



Nordic Council
of Ministers

Employers' perspectives on hiring immigrants

Experiences from
the Nordic countries



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The Nordic countries are facing labour shortages across various sectors. At the same time, it is difficult for refugees and migrants to find jobs, especially for lower-skilled, non-EU-born and refugee women.

This study explores the experiences of Nordic employers on hiring low-skilled immigrants. Employers play a central role in supporting immigrant integration in society.

The aim is to identify key motivations and benefits, as well as challenges that employers encounter when hiring immigrants – and ways to overcome these.

Diversity management and collaboration between key actors emerge as pivotal for the successful integration of immigrants into the workforce. For public authorities it is crucial to increase awareness of the available public support, including wage subsidies.

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