

EMN Focussed Study 2018

**Labour market integration of third-
country nationals in EU Member
States**

Country Report SWEDEN



EMN Focussed study 2018:

Labour market integration of third-country nationals in EU Member States – Country Report Sweden

Report from EMN Sweden

© Migrationsverket (Swedish Migration Agency), 2018

Editor: Magdalena Lund

This publication can be downloaded from www.emnsweden.se

Contact: emn@migrationsverket.se

The Swedish National Contact Point of the European Migration Network (EMN) is financially supported by the European Union and the Swedish Migration Agency. The EMN has been established via Council Decision 2008/381/EC.

Table of contents

STUDY AIMS AND RATIONALE	4
Study aims.....	4
Rationale	4
SCOPE OF THE STUDY	5
Scope of the target group: third-country nationals	5
Scope of 'integration measures'	5
EU LEGAL AND POLICY CONTEXT CONCERNING THE INTEGRATION OF THIRD-COUNTRY NATIONALS.....	5
DEFINITIONS	6
TOP-LINE "FACTSHEET"	9
1 Part I: General and labour market integration policies.....	13
1.1. Overview of Integration policies in member states.....	13
1.2. Labour market Integration policies in member states	19
1.3. Implementation of labour market integration policy: institutional framework, monitoring and evaluation	21
2 Part II: Member States measures and practices facilitating labour market integration of third-country nationals	23
2.1 Overview of main Integration areas	23
2.2 Promising examples of integration measures implemented by Member states	25
2.3 Private sector initiatives to facilitate labour market integration of third-country nationals.....	36
Conclusions (optional)	41

Labour market integration of third-country nationals in EU Member States

STUDY AIMS AND RATIONALE

STUDY AIMS

The overall aim of the study is to inform the target audience (e.g. practitioners, policy officers and decision-makers at both EU and national level including academic researchers and the general public), and the Commission on the application of integration measures for third-country nationals across Member States, excluding measures that are only designed for beneficiaries of international protection, asylum seekers and students/graduates. The focus is on labour market integration measures, identifying existing policies and examples of good or promising practices from public and private sectors.

More specifically the study aims to:

- ★ Provide an overview of existing general and labour market integration policies in Member States targeting third-country nationals and focussing on those that have either been implemented recently (as of 2014) or that have been changed since 2014. To the extent possible, the study seeks to identify examples of good or promising practices concerning policies on labour market such as access, participation or the provision of employment-related support measures.
- ★ Examine which labour market integration measures Member States offer, their main components and involvement of other parties (e. g. NGOs, private sector, authorities and social services at various levels of governance) and present examples of good or promising individual labour market integration measures; Explore selected examples of tailored employment-related integration measures to third-country nationals provided specifically by the private sector, as private companies are most likely facilitate labour market integration of third-country nationals through employment.

It is important to note that the study focuses on presenting Member States' different practices and identifying, to the extent possible, which policies/programmes related to labour market integration work well. The study does not aim to be an evaluation of labour market integration in different Member States.

RATIONALE

An effective integration of migrants into the host society is one of the key challenges and a precondition to successful migration. The integration of third-country nationals is often a lengthy process, but offers many advantages to both the third-country national as well as the host Member State and the EU in general. According to the 2017 OECD International Migration Outlook¹, the success of integration policies is a marker of the overall success of migration policies. Integration is a mutual process that requires efforts from migrants as well as from the receiving society. Integration is a common objective but every Member State takes a different approach, as the field of integration policy falls under the competence of each EU Member State. Well managed integration policies are essential tools for effective integration which also contribute to the prevention of negative public perceptions leading to discrimination, racism, xenophobia or exploitation of migrants. According to the 'European Agenda for the Integration of Third-Country Nationals', integration policies can act as a driver for "economic development and social cohesion, in order to better enhance migrants' contribution to economic growth and cultural richness"². A society with large groups who are not fulfilling their potential risks is accentuating economic and social division, with potentially also geographical segregation.

One of the key elements of migrant integration is labour market integration. With regard to this element, an effective integration policy can help well managed labour migration which is a feature of contemporary labour markets, and is highly prioritised within the national and international agendas. At the same time,

¹ OECD (2017), International Migration Outlook 2017, OECD Publishing, Paris.
http://dx.doi.org/10.1787/migr_outlook-2017-en

² European Agenda for the Integration of Third-Country Nationals, <http://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52011DC0455&from=en>, p. 2

there is a need to improve the protection of migrant workers, and foster labour market integration by the Member States.

Therefore the study will on the one hand update and complement the already available information on Member States' integration policies and on the other hand will focus on examples of good or promising practices of measures identified by NCPs facilitating the labour market integration.

The study will also reflect on the actions taken by the Member States following the Action Plan on the Integration of Third-Country Nationals (June 2016, COM(2016) 377 final), and the Conclusions of the Council and the Representatives of the Governments of the Member States on the integration of third-country nationals legally residing in the EU - Council conclusions (9 December 2016).

SCOPE OF THE STUDY

SCOPE OF THE TARGET GROUP: THIRD-COUNTRY NATIONALS

The study focuses on labour market integration measures for regularly staying third-country nationals with the right to work, including third-country national family members of EU citizens and third-country nationals. Conversely, specific measures that are **only** designed for beneficiaries of international protection, asylum seekers, and students/graduates³ are excluded from this study. The study focuses on first generation third-country nationals.

SCOPE OF 'INTEGRATION MEASURES'

Integration takes place on several dimensions (socio-economic, cultural, civic, political participation, etc.). This study focuses on the socio-economic dimension of integration, specifically "labour market integration".

To the extent possible, the study seeks to identify examples of good or promising practices concerning Member States' policies on labour market access/participation and the provision of employment-related support measures.

The first part of the study will provide an overview of existing general and labour market integration policies in Member States. In the second part, the study covers the following integration measures that the state or private actors provide which are closely linked to labour market integration (support measure provided by NGOs without any (financial) involvement of the Member State are beyond the scope of the study), namely:

1. Training and Qualification
2. Enhancement of (soft) skills
3. Provision of information and counselling
4. Enhancement of intercultural/religious/civic relations in the work place
5. Tailor-made holistic programmes/plans/contracts containing different elements of labour market integration, targeting specific groups and/or vulnerable categories.
6. Incentive measures for migrants and/or employers
7. Support for self-employment

Whilst the study will collect information on the legal and policy framework for access to integration and support measures by the target groups, it will primarily focus on collecting information on the practical implementation of such measures, including the collection of examples of good or promising practices.

EU LEGAL AND POLICY CONTEXT CONCERNING THE INTEGRATION OF THIRD-COUNTRY NATIONALS

The Amsterdam Treaty marked the development of a common EU immigration and asylum policy. It did not however provide a legal basis for a common integration policy. Legal competence for a common agenda on integration was, under the Amsterdam Treaty, exclusively limited to combatting discrimination against migrants. The Lisbon Treaty (adopted in 2007 and entered into force in 2009) introduced, for the first time, an explicit legal basis for the promotion of integration at EU level (Art. 79.4). However, the Lisbon Treaty

³ An EMN focus study on *Attracting and retaining international students and researchers in the EU* is currently under preparation and planned to be issued in 2018.

still clearly states that this competence is confined to measures which are complementary to the activities of Member States.

Following the Tampere and the Hague Programmes, the Stockholm Programme (2009) adopted an ambitious programme in relation to integration. It stated that Member States' integration policies should be supported through the further development of structures and tools for knowledge exchange and coordination with other relevant policy areas, such as employment, education and social inclusion. In particular, it called the Commission to support Member States' efforts through the development of a coordination mechanism using a common reference framework which should improve structures and tools for European knowledge exchange. It also invites the Commission to identify European modules to support the integration process and to develop core indicators for monitoring the results of integration policies.

Despite the limited legal competence for a common agenda on integration, the development of a series of policy documents gradually established an EU framework on integration. These include:

- ★ the **2002 Council Conclusions on integration of third-country nationals** setting out a first framework for action on integration;
- ★ the **2003 Commission Communication** on "**Immigration, integration and employment**" which was the first EU policy document outlining the situation on integration within the EU;
- ★ the **2004 Common Basic Principles for Immigrant Integration Policy**
- ★ the **2005 Common Agenda for Integration** which aimed to implement the Common Basic Principles for Immigrant Integration Policy;
- ★ the **2010 Commission Communication** entitled '[Europe 2020, a strategy for smart, sustainable and inclusive growth](#)' emphasised the need for establishing a new agenda for migrant integration in order to enable them to take full advantage of their potential;
- ★ the **2010 Zaragoza Declaration** requested the Commission to undertake a pilot study to examine common integration indicators and to report on the availability and quality of the data needed;
- ★ the **2011 European Agenda for the Integration of Third-Country Nationals** outlined the actions required in order to increase the integration of migrants, and the necessity for these to be conducted both at local and national level.
- ★ the **2015 [European Agenda on Migration](#)** outlined four pillars for successful migration (1. Reducing the incentives for irregular migration; 2. Border management – saving lives and securing external borders; 3. Europe's duty to protect: a strong common asylum policy; 4. A new policy on legal migration) and a consistent and clear common migration policy.
- ★ the **2016 [Council Conclusions on the integration of third-country nationals legally residing in the EU](#)**.
- ★ the **2016 [Action Plan on the Integration of Third-country nationals](#)** outlines policy priorities and tools to support integration across the EU.
- ★ the **2017 [European partnership for integration offering opportunities for refugees to integrate into the European labour market](#)**

DEFINITIONS

Beneficiary of international protection: A person who has been granted refugee status or subsidiary protection status.

Employee: Worker holding an explicit or implicit employment contract, which gives them a basic remuneration that is not directly dependent upon the revenue of the unit for which they work.

First generation third-country nationals are those born outside the EU.

Integration: In the EU context, a dynamic, two-way process of mutual accommodation by all immigrants and residents of Member States.

Labour market integration: It is a two ways process by which, over time, immigrants will tend to show the same range of labour market outcomes as the native population. It is intended in terms of access and

participation in employment and vocational training, also including actions to promote early integration into the labour market and migrant entrepreneurship⁴.

Labour matching: The process by which the skills and qualifications of a worker is compared with the requirements of a particular job vacancy, to establish whether they match wholly or partly.

Labour migration: Movement of persons from one state to another, or within their own country of residence, for the purpose of employment.

Labour shortage: Shortage of labour of a particular type in a particular labour market which may be said to exist when the number of vacancies has been (or is expected to be) above a level considered to represent 'normal' turnover at the prevailing wages and working conditions for an extended period.

Legal entry: In the global context, the entry of an alien into a foreign country in compliance with the necessary requirements for legal entry into the receiving State.

In the Schengen context, and for a stay not exceeding three months per six-month period, the entry of a third-country national into a Schengen Member State in compliance with Art. 5 of the Schengen Borders Code.

Legal migration: Migration in accordance with the applicable legal framework.

Long-term resident: A third-country national who has long-term resident status as provided for under Arts. 4 to 7 of Council Directive 2003/109/EC (Long-Term Residents Directive) or as provided for under national legislation.

Mandatory integration programme: Comprises measures or conditions third-country nationals have to comply with in order to enter, reside or stay in a Member State. These measures or conditions may take different forms, such as tests or classes or long-term commitment, and are made compulsory by law or regulation. If third-country nationals do not comply with mandatory integration measures or conditions, different types of sanctions are organised by the Member States. These sanctions can be constituted by the refusal to issue a residence permit or to renew it, the withdrawal of financial or social support, etc.⁵

Migrant Integration Policy Index (MIPEX, British Council): In the context of the Study includes several parameters of estimation: description of laws and regulations per EU – country, focus on rules and conditions (access to labour market, nationality, and family reunion, anti-discrimination).⁶

Entry and travel (pre-departure) stage: In the context of the Study, this stage is followed by the positive migration application decision, when the migrant is preparing to leave the country⁷.

Residency (post-arrival) migration stage: In the context of the Study, this stage is followed by the pre-departure stage, when the migrant arrives in the country of destination.⁸

Pre-departure or Pre-entry measures: In the context of the Study, action provided by the country of destination or future employers, and course of action taken by the third-country nationals that is a condition for entering the territory of destination country.⁹

Qualification: covers different aspects: (a) formal qualification: the formal outcome (certificate, diploma or title) of an assessment and validation process which is obtained when a competent body determines that an individual has achieved learning outcomes to given standards and/or possesses the necessary competences to do a job in a specific area of work. A qualification confers official recognition of the value of learning outcomes in the labour market and in education and training. A qualification can be a legal

⁴ https://ec.europa.eu/home-affairs/what-we-do/policies/legal-migration/integration_en

⁵ As defined in study: http://www.epc.eu/documents/uploads/pub_6519_reportintegrationschemesfinalversionpdf-en.pdf

⁶ <http://www.mipex.eu/>

⁷ https://ec.europa.eu/home-affairs/sites/homeaffairs/files/what-we-do/policies/legal_migration/tor-fitnesscheckstudyv15-clean-annex_i-v_en.pdf

⁸ *ibid*

⁹ *ibid*

entitlement to practice a trade; (b) job requirements: the knowledge, aptitudes and skills required to perform the specific tasks attached to a particular work position.¹⁰

Recognition of foreign qualifications: A formal acknowledgement by a competent authority of the validity of a foreign qualification with a view to access to educational and/or employment activities.

Recognised professions: professions that require authorisation from competent authorities in order to be practised by third-country nationals¹¹.

Residence permit: Any authorisation issued by the authorities of an EU Member State allowing a non-EU national to stay legally in its territory, in accordance with the provisions of [Regulation 265/2010 \(Long Stay Visa Regulation\)](#).

Third-country national: Any person who is not a citizen of the European Union within the meaning of Art. 20(1) of [TFEU](#) and who is not a person enjoying the Union [right to free movement](#), as defined in Art. 2(5) of the [Schengen Borders Code](#). According to this definition, nationals of NO, IS, LI and CH are not considered to be third-country nationals. This is also consistent with Art. 2(6) of the [Schengen Borders Code](#).

Voluntary integration programmes: May be of the same nature as mandatory measures and conditions (classes, long-term commitment, etc.). However, such programmes are voluntary, which means there is no obligation for third-country nationals to engage with one of them. In addition, no sanctions weighing on the residence permit or status are organised where persons do not properly attend integration programmes. However, incentives may have been introduced to motivate third-country nationals to participate in integration programmes.¹²

¹⁰ <http://www.eqavet.eu/qa/gns/glossary/q/qualification.aspx>

¹¹ <https://publications.iom.int/books/recognition-qualifications-and-competences-migrants>

¹² As defined in study: http://www.epc.eu/documents/uploads/pub_6519_reportintegrationschemesfinalversionpdf-en.pdf

EMN FOCUSED STUDY 2018

Labour market integration of third-country nationals in EU Member States

TOP-LINE "FACTSHEET"

The topic of the first EMN study in 2018 is integration from the perspective of first generation, regularly staying, third-country nationals with the right to work in Sweden. There is an action plan on integration, produced by the European Commission in 2016, clarifying policy priorities and tools to support integration.¹³ The aim of this study is not only to give an overview of Sweden's existing policies and measures or highlighting good or promising practices in Sweden but as well to look at how Sweden has performed in regard to the action plan and the Conclusions of the Council.¹⁴ Another EMN study was published on integration and labour market in 2015, *Integration of beneficiaries of international/humanitarian protection into the labour market: policies and good practices*. This study is therefore an update, highlighting changes since 2014 regarding integration.

Integration is high on the agenda in Sweden due to a rising number of foreign born residents in Sweden, especially after the large numbers of migrants that came in 2015. According to an OECD report, 16 % of the population is born abroad which makes Sweden a nation with one of the larger immigrant populations among the European OECD countries.¹⁵ However in Sweden integration policies are a cross-cutting topic, which is integrated in different policy areas such as labour market, education and health care. The policies are therefore diverse and labelled labour market or education policies rather than integration policies. Another feature of Swedish policy is that measures are generally generic and that targeted measures for particular groups are only added if necessary. This study will therefore identify policies and measures addressing in particular labour market participation is regarded as the key factor to become integrated into the Swedish society.

This EMN study is focusing on third-country nationals with the right to work in Sweden. Third-country nationals who want to work in Sweden need to apply for and have been granted a work permit before entering Sweden.¹⁶ Labour migrants are therefore not a target group when it comes to Swedish labour market integration policies as they are already employed when coming to Sweden. In 2010 a new Act was introduced on establishment activities for certain new arrivals ("The Introduction Act"), addressing beneficiaries of international/humanitarian protection and their family members. As the number of beneficiaries of international/humanitarian protection increased in 2016 further focus was put on this group. Several policies and measures consequently address beneficiaries of international protection and their family members. A problem for this study has therefore been to identify policies and measures as the target group of this study, third-country nationals with the right to work in Sweden is not a target group in Sweden.

¹³ Communication from the European Commission, *Action Plan on the Integration of Third-country nationals*, 7 June 2016, https://ec.europa.eu/home-affairs/sites/homeaffairs/files/what-we-do/policies/european-agenda-migration/proposal-implementation-package/docs/20160607/communication_action_plan_integration_third-country_nationals_en.pdf, 20 May 2018.

¹⁴ Council of the European Union, *Conclusions of the Council and the Representatives of the Governments of the Member States on the integration of third-country nationals legally residing in the EU - Council conclusions*, 9 December 2016, <http://data.consilium.europa.eu/doc/document/ST-15312-2016-INIT/en/pdf>, 20 May 2018.

¹⁵ OECD report, *Working Together: Skills and Labour Market Integration of Immigrants and their Children in Sweden* (2016), https://read.oecd-ilibrary.org/social-issues-migration-health/working-together-skills-and-labour-market-integration-of-immigrants-and-their-children-in-sweden_9789264257382-en#page15, p. 15, 17 May 2018.

¹⁶ The Aliens Act (Utlänningslagen) (2005:716) chapter 6.

Official labour market statistics in Sweden do not differentiate between different nationalities. Statistics are based on country of birth instead of nationality. Statistics available for this study is therefore the category foreign born. However the category foreign born is a highly heterogeneous group where the only common feature is that they are born outside Sweden. The group does not only embrace beneficiaries of international/humanitarian protection but as well citizens born both within and outside the European Union. These various groups face very different challenges when looking at integration. Discrimination is one obvious example, studies will be referred where ethnic or immigrant background have proven to have an impact. To put it simply, the further a migrant's distance is from the EU both geographically but as well culturally, the harder it is for the person to integrate into the Swedish society.

The largest migration group has for many years been family migrants. A government appointed inquiry in 2012 highlighted family member immigrants and particularly women as this group seemed to be left out when looking at labour market participation¹⁷. The inquiry put forward that the introduction support for new arrivals did not sufficiently reach other family member immigrants and recently arrived women. Some of the measures introduced for beneficiaries of international protection have lately become available for all job seekers enrolled at the Swedish Public Employment Service in line with the basic feature of Swedish labour market policies to provide generic measures and the government tasked the Swedish Public Employment Service to communicate an action plan to activate more foreign born women in 2017.

There are challenges to address regarding labour market integration policies.¹⁸ The employment rate among foreign-born residents has increased from 58 % in 2014 to 62 % in 2017. The problem is the gap between foreign born and Swedish born residents as the employment rate among Sweden born residents is 70 %. A number of reports highlight this gap on the labour market, such as reports from OECD, the European Semester country report and annual reports from the Swedish Public Employment Service. According to an OECD report, Sweden has together with the Netherlands the largest gap within OECD countries when comparing the two groups and their employment rates.¹⁹ When looking at women this gap is even larger. However, the share of Swedish born women in occupation in Sweden is high compared to other countries. A second challenge is the mismatch between the supply and the demand of labour when looking at foreign born vis-à-vis the Swedish labour market. The majority of unemployed foreign born has relatively low levels of education and skills on a much formalised labour market.²⁰ An upper secondary school graduation is needed in the majority of the jobs in Sweden. High entry wages are another feature of the Swedish labour market which makes it difficult for low skilled to find an employment. Finally, a third challenge is the discrimination experienced by foreign born. Discrimination varies though depending on ethnic or immigrant background. 38 % of the respondents with Sub-Saharan background in Sweden

¹⁷ A government appointed enquiry SOU 2012:69:

<http://www.regeringen.se/49baff/contentassets/fde8f60006f74609a153cf9ba5c5b9c0/med-ratt-att-delta--nyanlanda-kvinnor-och-anhoriginvandrare-pa-arbetsmarknaden-sou-201269-hela-betankandet>, 4 May 2018.

¹⁸ OECD report, Working Together: Skills and Labour Market Integration of Immigrants and their Children in Sweden (2016), https://read.oecd-ilibrary.org/social-issues-migration-health/working-together-skills-and-labour-market-integration-of-immigrants-and-their-children-in-sweden_9789264257382-en#page15, p. 15, 17 May 2018.

¹⁹ OECD report, Working Together: Skills and Labour Market Integration of Immigrants and their Children in Sweden (2016), https://read.oecd-ilibrary.org/social-issues-migration-health/working-together-skills-and-labour-market-integration-of-immigrants-and-their-children-in-sweden_9789264257382-en#page15, p. 13, 17 May 2018.

²⁰ 2018 European Semester: Assessment of progress on structural reforms, prevention and correction of macroeconomic imbalances, and results of in-depth reviews under Regulation (EU) No 1176/2011, Country Report Sweden <https://ec.europa.eu/info/sites/info/files/2018-european-semester-country-report-sweden-en.pdf> p. 6, 3 May 2018.

experienced discrimination which is above the average (24%).²¹ Another example of what has proven to influence the recruiting of personnel is the name of the job seeker. There are studies showing that a no Swedish name can be an obstacle when applying for a job.²² Discrimination and/or how to get employers to recruit foreign born therefore has to be countered in order to reduce the unemployment.

According to the Country Report from The European Commission the labour market in Sweden is strong with one of the highest employment rates in the EU at 81.2 % in 2016 and the overall unemployment was below the EU average at 6.9 %.²³ There are labour shortages in sectors such as construction, education, health, science, engineering and information, communication and technology (ICT).²⁴ More people are therefore needed on the Swedish labour market. The Swedish labour migration system on the other hand is seen as generous as it is driven by the demand of the employers. The number of labour migrants has as well increased since the reform in 2008 when the new legislation entered into force which made it easier for people to come and work in Sweden.²⁵ There is a need for more labour the question is how well the unemployed in Sweden can match the demand of the Swedish labour market and/or how attractive Sweden is as a destination country for labour migrants.

As highlighted in the action plan of the European Commission, education and training is vital, such as labour market programmes and vocational training. Prioritised in Sweden is validation for both informal and formal education and skills. Different measures will be highlighted in the study that are aiming to speed up the pathway to employment. One example is incentives to increase the number of employers who employ foreign born through subsidised jobs. There are reports highlighting that the Swedish Public Employment Service is not the main actor when it comes to successful job placements. According to a report from Nordregio, only 16 % of the unemployed found a job via the Swedish Public Employment Service.²⁶ Personal networks play a key role and they are consequently more important than being enrolled as a jobseeker at the Swedish Public Employment Service. A key measure is therefore to facilitate the matching, connecting foreign born jobseekers with employers. Language skills are as well crucial to be able to enter the Swedish labour market. Many initiatives have been introduced to make teaching more efficient, such as the use of digital tools or work based language courses.

A further area of improvement are pre-departure or pre arrival-measures which are recommended in the action plan. These measures are particularly important for quota refugees to prepare for resettlement in the country of destination. However all third-country nationals benefit from support and information that is provided as early as possible in the integration process. The Swedish Institute has been tasked by the government in office to produce a website "Working in Sweden" with information addressing foreign employers, employees and entrepreneurs planning to start a business or work in Sweden, together with other authorities such as the Swedish Public Employment Service,

²¹ Report from European Union Agency for Fundamental Rights (FRA), *Second European Union Minorities and Discrimination Survey: Main results*, 2017, <http://fra.europa.eu/en/publication/2017/eumidis-ii-main-results>, p. 31, 20 May 2018.

²² OECD report, *Working Together: Skills and Labour Market Integration of Immigrants and their Children in Sweden* (2016), https://read.oecd-ilibrary.org/social-issues-migration-health/working-together-skills-and-labour-market-integration-of-immigrants-and-their-children-in-sweden_9789264257382-en#page17, p. 15, 17 May 2018.

²³ 2018 European Semester: Assessment of progress on structural reforms, prevention and correction of macroeconomic imbalances, and results of in-depth reviews under Regulation (EU) No 1176/2011, Country Report Sweden, <https://ec.europa.eu/info/sites/info/files/2018-european-semester-country-report-sweden-en.pdf>, p. 6, 3 May 2018.

²⁴ 2018 European Semester: Assessment of progress on structural reforms, prevention and correction of macroeconomic imbalances, and results of in-depth reviews under Regulation (EU) No 1176/2011, Country Report Sweden, <https://ec.europa.eu/info/sites/info/files/2018-european-semester-country-report-sweden-en.pdf>, p. 6, 3 May 2018.

²⁵ Statistics from the Swedish Migration Agency, <https://www.migrationsverket.se/English/About-the-Migration-Agency/Facts-and-statistics-/Statistics.html>, 20 May 2018.

²⁶ Nordregio Working Paper, *Policies and measures for speeding up labour market integration of refugees in the Nordic region*, 2017:8, p. 34, <https://nordicwelfare.org/wp-content/uploads/2018/03/FULLTEXT022.pdf> 7 June 2018.

the Swedish Migration Agency and the Swedish Agency for Economic and Regional Growth.²⁷ Recommended in the action plan is pre departure language and job-related training to speed up integration. Measures that might be offered by the private sector but not by Swedish authorities.

Different measures to facilitate and to fasten the entry of foreign born to the Swedish labour market are in place. The question is how efficient these measures are or if they are implemented efficiently enough? The Swedish Public Employment Service is the key actor when it comes to labour market integration policies. An important partner though are the municipalities who are responsible for Swedish tuition for immigrants and civic education courses as well as certain labour market integration policies. The sharing of responsibilities is subsequently of importance in addition to the role of private sector and non-governmental organizations. The number of actors involved in implementing labour market integration policies has increased since 2014. Delegations have as well been introduced to further foster cooperation and collaboration on both national, regional and local level (DUA and Delmos). An ongoing government appointed enquiry is currently looking at the Swedish Labour Market and the role of the Swedish Public Employment Service.²⁸ A directive was added in June 2017, to investigate which tasks of the Swedish Public Employment Service that can be outsourced to other stakeholders.²⁹ A challenge for this study has hence been the considerable number of different actors involved in order to get an overview. There is in addition a lack of evaluations for many of the initiatives which complicates the matter of identifying good practices, above all evaluations addressing the role of civil society.³⁰ The measures outlined in this study are therefore not necessary the most efficient but they were selected as they address foreign born and not beneficiaries of international protection, because of their aim and above all because they have been referred to by different reports or studies.

²⁷ A government decision regarding digital information to foreign employees, employers and self-entrepreneurs, *Tillägg till uppdrag om digital information till utländska arbetstagare, arbetsgivare och egenföretagare som verkar eller avser att verka i Sverige*, 15 February 2018, <https://www.regeringen.se/492162/contentassets/fce67e69941d4975b1cc3bff1ec34ad9/tillagg-till-uppdrag-om-digital-information-till-utlandska-arbetstagare-arbetsgivare-och-egenforetagare-som-verkar-eller-avser-att-verka-i-sverigea201800336arm>, 21 May 2018.

²⁸ Government appointed enquiry, Arbetsmarknadsutredningen. (A 2016:03)

²⁹ An additional directive, *Tilläggsdirektiv till Arbetsmarknadsutredningen dir 2017:71*, 22 June 2017, <https://www.regeringen.se/rattsdokument/kommittedirektiv/2017/06/dir.-201771/>, 22 May 2018.

³⁰ Nordregio Working Paper, Policies and measures for speeding up labour market integration of refugees in the Nordic region, 2017:8, <https://nordicwelfare.org/wp-content/uploads/2018/03/FULLTEXT022.pdf>, p. 40, 7 June 2018.

1 Part I: General and labour market integration policies

This section aims to provide an overview of general and labour market integration policies targeting third-country nationals across Member States, **excluding policies tailored for students/graduates, beneficiaries of international protection and asylum seekers**. The focus is on existing policies that have either been implemented recently (as of 2014) or that have been changed since 2014.

1.1. OVERVIEW OF INTEGRATION POLICIES IN MEMBER STATES

Q1. Please briefly describe the context in your Member State pertaining to the situation of third-country nationals.

For this question please also include third-country nationals outside the scope of the study i.e. students, asylum seekers and beneficiaries of international protection.

- a) What are the main categories of third-country nationals coming to your Member State? Were there any changes in the composition from 2014 onwards?

The largest migrant category when looking at the number of incoming applications were asylum seekers both in 2014 (81 301) and in 2015 (162 877). A change occurred in 2016 when third-country nationals applying to be reunited with family members or those entering into new relations outnumbered the number of asylum applicants. The number of applicants for family migration was 65 035 compared to 28 939 asylum seekers. Family migrants applying for residence in Sweden were as well the largest group in 2017, 54 524 compared to 25 666 asylum applicants. The number of migrants applying for work permits in Sweden has increased 32 546 in 2014 to 38 395 in 2017. Applicants of work permits even outnumbered the numbers of asylum seekers both in 2016 and in 2017 and therefore became the second largest migrant group these two years. Students applying for residence in Sweden have as well increased when comparing the numbers, 11 181 in 2014 and 14 933 in 2017. However, the number of students is not in level with the other above mentioned categories.³¹

Another picture emerges when looking at granted residence permits. The largest migration category were family migrants both in 2014 (35 960) and in 2015 (37 262). Again there was a change in 2016, although this time it is asylum seekers being granted protection who is the largest group, 71 562. In 2017 family migrants have again outnumbered beneficiaries of international protection, 48 046 compared to 36 531 third-country nationals. When looking at labour migrants they are the third largest group during the years 2014-2017, an increase from 25 571 in 2014 to 32 294 in 2017.³²

According to the OECD classification of European countries, Sweden is together with Denmark, Finland and Norway a destination country with significant recent and humanitarian migration.³³ A classification that is made to highlight the differences within the EU, differences that can influence integration. Countries with significant humanitarian migration can have a lower labour participation rate as asylum seekers to a larger degree lack resources, rights and sense of security.³⁴ The composition of migrant categories is hence of importance when comparing the outcome of integration policies or measures between different member states.

- b) In which sectors are third-country nationals predominantly occupied (e.g. agriculture, services, manufacturing, construction, personal care, seasonal jobs)? Are there differences in the employment rates of foreign and national citizens? Are there any differences in the employment rates by sex?

³¹ Statistics from the Swedish Migration Agency 23 May 2018.

³² Statistics from the Swedish Migration Agency 23 May 2018.

³³ Technical Report by the Joint Research Centre, European Commission, *Patterns of immigrants' integration in European labour markets: What do employment rate gaps between natives and immigrants tell us?* 2017, http://publications.jrc.ec.europa.eu/repository/bitstream/JRC108495/pdf_-_kcmd_employment_rates.pdf, p. 8, 21 May 2018.

³⁴ Technical Report by the Joint Research Centre, European Commission, *Patterns of immigrants' integration in European labour markets: What do employment rate gaps between natives and immigrants tell us?* 2017, http://publications.jrc.ec.europa.eu/repository/bitstream/JRC108495/pdf_-_kcmd_employment_rates.pdf, p. 6, 21 May 2018.

Official labour market statistics in Sweden do normally not differentiate between different nationalities. Instead, such statistics differentiate between persons born in Sweden and persons born abroad. A main reason for this is comparability, statistics based on country of birth are easier to compare internationally. Among different migrant-receiving countries, the rules regarding naturalisation and acquisition of citizenship vary. In Sweden, immigrants can relatively quickly become Swedish nationals, and fewer requirements have to be fulfilled for naturalisation than in many other countries. If foreign nationals are naturalised quickly in one country while they remain foreign nationals in another country, this makes reliable comparisons difficult. Statistics based on country of birth minimise such distortions.

According to Statistics Sweden, foreign-born residents are more likely to be employed as blue-collar workers in Sweden than Sweden-born residents. In 2016, 64 % of foreign-born men working in Sweden were blue-collar workers, and 36 % were white-collar workers. Among Swedish men, 53 % were blue-collar and 47 % white-collar workers. The pattern is similar for women. Foreign-born women were to a higher degree blue-collar workers (57 %) than women born in Sweden (44 %).³⁵

Overall, the share of foreign-born workers is greatest in occupations with low skill requirements, i.e. occupations that only require a short vocational education or a formal or even informal practical introduction. The share of foreign-born people in such jobs was almost 40 % in 2016. Industrial production and transport as well as the service, care and sales sectors also constituted areas in which many foreign-born residents worked. By comparison, the share of foreign-born people was much lower in occupations requiring academic qualifications, and especially in military occupations.³⁶ When looking at work permits granted and in which area of work there is an increase comparing the number of specialists in 2014, 1 253 and in 2017, 6 235. Specialists were as well the largest area of work in 2017.³⁷ The number of highly qualified workers has hence increased if only looking at the group who has been granted a work permit from 2014 to 2017 and comparing area of work.

Regarding employment and unemployment levels, there is a significant gap between foreign-born and Sweden-born residents. In 2017, the employment rate among foreign-born residents in the age bracket between 15-74 years was 61.7 %, compared to 69.5 % among Sweden-born residents in the same age group. Foreign-born men had an employment rate of 66.3 % and foreign-born women had an employment rate of 57.4 %. This means that foreign-born women worked to a far lesser degree than foreign born men. Among Sweden-born people, the employment rate was 70.8 % for men and 68.1 % for women.³⁸

c) What are the main integration challenges your Member State focuses on? Describe briefly.

The unemployment rate is higher among foreign born residents compared to Swedish born. According to the Annual Report from the Swedish Public Employment Service the unemployment rate among Swedish born is 4 % compared to 15 % among foreign born residents.³⁹ The gap is alongside the Netherlands the largest when looking at employment rates in the OECD countries⁴⁰. However as

³⁵ Statistics Sweden (Statistiska centralbyrån) Yrkesregistret med yrkesstatistik 2016, p. 6-7, 7 March 2018.

³⁶ Statistics Sweden (Statistiska centralbyrån), Andel utrikes och inrikes födda efter yrkesområden, 7 March 2018.

³⁷ Statistics Swedish Migration Agency, <https://www.migrationsverket.se/English/About-the-Migration-Agency/Facts-and-statistics-/Statistics/2017.html>, 15 May 2018.

³⁸ Statistics Sweden (Statistiska centralbyrån, Arbetsmarknadssituationen för hela befolkningen 15-74 år, p. 10, 22 February 2018.

³⁹ Annual Report from the Swedish Public Employment Service 2017, Arbetsförmedlingens Årsredovisning 2017, <https://www.arbetsformedlingen.se/download/18.14824810161802648bfc0ce2/1519979206423/arsredovisning2017.pdf>, p. 9, 31 July 2018.

⁴⁰ OECD report, Working Together: Skills and Labour Market Integration of Immigrants and their Children in Sweden (2016), <https://read.oecd-ilibrary.org/social-issues-migration-health/working-together-skills->

highlighted in the OECD report, Sweden has one of the larger immigrant populations (16 % of the population are foreign born) which affects the outcome when comparing OECD countries. When looking at women there is even a larger gap. The occupation rate among Swedish born women is yet very high compared to other countries.⁴¹ The main challenge is nevertheless to reduce the unemployment among the foreign born population.⁴² What is positive though is that the employment rate among the foreign born increased. According to the Annual Report from the Swedish Public Employment Service the employment rate among Swedish born residents in the age bracket 16-64 year is 85 % compared to 79 % among foreign-born residents in the year 2017.⁴³ Compared to 2016, there is a decrease from 7 % to 6 % regarding the difference in employment rate between Swedish born and foreign born residents.

The main determinants of the gap is both the length of residency and levels of education and skills,⁴⁴ the longer residence in Sweden the more likely employed and the higher levels of education and skills the better conditions to find employment. The problem for low skilled is that there are few jobs to apply for as most of them require an upper secondary education.⁴⁵ Target groups in Sweden when looking at labour market integration policies are foreign born women and young people without graduation from Upper Secondary School.⁴⁶

The positive side when looking at unemployment is that Sweden has a strong labour market with labour shortages in certain sectors as construction, education, health and science engineering and ICT.⁴⁷ The challenge though is the skill mismatch between the demand of the Swedish labour market and the supply among foreign born. According to the OECD report, almost one third of immigrants has not graduated from upper secondary school.⁴⁸ The problem is informal qualifications on a much

[and-labour-market-integration-of-immigrants-and-their-children-in-sweden_9789264257382-en#page15](#), p. 13, 17 May 2018.

⁴¹ OECD report, Working Together: Skills and Labour Market Integration of Immigrants and their Children in Sweden (2016), https://read.oecd-ilibrary.org/social-issues-migration-health/working-together-skills-and-labour-market-integration-of-immigrants-and-their-children-in-sweden_9789264257382-en#page15, p. 13, 17 May 2018.

⁴² 2018 European Semester: Assessment of progress on structural reforms, prevention and correction of macroeconomic imbalances, and results of in-depth reviews under Regulation (EU) No 1176/2011, Country Report Sweden, <https://ec.europa.eu/info/sites/info/files/2018-european-semester-country-report-sweden-en.pdf>, p. 6, 3 May 2018.

⁴³ Annual Report from the Swedish Public Employment Service 2017, Arbetsförmedlingens Årsredovisning 2017, <https://www.arbetsformedlingen.se/download/18.14824810161802648bfc0ce2/1519979206423/arsredovisning2017.pdf>, p. 9, 31 July 2018.

⁴⁴ Technical Report by the Joint Research Centre, European Commission, *Patterns of immigrants' integration in European labour markets: What do employment rate gaps between natives and immigrants tell us?* 2017, http://publications.jrc.ec.europa.eu/repository/bitstream/JRC108495/pdf_-_kcmd_employment_rates.pdf, p. 14, 21 May 2018.

⁴⁵ OECD report, Working Together: Skills and Labour Market Integration of Immigrants and their Children in Sweden (2016), https://read.oecd-ilibrary.org/social-issues-migration-health/working-together-skills-and-labour-market-integration-of-immigrants-and-their-children-in-sweden_9789264257382-en#page15, p. 13, 17 May 2018.

⁴⁶ 2018 European Semester: Assessment of progress on structural reforms, prevention and correction of macroeconomic imbalances, and results of in-depth reviews under Regulation (EU) No 1176/2011, Country Report Sweden <https://ec.europa.eu/info/sites/info/files/2018-european-semester-country-report-sweden-en.pdf> p. 7, 3 May 2018.

⁴⁷ 2018 European Semester: Assessment of progress on structural reforms, prevention and correction of macroeconomic imbalances, and results of in-depth reviews under Regulation (EU) No 1176/2011, Country Report Sweden, <https://ec.europa.eu/info/sites/info/files/2018-european-semester-country-report-sweden-en.pdf>, p. 6, 3 May 2018.

Information and communication technology (ICT).

⁴⁸ OECD report, Working Together: Skills and Labour Market Integration of Immigrants and their Children in Sweden (2016), https://read.oecd-ilibrary.org/social-issues-migration-health/working-together-skills-and-labour-market-integration-of-immigrants-and-their-children-in-sweden_9789264257382-en#page15, p. 14, 17 May 2018.

formalised labour market. Upskilling and recognizing foreign education are two solutions, another is to better apply the skills of foreign born.

A study looking at third-country nationals arriving in the period of 1990–2014 displayed that it takes a long time to enter the labour market, in average more than 5 years for half the group and 15 years for 80% of the nationals.⁴⁹ It is time consuming to learn the language, validate foreign qualifications and/or skills, upskilling and finally to find an employment. The latter has proven to be a problem for foreign born as job placements in Sweden are not mainly managed by the Swedish Public Employment Service. The key is a network which many foreign born lack. Matching employers and foreign born is therefore another measure to shorten the path to employment.

Even though qualified, foreign born still faces problems in finding an employment. An OECD report highlights the discrimination experienced when applying for work in Sweden.⁵⁰ Applications with 'immigrant-sounding' names are more likely to be sorted out by job recruiters especially in small and medium-sized companies. Another report is highlighting the preference for a stereotyped Swedish looking appearance.⁵¹ Besides discrimination there is as well a problem of segregation for example when looking at housing conditions and schools.⁵² Access to housing and education are two vital components when integrating into a society. Children of foreign born parents face a higher risk of poverty in Sweden according to the European Semester Country report⁵³. Realities that are not in line with Swedish integration policies and therefore a challenge to address. Even if this study is focusing integration from a labour market perspective it becomes clear that integration must be studied from several perspectives such as socio-economic, cultural, civic or political participation. To find employment is one key but not the only one to become integrated into a society as was mentioned above in the top sheet fact line. Integration has several dimensions.

Q2. Is the term “integration” defined in national legislation or strategic documents of your Member State? If so, please describe the definition and its context, also specify whether these definitions explicitly relate to employment.

Please specify how this definition relates to the Common Basic Principles for immigrant integration policy in the EU adopted by the Council in 2004 (http://www.eesc.europa.eu/resources/docs/common-basic-principles_en.pdf).

The overall objective of Swedish integration policy is to ensure equal rights, obligations and opportunities for all regardless ethnic and cultural background.⁵⁴ These policy objectives are to be achieved primarily through general policy measures for the whole population. However, for newly

⁴⁹ Working paper from the Institute for Evaluation of Labour Market and Education Policy (IFAU) (2017:15), *Labour market entry of non-labour migrants–Swedish evidence*, <https://www.ifau.se/globalassets/pdf/se/2017/wp2017-15-labour-market-entry-of-non-labour-migrants.pdf>. p. 11, 17 May 2018.

⁵⁰ OECD report, *Working Together: Skills and Labour Market Integration of Immigrants and their Children in Sweden* (2016), https://read.oecd-ilibrary.org/social-issues-migration-health/working-together-skills-and-labour-market-integration-of-immigrants-and-their-children-in-sweden_9789264257382-en#page17, p. 15, 17 May 2018.

⁵¹ Report from the Institute for Evaluation of Labour Market and Education Policy (IFAU), *Arbetsförmedlares beslutsfattande och stereotyper kopplade till utseende*, Rapport 2016:17, <https://www.ifau.se/globalassets/pdf/se/2016/r-2016-17-arbetsformedlares-beslutsfattande-och-stereotyper-kopplade-till-utseende.pdf>, p. 22, 22 May 2018.

⁵² Government Offices of Sweden, memorandum about a reform programme to counter segregation, <http://www.regeringen.se/49480b/contentassets/94760eec95e04a45b0a1e462368b0095/langsiktigt-reformprogram-for-minskad-segregation-ar-2017-2025.pdf>, 3 May 2018.

⁵³ 2018 European Semester: Assessment of progress on structural reforms, prevention and correction of macroeconomic imbalances, and results of in-depth reviews under Regulation (EU) No 1176/2011, Country Report Sweden <https://ec.europa.eu/info/sites/info/files/2018-european-semester-country-report-sweden-en.pdf> p. 39, 21 May 2018.

⁵⁴ Government policy regarding integration, <https://www.government.se/government-policy/introduction-of-new-arrivals/goals-and-visions-of-introduction-of-new-arrivals/>, 17 May 2018.

arrived immigrants and their family members, targeted measures are given during their first years in Sweden during the introduction program. Normally this means two or three years after receiving residence permit.

Integration is a comprehensive and a cross-cutting task, stretching across different policies such as labour market, education and health. It is therefore addressed as an integral part of the above mentioned policies. Integration is the responsibility of several ministries instead of one and consequently the policies are diverse, labelled labour market or education policies. The Prime Minister for example did not address integration directly in the statement of Government Policy (regeringsförklaringen) but problems connected to integration such as the problem of unemployment especially among foreign born women, school segregation and the modernisation of deprived areas.⁵⁵

The basic feature of Swedish policy is as well generic measures for the Swedish society as a whole. The exception is the Introduction Act in 2010, which specifically target beneficiaries of international protection and their family members. The preference for generic measures was reaffirmed in 2016 when a number of targeted programmes and measures were made available for all jobseekers enrolled at the Swedish Public Employment Service.⁵⁶ The main focus when looking at integration in Sweden has as well been how to support foreign-born persons to get an employment or to make them self-sufficient. Employment is regarded to be the way into the Swedish society. This is in line with the fourth common basic principles for immigrant integration policy. (CBP).⁵⁷

Q3. Does your Member State have a specific policy/strategic document/model for the integration of third-country nationals within the scope of this study? YES/NO.

If YES please briefly describe, by providing the title, time frame, institutional framework for implementation and oversight (around 200 words) Please focus on general integration measures, as labour market integration will be addressed in the subsequent sections.

No.

If NO, do you have a mainstream integration approach? Please very briefly describe (around 200 words)

The mainstream integration approach is as described above in Q2. Employment is the key factor and if unemployed the focus is how to enhance the employability and shorten the path to employment. In the appropriation directions for 2018 the Government set out the following objectives for the Swedish Employment Public Service:

- Improve skills-based matching and counteract recruitment issues by intensified placement service and career guidance.
- Significantly increase the number of newly arrived immigrants leaving the Introduction programme for employment or education, especially among women.
- Increase the number of enrolled in the Job and development guarantee programme going into work or education.

⁵⁵ The statement of Government Policy of the 12th September in 2017, <https://www.government.se/4a5f9b/contentassets/872b7de6bb59400c95246e3314822a9b/statement-of-government-policy-2017.pdf>, 15 May 2018.

⁵⁶ Annual Report from the Swedish Public Employment Service 2017, *Arbetsförmedlingens återrapportering 2017 Förändringar av arbetsmarknadspolitiken*, 4 maj 2017, https://www.arbetsformedlingen.se/download/18.5892287715b839d236536ea8/1493904821525/forandringar_i_arbetsmarknadspolitiken.pdf, p. 4, 17 May 2018.

⁵⁷ *Common Basic Principles for immigrant integration policy in the EU adopted by the Council in 2004* (http://www.eesc.europa.eu/resources/docs/common-basic-principles_en.pdf).

- Young jobseekers shall go into work, education or a labour market measure within 90 days in order to maintain the 90-day guarantee.

- Increase the number of jobseekers with functional impairment resulting in reduced working capability going into work or education.

The government has given the Swedish Public Employment Service a special mission to improve the efforts of newly arrived women in order to increase the employment of foreign-born women. It has also imposed a limitation on the number of days with parental allowance for persons arriving in Sweden with children over one year for the same reason.

Collaboration and cooperation are other key factors in the Swedish integration approach. The need for a closer collaboration and cooperation with different stakeholders is emphasized in a report from the Swedish Employment Service.⁵⁸ Different national authorities and bodies are tasked to promote coordination and cooperation on national, regional and local level such as: the County Administrative Board, the Swedish Association of Local Authorities and Regions, the Swedish Agency for Economic and Regional Growth and the Delegation for the Employment of Young People and Newly Arrived Migrants and the Delegation against segregation. Their task will be further explained below in Q9. This coordination and allocation of means have on the other hand resulted in further cooperation with universities, colleges, enterprises and non-governmental organizations which will be further looked into in part two. The indispensable role of the civil society is expressed in the agreement between the government, national idea-based organisations in the social sphere (NGOs) and the Swedish Association of Local Authorities and Regions.⁵⁹

In order to speed up the pathway to employment, the Government has reformed the system of subsidised employment and introduced a new, uniform supportive measure – introductory jobs- for both long-term unemployed and newly arrived immigrants. Furthermore, “Extra jobs” is a certain kind of subsidised employment for long-term unemployed and newly arrived immigrants. Mainly it can be granted to employers in the public sectors, authorities and some non-profit sport associations, religious communities and cultural employers. The specific regulation regarding extra jobs exists because of the possible high subsidy; up to 100 percent in some cases. In 2018 it is also possible for municipalities and county councils to receive extra funding (government grants) for having extra jobs, which has contributed to the rapid growth of the number of extra jobs in municipalities and county councils. Also, the Government and the social partners have agreed on an entry agreements scheme, a new way to stimulate employment among newly arrived immigrants and long-term unemployed. The scheme is based on a proposal from the social partners, and should allow these groups to acquire experience and skills to match labour market demand.

If your Member State has a specific policy/strategic document/model for the integration of third-country nationals within the scope of this study:

Q4. What are the main fields/measures which are being actively implemented as part of the specific policy/ strategic document/ model for the integration (e.g. knowledge of language, civic orientation, values, constitution, culture, history, recognition of qualifications, housing, education, support of joint activities between nationals and third-country nationals etc.)? Please briefly list (around 200 words)

Please focus on general integration measures, as labour market integration will be addressed in the subsequent sections.

⁵⁸ Annual Report from the Swedish Public Employment Service 2017, Arbetsförmedlingens återrapportering 2017 Förändringar av arbetsmarknadspolitiken, 4 maj 2017, https://www.arbetsformedlingen.se/download/18.5892287715b839d236536ea8/1493904821525/forandringar_i_arbetsmarknadspolitiken.pdf, 17 May 2018.

⁵⁹ Agreement between the Swedish Government, national idea-based organisations in the social sphere and the Swedish Association of Local Authorities and Regions <http://overenskommelsen.se/wp-content/uploads/2014/09/Overenskommelsen-English.pdf>, 16 May 2018.

There is no specific policy nor a strategic document or model for the integration within the scope of this study. Labour market programmes, vocational training, subsidised jobs are measures available for both nationals and third-country nationals and are based on individual needs. Swedish tuition for immigrants, civic education courses and recognition of qualifications on the other hand are available for all third-country nationals who are in need of these services.

1.2. LABOUR MARKET INTEGRATION POLICIES IN MEMBER STATES

Q5. Does your Member State have a specific policy/strategic document/model for labour market integration of third-country nationals within the scope of this study? YES/NO

No see above in Q3. Labour market integration policies in Sweden are traditionally uniform to all residents except for the Introduction Act in 2010 as reported in the Swedish country report regarding integration of beneficiaries of international/humanitarian protection into the labour market in 2015.

If YES: Please describe:

a) is it part of a general integration policy/strategy?

b) When was this strategy / policy document developed? Please briefly describe the rationale behind the strategy (considerable increase of incoming third-country nationals, labour market needs, social cohesion, fight against poverty, fight against discrimination etc.).

c) What is/are the target group(s) of the labour market integration strategy (e.g. all third-country nationals, family members, workers, or is there a specific focus, such as on recently arrived)?

d) Does your Member State provide labour market integration measures to all third-country nationals or only to those with a prospect of permanent residency? Please elaborate.

e) What are the main objectives of the labour market integration strategy?

Objectives:

If NO: does your MS have a mainstream approach with regard to labour market integration?

If so, please describe the mainstream approach focussing only on those measures for third-country nationals within the scope of this study.

See above Q3 and Q4.

Q6. Have the increased migration flows since 2015 had any influence on the current regulation and/or policy of integration of third-country nationals in the labour market (e.g. has there been an increase of cooperation between different stakeholders and services as a consequence of increased migration flows or some measures/activities/finances were stopped due to new identified priorities)? If so, please briefly describe the changes.

Please do not focus on measures for beneficiaries of international protection, but only on changes in integration measures for other third-country nationals as a result of the migration flows since 2015.

The increased migration during recent years has had an influence on Sweden, as reported in the country report *The changing influx of asylum seekers in 2014-2016*⁶⁰, and it triggered a number of policy changes. One such a change was the introduction of restrictions to family reunification rights. Another one was increased attention on integration of beneficiaries of international protection. It soon became obvious that there needed to be a more even share of responsibilities among municipalities in Sweden when looking at settlement and integration of beneficiaries of international protection. Hence, the increased migration flows in 2015 have resulted in further targeting beneficiaries of international protection. However putting integration higher up on the agenda might benefit other third-country nationals as well. New measures and new cooperation forms have been introduced and developed which address not exclusively beneficiaries of international protection. One example is Swedish tuition for immigrants, new forms of education have been introduced such as films for education on line.⁶¹ There are as well more stakeholders to facilitate employment and to promote coordination and cooperation on national, regional and local level as highlighted above in Q3.

Q7. Have there been any debates in media/academia/NGOs on integration generally and integration in the labour market specifically, recently? Refer to the target group within the scope of this study. Please shortly describe the topics discussed.

Integration is high on the agenda and therefore there has been a number of debates on this topic, especially when there is an election in September 2018. More parties are talking about reducing migration as a consequence of 2015 and further on because of the impact on jobs, public services and community cohesion. The Social Democratic Party which currently heads a coalition government with the Green Party, argues that the current regulation regarding labour migration is too generous; why recruit abroad when having a large group of unemployed among the newly arrived?⁶² The question raised is how many migrants a nation can handle. Different migration categories are therefore set against each other. A number of non-governmental organizations on the other hand ask why migration and integration is often highlighted as a problem.⁶³ They are looking for debates where integration is discussed on the basis of opportunities. Another topic is segregation. It is not only a problem in bigger cities but spread all over the country.⁶⁴

As integration is high on the agenda there has been a number of seminars throughout spring 2018, for example: *Let's talk inclusion*, the 24th of April 2018 at REMESO, University of Linköping, *Inspiration for integration – What can Sweden and Germany learn from each other*, the 8th of March and *Easier way to get difficult jobs*, the 24th of April at Fores (a think tank), *Immigration and integration in the Nordic Region – get the facts straight*, the 23th of March by Nordregion (a Nordic and European research centre) and *Solutions Initiative Forum Integration*, the 14th of May by SDSN (Sustainable Development Solutions network Northern Europe). All of the seminars were focusing on labour market integration, identifying problems as well as solutions. Highlighted was as well the need to look at integration from a wider perspective, a change of concept, inclusion replacing integration. The number of stakeholders involved and measures and initiatives introduced were also presented as a challenge and consequently the need for more evaluation.

Q8. Is the labour market integration of third-country nationals within the scope of this study, seen as a political priority in your Member State and if so, by whom (national government, legislator, or other political actors)?

⁶⁰ The report from EMN Sweden: The changing influx of asylum seekers in 2014-2016: Member States' responses, p. 5, 2017:3.

⁶¹ Skolverket, <https://www.skolverket.se/skolutveckling/resurser-for-larande/itiskolan/sa-arbetar-andra/svenska/sfi-larare-utvecklar-undervisningen-med-filmer-pa-natet-1.236973>, 4 May 2018.

⁶² See for example media: <https://www.dn.se/nyheter/politik/s-presenterar-valloften-om-arbetskraftsinvandringen/>, 4 May 2018.

⁶³ See for example media: <https://www.dn.se/debatt/hatet-vinner-terrang-nu-maste-politikerna-besinna-sig/>, 3 June 2018.

⁶⁴ See for example media: <https://www.dagensamhalle.se/nyhet/segregationen-oekar-i-209-kommuner-24868>, 6 May 2018.

No, not of third-country nationals within the scope of this study. The Government has set the objective that Sweden should have the lowest unemployment in the EU by 2020. As the time for immigrants to integrate into the Swedish society and the labour market is too long and the employment gap between Swedish born and foreign born, especially the gap among women, is still too high, measures to speed up the integration process and to make the process more effective have therefore been introduced by the Government and continues to be a priority. Measures particularly applies to those who have not completed upper secondary education or were born outside Europe.

1.3. IMPLEMENTATION OF LABOUR MARKET INTEGRATION POLICY: INSTITUTIONAL FRAMEWORK, MONITORING AND EVALUATION

Q9. Please provide an organogram of the institutional framework for the labour market integration of third-country nationals within the scope of this study indicating responsibilities of the different governmental actors in implementing integration policies and measures. Please also include local level and central level governance structures.

Please also include any other stakeholders/major players (e.g. Public Employment Services, NGOs, chambers of commerce, trade unions), if they have a significant role. Local level initiatives should only be included, if i) they arise from a national level mandate, or ii) they are established / operating through national funding mechanisms.

The Swedish Public Employment Service, (Arbetsförmedlingen) Government agency and the main state actor when it comes to employment and labour market programmes.

Municipalities (kommuner) local authority responsible for settlement, education, healthcare and social welfare. Municipalities do not have a formal responsibility for labour market initiatives besides adult education such as Swedish Tuition for Immigrants and civic orientation. However they provide certain labour market programmes. Municipalities are therefore an important stakeholder for the Swedish Employment Public Service and how they cooperate and collaborate is therefore of importance to achieve a higher rate of employment.

County Administrative Board (Länsstyrelsen) support the municipalities in the coordination of municipal activities such as Swedish for Immigrants and civic orientation courses. The County Administrative Board operates and participates in the planning, organisation and implementation of actions at both a national, regional and local level in cooperation with municipalities, government agencies, organisations and associations. Additionally allocates government grants to municipalities to facilitate settlement as well as follow up the organization and implementation of measures for newcomers and unaccompanied children.

Swedish Association of Local Authorities and Regions SALAR (Sveriges kommuner och landsting) an employers' organisation and an organisation that represents and advocates for local government in Sweden. All of Sweden's municipalities, county councils and regions are members of SALAR. The organisation supports municipalities, county councils and regions to facilitate integration.

Swedish National Agency for Education (Skolverket) the central administrative authority for the public school system and for adult education. The agency supports education providers, employers and other organisations in their efforts to improve the quality of upper-secondary vocational education. One question addressed is how to bring the school curriculum (läroplanen) for adult education into line with the need of the participants of the education.⁶⁵ Swedish National Agency for Education also allocates means to municipalities, for example to develop the Swedish Tuition for immigrants.

Swedish Council for Higher Education (Universitets- och högskolerådet, UHR) a government agency that evaluates foreign education qualifications and provides support and information for those interested in higher education.

⁶⁵ The Swedish National Agency for Education was tasked by the Government, 29 June 2017 to develop adult education to better address the needs of newly arrivals with shorter education. (U2017/02921/GV), <https://www.regeringen.se/49f005/contentassets/038d74e97ba74cae934951032bb8b4af/uppdrag-om-utbildning-for-nyanlanda-med-kort-utbildning.pdf>, 22 May 2018.

Higher Education Institutions (HEI) Foreign born with an incomplete higher education who wishes to continue studying at a Swedish University are addressed to HEI in order to get previous studies evaluated and for possible transfer of credits.

The Swedish National Agency for Higher Vocational Education (Myndigheten för yrkeshögskolan, MYH) has the task to co-ordinate and support a national structure for validation.

The Delegation for the Employment of Young People and Newly Arrived Migrants (Dua) (Delegationen för unga och nyanlända till arbete) promotes cooperation between municipalities and the Swedish Public Employment Service and develops new forms of collaboration. The aim is to reduce youth unemployment (16-24 years old) and to shorten the path to labour market for newly arrived migrants. Dua is also allocating government grants to municipalities linked to local agreements.

The Swedish Agency for Economic and Regional Growth (Tillväxtverket) promotes economic growth in Sweden by increasing the competitiveness of companies and encourages the competitiveness by facilitating entrepreneurship and creating attractive environments for companies. In the budget and policy specification for 2018 the agency is tasked to report which measures have been taken to facilitate entrepreneurship for foreign born population and newly arrived as well as for a better matching between the demand and supply of skills and qualifications of newly arrived.

The Swedish Institute (Si) a public agency that encourages interest and confidence in Sweden around the world in the fields of culture, education, science and business in order to strengthen ties and promote development. In 2018 the institute is tasked to improve the information given to employers, employees and entrepreneurs around the world in order to encourage and facilitate activities and operations in Sweden. The website is named *Working in Sweden* and is coordinated with other relevant authorities such as The Swedish Public Employment Service, The Swedish Agency for Economic and Regional Growth and The Swedish Migration Agency.

The Delegation against segregation (Delmos) a new authority, established in January 2018 to address segregation and to counter the structural causes of segregation. Delmos is tasked to promote cooperation between authorities, municipalities, counties, civil society, researchers and other relevant actors in order to improve the conditions in areas with socioeconomic challenges.

Q10. Does your Member State produce periodic monitoring reports (e.g. annual reports) on labour market integration of third-country nationals within the scope of this study? If yes, what

are the main integration indicators? How are they compiled and by whom? How do they relate to the Zaragoza indicators adopted in 2004⁶⁶?

Please briefly describe main trends observed, especially focusing on the indicators related to the labour market integration of third-country nationals. Please describe the methods (qualitative, quantitative) and data (census data, survey data, administrative data) used to produce such reports.

No. Labour market participation of foreign-born people is statistically measured and monitored, but not on the basis of nationality, but rather on the basis of where a person is born and when the person arrived in Sweden.

Q11. Please describe the main challenges and obstacles in designing and implementing labour market integration policies for third-country nationals within the scope of this study in your Member State?

Please also mention which stakeholders face these challenges and obstacles.

Other family member immigrants and recently arrived women were highlighted in a government appointed enquiry in 2012⁶⁷ as society's introduction support did not reach these two groups. The Enquiry identified a number of shortcomings that, together, made it difficult for recently arrived immigrants to obtain relevant support for establishing themselves in working life. However, the increased migration flows in 2015 resulted in further targeted measures on beneficiaries of international protection, added to the Introduction Act in 2010. The scope of this study has therefore not become a target group and hence the main challenges and obstacles are still the same as highlighted in the government appointed enquiry in 2012.

2 Part II: Member States measures and practices facilitating labour market integration of third-country nationals

This part aims to provide an overview of the main integration approaches and identifying existing individual measures that have either been implemented recently (as of 2014) or that have been changed since 2014. The target group is third-country nationals across Member States, **excluding students/graduates, beneficiaries of international protection and asylum seekers.**

2.1 OVERVIEW OF MAIN INTEGRATION AREAS

Q12. Please indicate in the table below and describe the main areas/components of your policy for integration of third-country nationals into labour market.

If your Member State has a mainstream policy, please focus only on specific measures for third-country nationals' integration into the labour market within the scope of the study

Please focus on:

- a) The main objectives and approach in each relevant area, and actors involved.
- b) Briefly describe the implementation framework.

Please only refer to the general approach for each area without describing specific measure, which will be described in the section below.

Area/component	General overview	Stakeholders
	Please describe the scope and aim under each area. If relevant, specify if measures are voluntary	Briefly describe who is responsible of planning, implementing, monitoring and

⁶⁶ Please also refer to the information provided in the FRA report: Together in the EU - Promoting the participation of migrants and their descendants <http://fra.europa.eu/en/publication/2017/migrant-participation>

⁶⁷ A government appointed enquiry SOU 2012:69: <http://www.regeringen.se/49baff/contentassets/fde8f60006f74609a153cf9ba5c5b9c0/med-ratt-att-delta--nyanlanda-kvinnor-och-anhoriginvandrare-pa-arbetsmarknaden-sou-201269-hela-betankandet>, 4 May 2018.

	or compulsory and is they are provided free or charge.	for the oversight of the implementation of measures under each area.
1. Training and Qualification (including digital tools aiming to promote learning and foster integration into the labour market)	Swedish tuition for immigrants (SFI) is voluntary, free of charge and intended for those who are resident in Sweden and who lack basic knowledge of Swedish according to the Education Act. ⁶⁸	Municipalities are responsible of planning and implementing the education. The Swedish National Agency for Education allocates means and monitors the implementation.
	Jobskills , online matching portal available for unemployed foreign-born persons and employers, free of charge and voluntary.	The Swedish Public Employment Service (Arbetsförmedlingen).
	Recognition of foreign education that have been completed with a degree or final school grades, available for all who have applied for a residence permit in Sweden, voluntary, free of charge	Swedish Council for Higher Education (Universitets- och högskolerådet, UHR)
	Language friend – practical integration. (Språkvän), voluntary and free of charge.	Municipalities are responsible of planning and implementing the programme.
	Shorten the path to employment (Korta vägen), vocational training programs, workplace-based, professional language training, competence assessment addressing foreign born with academic study records, voluntary and free of charge.	The Swedish Public Employment Service, (Arbetsförmedlingen) is responsible but providers are universities, colleges and adult educational associations.
2. Enhancement of (soft) skills	Professional Swedish for immigrants (yrkessvenska), a labour market programme that can be combined with other programmes or internships, for unemployed enrolled at the Swedish Public Employment Service. Available for those who are assessed by a case officer to need the programme. Voluntary and free of charge.	The Swedish Public Employment Service, (Arbetsförmedlingen) is responsible but providers are different such as Adult Education associations.

⁶⁸ Education Act, 20 chapter 4, 9, 28-29 och 31 §§ (2010:800).

3. Provision of information and counselling	Student counselling and vocational guidance (Studie och yrkesvägledning) available for all enrolled at the Swedish Public Employment Service who are in need of further guidance, free of charge and voluntary.	Within the responsibility of municipalities. Counselling and coaching is as well offered by the Swedish Public Employment Service and universities. Factors as educational background, work experience and other relevant circumstances determine who is suitable for holding the counselling.
4. Enhancement of intercultural/civic relations in the workplace	Civic orientation course (samhällsorientering) is voluntary, free of charge and intended for newly arrived but extended to family migrants in March 2018.	Municipalities are responsible of planning and implementing the education according to the Civic Orientation Course Act. ⁶⁹
5. Tailor-made comprehensive programmes/plans/contracts targeting specific and/or vulnerable groups	Action plan to activate more foreign born women into education or into employment 2017-2018. ⁷⁰	The Swedish Public Employment Service is tasked by the government to communicate an action plan.
6. Incentive measures for migrants or employers	Work introduction (Introduktionsjobb) financial support for employers who employ individuals who been out of employment for a longer time. Subsidies granted for 12 months if special needs maximum 24 months.	The Swedish Public Employment Service, (Arbetsförmedlingen)
7. Support for self-employment	Support for starting business (Starta eget företag bidrag) for unemployed enrolled at the Swedish Public Employment Service, minimum 18 years of age, granted if business plan is approved.	The Swedish Public Employment Service, (Arbetsförmedlingen).

2.2 PROMISING EXAMPLES OF INTEGRATION MEASURES IMPLEMENTED BY MEMBER STATES

This section focuses on selected measures initiated and at the same time implemented and/or financed by the Member States. Please note that any support measure provided by civil society organisations without any (financial) involvement of the Member State is beyond the scope of the study. Only those measures by civil society organisations that receive public support are included.

The focus is on labour integration measures for regularly staying third-country nationals with a right to work. The target group also includes third-country national family members of EU nationals and of third-

⁶⁹ Civic Orientation Course Act (Lag (2013:156) om samhällsorientering för vissa nyanlända invandrare), https://www.riksdagen.se/sv/dokument-lagar/dokument/svensk-forfattningssamling/lag-2013156-om-samhallsorientering-for-vissa_sfs-2013-156, 16 May 2018.

⁷⁰ Action plan from the Swedish Public Employment Service, *Arbetsförmedlingens Åtterrapportering 2017 Handlingsplan för att fler utrikes födda kvinnor ska vara sysselsatta i arbete eller studier, 2017-2018*, 2017, <https://www.arbetsformedlingen.se/download/18.46cdd9c615af2e63aa1816ac/1491205030691/handlingplan-for-att-fler-utrikesfodda-kvinnor-ska-vara-sysselsatta-i-arbete-eller-studier.pdf>, 17 May 2018.

country nationals. Measures specifically targeting students/graduates and beneficiary of international protection should not be included.

Please describe 1 -2 measures across integration areas for a total of up to 6 measures per MS.

Please prioritise specific measures developed with the aim to support third-country nationals’ labour market integration and which are considered a good or promising practice by relevant actors.

Please also include measures (if available) that address the labour market integration of vulnerable or specific groups (vulnerable third-country nationals, women, etc.).

Please do not mention measures focussing on (EU) nationals, beneficiaries of international protection, asylum seekers and students/graduates only. Mainstream measures which are accessible also for (EU) nationals and beneficiaries of international protection should be listed below only in case they represent examples of good or promising practices regarding the integration of third-country nationals (i.e. the measure is frequently used by third-country nationals, there is a positive feedback from third-country nationals etc.).

Labour integration areas

1. **Training and Qualification** (e.g. vocational/job training, recognition of qualification/skill assessment (not to map legal procedures), combating over-qualification (matching skills/qualification with labour market needs), measures to accelerate insertion of third-country nationals into the labour market, digital tools)
2. **Enhancement of (soft) skills** (e.g. work-based language courses, or other language courses for improvement of chances on the labour market, computer literacy, self-development)
3. **Provision of information and counselling** (e.g. enhancement of knowledge about the labour market, career guidance, counselling, mentoring, coaching, website, leaflets, IT programmes/applications)
4. **Enhancement of intercultural/civic relations in the work place inclusion** (e.g. prevention of discrimination and awareness raising about diversity in the workplace, civic/ social-cultural orientation courses provided as a part of inclusion in the workplace)
5. **Tailor made measures** to specific group of third-country nationals (e.g. programmes/plans/contracts containing different elements of labour market integration for e.g. women, vulnerable persons)
6. **Incentive measures for migrants or employers** (e.g. measures to encourage employers to hire migrants or migrants to take a job)
7. **Support for self-employment** (e.g. entrepreneurship courses, courses on how to set up a company)

Type of measures

1. Programme and systematic measures (multi-year / long term)
2. Projects (ad-hoc)
3. Legislative/policy (structural) measure

Please fill out the table describing the measures and please copy the table below for further measures.

Measure 1	
Overview	
Name	How to develop Sfi-education with digital tools – films on internet for a more flexible way of learning Swedish language

Type	<i>Projects (ad-hoc)</i>
Area	<i>Training and qualification</i>
Access	Third-country nationals and EU nationals resident in Sweden, lack basic knowledge of Swedish and resident in a municipality which has applied for funds to develop SFI with digital tools.
Target group	<input checked="" type="checkbox"/> Tailor-made labour market integration measure (only third-country nationals)
Coverage	<i>Local (region, province, municipality)</i> <i>If "other", please add further information here</i>
Budget	Funding body the State, The Swedish National Agency for Education (Skolverket) but responsible for Swedish tuition for immigrants are municipalities.
Link	The Swedish National Agency for Education (Skolverket): https://www.skolverket.se/skolutveckling/resurser-for-larande/itiskolan/sa-arbetar-andra/svenska/sfi-larare-utvecklar-undervisningen-med-filmer-pa-natet-1.236973 , 18 May 2018. Report from Swedish Association of Local Authorities and Regions (SKL) regarding Flipped classroom, 2016, Bättre skolresultat med flippat lärande: TEORIER, FALLSTUDIER OCH PRAKTISKA ERFARENHETER, https://webbutik.skl.se/bilder/artiklar/epub/7585-447-2.epub , 17 May 2018.
Description	
<p>M1.Q1. Please describe how third-country nationals can access the measure, notably:</p> <p>a) <i>Elaborate in brief on the conditions and process of accessing for third-country nationals</i></p> <p>b) <i>Is the measure voluntary or compulsory? Is it provided free of charge?</i></p> <p>c) <i>If applicable, indicate if there are any differences in conditions for third-country nationals and (EU) nationals</i></p> <p>d) <i>Are there any reasons for a third-country national to be excluded/to lose access to the measure? If so, which ones?</i></p> <div style="border: 1px solid black; padding: 10px; margin: 10px 0;"> <p>Municipalities are obliged to provide SFI for third-country nationals and EU nationals who are resident in Sweden and who lack basic knowledge of Swedish, voluntary and free of charge. The education varies though as municipalities implement the SFI in different ways. Certain municipalities have applied for funds to develop the education such as the introduction of digital tools. Following municipalities applied for additional resources in 2017: Kalmar, Falun, Halmstad, Stockholm, Falköping, Nordmaling and Sunne. The accessibility therefore depends on the municipality, how they have decided to implement SFI tuition for immigrants.</p> </div> <p>M1.Q2. Please describe briefly the context in which the measure has started:</p> <p>a) <i>When was the measure introduced and what was/is its duration?</i></p> <p>b) <i>Any link with the increase of the migration flow starting in 2015 (e.g. the measure was stopped due to changed priorities, conditions to access the measure changed?)</i></p> <p>c) <i>What was the need/purpose to start/implement such measure (e.g. labour market needs in the Member State, need for integration of third-country nationals, changes in integration policies, incentive for a migrant/for an employee)</i></p>	

d) *When is the measure provided (e.g. upon arrival, upon arrival until (please add till when) , no determined time limitation)*

e) *Key activities*

Learning the language is crucial for the integration. SFI has been criticized for not being effective. New methods are hence introduced. Digital tools are one of them. The municipality should provide SFI as soon as possible and at least within 3 months and at least 15 hours per week. The length of the education depend on the need, no exact limitation in time. The introduction of films extends the education, no longer limited in time or room.

M1.Q3. Please briefly describe the implementation modalities, notably:

a) *By whom is it implemented (agency, government institution, NGOs, private sectors etc.), and what are the coordination structures?*

b) *If applicable, are there any reimbursement (totally or partially)/cost sharing possibilities for a third-country national?*

c) *How and by whom is it promoted to third-country nationals?*

The municipality is responsible for planning and implementing the education. The promotion hence varies depending on municipality.

M1.Q4. Please briefly describe the impact of the measure and notably:

a) *Did it meet the anticipated objectives? YES/NO/Partly*

b) *What are the main outcomes*

c) *Monitoring and evaluation of impact (please describe the evaluation tools and methodology, if possible specify what indicators have been adopted and how those were measured)*

d) *Challenges during implementation and remedies applied*

e) *Likelihood of continuation of the measure. If discontinued, please explain why*

Education is extended and made more flexible as the students can watch the films wherever they have a cell phone or a computer. Students can as well prepare themselves for the lessons next day which makes the education more effective. If needed they can as well go back and repeat what has been taught. Films as a medium enable teachers to choose different scenarios from everyday life or working life which make it easier to understand the meaning of the language likewise as getting a better understanding of the Swedish society.⁷¹

Measure 2	
Overview	
Name	Language friend – practical integration. (Språkvän)
Type	<i>Projects (ad-hoc)</i>
Area	<i>Training and qualification</i>
Access	The accessibility depends on the municipality, if they have decided to offer the service.

⁷¹ The Swedish National Agency for Education: <https://www.skolverket.se/skolutveckling/resurser-for-larande/itiskolan/sa-arbetar-andra/svenska/sfi-larare-utvecklar-undervisningen-med-filmer-pa-natet-1.236973>, 26 April 2018.

Target group	<input checked="" type="checkbox"/> Tailor-made labour market integration measure (only third-country nationals)
Coverage	Local (region, province, municipality) If "other", please add further information here
Budget	Funding body is the municipalities. Financial support can be requested from the County Administrative Board.
Link	http://sprakvan.se/
Description	
<p>M2.Q1. Please describe how third-country nationals can access the measure, notably:</p> <p>e) Elaborate in brief on the conditions and process of accessing for third-country nationals f) Is the measure voluntary or compulsory? Is it provided free of charge? g) If applicable, indicate if there are any differences in conditions for third-country nationals and (EU) nationals h) Are there any reasons for a third-country national to be excluded/to lose access to the measure? If so, which ones?</p> <div style="border: 1px solid black; padding: 5px;"> <p>Language friend (språkvän) has facilitated informal meetings between foreign born and Swedish born people at local level. The initiative comprises language training and introduction or guiding into the Swedish society. As many jobs are found within a network a language friend might be an important door into the Swedish society and consequently lead to a job. Participation is voluntary and free of charge. No restrictions of time, up to the language friend and the person in question to agree upon.</p> </div> <p>M2.Q2. Please describe briefly the context in which the measure has started:</p> <p>f) When was the measure introduced and what was/is its duration? g) Any link with the increase of the migration flow starting in 2015 (e.g. the measure was stopped due to changed priorities, conditions to access the measure changed?) h) What was the need/purpose to start/implement such measure (e.g. labour market needs in the Member State, need for integration of third-country nationals, changes in integration policies, incentive for a migrant/for an employee) i) When is the measure provided (e.g. upon arrival, upon arrival until (please add till when) , no determined time limitation) j) Key activities</p> <div style="border: 1px solid black; padding: 5px;"> <p>Language friend was introduced in 2006. One of the municipalities was Eskilstuna which later in 2014 extended the project to municipalities all over Sweden with support of the County Administrative Board.⁷² No determined time limitation. Informal meetings between foreign born and Swedish born, language training, introduction or guiding into the Swedish society.</p> </div> <p>M2.Q3. Please briefly describe the implementation modalities, notably:</p> <p>d) By whom is it implemented (agency, government institution, NGOs, private sectors etc.), and what are the coordination structures? e) If applicable, are there any reimbursement (totally or partially)/cost sharing possibilities for a third-country national?</p>	

⁷² For more information see the website: <http://sprakvan.se/in-english/>, 17 May 2018.

f) *How and by whom is it promoted to third-country nationals?*

Municipalities are responsible for the implementation with support of the County Administrative Board. Promoted by municipalities.

M2.Q4. Please briefly describe the impact of the measure and notably:

f) *Did it meet the anticipated objectives? YES/NO/Partly*

g) *What are the main outcomes*

h) *Monitoring and evaluation of impact (please describe the evaluation tools and methodology, if possible specify what indicators have been adopted and how those were measured)*

i) *Challenges during implementation and remedies applied*

j) *Likelihood of continuation of the measure. If discontinued, please explain why*

There is no evaluation but language friend has existed for over 20 years which itself is an evidence that Refugee guide programme meets the anticipated objectives. The future outlook depends on the number of volunteers who are willing to become language friends and hence can vary from time to time and municipality.

Measure 3	
Overview	
Name	Professional Swedish for immigrants (yrkessvenska)
Type	<i>Programme and systematic measures (multi-year / long term)</i>
Area	<i>Enhancement of (soft) skills</i>
Access	Foreign born who need to improve their Swedish skills within a professional area.
Target group	<input checked="" type="checkbox"/> Tailor-made labour market integration measure (only third-country nationals) <input type="checkbox"/> Mainstream labour market integration measure (for all) <i>If the measure is for all, please describe here how third-country nationals are specifically targeted in the measure</i>
Coverage	<i>National</i> <i>If "other", please add further information here</i>
Budget	Funding body is the state, the Swedish Public Employment Service.
Link	https://www.arbetsformedlingen.se/Om-oss/For-leverantorer/-For-leverantorer-av-upphandlade-arbetsformedlingstjanster/Aktuella-arbetsformedlingstjanster/Yrkessvenska , 31 May 2018.
Description	
<p>M3.Q1. Please describe how third-country nationals can access the measure, notably:</p> <p>i) <i>Elaborate in brief on the conditions and process of accessing for third-country nationals</i></p> <p>j) <i>Is the measure voluntary or compulsory? Is it provided free of charge?</i></p>	

- k) *If applicable, indicate if there are any differences in conditions for third-country nationals and (EU) nationals*
- l) *Are there any reasons for a third-country national to be excluded/to lose access to the measure? If so, which ones?*

A labour market programme that is available to job seekers enrolled at the Swedish Public Employment Service. Aimed at foreign born who need to improve their Swedish skills within a professional area. Voluntary and free of charge. An activity support is granted if participating in the programme. A condition is basic knowledge of Swedish language. The programme can be combined with other training programmes or internships. There is a large number of different educational service providers to undertake the training.

M3.Q2. Please describe briefly the context in which the measure has started:

- k) *When was the measure introduced and what was/is its duration?*
- l) *Any link with the increase of the migration flow starting in 2015 (e.g. the measure was stopped due to changed priorities, conditions to access the measure changed?)*
- m) *What was the need/purpose to start/implement such measure (e.g. labour market needs in the Member State, need for integration of third-country nationals, changes in integration policies, incentive for a migrant/for an employee)*
- n) *When is the measure provided (e.g. upon arrival, upon arrival until (please add till when) , no determined time limitation)*
- o) *Key activities*

Professional Swedish for immigrants is a labour market programme and is regulated according to the Act regarding labour market programmes.⁷³ Swedish tuition for immigrants has been criticized for not being effective. New methods are hence introduced. Professional Swedish for immigrants is one of them and the aim is as well to shorten the path to employment. The measure is provided to jobseekers enrolled at the Swedish Public Employment Service. The programme is offered for 6 months, can be extended if special needs are identified.

M3.Q3. Please briefly describe the implementation modalities, notably:

- g) *By whom is it implemented (agency, government institution, NGOs, private sectors etc.), and what are the coordination structures?*
- h) *If applicable, are there any reimbursement (totally or partially)/cost sharing possibilities for a third-country national?*
- i) *How and by whom is it promoted to third-country nationals?*

Professional Swedish for immigrants is offered by the Swedish Public Employment Service but provided by different educational service providers and subsequently promoted by both the authority and educational service providers.

M3.Q4. Please briefly describe the impact of the measure and notably:

- k) *Did it meet the anticipated objectives? YES/NO/Partly*
- l) *What are the main outcomes*
- m) *Monitoring and evaluation of impact (please describe the evaluation tools and methodology, if possible specify what indicators have been adopted and how those were measured)*
- n) *Challenges during implementation and remedies applied*
- o) *Likelihood of continuation of the measure. If discontinued, please explain why*

No external evaluation regarding Professional Swedish for immigrants is available. However the programme has been offered by the Swedish Public Employment Service for a number of years which indicates that it meets anticipated objectives.

Measure 4

⁷³ Act on Labour market programme (Lag (2000:625) om arbetsmarknadspolitiska program).

Overview	
Name	Competence Centre – City of Gothenburg (Kompetens center)
Type	<i>Projects (ad-hoc)</i>
Area	<i>Provision of information and counselling</i>
Access	Unemployed residents in Gothenburg who receive support from the Social Services. Four competence centres located in suburban areas of Gothenburg, Angered and Hisingen.
Target group	<input type="checkbox"/> Tailor-made labour market integration measure (only third-country nationals) <input checked="" type="checkbox"/> Mainstream labour market integration measure (for all) <i>If the measure is for all, please describe here how third-country nationals are specifically targeted in the measure</i>
Coverage	<i>Local (region, province, municipality)</i> <i>If "other", please add further information here</i>
Budget	It is provided by the municipality but collaborating with the Swedish Public Employment Service and employers.
Link	http://goteborg.se/wps/portal/start/kommun-o-politik/kommunens-organisation/forvaltningar/forvaltningar/arbetsmarknad-och-vuxenutbildning/vara-verksamheter!/ut/p/z1/04_Sj9CPykssy0xPLMnMz0vMAfIjo8ziTYzcDQy9TAy93V0dzQ0cTZ2NTH39_I0Nncz1w8EKDFCAo4FTkJGTsYGBu7-RfhQx-vEoiMIwHtki_YLc0FAAcIvsiA!/dz/d5/L2dBISEvZ0FBIS9nQSEh/ , 31 May 2018.
Description	
<p>M4.Q1. Please describe how third-country nationals can access the measure, notably:</p> <p>m) Elaborate in brief on the conditions and process of accessing for third-country nationals n) Is the measure voluntary or compulsory? Is it provided free of charge? o) If applicable, indicate if there are any differences in conditions for third-country nationals and (EU) nationals p) Are there any reasons for a third-country national to be excluded/to lose access to the measure? If so, which ones?</p> <div style="border: 1px solid black; padding: 5px;"> <p>The Competence Centre is focusing on unemployed residents in Gothenburg who receive support from the Social Services. Target groups are young people and unemployed parents. Voluntary and free of charge.</p> </div> <p>M4.Q2. Please describe briefly the context in which the measure has started:</p> <p>p) When was the measure introduced and what was/is its duration? q) Any link with the increase of the migration flow starting in 2015 (e.g. the measure was stopped due to changed priorities, conditions to access the measure changed?) r) What was the need/purpose to start/implement such measure (e.g. labour market needs in the Member State, need for integration of third-country nationals, changes in integration policies, incentive for a migrant/for an employee) s) When is the measure provided (e.g. upon arrival, upon arrival until (please add till when) , no determined time limitation) t) Key activities</p>	

	<p>It is an ongoing project. The aim of the competence centre is to help unemployed to become self-sufficient. Key activities are coaching, career guidance, job matching and training where the needs of the individual is in the centre. The overall object is to cut unemployment and shorten the path to employment in Gothenburg.</p>
<p>M4.Q3. Please briefly describe the implementation modalities, notably:</p>	
<p>j) <i>By whom is it implemented (agency, government institution, NGOs, private sectors etc.), and what are the coordination structures?</i></p>	
<p>k) <i>If applicable, are there any reimbursement (totally or partially)/cost sharing possibilities for a third-country national?</i></p>	
<p>l) <i>How and by whom is it promoted to third-country nationals?</i></p>	
	<p>Implemented by Labour Market & Adult Education unit at the municipality of Gothenburg and consequently promoted by City of Gothenburg.</p>
<p>M4.Q4. Please briefly describe the impact of the measure and notably:</p>	
<p>p) <i>Did it meet the anticipated objectives? YES/NO/Partly</i></p>	
<p>q) <i>What are the main outcomes</i></p>	
<p>r) <i>Monitoring and evaluation of impact (please describe the evaluation tools and methodology, if possible specify what indicators have been adopted and how those were measured)</i></p>	
<p>s) <i>Challenges during implementation and remedies applied</i></p>	
<p>t) <i>Likelihood of continuation of the measure. If discontinued, please explain why</i></p>	
	<p>No evaluation available. Competence Centre is ongoing and there is no indication to end the service.</p>

Measure 5	
Overview	
Name	Let's colour Gothenburg (Sätt färg på Göteborg)
Type	Projects (ad-hoc)
Area	Tailor-made to specific group of third country nationals (e.g. programmes/plans/contracts containing different elements of labour market integration for e.g. women, vulnerable persons)
Access	Young foreign born persons who are unemployed and resident in Gothenburg.
Target group	<input checked="" type="checkbox"/> Tailor-made labour market integration measure (only third-country nationals) <input type="checkbox"/> Mainstream labour market integration measure (for all) <i>If the measure is for all, please describe here how third-country nationals are specifically targeted in the measure</i>
Coverage	Local (region, province, municipality) <i>If "other", please add further information here</i>
Budget	The initiator is the Swedish Public Employment Service in cooperation with the municipality of Gothenburg. Funding as well from the European Social Fund and different enterprises.

Link	https://sattfargpa.se/goteborg/ , 31 May 2018.
Description	
<p>M5.Q1. Please describe how third-country nationals can access the measure, notably:</p> <p>q) <i>Elaborate in brief on the conditions and process of accessing for third-country nationals</i> r) <i>Is the measure voluntary or compulsory? Is it provided free of charge?</i> s) <i>If applicable, indicate if there are any differences in conditions for third-country nationals and (EU) nationals</i> t) <i>Are there any reasons for a third-country national to be excluded/to lose access to the measure? If so, which ones?</i></p> <div data-bbox="204 633 1343 716" style="border: 1px solid black; padding: 5px;"> <p>The target group is young adults from disadvantaged neighbourhoods in Gothenburg who lack financial support when in education or in training. Voluntary and free of charge.</p> </div> <p>M5.Q2. Please describe briefly the context in which the measure has started:</p> <p>u) <i>When was the measure introduced and what was/is its duration?</i> v) <i>Any link with the increase of the migration flow starting in 2015 (e.g. the measure was stopped due to changed priorities, conditions to access the measure changed?)</i> w) <i>What was the need/purpose to start/implement such measure (e.g. labour market needs in the Member State, need for integration of third-country nationals, changes in integration policies, incentive for a migrant/for an employee)</i> x) <i>When is the measure provided (e.g. upon arrival, upon arrival until (please add till when) , no determined time limitation)</i> y) <i>Key activities</i></p> <div data-bbox="204 1102 1343 1308" style="border: 1px solid black; padding: 5px;"> <p>The project was introduced in 2014 and is ongoing. The aim is to cut the unemployment but as well to motivate young people, address labour shortages in the painting business, set colours to deprived areas and finally to unite different areas of Gothenburg. No determined time limitation. There is a 3 stages programme, starting out with 3 months of trying out the painting profession, if still interested an adult education/vocational training for 9 months is offered and finally if programme is accomplished an offer to work as an apprentice.</p> </div> <p>M5.Q3. Please briefly describe the implementation modalities, notably:</p> <p>m) <i>By whom is it implemented (agency, government institution, NGOs, private sectors etc.), and what are the coordination structures?</i> n) <i>If applicable, are there any reimbursement (totally or partially)/cost sharing possibilities for a third-country national?</i> o) <i>How and by whom is it promoted to third-country nationals?</i></p> <div data-bbox="204 1518 1343 1630" style="border: 1px solid black; padding: 5px;"> <p>A collaboration between the Swedish Public Employment Service, the municipality of Gothenburg and the private sector such as painting enterprises. Promoted by the above mentioned actors.</p> </div> <p>M5.Q4. Please briefly describe the impact of the measure and notably:</p> <p>u) <i>Did it meet the anticipated objectives? YES/NO/Partly</i> v) <i>What are the main outcomes</i> w) <i>Monitoring and evaluation of impact (please describe the evaluation tools and methodology, if possible specify what indicators have been adopted and how those were measured)</i> x) <i>Challenges during implementation and remedies applied</i> y) <i>Likelihood of continuation of the measure. If discontinued, please explain why</i></p> <div data-bbox="204 1917 1343 1980" style="border: 1px solid black; padding: 5px;"> <p>There is no external evaluation yet. 59 unemployed youths have been employed, 2200 youths have been engaged in the project and the city of Gothenburg has been coloured</p> </div>	

since the start in 2014. ⁷⁴ When looking at the future it depends on the funding, new funds will be requested from the European Social Fund.

Measure 6	
Overview	
Name	Start-up Fast Track – spinn of project from BRG Competence centre
Type	<i>Projects (ad-hoc)</i>
Area	Support for self-employment
Access	For foreign-born persons who have previously run companies in other countries to provide them with the knowledge and capabilities to become entrepreneurs in Sweden.
Target group	<input checked="" type="checkbox"/> Tailor-made labour market integration measure (only third-country nationals) <input type="checkbox"/> Mainstream labour market integration measure (for all) <i>If the measure is for all, please describe here how third-country nationals are specifically targeted in the measure</i>
Coverage	<i>Local (region, province, municipality)</i> <i>If "other", please add further information here</i>
Budget	EU funded regional growth project One Stop Future Shop and the research institute SWEREA IVF. Implemented by the municipality of Gothenburg in cooperation with The Swedish Agency for Economic and Regional Growth (Tillväxtverket) and other actors such as the Swedish Public Employment Service and Business Region Göteborg.
Link	https://onestopfutureshop.com/startupfasttrack/ , 31 May 2018.
Description	
<p>M6.Q1. Please describe how third-country nationals can access the measure, notably:</p> <p>u) Elaborate in brief on the conditions and process of accessing for third-country nationals</p> <p>v) Is the measure voluntary or compulsory? Is it provided free of charge?</p> <p>w) If applicable, indicate if there are any differences in conditions for third-country nationals and (EU) nationals</p> <p>x) Are there any reasons for a third-country national to be excluded/to lose access to the measure? If so, which ones?</p> <div style="border: 1px solid black; padding: 5px; margin: 5px 0;"> <p>A tailor-made course for foreign-born persons who have previously run companies in other countries to provide them with the knowledge and capabilities to become entrepreneurs in Sweden. Voluntary and free of charge.</p> </div> <p>M6.Q2. Please describe briefly the context in which the measure has started:</p> <p>z) When was the measure introduced and what was/is its duration?</p>	

⁷⁴ Information given on the website of Let's colour Gothenburg, <https://sattfargpa.se/supporter/>, 31 May 2018.

aa) *Any link with the increase of the migration flow starting in 2015 (e.g. the measure was stopped due to changed priorities, conditions to access the measure changed?)*

bb) *What was the need/purpose to start/implement such measure (e.g. labour market needs in the Member State, need for integration of third-country nationals, changes in integration policies, incentive for a migrant/for an employee)*

cc) *When is the measure provided (e.g. upon arrival, upon arrival until (please add till when) , no determined time limitation)*

dd) *Key activities*

The Start up Fast Track started in 2017 but it is a spin-off project from the One Stop Future Shop-project which started in 2016 to offer business advice and support for start-ups and businesses in the Gothenburg region. The project offers business advice, seminars, workshops and other supporting activities for start-ups and businesses. The aim is to better apply the knowledge and skills of foreign born resident in Gothenburg as well as to support entrepreneurship in Gothenburg. The long term goal of One Stop Future Shop is to contribute to make the Gothenburg region and especially the City district Hisingen into an entrepreneurial and business-friendly place for all and that more people become self-providing. The course is a five week long evening programme where the entrepreneurs learn more about how to start their own business in Sweden focusing on innovative solutions and tools.

M6.Q3. Please briefly describe the implementation modalities, notably:

p) *By whom is it implemented (agency, government institution, NGOs, private sectors etc.), and what are the coordination structures?*

q) *If applicable, are there any reimbursement (totally or partially)/cost sharing possibilities for a third-country national?*

r) *How and by whom is it promoted to third-country nationals?*

A collaboration between the EU financed project One Stop Future Shop and the research institute SWEREA IVF. The project is run by the municipality of Gothenburg (City District of Western Hisingen) in cooperation with The Swedish Agency for Economic and Regional Growth, Drivhuset, Business Region Göteborg and the Swedish Public Employment Service and promoted by the same.

M6.Q4. Please briefly describe the impact of the measure and notably:

z) *Did it meet the anticipated objectives? YES/NO/Partly*

aa) *What are the main outcomes*

bb) *Monitoring and evaluation of impact (please describe the evaluation tools and methodology, if possible specify what indicators have been adopted and how those were measured)*

cc) *Challenges during implementation and remedies applied*

dd) *Likelihood of continuation of the measure. If discontinued, please explain why*

There is no external evaluation yet. The programmed had around 100 participants in 2017. An ongoing project with no indications so far that it is ending.

2.3 PRIVATE SECTOR INITIATIVES TO FACILITATE LABOUR MARKET INTEGRATION OF THIRD-COUNTRY NATIONALS

This section aims to produce a first insight from across a number of Member States and private sector contexts in the form of case studies to identify examples of good or promising practices in private sector initiatives for facilitating access and/or retention of third-country nationals in employment.

Case studies should include initiatives **initiated** by the private sector regardless of whether funding is fully or only partly provided by the private sector (i.e. supported by contributions from external funds including public funds) to third-country nationals within the scope of this study. Measures may include initiatives implemented by private actors alone or in cooperation with third parties as for instance employee or employer organisations, chambers of commerce, NGOs, etc.

The questions should be answered by each NCP and limited to examples from **two industry sectors** (in-exhaustive list below) and for each industry sector chosen NCPs should report on **up to three case studies**

(total of maximum 6 case studies per Member State). You may want to select measures across the different **labour integration areas** (1-7) and the **types of measures** (1-3) summarised in Section 2.2.

Please aim to have a **'representative' group of measures** from small/medium/ large enterprises. Notably, identify examples focussing on **different target groups** (low-medium-skilled, seasonal workers, etc.) as well as on **different sizes of enterprises** from the selected sectors.

Case studies should be based on desk research, secondary data and where appropriate consultation with relevant stakeholders, for example national or European chambers of commerce, employer and employee organisations, etc.⁷⁵

⁷⁵ The Signature of the European Partnership on integration between the European Commission and representatives of Economic and Social partners at EU level, can be a useful reference for taking contact with national representatives of Economic and social partners: https://ec.europa.eu/home-affairs/sites/homeaffairs/files/e-library/documents/policies/legal-migration/integration/docs/20171220_european_partnership_for_integration_en.pdf; it has been translated into all EU languages.

Size of Private Sector Organisation

1. Micro: <10 Employees
2. Small: 10 – 49 Employees
3. Medium: 50 - 249 Employees
4. Large: >250 Employees

Example Categories

1. Low-skilled workers
2. Medium-skilled workers
3. High qualified workers
4. Seasonal workers
5. Family members of nationals and third-country nationals
6. Domestic workers

Type of Private Sector Organisation

1. National
2. International (e.g. with subsidiaries in the Member State)

Industry Sectors

- | | |
|---|--|
| <ol style="list-style-type: none"> 1. Agriculture, forestry and fishing 2. Energy and water 3. Manufacturing 4. Construction 5. Wholesale and retail trade, hotels and restaurants | <ol style="list-style-type: none"> 6. Transport and communication 7. Financial and business services 8. Public admin, education and health 9. Domestic work sector 10. Other services |
|---|--|

Q13. Based on brief desk research of secondary resources and consultations with relevant stakeholders, are you aware of any private sector initiatives supporting or facilitating the labour market integration of third-country nationals in the scope of this study, within your MS? (YES/NO).

No, not for third-country nationals within the scope of this study but more generally for foreign born persons and women.

Q14. Which industry sectors were the case studies selected from and on what grounds has the selection taken place? Please indicate a maximum of two sectors.

Wholesale and retail trade, hotels and restaurant sector: Yalla trappan, a small enterprise, addresses foreign born women, resident in a disadvantaged neighbourhood in Malmö. The aim is twofold to reduce the unemployment among foreign born and to make these women self-sufficient. The enterprise is selected as the aim is in line with the goal of Swedish integration policies and Yalla trappan is often referred to on seminars and studies looking at integration.

Manufacturing: ABB, a multinational company, who according to statistics from the Swedish Migration Agency is the sixth largest company to recruit third-country nationals in 2017. The company is selected to exemplify measures available for labour migrants as this is the scope of the study. However they are not targeted when looking at Swedish integration policy as employment is in place when arriving in Sweden.

Please fill out the table describing private sector measures and please copy the table below for further measures.

Private Sector - Measure 1

Overview	
Name	Yalla trappan
Company size	<i>Small: 10 - 49 Employees</i>
Company type	<i>National</i>
Sector	<i>Wholesale and retail trade, hotels and restaurants</i>
Area	<i>Training and qualification</i>
Access	Unemployed immigrant women lacking access to labour market due to weak language skills, none or minimized work experience and/or limited education.
Target group	<input checked="" type="checkbox"/> <i>Low skilled,</i> <input type="checkbox"/> <i>Medium skilled,</i> <input type="checkbox"/> <i>High skilled</i> <input type="checkbox"/> <i>Specific group such us vulnerable, young, female, seasonal workers, etc.</i>
Coverage	Local (region, province, municipality) <i>If "other", please add further information here</i>
Budget	Yalla trappan is a non profit social enterprise, organized as a womens's cooperative. Started with funding from the European Social Fund and is now a social enterprise with its own business.
Link	http://www.yallatrappan.se/yalla-trappan/allt-om-yalla-trappan-18713877 , 31 May 2018.
Description	
<p>PSM1.Q1. Please briefly describe the main feature of the measure, notably:</p> <p>a) <i>Targeted phase of employment (attracting/hiring third-country nationals, early career support, continual development, facilitating access to national professional networks)</i></p> <p>b) <i>Objective and main activities</i></p> <p>c) <i>Cooperation framework (for instance if the measure is implemented in cooperation with third parties, including employees or employers' organisations, chambers of commerce, NGOs etc.</i></p> <p>d) <i>How can third-country nationals access the measure? Are they selected?</i></p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Creating job opportunities for unemployed foreign born women; labour market introduction, internship opportunities in the area of coffee shop/catering, sewing, cleaning and conference services. Located in Rosengård, a neighbourhood in Malmö which is described as a deprived area, the enterprise is therefore addressing alienation and social exclusion. Cooperating with the municipality of Malmö and other employers to create jobs such as IKEA for a sewing service. The Swedish Public Employment Service is referred to if interested in participating in any of the labour market measures.</p> </div>	

PSM1.Q2. Please briefly assess the impact of the initiative, namely:

- a) Describe if the measure has been evaluated and if so what were the findings, what monitoring and evaluation tools (self-evaluation, external evaluation...) have been used (please specify indicators used if possible)
- b) Elaborate on achievements of set objectives and main outcomes
- c) Elaborate on challenges and remedies adopted (e.g. structural barriers/facilitators, levy schemes-grants to compensate funding gaps, taxation incentives etc.)

Yallatrappan started in 2006 as a project and is now a non-profit social enterprise with 30 employees. An external evaluation that was made in 2010, in form of a research report at the department of Sociology of law, University of Lund,⁷⁶ came to the conclusion that many of the objectives have been met; such as upskilling, vocational training, job placement and business have been established in a deprived area which has created a contact point to counter social exclusion and alienation.

Overview	
Name	Relocation Service Program for ABB
Company size	Large: >250 Employees
Company type	International (e.g. with subsidiaries in the Member State)
Sector	Manufacturing
Area	Enhancement of intercultural/civic relations in the work place inclusion
Access	Third-country nationals employed at ABB in Västerås/Ludvika in Sweden who are in need of a relocation program.
Target group	<input type="checkbox"/> Low skilled, <input type="checkbox"/> Medium skilled, <input checked="" type="checkbox"/> High skilled <input type="checkbox"/> Specific group such as vulnerable, young, female, seasonal workers, etc.
Coverage	Local (region, province, municipality) If "other", please add further information here
Budget	No information available, ABB procures the service.
Link	https://www.hr-webben.lu.se/kompetensforsorjning-fran-rekrytering-till-avveckling/internationell-personal/relocationtjanster , 1 June 2018..
Description	

⁷⁶ A research report, *Projekt Trapphuset Rosengård Utbildningsverkstad och empowermentstation för invandrarkvinnor på väg mot arbete: En rättssociologisk undersökning av målluppfyllelse, genomförande och normstödjande arbete Slutrapport från den externa utvärderingen*, 2010:1, <http://portal.research.lu.se/ws/files/3632882/1714741.pdf>, 31 May 2018.

PSM2.Q1. Please briefly describe the main feature of the measure, notably:

- e) Targeted phase of employment (attracting/hiring third-country nationals, early career support, continual development, facilitating access to national professional networks)
- f) Objective and main activities
- g) Cooperation framework (for instance if the measure is implemented in cooperation with third parties, including employees or employers' organisations, chambers of commerce, NGOs etc.
- h) How can third-country nationals access the measure? Are they selected?

Relocation services are offered to facilitate the integration of employees recruited abroad in Sweden. Different services are provided: pre-arrival (information on housing and schooling, a welcome information package, a consultant, orientation tour of the city), settling in service (orientation tour, assistance with local registration, setting up bank account/telephone/Internet/driving license, introduction to community resources), cultural/language training, assisting in immigration processes and finally spousal support. There are different providers of relocation services. This is one example to illustrate the package available for third-country nationals employed by one Swedish company.

PSM2.Q2. Please briefly assess the impact of the initiative, namely:

- d) Describe if the measure has been evaluated and if so what were the findings, what monitoring and evaluation tools (self-evaluation, external evaluation...) have been used (please specify indicators used if possible)
- e) Elaborate on achievements of set objectives and main outcomes
- f) Elaborate on challenges and remedies adopted (e.g. structural barriers/facilitators, levy schemes-grants to compensate funding gaps, taxation incentives etc.)

There is no external evaluation yet. The programme illustrates the need of a variety of services as the measures offered by the municipalities is limited to Swedish tuition for immigrants and civic education course.

Conclusions (optional)

Q15. With regard to the aims of this study, what conclusions would you draw from your findings?

Note: The text in this part will serve as a source when compiling the synthesis report.

Integration is high on the agenda in Sweden due to high and increasing number of foreign born residents in Sweden, especially after the strongly increased number of new arrivals in 2015. The main target groups within the scope of this study are however not the same as the target groups of Swedish labour market policies, which focus much on newly arrived beneficiaries of protection and their families. According to the OECD, Sweden is together with other Nordic countries a destination country with significant recent and humanitarian migration. Target groups of Swedish policies are therefore beneficiaries of international protection, which were within the scope of an earlier EMN study on labour market integration. The focus of Swedish policies in this regard have not changed since 2014 rather the opposite. The basic feature of Swedish policy however is that measures are generic and that some of the measures introduced have therefore become available for all job seekers enrolled at the Swedish Public Employment Service. Target groups are foreign born women, young persons without education from Upper Secondary School and disabled persons.

Sweden has a strong labour market and labour shortages in sectors such as construction, education, health, science, engineering and information, communication and technology (ICT). One problem though is the mismatch, the demand of the labour market and the supply of skills among foreign born. One important measure is therefore upskilling, validation of both informal and formal skills. Many of the measures recommended in the Action Plan from the Commission are already in place in Sweden. Another problem is matching, the majority of the job placements are not made by the Swedish Public Employment Service. Important is therefore to create networks or linking employers and foreign born job seekers. Another goal

is to enhance the incentives for employers to recruit foreign born people. One measure are subsidised jobs offered by the Swedish Public Employment Service. According to some reports it takes five to ten years to enter the Swedish labour market. The question raised is therefore if it is possible to speed up the labour market integration. How fast depends on the skills and the qualifications of the jobseeker. Low skilled jobs are sparse in Sweden and can in the long run hinder further upskilling. The employability improves with Upper Secondary School and Higher Education. The negative side is the time it takes to accomplish Higher education hence to become self-sufficient.

However it is not only a question of how well the foreign born person can match the demand of the Swedish labour market, there is as well the issue of how efficient the current measures are. A number of measures have been outlined in the study. One problem was to identify measures addressing foreign born people in general and not beneficiaries of protection in particular, another to identify measures addressing different labour integration areas as the majority of measures is directed towards training and qualification. Further to this there is a lack of external evaluations especially when looking at measures implemented by the civil society. Even if there is an evaluation there is the problem to identify the reason behind a person finding an employment as there might be several reasons and not necessarily only the respective measure in place. Measures can be assessed by looking at the number of participants, the coverage or their duration. However, these factors do not necessarily reveal the efficiency of the measure. Outlined in the study are different measures that address foreign born people not only to enhance their employability but as well to integrate them into the Swedish society. This study will not answer the question how efficient these measures are but it presents an overview of measures that are identified as good practices.

Finally the outcome of Swedish labour market policies is as well dependent on how efficient the actors implementing these policies are. An ongoing government appointed enquiry is currently investigating the Swedish Labour Market and the role of the Swedish Public Employment Service. The enquiry is trying to identify those tasks of the Swedish Public Employment Service that do not constitute an exercise of official authority and that therefore could be outsourced to other stakeholders. The Swedish Public Employment Service is still the main actor but the municipalities are an important stakeholder as well, as is the civil society. The number of actors involved have above all increased since 2014. The cooperation and collaboration among these actors is therefore important for the outcome.

When looking at how well Sweden has performed according to the EU action plan on integration, there is one area of improvement, pre-departure or pre-arrival measures. The Swedish Institute has been tasked by the government in office to produce the website "Working in Sweden" in order to facilitate for foreign employers, employees and entrepreneurs planning to start a business or find work in Sweden. Pre-departure language and/or job-related training are recommended in the action plan as support provided as early as possible is beneficial and can speed up the integration process. The private sector is offering relocation services to facilitate for third-country nationals coming to work in Sweden, one example illustrated in the study is the Swedish company ABB. The services offered by the municipalities are limited to Swedish tuition for immigrants and civic education courses. What becomes obvious is that integration is more than just finding employment. Segregation and discrimination are problems that need to be countered in order to achieve a well-managed integration and consequently a successful migration policy. Integration has become one of the major issues in the public debates ahead of the forthcoming election in Sweden in September 2018. How the government has handled integration might have an impact on the outcome of the election and consequently on future migration and integration policies.