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## 4. Labour

- The last few years have been marked by an economic recovery. Among immigrants, there was strong growth in the share employed, from 57 per cent in the 4th quarter of 2005 to 63.3 per cent in the same quarter of 2007. For the total population, employment rose from 68.5 to 71.6 per cent. The relative growth was thus somewhat stronger among immigrants than for the population in total.
- However, the employment growth has not changed the level differences between immigrant groups to any degree. There is a clear gap between the levels of employment between immigrants from the Nordic countries, Western Europe and the Eastern European EU countries on one side, and those from Eastern Europe outside the EU, Asia, Africa and South and Central America on the other.
- African immigrants had the lowest level of employment with 49 per cent in the 4th quarter of 2007, followed by the Asian immigrants with 56.3 per cent.
- The level differences between the groups are connected to reason for immigration and period of residence. In groups dominated by labour immigrants, e. g. persons from the EEA countries, the level is high regardless of period of residence, while levels are lower in the groups from Africa, Asia and Latin America, which are dominated by refugees and reunited family members. For these latter groups, the period of residence is of great significance to the employment levels.
- However, gender is also a major influence on employment. Among African and Asian immigrants, we find certain groups where employment among women is low, which consequently pushes the average level down considerably.
- Furthermore, for women from these two world regions, the time before they enter the labour market is longer, but even among those with the longest period of residence, employment levels are lower than average among female immigrants. Many women in these groups are also outside the labour force, which is confirmed by the figures for job applicants. The African group in particular is characterised by this.
- Persons under 25 years among Norwegian-born with immigrant parents from countries outside the EEA area and North America/Oceania are much closer to the majority youth than immigrants of the same age when we consider the shares of who are employed or in education. In these groups, as for the majority population, there is gender equality, as opposed to the other groups of immi-

grants where a clear majority of those employed or in education is male.

- Among those above 25 years, the share employed or in education is somewhat smaller among Norwegian-born women with immigrant parents, whereby the gender inequality in this group, and thus the gap to the majority, increases.

#### About the statistics

Information about immigration category, country background, period of residence in Norway, gender and age is obtained from Statistics Norway's Population Statistics System.

**Employed:** The report is based on the register-based employment statistics for immigrants, published annually on Statistics Norway's website. In addition to the Register of Employees of the Norwegian Labour and Welfare Organisation, the basic data includes all employees (including self-employed persons), which are obtained from the Tax Returns Register. Furthermore, the End of the Year Certificate Register provides information on smaller employment arrangements that have no mandatory reporting to the Register of Employees. Finally, both conscripts and conscientious objectors are considered to be in employment.

**Unemployed and participants on labour market schemes:** Based on the Register of Unemployed (also under the Norwegian Labour and Welfare Organisation), which is connected to the Central Population Register, Statistics Norway's Population statistics. In addition, data from the Register of Employees are used as supporting data when calculating the labour force.

**In Education:** Information on persons currently in education is extracted from Statistics Norway's data files on the population's highest level of education.

#### 4.1. Strong growth in employment in recent years

The period 2001-2007 was a time of changing economic cycles in the Norwegian labour market. The period starts with an economic downturn, where we see a declining trend in the level of employment for all groups from the 4th quarter of 2001 up until 2003 (figure 4.1 and appendix table 4.1). This decline stagnates in the following year, and from the 4th quarter of 2005 the recovery is emerging. From 2005 to 2006 we see a marked increase in employment for almost all groups. This trend is further strengthened in 2007. Immigrants in total experienced considerable growth in employment from the 4th quarter of 2005 to the same period of 2007. In this period there was an increase from 57.0 to 63.3 per cent employment; a growth of more than 6 percentage points. For the total population, employment rose from 68.5 per cent to 71.6 per cent in the same period. The relative growth was thus slightly stronger among immigrants than for the population in total.

If we look at immigrant groups by world region, the strongest growth was among the groups from EU countries in Eastern Europe and Africa. Both these groups had an increase in the share employed of 7.5 percentage points from the 4th quarter of 2005 to 2007. Also among immigrants from Asia, there was a marked increase of 6 percentage points. However this growth in employment did not change the relative differences between the immigrant groups in any notable way. There is still a clear gap in employment levels between the immigrants from the Nordic region, Western Europe and the EU countries in Eastern Europe on one side, and immigrants from Eastern Europe outside the EU, Asia, Africa and Latin America on the other.

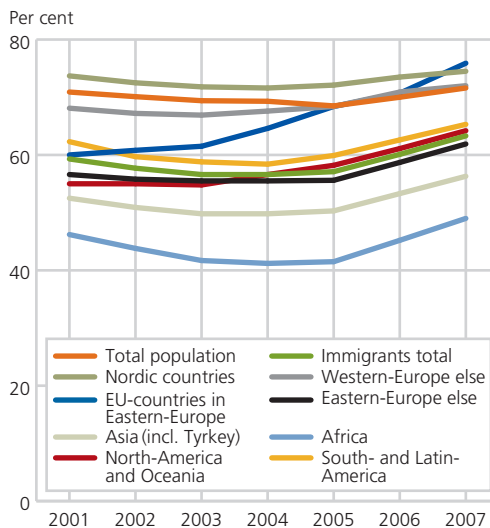
If we look at growth in absolute figures over the last year, in other words from the 4th quarter of 2006 to the same quarter of 2007, the number of employed persons has increased by 95 000 (Statistics Norway 2008a). Immigrants constituted 31 700 of this growth, in other words a third of the total growth in employment. The group with the strongest growth consisted of those from the EU countries in Eastern Europe. Growth for this group was 12 600, i.e. a relative growth of 70 per cent. Immigrants from Asia and Africa experienced total growth of employed persons of almost 10 000, though the relative growth was not nearly as strong in these groups. The immigrants' share of employed persons in total increased from 7.6 to 8.6 per cent in this period.

#### 4.2. Still lowest rate of employment among immigrants from Africa

African immigrants continue to be the group with the lowest rate of employment: 49 per cent in the 4th quarter of 2007. Next follows the Asian group with 56.3 per cent. However, when it comes to immigrants from Eastern Europe outside the EU, and immigrants from South and Central America, we see a certain increase in employment levels. For these groups, the employment rate is 62 and 65.3 per cent respectively. With regard to immigrants from North America and Oceania, the employment rate is similar to the last two groups with a share of 64.2 per cent employed. This is however a small group where the average age is higher than for the other groups, which contributes somewhat to a lower level of employment.

If we move on to the rest of the groups, we find a level of employment on a par with the total population, and in that respect also somewhat above this level. Immigrants from the EU countries in Eastern

Figure 4.1. **Employed persons, by world region<sup>1</sup>. As a percentage of persons in total 16-74 years for each group. 4th quarter 2001-2007**



<sup>1</sup> The 2001 and 2002 cohorts are grouped by their EU status as of 1 May 2004. The 2006 cohort is grouped by EU status as of 1 January 2007 (including Romania and Bulgaria). Source: Labour Market Statistics, Statistics Norway.

Europe had the highest share in employment with almost 76 per cent, closely followed by the Nordic countries with 74.5 per cent. Immigrants from the rest of Western Europe were at a level of 72 per cent.

#### 4.3. Different backgrounds main explanation for differences

It can generally be said that most of the differences in employment levels between the different groups are clearly connected to their composition, with regard to, among other things, their reason for immigration and period of residence. Among immigrants from the EU countries (both new and old), we find a higher share of labour immigrants that already have a contract of employment when they arrive. This of course contributes to raising the level of employment considerably for these groups, regardless of their period of residence in the country. Not least, this

applies to the group from the EU countries in Eastern Europe, which comprises skilled workers in great demand by the Norwegian construction and building industry.

At the other end of the spectrum, we find the groups from Africa, and partially Asia, groups with large shares of refugees and family reunited persons. These are groups who need some time to enter the Norwegian labour market. The African group is dominated by refugees from Somalia who have arrived during the last few years. Among the Asians, we find many newly arrived refugees from Iraq and Afghanistan. However, the Asian group is considerably larger and more complex than the African group with respect to reason for immigrating and period of residence. Here we also find groups of established refugees from Vietnam and Sri Lanka, and labour immigrants from the 1970s, e.g. from Pakistan and Turkey. Beyond that, there is a great deal of family immigration from countries like Thailand and the Philippines. The group from Thailand is especially dominated by women who marry men without an immigrant background. For those with a Philippino background, the picture is more complex, and many are also labour immigrants. Immigration from Pakistan has to a large extent been characterised by family immigration after the immigration freeze in 1975 (Daugstad 2006 and 2008).

The South and Central American group is strongly dominated by refugees (and family reunion immigrants) from Chile who arrived in Norway in the 1970s and 80s. These are among the most established refugee groups in Norway, which is reflected in the relatively high employment figures we have seen. The group from Eastern European countries outside the EU is particularly dominated by refugees from the Balkans who immigrated during the

1990s, many of whom are today established in the labour market.

#### **4.4. Great gender differences**

Norway has a very high level of employment compared to the average for OECD countries (OECD 2006). This is partly due to a high employment rate for women; 68.4 per cent. For men, the employment level is 74.8 per cent, in other words a gap in employment levels between men and women of 6.4 percentage points. Employment rates for women in a number of immigrant groups in Norway are on the other hand extremely low. This is particularly the case for immigrant groups from countries outside Europe, where in many cases we find substantial gender differences in the level of employment. Women's low level of employment is therefore lowering the average in these groups. Thus, gender must also be a background variable with a strong impact on the level of employment for some groups of immigrants.

In the following section, we will take a closer look at the impact of gender and period of residence on a few groups from countries outside Europe, based on world regions and chosen nations of a certain size. Among other things, we will see significant differences between individual countries from the same world region. This especially applies to the Asian group, which is the most complex group of immigrants. The level of employment is generally lower in the groups from outside the EU, both for men and women (figure 4.2). However it is women that have the lowest level, thus the level gap between women in this group and women in the majority population is greater than for men in the two respective groups.

#### 4.5. Lowest level of employment among African and Asian women

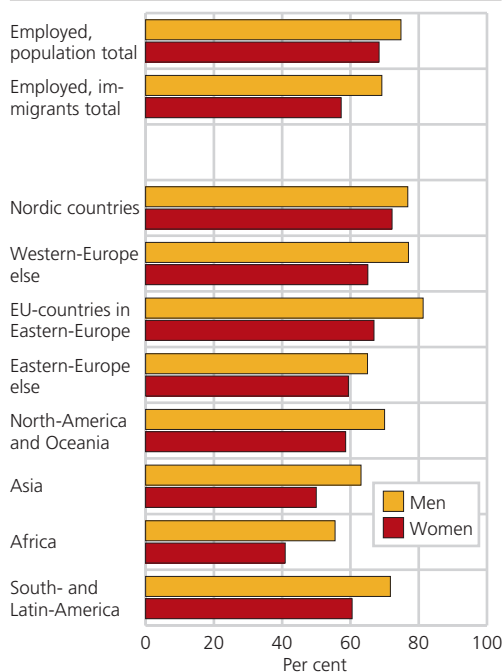
The lowest level of employment is found among African women with a share of 41 per cent employed, compared to 68.4 per cent for women in total. In other words, there is a significant difference of 27 percentage points (figure 4.2 and appendix table 4.2). The second lowest employment rate is found among Asian women with a share of 50 per cent employed. These women are thus somewhat closer to the total population with a gap of 18 percentage points. Women from South and Central America and Eastern Europe outside the EU are approximately on the same level with 60.5 and 59.4 per cent respectively, and consequently 8 and 9 percentage points below the total employment level for women. However, among women from EU countries in Eastern Europe, the level of employment is only 1.5 percentage points below the level for women in total. Western European women also have a high level, trailing the women in the majority population by only 3.3 percentage points.

Nevertheless, there is reason to emphasise that the age structure in most immigrant groups is somewhat different than for the total population, as there are more persons in the youngest and most economically active age groups among immigrants (chapter 2). If age distribution is taken into account and focus is placed on the most economically active age groups, the gap between immigrants and the total population would be greater than is seen here.

Gender differences in labour force participation are the greatest among immigrants from Africa. Here we find a gap of 14.6 percentage points in favour of men. However African males had the lowest level of employment among males with

55.5 per cent. Thus, the level in the group as a total is low. At the opposite end of the scale, we find the Eastern European group, excluding EU countries, where men with a level of 65 per cent employed were only 5.6 percentage points ahead of the women. This difference is slightly less than the gap between men and women in the total population; 6.4 percentage points. For immigrants in total, the same difference was approximately 12 percentage points in favour of men, in other words twice as high compared to the population in total. However, it should be pointed out that other groups also have relatively large gender gaps. This is for instance the case for the group from Eastern European EU countries, where we see a difference of 14.4 percentage points, but where this difference, first and foremost, is due to

Figure 4.2. **Employed persons by world region and gender. As a percentage of persons in total 15-74 years old for each group. 4th quarter 2007**



<sup>1</sup>Including Turkey.

Source: Labour Market Statistics, Statistics Norway.

an unusually high level of employment among men of 81.3 per cent.

Among Asian men, 63 per cent were employed. This share was 13 percentage points above the level for women from the same world region. Men from South and Central America enjoyed the highest level of employment among non-European males with 71.7 per cent; 11 percentage points more than women in this group. Employment in the total male population was, as mentioned previously, 74.8 per cent in the 4th quarter of 2007.

#### **4.6. Great differences regarding country background and gender**

There are great differences in the level of employment among women when country background is taken into consideration (figure 4.3 and appendix table 4.3). If we first look at the Asian group, women with a Pakistani background had a share employed of only 31.4 per cent, while men had a share twice as high at 63.5 per cent. This low share of employed women thus pulls the average down considerably, to 48 per cent, which must be regarded as low considering the fact that this is a group where half the population has a period of residence in Norway of more than 20 years, and where relatively few are refugees. This group was originally made up of male labour immigrants with family reunited spouses, but is today dominated by family immigration, both for men and women.

The level of employment for Afghan men was also twice the level for women. However this immigrant group is different from the Pakistani group, since it is primarily dominated by refugees with a shorter period of residence in Norway. Nearly half the group has a period of residence of less than four years. The share employed among men and women was 65

and 30.8 per cent respectively, while the average for the group in total was 51.2 per cent. Similarly in the group from Iraq, also heavily dominated by refugees, we find a substantial difference between men and women where 55 and 32 per cent respectively were employed; a difference of 23 percentage points. For this group, approximately a third had a period of residence of less than four years.

Another Asian group more similar to the Pakistani is the Turkish group. In this group, the men's level of employment was 64.8 per cent while women had a level of 42.3 per cent. In other words, we also see here a substantial gender gap of almost 22 percentage points.

Beyond this, we find the highest level of employment for Asian women in the group from Thailand with 62.8 per cent. This group is also unique in the sense that the gender gap is in favour of women, with the men's level of employment at 55.3 per cent. However, the Thai group deviates from other immigrant groups as it is strongly dominated by women. Many of these are family immigrants who have married Norwegian men with no immigrant background. Thus, they have a different starting point than, for instance, many female refugees with regard to opportunities for integration. The group from the Philippines share many traits with the Thai group, although the female dominance is not as strong. The share of women employed was 62 per cent, some 10 percentage points lower than for men.

If we look further, we see levels of employment for women from Sri Lanka and Vietnam of up to 61 per cent. For the Vietnamese, the gender gap was only 7.5 percentage points in favour of men, while the difference for the group from Sri Lanka was somewhat greater, i.e. 15 percentage

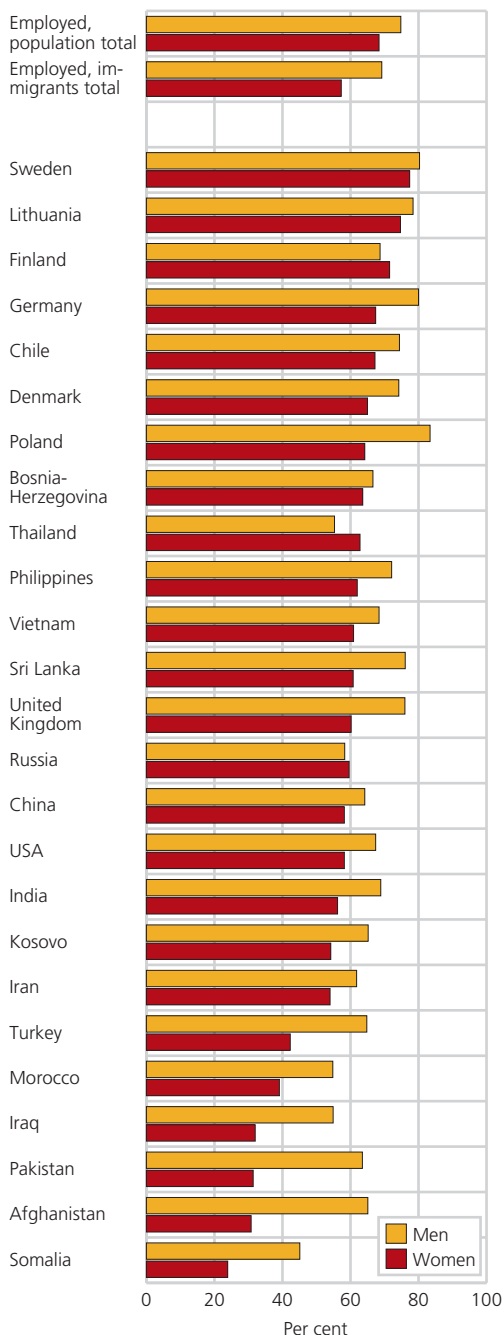
points. It should be added here that men have an extraordinarily high level of employment at 76 per cent.

If we look at the biggest group from Africa, i.e. the group from Somalia, we find an extremely low level of employment among women. Only 24 per cent were employed, while men had a share of 45 per cent employed. In other words, there is also considerable gender inequality in this group. The other African group of considerable size besides the Somalians is the Moroccans. The share of Moroccans employed was around 39 per cent for women and 54.8 per cent for men. Immigrants from these two nations are nevertheless two rather different groups. The Somali group is almost entirely made up of refugees and family reunited persons, while the Moroccan group is composed of labour immigrants from the 1970s (among men) and family reunited women to a greater extent. The Moroccan group thus has a much longer average period of residence in Norway compared to the Somali immigrants and is more similar to the Pakistani and Turkish groups.

Other groups worth mentioning are women from Chile with an employment rate of 67.2 per cent, the highest share among refugee dominated groups. The men here had a share employed of 74.4 per cent, making both groups very similar to the domestic average for both men and women. The Chilean refugees are incidentally the most integrated group of refugees in Norway.

Further, we see a high level of employment among women from the largest Eastern European group, which is also heavily dominated by refugees, namely Bosnia-Herzegovina. A total of 63.6 per cent of the women were employed in this group, while men had a share of 66.6 per cent.

Figure 4.3. **Employed by country background and gender. As a percentage of persons 15-74 years old for each group. 4th quarter 2007**



Source: Labour Market Statistics, Statistics Norway.

In other words, the group is equal with regard to gender employment levels.

#### 4.7. Period of residence is important...

The time spent in Norway is one of the most significant background variables when it comes to an immigrant's opportunities in the labour market, unless they arrive as a labour immigrant with a contract. Through adoption of language, culture and relevant professional skills, the opportunities in the labour market widen and are strengthened for most people. Generally speaking, there is a proportional dynamic in most immigrant groups, i.e. the longer the period of residence, the higher the level of employment. However, the effect of period of residence can turn out differently depending on the group and gender. That is the focus of the next section. This representation (i.e. tables 4.1 and 4.2) will be based on differences in levels of employment between groups with different periods of residence at a given point in time, i.e. the 4th quarter of 2007.

The share employed among immigrants in total is higher for the group with a period of residence of four years and more compared to those with a shorter period of residence. We see that the share increases from 61.2 to 64 per cent, which must be assumed is related to the adjustment phase many immigrants go through during their first years in Norway (table 4.1). This level of employment is approximately 1 percentage point higher in the group with a period of residence from 7 to 10 years, and reaches 67 per cent in the group with a period of residence of 10 to 15 years, before it drops to 63 per cent among those with a period of residence of 15 years or more. This lower share of employed persons must be assumed is related to a higher mean age among those with the longest period of residence, and consequently a

Table 4.1. **Employed immigrants in total by period of residence and gender. As a percentage of persons in total 15-74 years for each group. 4th quarter 2007**

	Total	Men	Women	Difference men-women
<b>Total</b>	<b>63.3</b>	<b>69.2</b>	<b>57.3</b>	<b>11.9</b>
Below 4 years	61.2	72.2	47.4	24.8
4 until 7 years	64.0	70.5	58.4	12.1
7 until 10 years	64.9	68.9	61.0	7.9
10 until 15 years	67.0	69.8	64.7	5.1
15 years and more	63.1	65.9	60.1	5.8

Source: Labour market statistics, Statistics Norway.

certain element of disabled and retirement pensioners.

#### 4.8. ... but most important for immigrant women

There are significant differences in this pattern between men and women. The most striking differences emerge in the group with the shortest period of residence of less than four years (table 4.2). Here, men have a level of employment of 72 per cent while women only have 47 per cent. In other words, period of residence is of little importance to immigrant men, something which clearly must be related to the great labour immigration Norway has experienced lately. It is primarily men who come to Norway to seek employment (Olsen, 2007). We see this clearly in the group from EU countries in Eastern Europe where men constitute 80 per cent of employed persons with a period of residence of less than four years (appendix table 4.5). Thus, there are significant gender differences in the level of employment among immigrants with a short period of residence: More than 25 per cent in men's favour. This difference is approximately halved in the group with a period of residence of 4 to 7 years where women's level of employment is higher. In this group, 58.4 per cent of the women are employed

and 70.5 per cent of the men, i.e. a difference of 12 percentage points.

For immigrants who have lived in Norway for 7 to 10 years, we see that the level among women is up a few percentage points to 61 per cent, while men is at about 69 per cent. The group with a period of residence of 10 to 15 years has the least gender inequality in employment levels. Here, the employment level for women is 64.7 per cent, and for men just below 70 per cent. In the group with the longest period of residence, the level is somewhat lower both for women and men; 60 and 66 per cent respectively.

If we consider all the immigrants as a whole, we clearly see a proportional increase in the level of employment for women with different periods of residence, while the level for men is practically not affected by this at all, if we disregard the group with the longest period of residence for both men and women. As mentioned earlier, this must be seen in light of the labour immigration to Norway, which has increased the number of employed men with a short period of residence drastically. If we however exclude the groups heavily dominated by labour immigrants from our calculations, e.g. the EEA countries, North America and Australia, we see a different level in employment for men with a period of residence of less than four years (table 4.2). Here, where refugees make up the majority, we see that the level is as low as 55.4 per cent for men with a period of residence of less than four years, and that the level is 10 percentage points higher among those with a period of residence of more than four years, but there is no increase after a period of residence of seven years. For women, the level is generally lower than what we have seen for immigrant women in total, but the difference compared to men here is also

much the same, if not somewhat smaller among those with the shortest period of residence. For women, we see levels of immigration rise steadily in all groups where period of residence is the variable, except for those with the longest period of residence where it stagnates somewhat.

Table 4.2. **Employed immigrants outside the EEA countries and North America/Oceania by period of residence and gender. As a percentage of persons in total 15-74 years for each group. 4th quarter 2007**

	Total	Men	Women	Difference men- women
<b>Total</b>	56.6	62.4	51.3	11.1
Below 4 years	44.1	55.4	36.4	19.0
4 until 7 years	58.4	65.7	52.7	13.0
7 until 10 years	59.1	63.7	54.6	9.1
10 until 15 years	61.5	64.0	59.6	4.4
15 years and more	60.5	63.4	57.0	6.4

Source: Labour market statistics, Statistics Norway.

#### 4.9. Women from the eastern EU countries quick to find employment

The importance of period of residence in relation to employment gives a more complex picture if we look at world regions (tables 4.3-4.5). The Nordic group is excluded from the comparison as it is of little interest in this context. Among Nordic immigrants, we find a high level of employment both for men and women independent of period of residence. Immigrants from North America and Oceania are also not included in the comparison since the group is relatively small and more than half the group has a period of residence of more than 10 years.

When we look at immigrants from Western Europe and the EU countries in Eastern Europe, there are multiple similarities (table 4.3). For instance, we see a high

level of employment among males already in the first four years of their residence, which is of course related to the considerable number of labour immigrants in both groups. Women on the other hand have a lower level of employment during the first four years, but we already see a great upturn in the group with a period of residence of more than four years, thus reducing the gender gap. In both groups, women are above the average for immigrant women in total, also among those with the shortest period of residence. Women with this country background will to a great extent be family immigrants. However, we will find a certain element of refugees in the Eastern European group with the longest period of residence (15 years and more), both among men and women. Here we see that the level of employment is lower, something which must be seen in connection with a greater share

of over 55 year-olds in this group compared to the others.

There are many similarities between women from Eastern Europe outside the EU and those from South and Central America (table 4.4). They have much the same levels of employment and mostly follow the same pattern with regard to period of residence. In both groups we see a leap in the employment level to well over 60 per cent among those with a period of residence of 4 to 7 years, while among those with the longest period of residence the level for Eastern European women is somewhat lower than the Latin American. The women with the highest level of employment from these two world regions are only a few percentage points below the average for all women in total. Furthermore, we see greater gender inequality in the Latin American group, which is connected

Table 4.3. **Immigrants in employment by period of residence, gender and world region. As a percentage of persons in total 15-74 years for each group. 4th quarter 2007**

	Western-Europe (except Nordic countries)			Eastern EU-countries		
	Men	Women	Difference men-women	Men	Women	Difference men-women
<b>Total</b>	<b>77.0</b>	<b>65.1</b>	<b>11.9</b>	<b>81.3</b>	<b>66.9</b>	<b>14.4</b>
Below 4 years	78.1	61.9	16.2	83.0	61.9	21.1
4 until 7 years	82.2	73.6	8.6	83.0	77.8	5.2
7 until 10 years	83.0	75.7	7.3	76.8	76.3	0.5
10 until 15 years	85.0	77.4	7.6	78.3	73.6	4.7
15 years and more	70.9	61.1	9.8	66.0	65.6	0.4

Source: Labour market statistics, Statistics Norway.

Table 4.4. **Employed immigrants by period of residence, gender and world region. As a percentage of persons in total 15-74 years for each group. 4th quarter 2007**

	Eastern-Europe else			South- and Central America		
	Men	Women	Difference men-womeng	Men	Women	Difference men-women
<b>Total</b>	<b>65.0</b>	<b>59.4</b>	<b>5.6</b>	<b>71.7</b>	<b>60.5</b>	<b>11.2</b>
Below 4 years	59.3	44.9	14.4	68.0	46.1	21.9
4 until 7 years	69.8	64.0	5.8	73.3	66.6	6.7
7 until 10 years	68.0	63.4	4.6	73.7	63.8	9.9
10 until 15 years	66.5	65.5	1.0	73.5	67.3	6.2
15 years and more	62.0	59.1	2.9	72.1	65.4	6.7

Source: Labour market statistics, Statistics Norway.

to the overall higher employment level for men in this group compared to the Eastern European.

#### 4.10. Asian and African women the latest to enter employment

The Asian group is the largest of these groups and consequently the most complex with regard to period of residence and reason for immigration. Asian women have on average the second lowest level of employment among immigrant women. In this group as well, the employment level increases with the duration of their period of residence, but not to the level of Eastern European and Latin American women (table 4.5). The highest employment is found among those with a period of residence of 10-15 years, at 57 per cent, which is 11 percentage points below the average for the female population in total. We also see that gender differences are the smallest in this group; only 5 percentage points in favour of men. A lower level of employment among men in this group also contributes to a reduction in gender differences. On another note, we see that men with a period of residence of less than four years have an employment rate well below European males who have spent the same time in Norway, but are still 20 percentage points above Asian women; 54.6 compared to 34.8 per cent. The difference has not decreased significantly between women

and men who have lived in Norway for 4 to 7 years, but the level is higher both for men and women, i.e. 67.2 and 51.5 per cent respectively.

Women from Africa have the lowest level of employment and are systematically below the level of Asian women, regardless of their period of residence (table 4.5). In almost all groups the difference is more than 10 percentage points below Asian women. It is only among those with the longest period of residence we see a certain convergence between women from these two world regions. African men also have a lower level of employment compared to Asian men, but the gap is not as significant.

When we look at gender differences in the African group, this especially applies to those with a period of residence of less than four years, something which is primarily attributed to a very low level of employment among females; only 28.6 per cent compared to 52.4 per cent for men. Among those who have a period of residence of 4 to 7 years, women have a level of 40 per cent employed. However, men also have a higher level of employment of 59.5 per cent, which yields a difference just short of 20 percentage points. In the groups with this period of residence, we mainly find Somali refugees and family

Table 4.5. Immigrants in employment by period of residence, gender and world region. As a percentage of persons in total 15-74 years for each group. 4th quarter 2007

	Asia <sup>1</sup>			Africa		
	Men	Women	Difference men-women <sup>g</sup>	Men	Women	Difference men-women
<b>Total</b>	<b>63.1</b>	<b>50.0</b>	<b>13.1</b>	<b>55.5</b>	<b>40.9</b>	<b>14.6</b>
Below 4 years	54.6	34.8	19.8	52.4	28.6	23.8
4 until 7 years	67.2	51.5	15.7	59.5	39.9	19.6
7 until 10 years	64.6	53.7	10.9	55.8	42.7	13.1
10 until 15 years	61.9	57.0	4.9	58.7	47.0	11.7
15 years and more	64.7	55.9	8.8	54.6	54.3	0.3

<sup>1</sup>Turkey included.

Source: Labour market statistics, Statistics Norway.

reunited persons. Gender differences are reduced somewhat further in the groups with a longer period of residence, and among those who have lived here more than 15 years we see the gap level out completely between African men and women. This levelling is due to a lower employment level for men, while women have experienced an upturn of 7 percentage points compared to those with a period of residence below 15 years. This group with the longest period of residence is to a lesser degree dominated by Somalis, and among men we find a substantial group of Moroccan labour immigrants from the 1970s and 80s, who are now outside the labour force, partly due to the fact that they receive disability pensions. (Olsen 2007).

To summarise, we can say that among women from outside Western Europe and the EU countries in Eastern Europe, there is a division between those from Eastern Europe and South and Central America on one side, and those from Asia and Africa on the other. While the two first groups enter employment rapidly, the other two are slow. The level is especially low for women who have lived in the country less than 15 years. However, neither African nor Asian women are above the average for immigrant women even after a period of residence of more than 15 years. In other words, we find great shares of women outside the labour force among those with an African and Asian country background. Among the Eastern European and Latin American women, we see on the other hand that the average level is surpassed after a period of residence of only four years. At the same time, the gap between women and men is reduced significantly. Women from Western Europe and the EU countries in Eastern Europe are much quicker to enter employment and are 5 percentage points above the immigrant

female average in the earliest period of residence of less than four years. However, the gap between men and women is also great here. This is mainly due to a very high level of employment among men who arrive as labour immigrants, while women primarily follow as family immigrants.

#### **4.11. Gender differences in share of unemployed and in labour market programmes**

As an extension of the previous section, there are obvious reasons to look closer at how the shares of unemployed and participants in labour market schemes and initiatives are distributed by gender and country background. The sum of these goes under the term 'Gross unemployment'. Could it be that the lower level of employment among women is caused by greater problems entering the labour market than men? In other words: Is there a higher share of female than male job seekers who are either registered as unemployed or participating in labour market programmes? In that case, women should have a higher share in gross unemployment than men in many of the aforementioned groups. When added to the shares of employed, these shares should even out the gender gaps with regard to the output, which is the aggregated work force.

Here, we are particularly looking at immigrant groups from outside the EEA countries and North America and Oceania (table 4.6 and appendix table 4.6). Our figures do not indicate that women have greater problems than men entering the labour market. The figures for these immigrant groups in total show a somewhat lower registered unemployment/participation in labour market programmes among women. This more or less also applies to the underlying period of residence groups, except for the group with a period of residence of 10 to 15 years where we see

Table 4.6. **Registered unemployed and participation in labour market schemes by period of residence and gender. Absolute numbers and as a percentage of persons in total for each group. 4th quarter 2007**

	Total	Men	Women	Total	Men	Women	Difference men- women
Rest of the population	36 206	19 424	16 782	1.2	1.2	1.1	0.1
<b>Immigrants from countries outside the EEA, North-America and Oceania</b>	<b>11 979</b>	<b>5 947</b>	<b>6 032</b>	<b>6.0</b>	<b>6.2</b>	<b>5.8</b>	<b>0.4</b>
Below 4 years	2 668	1 191	1 477	6.2	6.8	5.7	1.1
4 until 7 years	3 036	1 473	1 563	9.8	10.7	9.0	1.7
7 until 10 years	2 206	1 108	1 098	8.2	8.3	8.1	0.2
10 until 15 years	1 473	618	855	5.0	4.9	5.1	-0.2
15 years and more	2 596	1 557	1 039	3.7	4.0	3.3	0.7

Source: Labour market statistics, Statistics Norway.

Table 4.7. **Immigrants registered unemployed and participants on labour market schemes, by world region and gender. Absolute numbers and as a percentage of persons in total for each group. 4th quarter 2007**

	Total	Men	Women	Total	Men	Women	Difference men- women
<b>Total</b>	<b>11 979</b>	<b>5 947</b>	<b>6 032</b>	<b>6.0</b>	<b>6.2</b>	<b>5.8</b>	<b>0.4</b>
Eastern-Europe outside the EU	2 041	837	1 204	5.4	5.1	5.7	-0.6
Asia <sup>1</sup>	6 224	2 865	3 359	5.4	5.3	5.6	-0.3
Africa	3 142	1 998	1 144	8.8	10.1	7.2	2.9
South- and Central America	572	247	325	4.4	4.5	4.4	0.1

Source: Labour market statistics. Statistics Norway.

a marginal overweight of gross unemployment for women of 0.2 percentage points.

Further, when it comes to the impact of period of residence on the level of gross unemployment among men and women, we see a marked increase in the level for the chosen immigrant groups in total, both for women and men in the group with a period of residence of 4 to 7 years. Also at this stage, there is a marked increase in the level of employment. This is related to the fact that more become active job-seekers after a certain phase of adjusting to the Norwegian society, partly through the introduction programmes for newly-arrived refugees and family reunited immigrants.

After a period of residence of 7 years, we see a falling trend, and the level is at its absolute lowest among the most established with a period of residence of 15 years and more. Men have a certain overweight of gross unemployment compared to women when we consider the groups in total. This especially applies to women with a period of residence of less than 7 years where women are particularly underrepresented with regard to employment. Among those with a period of residence of 10 to 15 years, we find however a slight overweight of women (of 0.2 percentage points). It is also in this interval that the gender gap with regard to employment is reduced for many groups.

If we look at the four chosen groups based on world region, there are, with the exception of the African group, relatively modest gender inequalities with regard to gross unemployment (table 4.7).

In the Latin American and the Asian group, there is a slightly higher proportion of gross unemployment among women. In the first group, this is only about 0.1 percentage points (4.5 to 4.4) and in the Asian group 0.3 percentage points (5.3 to 5.6). In the group from Eastern Europe (excluding EU countries) the difference is 0.6 percentage points in favour of women (5.1 compared to 5.7 per cent). In other words, these shares of gross unemployment have very little impact on the male dominance when added to the share employed, i.e. the total labour force. These figures illustrate that women generally have higher shares outside the labour force than men, although this skewed distribution varies somewhat between the groups. The African groups have greater gender inequality with a difference of 2.9 percentage points in favour of men, thus

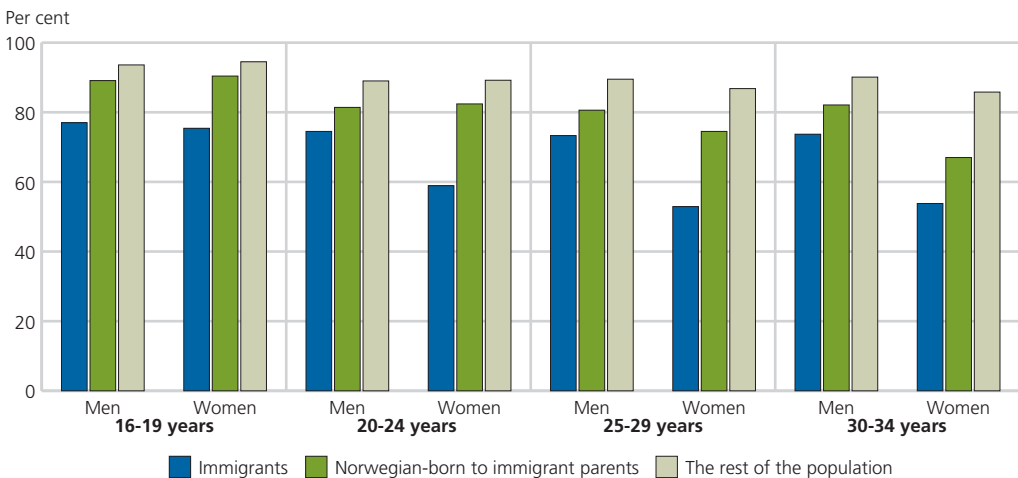
to an even stronger degree reinforcing the under-representation of women in this group.

#### 4.12. What about Norwegian-born to immigrant parents?

A question of great interest is to what extent are gender differences we have seen among immigrants from countries outside the EEA area re-produced in the succeeding generation, in other words among those born in Norway by immigrant parents. Not least: What is the level in this group compared to immigrants and the majority population.

Among other things, such a study must consider this group's young average age so that the basis of comparison is the corresponding young groups among immigrants and the majority population. It should be stressed that 72 per cent of Norwegian-born persons to immigrant parents (from countries outside the EEA area) are aged between 16 and 25 years. Thus, many will still be in education, meaning that one-sided focus on employment

Figure 4.4. Share active (employed/in education) by immigrant background<sup>1</sup>, gender and age. As a percentage of persons in total for each group. 4th quarter 2006



<sup>1</sup> From countries outside EØS and North-America/Oceania.  
Source: Labour Market Statistics, Statistics Norway.

is not representative with regard to the real active status in these youth population groups.

The following is based on a study of Norwegian-born to immigrant parents from countries outside the EEA area, North America and Oceania, based on an activity status considering both employment status and whether or not they are participating in education, and also if the two are combined (Olsen 2008). This survey takes the 4th quarter of 2006 as its point of reference. Figure 4.4 (appendix tables 4.8 and 4.9) shows the distributions in the shares active among immigrants, Norwegian born with immigrant parents and the majority population by gender and age.

Among the youngest, between 16 and 19 years old, gender differences are small regardless of immigrant background. This is related to the fact that most persons in this age group are in secondary education. The differences between population groups are much the same for both men and women due to gender balance within the groups. Boys and girls among Norwegian-born to immigrant parents are approximately 4 percentage points respectively below the majority population, while compared to the immigrants, boys are 12 percentage points above and girls 15 percentage points above.

For the age group 20-24 years old, the share active is approximately the same for men and women in the majority population, nor are there great differences among Norwegian-born to immigrant parents. Here we find a small majority of active women of 1 percentage point. A large share of those in education in this age group is combining their studies with work. This applies to both men and women. On the other hand, among immigrants in the same age group, there are marked gender

differences in the share of active, more specifically 74.5 per cent for men and 59 per cent for women; a difference of 15.5 percentage points. It is primarily those with employment as their main status that contribute to this gap (43 to 30 per cent). Among those in education, the difference is only a couple of percentage points in favour of men.

If we compare the group of Norwegian-born to immigrant parents to immigrants, there are particularly marked differences in the age group 20 to 24 years old. While Norwegian-born men with immigrant parents were 7 percentage points above immigrant males, the gap between these two groups for women was more than 23 percentage points. In other words, Norwegian-born women to immigrant parents deviate substantially more from immigrants than men in this age group. All in all, the high level of activity among these women is an important contribution to the position the group of Norwegian-born with immigrant parents in the age 20 to 24 years old are in.

#### **4.13. Marked gender differences among those over 25 years old**

In the age group 25-29 years, we see the traditional gender differences as outlined among Norwegian-born with immigrant parents, but also to a certain degree in the majority population. In the group of Norwegian-born with immigrant parents the shares of active men and women were 80.6 and 74.5 per cent respectively, and in the majority population, 89.5 to 86.8 per cent respectively. Consequently, gender differences are greater among Norwegian-born with immigrant parents than in the majority population, i.e. 6 to 2.7 percentage points. Also, the gap between Norwegian-born women with immigrant parents and women in the majority population has

increased somewhat in this group, while remaining more or less the same for men.

Gender differences are nevertheless substantially greater among immigrants in this age group, with a gap of 20 percentage points in favour of men, i.e. 73.3 compared to 53 per cent. Employment is the main activity in this age group, and the differences are primarily related to these shares. In the minority still in education there are only minor gender differences.

A special trait in the age group 25 to 29 years old is small differences in the share active among men compared to the younger age groups, regardless of immigrant background. For women, however, there is a declining tendency, especially among Norwegian-born with immigrant parents and immigrants. This indicates that the period of child birth and care responsibilities is manifesting itself, as we see the outline of a familiar pattern of gender roles emerge.

For the oldest age group from 30 to 34 years, the tendency of gender inequality is further reinforced. The activity level among Norwegian-born women with immigrant parents has further declined here down to 67 per cent, while the level among men remains more or less unchan-

ged at 82 per cent. Thus, gender differences increase to 15 percentage points in favour of men. In the majority population, there have only been marginal changes compared to the younger age group, both for men and women. Here we register 90 and 85.8 per cent active respectively, in other words a gap of roughly 4 percentage points.

The trend for this age group is thus going in the direction that the gap between Norwegian-born women with immigrant parents and the majority population is increased, approximately 19 percentage points here, and that we see greater gender inequality. With regard to immigrants, this group had 73.7 per cent active among men and 53.8 per cent active women, i.e. a difference of 20 percentage points. Compared to the age group 25 to 29 years, there was no significant difference among women or men.

However it is still immigrant women that deviate the most compared to the majority population. While immigrant men experienced differences of around 16 percentage points compared to men in the majority population for the age groups over 19 years old, the gap between immigrant women and the majority women was twice that, i.e. more than 30 percentage points.

## Annex

Table 4.1. **Employed persons by world region. As a percentage of persons in total 16-74 years for each group. 4th quarter 2001-2007**

	2001	2002	2003	2004	2005	2006 <sup>1</sup>	2007 <sup>1</sup>
<b>Total population</b>	<b>70.9</b>	<b>70.1</b>	<b>69.4</b>	<b>69.3</b>	<b>68.5</b>	<b>70.0</b>	<b>71.6</b>
<b>Immigrants in total</b>	<b>59.3</b>	<b>57.7</b>	<b>56.6</b>	<b>56.6</b>	<b>57.1</b>	<b>60.1</b>	<b>63.3</b>
The Nordic countries	73.7	72.5	71.8	71.6	72.1	73.5	74.5
Western Europe else	68.1	67.2	66.9	67.6	68.4	70.9	72.0
EU countries in Eastern Europe	60.0	60.8	61.5	64.6	68.4	70.7	75.9
Eastern Europe else	56.6	55.8	55.5	55.5	55.6	58.7	61.9
North America and Oceania	55.0	55.0	54.8	56.6	58.2	61.1	64.2
Asia <sup>2)</sup>	52.5	50.9	49.8	49.8	50.3	53.3	56.3
Afrika	46.2	43.8	41.7	41.2	41.5	45.2	49.0
South and Central America	62.3	59.7	58.8	58.4	59.9	62.6	65.3

<sup>1</sup>15-74 years.<sup>2</sup>Including Turkey.

Source: Labour market statistics, Statistics Norway.

Table 4.2. **Employed by immigrant background, world region and gender. Absolute figures and as a percentage of persons in total aged 15-74 years for each group. 4th quarter 2006 and 2007**

	Total	2006		2007		Change 2006-2007			
		Males	Females	Total	Males	Females	Total	Males	Females
<b>Total Norwegian population</b>	<b>2 389 000</b>	<b>1 263 091</b>	<b>1 125 909</b>	<b>2 484 000</b>	<b>1 313 020</b>	<b>1 170 980</b>	<b>95 000</b>	<b>49 929</b>	<b>45 071</b>
<b>Immigrants in total</b>	<b>181 420</b>	<b>98 716</b>	<b>82 704</b>	<b>213 114</b>	<b>118 776</b>	<b>94 338</b>	<b>31 694</b>	<b>20 060</b>	<b>11 634</b>
The Nordic countries	33 492	16 650	16 842	35 328	17 856	17 472	1 836	1 206	630
Western Europe else	23 912	14 787	9 125	27 215	16 904	10 311	3 303	2 117	1 186
EU countries in Eastern Europe	17 957	10 487	7 470	30 592	20 588	10 004	12 635	10 101	2 534
Eastern Europe else	21 072	9 891	11 181	23 719	10 983	12 736	2 647	1 092	1 555
North America and Oceania	4 519	2 410	2 109	5 011	2 691	2 320	492	281	211
Asia <sup>1</sup>	57 792	31 362	26 430	65 038	34 679	30 359	7 246	3 317	3 929
Afrika	15 027	9 472	5 555	17 715	11 096	6 619	2 688	1 624	1 064
South and Central America	7 649	3 657	3 992	8 496	3 979	4 517	847	322	525
<b>Norwegian born<sup>2</sup> to immigrant parents in total</b>	<b>10 220</b>	<b>5 399</b>	<b>4 821</b>	<b>12 440</b>	<b>6 575</b>	<b>5 865</b>	<b>2 220</b>	<b>1 176</b>	<b>1 044</b>
The Nordic countries	1 200	636	564	1 287	679	608	87	43	44
Western Europe else	588	317	271	876	495	381	288	178	110
EU countries in Eastern Europe	550	254	296	651	347	304	101	93	8
Eastern Europe else	570	265	305	661	303	358	91	38	53
North America and Oceania	127	60	67	126	59	67	-1	-1	0
Asia <sup>1</sup>	5 906	3 162	2 744	7 480	4 006	3 474	1 574	844	730
Afrika	768	375	393	969	491	478	201	116	85
South and Central America	262	138	124	390	195	195	128	57	71

Table 4.2 (cont.). **Employed by immigrant background, world region and gender. Absolute figures and as a percentage of persons in total aged 15-74 years for each group. 4th quarter 2006 and 2007**

	Total	2006		2007			Change 2006-2007		
		Males	Females	Total	Males	Females	Total	Males	Females
<i>Prosent</i>									
<b>Hele befolkningen</b>	<b>70.0</b>	<b>73.3</b>	<b>66.6</b>	<b>71.6</b>	<b>74.8</b>	<b>68.4</b>	<b>1.6</b>	<b>1.5</b>	<b>1.8</b>
<b>Innvandrere i alt</b>	<b>60.1</b>	<b>65.7</b>	<b>54.5</b>	<b>63.3</b>	<b>69.2</b>	<b>57.3</b>	<b>3.2</b>	<b>3.5</b>	<b>2.8</b>
Norden	73.5	75.8	71.3	74.5	76.8	72.2	1.0	1.0	0.9
Vest-Europa ellers	70.9	76.3	63.6	72.0	77.0	65.1	1.1	0.7	1.5
Nye EU land i Øst-Europa	70.7	75.9	64.5	75.9	81.3	66.9	5.2	5.4	2.4
Øst-Europa ellers	58.7	62.4	55.8	61.9	65.0	59.4	3.2	2.6	3.6
Nord-Amerika og Oseania	61.1	67.0	55.4	64.2	70.0	58.6	3.1	3.0	3.2
Asia <sup>1</sup>	53.3	60.4	46.8	56.3	63.1	50.0	3.0	2.7	3.2
Afrika	45.2	51.4	37.5	49.0	55.5	40.9	3.8	4.1	3.4
Sør- og Mellom- Amerika	62.6	69.4	57.4	65.3	71.7	60.5	2.7	2.3	3.1
<b>Norskfødte med innvander- foreldre i alt<sup>2</sup></b>	<b>53.8</b>	<b>55.3</b>	<b>52.2</b>	<b>58.4</b>	<b>60.1</b>	<b>56.6</b>	<b>4.6</b>	<b>4.8</b>	<b>4.4</b>
Norden	72.2	73.6	70.7	74.1	75.6	72.4	1.9	2.0	1.7
Vest-Europa ellers	67.7	70.2	64.8	70.0	73.2	66.1	2.3	3.0	1.3
Nye EU land i Øst-Europa	63.6	66.6	60.4	67.9	70.8	64.8	4.3	4.2	4.4
Øst-Europa ellers	60.8	59.3	62.2	61.7	58.5	64.6	0.9	-0.8	2.4
Nord-Amerika og Oseania	66.5	67.4	65.7	64.9	64.1	65.7	-1.6	-3.3	0.0
Asia <sup>1</sup>	50.2	52.2	48.0	56.1	58.5	53.6	5.9	6.3	5.6
Afrika	47.1	45.2	49.1	49.6	49.4	49.8	2.5	4.2	0.7
Sør- og Mellom- Amerika	37.1	37.9	36.3	48.0	45.9	50.3	10.9	8.0	14.0

<sup>1</sup>Including Turkey. <sup>2</sup>By native country of mother.

Source: Labour market statistics, Statistics Norway.

Table 4.3. **Employed immigrants by selected countries of birth and gender. Absolute figures and as a percentage of persons in total 15-74 years for each group. 4th quarter 2007**

	Total	Males	Females	Total	Males	Females	Difference in percentage points in men's favour	Relative difference in men's favour
				<i>Per cent</i>				
<b>Employed in total</b>	<b>2 484 000</b>	<b>1 313 020</b>	<b>1 170 980</b>	<b>71.6</b>	<b>74.8</b>	<b>68.4</b>	<b>6.4</b>	<b>9.4</b>
<b>Employed immigrants in total</b>	<b>213 114</b>	<b>118 776</b>	<b>94 338</b>	<b>63.3</b>	<b>69.2</b>	<b>57.3</b>	<b>11.9</b>	<b>20.8</b>
Thereof:								
Afghanistan	2 716	2 056	660	51.2	65.1	30.8	34.3	111.4
Bosnia-Herzegovina	7 936	4 028	3 908	65.1	66.6	63.6	3.0	4.7
Chile	3 972	2 229	1 743	71.1	74.4	67.2	7.2	10.7
Denmark	10 508	5 816	4 692	69.8	74.2	65.0	9.2	14.2
The Philippines	5 725	1 114	4 611	63.8	72.1	62.0	10.1	16.3
Finland	3 931	1 553	2 378	70.4	68.7	71.5	-2.8	-3.9
India	3 415	2 007	1 408	63.0	68.9	56.2	12.7	22.6
Iraq	6 860	4 918	1 942	45.6	54.9	32.0	22.9	71.6
Iran	6 828	4 033	2 795	58.3	61.8	54.0	7.8	14.4
China	2 879	1 309	1 570	60.8	64.2	58.2	6.0	10.3
Kosovo	4 343	2 526	1 817	60.1	65.2	54.2	11.0	20.3
Lithuania	3 301	1 932	1 369	76.8	78.4	74.7	3.7	5.0
Marocco	2 128	1 400	728	48.2	54.8	39.1	15.7	40.2
Pakistan	7 274	4 980	2 294	48.0	63.5	31.4	32.1	102.2
Poland	20 860	15 520	5 340	77.4	83.4	64.2	19.2	29.9
Russia	5 798	1 713	4 085	59.2	58.3	59.6	-1.3	-2.2
Somalia	4 529	3 148	1 381	35.5	45.1	23.9	21.2	88.7
Sri Lanka	5 464	3 163	2 301	68.8	76.1	60.8	15.3	25.2
United Kingdom	6 893	4 772	2 121	70.3	76.0	60.2	15.8	26.2
Sweden	18 317	9 186	9 131	78.8	80.3	77.4	2.9	3.7
Thailand	5 075	478	4 597	62.0	55.3	62.8	-7.5	-11.9
Turkey	5 163	3 457	1 706	55.1	64.8	42.3	22.5	53.2
Germany	10 453	6 087	4 366	74.2	80.0	67.4	12.6	18.7
USA	3 384	1 733	1 651	62.5	67.4	58.2	9.2	15.8
Vietnam	7 762	3 951	3 811	64.5	68.4	60.9	7.5	12.3

Source: Labour market statistics, Statistics Norway.

Table 4.4. **Employed immigrants by period of residence and sex. Absolute figures and in per cent of persons in total 15-74 years for each group. 4th quarter 2007**

	Total	Men	Women	Difference men-women
<i>Absolute figures</i>				
<b>All immigrants</b>				
<b>Total</b>	<b>213 114</b>	<b>118 776</b>	<b>94 338</b>	<b>24 438</b>
Below 4 years	59 091	38 644	20 447	18 197
4 until 7 years	27 854	14 148	13 706	442
7 until 10 years	25 048	13 327	11 721	1 606
10 until 15 years	28 192	13 161	15 031	-1 870
15 years and more	72 929	39 496	33 433	6 063
<i>Per cent</i>				
<b>Total</b>	<b>63.3</b>	<b>69.2</b>	<b>57.3</b>	<b>11.9</b>
Below 4 years	61.2	72.2	47.4	24.8
4 until 7 years	64.0	70.5	58.4	12.1
7 until 10 years	64.9	68.9	61.0	7.9
10 until 15 years	67.0	69.8	64.7	5.1
15 years and more	63.1	65.9	60.1	5.8
<i>Absolute figures</i>				
<b>Immigrants outside the EEA- countries and North-America/ Oceania:</b>				
<b>Total</b>	<b>114 968</b>	<b>60 737</b>	<b>54 231</b>	<b>6 506</b>
Below 4 years	19 415	9 925	9 490	435
4 until 7 years	18 529	9 225	9 304	-79
7 until 10 years	16 206	8 634	7 572	1 062
10 until 15 years	18 273	8 227	10 046	-1 819
15 years and more	42 545	24 726	17 819	6 907
<i>Per cent</i>				
<b>Total</b>	<b>56.6</b>	<b>62.4</b>	<b>51.3</b>	<b>11.1</b>
Below 4 years	44.1	55.4	36.4	19.0
4 until 7 years	58.4	65.7	52.7	13.0
7 until 10 years	59.1	63.7	54.6	9.1
10 until 15 years	61.5	64.0	59.6	4.4
15 years and more	60.5	63.4	57.0	6.4

Source: Labour market statistics, Statistics Norway.

Table 4.5. **Employed immigrants 15-74 years by period of residence, gender and world region.**  
**4th quarter 2007**

	Western-Europe (except Nordic countries)		Eastern EU-countries	
	Men	Women	Men	Women
<b>Total</b>	<b>16 904</b>	<b>10 311</b>	<b>20 588</b>	<b>10 004</b>
Below 4 years	5 867	2 823	17 720	4 497
4 until 7 years	1 931	1 152	701	1 480
7 until 10 years	1 684	963	302	839
10 until 15 years	1 797	1 034	331	974
15 years and more	5 625	4 339	1 534	2 214
	Eastern-Europe else		South- and Central America	
	Men	Women	Men	Women
<b>Total</b>	<b>10 983</b>	<b>12 736</b>	<b>3 979</b>	<b>4 517</b>
Below 4 years	1 617	2 181	670	900
4 until 7 years	1 420	2 249	363	613
7 until 10 years	1 771	2 239	317	479
10 until 15 years	4 055	4 513	297	445
15 years and more	2 120	1 554	2 332	2 080
	Asia <sup>1</sup>		Africa	
	Men	Women	Men	Women
<b>Total</b>	<b>34 679</b>	<b>30 359</b>	<b>11 096</b>	<b>6 619</b>
Below 4 years	4 910	5 030	2 728	1 379
4 until 7 years	5 166	5 140	2 276	1 302
7 until 10 years	5 009	3 732	1 537	1 122
10 until 15 years	2 819	4 129	1 056	959
15 years and more	16 775	12 328	3 499	1 857

<sup>1</sup>Including Turkey.

Source: Labour market statistics, Statistics Norway.

Table 4.6. **Persons registered unemployed and as participants on labour market schemes by selected world regions, period of residence and gender. Absolute numbers and as a percentage of persons in total 16-74 years for each group. 4th quarter 2007**

	Total	Men	Women	In total	Men	Women	Difference men- women
	<i>Absolute figures</i>			<i>Per cent</i>			
<b>The four immigrant groups in total</b>	<b>11 979</b>	<b>5 947</b>	<b>6 032</b>	<b>6.0</b>	<b>6.2</b>	<b>5.8</b>	<b>0.4</b>
Below 4 years	2 668	1 191	1 477	6.2	6.8	5.7	1.1
4 until 7 years	3 036	1 473	1 563	9.8	10.7	9.0	1.7
7 until 10 years	2 206	1 108	1 098	8.2	8.3	8.1	0.2
10 until 15 years	1 473	618	855	5.0	4.9	5.1	-0.2
15 years and more	2 596	1 557	1 039	3.7	4.0	3.3	0.7
<b>Eastern-Europe outside the EU</b>	<b>2 041</b>	<b>837</b>	<b>1 204</b>	<b>5.4</b>	<b>5.1</b>	<b>5.7</b>	<b>-0.6</b>
Below 4 years	514	165	349	6.9	6.2	7.3	-1.1
4 until 7 years	470	166	304	8.6	8.4	8.8	-0.4
7 until 10 years	368	138	230	6.1	5.4	6.6	-1.2
10 until 15 years	476	235	241	3.7	3.9	3.5	0.4
15 years and more	213	133	80	3.5	3.9	3.1	0.8
<b>Asia, total<sup>1</sup></b>	<b>6 224</b>	<b>2 865</b>	<b>3 359</b>	<b>5.4</b>	<b>5.3</b>	<b>5.6</b>	<b>-0.3</b>
Below 4 years	1 228	513	715	5.3	5.8	5.0	0.8
4 until 7 years	1 529	655	874	8.9	8.8	8.9	-0.1
7 until 10 years	1 195	617	578	8.3	8.1	8.5	-0.4
10 until 15 years	637	204	433	5.5	4.6	6.1	-1.5
15 years and more	1 635	876	759	3.4	3.4	3.4	0.0
<b>Africa, total</b>	<b>3 142</b>	<b>1 998</b>	<b>1 144</b>	<b>8.8</b>	<b>10.1</b>	<b>7.2</b>	<b>2.9</b>
Below 4 years	794	480	314	8.1	9.4	6.6	2.8
4 until 7 years	949	625	324	13.7	16.6	10.2	6.4
7 until 10 years	568	328	240	10.7	12.1	9.3	2.8
10 until 15 years	301	154	147	7.9	8.7	7.3	1.4
15 years and more	530	411	119	5.4	6.4	3.5	2.9
<b>South- and Central-America, total</b>	<b>572</b>	<b>247</b>	<b>325</b>	<b>4.4</b>	<b>4.5</b>	<b>4.4</b>	<b>0.1</b>
Below 4 years	132	33	99	4.5	3.4	5.1	-1.7
4 until 7 years	88	27	61	6.3	5.5	6.7	-1.2
7 until 10 years	75	25	50	6.5	5.9	6.8	-0.9
10 until 15 years	59	25	34	5.6	6.3	5.2	1.1
15 years and more	218	137	81	3.4	4.2	2.6	1.6
<b>The non-immigrant population</b>	<b>36 206</b>	<b>19 424</b>	<b>16 782</b>	<b>1.2</b>	<b>1.2</b>	<b>1.1</b>	<b>0.1</b>

<sup>1</sup>Including Turkey

Source: Labour market statistics, Statistics Norway.

Table 4.7. **Persons registered (exclusively) as unemployed aged 16-74 years, by country background. Absolute numbers and as a percentage of the labour force for each group. End of November 1999-2007.**

	Unem- ployed in total	Immigrants registered unemployed							
		Immigrants in total	The Nordic countries	Western Europe else	Eastern Europe	Northern America and Oceania	Asia <sup>1</sup>	Africa	South- ern and Central America
1999	55 761	8 575	870	621	1 796	146	3 553	1 158	429
2000	58 027	9 411	913	617	1 846	138	4 031	1 376	490
2001	64 112	10 486	965	662	2 071	152	4 597	1 560	479
2002	77 706	13 114	1 243	860	2 455	179	5 760	2 006	611
2003	87 349	15 239	1 492	995	2 746	243	6 670	2 344	749
2004	83 616	15 328	1 412	932	2 799	200	6 760	2 503	722
2005	72 342	14 274	1 078	752	2 710	186	6 387	2 489	672
2006	50 236	11 218	754	550	2 079	109	5 044	2 199	483
2007	38 434	9 193	607	464	1 807	88	3 917	1 912	398
		<i>Per cent</i>							
1999	2.4	6.6	2.5	3.3	9.5	3.5	9.1	12.2	7.7
2000	2.5	6.7	2.7	3.2	8.5	3.5	9.2	12.4	8.0
2001	2.7	7.1	2.9	3.4	8.8	3.9	9.6	13.1	7.4
2002	3.3	8.6	3.7	4.3	9.7	4.4	11.5	15.8	9.1
2003	3.7	9.6	4.4	4.8	10.2	6.0	12.7	17.4	10.8
2004	3.5	9.3	4.2	4.4	9.6	4.8	12.4	17.7	10.2
2005	3.0	8.3	3.3	3.4	8.3	4.5	11.1	16.5	9.0
2006	2.1	6.1	2.3	2.3	5.3	2.5	8.3	13.2	6.1
2007	1.6	4.4	1.7	1.7	3.6	1.9	5.9	10.1	4.7

<sup>1</sup>Including Turkey.

Source: Labour market statistics, Statistics Norway.

Table 4.8. Share active by immigrant background, gender and age. As a percentage of persons in total for each group. 4th quarter 2006

	Men				Females			
	16-19 years	20-24 years	25-29 years	30-34 years	16-19 years	20-24 years	25-29 years	30-34 years
<b>Norwegian-born to immigrant parents<sup>1</sup></b>								
<b>Share actives in total</b>	<b>89.1</b>	<b>81.4</b>	<b>80.6</b>	<b>82.1</b>	<b>90.4</b>	<b>82.4</b>	<b>74.5</b>	<b>67.0</b>
Employed	7.4	42.6	61.9	75.4	7.5	37.1	56.5	58.6
In employment/ education	27.6	26.0	14.1	5.0	27.7	32.9	11.9	5.8
In education	54.1	12.8	4.6	1.7	55.2	12.4	6.1	2.6
<b>Immigrants<sup>1</sup></b>								
<b>Share actives in total</b>	<b>77.0</b>	<b>74.5</b>	<b>73.3</b>	<b>73.7</b>	<b>75.4</b>	<b>58.9</b>	<b>52.9</b>	<b>53.8</b>
Employed	9.9	43.0	59.8	65.0	8.0	30.0	40.0	45.1
In employment/ education	19.5	18.2	9.3	6.1	22.4	17.5	8.0	5.3
In education	47.6	13.3	4.2	2.6	45.0	11.4	4.9	3.4
<b>No Immigration-background</b>								
<b>Share actives in total</b>	<b>93.6</b>	<b>89.0</b>	<b>89.5</b>	<b>90.1</b>	<b>94.5</b>	<b>89.2</b>	<b>86.8</b>	<b>85.8</b>
Employed	10.4	49.3	72.5	83.6	9.4	39.4	66.6	76.3
In employment/ education	34.7	26.3	12.1	4.9	37.6	35.0	14.0	6.6
In education	48.5	13.4	4.9	1.6	47.5	14.8	6.2	2.9

Source: Labour market statistics, Statistics Norway.

Table 4.9. **Employed persons by immigrant category, world region and age. 4th quarter 2007. Absolute numbers and as a percentage of persons in total for each group**

	Total	15-19 years	20-24 years	25-29 years	30 years and more
<i>Absolute numbers</i>					
<b>Total population</b>	<b>2 484 000</b>	<b>144 081</b>	<b>215 374</b>	<b>239 680</b>	<b>1 884 865</b>
<b>Immigrants in total</b>	<b>213 114</b>	<b>5 763</b>	<b>19 093</b>	<b>30 721</b>	<b>157 537</b>
The Nordic countries	35 328	549	2 305	4 066	28 408
Western Europe else	27 215	232	871	2 696	23 416
EU countries in Eastern Europe	30 592	366	2 731	6 307	21 188
Eastern Europe else	23 719	1 510	3 029	3 392	15 788
North America and Oceania	5 011	30	167	538	4 276
Asia <sup>1</sup>	65 038	2 287	6 983	9 599	46 169
Afrika	17 715	650	2 250	2 823	11 992
South and Central America	8 496	139	757	1 300	6 300
<b>Norwegian born<sup>2</sup> to immigrant parents</b>	<b>12 440</b>	<b>3 445</b>	<b>3 534</b>	<b>2 520</b>	<b>2 941</b>
The Nordic countries	1 287	125	145	163	854
Western Europe else	876	98	130	90	558
EU countries in Eastern Europe	651	92	109	56	394
Eastern Europe else	661	195	102	141	223
North America and Oceania	126	12	13	19	82
Asia <sup>1</sup>	7 480	2 407	2 584	1 753	736
Afrika	969	313	355	235	66
South and Central America	390	203	96	63	28
<i>Per cent</i>					
<b>Total population</b>	<b>71.6</b>	<b>45.7</b>	<b>75.9</b>	<b>81.1</b>	<b>73.2</b>
<b>Immigrants in total</b>	<b>63.3</b>	<b>32.3</b>	<b>62.2</b>	<b>66.6</b>	<b>65.1</b>
The Nordic countries	74.5	45.9	76.7	81.9	74.2
Western Europe else	72.0	27.2	52.7	79.9	73.4
EU countries in Eastern Europe	75.9	35.1	72.3	76.8	77.7
Eastern Europe else	61.9	38.9	65.8	68.3	63.5
North America and Oceania	64.2	16.0	41.5	68.9	66.5
Asia <sup>1</sup>	56.3	31.5	59.1	58.7	57.6
Afrika	49.0	22.3	52.5	51.3	51.1
South and Central America	65.3	27.5	66.1	66.1	67.0
<b>Norwegian born<sup>2</sup> to immigrant parents</b>	<b>58.4</b>	<b>36.8</b>	<b>72.6</b>	<b>74.6</b>	<b>79.4</b>
The Nordic countries	74.1	41.3	72.1	79.1	83.1
Western Europe else	70.0	38.0	66.3	70.9	83.2
EU countries in Eastern Europe	67.9	39.7	66.1	68.3	82.1
Eastern Europe else	61.7	38.9	76.1	82.9	83.5
North America and Oceania	64.9	31.6	50.0	76.0	78.1
Asia <sup>1</sup>	56.1	37.7	72.9	73.9	71.6
Afrika	49.6	28.8	76.5	74.1	76.7
South and Central America	48.0	36.6	68.6	78.8	71.8

<sup>1</sup>Including Turkey. <sup>2</sup>By mothers' native country.

Source: Labour market statistics, Statistics Norway.