



AD HOC QUERY ON 2019.36 Refugee Employment Support

Requested by Simon WOOLLACOTT on 15 March 2019

Compilation produced on 25 September 2019

Responses from Austria, Estonia, Germany, Latvia, Luxembourg, Netherlands, Sweden plus Norway (8 in Total)

Disclaimer:

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1. Background information

Refugees in the UK, both former asylum seekers and resettled refugees, suffer from poor outcomes in the labour market when compared to both natives and other types of migrant. Results from the 2014 EU Labour Force Survey suggest that refugees in the UK have relatively poor labour market outcomes compared to refugees in other European nations. Refugees face specific barriers to labour market entry that negatively impact employment outcomes, and the available support to overcome these barriers in the UK is limited. The Home Office is analysing the impact of providing increased employment support to refugees on improving employment prospects.

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Whilst this work asks similar questions to the ones posed under the right to work for asylum seekers Ad-Hoc Query, there are some key distinctions. The right to work AHQ focused on the impact of giving the right to work to asylum seekers, therefore looking to alleviate a specific barrier to the labour market faced by asylum seekers. This AHQ is designed to identify the impact providing employment support has on refugee employment rates, both granted asylum seekers and resettled refugees. We are keen to seek member states' views and data on the labour market outcomes and demographics of refugees as well as seeking evidence of previous successful interventions. This would enable us to develop our understanding as to why refugees in the UK suffer worse labour market outcomes, as well as the scale of potential improvements that could be made, compared to other member states. We would therefore be grateful if you could respond to the questions below:

2. Questions

- 1. Currently, what are the employment rates for granted asylum seekers, and resettled refugees, in your country? Do you have data on refugee employment rates at certain time intervals? i.e. What are the employment rates of refugees 6 months post-arrival/decision, 2 years post-arrival/decision etc.**
- 2. Do you have data on the sectors of employment and occupations that refugees enter in your country? Can this be broken down into part-time/full-time jobs? Can this be split by granted asylum seeker/ resettled refugee?**
- 3. Are there any examples of specific policies/interventions that have raised refugee employment prospects in your country? If so what policies/interventions have been the most effective and why?**
- 4. How do granted asylum seekers and resettled refugees differ in terms of demographic and level of skills/education? If no data that distinguishes between the two, overall demographic data on all refugees is useful**

We would very much appreciate your responses by **26 April 2019**.


3. Responses

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¹ If possible at time of making the request, the Requesting EMN NCP should add their response(s) to the query. Otherwise, this should be done at the time of making the compilation.

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		Wider Dissemination ²	
	EMN NCP Austria	Yes	<p>1. The employment rate of persons aged 15–64, who were born abroad and who indicated flight or asylum as main reason for migrating to Austria, was 60.4% in 2014 (Mikrozensus Ad-hoc-Modul 2014: 98).No evaluations of the employment rate over time intervals are available.---Source: Ministry of the Interior</p> <p>2. Of the persons aged 15–64 ,who were born abroad and who indicated flight or asylum as main reason for migrating to Austria, 16.9% were employed in the sector “mining and extraction of stones and earths”, 12.9% in “construction”, 12.8% in “accommodation and catering”, 12.5% in “trade; maintenance and repair of motor vehicles”, and 10.4% in “provision of other economic services” in 2014 (Mikrozensus Ad-hoc-Modul 2014: 98).These data are not disaggregated by type of immigration (asylum application, humanitarian admission programme).No data specifying full-time or part-time employment are available.---Source: Ministry of the Interior</p> <p>3. As specified in the government programme, rapid integration of recognized refugees into the labour market is pushed, in order to enable refugees to secure their livelihood through their own work and to relieve social budgets.Since 2018, especially for young people the focus lies on the preparation and placement in apprenticeships, primarily on supra-regional placement, for example, in tourism professions or in seasonal positions. Special counseling and care facilities support recognized refugees on their way to training or employment. In the competence centers for the recognition of professions, they are advised and supported regarding recognition or nostrification of existing trainings.Migrant women often need specific support that pays special attention to their social, cultural and societal background.Special counseling and care facilities support them in employment integration (women professions centers, migrant counseling centers). There are</p>

² A default "Yes" is given for your response to be circulated further (e.g. to other EMN NCPs and their national network members). A "No" should be added here if you do not wish your response to be disseminated beyond other EMN NCPs. In case of "No" and wider dissemination beyond other EMN NCPs, then for the Compilation for Wider Dissemination the response should be removed and the following statement should be added in the relevant response box: "This EMN NCP has provided a response to the requesting EMN NCP. However, they have requested that it is not disseminated further."


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			<p>also special vocational preparation courses for migrant women with the aim of clarifying their opportunities in the trade sector and improving their German language skills.---Source: Ministry of the Interior</p> <p>4. In 2014, of the 110,800 persons aged 15–64 ,who were born abroad and who indicated flight or asylum as main reason for migrating to Austria, 67, 900 were men)61 (%and 42, 900 were women)39) (%Mikrozensus Ad-hoc-Modul 2014: 96–97). In 2014 ,of the persons aged 15–64, who were born abroad and who indicated flight or asylum as main reason for migrating to Austria ,35.9 %were 35– 44years of age,32.6 %were 45– 54 years of age,21.1 %were 55– 64years of age ,and16.6% were 25–34 years of age(Mikrozensus Ad-hoc-Modul 2014 :95.(In 2014, of the persons aged between 15–64 ,who were born abroad and who indicated flight or asylum as main reason for migrating to Austria ,38.5 %completed an apprenticeship/vocational secondary school)BMS(, 34.7% a compulsory school, 22.7% an academic or vocational higher school (AHS/BHS) ,and 14.9% a university/college/university of applied sciences (FH) (Mikrozensus Ad-hoc-Modul 2014: 95).---Source: Ministry of the Interior</p>
	<p>EMN NCP Estonia</p>	<p>Yes</p>	<p>1. Currently lives in Estonia 381 persons who are beneficiaries of international protection (132 of whom are resettled refugees), according to information provided by Estonian Unemployment Insurance Fund. From total (381 persons) 273 persons were registered as job-seekers or unemployed (84 of whom were resettled refugees), which infers that about 100 persons are employed (almost 50 resettled person are employed). NB! Numbers are estimates.</p> <p>2. There is no such disaggregation, but refugees are mostly employed in production and service areas in Estonia.</p> <p>3. There is no information on efficiently but we have some activities which are refugee employment specific:• Estonian Unemployment Insurance Fund's programme 'My 1st job in Estonia' is targeted to the beneficiaries of international protection started providing work-related mentoring from 01.01.2018. • NGO Johannes Mihkelson Centre organized in 2018 as pilot-project a job search training for Arabic speaking refugees in biggest cities as Tallinn and Tartu. 22 persons attended the training, majority of participants find a job or were invited to work practice.</p>


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			4. There is no such information available.
	EMN NCP Germany	Yes	<p>1. Data are only available for the total number of refugees, not broken down by status (granted, rejected or with temporary suspension of deportation [Duldung]). These data show that approximately 370,000 people from refugees' current main countries of origin were in employment in October 2018, corresponding to an employment rate of 32.3%. The highest employment rates were for refugees from Pakistan (43.6%), Eritrea (41.8%) and Nigeria (39.2%). A total of 119,000 people from refugees' main countries of origin made the transition from unemployment to the labour market in 2018. The duration of the asylum procedure delays the taking up of a first job. On the other hand, the completion of a German language course has a very positive impact on the transition to employment. It took an average of 20 months after filing the asylum application for those refugees who took up employment. It should however be borne in mind that they frequently already attended language courses or took part in labour market programmes in the ensuing period. The current observation periods are still too short for time-specific employment rates. Older studies on earlier refugee cohorts show that employment rates for refugees were around 20% after 2 years, close to 50% after 5 years and around 70% after 15 years, thus coming close to the rates for the overall population. Initial indications from the current refugee cohort suggest that integration into the labour market is actually proceeding somewhat more rapidly at present.</p> <p>2. The most frequent sectors are temporary employment (approx. one third), 12 per-cent each in other economic services and the hotel and restaurant industry, 10 per-cent in trade/vehicle repair, and 8 per-cent in manufacturing. It is not possible to distinguish between full-time/part-time and granted/resettled.</p> <p>3. According to research data, attending a German language course accelerates the start of employment. Job-related German language courses that respond to the specific requirements of the labour market are particularly successful. It can be said in general terms that labour market policy measures also help. Which ones exactly help and to what extent is currently being investigated in a broad-based evaluation.</p> <p>4. No distinction is made between granted asylum seekers and resettled refugees. As far as refugees as a</p>


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			<p>whole are concerned, 60% of them are male, and they are very young (three-fifths aged under 25, 84% under 35). As many as three-quarters of 16-25-year-olds were male. The level of education and vocational training is highly polarised. 17% have attended a University, 40% have attended a secondary school, and 35% obtained a qualification there. 12% have only attended primary school, and 13% have not attended school at all.</p>
	<p>EMN NCP Latvia</p>	<p>Yes</p>	<p>1. According to data of the State Employment Agency (hereinafter – SEA), during the time period from 1 January 2016 until 5 April 2019, 169 refugees and persons with alternative status (subsidiary protection) have been registered at SEA as unemployed or job seekers; 59 of them have found a job with the assistance of SEA, but 40 are currently working. The actual number of working refugees and persons of international protections might be larger, as not all such persons have found a job with the assistance of SEA.</p> <p>2. According to information available to SEA, the refugees and persons with alternative status work in the following sectors of employment: construction, wood working, food industry, passenger transport, car repair, medicine, trade, catering, social care, interpretation and logistics services. The most common occupations among refugees and persons with alternative status are as follows: warehouse employee, template complexer, shop worker, motor engineer, driver, goods stacker, interpreter, cleaner, cook, kitchen employee, doctor's assistant, manufacturer of the chemical treatment of the car, manager and croupier.</p> <p>3. Since January 2016, the SEA has implemented a project “The labour market integration of refugees and persons, who have been granted alternative status in Latvia”. The aim of the project is to promote a sustainable integration of refugees and persons, who have been granted alternatives status (subsidiary protection) into the labour market and their inclusion into the society. The project includes various activities for asylum seekers (e.g. an introductory course on work opportunities in Latvia, information leaflets and consultations in the reception centre) and for persons granted international protection (career guidance, Latvian language courses, labour market related basic skills/competences and vocational training, subsidized employment, assistance in job search, guidance in job interviews, etc.). SEA has developed cooperation with 124 employers, who are ready to hire refugees and persons with alternative status. The Latvian language courses without intermediary language have to a large extent promoted employment</p>

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			<p>opportunities of many refugees since such courses give them a basic knowledge of Latvian helping to integrate into the labour market and the society. The Latvian language mentor services for employed refugees and persons with subsidiary protection have been launched in 2018, in order to promote development of professional vocabulary and social adaptation at work during the first four months of employment.</p> <p>4. According to data of the Ministry of the Interior, in 2018, 23 persons were granted the status of refugee, but 24 persons – alternative status (totally, 29 adult persons and 18 minors), 7 of them were relocated from Italy. In 2018, the main countries of origin of refugees and persons with alternative status, registered at SEA (totally, 39 persons), were Syria, Eritrea, Russia, Afghanistan and other countries; most of them were men (26), 21 – 30 (21) or 31 – 40 (10) years old. 15 persons had no completed primary education, 7 had secondary education, 6 – higher education, 5 – primary education, 4 – secondary professional education; 2 persons were illiterate.</p>
	<p>EMN NCP Luxembo urg</p>	<p>Yes</p>	<p>1. The Luxembourg Employment Agency (ADEM) can only supply data for the applicants of international protection (AIPs) and beneficiaries of international protection (BIPs) registered as job seekers. Presently, there are 765 BIP registered as jobseekers at ADEM, out of which, 561 are available for work and 203 are in one of the measures offered by ADEM (http://adem.public.lu/fr/demandeurs-demploi/aides-financieres-mesures/mesures-emploi/index.html). In order to get exhaustive information, the data on AIPs and BIPs of the Ministry of Foreign and European Affairs in Luxembourg would have to be crossed referenced with the database of the Centre Commun de la Sécurité Sociale of Luxembourg in order to assess what percentage works, and within these professionally active people, how many work full and part-time.</p> <p>2. In order to obtain more a breakdown between part and full-time, see point1-. ADEM does not discriminate jobseekers, therefore, BIPs are treated exactly like other jobseekers. They do not require any work permit to access the work market, but there are no specific measures aimed exclusively at refugees.</p> <p>3. In Luxembourg, a BIP has the same right to work in Luxembourg as other Luxembourg residents. The employer has only to declare the post vacant at the ADEM and it is not subject to the labour market test</p>


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			<p>(article L. 622-4 of the Labour Code). BIPs have the right to register themselves as job seekers and benefit of all the benefits of a job seeker. Some employment support measures have been taken for BIPs: The ADEM has created in February 2017 a department in charge of BIPs within its Employer Service that is at the disposal for any questions and for any recruitment or evaluation requests concerning beneficiaries of international protection. Since the question of the level of technical skills and knowledge gained outside the European Union can arise in the case of a BIP, ADEM has the possibility to have them evaluated by a company. ADEM reorganised how BIPs can register with the ADEM at the end of May 2018. Since then, they can only register at one of the three main agencies of ADEM: Diekirch, Esch-sur-Alzette and Luxembourg. The follow-up with a referring counsellor will also take place in this ADEM agency. The objective of this change was to offer BIPs the best possible service; a team of specialised and English-speaking referring counsellors are present in these agencies. This team was trained by the ADEM's BPI Cell (which specialises on the employment of BIPs) and works in direct collaboration with its staff. A particularly important aspect of the work of the ADEM's BIP Cell is awareness raising and sharing of information. In this context, the BIP Cell commissioned a video in May 2018. The video promotes four "success stories" and includes BIPs and their employers sharing their story. In February and May 2018, interested BIPs and employers were put in contact during "speed datings", which were organised by the ADEM in collaboration with the Business Federation Luxembourg (FEDIL) and the Chamber of Trades. The BIP Cell collaborates with various associations, including ASTI, Caritas, the Red Cross, Digital Inclusion, Dress for Success, Touchpoints and Zarabina. Since May 2018, the BIP Cell regularly organises simulated job interviews with volunteering firms. This allows the BIPs to have their performance in this domain evaluated. According to the BIP Cell, participating firms have provided positive feedback on the participating candidates and candidates have already been hired as a result. The BIP Cell furthermore organises information sessions with Digital Inclusion, Dress for Success and Zarabina to recruit candidates for their respective trainings. The training "WORK_IN_LUX" of the association Zarabina was developed in direct collaboration with ADEM. This training of three weeks aims to support BIPs who have or wish to reorient themselves professionally to develop a clear professional project. The first of these training took place at the end of 2017. Additionally, the ADEM also strives to include multiple BIPs in its own trainings, such as Fit4Green&BuildJobs, Fit4CodingJobs or Air Cargo Professional. The ADEM organises tailored work trainings upon request by a number of companies. In view of one of such trainings for a company in the commerce sector, the BIP Cell organised intensive French classes with professional orientation so that the preselected candidates would have a good level of French, enabling them later to participate in the training. In a similar vein, and through the experience gained by the BIP Cell, the ADEM was granted the FSE project</p>
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			<p>“Words4Work” for the period 2019-2020. This project will be coordinated by the head of the BIP Cell and will consist of French courses with a vocational orientation in four defined sectors. These trainings will in turn be open to all job seekers registered with the ADEM.</p> <p>4. No information available.</p>
	<p>EMN NCP Netherlands</p>	<p>Yes</p>	<p>1. The 2018 study <i>Uit de Startblokken: Cohortstudie naar Recente Asielmigratie</i> from Statistics Netherlands (CBS) gives the following statistics people who are between 18 and 65 and received a residence permit asylum in 2014. 6 months after receiving a residence permit asylum, about 1 percent of Eritreans and Syrians has found work, 2 percent of Iranians, 4 percent of Iraqis, 10 percent of Afghans and 4 percent of other nationalities. 24 months after receiving a residence permit asylum, 3 percent of Eritreans, 6 percent of Syrians, 7 percent of Iranians, 10 percent of Iraqis, 26 percent of Afghans and 11 percent of other nationalities has found work. 30 months after receiving a residence permit asylum, 6 percent of Eritreans is working, 11 percent of Syrians, 12 percent of Iranians, 14 percent of Iraqis, 29 percent of Afghans and 16 percent of other nationalities.</p> <p>2. The same research of the CBS states that of the people who received a protection status in 2014, and who had a job 18 months later, more than half was working in hotels, restaurants or cafes. In addition, many are working for an employment agency or in trades. One year later, 36 percent of this group is working in hotels, restaurants or cafes, and as a result, less people of this group are working for an employment agency. In most cases, holders of a residence permit asylum have a temporary job (85 percent after 18 months and 87 percent after 30 months). The percentage of holders of a residence permit asylum that is working part-time decreased from 89 to 85 percent between 18 and 30 months after receiving a residence permit asylum. From the people who received a residence permit asylum and are working, 6 percent works on a self-employed basis after 18 months, and 1 percent after 30 months. After 18 months, statistics for people who received a residence permit asylum in 2015 resemble statistics for the group of 2014. From the people employed, 41 percent works in hotels, restaurants or cafes, 90 percent works part-time and 89 percent has a temporary job.</p>

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			<p>3. There is little to none evidence on scientifically proven effectiveness of policies in the Dutch setting. That is the reason why the Department of Social Affairs and Employment currently is developing a programme called “Verdere Integratie op de Arbeidsmarkt” (Further integration on the labour market) which aims to increase the evidence base on effective policies. This programme focusses on labour market integration policies for the migrant from non-western countries, including (former) refugees. The first outcomes of this programme are expected in 2020-2021. Even though at this moment there is no evidence on effective policies based on scientifically sound research, there are several initiatives taken by various stakeholders to shed some light on “promising practices”. For example: Kennisplatform Integratie en Samenleving (“Knowledge Platform Integration and Society”) has developed an improvement tool to improve the participation of holders of a (protection) status. (https://www.watwerktbij.nl/arbeidsparticipatie-statushouders/). This platform also developed several other projects on labour market integration. The Dutch Council for Refugees has also taken several measures. They aim to collaborate with employers, offer trained volunteer job coaches and support project VIP: Vluchtelingen Investeren in Participeren [Refugees Invest in Participating]. With this project, 2000 participants acquire the necessary skills to find a job.</p> <p>4. -</p>
	<p>EMN NCP Sweden</p>	<p>Yes</p>	<p>1. On commission of the Swedish Ministry of Employment, Statistics Sweden uses register data to create, and follow-up on, a number of indicators measuring integration outcomes. The indicators are adapted to the Swedish legal and policy framework for the integration of new arrivals. They include cohort data on the share of gainfully employed refugees (including resettled refugees), other beneficiaries of protection and their family members for each year after the respective person received protection in Sweden and was settled in a Swedish municipality. The three groups (refugees, other beneficiaries of protection, and family members) are normally treated as one. Among those refugees (including other beneficiaries of protection and family members) that were granted a first-time residence permit in 2015 and settled in a Swedish municipality, 32.5 percent were gainfully employed two years later. Among those that were granted a permit and settled in 2011, 56.0% were gainfully employed six years later. The more years that pass from the granting of a residence permit, the higher the employment rate tends to become. Evaluations also show that labour market integration of refugees has improved over time in the sense that refugees are now more likely to find</p>


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			<p>employment after the completion of integration measures than in earlier periods. Generally, Swedish statistics on employment and unemployment differentiate between people born in Sweden and people born abroad. Refugees and other beneficiaries of protection only represent a minor sub-group within this bigger group of foreign-born people. In 2018, the overall unemployment rate in Sweden was 6.3 percent. The unemployment rate among Swedish-born people was 3.8 percent, and among foreign-born people it was 15.4 percent.</p> <p>2. Data on refugees' sectors of employment and occupations are not published continuously, but register data are available. Statistics Sweden occasionally publishes thematic reports including such information. Research institutes and academics also use register data to study related issues. For information on the Swedish STATIV database, a longitudinal database for integration studies, please see: https://www.scb.se/contentassets/659b9a5233dc4dd49b22630b2745ca57/informationsfolder-stativ-eng_mars2018.pdf.</p> <p>3. Generally speaking, the labour market situation of refugees cannot be linked to single policy interventions as it depends on many different factors, including broader and long-term economic and labour market developments. Certain policy measures, such as a "fast-track" initiative that links newly arrived asylum seekers and beneficiaries of protection to shortage occupations, are continuously monitored and evaluated, but rather in terms of the number of persons participating in the initiative and whether or not they found work after enrolling in the initiative, than in terms of broader impacts on the overall labour market integration of refugees. There has been a line of criticism in Sweden, according to which many projects on labour market integration of refugees are short-term and end without proper evaluation. Research has indicated that government-subsidised jobs for refugees can have a positive effect on the overall labour market situation of refugees.</p> <p>4. There are data on demographic characteristics of asylum seekers and beneficiaries of protection, but this information is not readily available and too complex to be summarised in the framework of a short response to an EMN ad-hoc query. Generally speaking, beneficiaries of international protection have a lower level of education than people born in Sweden and certain other immigrant groups, such as labour immigrants or international students. The Swedish Migration Agency publishes annual statistics on asylum seekers, which include breakdowns by age groups, sex and nationality (please see attached). sweden_applications_for_asylum_received_2018.pdf</p>
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	<p>EMN NCP Norway</p>	<p>Yes</p>	<p>1. https://www.ssb.no/en/sok?sok=labour+statistics+asylum+seekers+refugeeshttps://www.ssb.no/en/utdannin g/statistikker/introinnv/aar-tidligere-deltakereOne year after completing a 2 year course (statistics from Dec. 2018), 62% of the participants were either working or studying. (greater % of men)https://www.ssb.no/en/befolkning/artikler-og-publikasjoner/6-in-10-men-self-supporting-after-8-years2017: “6 out of 10 men (immigrant/ refugee background) self-supporting after 8 years”English summary 2017 report on employment of refugees Norway: https://www.ssb.no/en/arbeid-og-lonn/artikler-og-publikasjoner/refugees-inside-and-outside-the-labour-market-2017This report describes the labour market situation for refugees 15-66 years old settled in Norway in the 4th. quarter of 2017. The figures for the refugees are compared to the entire Norwegian population aged 15-66 years. The refugees’ family immigrants are also included among the whole group of refugees. In the 4th quarter of 2017 a total of 95 548 refugees were registered as employed. They constituted 48.5 per cent of this population group 15-66 years of age. In the whole Norwegian population the employment rate in the corresponding age group was 71.5 per cent, i.e. a disparity of 23 percentage points. The employment rate among immigrants increased by 1.1 percentage points since 2016. In the whole population the increase was 0.5 percentage points</p> <p>2. N/https://www.ssb.no/en/arbeid-og-lonn/statistikker/innvregsysMarch, 2019, 66.6% of immigrants aged 20 – 66 were employed 4. Quarter 2018.</p> <p>3. June 2018 “The Norwegian trials in VISKA will be carried out in close cooperation with the five integration reception centres in Norway. These centres themselves are a pilot project linked to better integration of asylum seekers, initiated as a response to the large number of refugees coming to Norway in 2015. One of the obligations of the residents in these centres is to take part in full-day programmes of introduction to the Norwegian language and culture; labour market orientation; civil society orientation and other activities.All residents in the integration reception centres self-register their education and experience from work electronically, which is then followed up in one or more career guidance sessions.In addition, the residents in the VISKA project will be offered validation of prior learning (VPL) against learning outcomes in the VET curricula. In Norway, VPL is accessible to all adults without former VET and is provided by the education</p>

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			<p>authorities in each county. It is required that the procedures are performed in Norwegian language. However, VISKA candidates will be allowed to perform VPL procedures in English or in their mother tongue, using an interpreter. This will make it possible to recognise the candidates' competences at an early stage and may contribute to faster integration into formal education or working life. Skills Norway is currently about to sign partnership agreements with all five counties responsible for VPL in VISKA. These agreements will be the basis for recruiting candidates in each county. Some candidates may be able to complete the full VPL procedure during the trial period, some may need some more time to complete their portfolio or get to know the Norwegian system better before they enter the assessment phase of VPL. However, the initial self-registration of their education and experience from work, together with career guidance, will have provided them with a start of the process that will be completed when the candidates are ready." http://viskaproject.eu/2018/06/viska-literature-review-and-country-needs-analysis/ "Refugees and their families who have been granted a residence permit in Norway have the right to and are obliged to complete an introductory programme. All municipalities that settle refugees are obliged to offer the programme. The right and obligation to participate in an introduction programme shall apply to newly arrived foreign nationals between 18 and 55 years of age who need to obtain basic qualifications and who have been granted asylum (or a residence or work permit hence to the Immigration Act section 8, 9 or 22 with the restrictions mentioned in the Act). The introduction programme shall be designed for persons who need to obtain basic qualifications." Last updated: 1/16/2018 https://www.imdi.no/en/the-introduction-programme/the-introduction-programme/ http://www.nyinorge.no/en/Familiegjenforening/New-in-Norway/Education-and-tuition-in-Norwegian/The-introduction-programme/The-introduction-programme/ "The national Qualification Programme" Angelika Schafft Work Research Institute 2009 The Act on an introduction programme and Norwegian language training for newly arrived immigrants (the Introduction Act) Title of the Act amended by the Act of 11 March 2005 No. 13 (in force from 1 September 2005 pursuant to the Decree of 11 March 2005 No. 228). https://app.uio.no/ub/ujur/oversatte-lover/data/lov-20030704-080-eng.pdf</p> <p>4. N/I https://www.ssb.no/en/befolkning/statistikker/innvgrunn/aar Immigrants by reason for immigration, new update May 13th 2019 https://www.ssb.no/en/befolkning/artikler-og-publikasjoner/iraqis-in-norway-a-demographic-portrait Demographic of Iraqi refugees 2017 Norway</p>
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