

Migrant women and the Nordic labour markets

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Between isolation and emancipation

- **Labour market participation among migrant women**
- **Segmentation and differentiation**
- **Ethnic division**
- **Gender division**
- **Class division**



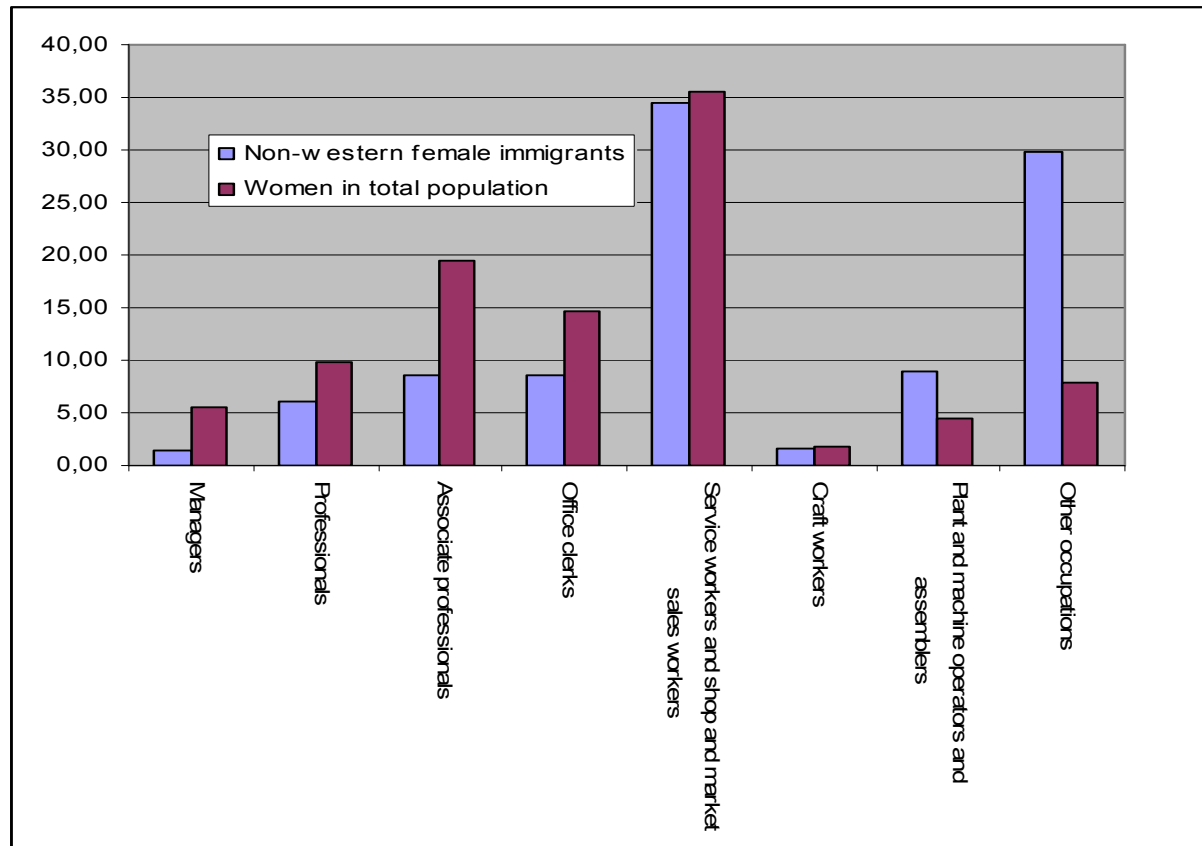
Unemployment rates among migrant women – Norway

	<i>Men</i>	<i>Women</i>
Whole population (16-74 years)	2,5	2,5
Ethnic Norwegians	2,1	2,1
First generation migrants	7,2	7,5
Nordic countries	3,2	2,5
WesternEurope	2,4	2,7
New EU members (Eastern-Europe)	2,0	4,9
Eastern Europe	8,3	9,6
North America og Oceania	3,7	3,4
Asia	9,5	10,7
Africa	15,5	13,5
South and Central America	7,5	8,4

Employment

	<i>Men</i>	<i>Women</i>
Whole population	73	66
Western immigrants	74	66
Non Western immigrants	58	47
Afghanistan	44	19
Somalia	35	20
Iraq	47	22
Pakistan	60	28
Turkey	59	37
Russia	45	51
Sri Lanka	72	53
Vietnam	64	56
Bosnia Hercegovina	64	58
The Philippines	68	63

Occupation among migrant women







Four migrant women

- **Maria from Latin-America**
- **Van from Vietnam**
- **Mirna from Bosnia**
- **Zahra from Iran**

Project examples

- **”Quo Vadis?” in Oslo**
- **The Care worker project in Trondheim**

”Quo Vadis?” – some experiences

I never went to school myself, but when I came to ”Quo Vadis?” I decided to give my children, especially my daughters, higher education. And I did. Now one of my daughters is studying medicine, another is studying dentistry, and the third one is studying in England... Had it not been for the fact that I have a job, I would not been in the position to send my children to other schools. Me and my husband are able to make ends meet now.

”Quo Vadis?” has changed a lot of things in my life. It has given me self-esteem... I never went to school in Pakistan. When I started here, I thought I could not make it. It was difficult for me in the beginning, but now I can write, I can go out and shop, and I can go to work. We are about 30-40 women from my neighbourhood. All of us are now working and we are very much satisfied. It is a big help to us.

When you have a job, you can do whatever you want. People would not think you are weak in a way.

”Quo Vadis?” has changed my life. It has changed my way of thinking.

Success factors

- **Empowerment**
- **Tailor made programmes**
- **Cooperation between all actors involved**
- **Supervision and close follow-up**
- **Training programmes in a working life context**



Challenges

- **Institutional level**
 - Legislation
 - Welfare policy
 - Labour market measures
- **Organisational level**
 - Attitudes
 - Work place measures
 - Affirmative action
 - "The scandinavian model" – cooperation between employers and union
- **Individual level**
 - Language
 - Education
 - Formal and informal skills

