




# Work-based migration and international recruitment



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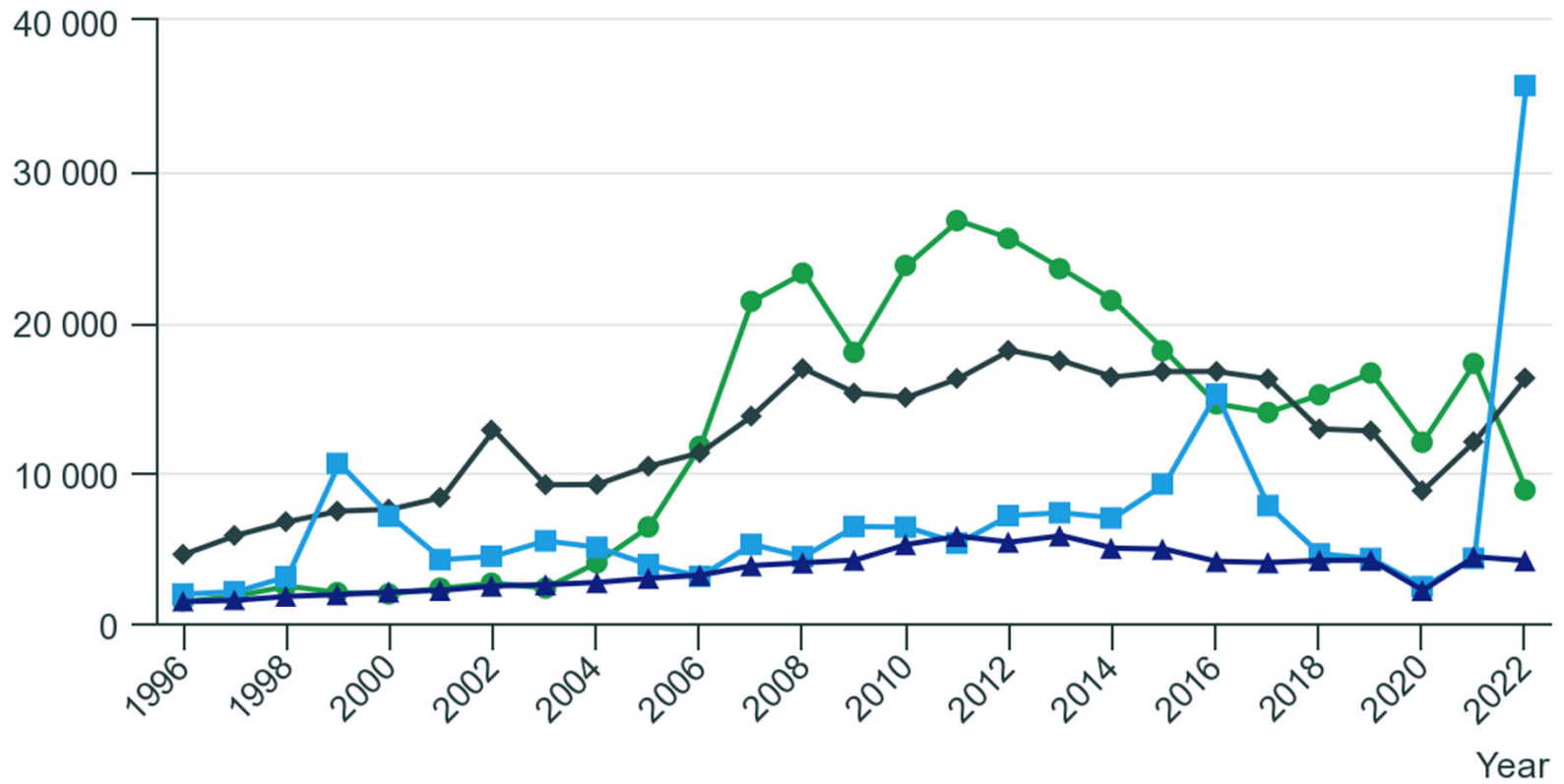
# Immigrants in Norway (2023)

- 827 227 immigrants in Norway. Up 7,1 % from 2022.
  - Immigrants account for 16 % of the population, which is up 0,9 percentage points from 2022.
  - The net immigration in 2022 was 57 939 persons - an increase of 51,3 % from the year before.
  - The biggest reason for immigration were Ukrainians seeking protection (34 732 persons).
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(Source: Statistics Norway)

# Immigrants by reason for immigration<sup>1</sup>

Immigrations



● Labour    ◆ Family    ■ Refugee    ▲ Education

Source: Immigrants by reason for immigration, Statistics Norway



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# Work-based immigration rules: Nordic and EEA citizens

- Nordic citizens: need only to report a move to the National Registry
- EEA/EU-citizens: must report to the police no later than three months after arrival in Norway

# Work-based immigration rules: Third country nationals

- Third country citizens can get a work permit as skilled workers.
- To be a skilled worker you need higher education, for example as a nurse or engineer, or completed vocational training, for example as a carpenter or health worker.
- Skilled workers need to have received a job offer or have their own business. The pay and working conditions must not be poorer than what is normal in Norway.
- Third country nationals can also get a permit for other work-related reasons.
- They must as a main rule apply from abroad.



# Family immigration – rules

- Reference person is a citizen of Norway or a Nordic country, or has a residence permit that provides the basis for a permanent residence permit (skilled worker):  
→ Can apply for a family immigration permit.
- Income requirement for the reference person last year: NOK 300 000.
- The residence permit will form a basis for a permanent residence permit and eventually a Norwegian citizenship.
- Reference person is an EEA/EU-citizen working in Norway: family members can apply for a residence card.

# Granted work permits in Norway in 2022 – third country nationals

Type of permit	Number
Skilled worker	5731
Seasonal workers	2860
Other	2107
<b>Total</b>	<b>10698</b>

# Work permits in Norway in 2022 – top 5 countries of origin

Country	Number
India	1637
Vietnam	1064
Great Britain	958
Ukraine	648
Philippines	596



# EEA-registrations in Norway in 2022

Purpose	Number
Work	16970
Family	4777
Education	5187
Own funds	384
<b>Total</b>	<b>27318</b>

# EEA-registrations for work in 2022 – top 5 countries of origin

Country	Number
Poland	5500
Lithuania	1849
Romania	1448
Spain	1135
Germany	965
<b>Totalt EEA-registrations for work</b>	<b>16970</b>

# Most common industries for immigrants in Norway

- Construction
- Manufacturing
- Healthcare
- Agriculture and horticulture
- Commercial and household cleaning
- Fish processing
- Electricians
- Road freight haulage
- Tour bus drivers
- Engineering
- IT
- Finance
- Teaching / Academia
- Retail



# Labor shortage in Norway

- Norwegian businesses and the public sector lacked 70 000 workers in 2022.
- The number has decreased to 53 000 as of May 2023.
- Occupational groups with the greatest shortage are health, nursing and care (13 000), building and construction (6750) and industrial work (6600).
- For instance, there is a shortage of 5600 nurses. That number is expected to increase to 28 000 in 2040.
- No government policy to increase work-based migration.



# Ethical recruitment

- Norway has committed to the WHO Global Code of Practice, which says that we should not actively recruit health personnel from countries that themselves have a large shortage of this.
- This is also supported by unions in Norway like the Norwegian Nurses Union.
- After the Labour Administration ended its health recruitment in 2003, the active and systematic recruitment from abroad stopped.
- Recruitment agencies play a lesser role in recruitment from abroad than earlier.

# Qualification and language requirements in the health sector

- All healthcare personnel in Norway must have a Norwegian authorisation or license.
- The education for doctors, dentists, nurses, midwives and pharmacists is harmonized in all EEA countries. Education from these countries “automatically” gives authorisation or license.
- For health personnel trained outside the EEA area and Switzerland, additional requirements are made before authorisation can be granted.
- Language requirement: Norwegian at level B2.

# Challenges concerning work-based migration in Norway

- Social dumping and work life criminality.
- Low degree of organisation among immigrant workers.
- Pressure on Norwegian wages and working conditions.

Responses:

- Generalisation of collective agreements.
- From 2023: tightening of rules for hiring workers from recruitment companies.



# Challenges concerning work-based migration in Norway

- In the health care: Language problems, work environment and patient security are challenges.
- Cost of living crisis. Housing.
- Since February 2022, close to 100 000 Ukrainians have applied for protection in Norway. Pressure on public services, health care.  
→ tightening of the introduction program for Ukrainian refugees.



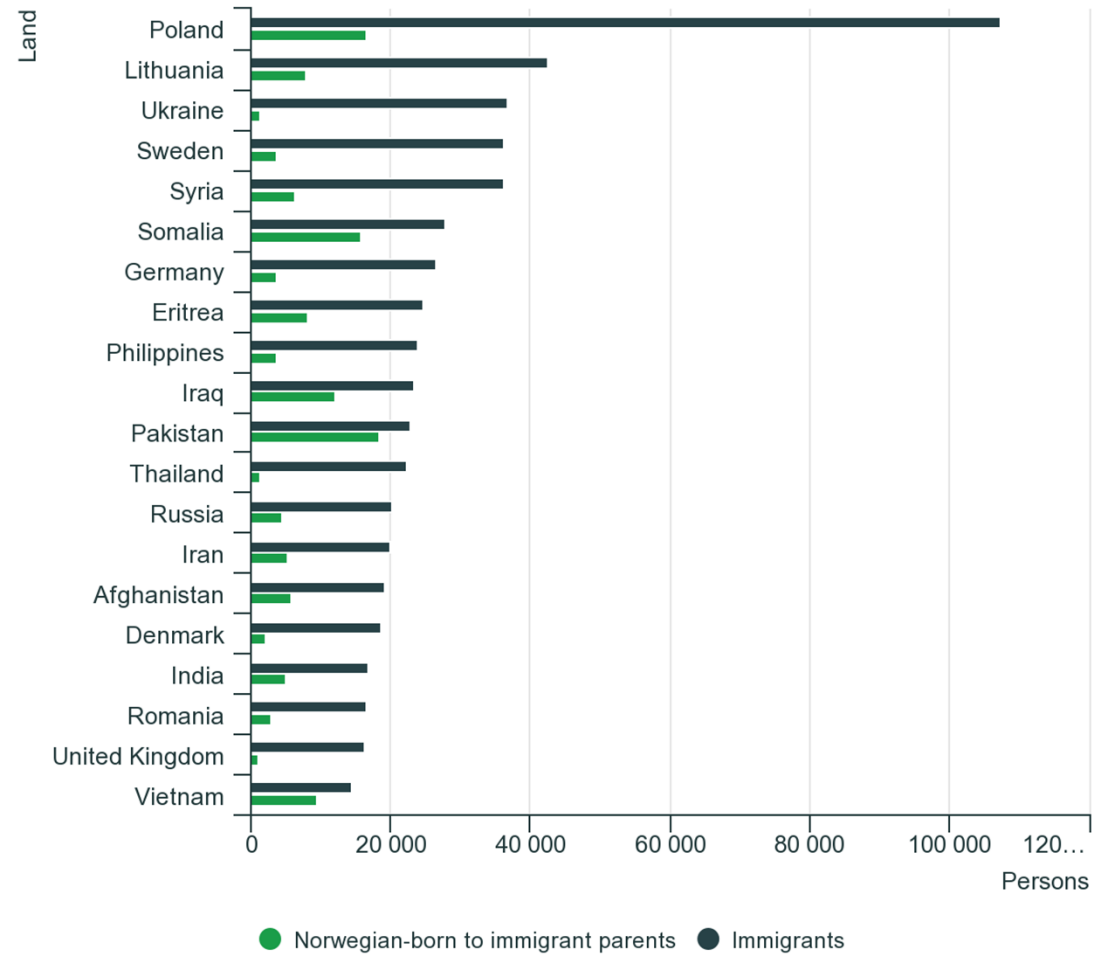
# Questions?

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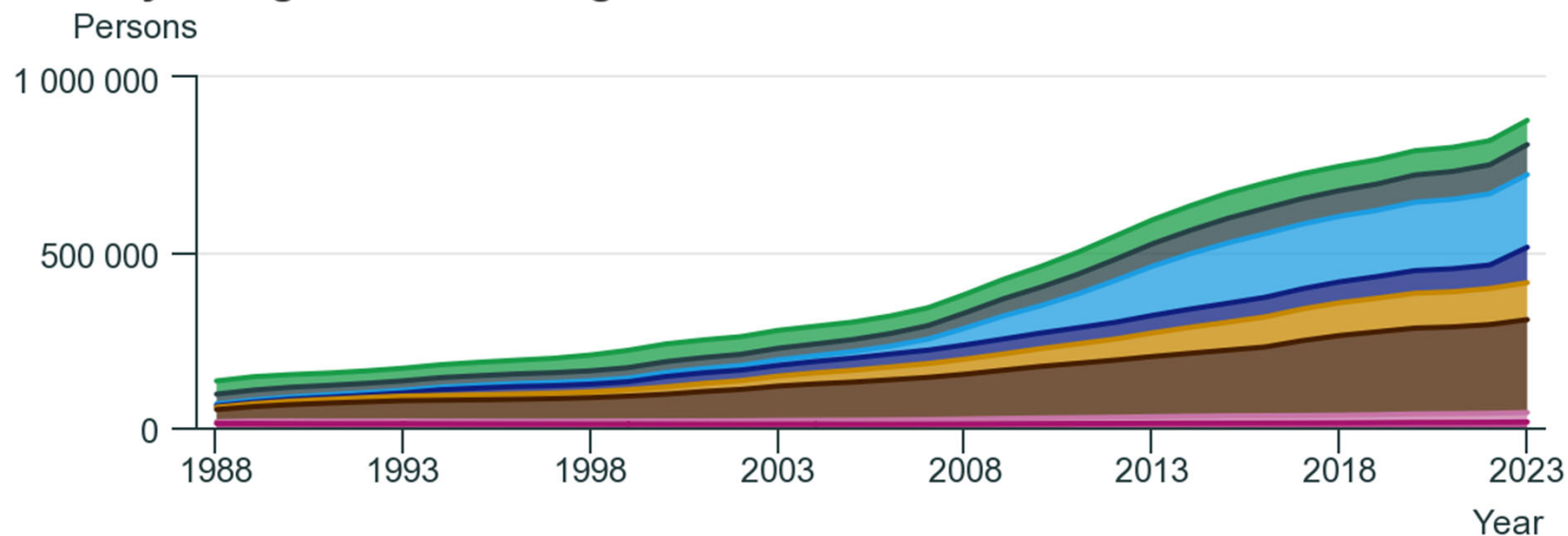
### Country background for immigrants and Norwegian-born with immigrant parents



Source: Immigrants and Norwegian-born to immigrant parents, Statistics Norway



## Country background for immigrants



- Nordic countries except Norway
- EU/EFTA until 2004 except the Nordic countries
- New EU countries after 2004
- Europe except EU/EFTA/UK
- Africa
- Asia
- Latin America and the Caribbean
- Nord-Amerika og Oseania



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Source: Immigrants and Norwegian-born to immigrant parents, Statistics Norway