

Labour Market Integration of Newly Arrived Refugees in Norway: A Systematic Scoping Review on Policies and Outcomes

Panel: The Political Dynamics of Welcoming and Including Immigrants

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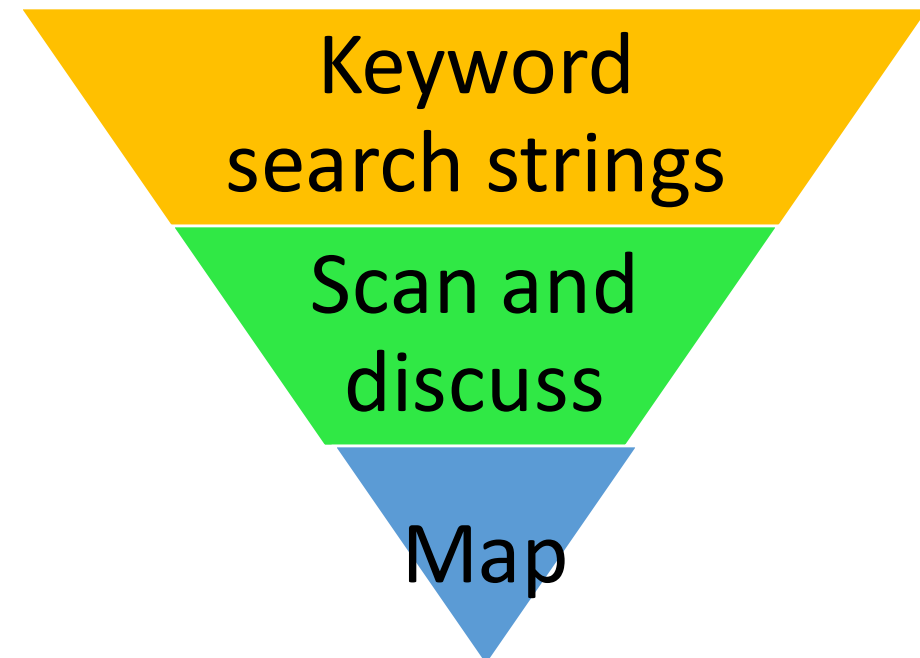
1. using **scoping review** as a method to understand the academic landscape of a social and policy context
2. the **labour market integration** of newly arrived refugees in Norway

Background: Settlement and integration of refugees in Norway

- Waves of refugees since 1970s
- Introduction Act 2003
 - Comprehensive cover
 - Tailored programme
 - High flexibility in implementation by municipalities
 - Goal for employment
- Most recent wave of 2015-2018
- www.maviproject.no

Scoping review: a cross section reading of the literature

- An experiment on conducting a **systematic literature review** of literature with a tight period window and a narrow focus
- Scoping review 5 steps framework:
 - 1) Identify research question;
 - 2) identify relevant literature;
 - 3) study selection;
 - 4) chart data; and
 - 5) collage and summarize.
- From 200 to 87 publications:
 - **57 articles from 28 academic journals**
 - Postgraduate theses and reports



Descriptive statistics

- Only **20% in English**, mostly at a higher level of analysis (state-level) and not at a local (municipal) level;
- Over **65% centred on the Introduction programme** – implementation, evaluation of effectiveness; increased interest over the defined period (2015-2019)
- Other emerging themes are role of community (12%) and women's experience (11%)
- Relatively small proportion of research involves **the voices of refugees** themselves, especially those with a focus on the introduction programme (25%)

Knowledge synthesis

- Three themes emerged from more in-depth scanning of the literature included in the study:
 1. Implementation and effectiveness of various **measures under the introduction programme**
 2. Regional measures and the **role of community and civil society**
 3. Experiences of **women** refugees and immigrants
- Also include **other relevant and important topics**, but with less number of studies and too scattered to be summarized

Findings:

1) Implementation and effectiveness of measures in the Introduction Programme

- **Work practice**

- What kind of work?
- How to achieve a better match?
- Engagement with employers?

- **Settlement**

- Steered disperse settlement vs free movement
- Politics of state vs municipality

- **Language training**

- Effectiveness yet to be fully understood

- **Collaboration with the Labour and Welfare Administration (NAV)**

- Structural problem

2) Regional measures and role of community

- **Two way integration and everyday integration**
 - Specific venue?
 - What attracts volunteers?
 - Community activities (e.g. local choir, religious gatherings)
 - Building inter-personal relationship (outside of ethnic network)
- **Collaboration with business and local communities**
 - Work practice places
 - Policy framework to sustain relationship

3) Experiences of women refugees

- Marginalized by gender as well as being a migrant
 - specific ethnic group
 - Highly skilled / at leadership position
- Attitude of frontline bureaucrats (**advisors**)
- Physical and mental **health** (stress from gendered role)

4) Others relevant topics

- General physical and mental **health**
 - “post migration stress”/ disruptions
 - Waiting time and uncertainties
- **Discrimination**
 - Stereotypical low skilled “immigrant jobs” in certain industries
 - First and second generation

Discussion: 1) Applying systematic literature review method to social and political studies

- Meaningful findings
 - A **comprehensive, multi-dimensional map** that covers both languages, quantitative and qualitative studies of different aspects of labour market integration, at different levels of analysis
 - **Identified three main themes** of the subject area, but also covers a variety of other relevant and important topics
 - Shows **the range of different perspectives** under the main theme
 - Points to the emerging **trends** but also knowledge **gaps**
 - A **synthesis of the key findings**
 - Foundation for a **multidisciplinary and international team**: common understanding and database for the state of the art

- Strengths (Compared to tradition literature review):
 - : **documented, transparent** process with the intention to minimize individual bias; **systematic extraction** of information and evidence
 - Results in **descriptive statistics** and a **searchable database** for literature
- Limitations:
 - Breadth over depth: not a focused inquiry into specific measures
 - Limited rigour: inclusion of non peer-reviewed literature
 - Arbitrary «cut-off date»: rigid process prevent adding in literature at later stage
 - Also include data from before 2015: not strictly focused on target population

2) Integration process: the Norwegian experience in comparison with other contexts

- The “Nordic model” vs Poland and Canada
- Experiences of **vulnerable groups** (women, youth, low-skilled/high-skilled etc.) amongst refugees and immigrants
- The role of **civil society** and different communities in the integration process
- The additional challenges faced by forced migrants / refugees in comparison with other migrants, and the policy responses

MAVI

- www.maviproject.no
- Other parts of the research programme includes:
 - **Multi-stakeholders**
 - Refugees and asylum seekers – their lived experiences
 - «Welfare bureaucrats»
 - Civil socety and religious organizaitons
 - **Mixed methods**
 - interviews, case studies, survey, register data
- Stay tuned for upcoming publications: Facebook [@sik.Norway](https://www.facebook.com/sik.Norway)

Bibliography

Also see:

Wong, Norma (2020) *A scoping review of literature on labour market integration of newly arrived refugees in Norway. Report from a systematic literature search*. VID Rapport 2020/6

<https://vid.brage.unit.no/vid-xmlui/handle/11250/2659638>

For full list of literature, review protocol, and descriptive statistics produced from the review