

FAB project

City of Stockholm research report - challenges regarding refugees on labour market

O1 - Increased knowledge on refugees' situation in partners' contexts and on main policy and practice drivers in place
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Summery

In recent years, due to the large influx of refugees and newcomers, many new laws have been introduced in Sweden regarding the reception. Regulations on national level have been affected by this, and also the municipalities to a large extent. The PES – The Public Employment Service have the responsibility to offer all the newcomers, after they receive their residence permit, an organised plan for 24 months with focus on introduction to the labour market. The municipality is responsible to offer SFI – Swedish for Immigrants and civic orientation, adult education and civic orientation that is included in the plan. The municipality is also responsible to offer housing for those who need, school and day care services.

Women especially face a difficult obstacle in entering the labour market, due to the fact that they more frequently lack educational background, experience in the labour market, have a limited network and also often have the main responsibility for the family.

In order to overcome the obstacles, the City of Stockholm offer day-care, friendship matching, flexible SFI and combination of language and vocational training in order to shorten the way to the labour market, and inclusion in society.

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Partner research report - challenges regarding refugees on labour market

1. Governance, structure and strategy

1.1 Direct and indirect responsibilities

Which institutions are involved in a) the admission of refugees and b) the labour market integration of refugees?

What are their specific tasks a) in general and b) with regard to refugees?

When a refugee arrives in Sweden, he or she needs to register as an asylum seeker at the Migration Agency, which is a state institution with offices throughout the country.

In the case a refugee is granted a residence permit, and now a “newcomer”, the responsibility shifts to the Public Employment Services, that is in charge of the newcomer’s establishment program, and the municipality that is responsible to offer school and day care for children, and language courses for adults. The municipality may also be responsible to offer housing for the first 24 months after the permit is granted.

The government’s policy about integration of newcomers state that:

“The introduction system needs to be more effective. The aim should be to enable newly arrived women and men to go on to work or study within two years. [...] The Government wants to align regulations concerning the introduction system with the labour market policy regulatory framework in general.

The Government believes it is important that the proportion of women in labour market-related measures and women entering the world of work increases, and that women and men are given the same opportunities to become established in working and community life.”

The main institutions involved in the reception of refugees in Sweden are:

The Migration Agency:

In Sweden, the Migration Agency is the authority that considers applications from people who want to take up permanent residence in Sweden, visit, seek protection from persecution or get Swedish citizenship.

In the reception of refugees, the Migration Agency provides housing (mainly in larger facilities spread throughout the country) and money for food to asylum-seekers, while they wait for a decision in their asylum case. If the application of an asylum-seeker is rejected, the Migration Agency is actively involved in the process of having this person leave Sweden.

Once a foreign national has been granted a residence permit in Sweden, it is primarily the job of the Swedish municipalities and county councils, along with the Swedish Public Employment Services, to be involved in the integration into the Swedish society.

The Municipality:

The municipalities in Sweden are responsible for most of the community service available. Among the most important tasks that the municipalities take care of are preschools and schools, social services and elderly care.

According to the Settlement Act of March 1, 2016, all municipalities in Sweden are to receive and arrange housing for newcomers as directed to the municipality from the Migration Agency.

Since 2016, the City of Stockholm have received municipal-commissioned newcomers from the Migration Agency's residential properties.

The City of Stockholm has chosen to provide temporary housing with short-term contracts with no right of ownership. Property owners for temporary housing are the city's Social Housing Foundation or the city's Social Administration. The goal is for the newcomers themselves to find a more lasting home after the initial 24 months.

Most newcomers arriving in the city arrange their own accommodation right from the start, since many already have connections or relatives in the area.

Unaccompanied minors assigned to the City of Stockholm may live in a family home or in accommodation. They go to school and also get help finding suitable leisure activities. Everyone under the age of 18 is assigned a trustee who helps them with different social contacts and ensures that they receive the support they are entitled to.

Public Employment Services (PES):

The Public Employment Services mission is to contribute to a well-functioning labour market for both jobseekers and employers. The agency do this by helping job seekers to find jobs, and companies to find the right skills.

An important task for the PES is also to equip those who are further from the labour market. In this way the agency can help prevent exclusion and increase employment in the long run.

When a person has obtained a residence permit, she/he must register at the PES in order to participate in the introduction program that is offered for 24 months. The agency make a survey of previous experience and competencies in order to find the most suitable path for the newcomer in order to start studying or working.

The PES establishes an individual plan together with the newcomer, and in collaboration with the relevant municipalities, authorities, companies and organizations. The plan should normally include full-time activities (40 hours / week), which include Swedish for Immigrants (SFI), Civic orientation and other types of courses.

The Social Insurance Agency decides on benefits connected to the establishment program, and is responsible for the administration regarding payment.

County Council:

All newcomers are offered a health check-up by the County Council (health department). This is important to be able to help people with an illness, as well as to prevent spread of diseases.

The County Board:

The county boards coordinate the allotment of newcomers to the municipalities throughout the countries. The number of people allotted to each municipality is based on:

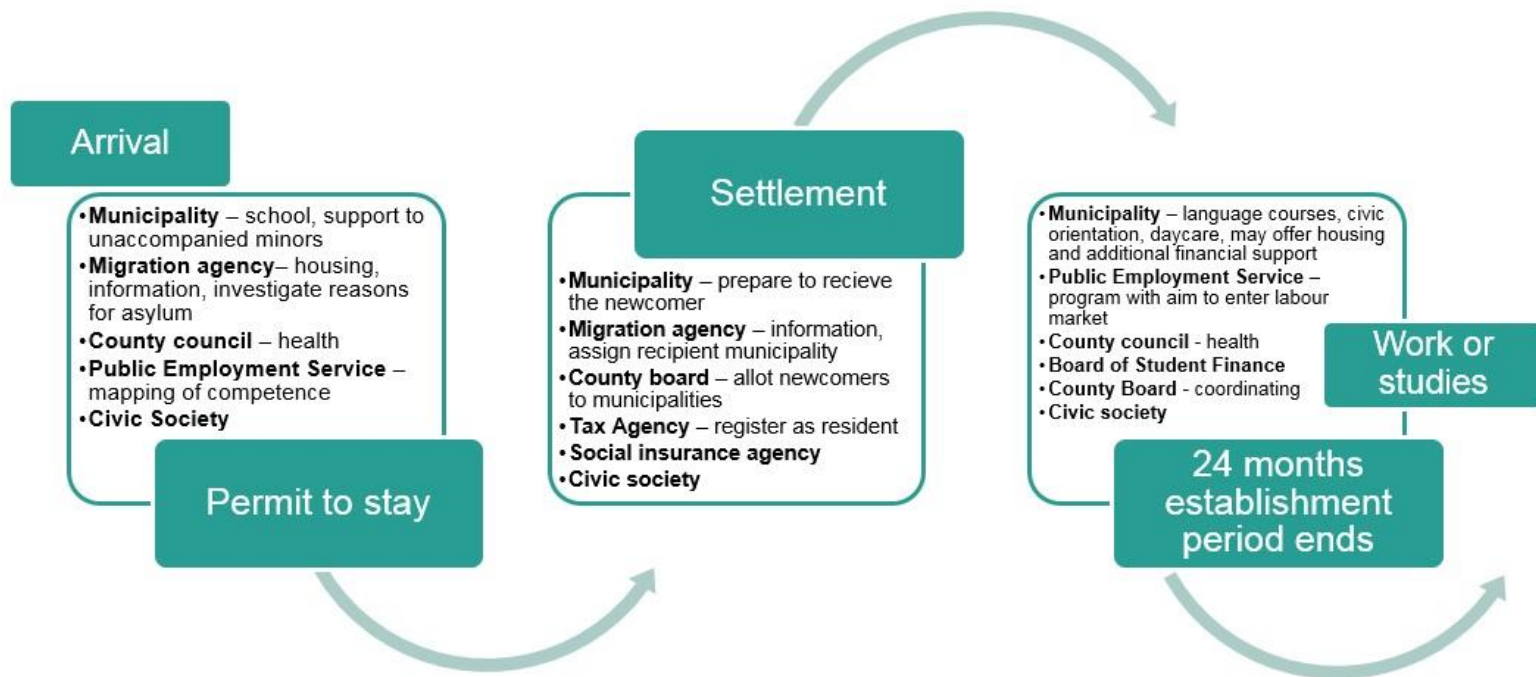
- the size of the municipality
- the labour market in the region
- the overall reception of newcomers and unaccompanied minors
- how many asylum seekers that reside in the municipality

This is a challenge, since where there is an expansive labour market, there is also usually lack of housing.

The county board also coordinate funds that the civic society and municipality can apply for to carry out activities for asylum seekers.

1.2 Cooperation and consultation

How do the institutions described under 1.1 cooperate? Feel free to enter a flow chart or other image here.



1.3 Strategic framework at local level

Is there an explicit strategy for labour market integration of refugees on the local level? If so, please describe it. If not, are there other (implicit or non-local) strategies that determine or influence the action taken with regard to labour market integration of refugees?

The reception of newcomers is a shared responsibility for the whole of Sweden. Based on their own situation, all municipalities must join in and take responsibility for the reception of newcomers to enhance their opportunities to become established in working and community life. A more evenly shared reception is also important for combating social and ethnic housing segregation. Effective reception at municipal level is crucial for the establishment of newcomers; it is in municipalities that people live and work.

The aim is for newcomers in Stockholm to learn the Swedish language, to be occupied by work or education, and to obtain a more sustainable housing situation.

In order to have an overall view of needs and to complement each other in most efficient way, the PES in Stockholm and the City of Stockholm have agreed on a Local Agreement. This is revised

regularly to being able to adjust to present conditions and arising needs.

In the City of Stockholm; to even further support the reception of newcomers, the Municipal Council made a political decision for 2018:

- City districts in Stockholm shall offer initial social support for newly arrived immigrants.
- Each city district shall develop forms to meet the target group.
- The Labor Market Administration coordinate the work with the social support.

Definition of the initial social support:

- Complement to other municipal labour market and establishment measures.
- Practical support to handle everyday tasks through information, counseling and guidance.

Goal for the initial social support:

- Shall help newcomers to enter the labour market, studies and self-sufficiency as soon as possible.
- Facilitate the establishment process and introduction to the society.
- Shall be equal for all newcomers regardless where in the city she/he lives.

Cooperation with civic society and employers in the area of integration is also part of the local strategy:

“There is a strong commitment to social sustainability and integration among actors in the private as well as non-profit sectors, such as civil society, and the city will take part of it. Collaboration that promotes integration, developed social networks, more paths to work and social innovation will be developed.” (City of Stockholm Budget 2018)

1.4 Changes brought on by the influx of refugees and asylum seekers

Has the influx of refugees and asylum seekers brought change with regard to a) the responsibilities of different institutions, b) their cooperation, c) the strategic framework? If so, please describe.

The European countries received more than 1.2 million asylum applications in 2015. In relation to population,

Sweden was the country that received the most asylum seekers - 163 000. Since then the number of asylum seekers has reduced significantly. In 2016, barely 29,000 persons came to Sweden, which is in line with the figures 2009-2010. This is first of all, a result of changed laws. The government decided to introduce a more strict control at the borders, that all people entering must have a valid id and should seek for asylum. The reason is to be more aligned with the general reception of the EU.

On the other hand, the Swedish refugee quota has increased from 1,900 to 5,000 places since 2016. Sweden is now the third largest recipient country.

A new law regarding temporary permits was launched in 2016, valid for three years, currently until 2019. The temporary law states that a person in need of protection as a rule receives a temporary residence permit for 13 – 36 months, which is extended if the person still has protection reasons when the residence permit expires. The residence permit may then become permanent if the applicant is able to provide for him-/herself and his/her relatives who seek residence permits. In addition, for those who have not yet reached the age of 25, the individual must have completed a secondary education or equivalent.

To make the reception of newcomers more equal and spread out through the country – a new law was introduced in 2016, where all municipalities are obliged to receive newcomers (this was voluntary up until then). The Country board decide on the number of newcomers from the Migration Agency's residential properties that each municipality is to receive and offer housing. This has increased the responsibility for newcomers to all of the municipalities in the country.

2. Context – statistics

2.1 Population in partner city

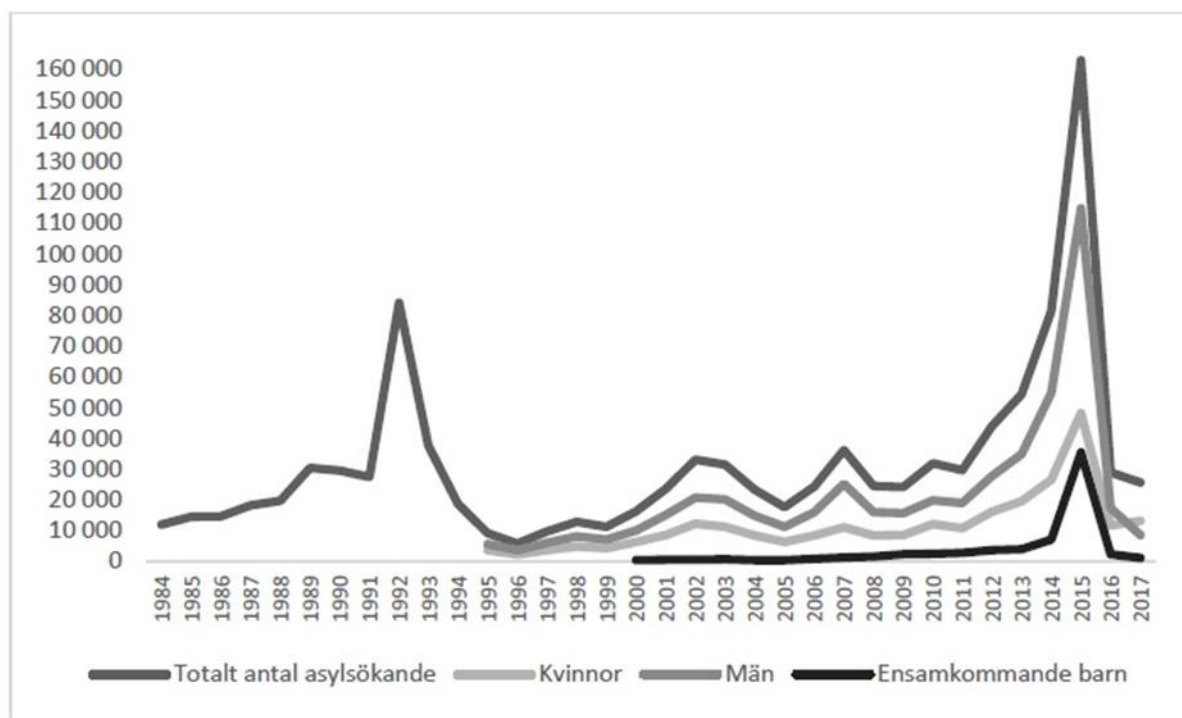
The population of the City of Stockholm is just under 1 million people. 24% of them has an immigrant background.

2.2 Refugees and newcomers

2.2.1 Development in recent years

Illustration of amount of people seeking asylum in Sweden 1984-2017:

Figur 3.1 Antalet personer som har sökt asyl i Sverige 1984–2017



Källa: Migrationsverket.

In 2016 a total of 3 793 newcomers with a residence permit arrived in Stockholm, of whom about 40% were women and 60% were men.

In 2017 the City of Stockholm received 5 401 according to the Migration Agency. That was the highest number since the peak of newcomers in the 90's.

In 2018 the City of Stockholm is obliged to receive 1 882 newcomers and offer housing for them in the city. As already mentioned, since most newcomers choose to arrange their housing on their own – the actual number of people is considerably higher.

As a result of the new law and regulations introduced in 2016, fewer people are coming directly to Sweden, and to Stockholm.

2.2.2 Country of origin

The five most common countries of origin in the 2000's are:

- Syria
- Iraq
- Afghanistan
- Somalia
- Stateless

The five most common countries of origin are (June 2018):

- Syria
- Iraq
- Iran
- Eritrea
- Georgia

2.3 Unemployment rate

The unemployment rate for the country is 6,7%, for immigrants this number is 15,3%.

In Stockholm, the unemployment rate is 5,8%, for immigrants this number is 13,7%.

Particularly third national women with short or no education stand far from the labour market.

The employment rate for foreign-born women in Sweden is 64%, which is comparable to 73% for foreign-born men, 84% for domestic-born women and 86% for domestic born men.

The reason for the differences can be found in both individual and structural explanations. Women's opportunity to participate in the introduction program and in the end the labour market is affected, among other things, by ill health, family situation, educational- and vocational background, but also what types of activities offered, the agency's treatment, the design of parental insurance and discrimination among employers.

3. Labour migration policies at local level

3.1 Policy measures

Today, the work with refugees and newcomers is based on the city's vision "Vision 2040 - A Stockholm for all". The vision state that anyone coming to Stockholm from another country is to be given a quick introduction and that the city is going to collaborate with

associations and employers to support the establishment on the labour market.

In the City's budget for 2018 the need to support and target female newcomers is recognized:

“Many foreign-born women are far from the labour market, for example because they lack education, work experience, Swedish language skills and / or suffer from mental or physical ill health. Discriminatory structures also make it difficult for many within the group to enter the labour market. This is a key target group to promote increased participation, gender equality and integration.”

3.1.1 Language competences

Please describe the typical path(s) of language acquisition for a refugee.

Which institutions are involved?

Which specific / additional measures have been implemented recently to improve or fasten language acquisition? Which measures have been adapted to match new needs?

Are there any specific measures for women?

Swedish For Immigrants (SFI) is the responsibility of the municipality. SFI is normally included in the newcomers establishment plan. The course is individual and the studies are planned based on each and every one's prerequisites. Each student make a survey that forms the basis for his / her own study plan. There is an opportunity to study SFI on a full-time or part-time basis. The studies can be combined with work, internship, other studies and / or preparatory work. There is also SFI with a focus on different professions, for example for doctors, teachers, engineers, economists, truck drivers and more. Each course contains national tests.

The unit for language support at the Labour Market Administration started as a EU-funded project, but is now a permanent measure. The unit offers newcomers an introduction course for 5 weeks, lead by a teacher and also offer language support by an employee that speak the participant's native language ("language supporter"). After the introduction course, the participant is matched to a workplace after the persons interest for a three months long internship. The "language supporter" will support both the participant as well as the employer in translation and explanation of

lingual or cultural differences. Languages offered by the supporters are: Somali, Arabic, Tigrinya and English.

In the recent years “fast tracks” have been developed, that means that language studies is being combined with vocational training. The fast tracks aim to offer internship, language training and education in a coherent process and the goal is to shorten the time from arrival to work, making sure that the newcomers are matched to the right jobs and ensure the provision of skills to the industries in which there is labor shortage.

3.1.2 Information and counselling services

Please describe the most important information and counselling services for refugees with regard to the labour market?

Which institutions are involved?

Which specific / additional services have been implemented recently to improve information and counselling of refugees? Which services have been adapted to match new needs?

Are there any specific measures for women?

The PES is responsible for the 24 months long introduction programme. Activities in the program include SFI – Swedish for immigrants and Civic orientation, as well as work preparatory activities (e.g. internship and validation of education and professional experience) according to the newcomer’s situation, background and needs.

The civic orientation is a 72 hours long course offered to newcomers in Stockholm. The participants learn how the Swedish society works and about their own rights and obligations. The course includes information in the areas of:

- Health
- Authorities and municipalities
- Work and education
- Democracy and participation
- Family and living in Sweden

Intro Stockholm – When newcomers who are directed to the city by the Migration Agency arrive to the city, Intro Stockholm helps out with contacts with authorities and ensures that people can move into a temporary residence. Intro Stockholm functions as a support in the first weeks on arrival in Stockholm, by support in applying

for social security numbers, signing a home insurance, signing up for housing queues and more.

As mentioned before, from 2018 the city districts will provide initial social support to all newcomers in the district of which some have settled in Stockholm by own choice. The support adapt to the local needs, some city districts offer support at the local municipal office, others also include outreach work.

3.1.3 Skills development and vocational training

Please describe the typical path(s) of skills development and vocational training for a refugee.

Which institutions are involved?

Which specific / additional measures have been implemented recently to improve or fasten skills development and vocational training for refugees? Which measures have been adapted to match new needs?

Are there any specific measures for women?

Both the municipality and the PES offer vocational training. The PES mainly offer shorter programs in fields of work where there is need of labour force, where the municipality offer a wider range of programs and courses. From this year all newcomers are obliged to study if the PES assesses it necessary, therefor the collaboration between the PES and the municipalities is very close in this area.

Vocational training - the vocational programs at the Labour Market Administration are primarily for those who lack a degree / final grade from upper secondary school. But those who already have a grade from upper secondary school or maybe higher education are welcome to seek, and might be accepted if there are still spaces left.

The student can combine single courses that suit your interests and needs, or choose a complete course package that usually lasts 1-3 semesters.

Vocational College - post-secondary education in 1-2 years. The programs are developed in consultation with employers and a large part of the education takes place in the workplaces.

Apprenticeship programs - apprenticeship programs are offered within professional areas where labour is needed, and therefore it is easier to get jobs. The goal is for the student to get a job after finished education. Most programs are 1-4 terms long.

Apprenticeship programs are primarily aimed at those who do not have a high school or final grade from upper secondary school, who want to study a vocational education at a workplace.

Professional SFI courses shortens the way to work and vocational training. This type of SFI course gives the student the chance to learn Swedish in a natural context. The goal is to master the language at a workplace or at vocational training after completing SFI. Studies are full days for 1.5 years, with Swedish language classes in the morning and vocational training throughout the afternoons. During this period the students experience three practical periods of five weeks each. Popular programs among women are children and leisure, and care.

Internships may be part of the newcomers introduction program of the PES. After 24 months, it may also be offered by the municipality through the Job Centre.

3.1.4 Other

Are there further important policy measures at local level that support labour market integration of refugees?

Civil Society Public Partnership (CSPP) is a way of collaboration with civic society that was first launched in 2010. The partnerships is based on a mutual ownership of a measure that is best carried out in collaboration between the public sector and the civic society. In recent years this type of collaboration has developed, several of them in the area of integration. An example is Duo Stockholm – a collaboration with a NGO regarding matching of newcomers with a local friend in Stockholm in order to broaden knowledge and networks. The City Council decided in November on guidelines of the use of CSPP in the City of Stockholm and encourage further collaborations in areas where joined forces between sectors are a strength.

4. Challenges

4.1 Main challenges in integrating refugees and asylum seekers in the labour market

What are the main challenges in integration refugees and asylum seeker in the labour market in the short and the long term?

How do you deal with these challenges on the local level?

Generally speaking newcomers limited Swedish human capital, that is, little experience in the Swedish labour market, poorer knowledge of the Swedish language and, in some cases, lower education, affect their ability to enter the labour market.

Educational background – The demands for education on the labour market have increased in recent decades and the likelihood of having a job and higher pay increases with education. While the level of education has increased among newcomers in recent years, the differences between groups have increased. Above all, women from some African countries tend to be a group with very short educational background.

The City of Stockholm offers adult education on primary or secondary school-level. It is also possible to get an education to a specific profession as a nurse, a florist, financial assistant or plumber. Single courses to gain admission to a vocational college or university are also available.

Language – Both Swedish and international studies show that knowledge of the country's languages is one of the factors that has the greatest significance for how newcomers manage on the labour market. It also seems to be a difference between genders, in which that Swedish language skills are not equally important for men and women. Men appear to a greater extent than women to be able to get work despite lack of knowledge in Swedish, which possibly can be explained by men's and women's traditional labour markets have different demands on language skills, where women tend to enter professions that interact more with other people.

All newcomers get the opportunity to attend Swedish for Immigrant classes; the courses are adjusted to the student's previous experience – from illiterate background to university degree.

Network – Studies have shown that between one and two thirds of all jobs are mediated through informal contacts, and that social networks are therefore of great importance in recruitment processes. This is not only a problem for newcomers having a limited network, but also a challenge where employers lack networks where newcomers are included.

Many civil society organizations work actively to build social networks for people with a foreign background, including through vocational mentoring programs or through meeting places where established people and newcomers can meet.

Health – Most refugees encounter mental and physical stress before, during and after the escape itself due to war, conflict or other threats. Mental illness can then have a significant impact on the individual's establishment and inclusion in the new society. Research has shown that 20-30% of asylum seekers and refugees who come to Sweden are expected to suffer from mental illness.

Female refugees run a greater risk than men to suffer from poor health, women often have the greatest responsibility for children and the ill in the family, but at the same time often have less access to resources. Domestic violence occur to a greater degree among people in traumatized groups and especially affect women. Experienced trauma, lack of social networking, domestic violence, uneven distribution of unpaid housework and gender and ethnical discrimination are important factors for the women's health situation.

All newcomers get the opportunity to get a health check when they arrive in Sweden, to identify health issues that the refugee may have. Staff working with newcomers (at the PES, municipality etc.) get education about PTSD in order to be able to identify different signs that the newcomers might show, and to refer them to the right instance for adequate help and support.

4.2 Specific challenges regarding women

What are the main challenges in integration female refugees and asylum seeker in the labour market in the short and the long term? How do you deal with these challenges on the local level?

Factors that contribute to the challenge for female newcomers to enter the labour market are:

Lack of experience, both from labour market and lack of education. Many women suffer from poor health, which is an obstacle in order to be able to partake in activities and to be focused on the future. Women are mainly responsible for the family and the home, so the idea that women should take part of the labour market is not always obvious; this is a mind-set that might be a challenge to overcome.

The SFI language courses are offered both in different pace, and in different times of the day, to suit the different needs of students. Children are offered a place at day care at low rate, so all parents are free to attend the courses. Courses are also offered to students on parental leave.

In order to overcome the mind set where women take less part of the labour market, information about equality and expectations from the Swedish society is given both in civic orientation, at SFI and officers at the PES also explain the importance of adapting to this way of living.

Health is a topic that is incorporated in both the civic orientation and sometimes in the SFI. That includes both theoretical aspects, like information about nutrition, the importance of exercise and the help you can get from the public health sector, and also practical

activities that may include learning how to ride a bike or walk-and-talk-lessons.

The civic society offer different meeting points aiming towards women, like lunch clubs for free, knitting cafés, – or meeting places for parents with their babies (where fathers are just as welcomed). These meeting points give the opportunity to expand networks, as well as to learn more about the expectations in the Swedish society.

5. Examples of good practices at local level

Name 3 at max

For each example, please describe shortly:

- *the target group*
- *the aim of the practice / project*
- *the responsible institution and partners (if applicable)*
- *the measures that are carried out*
- *the results and experience so far*

YFI – Labour market administration

The EU-funded project YFI offers vocational training for immigrants with integrated language education, to increase the capacity of adult education in the City of Stockholm to effectively integrate language and vocational training in an educational programme for low educated adult immigrants, in order to speed up their attainment of a relevant language and vocational competence. YFI offers education and training for occupations such as assistant nurse, construction and chef. The target group is adult immigrants with short school background – from 6 years in comprehensive school up to early stages of upper secondary school. Some also have limited learning skills.

The project offers an introduction course of Swedish language combined with specific focus on professional vocabulary. After 5-6 months, the student will attend a vocational training school – where the language teacher work closely with the vocational teacher.

During the education the participant also get the chance to practice the profession at an actual workplace.

Most important components and aims:

- Develop, test and evaluate methods where second language learning is integrated in vocational programs on upper secondary level
- Two teachers, secondary language teacher and vocational teacher work as a close knit team

- Teachers share responsibility for planning, teaching and student assessment
- Vocational context supports and paces up the students' language learning

So far, 110 newcomers have participated in the project. 86% of the students who finished their programs got a job right away.

The idea is to find a model that can be up scaled in the future.

SFX

SFX offer intense language studies combined with vocational classes for newly arrived professionals in Stockholm. The program started in 2001 after identified need for custom SFI courses for professionals. New courses have been added over time, many which have been started with EU-funding, and then have been implemented.

The program is eligible for students in the County of Stockholm through an agreement between the 26 municipalities in the Stockholm region. This enhances the demand for each and every course since the amount of students in the area give the possibility to offer a wide range of courses.

Approximately 1.500 students enrol every year to SFX. The program include intense language studies combined with vocational classes or other activities to orient students in the right work field. Several courses admit students from day one on arrival in Stockholm, but for the academics, the vocational SFX require basic course in Swedish before starting the course. There is an assessment of previous qualifications for admission to the courses. An important factor to the courses is that it cultivate the professional identity amongst the students, and of course gain skills for employment.

The courses are executed in cooperation with employers, the PES, trade unions and any other significant actor in the specific field.

There is currently eleven different SFX courses for different professions.

SFX for academic professions include:

- Swedish for Engineers
- Swedish for Medical Professions
- Swedish for Educationalists/Teachers
- Swedish for Economists, Lawyers and Social scientists
- Swedish for Programmers

SFX for non-academic professions include:

- Swedish for Bus drivers,
- Swedish for Lorry drivers
- Swedish for Craftsmen
- Swedish for Entrepreneurs
- Swedish for Bakers
- Swedish for Roofers

Duo Stockholm

Duo Stockholm is the result of a development of an internal project where the gain of a collaboration with civic society was very clear. In 2015 a Civil Society Public Partnership was signed with an NGO in order to carry out the program in a on a broader scale.

The concept is to match newcomers and established people in Stockholm with the goal of mutual learnings. The match is based on common interests, family situation or occupational background. To make sure that each match is made with quality, every participant take part in an informational meeting and is interviewed by staff or a volunteer. The matched couple is supposed to meet regularly for 6 months, which after they may say good-bye – or chose to continue to meet as friends.

Every month, group activities free of charge is offered, to encourage the couples to meet and to explore different venues in Stockholm together. Many museums, sport clubs etc. offer activities free of charge since they also want to contribute to a more inclusive city.

The results are positive; more than 1100 people have been matched together since the start in May 2015.

Newcomers state in follow up surveys that they feel that their Swedish have improved due to their participation in Duo Stockholm. Established people state that they not only feel that they can contribute to the integration in the society, but they also gain new knowledge and a new friend.

6. Conclusions and recommendations

What are the most important insights you have gained so far in your local context with regard to labour market integration of refugees and asylum seekers?

Which approaches turned out to be useful? Which ones did not work at all? Why?

A very important aspect of a successful introduction for newcomers is collaboration between authorities. It is important to create a cohesive chain of activities and information for the newcomer. When the PES and the municipality work together it is easier to create effective activities for the newcomers that link into each other and to avoid duplication of activities and mapping.

To make the most out of the time in wait, it is desirable to offer activities for asylum seekers at an early stage, that include – language courses and introduction to the labour market.

New projects are being developed in this area and there is now funds to apply for activities carried out by the civic society and the municipality, which is very much appreciated.

Fast track and combined education with integrated language and vocational training is a successful way in not only shorten the time for training, but also to motivate the student and to make an occupation more tangible.

It is important to keep focus on the health matter, since when a person does not feel well, she/he has a very hard time to find motivation and to see a bright future and to focus forward.

Many newcomers find that they lose their identity upon arrival – they are no longer a doctor or a farmer, they are “an immigrant”. Therefor to create a sense of empowerment and motivation to find their path back to their identity is key. With realistic expectations and a clear view of what it takes, the newcomer is more able to find a meaning.

Finally, the civic society’s part in integration is invaluable. Here newcomers can find a place to participate as a fellow human being with an interest, without having to prove yourself. When the public sector and civic society can gain forces, conditions create best ways for inclusion in the society.

Sources:

www.stockholm.se

www.migrationsverket.se

www.government.se

www.scb.se

Kommissionen för ett hållbart Stockholm: Fokus nyanlända – för en hållbar etablering och inkludering
Stockholms stads budget 2018
Stockholms stads Vision 2040