on 30 November are counted as employed. Temporary absence, e.g. sick leave is also counted as employed. Self-employed persons are counted as employed if there is a surplus in the company's operations.

Historical registers on immigration and emigration for 2012.

Denmark's Labour Force Survey.

All the sources listed above are from Statistics Denmark. For more information, see <http://www.dst.dk/da/Statistik/dokumentation/kvalitetsdeklarationer>.

## **Finland**

The population register refers to persons registered as at 31 December. The data in most tables are collected from 2012 and in some cases from previous years.

In the area of employment statistics at Statistics Finland, several different registers are used for the production of tables: Population Register Centre Population Information System, Statistics Finland exam records, Statistics Finland register of students. Data on the principal business operation, including employment, are based on several different registers. This is needed to determine a person's main activity. The employment statistics consist of persons registered in Finland's population register on 31 December 2011. The reference date is the last week of the year, but data on main business operations include data for the entire calendar year.

Finnish labour force survey.

All of the sources listed above are from Statistics Finland. For more information, see [http://www.tilastokeskus.fi/til/tyokay/index\\_en.html](http://www.tilastokeskus.fi/til/tyokay/index_en.html).

## **Iceland**

Population register referring to persons registered as at 1 January 2013.

Iceland's labour force survey.

All of the sources listed above are from *Statistics Iceland*. For more information, see [www.statice.is](http://www.statice.is).

## **Norway**

The Population Register refers to persons registered as at 1 January for the years used in the production of the tables.

Registers of persons registered in upper secondary and post-secondary education.

Register of the population's educational levels on 1 October 2012.

Register-based employment statistics related to data on employment. Employed persons are those who were gainfully employed for at least one hour during the reference week in October 2011, or who were temporarily absent during the reference week.

Register of immigration and emigration for various years 2000-2012.

Norway's Labour Force Survey.

All of the sources listed above are from Statistics Norway. For more information, see [www.ssb.no](http://www.ssb.no).

## **Sweden**

The Total Population Register refers to data as at 31 December for the years used in table production.

Register of students registered in upper secondary and post-secondary education.

Register of graduates of upper secondary schools.

The Register of Education was used for data on the population's education level as at 31 December 2012.

Register-based labour market statistics refer to data on 30 November 2011 of persons who were registered in the population register on 31 December 2011. The month of November is the reference period and the employed includes those persons who were gainfully employed, either as an employee or self-employed, for at least one hour per week during the month. Persons temporarily absent during November are counted as employed.

Sweden's Labour Force Survey.

All of the sources listed above are from Statistics Sweden. For more information, see [www.scb.se](http://www.scb.se).

## **Eurostat**

Some data on employment and unemployment for native born and foreign born persons come from the Eurostat statistics database.

The data are based on each country's Labour Force Survey, see [http://epp.eurostat.ec.europa.eu/portal/page/portal/labour\\_market/introduction](http://epp.eurostat.ec.europa.eu/portal/page/portal/labour_market/introduction).

## OECD

The OECD is another source. This applies to some of the data on immigration and certain data on trends in immigration, employment changes, long-term unemployment and new employment.

The data are based on each country's data including migration and have been retrieved from the statistical database *International Migration Database*. The labour force surveys of the various countries are the original source for data on employment, the labour force and unemployment, see OECD International Migration Outlook <http://www.oecd.org/els/mig/imo2013.htm>.

## Sources of error

Different sources of errors in registers and questionnaire surveys may result in some problems of comparability between the Nordic countries. Some of these sources are named in the report in the comments to the charts and tables.

These sources of error include some differences in how the Nordic countries register persons who intend to reside in the new country. A residence permit can be granted from a low of three months (Denmark) to at least one year (Finland and Sweden). This can affect the differences between the countries. There are some relatively large variations between the countries involving the included statistics regarding, inter alia,:

- the relative percentage that lack data on duration of residence for foreign born persons;

- the relative percentage that lack data about country of birth;
- the grounds for residency are not recorded in the same way in the Nordic countries; in addition, data are missing for a relatively large number of foreign born persons;
- the relative percentage that lack data on level of education among foreign born persons.

In addition to such obvious differences, there may exist other sources of error in different registers that affect the comparability of data between the different countries. This also applies to data that are taken from Eurostat and the OECD. These organisations process data as they are delivered by the Nordic countries, which may mean that new errors may occur.



## NORDIC POCKET FACTS 2013 – Statistics on integration

Integration concerns all areas of society. Good statistics are essential for detecting, revealing and preventing barriers to integration, such as discrimination. They also constitute a tool for planning and following up the attainment of integration policy goals.

In the Nordic Pocket Facts, we break down the statistics by native born and foreign born persons and native born persons with two foreign born parents. The statistics are also broken down by sex as far as possible.

The “Nordic Pocket Facts 2013 – Statistics on integration” provides a picture of the status and progress of integration in the Nordic countries.



REGERINGSKANSLIET

Government Offices  
of Sweden

The Ministry of Labour