

# Gender issues in the Swedish labour migration reform

**Mr. Gustaf Rönneklev**

**Desk Officer**

**Ministry of Justice**

**Department for Migration and Asylum Policy**

# New rules for labour migration

- **Entered into force on the 15th of December 2008**
- **Substantial labour immigration after World War II**
- **Labour migration was restricted in the 1960's**

# Key features of the Swedish labour migration policy

- **Terms of employment and salary conditions have to be in accordance with Swedish standards**
- **Demand driven**
- **All skills levels**
- **Temporary residency can turn into permanent**
- **Equal rights and full access to the labour market from day one**

# Labour market shortages

Occupations	Women	Men
1. Engineer officer	2%	98%
2. Doctor	45%	56%
3. Psychiatric Nurse	81%	19%
4. Hospital Nurse	95%	5%
5. Upper secondary school teacher	44%	56%
6. Preschool teacher	92%	8%
7. Train driver	11%	89%
8. Emergency ward nurse	83%	17%
9. Electrical engineer	n.a	n.a
10. Plumber	1%	99%
<b>Average</b>	<b>50%</b>	<b>50%</b>

# Applications under the new labour migration regime, 15 December 2008 –11 February 2009

<b>2008/09</b>	<b>Women</b>	<b>%</b>	<b>Men</b>	<b>%</b>	<b>Total</b>
December	215	31%	473	69%	<b>688</b>
January	385	33%	772	67%	<b>1157</b>
February	122	27%	326	73%	<b>448</b>
<b>Total</b>	<b>722</b>	<b>31%</b>	<b>1571</b>	<b>69%</b>	<b>2293</b>

# Granted work permits, 15 December 2008 – 11 February 2009

Occupation	Granted Work Permits	Women	Men
1. Computer specialists	365	14%	86%
2. Master of Engineering	114	21%	79%
3. Engineer, Technician	46	9%	91%
4. Restaurant personnel	46	20%	80%
5. Business economists	40	28%	72%

# How to mitigate gender related negative consequences

- **General rules**
  - All skills levels
  - Three-month transition period

# How to mitigate gender related negative consequences

- **Rules for family migration**
  - Admission for family members from day one
  - Spouses receive full access to the labour market



# How to mitigate gender related negative consequences

- **The welfare system**
  - Full access to social rights
  - Child care
  - Part time work opportunities

# What are the challenges?

- **Information on social and labour market rights**
- **Counteract discrimination on the labour market**
- **Counteract social dumping**

# More information on the Swedish labour migration regime

- <http://www.sweden.gov.se/sb/d/584>
  - (English)
- <http://www.migrationsverket.se/english.jsp>
  - (English)
- <http://www.sweden.se>
  - (English, Russian, Spanish, French etc.)