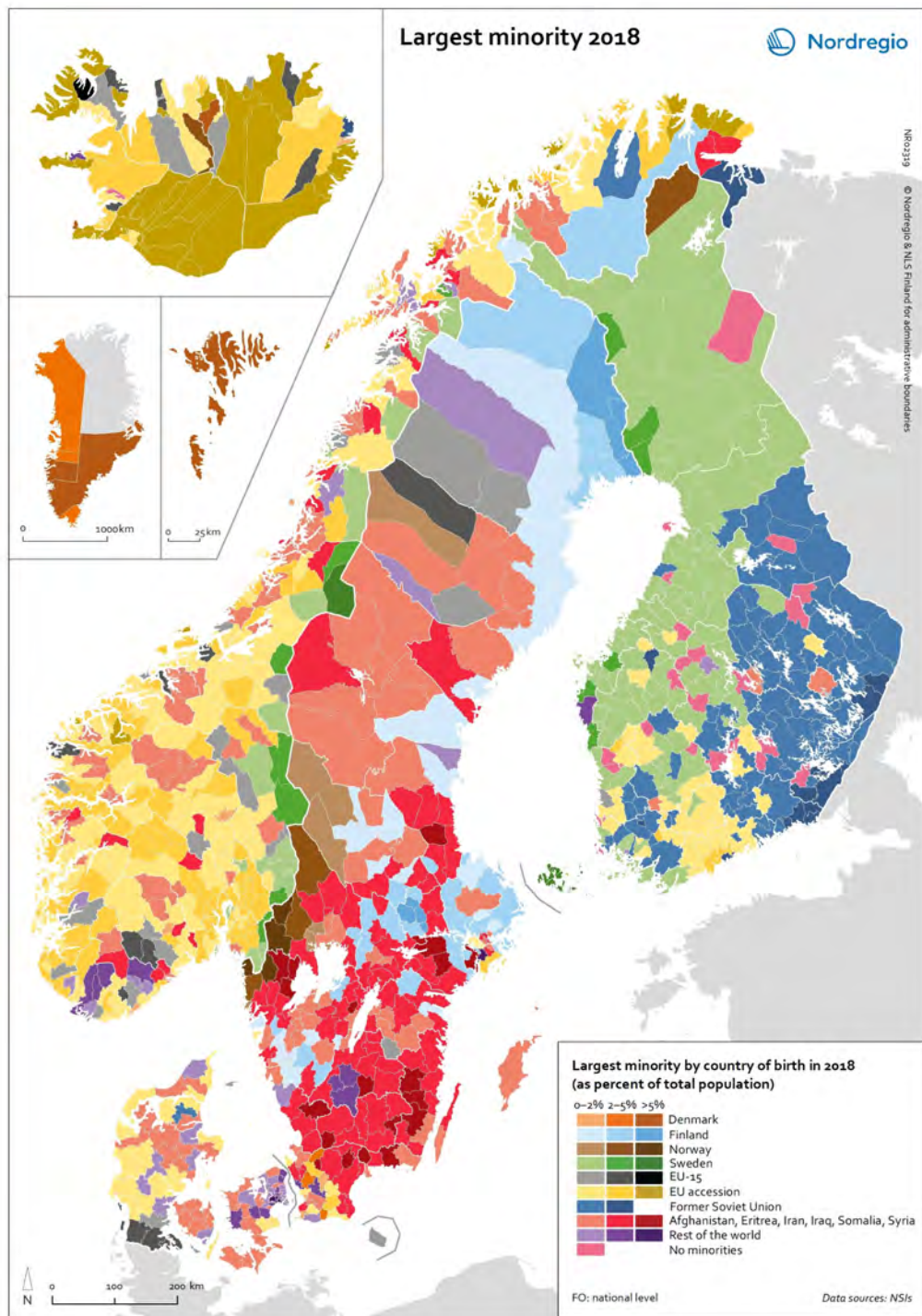


With the high levels of immigration to the Nordic countries in recent decades, there has been an increase in the foreign-born populations in almost every municipality.



- The figure shows the largest minority group in each of the municipalities and the share which that group makes up of the total municipal population.
- In all Nordic municipalities, the native-born population is the majority group, i.e. Finns are largest in all Finnish municipalities
- There are not, yet, any majority-minority municipalities
- Largest minority group represents historical migrations such as Finns into Sweden and more contemporary migrations such as refugee-sending countries into southern Sweden.

Case study regions

Island:
Ísafjörður kommune, i Vestfjordene

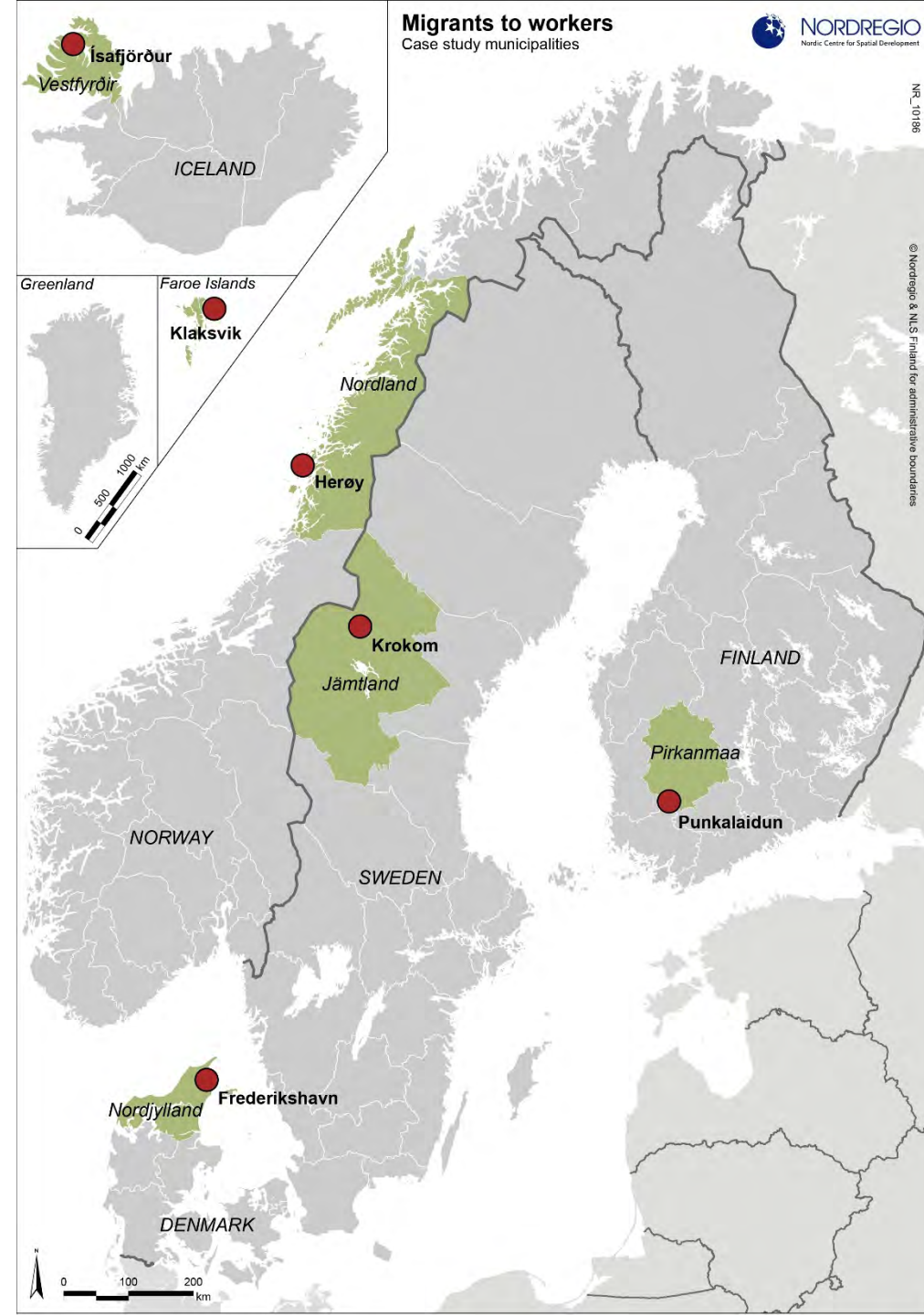
Norge:
Herøy kommune, Nordland Fylkeskommune

Sverige:
Krokom kommune, Jämtland

Finland:
Punkalaidun kommune, Pirkanmaa
region

Danmark:
Frederikshavn Kommune, Region Nordjylland

Færøerne:
Klaksvíks Kommune



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FINL
Pirkanmaa
Municipality of Punkalaidun



Meeting with town council in Punkalaidun



Worker from Myanmar assembling coffins in Punkalaidun



Dancing with Syrian refugee family



**FINLAND
Pirkanmaa Region
Municipality of Punkalaidun**

Region Jämtland - Härjedalen



Integration coordinator in
Krokom

From Migration to worker

Ísafjörður municipality - Iceland



Immigrants are an important part of the workforce

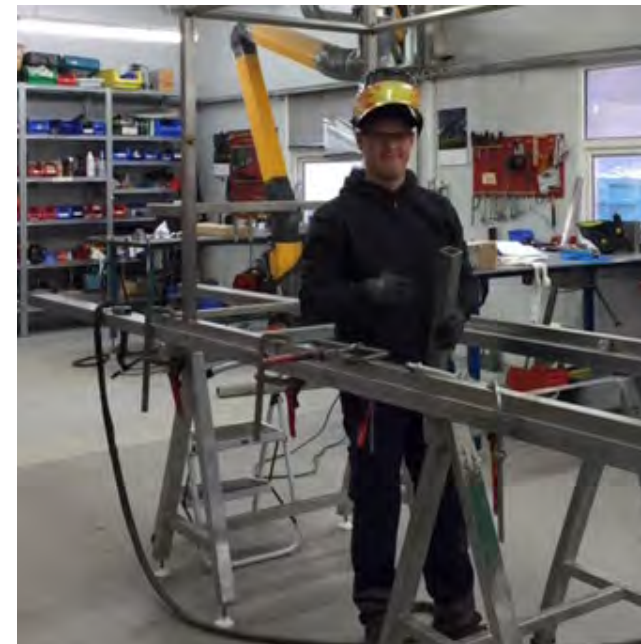
- Some industries and companies in Ísafjörður municipality would not exist without immigrants
- Many immigrants work in jobs that the native don't want to work
- Workplaces where Polish is predominant language



Filipino fisherman in Flateyri



Workers at fish processing plant in Sudureyri



Polish welder in Ísafjörður



Bodø, Norway

- Fishing, fish processing, tourism
- Many foreign workers, some refugees and asylum seekers
- "We haven't recruited new workers in years. If we hire one Polish worker, there will be ten more at the door", Human Resources Manager at fish processing plant



Interviewing refugee from Syria

Herøy municipality

- Fish processing is main industry
- Combination of labor, family, and refugees
- Nearby refugee resettlement center
- Good program for integration and job placement

Conclusions

- Migration into the Nordic region is likely to continue, albeit not at levels of 2015 to 2016, and likely lower as a result of pandemic and economic slowdown.
- Integration will remain a challenge in spite of well-established policies and programmes in place
- A key conclusion is that no single policy is enough to fully integrate these newcomers into the labour market. A nuanced combination of education, active labour market, social benefit and wage policies are needed.

